Women in Administration in India and their charisma, identity and gender

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Abstract:

The term "bureaucracy" refers to a system of functioning that involves numerous processes, highly tight rules, and order to finish a task. Administration performs the state's executive functions, in contrast to the legislative and judicial branches.

The study here focuses on women administrators of the All India Services, including the Indian Administrative Service (IAS), Indian Police Service (IPS), and Indian Forest Service (IFS), and administration is defined as the managerial view of administration in the current research study. Despite the fact that the services have existed since the British era, women were only permitted to join two of them a short time after obtaining their independence. The main information for this paper was acquired through surveys and interviews, case studies were done, women in the IAS, IPS, and IFS were interviewed, and the Government of India's Civil Lists, Police Lists, and Forest Lists were analyzed.

The main subjects of this article are the position of women in the All India Services, the experiences of women officers, their perceptions of other women in the services, the existence of discriminatory practices within the services, the attitudes of their male counterparts at work and at home, and their satisfaction and happiness with their family lives. In IAS, women are disproportionately underrepresented in managerial and executive roles, according to the poll. These services are largely out

of reach for them due to three different sorts of barriers: personal, organizational, institutional, and cultural.

Keywords: India, women, gender equity, civil service, charisma, gender, sociology

Introduction: The Central Bureaucracy, commonly referred to as the civil services, is the cornerstone of governance, a means of development, and a safety net for a seamless transfer of power in every country. Government services in India are categorized as All India Services. In reality, the Indian government is built upon the civil services. These services act as the central center for the entire governmental spectrum, to put it another way. All of the key administrative duties, including as formulating and implementing laws, upholding the rule of law, and delivering public goods and services, are carried out by these services. The Indian civil services are divided into the Central Civil Services and All-India Services at the union level, as well as the state civil services at the province level. There is no doubting that the civil services have produced outstanding work since independence.Administration performs the state's executive functions, in contrast to the legislative and judicial branches. It is one of the most important resources the government has at its disposal for attaining the goals of the country. Public administration, which includes the management of governmental affairs at all levels—national, state, and local—is referred to as "administration" in the current study.

All India Services, Central Services, and State Services are the three divisions of government services in India. The study here focuses on women administrators of the All India Services, including the Indian Administrative Service (IAS), Indian Police Service (IPS), and Indian Forest Service (IFS), and administration is defined as the managerial view of administration in the current research study. The All India Services are divided into numerous cadres, according to the states. Although some states and the union territories have comparable cadres, some states have diverse cadres.

Evolution of Civil Service in India: There are no records of the civil service being organized throughout the ancient Indian state's existence (200 BC–1000 AD). But Kautilya, who lived during the Mauryan era (321–185 BC), established the requirements for public servants who would act as judges in his treatise known as the "Arthashastra". He designed a system of speedy promotions for effective and productive officials as well as a set of business rules for government personnel. Finally, he suggested severe penalties for everyone who engaged in theft and dishonesty. He talked about the responsiveness of the government workers. In conclusion, monarchs held historic power in antiquity and were accepted as legitimate leaders based on norms and traditions.

In essence, civil servants were expected to swear allegiance and personal devotion to the ruling elite.

Specifically, Akbar built and supported the civil service system throughout the Mughal era in the Middle Ages. He developed the new revenue-taxation schemes known as the zabt and dahshala. Later on, it evolved into a crucial component of the Indian taxation system. The perspectives of regulation and welfare were mixed on the heads of the civil workers. Instead, because they were employed by the state during the medieval age, they became its servants.

The Higher Civil Service during British Raj: The contemporary civil service system arose after India was subject to the suzerainty of the British Crown. At first, these services were tasked with enforcing the law and collecting taxes. After that, in 1854, the Macaulay committee proposed that the current patronage system be replaced by a long-term public service based on meritocracy. Merit-based recruitment into the Imperial Civil Service (ICS) began in 1855. To keep Indians from enlisting in the elite services, deliberate efforts were implemented. Only British students from prestigious universities like Cambridge and Oxford were hired for the positions. The organization of the ICS examination in India beginning in 1922 was one such liberal change that acted as a catalyst for increasing Indian exposure in these privileged fields after that.

The Blueprint of the Civil Service Since Independence: Because it was familiar to them and was suitable for upholding India's unity and integrity alongside its diversity, our ancestors chose to retain the remnants of the country's former unified administrative system. Major "Weberian model" characteristics like academic accomplishments, career orientation, permanent tenure, compensation and pension, etc. are explicitly reflected in the Indian civil services. Furthermore, crucial positions at the Union, State, and district levels are only available to those who provide these services.

India's civil services can be broadly divided into three categories. Secondly, there are services known as All-India Services, whose members work for both the federal government and the state governments (AIS). Second, the term "Central Civil Services" refers to the services whose employees only serve the union government. State civil services are the final category of services that are exclusive to states. The staff is divided vertically into four groups—A, B, C, and D—at both the union and state levels. Officers in groups A and B are gazetted, whereas non- gazetted classes make up groups C and D. The C group consists of office workers, and the D group is made up of manual labourers.

It's intriguing that the Drafting Committee of the Constituent Assembly chose not to grant the AIS constitutional standing. However, the All-India Services were mentioned in the supreme legislation of the state because of the intense lobbying of Sardar Vallabhbhai Patel, the first home minister of India and also known as the Father of All-India Services. Now, there are three AIS. They are the Indian Administrative Service (IFoS), Indian Police Service, and Indian Forest Service.

The All-India Services Act of 1951 gives the Central Government the power to work with the state governments to develop regulations for the rules and working conditions for AIS members. Although they are employed by other states, the central government hires and trains the personnel for these services. When their predetermined time is up, they return to their respective states while still serving as federal deputies. It is crucial to remember that while being divided among several jurisdictions, each of these AIS comprises a single service with common rights and status as well as uniform pay schedules across the country.

The Sociology of Administration: Consider a household where a family is watching television. The daughter asks for the purchase of a smart TV with lately entered the market and has many functionalities. Being the masculine leader of the household, the father takes it upon himself to decide on the request and search the market for an appropriate brand. Even so, if the son When a request for a new type of meal during dinner is made, the mother—the female head—carries out the request. All members of the family accept their duties as father, mother, children, and siblings without much argument. Even though such sociological concepts of roles are unwritten, we frequently adhere to them since we inherited them through the socialisation process. Although conflicts do arise as societies embrace more contemporary economic arrangements (a working woman can refuse to prepare meals for the family in favour of her career, for instance), on the whole, family affairs run well thanks to habits of thought ingrained in memory. Cooley's language of primary and secondary groups and how they regulate individual behaviour can be used to explain this occurrence. Status-based primary groups carry out their operations in a functionally diffused manner. Family is the most significant primary group.(Caste and religion are two more types of major groups.) Cognitive dissonance of the kind present in many other social contexts does not occur in the psychological environment of choice within primary groups. In secondary groups, which are contract-based and functionally focused, individual behaviour varies significantly from that of primary groups. The most typical example of a secondary group is a professional organisation that a person joins in order to get employment. The development of an organisational personality that is distinct from individual personality is necessary for the membership to remain successful. Frequently, the organization's interest prevails over the deeply held primary group affiliations of the individual, leading to value conflicts. In comparison to the private sector, this type of cognitive dissonance is more prevalent in public sector organisations in developing nations like India. As government employment in this country is more prized for its power, prestige, andsocial standing than for the opportunity to express oneself through selfless service,there is always a chance that behaviour will deviate from the welfare state ideal.

Gender issues in the Indian bureaucracy: In India, the bureaucracy is crucial to the creation of policy options. It mainly focuses on issues of social development and education while aiding political leadership in policy creation. Sadly, Indian bureaucrats, especially the lAS, highly value ministries like commerce, economic affairs, etc. that give overseas postings and international assignments in the hierarchy of glamour and choice. Regulation-related postings, including those for Home and Defense, will come next. Not enough attention is paid to the social sector. The bureaucracy has been shown to be least likely to support efforts in fields like rural development, education, health, etc. that have the biggest effects on the welfare of the general public. Examining women's participation in the top echelons of the bureaucracy, their motivations for entering the lAS, and any potential obstacles to equal opportunity were the study's primary goals. According to this data, there was a statistically insignificant increase in the number of women admitted to the lAS between from 1947 to the present. The majority of people attribute the drop in population to the fact that women still endure significant discrimination despite India's overall development, where they may now enjoy certain rights. Despite the fact that the rules governing the civil service are intended to be gender-neutral, they were really developed with the idea of a male-headed family and a single breadwinner model in mind. According to women, posts are frequently written in a stereotypically male or feminine style. In actuality, the bureaucracy occasionally reproduces some of the biases of the larger society. Equal opportunities would imply that men and women have equal access to all occupations within a service. Women are assigned to the social sector, sometimes known as the "soft" sector or the "welfare" posts, because it is thought that some jobs are better suited for men while others are better suited for women. Men and women who responded agree that their contributions have been recognized, that they have had the chance to grow professionally, that they have used their skills effectively, that they have received prizes, and that this is not an issue that simply affects one gender.

Women in Indian Public Administration: Out of a total population of 1.2 billion people, there are 48.5 percent females, according to the 2011 census. Yet, only 25.5 percent of Indian workers are women. They only hold 20% of the jobs in the public sector. Sadly, they hold less than 15% of senior civil service positions in the Indian government. In addition, out of 95 departments and organisations, they are the head or secretary of just 15 of them.

Following independence, the Indian Constitution guarantees all citizens the right to equal opportunity. Hence, discrimination is eliminated by the legislation of the state, which also makes it possible for members of the fairer sex to get desired positions. The Indian Constitution ensures quality of opportunity in public employment. Therefore, it follows that discrimination based on gender is unlawful and strictly prohibited in all walks of life. But under rule 5 (3) of the Indian Administrative Services Rules of 1954, the government had the right to ask a female officer to retire after getting married if she wasn't performing her job effectively. In response to complaints from female MPs and female leaders against this clause, the services requirements were eliminated from the rules book in 1972.

Women in the Indian Administrative Service: After Independence, the first IAS and IPS competitive exams were held in 1948. Up until 1950, men enjoyed a monopoly in IAS; the first woman was allowed to enter the field in 1951.

The 1954 Indian Administrative Service Rules discriminated against and disadvantageed women despite the fact that the country's constitution guarantees equality since they declared that "no married women shall be assigned to the service and resign from the service in the case of marriage." The removal of this clause from the IAS recruiting rule in 1972, which also removed the restriction and disqualification, allowed married women to join the service and included maternity leave.

Women in the Indian Police Service: Before the discriminatory law was repealed in 1971, women were not permitted to join the IPS. However, data from the Department of Home Affairs' Police Lists shows that women still make up a lesser portion of the IPS. Even though there were fewer of them, several of them

succeeded in their performances and won awards like trophies and medals.

Women in the Indian Forest Service: Compared to other All India Services, the IFS was quite late in allowing women to join. The first women entered the service in 1980. According to the Ministry of Environment and Forest, the Indian Government, and the Indian Forest Service Civil Lists, women make up a relatively small portion of the workforce.

There was a period when Indian women's voices hardly ever made it to the public domain. The powerful members of society oppressed women and denied them the right to work. But as society evolves over time, the previously underprivileged segment is gradually gaining access to the most esteemed positions in our nation.

Here is a list of the most successful and notable women administrative officers of India:

Isha Basant Joshi: She was British India's first female ICS officer. Joshi was born in 1908 and received her education from Lucknow's La Martiniere Girls High School. She has written several books and is also an author.

Anna Rajam George: She was the first IAS officer of independent India. Anna was born in the year 1927 and was the granddaughter of Malyalam author Pailo Paul.

Kiran Bedi: She joined the service in 1972 and is the first female IPS officer. The year 1949 saw the birth of Prakash Lal Peshawaria and Prem Lata's first child, Bedi. She gained notoriety for her anti-drug misuse campaign in Delhi, which ultimately became the Navjyoti Delhi Police Foundation. Bedi's reformation programme in Tihar jail earned her the Raman Magsasay prize in 1994.

Dr. Ruveda Salam: In the 2013 IAS exam, she was the first Kashmiri woman to be successful. Rubeda was born and reared in the volatile Kashmiri region of Kupwara and obtained her MBBS at the Government Medical College in Srinagar. She was commended for helping to reduce crime in the state and is now working as Chennai's Assistant Commissioner of Police.

Ira Singhal: Ira Singhal, 31, became the first physically challenged woman to pass the general category civil service exam. She excelled in the 2014 UPSC test. Ira also passed the 2010 IRS (Indian Revenue Service) exam, however she was notgiven a position because of her physical limitations. Nevertheless, she brought a claim before the Central Administrative Tribunal, won it after four years, and was then offered a position.

Conclusion: Although women continue to perform well on the UPSC, they fall short of challenging men's supremacy throughout the whole civil service. Since 2010, women have gained the top jobs in prestigious and competitive civil services, with the exception of 2013, however gender parity in The upper civil service is still a distant aim that is unreachable. Women are underrepresented in the Indian bureaucracy, which is referred to as the "backbone of administration". There are only one female bureaucrat for every five male ones in India. The number of women who passed the civil service exams actually decreased somewhat during the preceding three years, according to data. Girls are not fully equipped for full and equal involvement in the civil service, which limits their job prospects. This is due, among other things, to institutionalized gender roles, domesticity, misconceptions, a lack of education, access to resources, and gender discrimination. In India, women face systemic, social, familial, and cultural obstacles to pursuing careers in the civil service.

Because of institutionalized behaviors, attitudes, and beliefs, employers commonly believe that women are less qualified for leadership positions. And although many men base their job decisions on family considerations, many women base their professional decisions on family considerations. Gender inequality has devastating impacts on governance that are equally ubiquitous. Other overlapping hierarchies, like class, caste, race, and religion, compound the differences between men and women based on sex and are recreated, sustained, and manipulated in conflicts for state power and resource allocation. The presence of women in the executive branch is significant politically. The president and cabinet of a nation set the policy agenda and decide on the specifics of many policies. The executive is also in charge of managing and carrying out programs for the advancement of women. The

transmission of different influences, meanings, discourses, and practices occurs as a result of men and women in public institutions primarily holding different positions and having varying access to leadership, according to international literature. Gender equality in governance encompasses more than just women's underrepresentation in politics. Therefore, whether women will continue to advance in their standing, particularly in executive posts in public life, depends greatly on broader structural, institutional, and cultural developments.

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