

**[dstl]**

11 February 2019

© Crown copyright 2019 Dstl



Ministry  
of Defence



## SAS-137 Research Symposium: Integration of Women into Ground Combat Units



5-7<sup>th</sup> February 2019

Dstl Publication, DSTL/TR113151 (2019). Crown Copyright © 2019 Dstl. The contents of this presentation and the information provided should not be interpreted as representing the views of the UK MOD, nor should it be assumed that they reflect any current or future UK MOD policy. Furthermore it cannot supersede any statutory or contractual requirements or liabilities and is offered without prejudice or commitment.



UK OFFICIAL



# **UK-India Human Sciences Collaboration: Gender differences in the military from two different cultures.**

Dr Amy Murphy  
Principal Psychologist,  
Defence Science and Technology Laboratory, UK

# Overview

Mingle game...

1. Introduction to UK-India Human Sciences (HS) Collaboration
2. Examples of our work
  - Cultural Adaptation Collaboration Project (CACP)
  - Gender Differences in Extra Territorial Military Operations
3. Next steps

# CACP (2013-2016)

## Objective 1: Cultural Adaptation

- To compare British and Indian approaches to military Cultural Adaptation (CA) in order to **enhance current training** and the general cultural aptitudes required for extra-territorial operations.

## Objective 2: Cultural Databases

- To identify current tools and techniques that have been developed, trialled, or applied for **assessing and characterising cultural variations**, in order to inform a collaboratively **developed framework** for characterising cultural factors.

## Objective 3: Interpersonal Engagement and Influence (IEI)

- To enhance understanding of how to conduct **Interpersonal Engagement and Influence** through a collaborative review of relevant literature and theories and production of practical guidance.

# Gender Differences in Extra-territorial Operations (2017-2020)

## Objective 1: Women in mission roles

- Understand the landscape in terms of existing research and work relating to gender differences for mission roles on extra-territorial operations.

## Objective 2: Identification of key benefits and issues affecting women's deployment on extra-territorial operations

- Mixed methods approach to explore key issues and any gender based barriers for women deployed in mission roles on extra-territorial operations.

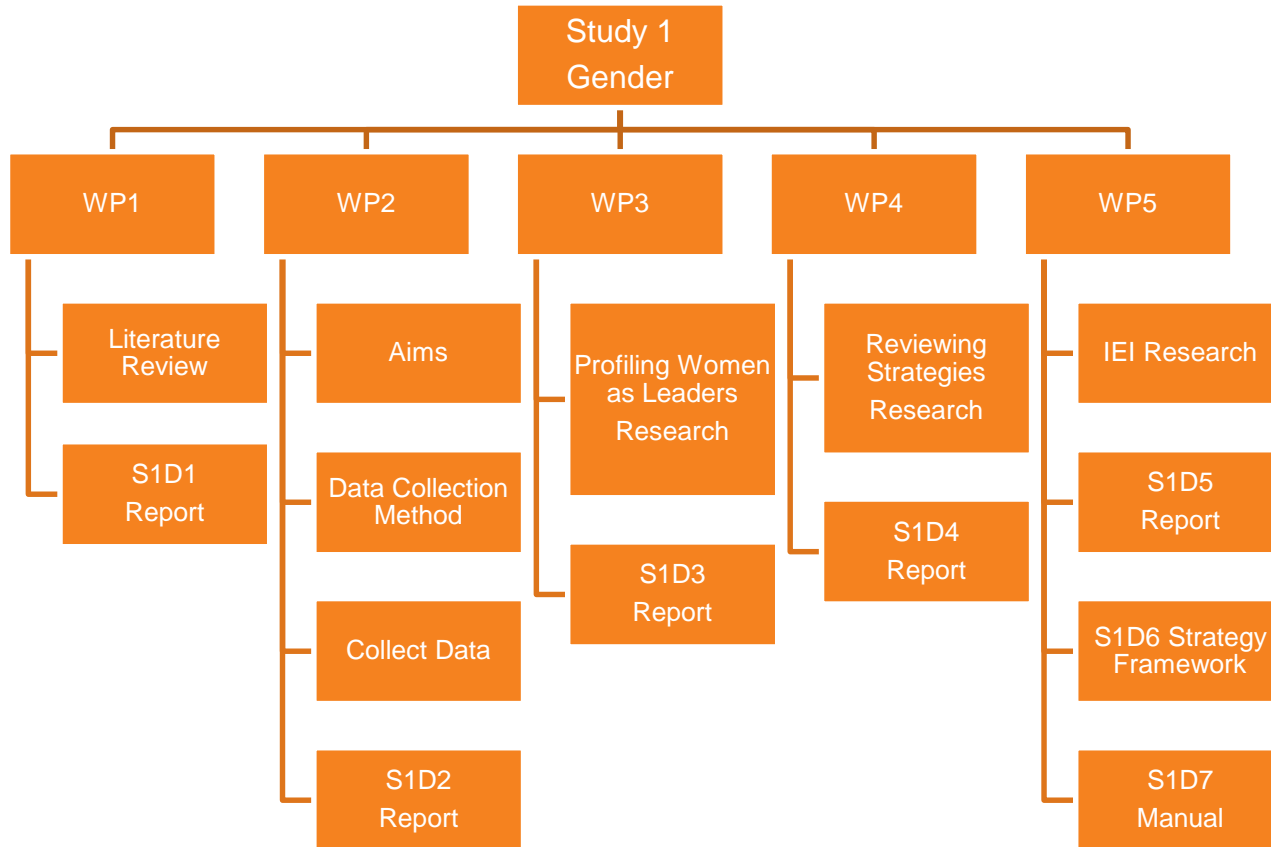
## Objective 3: Women in leadership roles

- Women and men in the military will be 'profiled' in order to understand the main barriers, benefits and challenges of in relation to women in leadership roles.

## Objective 4: Identification of methods to address gendered challenges

- Provide evidence-based recommendations as to how gender mainstreaming can be integrated and how to address gendered challenges to fulfilling mission roles on extra-territorial operations.

# Work Packages



# Gender Differences in Extra-territorial Operations (2017-2020)

## Objective 1: Women in mission roles

- Understand the landscape in terms of existing research and work relating to gender differences for mission roles on extra-territorial operations.

A scoping literature review included topics such as:

- The importance of the inclusion of women
- History of the inclusion of women
- Perceptions of women
- Selection of women
- Benefits of engaging women.



# Gender Differences in Extra-territorial Operations (2017-2020)

## Objective 2: Identification of key benefits and issues affecting women's deployment on extra-territorial operations

- Mixed methods approach to explore key issues and any gender based barriers for women deployed in mission roles on extra-territorial operations.
- Empirical data analysis of interviews from the Central Reserve Police Force (CRPF; n = 74) and extant interviews from the WGCC Integration Project (n = 77).
- Comparative analysis between two data sets, identifying main themes and the **benefits** and **barriers** for women's deployment.

# Benefits and Challenges in Relation to Gender Differences in Extra-territorial Operations (2017-2020)

Benefits	Barriers
Social and emotional	Trade-off between family and career
Career and performance	Sexual harassment
Meeting societal change	Social construction of 'traditional' gender roles
Importance of women as role models	
Significance of female skillsets	

# Gender Differences in Extra-territorial Operations (2017-2020)

## Objective 3: Women in leadership roles

- Women and men in the military will be 'profiled' in order to understand the main barriers, benefits and challenges of in relation to women in leadership roles.
1. How do generational perspectives on leadership differ?
  2. The Role Model: Is the 'role model' factor important to the success of leaders?
  3. Tokenism – what is the impact of tokenism on the success of military leadership?

# Benefits and Impact

Benefits	Impact
Informs stakeholders of the integration of gender mainstreaming approach	Improved operational effectiveness
Enhancement and sustainment of well-being of military personnel	Improved operational effectiveness <b>and</b> recruitment retention
Provide valid exploitation paths	Informs defence people and encourages enhanced decision making
The collaborative work provides different cultural perspectives that contribute to strategies for greater equality, diversity and inclusivity in the UK MOD and India	Enhancing strategic relations within and between the two countries

# Gender Differences in Extra-territorial Operations (2017-2020)

## Next steps:

- Completion of Women in Leadership work package (WP)
- Strategies and Recommendations WP: striving towards a gender balanced force



**[dstl]**

11 February 2019

© Crown copyright 2019 Dstl



Ministry  
of Defence