

WOMEN IN COMBAT ARMS OF THE
ARMY; A POSSIBILITY OF THEIR
INDUCTION

A DISSERTATION

BY

BRIGADIER CHARANJEEV

MANJU, SM, VSM

(ROLL NO. 4521)

GUIDE : DR KUSUM LATA

INDIAN INSTITUTE OF PUBLIC ADMINISTRATION
I P ESTATE, RING ROAD, NEW DELHI-110002
45TH ADVANCED PROFESSIONAL PROGRAMME ON PUBLIC
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Charanjeev Manju
(Brigadier)

CERTIFICATE

1. I have the pleasure to certify that Brigadier Charanjeev Manju, SM, VSM has pursued his research work and prepared the present dissertation entitled **“Women in Combat Arms of the Indian Army; a Possibility of their Induction”** under my guidance and supervision. The dissertation is the result of his own research and to the best of my knowledge, no part of it has earlier comprised of any other monograph, dissertation or book. This is being submitted to the Panjab University, Chandigarh for the degree of Master of Philosophy in Social Sciences in partial fulfillment of the requirement for the Advanced Professional Programme in Public Administration (APPPA) of Indian Institute of Public Administration (IIPA), New Delhi.

2. I recommend that the dissertation of Brigadier Charanjeev Manju is worthy of consideration for the award of M Phil degree of Panjab University, Chandigarh.

Date;

(Dr Kusum Lata)

Supervisor

Indian Institute of Public Administration

I P Estate, Ring Road

New Delhi-110002

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ABBREVIATIONS

S. No	ABBREVIATION	MEANING
1	AAD	Army Air Defence
2	AD	Anno Domini
3	AOC	Army Ordnance Corps
4	ASC	Army Service Corps
5	ATC	Air Traffic Control
6	CCL	Child Care Leave
7	CI	Counter Insurgency
8	CMP	Corps of Military Police
9	CO	Commanding Officer
10	CT	Counter Terrorism
11	DoD	Department of Defence
12	DoP&T	Department of Personnel and Training
13	DSSC	Defence Services Staff College
14	EME	Electrical and Mechanical Engineering
15	ERE	Extra Regimental Employment
16	GC	Gentlemen Cadet
17	GoI	Government of India
18	GSL	Government Sanction Letter
19	IA	Indian Army
20	IDF	Israel Defence Forces

21	INA	Indian National Army
22	IT	Information Technology
23	JAG	Judge Advocate General
24	LC	Lady Cadet
25	MoD	Ministry of Defence
26	MS	Military Secretary
27	MTP	Medical Termination of Pregnancy
28	NATO	North Atlantic Treaty Organisation
29	NCO	Non Commissioned Officer
30	NE	North East
31	OTA	Officers Training Academy
32	PC	Permanent Commission
33	POW	Prisoner of War
34	RAF	Royal Air Force
35	RR	Rashtriya Rifles
36	SAS	Special Air Service
37	SC	Supreme Court
38	SLP	Special Leave Petition
39	SSC	Short Service Commission
40	UoI	Union of India
41	WO	Women Officer
42	WP	Writ Petition
43	WSES	Women Special Entry Scheme

CHAPTER I

Women in the Combat Arms of the Indian Army; A Possibility of Their

Induction- Introduction

1. In the modern world a lot of advancement has taken place due to the advent of technology. Growth and development is seen in each and every field of life. Awareness of an individual about his/ her rights and the aspirations due to this awareness and technological advancement has increased manifold in the past few decades. Women have also become more assertive for their rights which were wrongfully denied to them for centuries.

2. Women have been taking up active role in all walks of life. The woman of today is bold, daring and is capable of fighting for her rights. They have worked shoulder to shoulder with their male counterparts and have performed all the tasks which a male can do. There is no field in which the women have not ventured or performed at par with males. The area of war fighting is also not an exception. Women from time immemorial have been participating in the wars in some form or the other. In Indian history also we have examples of 'Rani of Jhansi' and many others. In the modern Indian Army (IA), women were first inducted as Military Nursing Officers from 1927 and as Medical Officers from 1943. Induction of Women Officers (WOs) into the Indian Army (IA) through Women Special Entry Scheme (WSES) started in 1992 after the approval of the Cabinet Committee on Parliamentary Affairs.

3. The first batch of 25 Lady Cadets (LCs) commenced their 29 weeks training in Sep 1992 for commission in Army Service Corps (ASC), Army Ordnance Corps (AOC), Army Education Corps (AEC) and Judge Advocate General (JAG) Department. Their terms of engagement were for a period of five years. In 1996, the

intake was expanded to other supporting arms and services to include Engineers, Signals, Army Air Defence (AAD), Intelligence Corps and Electric and Mechanical Engineering (EME). Army Aviation was added in the list in 2009.

4. The annual induction was increased to 50 LCs per course in 1996 and further enhanced to 75 in Aug 2003. In 1996, the term of engagement was increased to 5+5 configuration with an initial period of five years and an extension of another five years. In 2004, the terms of engagement were further enhanced by four years ie 5+5+4 configuration. In 2006, the WSES was terminated and commissioning of WOs was made at par with male officers including the training period through Short Service Commission (Technical) and Short Service Commission (Non-Technical) entry. In 2009, the terms of engagement were modified to an initial contractual period of ten years with an extension of another four years ie 10+4 configuration. (1ⁱ)

5. However, in 2003, WOs of WS-1 course had moved the Delhi High Court for grant of Permanent Commission (PC). In September 2008, pending judgment of Delhi High Court, IA granted PC to WOs of AEC and JAG Department prospectively.

6. In Mar 2010, Delhi High Court passed orders on the above case and directed the Army to consider grant of PC to all WOs. In response, the Union of India (UoI) filed a Special Leave Petition (SLP) in the Supreme Court against the High Court order. Based on the directions of the Honorable Supreme Court in Aug 2010, PC was granted with retrospective effect to all WOs of AEC and JAG Department who were in service on 02 Aug 2010.

7. The decision of the Apex Court which was pending for a long time has finally come on 17 Feb 2020, granting the right to consider all women officers serving, the litigants and those who were released during the pendency of the court proceedings for the grant of PC. The Court has also directed that women officers should also be considered for the command of the units on par with their male counterparts. This is a path breaker decision with far reaching consequences.

Statement of the Problem

8. With the change in awareness, technological development and socio economic conditions the aspirations of the women officers are increasing and they want to be considered for equal rights and opportunities as their male counterparts.

9. Women are inducted in the support arms and the services but are not yet considered for induction into the combat arms of Infantry, Armoured Corps, Mechanised Infantry and also Artillery.

10. It is time that we study the feasibility of inducting women officers in the combat arms and artillery.

Objectives of the Study

11. The objectives of the study include:-

- a) To list down expedients expressed by the women officers and various other stakeholders on induction of women in the combat arms and artillery.
- b) To explore whether the women will be accepted in all the three fighting arms of Infantry, Armoured Corps, Mechanised Infantry and Artillery.

Research Design

12. The design of the study was both exploratory and descriptive. The information to get responsive feedback on the objectives was primary and secondary data. Secondary data was garnered through reports, periodicals, magazines, newspaper articles, websites and views from common counters. Primary data was collected using focus group discussions, one on one interaction, interview schedule and open and closed ended questionnaire. The target group of respondents was women officers, their peers and representatives of Military Secretary (MS) Branch, Personnel Services (PS) Directorate and Manpower Planning (MP) branch. The study was conducted by birds and worms eye view.

Research Justification/ Rationale

13. The aspirations of WOs are increasing and they are looking for equal opportunities as their male counterparts and hence there is a requirement to study whether women can be inducted into the Combat Arms and Artillery, which so far are only open for males only.

Research Question

14. The Research Questions for the Study were:-
- a) What are the major constraints of induction of women in the Combat Arms and Artillery?
 - b) What will be the acceptability of women in the Combat Arms and Artillery by their seniors, peers and subordinates?

Limitations

15. The limitation of the study was the paucity of time to carry out a very detailed interaction and data collection from all the stake holders. However, the inputs were obtained by way of interviews, interactions and through questionnaire from a fairly large sample population, 136 male officers and 54 WOs. Also information from various articles, journals and previous studies was obtained.

Literature Review

16. Review of literature was a very vital part of any study or research. It helped in knowing the research areas where studies had focused on and certain aspects which were untouched or very few studies have been done by the researchers.

Methods Applied and Data Sources

17. Research papers and articles published in various newspapers, journals and periodicals. To get firsthand information a separate questionnaire was prepared for women officers and their peers and stake holders to get their individual perceptions. Interactions with the stake holders in the MS Branch, PS Directorate and M P Branch and male as well as WOs were done to get to know their part of the story.

Chapterisation Scheme

18. The dissertation progressively deals with these issues and is divided into following parts:-

- a) **Chapter I: Introduction.** This chapter gives out the background, aim and scope of the dissertation.

- b) **Chapter II: Present Status of Women Officers (WOs) in Indian Army.** The present status of WOs including the terms and conditions of service, cadre management, posting policy, leave entitlement, training and permanent commission etc has been highlighted.
- c) **Chapter III: Employment of Women in Foreign Armies.** The employment of women in various foreign armies was analyzed to know and understand their perspective.
- d) **Chapter IV: Aspirations of WOs.** The aspirations of the WOs regarding issues of equality (training, employment, promotions, PC), Privacy, maternity, spouse postings etc were analyzed. This chapter also highlights views of WOs posted in the environment from various arms and services and different service brackets. Efforts have been made to know the views of both WOs and the stake holders after the Supreme Court order granting Permanent Commission to women officers dated 17 Feb 2020.
- e) **Chapter V: Challenges in the Management of WOs.** The organizational challenges in management of WOs needed to be analyzed. In this chapter issues of visualized battlefield milieu, infrastructure in the field, command of troops, reverse gender bias in field- peace profile and spouse postings, in the backdrop of national security and operational effectiveness has been discussed.
- f) **Chapter V: Recommendations and conclusion.** The salient aspects of the study have been summarized followed by recommendations to address the legitimate aspirations of WOs.

CHAPTER II

PRESENT STATUS OF WOMEN IN THE INDIAN ARMY

Introduction

1. From time immemorial, gender discrimination has existed not only in Indian society but in all the Nations of the World. Women have had to fight their way to get the equal rights for themselves. Most of the changes have been seen from the beginning of the last century. Every country has its own tale of the women freedom and equality. Male dominated societies world over took a lot of time to understand the requirement of equality for women.
2. 'Gender' as understood has existed since the start of the civilization. Its interpretation has been different in different societies based on their perception. This term has been used to describe different things at different times. It refers not only to men and women but to the relationship between them and to the ways in which roles of men and women are socially formed.
3. Despite the historical disruptions and distortions caused by rulers and invaders belonging to other civilizations, the Indian civilization can boast of not only equality between two sexes but also much beyond as far as the emancipation of women is concerned. Women in India have in fact been conferred superior status. Even Gods could not appease the beautiful and benevolent Goddess Durga in her fury. Women in India have taken-up arms in times of grave necessity. The Rani of Jhansi and Ahilya Bai are some of the examples. The contribution of the women in freedom struggle was extraordinary. Women in Indian freedom struggle have significantly contributed almost at par with their male counterparts in fighting the British. The initiative, bravery, guts and leadership that the women have showed in the freedom

movement for the country's independence from colonial rule have given them extensive name, fame and significance in the Indian society. During the uprising of 1857, women of the ruling class came together along with the men to fulfill their ambition for an independent India. Maharani Ahilyabai Holkar and the famous Lakshmi Bai of Jhansi, MatanMgini Hazra Sarojini Naidu had become iconic figures in the Indian political arena. (IIⁱⁱ)

4. Society has traditionally viewed women as out of place both in organisations responsible for the implementation of military force and in applying lethal force as individuals. The use of lethal force is so strongly associated with the ideas of masculinity that the ability to use it is one of the defining traits of mankind. War is traditionally viewed as a masculine enterprise in this male dominated society. Military service has long been a masculine right of passage. Men have traditionally sought to idealistically fight for peace, home and family. They want to protect women and not to compete with them. The soldier's world has traditionally been a masculine task. Their accession into a predominantly gender segregated institution like military has been protected by both law and cultural tradition in most of the countries.

5. Nations world over have in recent times taken the momentous decision to admit women into the regular cadres of the armed forces. This raises the query of why women are being brought into the field of soldiery. One does not have to look deep to fathom the reasons for this development. The increasing presence of women in the Armed Forces can be traced to the beginning of this century in European history, wherein, the World Wars created an acute shortage of manpower, forcing nations to call upon their women to supplement their forces. Women were inducted in large numbers into the softer military specialties like ordinance factory workers, rear area

services, logistic support, nurses, doctors; relieving the able bodied men to ‘feed the cannons’.

6. At the time of constitution making, the equality of women (Article 14), discrimination against them (Article 15) and equal opportunity for employment (Article 16) were thoroughly dealt with in accordance with the obtaining social ambience. It was considered prudent to insert Articles 16(3) and 33 in order to exempt our Armed Forces from the provisions of the Fundamental Rights with regard to employment of women. The contemporaneous leadership of that era accepted norms of equality. The fact that the post – Independence Indian thinking was so over optimistic about the future of non-use of army itself that any idea of women’s participation in it must have looked preposterous to many a statesmen.

7. The Indian Constitution has embodied within itself grounds for gender equality. The Fundamental Rights, Fundamental Duties and Directive Principles together work towards shaping policies and putting safeguards not just for women empowerment in India but also protection.

8. The father of the nation says something similar,

“To call a woman the weaker sex is a libel; it is man’s injustice to woman. If by strength is meant brute strength, then, indeed, is woman less brute than man. If by strength is meant moral Power, then the woman is immeasurably man’s superior. Has she not greater intuition, is she not more self-sacrificing, has she not greater Powers of endurance, has she not greater courage? Without her, a man could not be. If nonviolence is the law of our being, the future is with a woman. Who can make a more effective appeal to the heart than woman?” – Mahatma Gandhi

9. Our Constitution guarantees equality of status and of opportunity to women. It even made special provisions for privileges and reservations in their favour. Numerous laws have been enacted to protect the women. National Commission of Women was set up in 1992 to monitor and safeguard the interests and constitutional rights of women. No other region in the world has produced as many heads of state as South Asia. It is essentially the impact of Indian civilization that Sri Lanka had the first women Prime Minister in the World i.e. Shrimati Sirimavo Bhandarniake, who was elected in 1960 and dominated the country's politics for nearly two decades. India had its own woman Prime Minister, Mrs Indira Gandhi, seven years later. Had it not been for the Indian influence, Islamic Pakistan and Bangladesh could never have produced women prime ministers. Mrs Benazir Bhutto in Pakistan, and Begam Sheikh Hasina and later Begam Khalida Zia in Bangladesh became prime ministers in the face of stiff opposition.

10. Before 1992, women were only inducted into Medical/ Dental and Military Nursing Corps. Induction of Women Officers (WOs) into the IA through Women Special Entry Scheme (WSES) started in 1992 after the approval of the Cabinet Committee on Parliamentary Affairs. Women entry is governed by Special Army Instruction New Delhi, Monday, 7 September, 1992/Bhadra, 16. 1914 Saka ie SAI No 1/SS/92.

11. Now women have started clamoring for opening up of the permanent commission in the armed forces and also to be part of combat arms to ensure equality of opportunity. Employment of women in combat has become a hot issue at present. Two different schools of thought do exist amongst the scholars. The first claim that women are equally capable like men to perform the job and it is the matter of equality also, whereas the supporters of latter idea claim that it is the exploitation of women to

employ in combat because they are not physically and psychologically fit to perform the job.

12. Presently, there are 1571 women officers in the IA excluding Army Medical Services as of 30 Nov 2019. They are inducted into Engineers, Signals, Army Air Defence, Army Service Corps, Ordnance, Education, Intelligence, Legal Branch and EME (Corps of Electrical and Mechanical Engineers). In the Air Force, women are eligible to fill all vacancies in branches of Ground Duties and transport and helicopter stream of the flying branches

13. Any change in the organization has its related problems. The problems essentially arise due to basic physiological differences between men and women which need to be understood. A number of studies have been done on this issue and they suggest that there is a basic difference between the men and women. (IIIⁱⁱⁱ)

“Men are physically stronger than women, who have, on average, less total muscle mass, both in absolute terms and relative to total body mass. The greater muscle mass of men is the result of testosterone-induced muscular hypertrophy. Men also have denser, stronger bones, tendons and ligaments.”

14. Contrary to what some seem to believe, technology has not overcome the importance of physical strength in the Army. Brawn will count for more than ‘computer smarts’ any day. It is felt that when women cannot meet the requirements or rigors of a job; men must take up the slack. The West point and General Accounting Office (GAO) studies reveal that body composition (both physical and anatomic) favors men. Specifically women experience more difficulty in lifting heavy loads, road marching, carrying loads, running and throwing than men do. Women generally require more time to perform these tasks. Additionally they must perform at higher percentage of their physical abilities, leading to earlier fatigue. The reasons are

that they have less muscle mass, more fat, which accumulates on buttocks, arms and thighs which lower the centre of gravity offering more resistance when running. They have less bone mass, wider pelvic structure and lower aerobic capacity than men. (IV)^{iv}

Terms and Conditions of Service

15. The terms and conditions of women officers have varied from the time of their induction. They were initially taken as Women's Special Entry Scheme (Officers), in 1992 and revised thereafter. In 1996, the term of engagement was increased to 5+5 configuration with an initial period of five years and an extension of another five years.

16. In 2004, the terms of engagement were further enhanced by four years ie 5+5+4 configuration. In 2006, the WSES was terminated and commissioning of WOs was made at par with male officers including the training period through Short Service Commission (Technical) and Short Service Commission (Non-Technical) entry. In 2009, the terms of engagement were modified to an initial contractual period of ten years with an extension of another four years ie 10+4 configuration.(V)^v

17. During extension period women officers can ask for release to take up civil jobs, pursue higher studies, starting own business or joining family business. Authority MoD letter No 671/2009-D (AG) dated 11 Nov 2011.

18. The first batch of 25 Lady Cadets (LCs) commenced their 29 weeks training in Sep 1992 for commission in Army Service Corps (ASC), Army Ordnance Corps (AOC), Army Education Corps (AEC) and Judge Advocate General (JAG) Department. Their terms of engagement were for a period of five years. In 1996, the intake was expanded to other supporting arms and services to include Engineers,

Signals, Army Air Defence (AAD), Intelligence Corps and Electric and Mechanical Engineering (EME). Army Aviation was added in the list in 2009.

19. Government vide its letter No.B/32313/PC/AG/PS-2(a)/921/D(AG) dated 20th July 2006, declared that women officers will also be granted time based substantive promotions of Captain at 2 years, Major at 6 years and Lt Col rank at 13 years' service on par with their male counterparts. Mandatory courses for grant of promotion as applicable to PC officers are also applicable to WOs. Women officers' field/ peace profile will be as applicable to male SSC officers. Spouse / compassionate ground postings for women officers are carried out as per the extant policy

20. Terms and conditions of present SSCOs are given at **Appendix A**. Terms of engagement of medical stream officers are different from Regular officers of the army and are given at **Appendix B**.

21. Now with the latest Supreme Court (SC) order on grant of PC to women officers dated 17 Feb 2020, the entire terms and engagements of WOs will have to be revised. All WOs will have to be considered for grant of PC as well as command in their respective arms/services.

Cadre Management

22. There are a total 1571 women officers in the Army as on 30 Nov 2019. Data of women officers serving in IA as on 30 Nov 2019 is as given at **Appendix C**. Strength of women officers in various arms/ services with the number of years of service as on 30 Nov 2019 is as given at **Appendix D**.

23. Their cadre management is done by the respective MS Branch of the concerned arm or service for their regimental appointments and by MS 1 and MS 3 sections of MS branch for central staff appointment. Here also, in view of the SC order dated 17 Feb 2020 the challenges of cadre controlling authorities will increase as the WOs will now be granted PC and also command of units. We will look into this aspect in subsequent chapters.

Court Cases

24. In Feb 2003 a social activist Ms Babita Punia filed a Writ Petition (WP) in Delhi HC – plea stop discrimination in grant of PC to WOs. There were a total of 96 litigants in the court case which included 41 WOs who have over 20 years' service today, 45 were between 14 to 20 years balance have been either released from service or granted PC or have service less than 14 years. Nine other WPs with similar prayer were clubbed together.

25. The grounds of filing WPs were as under:-

- a) *WOs being declined PC and were retired without consideration on merit and that too without pension*
- b) *WOs outshined the men officers in all fields including physical training.*
- c) *WOs are released at a juncture when they are in mid-thirties and are absolutely fit physically and are not trained for any other job.*
- d) *The action of UoI is wholly illegal, unjust, arbitrary and discriminatory and runs counter to concept of equality enshrined in the Constitution of India.*

26. On 12 Mar 2010 the Delhi High Court issued the following order:
- a) *Claim of absorption in area of operation not open for recruitment dismissed being policy decision.*
 - b) *Not to allow across the board PC upheld being part of manpower management exercise.*
 - c) *WOs be granted PC at par with males with all consequential benefits; applicable to those in service or approached the court or retired during the pendency of WPs.*
 - d) *Reinstatement of SSCOs (WOs) who were released and have not attained retirement age with all consequential benefits except Pay & Allowances for the period not served. Necessary action including release of financial benefits to be completed within two months of passing the order.*
27. Thereafter Union of India (UoI) filed a Civil Appeal in the Supreme Court in 2011 against the said order. Salient aspects of the appeal based on question of law were:
- a) *No right to claim PC in light of Army Act Sec 12.*
 - b) *Delhi High Court did not take note of protection provided to the Army Act under Article 33 of the Constitution.*
 - c) *Doctrine of Promissory Estoppels, as relied by Delhi High Court, not applicable in case of WOs (Army) in absence of any representation/ promise.*
 - d) *Doctrine of Legitimate Expectation, relied by Delhi High Court, also not applicable in this case as no SSC WO was ever granted PC and there was no precedence of PC to WOs.*

e) *The applicant WOs had neither invoked nor pleaded on these grounds in their petitions. Hence Delhi HC judgment based on these doctrines was erroneous.*

f) *Delhi HC has erred in not appreciating the size, spirit and different working conditions in Army.*

28. In the meanwhile the Honorable Supreme Court issued an interim order stating that:

a) *Due to MA Application filed in Delhi High Court by WOs, SC stayed Contempt proceedings against UoI for not implementing the Delhi HC order on 02 Aug 2010.*

b) *The SC in its interim order dated 02 Nov 2011 admitted the SLP, however declined to stay Delhi HC order dated 12 Mar 2010.*

c) *Since there is no stay on Delhi HC order, AHQ was required to extend service of WOs even after completion of 14 years based on advice of LA Defence & MoD.*

d) *The WOs are being granted provisional extension by MoD subject to final outcome of the Civil Appeal.*

29. The point to be noted here is that the SC did not stay the Delhi High Court order dated 12 Mar 2010. Till date 332 WOs have been granted extension beyond 14 years, out of which 77 have completed 20 years or more.

30. On 04 May 2018 UoI filed an affidavit in the Supreme Court giving following options for WOs:

a) *WOs who have service less than 14 years could volunteer for shifting to new streams such as Air Traffic Control (ATC), Cyber/Information Technology (IT) officers, Imagery Interpreters, Language Interpreter & Selection Board .PC after No 5 Selection Board based on competitive merit and with criteria similar to males.*

b) *WOs who have service of more than 14 years may as a one-time measure, serve till 20 years w/o screening and retire with pension subject to meeting the discipline and medical criteria.*

31. The Court hearing was held on 28 Jan 2020 and the Judges remarked that:

a) *They are appreciative of the Government Affidavit dated 04 May 2018 and the Government Sanction Letter (GSL) dated 25 Feb 2019.*

b) *Opined that the prospective applicability should imply all WOs in service on the date of issue of the GSL thus considering all WOs in service for PC; WOs are One Class- Consider All for PC*

c) *WO with over 14 years' service be also given option for PC; Selected continuation of service and rest maybe released.*

d) *Command Appointments. WOs may opt for Command and be screened on same parameters as men.*

32. The court directed both the parties to submit their stand in two pages in the next hearing on 04 Feb 2020. Government Sanction Letter (GSL) dated 25 Feb 2019 contains the following salient aspects:

- a) *WOs to opt for PC and Specialization between 3 to 4 years of service.*
- b) *Those not opting not to be considered for PC.*
- c) *Those opted to be trained in Specialization after allotment.*
- d) *Post Specialization, serve in 'Staff' in field of Specialization and other staff appointments.*
- e) *PC at 10th year of service like male SSCOs; continue in parent Arm/Service.*
- f) *Eligible for select ranks on staff only.*

33. Honorable Supreme Court dated 17 Feb 2020, Civil Appeal Nos 9367-9369 of 2011 between the Secretary Ministry of Defence as appellant and Babita Punia and ors as litigants, passed an order to consider all WOs for grant of PC irrespective of length of service and also to consider them for command appointments.

Postings

34. Postings of the women officers like the male officers of a particular arm or service is controlled by the respective MS Branch of the concerned arm or service. On examination of the issue it was evident to the MS Branch that due to posting of women officers in soft field and peace stations was affecting the postings of the male officers. Because of which the male officers had to go to difficult field stations for longer duration. Accordingly, in December 2003 MS Branch issued out the following policy:-

- a) *No attachment with Infantry units which is applicable to male SSCOs of ASC, AOC, EME, AEC, JAG and Intelligence Corps.*

- b) *Women officers be considered for posting to identified Regimental/ Staff/ ERE/ Instructor appointments in peace already in vogue, as also to formations/units in field less Rashtriya Rifles(RR) Sector and battalions and isolated detachments/ posts.*
- c) *Where Commanding Officers are authorized to move/ locate their officers to detached sub-units, women officers will only be posted to areas where adequate infrastructure is available.*
- d) *Policy on spouse coordinated postings as laid down by the MS branch.*
- e) *As per MS Branch policy of 26 June 2002, on pregnancy a women officer may be considered for posting to a station where neo/ante-natal care is available or extension in the current place of posting for a period of one four months after childbirth.*

35. The policy is in line with the Delhi High Court judgment in the case CWP 3576/2001 filed by Capt Poonam Dubey of Military Nursing Service. The Court directed that posting policy in respect of women officers may be framed so as to avoid any harassment to such kind of cases where the officer is having very young children. The Court also opined that the welfare of child has to be taken into account before framing any policy.

Maternity Leave

36. The authorized maternity leave is 180 days for each confinement subject to maximum two confinements for two surviving children. In exceptional cases a further extension of one month may be granted by the competent leave sanctioning authority without pay, in addition to annual leave and furlough entitlements. 30 days leave on full pay in case of miscarriage, abortion(including the medical treatment of

pregnancy under MTP Act), subject to leave not permitted more than twice during the service of the officer and an interval of not less than 24 months between two successive spells of above leave should exist. Authority: Leave Rules for the Services 56, 56(a) and 56 (b) amended vide GoI case number B/33922/AG/PS-2(b)/1666/D9AG) dated 30 Jun 2015.

Child Care Leave (CCL)

37. Department of Personnel and Training (DOP&T) had recommended introduction of Child Care Leave (CCL) for 2 years (i.e. 730 days) during the entire service career for taking care of two children up to 18 years of age for Women Employees of the Central Govt. On similar lines, a proposal for grant of CCL to women officers of Defence Forces was taken up with MoD on 23 Mar 09. The salient features of the CCL policy of the Armed Forces are as under:-

- a) **PC to Women Officers** Grant of CCL to PC women officers be restricted to 360 days, during entire service period for two eldest surviving children below 18 years whether for rearing or to look after any of their needs like examination, sickness etc. out of which not more than 120 days CCL can be availed within first 10 years of service and similarly 240 days thereafter. In case of one child not more than 180 days CCL be permitted, out of which 60 days will be granted within first 10 years of service.

b) **SSC Women Officers** Grant of CCL to SSC women officers be restricted to 180 days during entire service period for two eldest surviving children below 18 years whether for rearing or to look after any of their needs like examination, sickness etc. because of their short span of service i.e. 10 + 4 years. In case of one child not more than 90 days CCL will be allowed. Grant of CCL will be restricted to 120 days for two children for service period up to 10 years and balance of 60 days thereafter. In case of one child not more than 60 days CCL will be granted up to first 10 years of service. Balance entitlement of 30 days CCL will be granted after 10 years of service up to 14th year.

c) However in case the child has minimum disability of 40%, the prescribed age limit of the child for grant of CCL shall not be applied. CCL shall not be granted for period less than 05 days in each spell and not more than 30 days in each spell up to a maximum of 60 days in a calendar year. In case the CCL spills over to the next year, it may be treated as one spell against the year in which it commenced. Authority; Government of India letter number B/33922/AG/PS-2(b)/687/D (AG) dated 04 Mar 2014.

Study Leave

38. Women officers are not authorized Study Leave.

Training

39. Training of women officers is carried out at Officers Training Academy (OTA), Chennai. The training period of women was initially 24 weeks against 49 weeks for men. In 2006 as per the revised terms and conditions it has been made at par with male officers. In the Air Force and Navy it was eleven and six months respectively both for men and women, Short Service Commission (SSC) Officers.

The standard of training required to be achieved by both the males and women is different. The details are attached as **Appendix E**.

40. From the chart above it is evident that a lot of leeway is being to women as far as physical fitness standards are concerned. OTA is the basic institute for training of SSCOs, both men and women. The difference in the training targets also indicate that women may not be on par with men as far as their training and capability as far as physically demanding tasks are concerned. In army, most of the tasks of the combat arms are highly demanding physically and are very challenging even psychologically. The working environments are very tough and arduous because of the vagaries of terrain and climate.

Courses

41. When the scheme was introduced, WOs were to undergo only Young Officers Courses and some basic courses. No advanced course or competitive course like DSSC was applicable to the WOs based on their terms and conditions. Now with the latest order of the Supreme Court dated 17 Feb 2020 all WOs have to be permitted to do all mandatory courses applicable to the male officers

Release

42. During the first ten years of service women were not permitted release from service, being the contractual period. However, during extension period, they were permitted to apply for release, subject to giving prior notice of three months.

Pension

43. Pensionary benefits are not applicable to them as per original terms and conditions but due to the 17 Feb 2020 order of the Supreme Court all “*Women officers on SSC with more than fourteen years of service who do not opt for being considered for the grant of the PCs will be entitled to continue in service until they attain twenty years of pensionable service; As a one-time measure, the benefit of continuing in service until the attainment of pensionable service shall also apply to all the existing SSC officers with more than fourteen years of service who are not appointed on PC; SSC women officers with over twenty years of service who are not granted PC shall retire on pension in terms of the policy decision*”. With this the Court order has made things clear. The Court order has to be implemented within three months.

Service Conditions

44. Service conditions in armed forces are such that most of the times officers are away from their families due to operational commitments. These operations are usually in field/ difficult areas. Number of such areas is increasing due to constant commitment of armed forces in anti-terrorist, CI operations. These demands are often made at short notice. Demands of family life and personal life do affect men, but the affect is disproportionately large in case of women. This reality of service condition should always be factored in, in deciding employability of women officers.

CHAPTER III

EMPLOYMENT OF WOMEN OFFICERS IN FOREIGN ARMIES

Introduction

1. The history of women in the military is one that extends over 4000 years into the past, throughout a vast number of cultures and nations. Women have played many roles in the military, from ancient warrior women, to the women in recent Iraq and Afghanistan conflicts. Indian women have often been on the battlefield. Rani Durgawati of Gondwana and Chand Bibi of Ahmednagar (during Akbar's period), Rani Laxmi Bai of Jhansi during the Mutiny in 1857, are a few examples of women fighters from our history. Our freedom movement is replete with examples of courageous women leaving the 'Chaar Diwari' of their households to secure freedom from the British. Sarojini Naidu, Kamala Devi Chattopadhyaya, Aruna Asaf Ali, Sucheta Kriplani, revolutionaries like Durga Bhabhi, Bina Das, Shanti Ghosh and Suniti Chaudhary, are just a few of the prominent names.

2. Subhash Chander Bose had even organized an all-women's regiment - the Rani Laxmi Bai Regiment in The Indian National Army (INA) to fight the British. INA had three regiments of women recruits comprising of more than 1000 women who were called Ranis. Most of Ranis were trained to fight as soldiers and some were imparted nurse's training. Attired in similar uniform as their male counterpart their level of training was kept similar with the standards of male soldiers' rigorous training. However, the ranis' did not actively participate on the war-front. The ranis who were found worthy of national service by colossal persona like Subhash Chander Bose's have remained immortal in legends for stories of their dauntless dedication. The history of the inclusion of women in Indian National Army highlights the aura of

genius, related to the meritorious Indian woman, who has the capability to become caring and loving, to dear ones, and to take up arms against the enemy. (VI)^{vi}

3. Thus, historically the 'other gender' has played a very significant part alongside men in our freedom struggle. Nationalism became a metaphor for liberal, and at times radical, feminism in our past. In fact, it can be said that had it not been for the 'picketing', 'courting arrests,' 'boycotting,' 'non-cooperation', and 'civil-disobedience' of Indian women, we may not have won our independence when we did.

Recent History of Changes in Women's Roles in Various Armed Forces of the World

4. India has limited experience in regard with induction of women in the armed forces. The first batch had joined the active service only in 1992. Therefore, our knowledge of the complexities and long-term effects of the issues involved is highly limited. On the other hand, women have been serving in the militaries of developed countries for a long time. These countries have acquired a deep understanding of all the issues involved.

Australia

5. The first women became involved with the Australian Armed Forces with the creation of the Army Nursing Service in 1899. Currently, women make up 17.9% of the Australian Defense Force (ADF) (with 22.1% in the Royal Australian Air Force, 21.5% in the Royal Australian Navy and 14.3% in the Australian Army.(VII)^{vii}) There are still proportionally fewer women than men in senior leadership roles. However, only 74% of the total numbers of available roles in the Australian Armed Forces are available to women. Despite this, using 1998-99 figures, the ADF had the highest

percentage of women in its employ in the world. In 1998 Australia became the second nation in the world to allow women to serve on its submarines.

6. Like many other countries, Australia does not permit women to serve in the following military positions involving 'direct combat', as defined by the 1983 Convention on the Elimination of all forms of Discrimination against Women (CEDAW) :-

- a) Clearance Diving Team (RAN).
- b) Special Operations Royal Australian Infantry Corps.
- c) Royal Australian Armoured Corps.
- d) Royal Australian Artillery.
- e) Royal Australian Engineers.
- f) Airfield Defence Guards.

7. Health and safety reasons also exclude women from surface finishing and electroplating within the Air Force due to the use of embryo-toxic substances. Australia was the second country to permit female crew on submarines, doing so in June 1998 on board Collins Class submarine. Australia's first deployment of female sailors in a combat zone was aboard the HMAS Westralia (O 195) in the Persian Gulf during the Gulf War.

8. On 27 September 2011, Defence Minister Stephen Smith announced that women will be allowed to serve in frontline combat roles by 2016. Women became able to apply for all positions other than Special Forces roles in the Army on 1 January 2013; this remaining restriction removed in 2014 once the physical standards required for service in these units were determined. Women have been directly recruited into all frontline combat positions since late 2016.

Britain

9. Women joined the British Armed forces in all roles except those whose "primary duty is to close with and kill the enemy"; Infantry, Armoured warfare, Royal Marines, RAF Regiment, Special Air Service or Special Boat Service. In addition medical reasons preclude service in the Royal Navy Submarine Service or as Mine Clearance Divers. Female personnel currently make up around 9.9% of the British armed forces.(VIII^{viii}) . However, female combatants can be found throughout Britain's military history. An early example is Queen Boudicca, who led warriors of the Iceni tribe against Roman forces occupying Britain around AD 62, her legacy being often quoted in support of arguments calling for the full opening up of the British Armed Forces to women. During the 1776 American War of Independence, it is estimated that over 5000 women accompanied British forces. Many of these would have been the wives of high-ranking officers with a large proportion being the wives of serving soldiers. While as much as possible women were left in the camp, they sometimes accompanied forces in their baggage trains serving as cooks or nurses, and were occasionally caught in combat and killed or taken prisoner. Similarly, women accompanied men in ships of the Royal Navy, in combat being employed as Powder monkeys or assisting surgeon.

10. During World War I the British Women's Army Auxiliary Corps was formed. Women served in the British Army during World War I as cooks, medical staff and clerical staff, however women were not permitted to be officers, and there were many disputes over pay. In 1917 the Women's Royal Naval Service (WRNS) was formed and subsequently disbanded in 1919. It provided catering and administrative support, communications and electrician personnel. Prior to World War II, in 1938 the Auxiliary Territorial Service was created, with 20,000 women serving in non-combat

roles during the conflict as well as serving as military police and gun crews. The First Aid Nursing Yeomanry was incorporated into this service. In 1939 the WRNS was reformed with an increased range of shore-based opportunities were included. In 1949, women were officially recognized as a permanent part of British Armed forces, though full combat roles were still available only to men. In this year, the Women's Royal Army Corps was created to replace the WAAC, and in 1950, the ranks were normalized with the ranks of men serving in the British Army. In 1991 seagoing opportunities were opened to WRNS personnel leading to the full integration of the WRNS with the Royal Navy in 1993. In 1992, British Army units devoted only to women were disbanded, and women were distributed amongst the same units in which men served. The 2007 Iranian seizure of Royal Navy personnel of Royal Navy sailor Faye Turney in 2007 by the Navy of the Army of the Guardians of the Islamic Revolution led to some media comment on the role of women and mothers in the armed forces.

11. Mr Gavin Williamson, the Defence Secretary of the United Kingdom announced on 25 Oct2018 that *as of today the women could serve in all roles in the army including SAS*. The historic day was marked at a Land Power demonstration on Salisbury Plain, involving some of the first women to join the Royal Armoured Corps. He announced that women already serving in the Army will be able to transfer into infantry roles in the British Army. Those not currently serving will be able to apply for infantry roles from 21 December 2018. Basic training for new recruits will be available from April 2019. Speaking at the event, Defence Secretary Gavin Williamson praised the day as a defining moment in the history of the armed forces. He said: *"I am delighted that for the first time in its history, our armed forces will be determined by ability alone and not gender. So by opening all combat roles to women,*

we will maximise the talents available to our military and further make the armed forces a more modern employer.” While women have for many years given exemplary service, including in combat facing roles, females were unable to serve in ground close combat roles until the ban was lifted by the then Prime Minister in 2016. The Royal Armoured Corps was the first ground close combat branch to open its doors (in November 2016) to female soldiers and officers, followed by the RAF Regiment in September 2017. The opening of ground close combat roles to women followed extensive physiological research that considered potential areas of risk to women on the front line. Since November 2016 the Army has around 35 women either serving or being trained to join the Royal Armoured Corps, with a number of personnel already being deployed in their new role to Estonia and Oman. While the military does not necessarily expect large numbers of women to apply for ground close combat roles, the changes are aimed at creating opportunity for individuals from all backgrounds to make the most of their talents. By making all branches and trades of the military open to everyone, regardless of their gender, the armed forces are building on their reputation of being a leading equal opportunities employer. ~~(IX^{ix})~~ ~~(X^x)~~

Canada

12. During the First World War, over 2300 women served overseas in the Canadian Army Medical Corps. Canadian women were also organized into possible uniformed home guard units, undertaking military training in Paramilitary groups. During the Second World War, 5000 women of the Royal Canadian Army Medical Corps again served overseas, however they were not permitted to serve on combat warships or in combat teams. The Canadian Army Women's Corps was created during the Second World War, as was the Royal Canadian Air Force (Women's Division). As well, 45,000 women served as support staff in every theatre of the conflict, driving

heavy equipment, rigging parachutes, and performing clerical work, telephone operation, laundry duties and cooking. Some 5,000 women performed similar occupations during Canada's part in the Korean War of 1950- 1953.

13. In 1965, the Canadian government decided to allow a maximum of 1,500 women to serve directly in all three branches of its armed forces, and the former "women's services" were disbanded. In 1970, the government created a set of rules for the armed forces designed to encourage equal opportunities. These included the standardization of enlistment criteria, equal pay and pensions, and allowing women to enroll in all aspects of the Canadian armed forces and making it possible for women to reach any rank. In 1974, the first woman, Major Wendy Clay, earned her pilot's wings in the newly integrated Canadian Forces, and four years later, the first woman qualified for the Canadian skydiving demonstration team, the Skyhawks. Between 1979 and 1985, the role of women expanded further, with military colleges allowing women to enroll. 1981 saw the first female navigator and helicopter pilot, and in 1982 laws were passed ending all discrimination in employment, and combat related roles in the Canadian armed forces were opened for women, with no restrictions in place, with the exception of the submarine service. 1987 saw Canada's first female infantry soldier, first female gunner, and a female Brigadier-General.

14. In 1990, the Ministers Advisory Board on Women in the Canadian Forces was created, and in 1994, a woman was promoted to Major General. In 2000 Major Micky Colton became the first female to log 10,000 flying hours in a C-130 Hercules. Women were permitted to serve on board Canadian submarines in 2002 with the acquisition of the Victoria Class Submarine. Master Seaman Colleen Beattie became the first female submariner in 2003. Canadian women have also become clearance divers, and commanded large infantry units and Canadian warships. On 17 May 2006,

Captain Nichola Goddard became the first Canadian woman killed in combat during operations in Afghanistan. By the end of 2017, there were 12 women at the general and flag officer ranks in the CAF, a record high with 4 in each service. The number of women in senior non-commissioned member ranks also rose to 57 chief warrant officers and chief petty officers 1st class, as did the number of women in Special Forces role. (XI^{xi})

Denmark

15. Women were employed in the Danish armed forces as early as 1934 with the Ground Observer Corps, Danish Women's Army Corps and Naval Corps in 1946 and the Women's Air Force since 1953. In 1962, the Danish parliament passed laws allowing women to volunteer in the regular Danish armed forces as long as they did not serve in units experiencing direct combat. 1971 saw the enlistment of women as non-commissioned officers, with military academies allowing women in 1974. In 1978, based on the reports of studies on the topic, women were allowed to enlist in all areas of the Danish armed forces, with combat trials in the eighties exploring the capabilities of women in combat. In 1998 laws were passed allowing women to sample military life in the same way as conscripted men, however without being completely open to conscription. Women in the Danish military come under the command of the Chief of Defense. All posts are available to women in the Danish Armed Forces. The highest rank attained by a woman so far is Lieutenant Colonel or Commander Senior Grade (Navy equivalent). Admission requirements in the DAF are the same for women and men, and women have the same opportunities as their male colleagues if they desire a career in the DAF. Women make up 5% (862) of the force. However recent recruitment of women has been low in Denmark due to rising job opportunities elsewhere. NATO reports also indicate that the Danish military does not

promote women to positions of leadership. As with many nations with women in their armed forces, Denmark has different basic physical requirements for men and women in their armed forces, however the requirements for the more physically demanding jobs do not differ for either sex. (XII)^{xii}

Eritrea

16. Female soldiers in Eritrea played a large role in both the Eritrean civil war and the border dispute with Ethiopia. Today they make up more than 25% of the Eritrean military. (XIII)^{xiii}

Finland

17. The Finnish Defense Forces does not conscript women. Since 1995, women between 18 and 30 years of age have the possibility of voluntarily undertake military service in the Defense Forces or in the Finnish Border Guard. Females serve under the same conditions as men, with the exception that during the first 45 days of service they have the option to leave the military without consequences. After that, they must complete the service, which lasts 6, 9 or 12 months. After the service, the females face the same reserve obligations as the males who have done the obligatory military service. If the female in national service experiences a conscientious crisis, which prevents her from fulfilling her military service or reserve obligations, she is ordered to the alternative civilian service, which lasts 13 months. All services and units in the Finnish Defense Forces and the Finnish Border Guard accept females. In garrison environment, the females are lodged in separate rooms and are given separate toilet and bath facilities. In exercises and aboard ships, women are lodged with men. The women in national service are given an extra allowance of €0, 40 per day for sanitary articles and smallclothes. The females in military service are usually well motivated and some 60% of them receive either NCO or reserve officer training. Yearly, some

500 women complete the voluntary military service, while some 30000 men complete the obligatory conscription. The women on completion of the voluntary military service are eligible for further military employment. If they have at least NCO training, they can apply for career NCO positions or for officer training. These career paths have been open since 1996, when the first women completed the military service. In 2005, 32 female career officers were in service. The number of female warrant officers was 16 and the number of female specialist. The women made up about 16% of the total career NCO cadre.

18. The history of women in the Finnish military is, however, far longer than just since 1995. During the Finnish Civil War, the Reds had several Naiskaarti (Women's Guard) units made of voluntary 16 to 35 year old women, who were given rudimentary military training. They fought alongside with men, and were known for their ferociousness, on occasion forcing even German regulars to retreat. After the Civil War the reactions on women in military were ambivalent: on one hand, the fighting women of the Reds were shunned, but also admired and compared to the Amazons of old". The Finnish National Guard Suojeluskunta founded the female organization, Lotta Svärd in November 1918. While the Lottas were not front line fighting units per sé, as a paramilitary organization they handled several important second-line duties freeing men to the actual fighting service. A voluntary Lotta unit manned a searchlight battery of Finnish in defense of Helsinki in 1944. After the Continuation War, Lotta Svärd was declared a "paramilitary organization" and absolved in 1944. In 1961, the Finnish Defense Forces started to enlist females for second-line duties. The duties available to women were radar operator and sea-control person. In 1994, the female enlisted were given the same status as military persons as the male enlisted. At the same time, the women who had undergone the

voluntary military service received the possibility to be recruited for all military careers. In the beginning of the year 2007, the term enlisted (värvätty) was changed to NCO (aliupseeri) to better recognize the change in the duties of this personnel group. The non-combat duties in Finnish Defense Forces Peace-keeping operations opened to women in 1991. At first, the women without previous military training experienced rather large problems in the Finnish peace-keeping units, most remarkably in the Republic of Macedonia in mid-1990s. Since the introduction of the voluntary military service, the women have mostly the same training as the men which have lessened the problems. Only a handful of women without military training, mostly nurses or social service personnel, are serving with the Finnish peace-keeping forces. All duties in Finnish foreign operations are open to women, provided they have the necessary military training. (XIV^{xiv})

France

19. The role of women in the French military grew in 1914 with the recruitment of women as medical personnel (Service de Santé des Armées). In 1939, they were authorized to enlist with the armed service branches, and in 1972 their status evolved to share the same ranks as those of men. A study (December 2006) showed that women represent 19% of all French military personnel. They are allowed to serve in all posts (including combat infantry), except submarines and riot control Gendarmerie. However, they still represent a small part of the personnel in the following specialties: combat, security, mechanics, especially within the infantry and marines (only 337 - 1.7% - combat infantry soldiers and 9 - 0.4% - marines are female). (XV)^{xv}

Germany

20. Germany was the last of the European countries that allowed women to join the fighting units of the Bundeswehr. Since 2001, the women serve in the armoured corps of the army, fighter aircraft and navy, including submarines. They do not serve as rifle-toting infantry, though. So far there were female soldiers only in the medical and music regiments. The traditionally conservative German armed forces will have to contend with women in three of the military's legendary fighting units – the Panzer divisions, Luftwaffe and U-boats. The German authorities had resisted the move, but were forced to change their policy after a woman electronics operative Tanja Kreil took a case to the European Court of Justice and last January won the right to serve in fighting units alongside men. After that the Bundestag accordingly modified the national military law and the Constitution. The defence ministry meanwhile predicts that the proportion of female soldiers will not exceed 10%. On the one hand, women were effective combat soldiers in two hugely successful modern armies – the Russian Red Army of World War II and the Viet Minh and Viet Cong in the Vietnam wars. On the other hand, as a senior officer of the British army told London's Daily Mail: "Battlefields are ugly places and the thought of women being in the thick of battle is absurd." There are presently around 17,000 women on active duty and a number of female reservists who take part in all duties including peacekeeping missions and other operations. (XVI^{xvi})

Israel

21. Women have taken part in Israel's military before and since the founding of the state in 1948, with women comprising over 20% of Israeli forces in 1948, and 33% of all IDF soldiers and 51% of its officers, in 2011, fulfilling various roles within the Ground, Navy and Air Forces. The 2000 Equality amendment to the Military Service law states that "The right of women to serve in any role in the IDF is equal to the right of men." As of now, 88% to 92% of all roles in the IDF are open to female candidates, while women can be found in 69% of all positions.

22. As of 2011, 88% to 92% of all roles in the IDF are open to female candidates, while women can be found in 69% of all positions. In 2014, the IDF said that fewer than 4 percent of women are in combat positions such as infantry, tank crews, artillery guns service, fighter pilots, etc. Rather, they are concentrated in "combat-support".

23. Clause 16A of the military service law requires that female combat soldiers serve 2 years and 4 months of mandatory service, and continue in reserves service up to age 38. Each year, 1,500 female combat soldiers are drafted into the IDF. Women were employed in full combat roles during the War of Independence and early years. An incident involving the abuse of a woman's corpse led to their withdrawal from full combat until 2000, when the Caracal Battalion was raised. In 2014, the IDF appointed Major Oshrat Bacher as Israel's first female combat battalion commander. The most notable combat option for women is the Caracal Battalion, which is a light infantry force that is made up of 70 percent female soldiers. Women are also allowed to join the Combat Intelligence Collection Corps, and to serve as Search and Rescue personnel in the IDF Home Front Command's Search and Rescue Force, officially classified as a combat unit. A pilot program that saw women serving in tanks was successful but ultimately scrapped.

24. Despite being officially classified as combat soldiers, women in combat roles are not deliberately deployed into combat situations. They are expected to respond in the event a combat situation does erupt, but are not deployed to situations where there is a high risk of combat. The three mixed-sex infantry battalions are deployed to border patrol duties on the Israeli borders with Egypt and Jordan and security duties in the Jordan Valley, and female infantry soldiers are barred from joining the frontline combat infantry brigades which are deployed in the event of war. (XVII^{xvii})

New Zealand

25. There are no restrictions on roles for women in the Zealand Defence Force. They are able to serve in the Special Air Service, infantry, armour and artillery. This came into effect in 2001 by subordinate legislation, with a report in 2005 finding that the move helped drive a societal shift that "values women as well as men" but that integration of women into combat roles "needed a deliberate and concerted effort".(XVIII^{xviii})

Nepal

26. Policy and practice for women's participation in the Nepali Army is based on the national policy of gender equality and women empowerment. The Nepali Army has opened recruitment process for women since 1961. Women's participation in civil services and other security forces has followed an increasing trend since 1990. The Nepali Army started enrolling women from 1961 in technical service and since 2004 in general service. After the socio-political changes in 1990, the awareness and practice of gender equality increased throughout the country. Women's participation in technical service in the Nepali Army also expanded continually as follows: Nurses (1961), Para folders (1965), Medical doctors (1969), Legal (1998), Engineering (2004) and Aviation (2011).

27. In 2004 when the country was fighting against insurgency, the Nepali Army opened its door to women soldiers in general service which comprised of combat related duties. First, women cadres in other rank were recruited in 2004 and then women officer cadets were enrolled in 2005. Since 2004, a number of other services have opened up for women soldiers. They are Military Police, Signallers, Office staffs, Army Band, Military Drivers, Military Clerks, Aircraft Technicians and in Combat, Combat Support and Combat Service Support Arms.

28. The policy for the management of women in uniform in the Nepali Army has continuously evolved through time. To address the issues of women officers regarding career and welfare through one door policy, women division has been established under the Military Secretary branch in 2010, headed by deputy MS level officer. Among the officers of the Nepali Army, female officers in the general service is 183 while the technical officers counts to 214. Junior Commission, Non- Commission Female Officers and other ranks include 3758 in general service and 907 in technical service. Existing highest rank for women officers have been T/Brigadier General (3) in the technical service and Major (74) in the general service. Peoples Liberation Army, the armed forces of the CPN (M) has a 30% female participation quota for their combat forces and frequently claims 40% actual participation. (XIX^{xix})

Norway

29. Women in Norway have been serving in military roles since 1938. During the Second World War both enlisted women and female officers served in all branches of the military. However, in 1947 political changes commanded that women only serve in civilian posts, with reservists allowing women to join in 1959. Between 1977 and 1984, the Norwegian Parliament passed laws expanding the role of women in the

Norwegian Armed Forces, and in 1985 equal opportunities legislation was applied to the military. In 1995, Norway became the first country to allow women to serve on its military submarines.

30. In a further step in favor of gender equality in the armed services, the Norwegian parliament voted, with a strong majority, the 14th of June 2014, a [bill](#) to extend compulsory military service to females from mid-2016. (XX^{xx})

31. Norway is the first NATO member and first European country to make national service compulsory for both sexes. It will apply to all medically fit Norwegian citizens between age 19-44 born from 1997 onwards. Women born in 1997 and onwards will also be subject to conscription during wartime. As of 2017, 1341 of the 11596 military personnel in the Norwegian military forces were women (12%). Of all the conscripted soldiers the same year, the female percentage was 23%. On 26 January 2017, Major General Tonje Skinnarland became the first-ever appointed woman to be the head of the Royal Norwegian air force. (XXI^{xxi})

Pakistan

32. Like all Islamic states, Pakistan does not permit women in the armed forces. It is feared that women would create distraction and cause disruption of internal order. There is also a great deal of concern for the safety of women from the organizational environment itself.

Poland

33. Polish military women have a long tradition of military service dating back to WWI and especially in WWII. However, the women's service was never formally recognized by law or regulation. It was not until 1988 that basic regulations concerning women's military service were established. (XXII^{xxii}) 09 Jan. Women have taken part in the battles for independence against occupiers and invaders since at least

the time of the Napoleonic Wars. During the occupation by the Nazi, 1939-1945, several thousand women took part in the resistance movement as members of the Home Army. The Germans were forced to establish special Prisoner-of-war camp after the Warsaw Rising in 1944 to accommodate over a thousand women prisoners. In April 1938 the law requiring compulsory military service for men included provisions for voluntary service of women in auxiliary roles, in the medical services, in the anti-aircraft artillery and in communications. In 1939 a Women's Military Training Organization was established under the command of Maria Wittek. In present Poland a law passed 6 April 2004 requires all women with college Nursing or Veterinary degrees to register for compulsory service. In addition, it allows women to volunteer and serve as professional personnel in all services of the army. (XXIII^{xxiii})

Russia

34. Women have had the legal right to serve in the Russian Armed Forces throughout the post Second World War period, with many all-female units existing as far back as World War One. By the early 1990's, 100,000 women made up 3% of the Russian Armed Forces, with the current tally standing at around 115,000 to 160,000, representing 10% of Russia's military strength. During the First World War, heavy defeats led to the loss of millions of Russian soldiers. To psychologically energize morale Alexander Kerensky (leader of Russia after the February Revolution) ordered the creation of the Woman's Death Battalion in May 1917. After three months of fighting, the size of this all-female unit fell from 2000 to 250. (XXIV^{xxiv}) 09 Jan. In November 1917, the Bolsheviks dissolved the unit. During the Second World War, the Soviet Union had a female military strength of over one million women who served as snipers, machine gunners, and tank crewmembers. Very few of these women, however, were ever promoted to officers. In 1942 the Soviet Union formed

three regiments of women combat pilots to fly night bombing missions over Germany. These women took part in regular harassment bombing against the Germans in Polikarpov Po-2 biplanes, and participated in the final onslaught against Berlin. The regiments, collectively known to the Germans as the "Nachthexen" ("Night Witches"), flew more than 24,000 sorties and won in total 23 Hero of the Soviet Union medals. Some of the most talented women pilots were assigned day fighter duties. Lydia Litvyak and Katya Budanova became fighter aces flying the Soviet Union's best fighter designs alongside men in day attacks. Both were killed in their aircraft. Meanwhile, in the ground combat role Lyudmila Pavlichenko, one of the many female snipers of the Soviet Army, made 309 confirmed kills including 36 enemy snipers. In 1967, the Russian Universal Military Duty Laws concluded that women offered the greater source of available combat soldiers during periods of large scale mobilization. Thus, several programs during the height of the cold war were set up to encourage women to enlist. Participation in military orientated youth programs and forced participation in the reserves for ex-servicewomen up to the age of 40 are some examples. Universities contained reservist officer training which accompanied a place in the reserves themselves. (XXV^{xxv})

Sri Lanka

35. Sri Lanka Air Force (SLAF) was the first service of the Sri Lankan military to allow women to serve, accepting female recruits to the Sri Lanka Volunteer Air Force in 1972. The Sri Lanka Army followed in 1979 with the establishment of the Sri Lanka Army Women's Corps. The Sri Lankan Army Women's Corps (SLAWC) was formed in 1980 as an unarmed, non-combatant support unit. Enlistment entailed a five-year service commitment (the same as for men), and recruits were not allowed to marry during this period. In the sixteen-week training course at the Army Training

Centre at Diyatalawa, cadets were put through a program of drill and physical training similar to the men's program, with the exception of weapons and battle craft training. Women recruits were paid according to the same scale as the men, but were limited to service in nursing, communications, and clerical work. In late 1987, the first class of women graduates from the Viyanini Army Training Center was certified to serve as army instructors. Since then, each service for both administrative and practical reasons has maintained separate units for women. These are the SLAWC and the SLAF Women's Wing; the Sri Lanka Navy does not have a specific name for women's units. Women were first admitted into the navy in 1985. New recruits were given six weeks of training with the Sri Lankan Army Women's Corps. Although they were trained in the use of weapons, they were not assigned to combat positions or shipboard duty. Instead, they assisted in nursing, communications, stores, and secretarial work. In order to maintain discipline, all three services have women Military police attached to their respective military police/provost corps. However, there are certain limitations in 'direct combat' duties such as Special Forces, pilot branch, naval fast attack squadrons. These are only a few restrictions; female personnel have been tasked with many front line duties and attached to combat units such as Paratroops, Sri Lanka Air Force Regiment, as well as undertaken support services such as Control tower, Electronic warfare, radio material teletypewriters, Auto mechanic, Assault Support, Cryptographers, Physician, Combat medic, Lawyers, Combat engineering and Aerial photography. In the female personnel were at first limited to the medical branch, however currently both lady officers and female rates are able to join any branch of service including the executive branch. As of 2008 there were three female officers of the rank of Major General and one Commodore.

The Department of Civil Defense, formerly the Sri Lanka Home Guard, has been open to women recruits since 1988. (XXVI^{xxvi})

Sweden

36. Since 1989 there are no gender restrictions in the Swedish military on access to military training or positions. They are allowed to serve in all parts of the military and in all positions, including combat. (XXVII^{xxvii})

United States

37. The first American woman soldier was Deborah Sampson of Massachusetts. She enlisted as a Continental Army soldier under the name of "Robert Shurtlief". She served for three years in the Revolutionary War and was wounded twice; During the Civil War, Sarah Rosetta Wakeman enlisted under the alias of Private Lyons Wakeman. She served in the 153rd Regiment, New York State Volunteers. In the history of women in the military, there are records of female U.S. Revolutionary and Civil War soldiers who enlisted using male pseudonyms. Women's Army Corps was established in the United States in 1941. However, political pressures stalled the waylaid attempts to create more roles for women in the American Armed Forces. Women saw combat during World War II, first as nurses in the Pearl Harbour attacks on 7 December 1941. The WAVES and United States Marine Corps Women's Reserve were also created during this conflict. In July 1943, a bill was signed removing 'auxiliary' from the Women's Army Auxiliary Corps, making it an official part of the regular army. In 1944 WACs arrived in the Pacific and landed in Normandy on D-Day. During the war, 67 Army nurses and 16 United States Navy Nurse Corps were captured and spent three years as Japanese prisoners of war. Approximately 3, 50,000 American women served during World War II and 16 were killed in action; in total, they gained over 1,500 medals, citations and commendations.

After World War II, demobilization led to the vast majority of serving women being returned to civilian life. Law 625, Women's Armed Services Integration Act of 1948, was signed by Harry S. Truman, allowing women to serve in the armed forces in fully integrated units during peace time, with only the WAC remaining a separate female unit. During the Korean War of 1950–1953, many women served in the Mobile Army Surgical Hospital, with women serving in Korea numbering 1, 20,000 during the conflict. In the Vietnam War 600 women served in the country as part of the Air Force, along with 500 members of the WAC, and over 6000 medical personnel and support staff. America's involvement in Grenada in 1983 saw over 200 women serving; however, none of these took part in direct combat. Several hundred women also took part in operations in Panama in 1989, though again in non-combat roles. On 20 Dec 1989, Capt Linda L. Bray, 29, became the first woman to command American soldiers in battle, during the United States invasion of Panama. She was assigned to lead a force of 30 men and women MPs to capture a kennel holding guard dogs that was defended by elements of the Panamanian Defence force. The 1991 Gulf War proved to be the pivotal time for the role of women in the American Armed forces to come to the attention of the world media. Over 40,000 women served in almost every role the armed forces had to offer. However, while many came under fire, they were not permitted to participate in deliberate ground engagements. Despite this, there are many reports of women engaging enemy forces during the conflict. Women can fly military aircraft and make up 2% of all pilots in the US military. Although Army regulations bar women from infantry assignments, some female MPs were detailed to accompany male infantry units to handle search and interrogation of Iraqi suspects. Females make up about fifteen percent of the army. SGT Leigh Ann Hester became the first woman to receive the Silver Star, the third-highest US decoration for valour,

for direct participation in combat. Female medical personnel had been awarded the same medal, but not for actual combat. (XXVIII^{xxviii}) As of 2010, the majority of women in the U.S. army served in administrative roles. (XIX^{xxix})

38. In 2011, Major General Margaret H. Woodward commanded Operation Odyssey Dawn's air component in Libya, making her the first woman to command a U.S. combat air campaign. The Ike Skelton National Defence Authorization Act for Fiscal Year 2011 directed the Department of Defence (DoD) to review the laws, policies and regulations restricting the service of female service members. According to the review, DoD intended to eliminate co-location exclusion (opening over 13,000 Army positions to women); grant exceptions to policy to assign women in open occupations to direct ground combat units at the battalion level.

39. In 2012, Janet C. Wolfenbarger became the first female four-star general in the Air Force.

40. Michelle J. Howard began her assignment as the U.S. Navy's first female (and first African-American female) four-star admiral on July 1, 2014. (XXX^{xxxI})

41. In December 2015, Defence Secretary, Ash Carter stated that starting in 2016 all combat jobs would open to women. In March 2016, Ash Carter approved final plans from military service branches and the U.S. Special Operations Command to open all combat jobs to women, and authorized the military to begin integrating female combat soldiers "right away." (XXXI^{xxxi}) In 2017, the first woman graduated from the infantry officer course of the Marine Corps; her name was not made public. (XXXII^{xxxii})

42. The physical standards and career prospects of women in various armies of the world are as given at **Appendix F**.

CHAPTER IV

ASPIRATIONS OF WOMEN OFFICERS

General

1. The women officers in the army have always aspired to be **treated on par with their male counterparts** in every aspect and they wanted to be considered for grant of Permanent Commission (PC) and pension. Because of this aspiration some of the WOs had gone to various Courts and the cases were later clubbed. Though they were inducted as SSC officers with lower physical standards compared to males but over 28 years into the service they have got the hang of the army way of life and are confident that they can take on any task assigned to them and they also feel that their contribution to the organization is the same compared to the male officers. It is evident from their replies to the questionnaire provided. Separate questionnaires were given to male officers and WOs to get their response on various issues which are given at Appendices G and H. But now with the order of the Honorable Supreme Court dated 17 Feb 2020, Civil Appeal No's 9367-9369 of 2011 between the Secretary Ministry of Defence as Appellant and Babita Punia and ors as litigants, most of their aspirations would be met. The judgment was long overdue and has sent a very strong, motivating, jubilant and victorious wave amongst the women officers. The mood has been upbeat in the entire country especially amongst the women as the Forces are generally considered as the domain of the males only and they mostly comprise of males even in the rank and file. Though the judgment would have dampened the spirits of some of the male officers as the Court has ruled that all women officers in service have to be considered for PC and they have to be given command of the troops also if they meet the criteria on par with male officers. It is a far reaching judgment with long lasting impact on the Army. The face of the Army

will change. Women officers who probably did not take that much interest as they had no 'future', will now fight for the vacancies with their male counterparts. The competition will increase and probably the organization efficiency will also improve. UoI wanted to consider only women officers with less than 14 years' service for PC but the SC has directed that all women officers will be considered.

The Supreme Court Order dated 17 Feb 2020

2. The operating portion of the SC judgment is as given below;

"We accordingly take on record the statement of policy placed on the record in these proceedings by the Union Government in the form of the letter dated 25 February 2019 and issue the following directions:

3. *The policy decision which has been taken by the Union Government allowing for the grant of PCs to SSC women officers in all the ten streams where women have been granted SSC in the Indian Army is accepted subject to the following:*

- a) *All serving women officers on SSC shall be considered for the grant of PCs irrespective of any of them having crossed fourteen years or, as the case may be, twenty years of service;*
- b) *The option shall be granted to all women presently in service as SSC officers;*
- c) *Women officers on SSC with more than fourteen years of service who do not opt for being considered for the grant of the PC will be entitled to continue in service until they attain twenty years of pensionable service;*
- d) *As a one-time measure, the benefit of continuing in service until the attainment of pensionable service shall also apply to all the existing SSC officers with more than fourteen years of service who are not appointed on PC;*

e) *The expression “in various staff appointments only” in para 5 and “on staff appointments only” in para 6 shall not be enforced;*

f) *SSC women officers with over twenty years of service who are not granted PCs shall retire on pension in terms of the policy decision; and*

g) *At the stage of opting for the grant of PC, all the choices for specialization shall be available to women officers on the same terms as for the male SSC officers. Women SSC officers shall be entitled to exercise their options for being considered for the grant of PCs on the same terms as their male counterparts.*

i. We affirm the clarification which has been issued in sub-para (i) of paragraph 61 of the impugned judgment and order of the Delhi High Court; and

ii. SSC women officers who are granted PC in pursuance of the above directions will be entitled to all consequential benefits including promotion and financial benefits. However, these benefits would be made available to those officers in service or those who had moved the Delhi High Court by filing the Writ Petitions and those who had retired during the course of the pendency of the proceedings.

4. *Necessary steps for compliance with this judgment shall be taken within three months from the date of this judgment.*

5. *We accordingly dispose of the appeals. However, there shall be no order as to costs.”*

6. The order is very clear and bold. Women officers probably did not expect to get the command of Units; rather they had not asked for it, they were only fighting for PC. They have got more than what they had asked for. UoI gave a number of justifications but the Court junked all the arguments. Now the only thing which eludes them is induction into the combat arms. The implications and the issues faced by the organization we will see in subsequent chapter.

Aspirations of Women Officers

7. The biggest aspiration of women officers was and is the **grant of equal opportunity** as their male counterparts. Over the journey from 1992 they have been through many rough phases, mainly because of the mindset and also men folk not being used to see women officers in that role and thus difficulty in their accepting women as a 'sister in arms'. The women have seen a lot of discrimination at times. Different women officers have different experiences based on the type of Commanding Officers they served with who behaved differently based on their experiences or prejudices. Seeing the seniors, probably the other colleagues also reacted in a similar way. The WOs feel that they have not been given a fair chance to prove themselves and also they were not permitted to do the mandatory courses and were not given the requisite appointments to do well in their careers. Rather they had no career as they were to be released after the stipulated years of service. Since the terms of engagements were revised from time to time they like other male SSC officers were to serve for 5 years later 5+ 5, then 5+5+4 and finally 10+ 4 years. In the meanwhile some of the WOs went to court for grant of PC so that they could earn pension. That was the main demand of WOs. But the Supreme Court has gone further and granted them the opportunity to command the units subject to their meeting the criteria like the male officers. Most of the WOs were not prepared for this gift of

command of the unit but now are overjoyed with the judgment. This judgment has met most of their aspirations but still there are certain issues which require attention and consideration.

8. Women officers state that when they had initially joined the service they faced more problems because most of the **males were insensitive** to their peculiar requirements of privacy and security. The male officers were prejudiced against the WOs as they probably felt that the WO has taken their vacancy which was not so. The males were vocal about all their feelings and the women who joined in the initial courses faced difficult times. Now, WOs feel, the men folk have graduated, validated and accepted WOs as their colleagues. On interaction with male officers, the male officers also conveyed that they are okay with the women in the services but then there should be total equality and no soft appointments or kid gloves treatment of WOs. They should be treated equal in all respects, whether it is postings, appointments or treatment by senior officers.

9. The women feel that they are **comfortable working with their male officer colleagues as well as the JCOs and jawans**, this is evident from their replies of the questionnaire. Women also feel that even the JCOs and jawans also feel comfortable working with and taking orders from WOs. Women say that initially when they were junior or when the induction of women officers had just started, the jawans had some apprehensions in taking orders from them but later on they accepted them and they have understood very well that she is not a woman alone but she is a woman officer. Now as per women officers, the jawans feel no problem working with them as long as the jawan feels that the woman officer is fair, competent and sensitive to their requirements. Women as it is are more humane and most of them feel that they can connect very well with their subordinates and can understand their problems and are

concerned about their welfare. The women feel that they had more difficulty initially to adjust with male officers compared to the jawans due to a particular mindset of the male officers. They also face problems because they feel that male officers are over protective towards their wives or females in their family but are mostly indifferent, negligent and insensitive towards understanding the requirement so women officers. Now this type of behavior is changing and women feel that their work is being appreciated.

10. **A lot depends on the Commanding Officer (CO)** of the unit where women officers are serving. No two individuals are the same, some COs are more humane and considerate than others. Some COs take pains to groom and train the women officers like they do for male officers. Some WOs also feel that some senior officers shower extra affection towards a woman officer and then in return expect her to also reciprocate. The women officers are very apprehensive about such behavior and at times are *“scared of the repercussions as there are a number of ways that a senior can trouble a junior”*. Women do not want such special affection and want to be treated in the same professional way as male officers. The experiences of women officers were varied based on the type of environment they had the opportunity to serve. Women feel that they were not given an opportunity to prove their worth fully as they were not permitted to do certain mandatory courses and they were not given important appointments which could prepare them for higher ranks. Even if the women volunteered to do certain courses like Junior Command (JC) course they felt that there was **prejudice against them in giving good grading** or giving only a limited number of ‘Instructor’ grading. In the unit also they are not given the important appointments but were generally given Quartermaster or other administration based tasks which at times were demeaning. Now with the opening of

command to the WOs all this scenario will change. Women will have to do all the mandatory courses and Adequately Exercised (AE) appointments like their male counterparts.

11. **Children** are the main focus or the place where the heart of the woman officer is. Her biggest concern is the safety and good upbringing of her children. Unfortunately most of the women officers interacted conveyed that this aspect is not taken care of or understood well by their peers and also the organization. No matter what, the child care becomes the whole sole responsibility of a woman officer. Our societal upbringing is such that males do not contribute much in helping a lady in this aspect. Most of the males may take some time to reply which class his child is studying. The organizational hierarchy also fails to understand this very important and sensitive issue.

12. Women are **authorized maternity leave and Child Care Leave** but they find it very difficult to get it happily or timely. There is a lot of fuss generally created on this single issue. They are authorized more leave because they require it to look after their children but leave sanctioning authority, as per WOs, does not appreciate their asking more leave as it results in their long absence from the unit and as per males it adversely affects the unit functioning. WOs feel that so far when important courses like Defense Services Staff College (DSSC) are not open to them the male officers are also spared for long spells for preparation of this examination and on passing the examination they were again away for more than one year and at that time their load is taken by the WOs so why only WOs' absence is pinching everyone. They further say that this is a biological aspect and they cannot do anything about it so the male officers should be more understanding on this issue. The WOs also feel that why should looking after the children be only the sole responsibility of the woman officer,

why should the male officer not contribute in child care? Woman's total focus is shifted because of this insecurity; she is not able to do full justice either to her job or to her home front. Earlier the WO had, so to say, no future in the army but now she will also aspire to become a CO, so male spouses should take equal responsibility in looking after the children.

13. With the woman officer most of the time there is no help from home ie no elderly person to look after the child, she has to perforce depend on local help and she feels very insecure about the safety of the child. It is high time that we have an arrangement of a **crèche for such women officers** requirements and a room with CP cameras should be established especially in peace units/ Schools of instruction, where required, so that woman officer can see what the child is doing or that the child is looked after well and is safe.

14. Most of the WOs interacted conveyed that **they are happy** in the army and are not keen to leave unless they are compelled due to family, health or any peculiar requirement back home. They feel that army is a **very safe place to work** as there is a lot of transparency in the organization and any unwanted advances or misbehavior by any male can be reported to the authorities and there is zero tolerance for such an ungentle man like conduct. Our CDS and the COAS have been reiterating this issue of zero tolerance in their interactions a number of times and there are many examples where even the senior officers have not been spared. Compared to other western countries there are very few sexual harassment cases in our army.

15. **Professionally they are happy** and feel that their aspirations have been met which is evident from their replies to the questionnaire though the questionnaire was circulated before the SC judgment of 17 Feb 2020. One is very confident that the replies or the response of WOs must have been more overwhelming had the

questionnaire been circulated after the court verdict. Most of them feel that the working environment is good.

16. On induction into **combat arms**, though about 43% have conveyed their willingness but on personal interaction they have conveyed that the time is not yet arrived for their induction into combat arms but they feel that it should not be denied to them. Some of them feel that if there are volunteers then they should be given a chance to join the combat arms especially the Artillery. They are fully aware of the working environment of the combat arms and more respondents have shown their interest in Armoured Corps and Mechanised Infantry than the Infantry. They feel it may not be prudent at this time to put women officers on isolated posts with only male soldiers of infantry in a counter insurgency (CI) environment. They feel they may be given some appointments in the Headquarters which may not be acceptable to male officers as they will get all the share of difficult and risky jobs whereas the WOs may be in comparatively safer appointments/ locations. The WOs feel that opting for combat arms will depend on the individual traits of a WO, some may be more adventurous and may be keen and others though physically fit but due to domestic or other requirements may not opt for it. Though there may be aspirations of some of the WOs to join combat arms but a holistic view in the light of their being **taken as Prisoners of War (POW)**, their vulnerability and safety of the country and other issues may be taken. Some WOs have conveyed that so what if they are taken POW like male officers. Saying is easier than actually doing things on ground. It is not only women but even amongst the males a few years ago there were very few takers for infantry. But from the time the pro-rata system has been followed for promotions, the number of officers opting for infantry has increased. So there are generally very few takers for a difficult life.

17. Things can still be managed but our society is not that prepared mentally and also the army hierarchy needs to change their mindset which will happen but may take time. Maybe by inducting women in the other ranks (jawans) in combat arms may be tried as a test case at an opportune time. Army has recently started training of some women in the ranks at **Corps of Military Police (CMP)** Centre at Bangalore. Let us see how this trial goes. It can later serve as a test case for considering trial induction of women in combat arms. Another option can be that as and when the trial has to be conducted it can be first tried in taking women officers/ jawans in matriarchal society units of combat arms/ Artillery, where Assamese and Naga troops are there. In such regiments acceptability of women as leaders may be better.

18. With this pathfinder judgment of 17 Feb 2020, the organization will take some time to adjust and progressively the induction of volunteer women into combat arms may be considered. It is, in my view, not the incapability of the WOs but the organization' apprehension of not being sure of providing safety to a woman in hostile environment. Though the war fighting is more advanced technologically but where it is required to have boots on ground there you have to have boots on ground and the future environment cannot be fully predictable.

CHAPTER V

Challenges in the Management of Women Officers (WOs)

General

1. Army was as it is not ready to grant PC to women officers due to certain reasons and now with the latest orders of the Honorable Supreme Court the challenges of the organization have increased many folds. The Honorable S C in its order has observed that the Union Government has submitted that the Army faces a huge management challenge *“to manage WOs in soft postings with required infrastructure, not involving hazardous duties with the regular posts with the other women in the station”*. The Army has to cater for spouse postings, *“long absence on account of maternity leave, child care leave”* as a result of which *“the legitimate dues of male officers have to be compromised”*. The salient points of the written note submitted to the SC by UoI as stated by the court are;

2. *“ Under the head of “Exigencies of Service”, the written note of submissions states:*

*“The profession of arms is not only a profession but a „way of life’, which often requires sacrifices and commitment **beyond the call of duty** by the entire family of service personnel involving separation, frequent transfers affecting education of children and career prospects of the spouse. As a consequence, it is a greater challenge for WOs to meet these hazards of service, owing to their prolonged absence during pregnancy, motherhood and domestic obligations towards their children and families, especially when both husband and wife happen to be service officers.”*

3. Under the head of “Physical Capabilities”, the written

Note states:

*“A soldier relies heavily on his physical prowess to engage in combat. The officers are expected to lead their men **„from the front** ‘and need to be in prime physical condition to undertake combat tasks. Inherent physiological differences (**reference Annexure A**) between men and women preclude equal physical performances resulting in lower physical standards (**reference Annexure B**) and hence the physical capacity of WOs in the IA remains a challenge for command of units.”*

4. Under the head of “Composition of Rank and File”, the written note states:

*“Most of the countries whose armies have women as officers also have women in their rank and file with the exception of India, Pakistan and Turkey. This results in a unique **„all male’** environment in a unit where presence of WOs requires moderated behavior in their presence. Posting of WOs in all male units thus has its **own peculiar dynamics.**”*

5. Under the head of “Infrastructure”, the written note states:

*“Infrastructure in forward/border areas is very basic with **minimal facilities for habitat and hygiene.** Officers and men have to make do with primitive/make shift*

arrangements. Manning forward posts and small detachments with restricted communication facilities leads to a feeling of isolation. Deployment of WOs in such situations or places in the current circumstances is not advisable.”

6. *The submission note of the Union of India has spoken of “physiological limitation” on the employability of women officers “accentuated by the challenges of confinement, motherhood and childcare”. Finally, the note portends the dangers of a woman officer being captured by the enemy and becoming a prisoner of war.”*

Directions of the Supreme Court

7. The Honorable SC in its order has refuted each and every claim of the UoI and passed its order directing the UoI to consider all women officers for grant PC and command of the units. The salient points of the directions are;

8. *“We accordingly take on record the statement of policy placed on the record in these proceedings by the Union Government in the form of the letter dated 25 February 2019 and issue the following directions:*

9. *The policy decision which has been taken by the Union Government allowing for the grant of PCs to SSC women officers in all the ten streams where women have been granted SSC in the Indian Army is accepted subject to the following:*

- a) *All serving women officers on SSC shall be considered for the grant of PCs irrespective of any of them having crossed fourteen years or, as the case may be, twenty years of service;*
- b) *The option shall be granted to all women presently in service as SSC officers;*

- c) *Women officers on SSC with more than fourteen years of service who do not opt for being considered for the grant of the PCs will be entitled to continue in service until they attain twenty years of pensionable service;*
- d) *As a one-time measure, the benefit of continuing in service until the attainment of pensionable service shall also apply to all the existing SSC officers with more than fourteen years of service who are not appointed on PC;*
- e) *The expression “in various staff appointments only” in para 5 and “on staff appointments only” in para 6 shall not be enforced;*
- f) *SSC women officers with over twenty years of service who are not granted PC shall retire on pension in terms of the policy decision; and*
- g) *At the stage of opting for the grant of PC, all the choices for specialization shall be available to women officers on the same terms as for the male SSC officers. Women SSC officers shall be entitled to exercise their options for being considered for the grant of PCs on the same terms as their male counterparts.*
 - i. *We affirm the clarification which has been issued in sub-para (i) of paragraph 61 of the impugned judgment and order of the Delhi High Court; and*
 - ii. *SSC women officers who are granted PC in pursuance of the above directions will be entitled to all consequential benefits including promotion and*

financial benefits. However, these benefits would be made available to those officers in service or those who had moved the Delhi High Court by filing the Writ Petitions and those who had retired during the course of the pendency of the proceedings.

10. *Necessary steps for compliance with this judgment shall be taken within three months from the date of this judgment.”*

11. With these orders the SC has made things very clear and it has given three months' time to the UoI to implement the orders. Now starts the challenges of the organization. There were many issues as given in the succeeding paragraphs which the organization was grappling with but now the army has to grant PC to women officers and also has to consider them for command appointments. Granting PC to women officers' means to manage the WOs for longer years in service ie till minimum 54 years of age, which has many consequences, the answers of which the organization has to find. Some of the contentious issues have been discussed in the succeeding paragraphs.

12. National Security and Operational Effectiveness. IA is the ultimate instrument of state policy in the face of adverse internal and external situations. Since there are no runners-up in war. IA is required to maintain highest levels of operational readiness. It is imperative that any decision on matters of national security must keep the national interest paramount over individual and group requirements/ aspirations. The women officers have now been granted PC and also command of the units in the arms and services in which they are already being inducted. Induction into combat arms at this stage may be slightly premature considering the preparation of the society and the mind-set in the services, if we may say so. Now the women will serve for

their full service like their male colleagues and will also get to command units. This can be taken as a trial for their future induction into combat arms. There are many complicated issues on ground in induction of women in combat arms as of now. Talking about Infantry alone, the officer in field units deployed in Northern or Eastern borders has to be on isolated posts, has to carry out ambush, patrolling and operations in very hostile environment besides the physically challenging terrain. This requires training and mental makeup. Presently, even if a non-Infantry officer has to be given command of a Rashtriya Rifles (RR) unit there is certain Qualitative Requirements (QRs) such as previous tenure in such a unit as a company commander. Officers have to stay with their men on isolated posts on the Line of Control (LC) where there is a threat of a raid every day and night. In high altitude posts the detachment has to be cut off maybe for six months in a year. We cannot say that induct women in combat arms but do not send them on forward posts or a CI area, then that is hypocrisy not equality. If there has to be equality then it has to be equality in all aspects with the male officers so that there is no reverse gender bias.

13. **Battlefield Scenario.** Future wars are likely to be short, intense and lethal, besides being prosecuted at very short notice. The boundaries between conventional and CI/CT operations have blurred in the present hybrid nature of warfare. The non-linear battlefield has rendered the erstwhile rear areas as much vulnerable as the battlefield. Therefore, induction of WOs into IA, considered as a male bastion, needs to be viewed in the perspective of changed battlefield environment. Though we may say that it has become more technology dependent but where the boots have to be put on ground then there, only physical capture will have to be done. In Mechanised arms the officer has to be in a tank or Armoured Personnel Carrier (APC) with his crew. The entire mechanised warfare is based on this concept of the crew in its tank or APC.

There is space constraint and the environment is hostile, we cannot place a woman amongst men in such a scenario as of now. There are many sexual harassment cases reported in other armies of the world but in our army there are very few because there is hardly any physical contact between the males and women. The women do not even take part in troop games where there is a possibility of physical contact.

14. **Exigencies of Service.** The profession of arms is not a mere service but a commitment which demands ‘that extra bit’ from those joining it. In fact, Army is not only a profession but a ‘way of life’, which often requires sacrifices and commitment beyond the call of duty by the entire family of service personnel involving separation, frequent transfers affecting education of children and career prospects of the spouse. As a consequence, it is a greater challenge for WOs to meet these hazards of service, owing to their prolonged absence during pregnancy, motherhood and domestic obligations towards their children and families, especially when both husband and wife happen to be service officers. This aspect is more pronounced in the combat arms because the deployment areas especially in the Infantry are difficult and at most of the places in field, families are not allowed and cannot be kept even at Base locations. Whereas in support arms and services, their areas of employment are much in the rear where there is administration setup to support. There are certainly long spells of separation from family in case of combat arms like Infantry and it is not a one-time case. Every alternate posting is a field posting and if we go by equality then the women will have to go through the same cycle which may not be easy for her and the family. And you cannot have women only in Headquarters or softer places and men bearing the extra strain.

15. **Physical Capabilities.** A soldier relies heavily on his physical prowess to engage in combat. The officers are expected to lead their men 'from the front' and need to be in prime physical condition to undertake combat tasks. Inherent physiological differences between men and women preclude equal physical performance and hence the physical capacity of WOs in the IA will remain a challenge for command of units especially in combat arms. There is different standard for physical fitness tests for males and women. The standards for women are lower compared to males. In case of Infantry or even in other arms deployed in CI environment there may be a requirement of a 'man to man' fight with the enemy soldier or an insurgent, we cannot put a woman officer in that place instead of a male.

16. **Composition of Rank and File.** Most of the armies who have women as officers also have women in their rank and file with the exception of India, Pakistan and Turkey. This results in a unique 'all male' environment in a unit. We have started inducting women in the ranks in CMP and first batch of 100 women are undertaking training at CMP Centre and School at Bengaluru. The aim is to have 1700 women in CMP over 17 years. They will be posted to various CMP units so that there is no requirement of calling civil women police in case of any requirement of women police in the army. Their 61 weeks training at par with male CMP recruits has started in Jan 2020. Subsequently women in ranks in combat arms/ Artillery units/ regiments which has troops from matriarchal societies like Assam and Naga may be tried as there may be greater acceptability of women as their officers and peers in those societies.

17. **Environmental and Physiological Realities.** IA is mostly deployed in isolated and detached posts in difficult terrain and adverse climatic conditions. The lines of communications are extended and the IS situation in the NE and J&K puts severe limitations on the functioning of units in these areas. These conditions have a major bearing on the employment of WOs in light of their physiological limitations accentuated by the challenges of confinement, motherhood and childcare. Aspirations are one part but seeing the actual ground situation and being practical is another. Everything cannot be done to appease the masses or media or anybody for that matter. National security should always come first.

18. **Unit Cohesion.** It is a well-established fact that presence of women in a group of males has an adverse impact on the cohesion of that particular group. This fact has been recognized by most armies in the world and is pertinent while considering induction of WOs in combat units and command assignments, especially in our context, since there are no women in the ranks. It is not only the cohesion but in combat arms one has to be prepared to 'charge and die'. In other support arms and services units the effect is not that much as the duties performed by women are generally office or administration related and do not require combat engagement.

19. **Capture by Enemy.** Armies face situations, wherein a woman soldier/officer may become a prisoner of war. It would be a situation of extreme physical, mental and psychological stress for the individual, the family, the organization and above all the government. Therefore, such a situation is best avoided by keeping the WOs away from direct combat .We are all fully aware of what happened to Capt Saurabh Kalia when he was captured by the Pakistan army during the Kargil operations.

20. **Employment WOs.** Their employment policy ensures that they are not placed in 'direct line of fire' or in close proximity of the enemy. A more important aspect is that the employment opportunities to be made available to WOs during peace should be the same as for field/war. COs are apprehensive in employment of WOs in isolated locations/ tasks, thereby male officers have to perform additional tasks which is a fact on ground. At times WOs refuse to perform certain duties sitting such reasons where the CO also feels helpless. The WOs so far had nothing to look up to but now with the grant of PC and command opportunity, I am sure their attitude towards the job will change and they will become more motivated and ultimately the organization will benefit. Now the mind-set of the environment also has to change as the women and men are equal competitors. So far, at times, WOs were made to do AE appointments but in their dossier, IAFF 3008, to Army HQ, it was not reflected correctly instead they were only shown on non-criteria appointments. The CO will now have to give the WOs their full due.

21. **Command of Units.** Command of units entails setting personal example and leading from the front and CO must do everything that the troops are required to do. However, existing physical fitness standards of WOs are distinctly lower than their male counterparts. Composition of rank and file being male, predominantly drawn from rural background, with prevailing societal norms, troops are not yet ready to accept WOs in command of units especially combat arms where there is requirement to prove oneself physically also. In units other than combat arms probably the only physical aspect required is passing the physical tests and be within the prescribed weight as stipulated in the instructions and all other aspects are generally administrative or technical in nature. But with the SC directive they will have to be put through first the selection board for PC and later the promotion board of a

Colonel. Since the WOs who are in service have not done the necessary courses and Adequately Exercised (AE) appointments which are the QR for promotion, the WOs may be at a disadvantage compared to their male counterparts. But the fact is that those women officers who have a very good profile now may still make it in the promotion board of a Colonel rank. Those WOs who will make it in the promotion board would be the deserving ones and the organization must support them as we only want the best to come up on top and the organization interest is supreme.

22. **Infrastructure.** Infrastructure in forward/ border areas is very basic with minimal facilities for habitat and hygiene. Officers and men have to make do with primitive/ make shift arrangements. Manning forward posts and small detachments with restricted communication facilities leads to a feeling of isolation. Deployment of WOs in such situations or place in the current circumstances is not advisable. But for units other than infantry which are not deployed on pickets on the Line of Control there is not much of a problem of construction of infrastructure like additional washrooms for the women. If we are taking women and talking about equality then we should look after their peculiar requirements but treat them like male officers in all other tasks. If we can make special arrangements for senior officers in field areas then we can certainly create that infrastructure for WOs also.

23. **Spouse Coordinated Postings .**Efforts are made by the controlling groups to give spouse coordinated posting but at times it becomes difficult to achieve it because the numbers are increasing and it results in extra difficulties or longer hard tenures for the male officers. The women officers feel that satisfaction in this aspect is least in the army compared to the other two Services. Most are willing to go to field postings if posted with their spouse. They feel that spouse coordinated postings must be given during the maternity phase.

CHAPTER VI

RECOMMENDATIONS AND CONCLUSION

Introduction

1. The key aim and responsibility of a nation's Armed Forces is to protect the territorial integrity and geographical boundaries from external aggression at costs far greater than the purely material. The entire thinking and force structure of the Armed Forces is therefore geared towards combat, necessitated by such threat perceptions and the need to create supremacy by force and military might. Towards this, they repetitively prepare for the time when they have to fight and win wars.

2. In most countries that have officially accepted women in their Armed Forces, women are excluded from this main mission of combat. In the Indian context too, though women have been serving with the nation's Armed Forces since 1992, their employability is restricted to support arms and services only. A multitude of reasons influence this segregation of women in support functions. This depends a lot on the society as the armed forces of any nation are drawn from the citizens of its society and, therefore, larger social approaches and thinking are reflected in the culture and the working of the armed forces; psychology also affects the way we think, as society believes that distinctive emotional differences exist between the sexes. Further, the exclusion of women from combat specialties is reasoned that women are less strong than men are. In India, the induction of women in the Armed Forces has been a slow and very deliberate exercise. The women are inducted only as officers and not in the ranks. Even though women have been serving since 28 years, their employability is severely restricted and mandated by policy. The Indian Armed Forces have a strict combat exclusion policy for women. Further, though women are routinely employed

in field areas in various support roles, they are not posted to units in field that have operational commitment or are likely to face enemy threat.

3. The opposition to women in combat roles arises from a conviction that national security will be compromised since women are not as strong and aggressive as men are. Though the warfare has become very hi tech but still there are certain ground realities which cannot be ignored as far as national security is concerned. Their non-induction in combat arms is probably not because they are not physically as tough as males or they are less competent than men in any way but in the battlefield the scenario is different. The officers and men have to fight the enemy at a very close range and at times there can be a hand to hand fight for which exposing a women may not be the best choice and in war there are no runners up. India has no dearth of male population and there is a lot of unemployment. For a few posts there can be thousands applying for it. Women should be given a task in which they can contribute to the effectiveness of the organization.

4. In the Indian context, the entire debate of opening combat arms to women is a little premature, as women are yet to find a stronghold or receive equal opportunities even in support arms and services. Even Supreme Court in its order dated 17 Feb 2020 on women officers has ruled at Para 57 page 44 that;

*“Courts are indeed conscious of the limitations which issues of national security and policy impose on the judicial evolution of doctrine in matters relating to the Armed forces. For this reason, we have noticed that the engagement of women in the **Combat Arms** has been specifically held to be a matter of policy by the judgment of the Delhi High Court and which is not in question in the present appeals.”*

5. Armed Forces should be taken as a serious career option and not just a job as it demands a lot of sacrifices on the family front, besides other issues, which as per the societal mind-set today are borne mainly by the women. Most of the aspirations of the WOs have been met by the latest SC order of granting them PC and considering them for command appointments. Moreover since there is no military necessity we should wait and let this new order sink in and the army adjusts to the new reality of grant of PC mature before we take a call for taking women in combat arms.

6. There are certain other issues which have come to light and need to be considered. These are discussed in the succeeding paragraphs. We should not see what is denied but how to use what is given for overall benefit and effectiveness of the organization because the organization interest should always come first. Now with the grant of PC those WOs who will get it will serve for minimum 54 years of age and the organization has to see how to employ them and keep them motivated after some of them who would have missed the further promotion boards. It is a huge challenge considering the low promotion rate in the support arms and services.

7. **Physiological Factors.** Studies have shown how women have only approximately 50 to 70 per cent of the strength, stamina and muscle mass of the average male. Due to these limits, women face a higher degree of difficulty in carrying loads, route marches, running and other field related activities that are essential for combat functions. Consequently women need to put in more time to accomplish all these tasks, have to work harder and are prone to early fatigue. Women also possess about one-tenth of the amount of testosterone as men, a hormone that is key for strength development. Because of this, scientists say that even the strongest and fastest women can never surpass the strongest, fastest man. Under the present circumstances, given the physical fitness and the mental makeup of most women

officers in the Indian Armed Forces, it will be difficult for many to meet the tough physical standards and mental stress of Combat Arms especially in the Army. In this regard the Navy and the Air Force are easier to integrate women in all specialties as they appear to be more female friendly forces.

8. Another aspect of physiological differences between males and women is the uniquely female physical condition of **pregnancy, childbirth and rearing**. Women have to be away from duty for longer spells due to pregnancy and related responsibilities. This poses a big challenge for unit commanders who have to get various tasks done and reassign personnel to make up for the shortfall. Being in the family way is just another medical condition that renders one temporarily unfit. Women can come back to shape and physical fitness if they put in hard work as now they have the prospect of getting PC and command of a unit. Those who are able to come up to the mark should be granted their due. Only 17% WOs feel that their efficiency goes down after marriage and child birth whereas 73% of the male officers feel that it goes down after marriage.

9. Army is sort of 24*7 job if there is a requirement even at night one cannot refuse to be on parade which the WOs may not be able to take on easily. Some COs when contacted conveyed that many WOs just refuse to budge on certain issues and ask them to show the authority. The WOs as per them are too by the book type and she being a woman the males cannot push them beyond a limit. **Privacy and hygiene needs** are the next issue. Males and women require separate living areas, especially in the field. This is not much of a problem in the case of IA as women, as of now, are restricted to officer cadre only. These arrangements can be made in field areas in services units but for combat arms it would be a challenging.

10. **Terms and Conditions.** With the SC order dated 17 Feb 2020 on women officers the entire terms and conditions for women officers will have to be reworked out to make them same as the male officers. They have to be made eligible for all mandatory courses and have to be made to tenant all the AE appointments to prepare them for command and give equal opportunity in every field.

11. **Employability.** The women have to be posted to all the field units like males so that the males do not feel discriminated and do not feel they have to shoulder extra hardships as far as postings are concerned. Women should be treated on par with males and not just be used for ceremonial tasks like making Capt Tania Shergill as the Republic day contingent commander. Women officers when contacted say that they are prepared for any task and 87% feel that they have acquired the necessary skills to be a leader whereas only 40% of male officers feel so. 87% of WOs have responded that their contribution to the organization is at par with male officers whereas only 36% male officers feel so. There is vast difference in the perception of both males and WOs. On ground the situation is that, the WOs are not given tough field postings and are not given challenging tasks by the MS branch/ COs. 79% male officers feel that the WOs are given preferential treatment and only 24% of WOs agree to this.

12. **Attitude of Senior Officers.** The patronizing attitude shown by some senior officers widens the gap between the males and the WOs. The WOs expect and should be treated as officers and not ladies. No preferential treatment should be given to WOs and they should not be given any sheltered appointments. COs, at times, play safe to avoid any administrative problem. Most of the male officers seem to be apprehensive that a WO can put an allegation of sexual harassment on them so they

call another officer or a runner in their office when they speak to a WO which is not a healthy atmosphere. It shows a complete distrust between the two. There should be no partiality between the two sexes and they should be assessed independently as now they will be competing for the same limited vacancies of PC and command.

13. **Acceptance by JCOs/OR.** Male officers also tend to believe that given the rural background of our troops and lower levels of education, the men would find it difficult to accept women as leaders. Reality may not be so as men in the ranks show little hesitation in accepting women as leaders initially but the strict chain of command and the strong values inculcated during training ensure that they see and judge officers by their rank and not by their gender. Now women have been in the army for 28 years and men have got used to it but in combat arms where the physical attributes are more important than the administrative, the troops will take some time to accept them as their leader. More than 90% WOs have conveyed that they are comfortable working with troops and the troops are comfortable taking orders from them, 34% male officers have also concurred this.

14. **Leave Related Issues.** WOs have more requirement of leave due to their requirement of looking after the children and that is why they are authorized more leave like maternity leave and CCL. Many WOs confided that their asking for leave is not taken well in the units; the males do not realize and understand their requirement. 52% of the WOs feel that they are not granted the long leave without any fuss. The COs and the organization needs to be more sensitive towards this very important issue.

15. **Infrastructure.** There is a requirement of a separate secure living area and toilet facilities for WOs which is not much of a problem in the units/ detachments except the combat arms.

16. **Status of WOs.** At times a WO is married to a service officer and maybe she is posted in the same unit then she is wearing two hats, the hat of an officer and also that of a wife. She is expected to be at both the places and expected to contribute equally with the others and it can be taxing on her. This aspect has to be understood by the hierarchy and a considered approach has to be taken

17. **Limits of Organization Concessions.** It is very important to understand as to what are the limits till the organization can accommodate and adjust to the requirements of WOs. I have met many motivated WOs who stated that they never faced any problem in their units probably because they were go getters and gave their 100% in their job or maybe they were lucky to get good COs and they did not have health issues. This may not be the case with all. It is a matter of give and take, the organization anywhere will expect results. Nobody likes a sissy baby especially in a result oriented organization where each individual is expected to do ones duty. So this aspect has to be realized and respected by both sides.

18. **Policy Guidelines.** There is a requirement to issue certain policy guidelines on issues like form of address, mandatory courses, integration of WOs into the unit activities, code of conduct with WOs etc.

19. **Taking a Woman Officer as a POW.** Our society at large would not accept the idea of women prisoners of war or the death of women in combat. It is easier said than to face the situation. Our adversaries are brutal and we know how they treated one of our officers during the Kargil operation. The risk factor of a woman POW is very high and it will put a lot of pressure on the family, army, Government and the country as a whole. This situation is better avoided as of now though 80% of WOs have conveyed that they are confident of taking on high risk tasks. Tomorrow with the change in war fighting situation may vary.

20. **Work Place and Stress.** Non-acceptance of women as soldiers by males is due to physical, physiological, psychological, biological, social and logistical reasons specific to women. Majority of women officers agree that work atmosphere in the IA is safer and conducive for women as compared to foreign armies and civil organizations except for some teething problems of adjustment. 43% of WOs have conveyed that the attitude of male officers is positive towards them.

Conclusion

21. The Honorable Supreme Court order dated 17 Feb 2020 has settled most of the issues of the WOs; they have been allowed to be considered for PC and command of the units in which they are being inducted at present. Even the SC in its order has left out their induction into combat arms being a policy decision and which was not in question in the said appeal. Let the system adopt the changes which will occur due to the SC order and let the organization handle and prepare itself with this new development. The army has a lot to do to absorb this order as it has to conduct the PC and promotion boards for the affected WOs. They also need to prepare as the WOs who will get PC will stay in service till minimum 54 years of age. Though 43% WOs have conveyed that they should be considered for induction into combat arms but

there are issues which have been discussed earlier due to which they should not be inducted into combat arms at this stage. In the years to come when the system matures and the war fighting becomes more technologically advanced we may consider inducting women in combat arms. At present there is a need to look after their physiological differences, train and prepare them in a way that they are able to perform to their full potential. There is a need to give due concession to them due to the biological role the women play, without compromising on organization effectiveness. Their participation in the unit activities should be at par with the male officers considering their privacy and security. The WO should be treated as an officer first without any kind of partiality or soft corner. They need to be given equal opportunity to do all the courses and appointments so that they are not handicapped in their promotion boards. If the WOs wish to enjoy equal status in all respects, then they should also contribute equally to the organization and share all the challenging tasks/ appointments equally without any differentiation based on gender. To finally how and what to prioritize between her family responsibilities and her profession should be left to her to choose. If Lt Gen Madhuri Kanitkar can become Lt Gen in the Army Medical Corps, any other competent WO can also achieve that coveted rank.

Appendix A**(Refers to Para 20 of Chapter II)****TERMS & CONDITIONS (PRESENT) OF SSCOs**

<u>Entry</u>	<u>SSC (T) Men</u>	<u>SSC (T) Women</u>	<u>SSC (NT) Men</u>	<u>SSC (NT) Women</u>
Age	20-27 Yrs	20-27 Yrs	21-27 Yrs	21-27 Yrs
Education	Engineering Graduate	Engineering Graduate	MA/MSc in First or Second Class	MA/MSc in First or Second Class
Tenure	Granted for 14 Yrs ie for an initial period of 10 Yrs. Expendable for 4 Yrs	Granted for 14 Yrs ie for an initial period of 10 Yrs. Expendable for 4 Yrs	Granted for 14 Yrs ie for an initial period of 10 Yrs. Expendable for 4 Yrs	Granted for 14 Yrs ie for an initial period of 10 Yrs. Expendable for 4 Yrs
Duration of Training	49 weeks	49 weeks	49 weeks	49 weeks
Substantive promotion	To the rank of Lt Col on completion of 13 yrs reckonable commissioned service	To the rank of Lt Col – on completion of 13 yrs reckonable commissioned service	To the rank of Lt Col – on completion of 13 yrs reckonable commissioned service	To the rank of Lt Col – on completion of 13 yrs reckonable commissioned service
Reserve Liability	5 Yrs up to the age of 40 yrs	5 Yrs up to the age of 40 yrs	5 Yrs up to the age of 40 yrs	5 Yrs up to the age of 40 yrs
Ante date Seniority	One Year	One Year	Nil	Nil
Period of Probation	6 Months	6 Months	6 Months	6 Months

Appendix B
(Refers to Para 20 of Chapter II)

TERMS AND CONDITIONS OF MEDICAL AND NURSING SERVICES

	<u>AMC</u>	<u>AFMC</u>	<u>ADC</u>	<u>SSC Nursing</u> <u>(Entry through</u> <u>College of</u> <u>Nursing)</u>
Age	45	17-22 (24 if BSc)	Max 45 yrs	17-25
Tenure	5+5+4	7+7	5+5+4	5+5+4
PC Consideration	*After 2 Yrs *2attempts in first 5 yrs *1 attempt next 5 yrs before 9 yrs service	*In batch of 145 *Half get PC *Two attempts 1 st 7 yrs , *3 rd attempt in 2 nd 7 yrs *Max age of 30 yrs (if MBBS) & 35 yrs of PG	*After 2 yrs service *2 attempts ,1 st 5 yrs *1 attempt ,next 5 yrs (before 9 yrs of service	*After 2 yrs of service *2 attempts,1 st 5 yrs *1 attempt ,next 5 yrs (before 9 yrs of service)
Additional issues		*PC SSC ratio 60:40 *Max 180 per yr	*PC SSC ratio 60:40 *PC Max 20 per yr *Max age of PC – 30yrs (if BDS) *35 yrs in PG	*PC SSC ration 60:40
	Lt on commissioning On completing internship captain			

Appendix C
(Refers to Para 22 of Chapter II)

DATA WOs in IA

➤ Total WOs – 7639
• IA less Medical - 1653
• Medical - 5986

<u>ARM/SERVICE</u>	<u>PC</u>	<u>SSC</u>	<u>TOTAL</u>
AEC & JAG	82	105	187
AMC, ADC & MNS	3170	2816	5986
Arms & Services (Engrs, Sigs, AAD, Avn, Int Corps, EME, ASC, AOC)	0	1466	1466
Total	3252	4387	7639

Appendix D
(Refers to Para 22 of Chapter II)

DATA OF WOs

<u>S</u> <u>No</u>	<u>Arm/Service</u>	<u>Up to</u> <u>10 yrs</u>	<u>10 - 14</u> <u>Yrs</u>	<u>14- 20</u> <u>Yrs</u>	<u>More than</u> <u>20 Yrs</u>	<u>Total</u>
1.	AEC	11	02	01	00	14
2.	JAG	91	00	00	00	91
3.	AAD	46	11	12	00	69
4.	ENGRS	105	34	49	18	206
5.	SIGS	162	31	29	13	235
6.	EME	190	37	39	10	276
7.	ASC	158	57	53	09	277
8.	AOC	139	79	60	26	304
9.	INT	46	15	13	01	75
10.	AVN	20	04	00	00	24
	TOTAL	968	270	256	77	1571
	Total (less AEC & JAG)	866	268	255	77	1466 (3% of officers cadre)

Appendix E
(Refers to Para 39 of Chapter III)

MANDATORY PHYSICAL TESTS FOR GCs/LCs

<u>MANDATORY</u>		<u>SSCO (Males)</u>	<u>SSCO (Females)</u>
BPET	5 Km Run	24.30 Min	31.30 Min
		26.00 Min	33.00 Min
		27.30 Min	34.30 Min
	60 M Sprint	10-11-12 Sec	16-18-20 Sec
	V/Rope	4 M	3 M Climb
	H/Rope	9 M	6 M
	9/6 Ft Ditch	Pass	Pass
PPT	2.4 Km	9.00 Min	11.30 Min
		9.30 Min	12.30 Min
		10.00 Min	13.30 Min
	5 M Shuttle	17-16-15	15-14-13
	100 M Sprint	13-14-15 Sec	16-18-20 Sec
	Sit Up	40-35-30	40-35-30
	Chin Ups/Push Ups	10,8,6	20,15,10(Push Ups only)
	Toe Touch/Cross Grip heaving	8,7,6	3,2,1

Appendix F
(Refers to Para 42 of Chapter III)

PHYSICAL STANDARDS Vs CAREER PROSPECTS

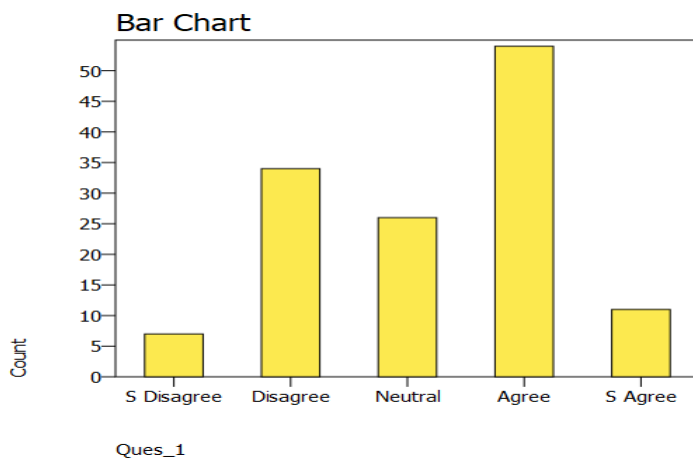
<u>Country</u>	<u>Physical Stds of WO in Comparison to Male Officers</u>	<u>Career Prospects</u>	<u>Remarks</u>
USA	progressing towards gender neutral stds	Equal Opportunity	
United Kingdom	progressing towards gender neutral stds	Equal Opportunity	progressing towards gender neutral stds
Canada	Lower	Equal Opportunity	
Germany	Same	Equal Opportunity	
Australia	Same	Equal Opportunity	
China	Lower	Equal Opportunity	
Nepal	Lower	Equal Opportunity	
Pakistan	Lower	Different	

Appendix G
(Refers to Para 1 of Chapter IV)

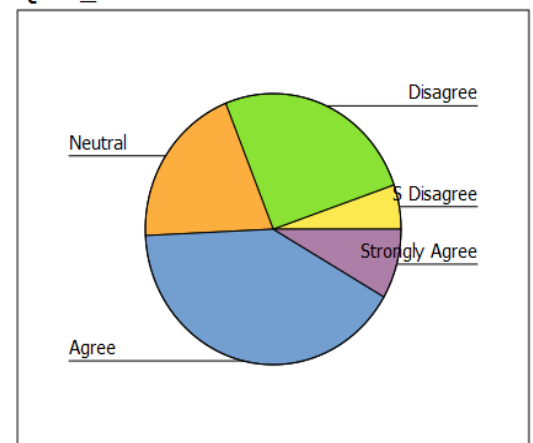
QUESTIONNAIRE AND ANALYSES ; MALE OFFICERS - LIKERT SCALE

1. Women officers have acquired the skills necessary to be a successful leader in the Armed Forces.Ques_1

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
S Disagree	1	7	5.30	5.30	5.30
Disagree	2	34	25.76	25.76	31.06
Neutral	3	26	19.70	19.70	50.76
Agree	4	54	40.91	40.91	91.67
S Agree	5	11	8.33	8.33	100.00
<i>Total</i>		132	100.0	100.0	



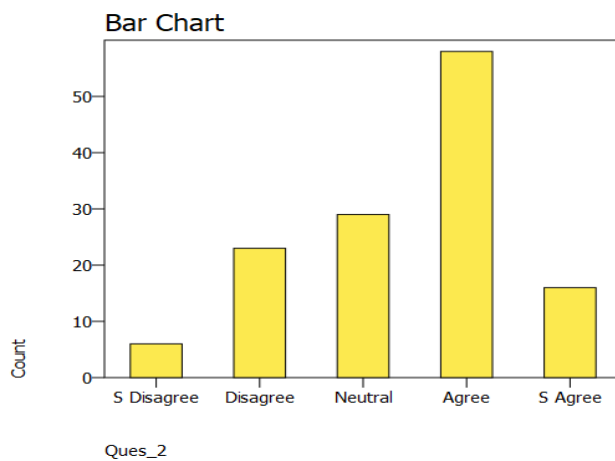
Ques_1



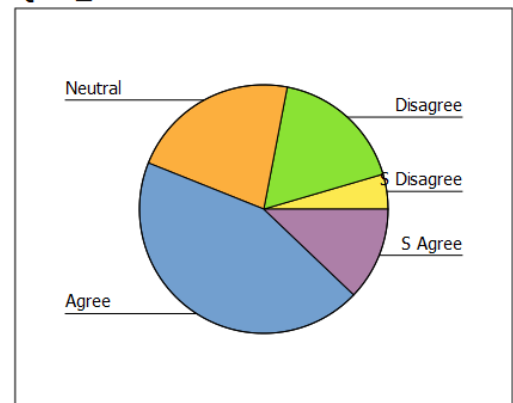
About 49 % male officers feel that WOs have acquired the requisite skills to be a successful leader in Armed Forces. About 31% feel they have not yet acquired the skills or in a way they are not fully ready to lead the troops. A fairly large percentage of 20% is still undecided or is neutral.

2. Women officers are good at man management of personnel under their command.

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
S Disagree	1	6	4.55	4.55	4.55
Disagree	2	23	17.42	17.42	21.97
Neutral	3	29	21.97	21.97	43.94
Agree	4	58	43.94	43.94	87.88
S Agree	5	16	12.12	12.12	100.00
<i>Total</i>		132	100.0	100.0	



Ques_2

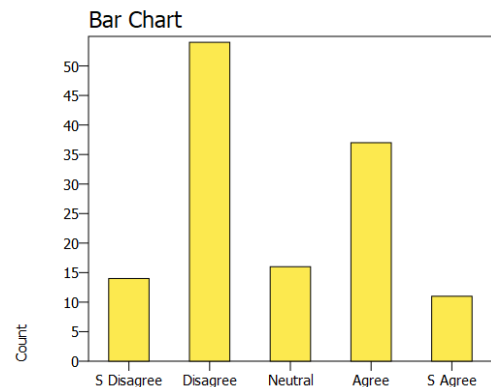
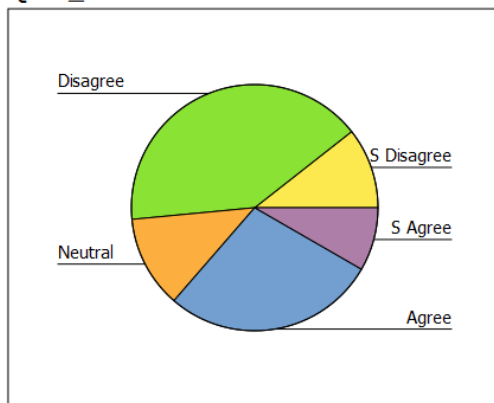


About 57% male officers feel that WOs are good at man management, 22% of the respondents disagree on this issue. 22% are neutral in their response.

3. In the present circumstances women officers' performance and contribution towards organizational goal is equal to that of male officers.

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
S Disagree	1	14	10.61	10.61	10.61
Disagree	2	54	40.91	40.91	51.52
Neutral	3	16	12.12	12.12	63.64
Agree	4	37	28.03	28.03	91.67
S Agree	5	11	8.33	8.33	100.00
<i>Total</i>		132	100.0	100.0	

Ques_3



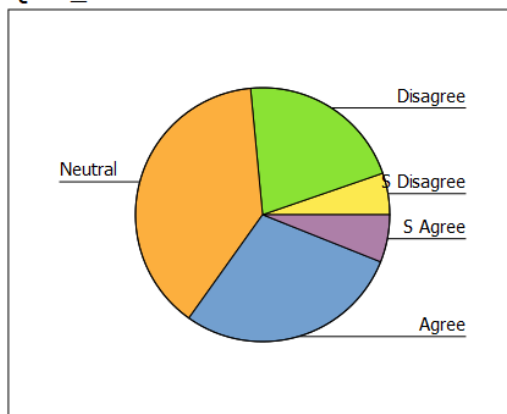
Ques_3

About 36% male officers agree that contribution of WOs to the organization is equal to the males whereas 52% feel it is not the same. 12% are neutral.

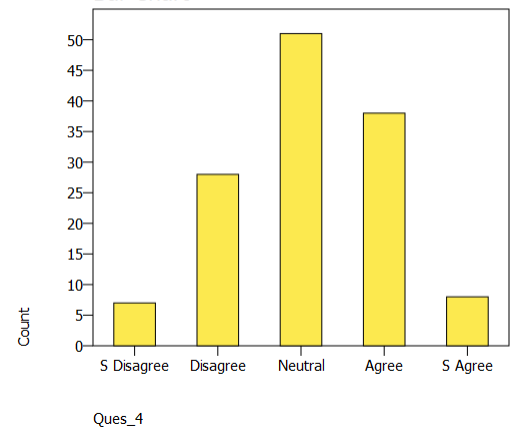
4. Women officers are able to motivate the men under their command.

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
S Disagree	1	7	5.30	5.30	5.30
Disagree	2	28	21.21	21.21	26.52
Neutral	3	51	38.64	38.64	65.15
Agree	4	38	28.79	28.79	93.94
S Agree	5	8	6.06	6.06	100.00
<i>Total</i>		132	100.0	100.0	

Ques_4



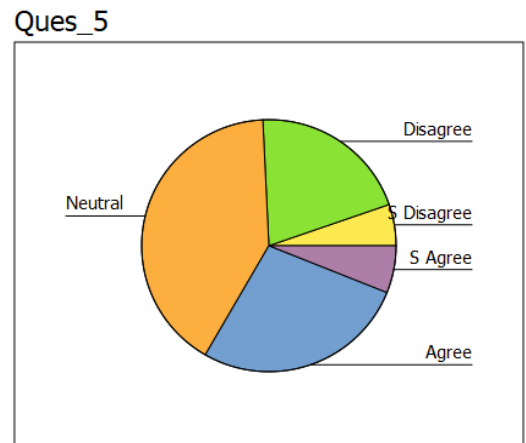
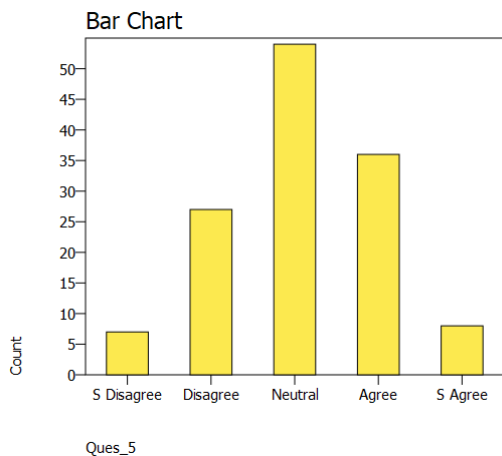
Bar Chart



35% feel that the WOs can motivate the men under their command and 26% feel the WOs cannot motivate the men and 39% are neutral.

5. Women officers are able to motivate the men under their command.

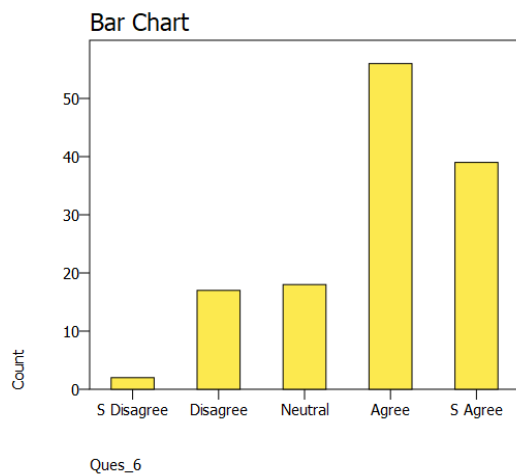
<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
S Disagree	1	7	5.30	5.30	5.30
Disagree	2	27	20.45	20.45	25.76
Neutral	3	54	40.91	40.91	66.67
Agree	4	36	27.27	27.27	93.94
S Agree	5	8	6.06	6.06	100.00
<i>Total</i>		132	100.0	100.0	



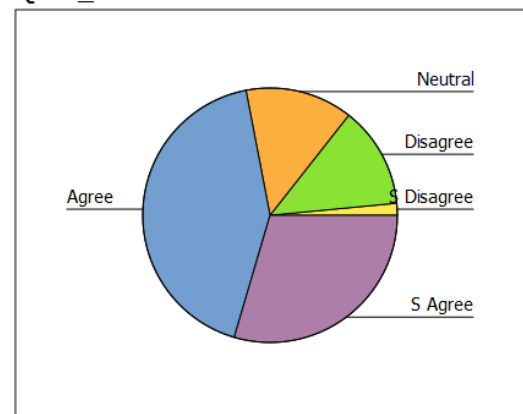
35% feel that the WOs can motivate the men under their command and 26% feel the WOs cannot motivate the men and 39% are neutral.

6. Physiological aspects have major adverse impact on performance of physically demanding tasks by women officers.

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
S Disagree	1	2	1.52	1.52	1.52
Disagree	2	17	12.88	12.88	14.39
Neutral	3	18	13.64	13.64	28.03
Agree	4	56	42.42	42.42	70.45
S Agree	5	39	29.55	29.55	100.00
<i>Total</i>		132	100.0	100.0	



Ques_6

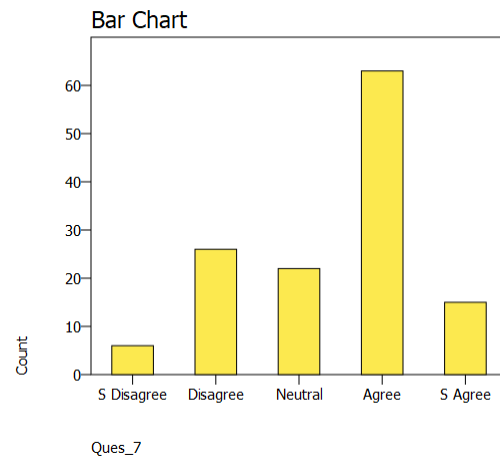
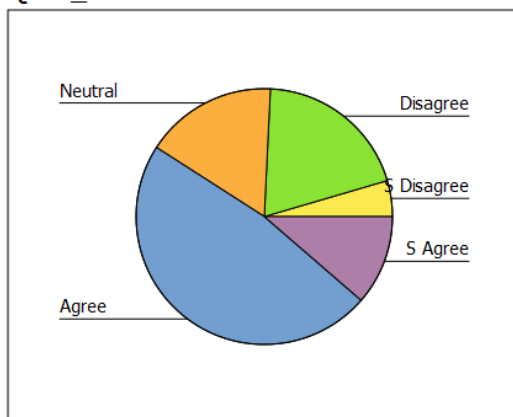


72% males feel that physiological aspects affect performance of WOs, 14% are neutral and 14% agree.

7. Women officers expect preferential treatment compared to men.

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
S Disagree	1	6	4.55	4.55	4.55
Disagree	2	26	19.70	19.70	24.24
Neutral	3	22	16.67	16.67	40.91
Agree	4	63	47.73	47.73	88.64
S Agree	5	15	11.36	11.36	100.00
<i>Total</i>		132	100.0	100.0	

Ques_7

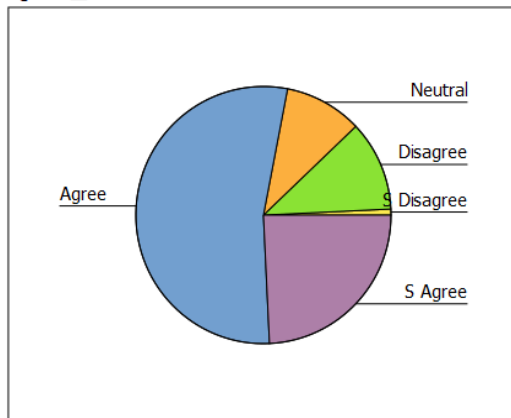


59% males feel WOs expect preferential treatment, 25% do not feel so and 16% are neutral in their response

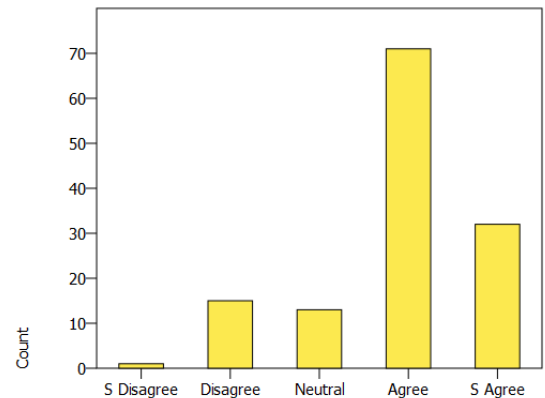
8. Women officers are given preferential treatment compared to male officers.

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
S Disagree	1	1	.76	.76	.76
Disagree	2	15	11.36	11.36	12.12
Neutral	3	13	9.85	9.85	21.97
Agree	4	71	53.79	53.79	75.76
S Agree	5	32	24.24	24.24	100.00
<i>Total</i>		132	100.0	100.0	

Ques_8



Bar Chart



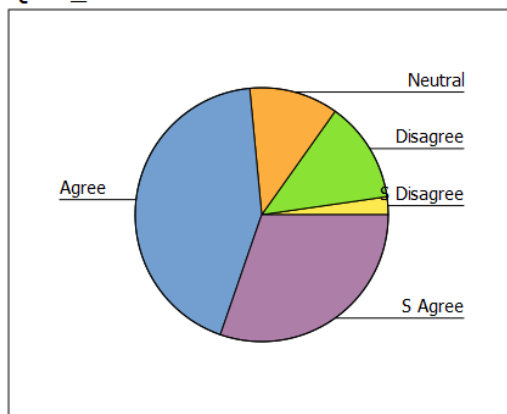
Ques_8

79% males feel that WOs are given preferential treatment, only 11% disagree and 10% are neutral.

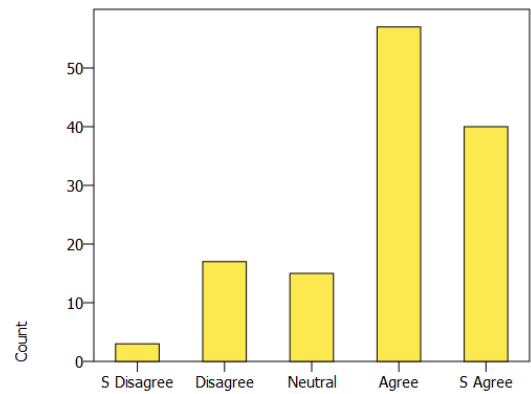
9. Commitment of family (like marriage and children) reduces efficiency of women officers.

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
S Disagree	1	3	2.27	2.27	2.27
Disagree	2	17	12.88	12.88	15.15
Neutral	3	15	11.36	11.36	26.52
Agree	4	57	43.18	43.18	69.70
S Agree	5	40	30.30	30.30	100.00
<i>Total</i>		132	100.0	100.0	

Ques_9



Bar Chart



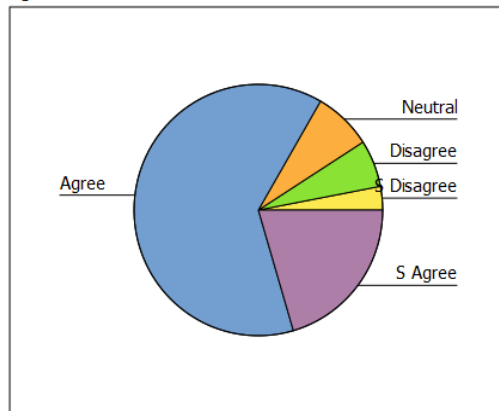
Ques_9

73% males feel that family commitments reduce the efficiency of WOs, 15% do not agree and 12% were neutral.

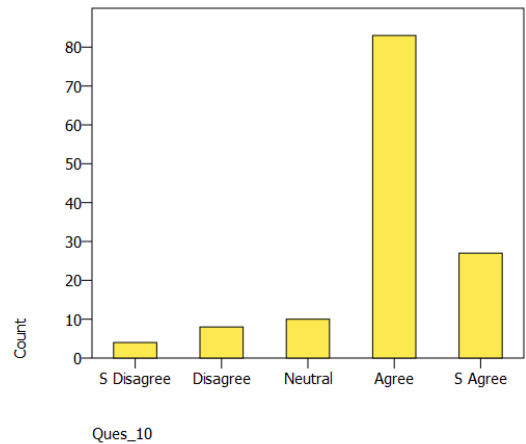
10. There are additional administrative issues when women officers are posted in the unit.

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
S Disagree	1	4	3.03	3.03	3.03
Disagree	2	8	6.06	6.06	9.09
Neutral	3	10	7.58	7.58	16.67
Agree	4	83	62.88	62.88	79.55
S Agree	5	27	20.45	20.45	100.00
<i>Total</i>		132	100.0	100.0	

Ques_10



Bar Chart

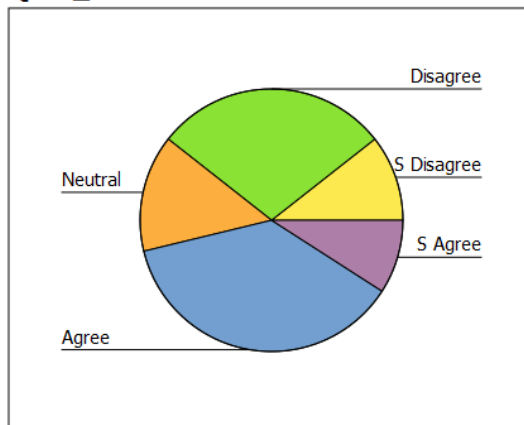


83% male officers feel there are additional administration issues with presence of women in the unit, only 9% disagree and 8% were neutral.

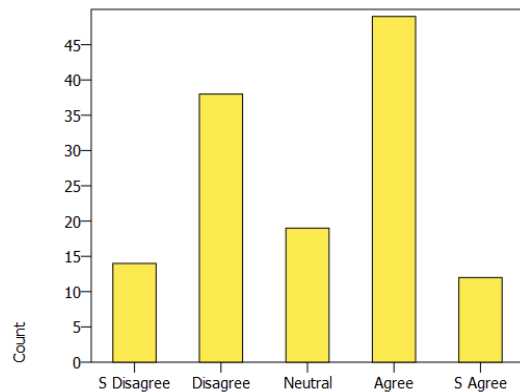
11. Posting of women officers increases the workload of male officers.

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
S Disagree	1	14	10.61	10.61	10.61
Disagree	2	38	28.79	28.79	39.39
Neutral	3	19	14.39	14.39	53.79
Agree	4	49	37.12	37.12	90.91
S Agree	5	12	9.09	9.09	100.00
<i>Total</i>		132	100.0	100.0	

Ques_11



Bar Chart



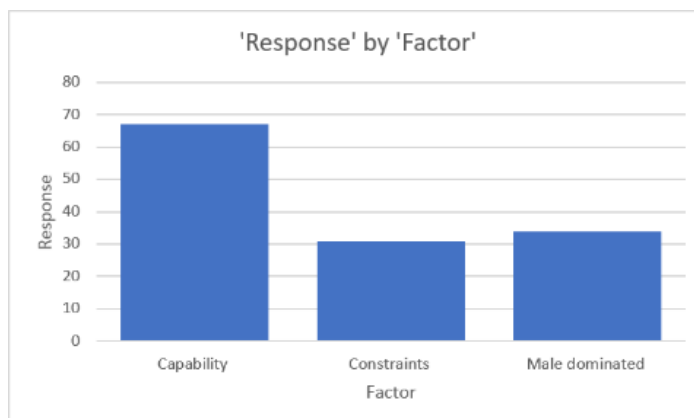
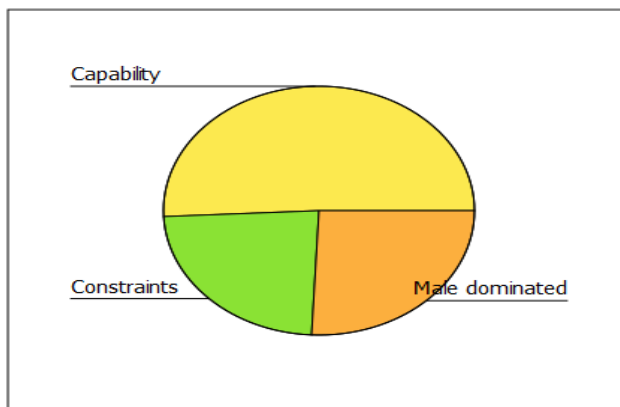
Ques_11

46% males feel that due to WO soft postings male officers' workload increases, 39% disagreed and 15% were neutral.

12. What are the governing factors in employing women officers in any task?

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
	Capability	67	50.76	50.76	50.76
	Constraints	31	23.48	23.48	74.24
	Male dominated	34	25.76	25.76	100.00
<i>Total</i>		132	100.0	100.0	

VAR007

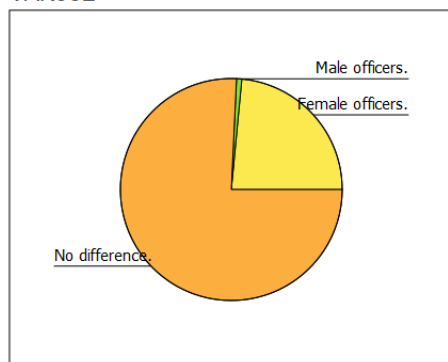


51% males feel that that capability of a WOs decided what task she would be given, 26% felt the limitation of working was the deciding factor and 23% feel that it the organization constraints like there is no one else.

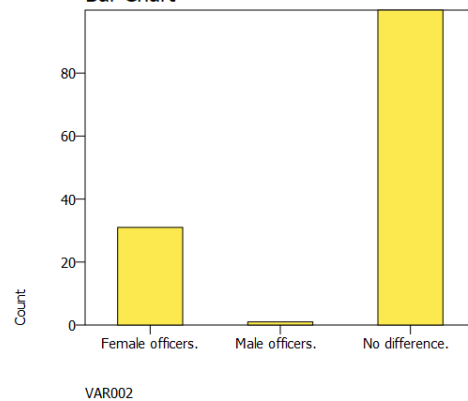
13. Who is more frequent in asking for leave?

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
	Female officers.	31	23.48	23.48	23.48
	Male officers.	1	.76	.76	24.24
	No difference.	100	75.76	75.76	100.00
<i>Total</i>		132	100.0	100.0	

VAR002



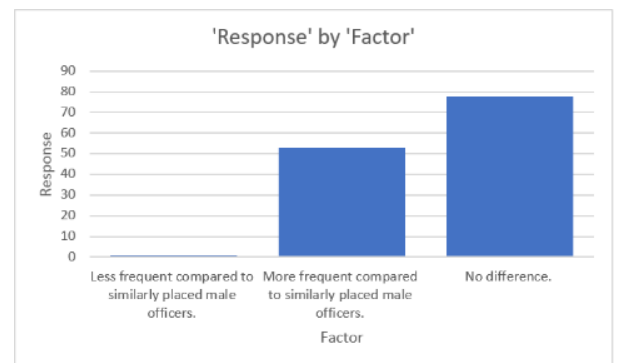
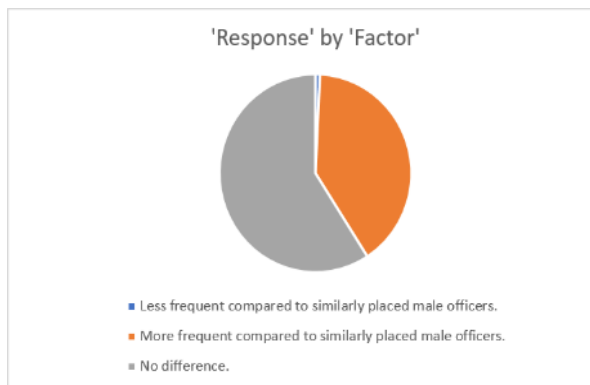
Bar Chart



Majority 76% males felt that there is no difference between males and women in the frequency of asking for leave, 23% feel women ask more number of times whereas only 1% feel that males ask for leave more frequently.

14. If women officer is married and staying away from her family, how frequent is her request for leave?

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
	Less frequent compared to similarly placed male officers.	1	.76	.76	.76
	More frequent compared to similarly placed male officers.	53	40.15	40.15	40.91
	No difference.	78	59.09	59.09	100.00
<i>Total</i>		132	100.0	100.0	

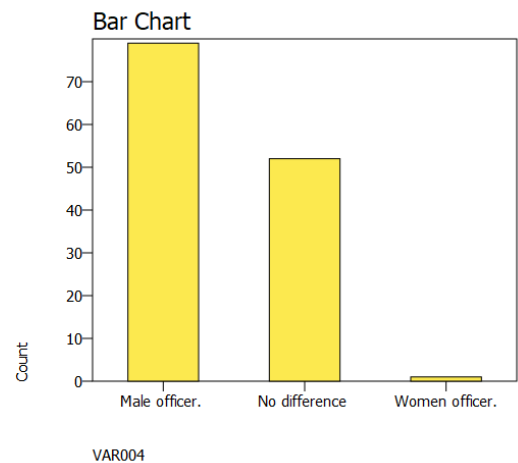
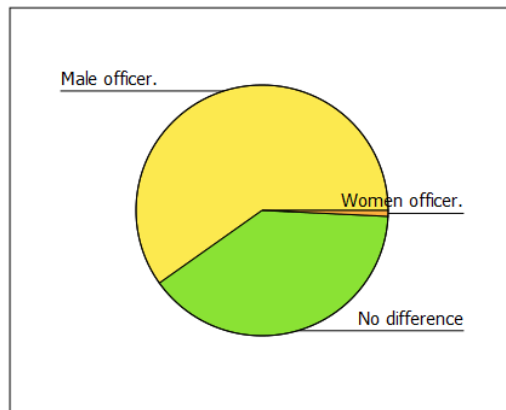


60% males replied that there is no difference in WOs asking for leave if they are staying away from family, 40% feel their frequency of asking leave is more.

15. To whom can you refuse leave more easily?

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
	Male officer.	79	59.85	59.85	59.85
	No difference	52	39.39	39.39	99.24
	Women officer.	1	.76	.76	100.00
<i>Total</i>		132	100.0	100.0	

VAR004

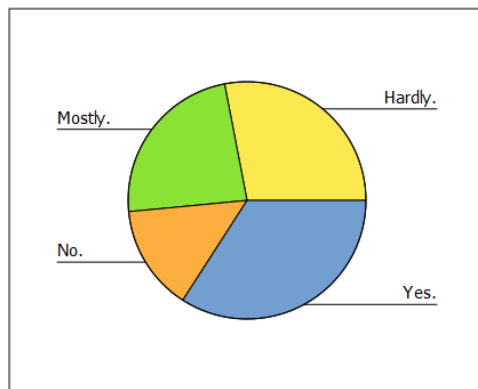


60% male officers feel that it is easier to refuse leave to a male officer whereas 40% feel there is no difference.

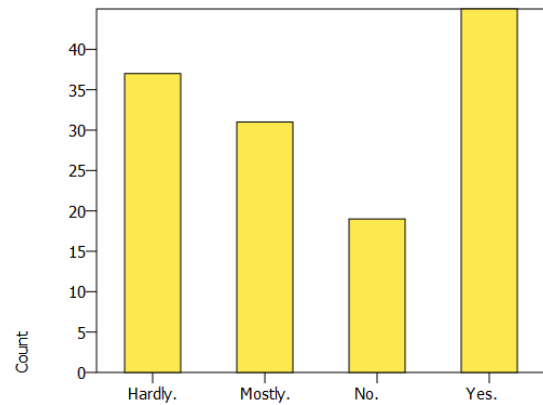
16. Do you differentiate between male and women officers while giving any tasks of any type?

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
	Hardly.	37	28.03	28.03	28.03
	Mostly.	31	23.48	23.48	51.52
	No.	19	14.39	14.39	65.91
	Yes.	45	34.09	34.09	100.00
<i>Total</i>		132	100.0	100.0	

VAR005



Bar Chart

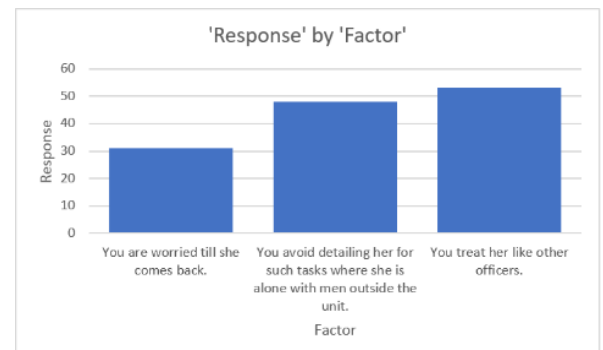
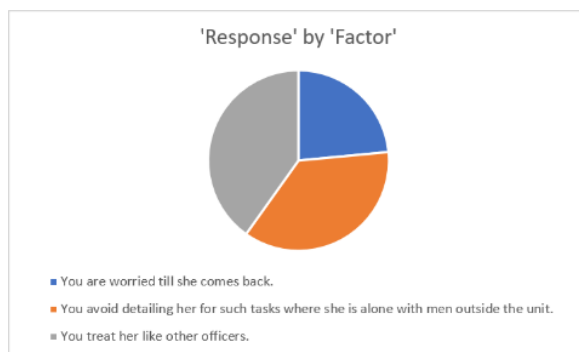


VAR005

58% males feel that they differentiate between males and WOs while giving any task, 14% feel they do not and 28% say they hardly differentiate.

17. If a women officer is assigned a task along with men outside unit area.

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
	You are worried till she comes back.	31	23.48	23.48	23.48
	You avoid detailing her for such tasks where she is alone with men outside the unit.	48	36.36	36.36	59.85
	You treat her like other officers.	53	40.15	40.15	100.00
<i>Total</i>		132	100.0	100.0	

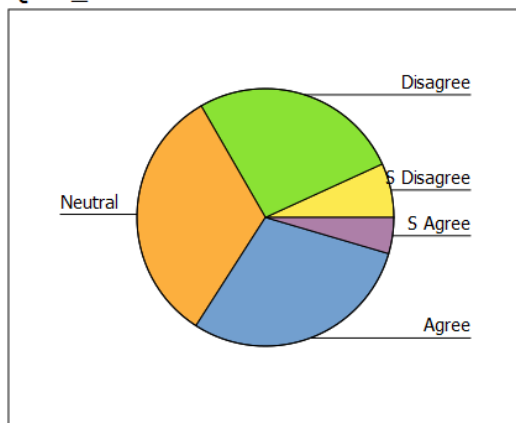


24% male officers responded that if a WO is given a task outside the unit they are worried till she comes back, 36% feel they avoid detailing them on such tasks and 40% feel there is no difference between males and WOs.

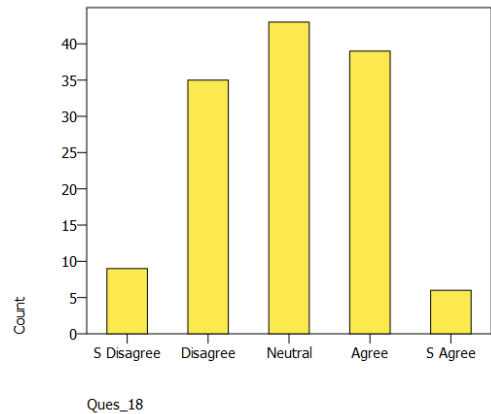
18. JCOs/OR are comfortable working under women officers.

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
S Disagree	1	9	6.82	6.82	6.82
Disagree	2	35	26.52	26.52	33.33
Neutral	3	43	32.58	32.58	65.91
Agree	4	39	29.55	29.55	95.45
S Agree	5	6	4.55	4.55	100.00
<i>Total</i>		132	100.0	100.0	

Ques_18



Bar Chart

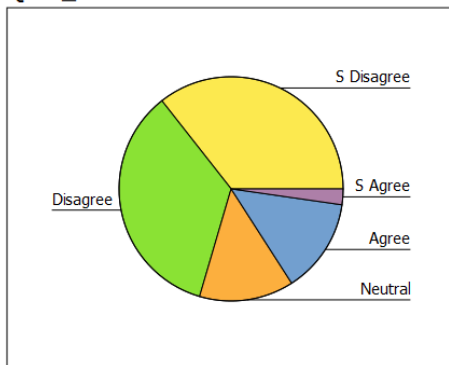


34% of male officers feel that JCOs/OR feel comfortable working under WOs,
 33% did not feel so and 33% were neutral.

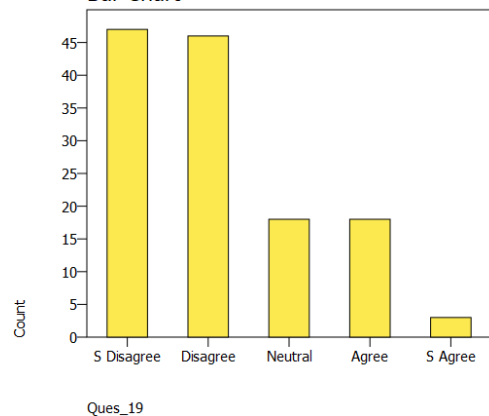
19. Women officers should be inducted into combat arms.

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
S Disagree	1	47	35.61	35.61	35.61
Disagree	2	46	34.85	34.85	70.45
Neutral	3	18	13.64	13.64	84.09
Agree	4	18	13.64	13.64	97.73
S Agree	5	3	2.27	2.27	100.00
<i>Total</i>		132	100.0	100.0	

Ques_19



Bar Chart

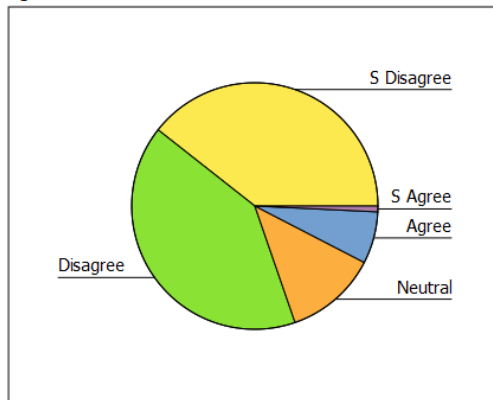


On the question of induction of WOs into combat arms, only 16% said yes and 70% said no and 14% were neutral.

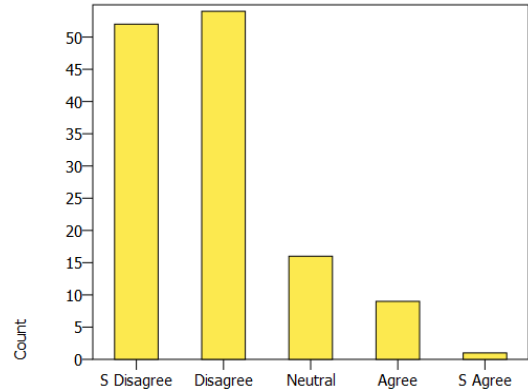
20. Our combat troops are socially adapted to accepting a women officer, especially when it involves her having to stay along with men on a remote isolated post.

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
S Disagree	1	52	39.39	39.39	39.39
Disagree	2	54	40.91	40.91	80.30
Neutral	3	16	12.12	12.12	92.42
Agree	4	9	6.82	6.82	99.24
S Agree	5	1	.76	.76	100.00
<i>Total</i>		132	100.0	100.0	

Ques_20



Bar Chart



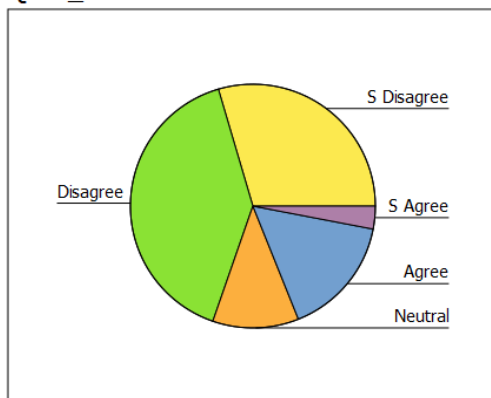
Ques_20

Only 8% males felt that troops would be socially adepted in accepting a WO as their leader in an isolated remote post, 80% disagreed and 12% were neutral.

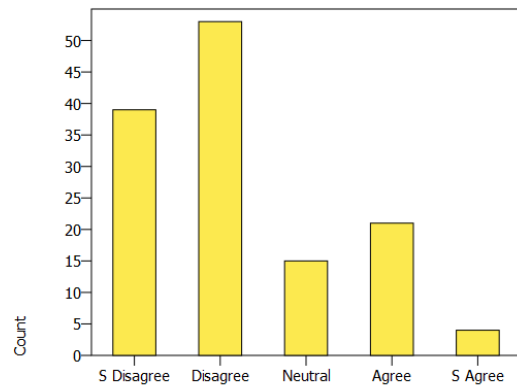
21. Women officers will be able to do all operational tasks as required to be done by an officer in the event of war or in CI environment.

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
S Disagree	1	39	29.55	29.55	29.55
Disagree	2	53	40.15	40.15	69.70
Neutral	3	15	11.36	11.36	81.06
Agree	4	21	15.91	15.91	96.97
S Agree	5	4	3.03	3.03	100.00
<i>Total</i>		132	100.0	100.0	

Ques_21



Bar Chart



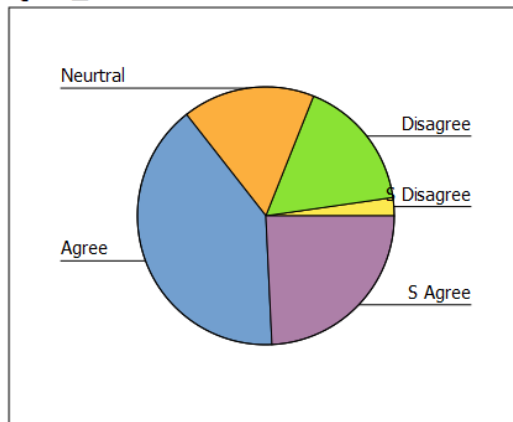
Ques_21

19% males felt that WOs will be able to do all operational tasks as is done by the male officer in a war/ CI environment, 70% said they will not be able to do and 11% were neutral.

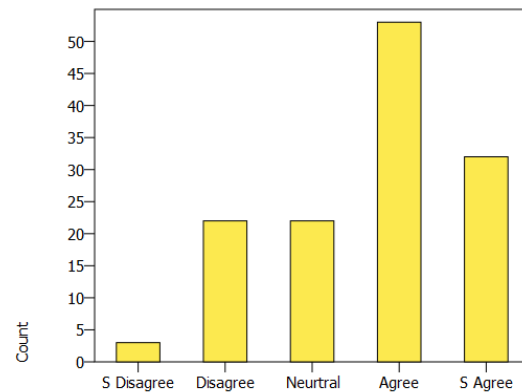
22. Women are more vulnerable to be taken as a prisoner of war when deployed on isolated post or while being deployed in CI environment.

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
S Disagree	1	3	2.27	2.27	2.27
Disagree	2	22	16.67	16.67	18.94
Neutral	3	22	16.67	16.67	35.61
Agree	4	53	40.15	40.15	75.76
S Agree	5	32	24.24	24.24	100.00
<i>Total</i>		132	100.0	100.0	

Ques_22



Bar Chart



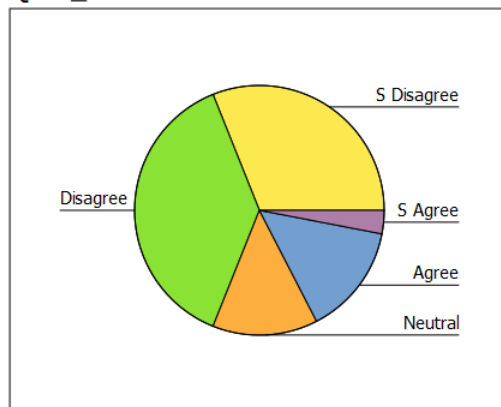
Ques_22

65% of male officers felt that WOs are more vulnerable to be taken as POW in war and CI environment, 19% disagreed and 16% were neutral.

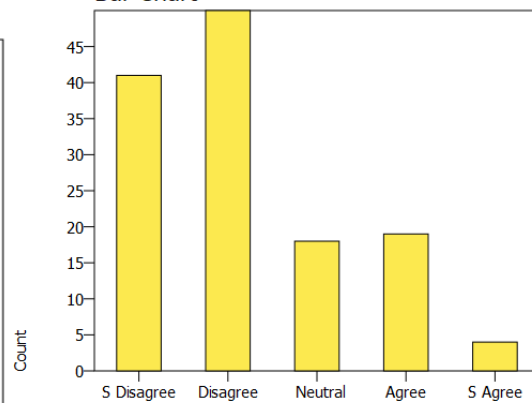
23. Our society will accept taking of prisoner of war of a women officer the same way as a male officer.

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
S Disagree	1	41	31.06	31.06	31.06
Disagree	2	50	37.88	37.88	68.94
Neutral	3	18	13.64	13.64	82.58
Agree	4	19	14.39	14.39	96.97
S Agree	5	4	3.03	3.03	100.00
<i>Total</i>		132	100.0	100.0	

Ques_23



Bar Chart



Ques_23

On the question of society accepting the WOs as POW 17% felt that society will accept the same way as males, 69% disagreed and 14% were neutral.

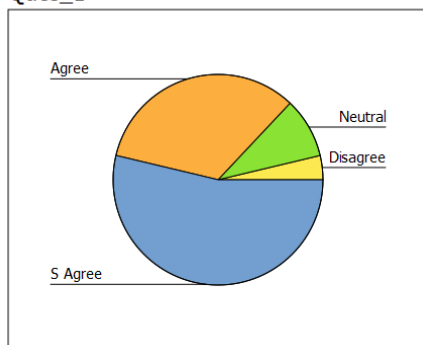
Appendix H
(Refers to Para 1 of Chapter IV)

QUESTIONNAIRE AND ANALYSES; WOMEN OFFICERS- LIKERT SCALE

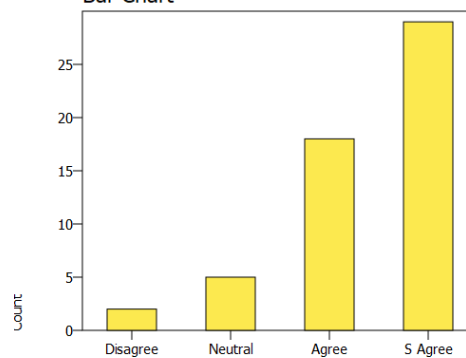
1. You are confident that you have acquired necessary skills to be a successful leader in the Armed Forces.

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
Disagree	2	2	3.70	3.70	3.70
Neutral	3	5	9.26	9.26	12.96
Agree	4	18	33.33	33.33	46.30
S Agree	5	29	53.70	53.70	100.00
<i>Total</i>		54	100.0	100.0	

Ques_1



Bar Chart



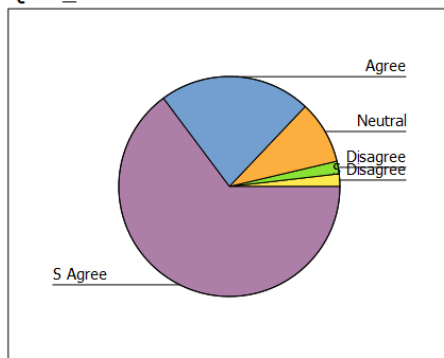
Ques_1

87% of WOs feel that they have acquired the necessary skills to be a successful leader, only 4% disagreed and 9% were neutral.

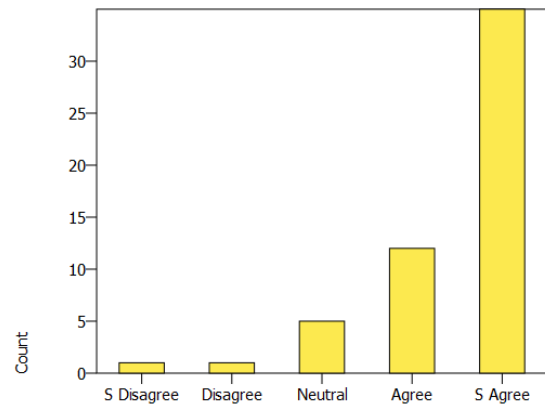
2. Your performance and contribution towards organisation goal is equal to that of male officers.

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
S Disagree	1	1	1.85	1.85	1.85
Disagree	2	1	1.85	1.85	3.70
Neutral	3	5	9.26	9.26	12.96
Agree	4	12	22.22	22.22	35.19
S Agree	5	35	64.81	64.81	100.00
<i>Total</i>		54	100.0	100.0	

Ques_2



Bar Chart



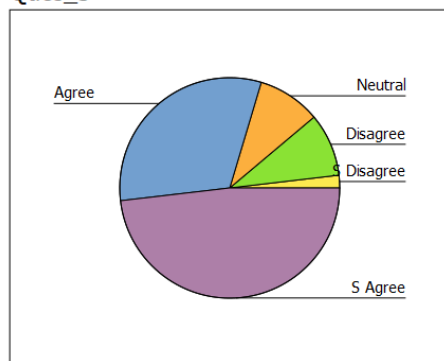
Ques_2

87% of WOs feel their contribution to the organisation is the same as their male counterparts, 4% disagreed and 9% were neutral.

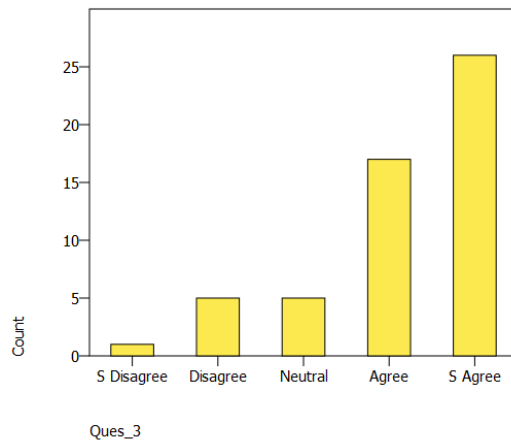
3. You are confident of performing high risk and stressful military tasks.

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
S Disagree	1	1	1.85	1.85	1.85
Disagree	2	5	9.26	9.26	11.11
Neutral	3	5	9.26	9.26	20.37
Agree	4	17	31.48	31.48	51.85
S Agree	5	26	48.15	48.15	100.00
<i>Total</i>		54	100.0	100.0	

Ques_3



Bar Chart

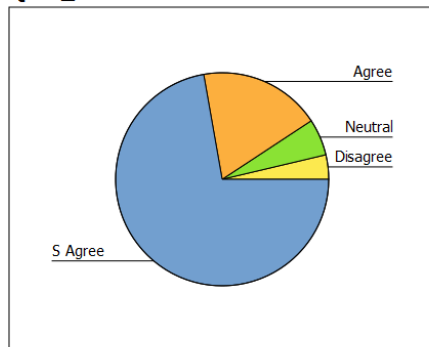


80% of WOs are confident of performing high risk tasks, 11% were not confident and 9% were neutral.

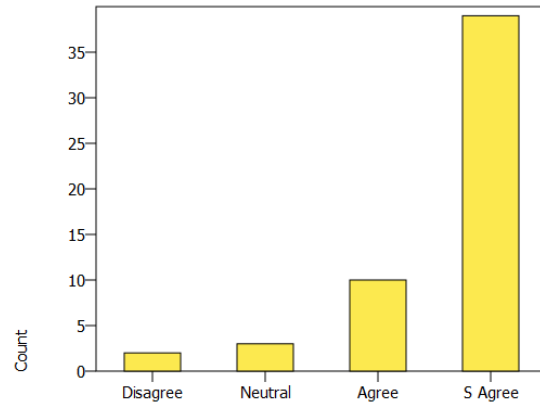
4. In general you are comfortable working with troops.

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
Disagree	2	2	3.70	3.70	3.70
Neutral	3	3	5.56	5.56	9.26
Agree	4	10	18.52	18.52	27.78
S Agree	5	39	72.22	72.22	100.00
<i>Total</i>		54	100.0	100.0	

Ques_4



Bar Chart



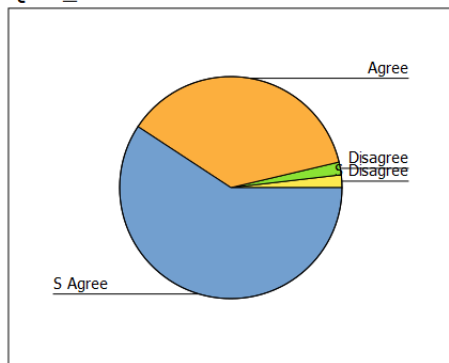
Ques_4

91% WOs felt comfortable working with troops, 4% did not feel comfortable and 5% were neutral.

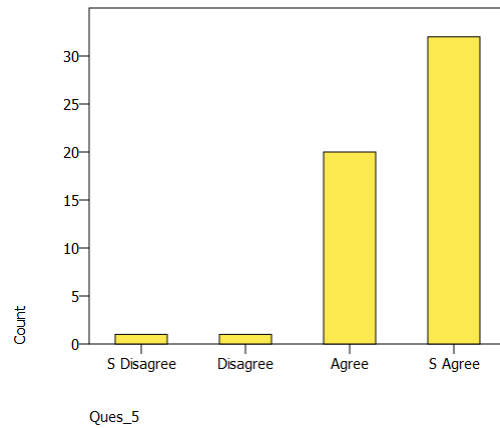
5. You have experienced that troops are comfortable in taking orders from you.

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
S Disagree	1	1	1.85	1.85	1.85
Disagree	2	1	1.85	1.85	3.70
Agree	4	20	37.04	37.04	40.74
S Agree	5	32	59.26	59.26	100.00
<i>Total</i>		54	100.0	100.0	

Ques_5



Bar Chart

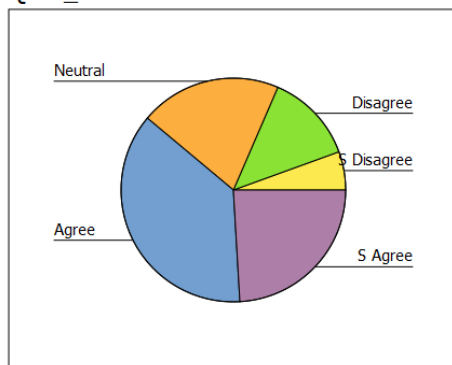


96% of WOs felt that troops are comfortable taking orders from them and only 4% said they are not.

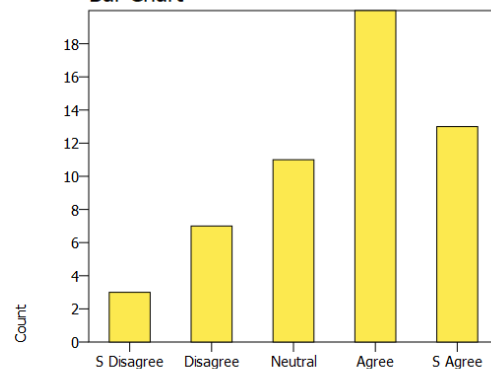
6. You feel that physiological differences between males and females do not adversely impact performance of physically challenging military tasks by women officers.

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
S Disagree	1	3	5.56	5.56	5.56
Disagree	2	7	12.96	12.96	18.52
Neutral	3	11	20.37	20.37	38.89
Agree	4	20	37.04	37.04	75.93
S Agree	5	13	24.07	24.07	100.00
<i>Total</i>		54	100.0	100.0	

Ques_6



Bar Chart



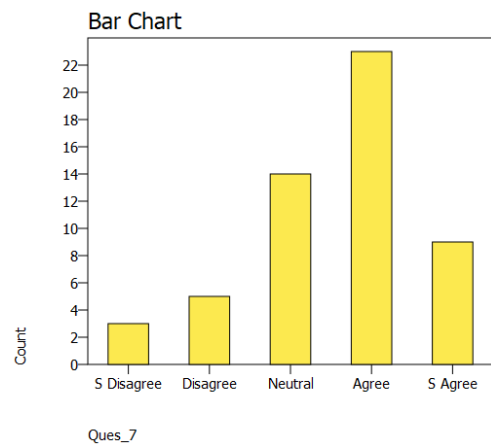
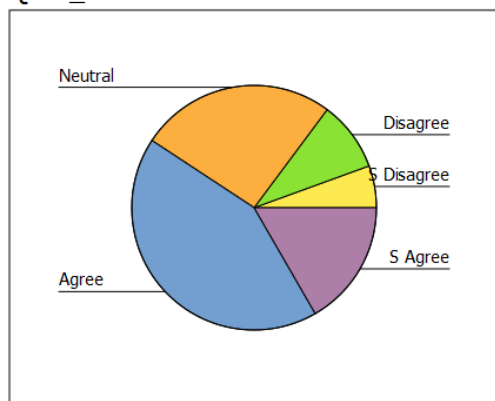
Ques_6

61% WOs feel that physiological differences do not affect their performance, 19% disagreed and 20% were neutral.

7. Your aspirations with which you joined the army have been met and you are happy.

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
S Disagree	1	3	5.56	5.56	5.56
Disagree	2	5	9.26	9.26	14.81
Neutral	3	14	25.93	25.93	40.74
Agree	4	23	42.59	42.59	83.33
S Agree	5	9	16.67	16.67	100.00
<i>Total</i>		54	100.0	100.0	

Ques_7

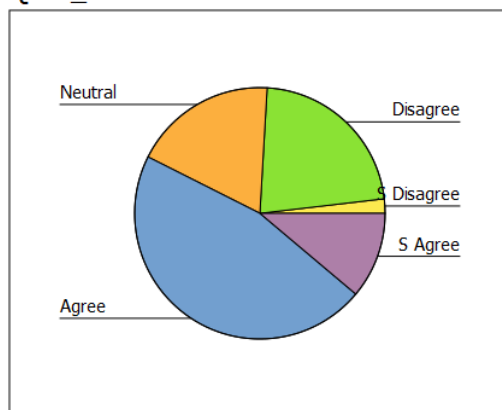


59% WOs felt that the aspirations with which they joined the army have been met(the questionnaire was circulated before the Supreme Court verdict of 17 Feb 2020, had it been circulated after that then this % would have gone up even higher), 15% disagreed and 26% were neutral.

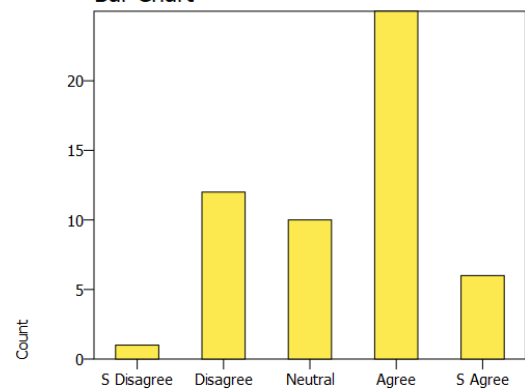
8. You think there is any discrimination/difference in allotment of tasks based on gender.

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
S Disagree	1	1	1.85	1.85	1.85
Disagree	2	12	22.22	22.22	24.07
Neutral	3	10	18.52	18.52	42.59
Agree	4	25	46.30	46.30	88.89
S Agree	5	6	11.11	11.11	100.00
<i>Total</i>		54	100.0	100.0	

Ques_8



Bar Chart



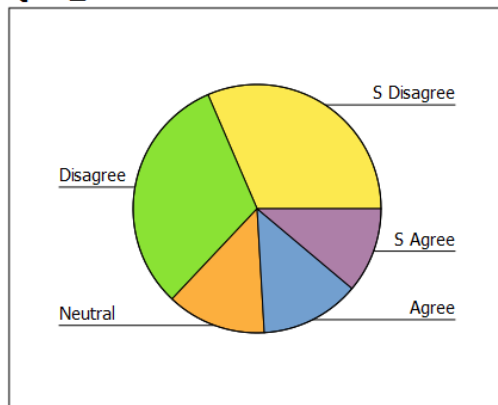
Ques_8

57% WOs felt there is discrimination in allotment of jobs to them, 24% disagreed and 19% were neutral.

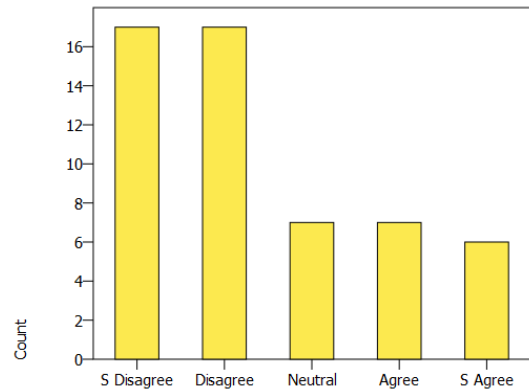
9. You are given preferential treatment of any type compared to your male counterparts.

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
S Disagree	1	17	31.48	31.48	31.48
Disagree	2	17	31.48	31.48	62.96
Neutral	3	7	12.96	12.96	75.93
Agree	4	7	12.96	12.96	88.89
S Agree	5	6	11.11	11.11	100.00
<i>Total</i>		54	100.0	100.0	

Ques_9



Bar Chart



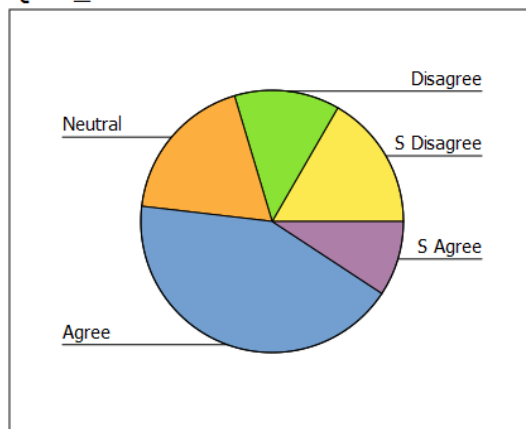
Ques_9

24% WOs feel that they are given preferential treatment, 63% declined and 13% were neutral.

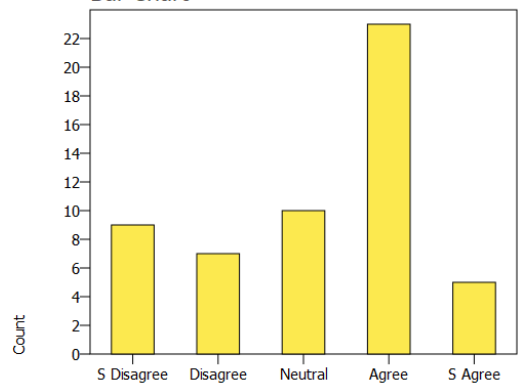
10. You feel that physiological differences between males and females necessitate different treatment in providing accommodation and amenities to ensure privacy, decency and security.

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
S Disagree	1	9	16.67	16.67	16.67
Disagree	2	7	12.96	12.96	29.63
Neutral	3	10	18.52	18.52	48.15
Agree	4	23	42.59	42.59	90.74
S Agree	5	5	9.26	9.26	100.00
<i>Total</i>		54	100.0	100.0	

Ques_10



Bar Chart



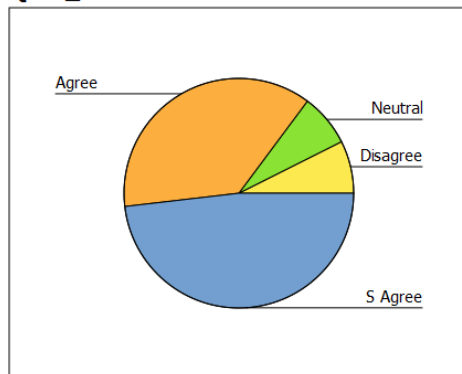
Ques_10

52% WOs felt that due to the physiological differences between males and women there is requirement of giving WOs different treatment in respect of accommodation and providing other amenities for privacy etc, 30% disagreed and 18% were neutral.

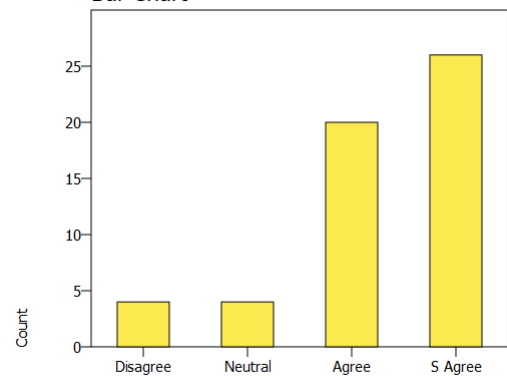
11. You have no social and adjustment problem while dealing with your male counterparts.

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
Disagree	2	4	7.41	7.41	7.41
Neutral	3	4	7.41	7.41	14.81
Agree	4	20	37.04	37.04	51.85
S Agree	5	26	48.15	48.15	100.00
<i>Total</i>		54	100.0	100.0	

Ques_11



Bar Chart



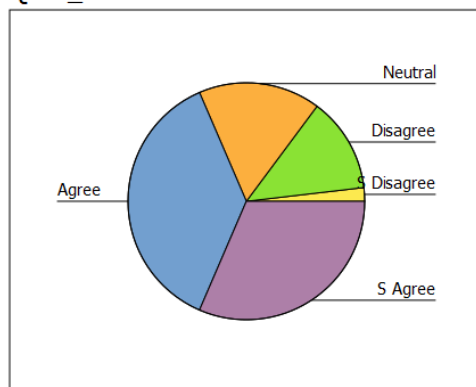
Ques_11

85% of WOs expressed that they had no social or other adjustment problem while working with male counterparts, only 7% disagreed and 8% were neutral.

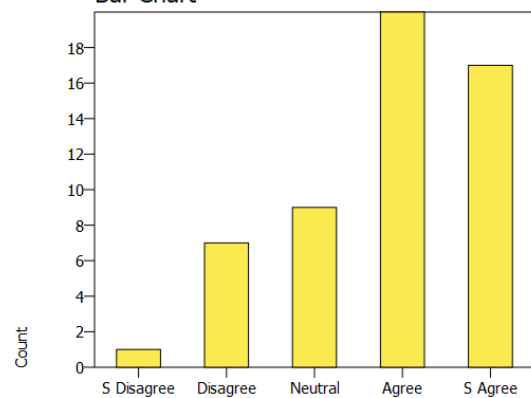
12. Considering the realities of marriage and children, you think terms and conditions of service should be at par with the male officers.

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
S Disagree	1	1	1.85	1.85	1.85
Disagree	2	7	12.96	12.96	14.81
Neutral	3	9	16.67	16.67	31.48
Agree	4	20	37.04	37.04	68.52
S Agree	5	17	31.48	31.48	100.00
<i>Total</i>		54	100.0	100.0	

Ques_12



Bar Chart



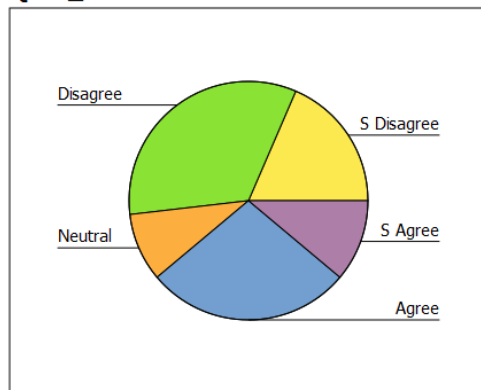
Ques_12

68% WOs felt that their terms and conditions should be the same as the male officers, 15% disagreed and 17% were neutral.

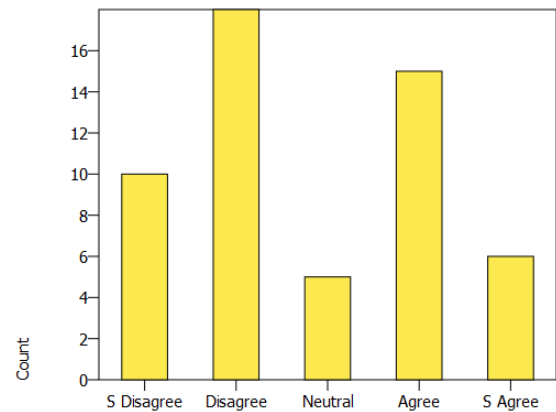
13. You have noticed/ experienced that maternity/ other entitled leave is given to women officers without any fuss.

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
S Disagree	1	10	18.52	18.52	18.52
Disagree	2	18	33.33	33.33	51.85
Neutral	3	5	9.26	9.26	61.11
Agree	4	15	27.78	27.78	88.89
S Agree	5	6	11.11	11.11	100.00
<i>Total</i>		54	100.0	100.0	

Ques_13



Bar Chart



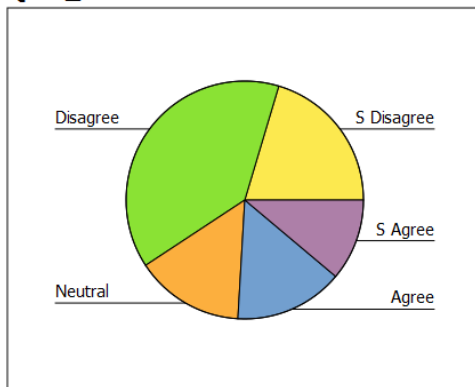
Ques_13

39% WOs felt that they are given maternity and other entitled leave without any fuss, 52% did not agree and 9% were neutral.

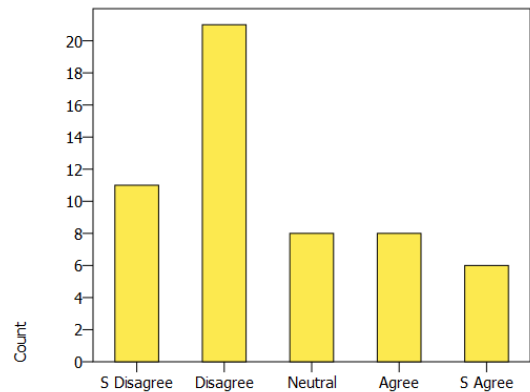
14. You feel long absence of women officer from the unit affects the functioning of the unit and increases the work load on male officers.

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
S Disagree	1	11	20.37	20.37	20.37
Disagree	2	21	38.89	38.89	59.26
Neutral	3	8	14.81	14.81	74.07
Agree	4	8	14.81	14.81	88.89
S Agree	5	6	11.11	11.11	100.00
<i>Total</i>		54	100.0	100.0	

Ques_14



Bar Chart



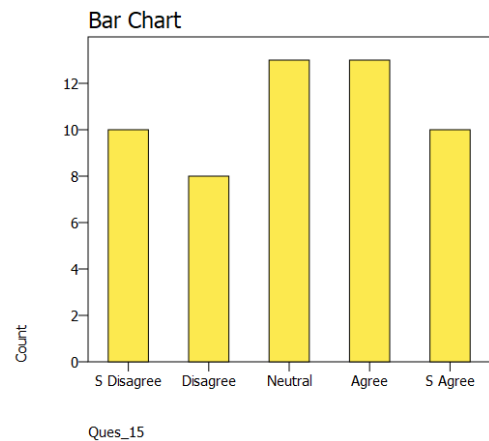
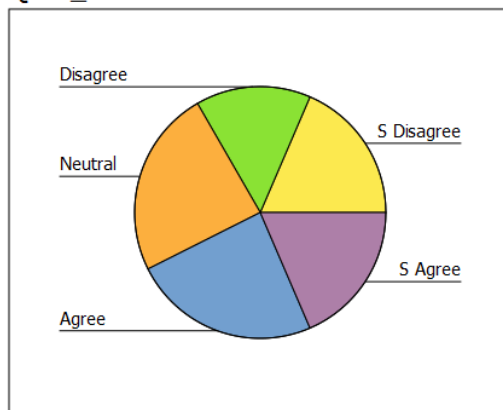
Ques_14

26% WOs felt that their long absence from unit affects the unit functioning and increases load on male officers, 59% did not feel so and 15% were neutral.

15. You feel that women officers should be inducted into combat arms of Armoured Corps, Mechanised Infantry, Infantry and also Artillery.

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
S Disagree	1	10	18.52	18.52	18.52
Disagree	2	8	14.81	14.81	33.33
Neutral	3	13	24.07	24.07	57.41
Agree	4	13	24.07	24.07	81.48
S Agree	5	10	18.52	18.52	100.00
<i>Total</i>		54	100.0	100.0	

Ques_15

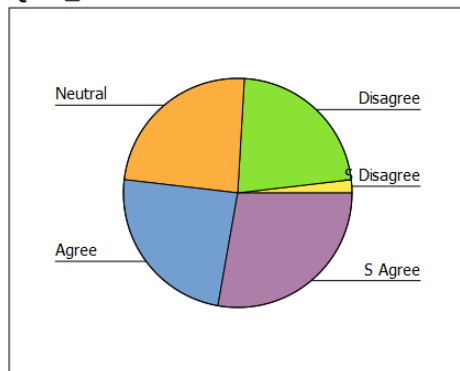


43% of WOs felt that WOs should be inducted into combat arms, 33% said no and 24% were neutral.

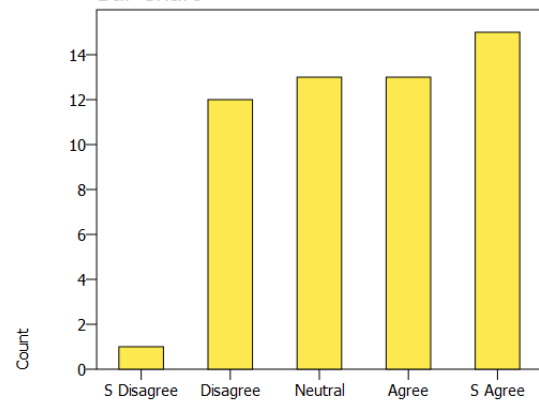
16. Your physical and psychological readiness for combat roles is up to the mark as of today.

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
S Disagree	1	1	1.85	1.85	1.85
Disagree	2	12	22.22	22.22	24.07
Neutral	3	13	24.07	24.07	48.15
Agree	4	13	24.07	24.07	72.22
S Agree	5	15	27.78	27.78	100.00
<i>Total</i>		54	100.0	100.0	

Ques_16



Bar Chart



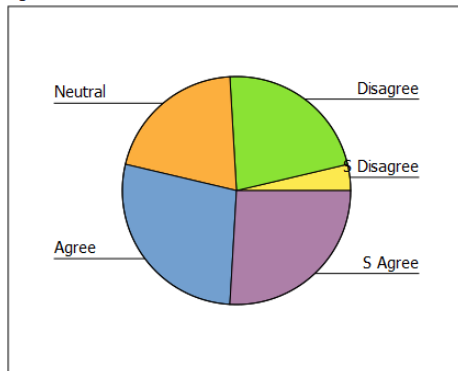
Ques_16

52% felt they physically and psychologically ready to be inducted into combat arms, 24% felt they were not up to the mark yet and 24% were neutral.

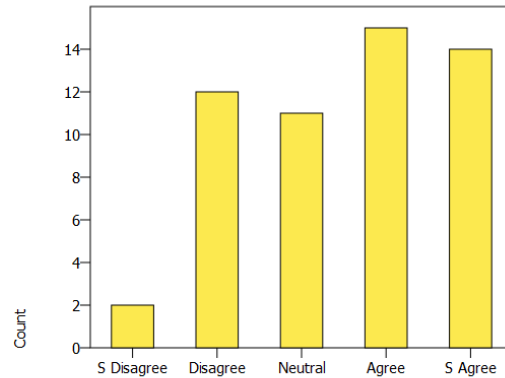
17. You would be comfortable while working in physical contact with JCOs/OR while performing a number of activities like tank and arty gun drill etc or while crossing the DCB or operating in confined spaces like AFVs and forward bunkers.

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
S Disagree	1	2	3.70	3.70	3.70
Disagree	2	12	22.22	22.22	25.93
Neutral	3	11	20.37	20.37	46.30
Agree	4	15	27.78	27.78	74.07
S Agree	5	14	25.93	25.93	100.00
<i>Total</i>		54	100.0	100.0	

Ques_17



Bar Chart



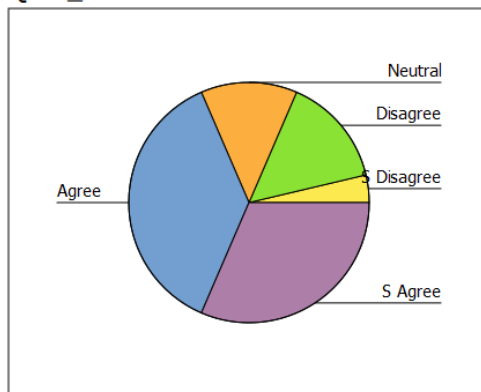
Ques_17

54% WOs feel that they are comfortable working with JCOs/OR in close contact, 26% declined this and 20% were neutral.

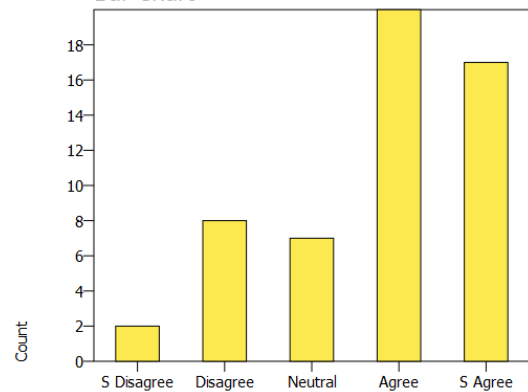
18. You would have no problem in commanding isolated posts being the only officer on the post with the men.

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
S Disagree	1	2	3.70	3.70	3.70
Disagree	2	8	14.81	14.81	18.52
Neutral	3	7	12.96	12.96	31.48
Agree	4	20	37.04	37.04	68.52
S Agree	5	17	31.48	31.48	100.00
<i>Total</i>		54	100.0	100.0	

Ques_18



Bar Chart



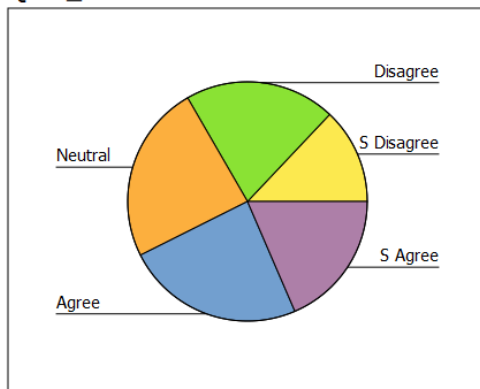
Ques_18

69% WOs mentioned that they would be comfortable commanding isolated posts with her as the only officer, 18% expressed in the negative and 13% were neutral.

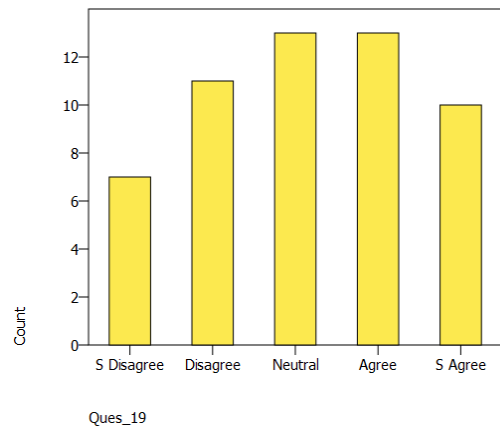
**19. You think women officers would be more vulnerable in direct confrontations
in case of war/CI scenario.**

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
S Disagree	1	7	12.96	12.96	12.96
Disagree	2	11	20.37	20.37	33.33
Neutral	3	13	24.07	24.07	57.41
Agree	4	13	24.07	24.07	81.48
S Agree	5	10	18.52	18.52	100.00
<i>Total</i>		54	100.0	100.0	

Ques_19



Bar Chart

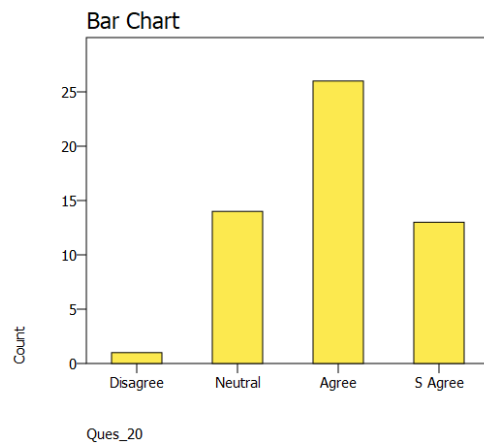
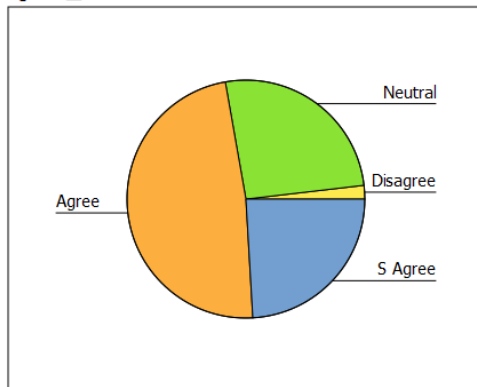


43% of WOs felt that WOs will be more vulnerable in direct confrontation with enemy in war/ CI environment, 33% did not feel so and 24% were neutral.

20. Are you aware that in war, CI operations and field areas when away from base, officers and OR sleep in open and in close proximity and that there are no arrangements for daily routine.

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
Disagree	2	1	1.85	1.85	1.85
Neutral	3	14	25.93	25.93	27.78
Agree	4	26	48.15	48.15	75.93
S Agree	5	13	24.07	24.07	100.00
<i>Total</i>		54	100.0	100.0	

Ques_20

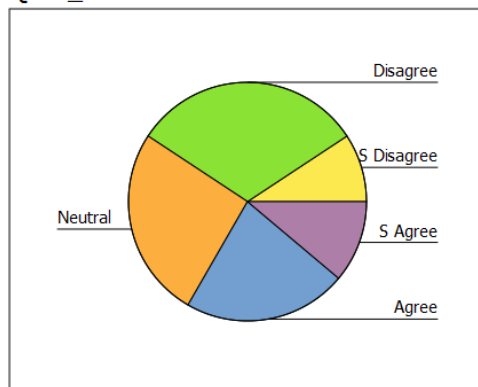


72% WOs said that they were aware that in CI operations or in field areas the officer has to sleep in open and there may be no arrangements for daily routine, only 2% were not aware and 26% were neutral.

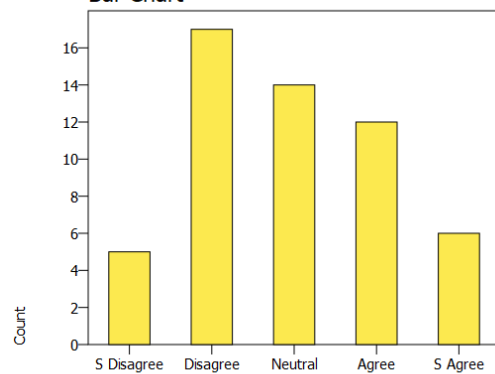
21. You feel that parents/ spouse of women officers who would join combat arms would feel more uncomfortable.

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
S Disagree	1	5	9.26	9.26	9.26
Disagree	2	17	31.48	31.48	40.74
Neutral	3	14	25.93	25.93	66.67
Agree	4	12	22.22	22.22	88.89
S Agree	5	6	11.11	11.11	100.00
<i>Total</i>		54	100.0	100.0	

Ques_21



Bar Chart



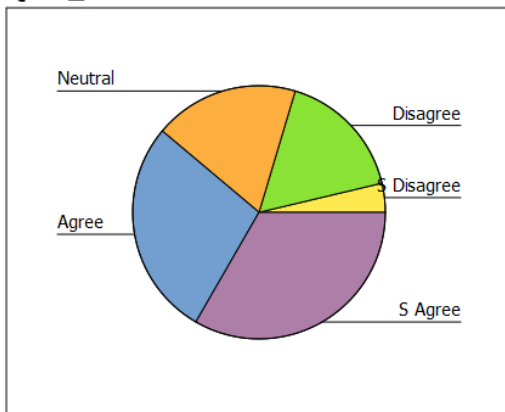
Ques_21

33% WOs felt that the parents/ spouse of the WOs who would join combat arms would feel more uncomfortable, 41 did not feel so and 26% were neutral.

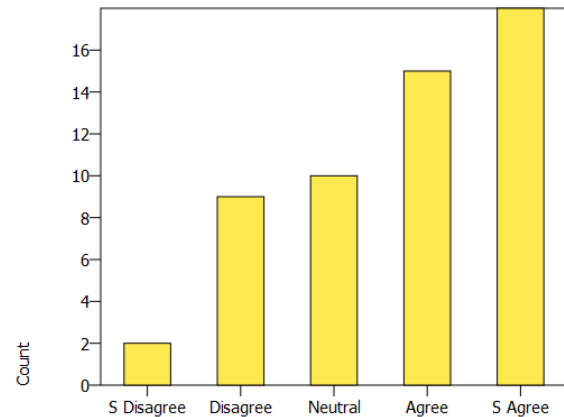
22. You think women officers will be able to do justice to all operational tasks as being done by the male officers in the combat arms.

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
S Disagree	1	2	3.70	3.70	3.70
Disagree	2	9	16.67	16.67	20.37
Neutral	3	10	18.52	18.52	38.89
Agree	4	15	27.78	27.78	66.67
S Agree	5	18	33.33	33.33	100.00
<i>Total</i>		54	100.0	100.0	

Ques_22



Bar Chart



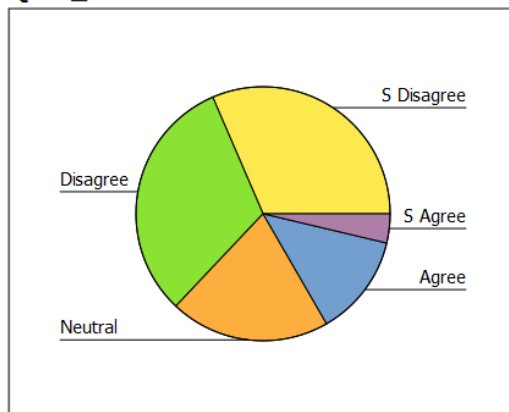
Ques_22

On being asked whether the WOs would be able to do justice to all operational tasks being done by males in combat arms, 61% replied in the affirmative, 20% did not feel so and 19% were neutral.

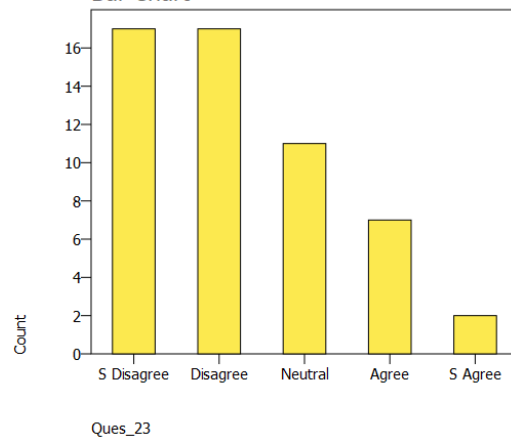
23. Efficiency of women officers goes down after marriage and children.

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
S Disagree	1	17	31.48	31.48	31.48
Disagree	2	17	31.48	31.48	62.96
Neutral	3	11	20.37	20.37	83.33
Agree	4	7	12.96	12.96	96.30
S Agree	5	2	3.70	3.70	100.00
<i>Total</i>		54	100.0	100.0	

Ques_23



Bar Chart

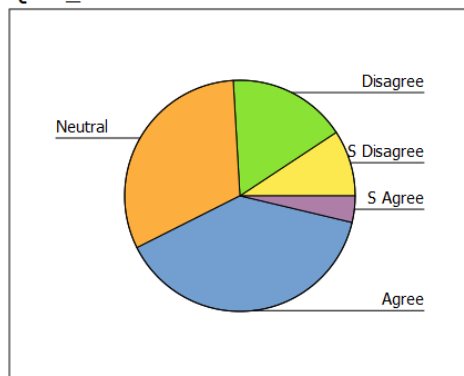


Only 17% WOs agreed that their efficiency goes down after marriage and child birth, 63% did not feel so and 20% were neutral.

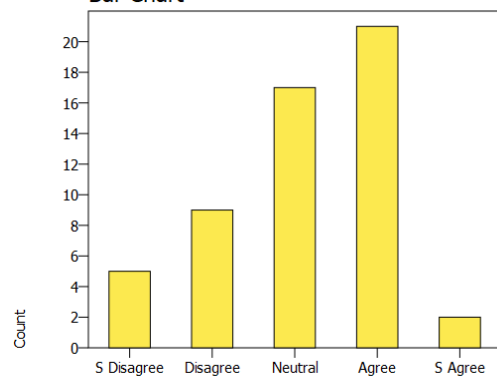
24. In general, attitude of male officers and their behaviour towards women officers is positive and friendly.

<i>Value Label</i>	<i>Value</i>	<i>Frequency</i>	<i>Percent</i>	<i>Valid Percent</i>	<i>Cum Percent</i>
S Disagree	1	5	9.26	9.26	9.26
Disagree	2	9	16.67	16.67	25.93
Neutral	3	17	31.48	31.48	57.41
Agree	4	21	38.89	38.89	96.30
S Agree	5	2	3.70	3.70	100.00
<i>Total</i>		54	100.0	100.0	

Ques_24



Bar Chart



Ques_24

43% WOs feel that attitude of male officers is positive and friendly towards them, 26% did not feel so and 31% were neutral.

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