

Appendices

Appendix 'A'

QUESTIONNAIRE

SERVING WOMEN OFFICERS

Personal Information

Name (Optional) :

D.O.B / Age in Years :

Qualification : Academic :

Professional :

Married / Single :

If married, Date of Marriage :

No of Children :

Professional Information

Date of Commission :

Corps :

Professional experience : No of years :
Peace area :

Field area :

Courses during Army

<u>Course</u>	<u>Duration</u>	
	<u>From</u>	<u>To</u>

Experience before joining Army (if any)

<u>Name of Organisation</u>	<u>Appointment</u>	<u>Date of Joining</u>	<u>Duration</u>		<u>Remarks</u>
			<u>From</u>	<u>To</u>	

Training Period

1. Duration of training : FromTo.....
2. Do you feel the duration of training was adequate to train you as an officer? Yes / No.
If No, give your suggestion.....
3. Was the course curriculum adequate and comprehensive? Yes / No.
If No, which area you feel was lacking.....
4. Were you trained along with male cadets? Yes / No / some part of training was common.
5. Do you feel there was bias between male and female cadets ? Yes / No / in some issues.
6. Are the following aspects fully addressed during training period :
 - (a) Physical training :
 - (b) Weapon training :
 - (c) IT and introduction to future :
edge technologies
 - (d) Introduction to Military law and :
military organisation
 - (e) Administrative aspects in training :
academy
7. Is the post-commissioning training adequate? Yes/ No/ Partially.

Post Training Employment

Job Satisfaction

8. Do you have job satisfaction? Yes / No / Partially
9. Do you feel your qualification commensurate with your employment? Yes / No.
10. Do you feel you are in right profession? Yes / No
11. Do you feel you are under lots of constraints while in uniform? Yes / No.
12. Do you feel you have an edge above your counterparts in civil ? Yes / No.
13. Is your experience in your profession meeting your expectation? Yes / No / could have been better.
14. Is your profession meeting your financial requirements? Yes / No / Partially.

Wider employment of women

15. Do you feel women should be given wider employment in the Indian Army? Yes / No.
16. Do women have suitable employability presently? Yes/ No.
17. Would you prefer to have women in ranks below officers in the Indian Army? Yes / No.
18. Should more women join the Indian Army? Yes / No.
19. Do you feel women should join combat arms? Yes / No
20. Should women be granted Permanent Commission and be promoted to Commanding positions ? Yes / No.

Service Appreciation

21. Is your job full of adventure? Yes / No / Partially.
22. Do you find your job challenging? Yes / No / Partially.
23. Have you ever felt gender bias in behaviour of :

- (a) Senior officers towards you : Yes / No / Sometimes
- (b) Peer Group / Colleagues : Yes / No / Sometimes
- (c) Men serving under you : Yes / No / Sometimes

Personal Satisfaction

(Married officers only)

24. Being in this profession, was finding a spouse easy? Yes / No.
25. Have you compromised on your choice of a life partner due to professional constraints? Yes / No / Partially.
26. Do you feel after marriage managing your profession has been difficult ? Yes / No / Partially.
27. Does your professional commitments interfere with your relationship with your spouse? Yes/ No / Partially.
28. Do you feel your spouse and children are well-adjusted in the organisation?
Yes / No / Things would have been better in civil.

HR Policies

29. Are there adequate HR policies for women in the organization? Yes / No/ Partially.
30. Are there satisfactory promotion prospects for women ? Yes / No/ Partially.
31. Is the organisation considerate for your responsibilities towards your family ? Yes / No/Partially.
32. Is there good career management system for women? Yes/ No/ Partially.
33. Does your job involve frequent movement (outstation duties, detailment on course, etc)? If yes, do you find it difficult to handle? Yes / No/ Partially.

Appendix 'B'

QUESTIONNAIRE

RETIRED WOMEN OFFICERS

Personal Information

Name (Optional) :

D.O.B / Age in Years :

Qualification : Academic :

Professional :

Married / Single :

If married, Date of Marriage :

No of Children (with age) :

Professional Information

Date of Commission :

Corps :

Professional experience : No of years

Peace area :

Field area :

Date of release from Army :

Post release employment, if any :

Courses during Army

<u>Course</u>	<u>Duration</u>	
	<u>From</u>	<u>To</u>

Experience before joining Army (if any)

<u>Name of Organisation</u>	<u>Appointment</u>	<u>Date of Joining</u>	<u>Duration</u>		<u>Remarks</u>
			<u>From</u>	<u>To</u>	

Training Period

1. Duration of training : FromTo.....
2. Do you feel the duration of training was adequate to train you as an officer? Yes / No.
If No, give your suggestion.....
3. Was the course curriculum adequate and comprehensive? Yes / No.
If No, which area you feel was lacking.....
4. Were you trained along with male cadets? Yes / No / some part of training was common.
5. Do you feel there was bias between male and female cadets ? Yes / No / in some issues.
6. Are the following aspects fully addressed during training period :
 - (a) Physical training :
 - (b) Weapon training :
 - (c) IT and introduction to future :
edge technologies
 - (d) Introduction to Military law and :
military organisation
 - (e) Administrative aspects in training :
academy
7. Was the post-commissioning training adequate? Yes/ No/ Partially

Post Training Employment

Job Satisfaction

8. Did you have job satisfaction while in service? Yes / No / Partially. Were you satisfied after leaving service? Yes/ No/ Partially.
9. Do you feel your qualification commensurate with your employment in the Army? Yes / No.

10. Do you feel you were in right profession? Yes / No
11. Do you feel you were under lots of constraints while in uniform? Yes / No.
12. Do you feel you had an edge above your counterparts in civil ? Yes / No/ Sometimes.
13. Was your profession meeting your expectations? Yes / No / Could have been better.
14. Was your profession meeting your financial requirements? Yes / No / Partially.
15. Given a choice, you would have continued to serve? Yes/ No/ Maybe.

Wider employment of women

16. Do you feel women should be given wider employment in the Indian Army? Yes / No
17. Do women have suitable employability presently? Yes/ No.
18. Would you prefer to have women in ranks below officers in the Indian Army? Yes / No.
19. Should more women join the Indian Army? Yes / No.
20. Do you feel women should join combat arms? Yes / No
21. Should women be granted Permanent Commission and be promoted to Commanding positions ? Yes / No.

Service Appreciation

22. Was your job full of adventure? Yes / No / Partially.
23. Did you find your job challenging? Yes / No / Partially.
24. Have you ever felt gender bias in behaviour of :
 - (a) Senior officers towards you : Yes / No / Sometimes
 - (b) Peer Group / Colleagues : Yes / No / Sometimes
 - (c) Men serving under you : Yes / No / Sometimes

Personal Satisfaction

(Married officers only)

25. Being in this profession, was finding a spouse easy? Yes / No.
26. Have you compromised on your choice of a life partner due to professional constraints? Yes / No / Partially.
27. Do you feel after marriage managing your profession has been difficult ? Yes / No / Partially.
28. Does your professional commitments interfere with your relationship with your spouse? Yes/ No / Partially.
29. Do you feel your spouse and children are well-adjusted in the organisation?
Yes / No / Things would have been better in civil.

HR Policies

30. Are there adequate HR policies for women in the organization? Yes / No/ Partially.
31. Are there satisfactory promotion prospects for women ? Yes / No/ Partially.
32. Is the organisation considerate for your responsibilities towards your family ? Yes / No/Partially.
33. Is there good career management system for women? Yes/ No/ Partially.
34. Did your job involve frequent movement (outstation duties, detailment on course, etc)? If yes, did you find it difficult to handle? Yes / No/ Partially.

Post-Release Aspects

35. Do you find post release employment better than your service in the Army? Yes / No / No change.
36. Do you feel handling job and family in civil is comparatively easier than while in service in the Army? Yes / No / No change.

37. Based on your experience in the Army, would you like to suggest some changes in policies for women officers in the Army:

(a) Training of women officers (any change in duration, course curriculum, standards, etc)

.....
.....

(b) Post commissioning employment and training (any change in detailments, appointment course, etc).

.....
.....

(c) HR policies in the organisation (any change in policies on promotion, leave, maternity, child care, posting, etc.

.....
.....

(d) Future role prospects of women in the Indian Army (any recommended future role prospects, under employability, induction of women in ranks, etc.

.....
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Appendix ‘C’

QUESTIONNAIRE

SPOUSE OF A WOMAN OFFICER

1. Do you feel marrying a woman officer in the Indian Army was a tough decision? Yes / No.

2. Did you anticipate any problem while marrying a woman officer? Yes / No.

If yes, broadly give the nature of problem.....

.....

3. Have you had long spells of separation after marriage? Yes / No.

Do you feel it has affected your married life adversely? Yes / No.

4. Do you feel any change in the attitude / behaviour of your peer group after your marriage to a woman officer? Yes / No.

5. Do you feel there is adequate fulfilment of responsibilities by both partners? Yes/ No/ Not always.

6. Do you feel you and your spouse are able to spend quality time at home? Yes/ No/ Not always.

7. Do you feel you are able to raise your children as per your satisfaction? Yes/ No.

8. Are you and your spouse able to meet the professional requirements of each other? Yes/ No/ Not always.

9. Are you having financial fulfilment? Yes/ No.

10. Do you find the HR policies of the organisation lacking in consideration towards married couples in the Indian Army? Yes / No.

If yes, can you suggest any change in policy for :

- (a) Employability of women in the Army.....
.....
- (b) Promotion prospects.....
.....
- (c) Leave (maternity, child care, etc).....
.....
- (d) Postings and tenures.....
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Appendix 'D'

QUESTIONNAIRE

PEER GROUP / COLLEAGUES

1. Rank and Name (Optional) :
2. Corps :
3. D.O.B / Age in years :
4. Date of Commission :
5. Professional experience : No of years
Peace area :
- Field area :
6. Duration of service with a woman officer
(a) From to..... Station.....
(b) From to..... Station.....
7. Do you feel women officers in the Indian Army are efficient in performance of their duties? Yes / No.
8. Do you feel women should be given wider employment in the Indian Army ? Yes / No
9. Do you feel women should join combat arms ? Yes / No.
10. Should more women join the Indian Army? Yes / No.
11. Should women be granted permanent commission in the Army and be promoted to Commanding positions? Yes / No.
12. Should women be also inducted in ranks in the Indian Army? Yes / No.
13. Do you feel serving with a woman officer has constraints and affects the performance of others as well? Yes / No.

14. Does the presence of women in the Indian Army help create a healthy environment in the organisation? Yes / No / Does not affect.

15. Are women capable of meeting the requirements of a futuristic Army, if suitably trained? Yes/No.

Appendix 'E'

QUESTIONNAIRE

PERSONNEL BELOW OFFICER RANK (PBOR) WHO SERVED UNDER WOMEN OFFICERS

1. Rank and Name (Optional) :
2. Corps :
3. D.O.B / Age in years :
4. No. of years of service :
5. Duration of service under a woman officer
From : To:
- Station :
6. Did you find serving under a woman officer different than a male officer? Yes / No.
If yes, was it preferable or not preferable?
7. Do you feel more women should join the Indian Army? Yes / No.
8. Do you feel women should join the Indian Army in the ranks also? Yes / No.
9. Do you feel women officers are efficient in performance of their duties? Yes / No.
10. Would you like your daughter to join the Indian Army? Yes / No.
11. Do you feel women officers should also get promoted as Commanding Officers? Yes / No.