

Inculcating Professionalism in Defence for National Development: The Indian Perspective

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Abstract - India got its independence in 1947. However, India's Armed Forces were organized and operational well before this, having fought in the 1st World War & the 2nd World War. This gave the Indian Army a high level of professionalism. Military Professionalism was defined by Samuel Huntington in 1957 to comprise of three main components:-

- (a) Expertise.
- (b) Responsibility.
- (c) Corporateness or a Sense of Belonging.

Professionalism in Indian Context

Core Values. In the Indian Context Professionalism is imbibed through three Core Values:-

- (a) "NAAM." A sense of pride in oneself, his unit and his nation. One cannot have this pride unless he is professionally competent, knowledgeable and updated. It is thus related to Expertise.
- (b) "NISHAN." Dedication to the flag which fosters qualities of selflessness, loyalty, faith & sacrifice for the immediate unit, service and the Nation. This translates into responsibility.
- (c) "NAMAK." Being worthy of one's 'salt' and maintaining Esprit-de-Corps and Loyalty to ones identity as a soldier and the organization, which translates into corporateness or a sense of belonging.

Concept of Nation Building and Development.

.Originally, **nation-building** referred to the efforts of newly-independent nations, notably the nations of Asia and Africa, to reintegrate territories that had been carved out by colonial powers or Empires without regard to ethnic, religious, or other boundaries. Today in a globalised and interdependent world, Nation-building has not lost its relevance. So the process of Nation building aims at political stability and viability despite the pulls of Globalisation.

Role of Indian Defence Forces in Nation Building and Development.

While the Indian Armed Forces and particularly the Army have played a very important role in Nation Building, their contribution to development has been more indirect. Their role has therefore been more of a

protector, enabler and Nation Builder as explained in succeeding paras.

Security & Integrity. As far as security is concerned the Professionalism of the Indian Army has stood out time & again in overcoming various challenges.

Internal Security. The Armed Forces have been constantly employed in internal security duties since the 1950's to maintain the sovereignty and integrity of India.

Overseas Peace Initiatives. India has been a regular contributor to UN Peace Keeping Operations having contributed over 1,00,000 troops to date to operations in various Nations and Continents.

Disaster Management and Humanitarian Relief.

While being operationally committed, the Defence Forces continue to be the ultimate responders of the Nation for disaster management and have been at the forefront in providing succor and relief.

Upholding Core National Values.

- (a) Nourishing Democracy.
- (b) A Symbol of Integration.
- (c) Construction of Infrastructure in Remote Border Areas.
- (d) Military Civic Action.
- (e) Discipline and Nationalism in the youth through NCC.
- (f) Contribution in Sports and Adventure.
- (g) Contribution by Ex Servicemen.

Inculcating Professionalism.

Professionalism is the bed rock of any efficient Military Force. While based on the concept of 'Naam', 'Namak' and 'Nishan', it is a product of a well structured, elaborate system of Military Training and Military Education.

Basic Education. This is the basic pre-requisite of educational standards that a soldier or an officer must acquire through the civil education system before he joins the Armed Forces. This provides the common base on

which the professional skills and knowledge needed by the Armed Forces is built.

Professional Military Training. This largely focuses on the instructions imparted to personnel to enhance their capacity to perform specific tasks, primarily through the 'Psychomotor Domain'.

Professional Military Education (PME). Professional Military Education helps to develop the habits of mind essential to a military professional's expertise. Professional development is the product of 'a learning continuum' that comprises basic education, training, experience and self improvement. Professional Military Education has three overlapping intents i.e. to develop a 'strategic thinker', a 'strategic leader' or a 'senior leader for a specific function'.

Professionalism Through Inviolable Fundamentals. Development of professionalism in the Indian military is also based on a set of inviolable basic principles which are imbibed by all ranks as they develop from their basic education to Professional Military Training to Professional Military Education through various institutions. These are:-

- (a) Apolitical Orientation.
- (b) Role Separation.
- (c) Secular Ethos.
- (d) Spirit of Nationalism and Selflessness.

Professional Evolution to Meet Future Challenges Emerging Challenges.

- (a) Geo Political Situation.
- (b) 4th Generation War and Hybrid War.
- (c) Net Centric Operations.
- (d) Cyber Threats.

Professional Evolution.

(a) Enhanced focus on PME. As an officer advances in his career the proportion of PME/JPME needs to increase in his education. The Indian Military needs to make JPME and exposure to joint service appointments essential before an officer can attain ranks equivalent to Brigadier and beyond.

(b) Integration with Other Agencies. Future challenges make it imperative to inculcate and promote coordination and interaction not just between the Armed Forces but also with other agencies of the Government.

(c) Linkages with Civil Institutions. With the concept of Comprehensive National Security evolving it is important that Defence Institutions develop linkages with selected Civil Institutions to be able to give a wider exposure to professional military personnel and vice-versa.

(d) Distance Learning. Strong impetus needs to be given to a policy of distance learning. This has special importance as Armed Forces personnel are frequently deployed in remote areas for long duration, particularly in the Indian context. The Indian Defence University therefore will have a Distant Learning Department as part of it.

(e) Contribution to Internal Debate. Military professionals must be encouraged to contribute in internal debate. This right must be offered to all military personnel, particularly those serving in research or training facilities and institutions.

Conclusion

The Indian Military represents a model for national development. Its contribution to nation building has been inherent in the fulfillment of its primary function-ensuring the security of India. The Military has also contributed in a major way to the development of core values of liberty, equality and promoting fraternity to assure dignity of the people. However, it has to constantly evolve and ensure that modern concepts of Military Training and Military Education are exploited to the best to meet its professional needs and future challenges posed by a changing world.

1. India got its independence in 1947. However, India's Armed Forces were organised and operational well before this, having fought in the 1st World War & the 2nd World War.

2. This gave the Indian Army a high level of professionalism. Lord Wavell's words in 1947, that "The Stability of the Indian Army may perhaps be the deciding factor in the future of India" have been so true.

3. Military Professionalism was defined by Samuel Huntington in 1957 to comprise of three main components:-

- (a) Expertise.
- (b) Responsibility.
- (c) Corporateness or a Sense of Belonging.

I. PREVIEW

This paper is structured in the following sequence:-

- (a) Professionalism in the Indian Context.
- (b) Concept of Development and Nation Building.
- (c) Role of Indian Defence Forces in Nation Building.
- (d) Inculcating Professionalism.
- (e) Professional Evolution to Meet Future Challenges.

Professionalism in Indian Context

Core Values. In the Indian Context Professionalism is imbibed through three Core Values:-

(a) **“NAAM.”** A sense of pride in oneself, his unit and his nation. One cannot have this pride unless he is professionally competent, knowledgeable and updated. It is thus related to Expertise.

(b) **“NISHAN.”** Dedication to the flag which fosters qualities of selflessness, loyalty, faith & sacrifice for the immediate unit, service and the Nation. This translates into responsibility.

(c) **“NAMAK.”** Being worth of one's 'salt' and maintaining Esprit-de-Corps and Loyalty to ones identity as a soldier and the organization, which translates into corporateness or a sense of belonging.

Contribution through these values. India is a large country with over 15500 km of land borders and over 7500 km of coast line. It also is a diverse nation, ethnically, culturally, linguistically and religiously. At independence it was an underdeveloped economy and the very survival of India as a sovereign and strong Nation was questioned by many skeptics. Today India is a stable Nation and amongst the World's largest economies. Indian Defence Forces have played an important role in this transition and in building of the Indian Nation State through their professionalism based on these core values.

Concept of Nation Building and Development.

Originally, **nation-building** referred to the efforts of newly-independent nations, notably the nations of Asia and Africa, to reintegrate territories that had been carved out by colonial powers or Empires without regard to ethnic, religious, or other boundaries. Most of these states became viable and coherent national entities because of their nation building efforts aimed at establishing a national identity. This identity was needed to be painstakingly constructed by moulding different ethnic groups into a nation, especially in ethnically heterogeneous populations.

Today in a **globalized and interdependent** world, Nation-building has not lost its relevance. Nation states are political units in an international system and they represent the citizens aspirations to be grouped in a single political unit that would in turn act as an instrument to achieve, life, liberty and pursuit of happiness. So the process of Nation Building aims at political stability and viability despite the pulls of Globalisation.

The 21st century looks towards **security, justice, economic development and a democratic polity as the pillars of nation building.** Security comes first in the

pecking order because the other three pillars function effectively only if the security threshold of the nation, both internal and external, remains intact. This in turn facilitates smooth functioning of democracy and brings in its wake social justice and economic development. Unfortunately, in most states where the roots of democracy are not firmly embedded, security becomes a victim of inefficient, parochial and dithering attitudes that form the essence of the difficult business that defines democracy. This in turn opens windows of **opportunity to the armed forces to take over the reins of governance.**

The **national development** process must be visualised in its broadest context if it is to meet the expectations of the citizenry for a more elevated standard of living. Accordingly, the most all-encompassing goal of development is the progressive realisation of the abilities and talents of each individual for his/her own satisfaction and enhancement of the good of the community and the nation. This is what is meant by the concept of human development, or people-centered development. **Development** can therefore be viewed as a **sub set** of the larger domain of **nation building** efforts, especially in the case of developing countries.

Role of Defence Forces in Nation Building and Development.

While the Indian Armed Forces and particularly the Army have played a very important role in Nation Building, their contribution to development has been more indirect. This is so because they have never directly engaged in developmental activity, except in disturbed areas only when needed, thus strongly retaining professionalism. Their role has therefore been more of a protector, enabler and Nation Builder as explained in succeeding paras.

Security & Integrity.

As far as security is concerned the Professionalism of the Indian Army has stood out time & again:-

(a) **Partition.** Immediately on partition and creation of two nations from one, the impartiality demonstrated by the Army led to thousands of lives being saved and some order being restored during unprecedented violence accompanying events that shook the very core of the sub continent.

(b) **1947-48.** The Nation's independence was immediately followed by raiders & troops from across the border being launched into Kashmir. The Army played a stellar role in successfully defending Kashmir.

(c) **Territorial Consolidation.** In 1961 the Army liberated Goa, Daman & Diu eliminating the last vestiges of Colonialism from the Sub Continent.

(d) **Wars.** The wars of 1962, 1965 and 1971 followed in quick succession. These wars were essentially fought to protect our territorial integrity, while also protecting our national interests. Thus the Armed Forces were baptised with fire and grew into an extremely professional and well knit organisation.

Internal Security. The Armed Forces have been constantly employed in internal security duties since the 1950's to maintain the sovereignty and integrity of India. There have been many successes in what can be termed as Nation Building efforts:-

(a) Tripura is a well governed and fully integrated state today.

(b) Mizoram has been back in the National fold for many years with a democratically elected local Govt.

(c) Insurgency in Punjab was successfully dealt with and it is again one of the best states of the country.

(d) Though some ethnic violence continues, Assam, Manipur and Nagaland have democratic Governments in place and are well integrated into the Indian Nation.

(e) Kashmir has had a series of successful local elections to elect the Government and democracy has been well entrenched. Incidents of violence are vastly reduced and if not for external support, Kashmir Valley would have been a completely peaceful area today like the Ladakh and Jammu Regions.

Overseas Peace Initiatives.

(a) India has been a regular contributor to UN Peace Keeping Operations having contributed over 1,00,000 troops to date to operations in various Nations and Continents.

(b) In 1971 the Indian Armed Forces ably supported the valiant people of East Pakistan leading to the Creation of Bangladesh.

(c) On request, Indian Armed Forces intervened in Maldives in 1988 to rescue President Gayoom from a coup attempt and restored democracy.

(d) Indian Peace Keeping Force assisted peace operations in Sri Lanka unmindful of the costs to itself.

(e) In all these external operations, Indian troops have never been deployed in the countries assisted for more than the minimum required period & have withdrawn unilaterally in all cases.

15. **Disaster Management and Humanitarian Relief.**

(a) While being operationally committed, the Defence Forces continue to be the ultimate responders of the Nation for disaster management and have been at the forefront in providing succor and relief. Whether, it was Nepal, our South Eastern neighbors during the Tsunami, Sikkim, Assam, Chattisgarh, Jharkhand, Utrakhhand or any other state, affected by natural calamities, our forces have displayed utmost professionalism in rushing to the aid and relief of the victims.

(b) Our **Territorial Army units** have contributed immensely to **re-forestation initiatives** and have transformed large swathes of land which had been ravaged by natural and man-made disasters. In the eco-sensitive zone of Siachen we have taken initiatives to dispose the waste which has been created since the commencement of the conflict.

Upholding Core National Values.

(a) **Nourishing Democracy.** Indian Defence establishment has contributed significantly to **nourishing democracy** by its high standards of professionalism, dedication to duty and exemplary norms of discipline. Indian Defence Forces are the last resort in dealing with civil strife, when it goes beyond the capability of other instruments available to the government. The impartial face of the Army is evident while countering sectarian clashes, terrorism or insurgency. The Indian Army plays a stellar role in character building of the youth of the nation inculcating the **core values of equality, justice and secularism** as enshrined in our Constitution.

(b) **A Symbol of Integration.** The Armed Forces have been a symbol of unity and secularism through turbulent times faced by the country and have fostered the spirit of One-India, like no other organ of the state because of their all India identity. The Armed Forces in general and the Army in particular have maintained their ethos; an ethos that has proved to be a strong fabric for National Integration.

(c) **Construction of Infrastructure in Remote Border Areas.** The Indian Army has also been involved in the physical aspect of national development. The **Border Roads Organisation (BRO)** has made significant contribution in connecting the far flung areas of the

country with the national mainstream by construction of roads over some of the most inhospitable terrain of the world. Thousands of kilometers of roads have been paved and maintained despite life threatening conditions, thus providing valuable connectivity to inaccessible parts of the country. The development of such infrastructure and connectivity has also provided employment and vocational opportunities to the local populations, thus integrating them with the National main stream.

(d) **Military Civic Action.** In remote and disturbed areas, the Army has undertaken military civic action projects like repair/construction of roads and bridges; installation of micro hydel projects; running of schools and vocational training centres and construction of 'model villages'. The endeavour of the Army has been to create projects that empower the people, emancipate the women, channelize the creativity of the youth, and improve the general health standards of children and the populace. These projects provide employment opportunities for the people as also a stable platform for civil governance to reassert itself.

(e) **Discipline and Nationalism in the youth through NCC.** The **National Cadet Corps** is engaged in grooming the youth, imbibing in them the qualities of discipline, selfless service and the spirit of nationalism. All the ideals that shape our forces are instilled in the young minds to develop their character, through qualities like comradeship, discipline, leadership, secular outlook, spirit of adventure and ethics of selfless service. As a part of our welfare measures the Armed Forces run many schools and other institutions to provide education and vocational training to our children, thus contributing to positive empowerment of a sizeable numbers of youth in our country.

(f) **Contribution in Sports and Adventure.** The Indian Army is also at the forefront in **sports and adventure** activities. Colonel Rajyavardhan Singh Rathore and Subedar Major Vijay Kumar have made the Nation proud by winning silver medals in the Olympics while our personnel have excelled in various sports domains including sailing, athletics, boxing and rowing. Likewise, our intrepid mountaineers have successfully summited the most difficult peaks in the Himalayas bringing out the importance of a culture of adventure. These contributions have brought glory to the Nation while enhancing the culture of sports in our youth.

(g) **Ex Servicemen.** They are a trained and disciplined force which have contributed to Socio Economic Development in rural areas in all corners of

India, adding to integration and the idea of the Indian Nation.

Inculcating Professionalism.

Professionalism is the bed rock of any efficient Military Force. The Indian Armed Forces are no exception. The professionalism that they have constantly displayed in a wide range of activities, while based on the concept of 'Naam', 'Namak' and 'Nishan' i.e. 'Be Honourable'-'True to your Salt' – 'Uphold the Flag', as referred to before, is a product of a well structured and elaborate system of Military Training and Military Education.

Basic Education. This is the basic pre-requisite of educational standards that a soldier or an officer must acquire through the civil education system before he joins the Armed Forces. This provides the common base on which the professional skills and knowledge needed by the Armed Forces is built.

Professional Military Training. This largely focuses on the instructions imparted to personnel to enhance their capacity to perform specific tasks, primarily through the 'Psychomotor Domain'. The Indian Military like other militaries has a vast institutionalized training system imparting initial and specialized training in a large number of training Institutions ranging from Regimental Training Centres, National Defence Academy, Indian Military Academy, Officers Training Academy to specialized training institutions.

Professional Military Education (PME). Professional Military Education helps to develop the habits of mind essential to a military professional's expertise in the art and science of war. Professional development is the product of 'a learning continuum' that comprises basic education, training, experience and self improvement. Professional Military Education has three overlapping intents i.e. to develop a 'strategic thinker', a 'strategic leader' or a 'senior leader for a specific function'. Military Training and PME are however not mutually exclusive and almost all training instructions and programs have elements of training and education in their curriculum. However, Professional Military Education is primarily imparted through higher education in civil institutions like the Indian Institutes of Technology, Indian Institutes of Management, Army War College, Defence Services Staff College, College of Defence Management and the National Defence College. Officers are also encouraged to achieve specialization in their chosen areas of interest by completing M Phil and Phd degrees from various universities.

Professionalism Through Inviolable Fundamentals.

Development of professionalism in the Indian military is also based on a set of inviolable basic principles which are imbibed by all ranks as they develop from their basic education to Professional Military Training to Professional Military Education through various institutions. These are:-

(a) **Apolitical Orientation.** Despite being a very large force and having neighbours where at times armies have played an interventionist role in governance, the Indian Military has scrupulously kept away from the political arena and displayed unwavering loyalty to the elected government. The Military has **progressed professionally** due to its **apolitical nature** while the nation has been able to maintain its **democratic character**. With its **professional growth**, it has added credibility to India's deterrence, reducing the possibility of conflict and assuring an environment for economic growth and progress of the nation.

(b) **Role Separation.** Indian Military has also imbibed a strong sense of role separation between various organs and institutions of the country, strengthening its **core professionalism**.

(c) **Secular Ethos.** Indian military possesses a strong sense of secularism and practices it without any violation or discrimination. This has helped it to maintain its cohesiveness and unity of purpose.

(d) **Spirit of Nationalism and Selflessness.** Indian Armed Forces also have the highest spirit of nationalism and selflessness which have facilitated the growth of professionalism within the organization. At the time of commissioning, the **credo of the officer corps** is drummed into every single officer at the Indian Military Academy. This is a message first delivered by Brigadier (later Field Marshal) Sir Philip Chetwode, the Academy's then Commandant, in an address to the officer cadets at the first graduation parade in 1932. It remains inscribed in golden letters at the Chetwode Hall of the Academy through which each officer marches out at the time of his commissioning. It represents what an officer is expected to strive for throughout his life and career:

“The Safety, Honour and Welfare of your Country come first always and every time. The Honour, Welfare and Comfort of the Men you command come next. Your own Ease, Comfort and Safety come last always and every time”.

Professional Evolution to Meet Future Challenges
Emerging Challenges.

(a) **Geo Political Situation.** The challenges posed by the prolonged instability in our region in Afghanistan, the unending cycle of violence and conflict in West Asia, the heightening of tension in South East Asia and East Asia, the fault lines emerging in Euroasia, pose major challenges of uncertainty to future military professionals.

(b) **4th Generation War and Hybrid War.** A major challenge emerging is that of '4th Generation Warfare' (4 GW) – which poses threats which are likely to be increasingly employed by renegade State and Non-State Actors. Conflict will also increasingly present us with hybrid threats, combining conventional, irregular and high-end asymmetric threats, in the same time and space. Terrorism, proxy war, militancy and insurgency are forms of irregular and 4 GW, which is being employed by weaker groups and non state actors to exploit the vulnerabilities of 'stronger' States. These will increasingly take ingenuous forms and means, constantly challenging the expertise of security forces. The terrorist threat is further aggravated by increased possibility of Non-State Actors acquiring **weapons of mass destruction**. Terrorism therefore, including its various manifestations, will continue to invite focused attention requiring earnest cooperation amongst various organs of the State as also between Nations to deal with effectively.

(c) **Net Centric Operations.** Recent advances in Information Technologies have significantly transformed the battle space and the way combat power can be generated by effective linking of the warfighting enterprise. It is characterized by the ability of geographically dispersed forces to create a high level of shared battle space awareness enabling self-synchronization to achieve commanders' intent.

(d) **Cyber Threats.** Cyber space is a critical enabler in modern society, and it is a domain in which technology is proliferating and the environment becoming contested. Cyber threats are already a daily reality and need to be factored in military planning. Cyber attacks by an adversary may be used in conjunction with traditional kinetic energy to shape the battle field and achieve tactical, operational or strategic effects.

Professional Evolution. The emerging challenges require much higher and integrated concepts of professional training and education for future soldiers and leaders. Some areas of focus for this are suggested here :-

(a) **Enhanced focus on PME.** USA has been the pioneer in the field of PME and Joint Professional

Military Education (JPME). As an officer advances in his career the proportion of PME/JPME needs to increase in his education. The Indian Military needs to make JPME and exposure to joint service appointments essential before an officer can attain ranks equivalent to Brigadier and beyond. This is essential to move from single service to joint and integrated structures and operations to meet future challenges.

(b) **Integration with Other Agencies.** Future challenges make it imperative to inculcate and promote coordination and interaction not just between the Armed Forces but also with other agencies of the Government i.e. the Civil Bureaucracy, Paramilitary Forces, Developmental and Administrative Agencies and Intelligent Services. Defence Universities like KDU provide the platform for such integrated education. In India the Indian Defence University (INDU) is taking shape and will focus on Defence Studies, Defence Management, Defence Science and Technology and will promote Policy Oriented Research.

(c) **Linkages with Civil Institutions.** With the concept of Comprehensive National Security evolving it is important that Defence Institutions develop linkages with selected Civil Institutions to be able to give a wider exposure to professional military personnel and vice-versa. Recognition of every training program in the field of Defence and Security by the delivery of a civilian diploma should be aimed for.

(d) **Distance Learning.** Strong impetus needs to be given to a policy of distance learning. This has special importance as Armed Forces personnel are frequently deployed in remote areas for long duration, particularly

in the Indian context. The INDU therefore will have a Distant Learning Department as part of it.

(e) **Contribution to Internal Debate.** Military professionals must be encouraged to contribute in internal debate. This right must be offered to all military personnel, particularly those serving in research or training facilities and institutions. There must also be encouragement to maintain direct links between members of the military community and the Chain of Command. This is essential for military to wholistically understand and face future challenges and is an important part of professional education.

CONCLUSION

The Indian Military represents a model for national development. Its contribution to nation building has been inherent in the fulfillment of its primary function-ensuring the security of India. The Military has also contributed in a major way to the development of core values of liberty, equality and promoting fraternity to assure dignity of the people.

The Indian Defence Forces truly represent the maxim of '**Unity in Diversity**'. The Military will continue to be a **professional, apolitical, secular, disciplined and motivated force** which will provide secure conditions and support the Nation's quest to develop and achieve peace and prosperity for its citizens. However, it has to constantly evolve and ensure that modern concepts of Military Training and Military Education are exploited to the best to meet its professional needs and future challenges posed by a changing world