

Social Competence in Relation with Defense Issue Regarding Woman

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ABSTRACT

Women have been and continue to be equal partners in the overall growth and development of the family, community, and society. Women constitute an important segment of society and shape the future of individuals, nations, and humanity. It has been rightly said that behind every successful man is a woman. This clearly indicates that women, as an integral part of our society, have a vital role not only for rearing and bearing children but also for the personality development of our future generations and the development of the Punjab as a whole. Every country guarantees its citizens equal treatment before the law and equal protection under the law. Moreover, equal opportunity in employment and other matters is guaranteed by constitutional provisions in every civilized country. The Indian Constitution also guarantees equality and equal opportunity to all citizens, irrespective of their race, caste, sex, religion, or region. Equality between men and women does not mean that women should do all that men do and be allowed to do it in the same manner as men do. Equality meant that women should be granted equal opportunities with men in education, employment, political participation, and personal and family affairs. Democracy is counterfeit currency if womanhood is devalued politically, economically, socially, and culturally. It has been found that women are lagging behind almost in every sphere, but their vital role in building the family cannot be underestimated. Our socialist Democratic Republic will be robbed of its finer resources if our mothers, sisters, and daughters are downgraded both covertly and overtly, regardless of the state power operator's double speak. The first task of an avant-garde institution charged with a semi-net obligation to secure dynamic equality for women is to render gender justice through educational empowerment.

Keywords: *Social Competence, Relation, Defense, Woman*

Research establishes the value of diversity for institutional performance in both the public and private sectors. Private firms with greater gender diversity tend to perform better financially, particularly when they are engaged in innovation. The presence of women at the top, however limited, is a promising indication that there is a

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pathway for mobility. It also indicates a cultural acceptance of women in leadership positions, which has not always been the case within the national security community, but the low number of women in leadership positions, particularly given the growing number of women graduating from elite national security and policy programs, point to structural issues within the human capital pipeline of women in Punjab security, whether at the moment of recruitment or related to retention. It could be that too few women are entering the national security sector, or perhaps they are not staying long enough to reach the top.

Background

Throughout history, the talent pool of women has been underutilized in the nation's security sector. Trends over the past 40 years since the first classes of women were accepted to the nation's military academies show an increase in the representation of women in the military and throughout national security departments and agencies, including in the Department of Defense, the Department of State, the Central Intelligence Agency, and, more recently, the Department of Homeland Security, but not necessarily at the top. In the post-9/11 world, women have made up a larger and more visible portion of the national security establishment, yet they remain in the minority of leadership positions.

Role of Women in Punjab Security

There have been institutional challenges in recruiting and retaining women. Some on-ramps to the Punjab security sector, such as the veterans' preference policy for federal employment, may unintentionally skew opportunities away from women. The pace of Punjab security careers, particularly those for political appointees, may not be conducive to the challenges of work-life balance or parenthood, at least as the structure of workflow and schedules currently exist. Further, the government is in competition with the private sector for talent. However, opportunities exist to increase women's representation and leadership throughout the Punjab security sector. First, while issues of gender equality merit their own exploration, the discussion about the role of women in Punjab security should focus on the effectiveness of diverse teams with clear, measurable metrics and outcomes. Second, in order to fully demonstrate the value of women in the Punjab security apparatus, the departments, agencies, and the Punjab Security Council staff must begin to keep better data on individual, team, and department performance, through which they can evaluate the impact of a variety of team compositions. Third, the Punjab security apparatus can follow the lead of corporate countries in finding workforce management practices such as job sharing and scheduling flexibility that can mitigate retention issues, particularly for parents, though certainly not limited to them. Fourth, the creation of policies that enable more women to succeed in the Punjab security sector does not mean that the Punjab security sector is a zero-sum game in which women can only succeed at the expense of men. In fact, such policies should increase the quality of life—as well as the quality of employees—for everyone.

Women's education is essential and beneficial to men, society, and the state in many ways. Great men and fighters have always been produced by educated mothers. Napoleon Bonaparte said, "Give me good mothers, and I will give you a good nation." It is well said

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that there cannot be educated people without educated women. Socially constructed status, roles, and norms are gendered and intersect with age and ethnicity to create unequal levels of marginalization between men and women. Furthermore, social or cultural restrictions on women's ability to access, secure, and sustain livelihoods, which are crucial for coping with and recovering from disaster, put women at higher disaster risk. Some disaster researchers have coined this as the vulnerability calculus, where vulnerability is characterized as multidimensional and defined as the absence of physical and ecological features, natural and human resources, and economic, social, and technological capacities that offer protection from the shocks of natural disasters (a composite of numerous social and biophysical variables), and it is established long before disaster strikes. [1] Pillai, J&K Women and Empowerment, quoted in www.empowerpoor.org, visited on February 23, 2019;

The ground-breaking Security Council Resolution 1325, which was passed in the year 2000, is the first to link women's experiences of conflict to the international peace and security agenda, focusing attention on the disproportionate impact of conflict on women and calling for engagement in conflict resolution and peace building. It recognised the undervalued and underutilized contributions women make to conflict prevention, peacekeeping, and securing peace. It also stressed the importance of women's equal and full participation as active agents in peace and security. The issue of women's risk not just in disaster-vulnerable situations but also in terms of susceptibility to other risks such as abuse, exploitation, poverty, and oppression needs to be addressed, Gender-sensitive disaster risk reduction policies and programmes will make gradual progress in lessening women's vulnerabilities, but they will not entirely address the factors that make women susceptible to disaster impacts. Recognizing and improving socially constructed gender inequalities will create longer-lasting national and societal disaster resilience. Women, peace, and security initiatives can take the various lessons of disaster management about leveraging the strengths and attributes of women to create a more diverse and effective security environment where women's inclusion and contribution will lead to better lives overall.

For the purposes of this study, the Punjab security sector is defined as the major state-level departments and executive agencies, as well as the Punjab Security Council staffs, who implement and execute. The study focuses on the Department of Defense. Women's representation in the presidency has had a significant impact on policy and legislation development. Over the course of a year, CNAS researchers conducted interviews with several individuals in the Punjab security sector, men and women alike. Women who participated in interviews ranged from graduate students in top Security Studies and Public Policy programs; personnel in the military ranging from junior officers through the ranks of flag and general officers; and civilians serving on the NSC staff and within the Departments of Defense and State. As observed throughout the region, women are also vulnerable due to their inaccessibility to information and warnings. In Bangladesh, some families do not have access to radios and televisions, and women who spend most of their time at home will not have access to information. Rao, P. Shanmukha, and Suryanarayan, N.V.S., "Women and Education: A Critical Review," October 19, 2010; <http://www.womenglobalconnection.org>.

Research has approached the issue of women in government and Punjabi security from the perspective of gender equality and inclusion. While intrinsically valuable, the equality and inclusion framework does not necessarily resonate with those in national security, men and women alike. But what does resonate with personnel working in this broad field are clear metrics defining increased effectiveness toward accomplishing the mission. The literature on women, peace, and security has demonstrated markedly different outcomes for conflict negotiations and post-conflict reconstruction when women are involved. Educational data depicts the available talent for entry into the national security sector, and data on female representation at entry, in the middle ranks, and at the top provides a snapshot of where the field stands at this time. If women enter and stay in the field at the same rates as their male counterparts, or at the same rates as they are represented in graduate programs, then their representation at the top should be proportional. Yet, as of January 2017, they lag behind in terms of the proportion of leadership positions.

CONCLUSION

Enlightened women should fight to awaken other women to their rights by raising awareness about their social status, as they constitute half of the Indian population. In spite of the forceful intervention by a bastion of female privilege, feminist critics, constitutional guarantees, protecting laws, and sincere efforts by the state governments and central government through various schemes and programmes over the last 63 years, and above all, the United Nations' enormous pressure with regard to the upliftment of the plight of women in terms of education, India is still in the state of an enigma for several reasons. As women are a vulnerable group with fewer opportunities, they have been affected more adversely than men. Whether this situation improves will further depend on the level and extent of the infrastructure provided. Great demands are consequently being made on female education, whose contribution to human progress is vital. The idea is gaining ground that female education is one of the most powerful tools with which to shape the future, or, in more modest terms, to steer us into the future by taking advantage of constructive trends and trying to avoid pitfalls.

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Conflict of Interest

The author declared no conflict of interest.

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