

**GREATER REPRESENTATION AND INTEGRATION OF**  
**WOMEN IN THE INDIAN NAVY: TOWARDS A**  
**PARADIGM SHIFT**

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# Research Objectives

1. To critically examine the reasons behind low representation and restricted roles of women in the *IN*.
2. To identify long term implications of more comprehensive integration of women in the *IN*.
3. To suggest measures for promoting greater representation and more comprehensive integration of women in the *IN*.

# Research Methodology

- Research Strategy – Qualitative
- Research Design – Explanatory, Interpretive & Critical
  - ✓ Primary data from responses to questionnaires by *IN* personnel, both men and women.
  - ✓ Personal interviews.
  - ✓ Secondary data from content analysis, including declassified sources in the *IN* and Raksha Mantralaya.

# Literature Survey: In Progress

1. Historical perspectives on the status of women in India
  - Baig, Tara Ali (1958). *Women of India*. New Delhi: Min of I&B
  - Chattopadhyaya, B.D. , Roy, K. (2015). *Women in Early Indian Societies*. New Delhi: Manohar.
2. Bakshi, D. (2006). *In the Line of Fire: Women in the Indian Armed Forces*. New Delhi: WISCOMP.
3. Carreiras, H. (2006). *Gender and the Military: Women in Armed Forces of Western Democracies*. London: Routledge.
4. Creveld, M.V. (2001). *Men, Women & War*. London: Cassell & Co
5. Study papers (14): RAND Corp, US NWC, USI, DRDO, CELABS
6. Media Articles (30): Various Indian print media

# Progress: Survey

1. One personal interview completed.
2. One Questionnaire for Policy level inputs forwarded to IHQ MoD(Navy)/ Personnel Branch – Sep 22.
  - Response received, Supplementary queries forwarded
3. One Questionnaire for field inputs from serving Naval officers forwarded to all three Commands – Dec 22.
  - 82 responses received thus far

# Progress: Survey

## Personal Interviews

1. U/T Woman Naval Officer.
  - recently successfully completed a grueling 5 km obstacle competition
2. Budding Woman Officers.
  - appeared in multiple SSBs
3. Serving Officer dealt with indiscipline case



INS Shivaji  
@IN\_INSShivaji

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Congratulations SLt Nandini Thakur for successfully completing the @DevilsCircuit, Asia's toughest obstacle race comprising 15 gruelling obstacles stretched over a track of 5 km.

#NariShakti  
#StrongerTogether  
#Fitness  
#Adventure



# Analysis Thus Far - Selection Trend (IN)

Year	No. of Women Candidates Appeared	No. of Women Candidates Selected	%
2017	1007	42	4%
2018	975	29	3%
2019	887	52	6%
2020	518	32	6%
2021	1323	69	5%

- No distinction on basis of gender (MoD Annual Report 18-19)
- Naval Selection Boards employ same yardsticks – both physical & psychological (IHQ MoD(N))

# Analysis Thus Far

Service	Total No. of Offrs	Women Offrs	%
Indian Army	42000	1600	4%
<b>Indian Navy</b>	<b>11815</b>	<b>730</b>	<b>6.2%</b>
IAF	12500	1750	14%

- Evolution of induction of Women officers into the *IN*: -
  - 1992 - Induction started in Law, Lgs cadres & Edu Br
  - 1993 to 2016 - ATC (1993), Naval Constructor (2001), Observer (MR) (2008), Pilot (MR) (2016)
  - 2017-21 - NAI, Sports, Musician, Provost, IT
- Evolved from 4 cadres of Exe & Edu Branches in 1992 to 13 cadres in Executive/ Education/ Engineering Branches



# Analysis Thus Far - Induction Trend (IN)

## Borne Strength – Last 5 years

Year	Total No. of Officers	No. of Women Officers	%
2018	11518	621	5.4%
2019	11630	643	5.5%
2020	11702	663	5.7%
2021	11735	686	5.8%
2022	11815	730	6.2%

# Analysis Thus Far – Low Representation

- **No coherent/ consistent HR management policy**
  - ✓ Afloat service
  - ✓ Spouse separation, maternity related issues
  - ✓ Restricted Permanent Commission
- **Fear of acceptance by ranks/ indiscipline**
- **Restriction to shore based billets only**
  - ✓ Gender conflict management onboard ships
  - ✓ Restricted to certain Branches/ Cadres/ Spl
  - ✓ Special arrangements onboard warships
- **Status quoist mindset**

# Analysis Thus Far – The Paradigm Shift

- Gender neutral induction & career profile; Gender neutral Pmt Commission consideration
- All branches/ cadres/ Spl being opened up for Women officers (including MARCOS) *wef* Jun 2023
- PC:SSC = 50:50; no separate ratio for Women offr
- PC entry for Women officers in all Cadres/ Spl *wef* Jun 2024 (except ATC, Sports & IT)
- Induction of Women sailors in 29/47 Trades. 1<sup>st</sup> batch (Nov 22) - 273 Women out of 1800 *Agniveers* (15%) (82000/10 lakh applicants (8%) were women)
- Women officers & sailors to serve onboard all platforms (except submarines)

# Analysis Thus Far – Challenges

## ■ **Administrative/ HR**

- ✓ Separate arrangements at work spaces
- ✓ Spouse separation, Pregnancy/ child birth
- ✓ Discipline/ decorum (sexual misdemeanors)

## ■ **Perceptual**

- ✓ Physical standards will fall
- ✓ Unit cohesion would erode
- ✓ Leadership may be less effective in conflict resolution

## ■ **Other Issues**

- ✓ Physiological
- ✓ Psychological
- ✓ Cultural
- ✓ Potential conflict with traditional roles in society

# **Analysis Thus Far – Implications & Way Forward**

- **Positive impacts**
- **Measures to eliminate/ mitigate challenges**
  - ✓ Re-orientation of living & work spaces in afloat units
  - ✓ Policy guidelines - HRM & sexual harassment
- **Gender sensitisation & education to correct perceptions and psychological issues**
- **SSB/ NSB test for males - adaptability & leadership skills in a Male-Female work environment**
- **Stronger Divisional system**
- **Equal opportunity, not equal treatment**

# Time Line for Submission

Ser No	Activity	Envisaged Time Line
1.	Receipt of responses to Questionnaires	By 10 Feb 23
2.	Personal interviews	By 17 Feb 23
3.	Completion of content analysis/ survey	By 24 Feb 23
4.	Completion of first draft	03 Mar 23
5.	Final submission	17 Mar 23

*THANK YOU*