

The need and scope of policewomen have been necessitated with the rapid increase in the number of crimes in which large number of women and children are involved as victims and as criminals too. Women were brought into the police force as compulsion for police department to provide security to the arrested women and children. It is because women suspects may take advantage from the male dominated functions of the police. Thus, in the beginning police force was in need of policewomen but women were not eager for the police job. Few women of the policemen's family and some uneducated or less educated women who had no option for their livelihood were opted for the police role.

At present the value system of our country has changed. More and more women are getting higher education and also want to be economically independent. They encroach male dominated fields of all economic sphere. They prefer police role as a challenge and prove their caliber. In fact sometimes they do not get any other job of their choice and have to accept the police role as career, if it is available. Due to the problem of unemployment the police role is also not easy to get as it was any before. The government makes the provision of ten percent reservation for women but it is noticed that the proportion of policewomen are negligible. The police department does not realize their need due to the limited use in the police functions practically.

The present study focuses on policewomen's socio-economic backgrounds, their attitudes regarding the police role, their experiences in the police force, their role performance, their commitment, role conflict, their role evaluation, etc. through various chapters. The analysis of the data is supported by different tabulations in all chapters.

The **first chapter** is an introduction. It highlights on the origin of the police system and the status and role of Indian women. It includes some sub-titles like:

1. The Origin of the Police
2. Origin and Growth of Modern Police System in India
3. Inherent Status and Changing Role of Women
4. Women in Law Enforcement
5. Development of Policewomen in India
6. Role and Functions of Policewomen in India
7. Review of Related Studies

The **second chapter** highlights the research method. It includes objectives of the present research. It is put in order like this.

1. Introduction.
2. Objectives:
3. Hypotheses:
4. Universe and Sampling:
5. Techniques:
6. Meaning of the Terms Used in the Study
7. Statement of the Study:
8. Organization of the Study:
9. Limitations of the Study:

The **third chapter** is an attempt to give a picture of the respondents' socio-cultural background. It was a doubt that women opt for the police role are from the lower castes or classes. This chapter helps to understand their socio-economic background which motivated them to accept the police role. The chapter is presented with some sub-titles like:

1. Introduction
2. Women at Work
3. Employment and Occupational Structure of Women in India
4. Factors as the Cause of Women's Employment
5. Profile of the Respondents
6. Conclusion

The **forth chapter** reveals the analysis of respondent's role acquisition and training. It gives the picture that women were forced to opt for the police role by particular circumstances. It includes the respondents' training experiences under the sub-titles as:

1. Introduction
2. Empowerment of Women
3. Changing Time Needs Women to Performed the Police Role
4. Increase of Recruitment
5. Role Acquisition and Training of the Respondents
6. Conclusion

Role performance is an important aspect to analyze any role. The **fifth chapter** focuses on the respondents' role performances and their commitment of the role. An attempt is also made to know their attitudes and ambitions regarding the role. It has been tried to find out their level of commitment: high, medium and low. Their role performance is tried to understand with the commitment score. The chapter is organized as:

1. Introduction
2. Commitment to the Career and Commitment to the Police Role
3. Commitment Towards Family Life and Police Career
4. Performance of Policewomen Role
5. Attitudes and Ambition about the Role Performance
6. Conclusion

This study chiefly emphasized on the lower ranked policewomen. But it was noticed that few policewomen also occupy on the higher rank in Gujarat. They were separately interviewed and presented as case studies. They were posted not for the police department's need like women of the lower ranks. But they have opted the role as a challenge on their own. They are not discriminated and perform the same duties like a police officer do. Therefore, they are studied differently.

The **sixth chapter** describes respondents' role conflicts, job satisfaction and challenges or problems which they faced as young working women. Here, an attempt has been made to understand respondents' job satisfaction with regard to the extent of conflict. It enclosed with sub-titles like:

1. Introduction
2. Organizational Stress
3. Family Responsibilities and Stress
4. Role Conflict
5. Job Satisfaction
6. Challenges to the Occupational Role and Societal Role
7. Conclusion

In sociology, role evaluation is a vital aspect to analyze any role properly. The **seventh chapter** describes this attempt. Policewomen's role is tried to evaluate through some perspectives of those roles that come in contact with policewomen. Of

course, the women criminals are also play a key role to evaluate policewomen's role. But this is a limitation of the study. The reason is that it is very difficult to contact criminals. Therefore, the views that considered in role evaluation that are policemen (their colleagues) and the policewomen themselves

1. Introduction
2. Policewomen's Perspective:
3. Policemen's (Colleague of policewomen) Perspective
4. Organizational Perspective
5. Relevant Others and Society Perspective:
6. Conclusion:

In short, the role of policewomen was limited when their numbers was limited but then as the number increased, policewomen were assign more police roles. According to the rule, policewomen have to perform all the functions similar their male counterparts but practically male police officer generally assign them light duties and sympathetic towards them in performing all police duties.

The last, **eighth chapter** concludes present study with focuses on the significance of the study, its findings and suggests some recommendations. The major findings of the study can be concluded like this

1. Woman is biologically different from man. But the modern trend rightly emphasizes the similarities rather than the dissimilarities. With scientific and technological advancement physical labour is considerably reduced and more mental labour is applied. This makes a favourable aspect paving the way for women's equality in professional fields.
2. For majority of respondents, chief motivation of police job remains to be the source of livelihood for their families. No difference is observed in responses of different groups of the respondents.
3. Working conditions for policewomen are not much satisfactory. But their relation with colleagues in the department is reportedly satisfactory. Majority of the respondents belongs to both the groups seemed to be satisfied with their co-operative relationship with their male colleagues.
4. In the beginning women opted the police role by force or compulsions under special circumstances. The compulsion was chiefly economic, that is raising

livelihood for the family. Socio-economic security is the main expectation for them. But in recent years more and more women come forward for the police job for the sake of enjoying economic independence.

5. The samples of the respondents represent different castes and religious groups. It is noticed that the government policy of the reservation allows the numbers of candidates belonging to S.C., S.T., and O.B.C. to form a good number over those from other castes and religious sects. It is observed that the ratio in the policewomen force is similar to that in the population in real.
6. Explosion of education motivates more and more women to seek career in good profession. When other jobs are not easily available the police job is preferred by most respondents. In this way, the police role does not get priority in their occupational preference. The choice is by compulsion to save one from an abyss of unemployment clouding an aspirant's mind.
7. In fact, about 35% respondents were inspired for the police job for their specific socio-economic situations. But it is observed that those who wished to be economically independent too belong to the lower economic strata. More than 80% of the young respondents said that they just wanted to be economically independent.
8. The data reflect that once policewomen join the police force, it is in a few cases that a person does not want to continue. Yet, he can not leave the job because it gives her economic benefits of various kinds.
9. The research analysis shows a relation with the hypothesis that a policewoman's role is related to her father's or husband's role and their social-economic status. Majority of the respondents' fathers or husbands' had insufficient earning to meet the needs of the family. In case of only three respondents' that the husbands were making good income from their occupation.
10. Limited duties are assigned to policewomen. Suspensions are raised by male officials about policewoman's ability to perform all police duties. These two facts suggest that role of women police is taken as less effective than male police's role. It is observed that most policewomen do not seem to be ambitious about the police role. They accept less risky jobs like office duties. They shy away from adventures or risky jobs.

11. According to the available data, 56.7% of the respondents do not agree that policewomen are more oriented towards family than their occupational role. However, all the other 43.3% expressed that as women they have to take care of their family and household responsibilities. So, they are always in hurry to go home.
12. Generally all working women face role conflicts. In case of policewomen, there are some adverse situations that add to the role in conflict that they confront. As compared to other occupations, it becomes more acute with jobs like night duty, bandobast, escorting women suspects, guard duty, japto, and 24 hour bound to the duty, no holiday, etc. all these duties are time consuming to keep away policewomen from their families for long hours.
13. There was an assumption that male police are prejudiced against policewomen. But the research data reveal that duties assigned to the policewomen are different from those assigned to male police officers. In fact, there are no differentiation formally observed in role performance by the male and the female. But informally there are clear cut divisions are noticed in performance of the police role. Most policemen believe that policewomen have certain physical limitations to restrict them for certain jobs. Policewomen too are of the opinion that due to biological differences they would not be able to perform all duties that men can perform. Hence, it does not count for prejudice against policewomen. It is in fact a type of chivalry shown to them by their male counterparts.
14. It may sound true that policewomen are good for roles like witness for women suspect and other for policemen. In detection of crime, a male police officer finds it difficult to deal with women suspects or criminals practically at a stage of interrogation, search or arrest. Further, when the suspects are kept in the police lock-up over night, there are the chances of either policemen misbehaving with them or of women criminals taking advantage of the situation and alleging even a well-behaved policemen. Thus, it is believed that policewomen play a supportive role to arrest police officers in detection of crimes.
15. There are a few respondents, 6.7% of them, who opined that the quality of working condition and inter-personal relationship at the police organization

are not much suitable to women. Yet some other remaining incumbents are happy with their working condition. They believe that more and more educated women enter the police force and therefore particular behavior is given importance in the job.

16. There was a hypothesis that Indian women of different background possess unique personality traits. The data reveal that this is very much true if she belongs to socially and economically sound family back-grounds. In some cases, high education and boldness make more significant personality traits.
17. It is also true that in the organization double standards exist. It may be the outcome of the ill-defined role for women in the policing. It is quite natural. Generally male police is labeled as vigorous, and women are believed to be as inferior to them. While most policewomen do not accept the police role as challenge but try to escape hard duties on the excuse of being feminine, they are bound to suffer with lower status.
18. It is believed that women are not emotionally and physically equipped to handle the police job with efficiency. It is noticed that to the some extent it may be true, but not always. Some policewomen are eager to perform all types of police duties. But they are not assigned those duties. We have examples of successful policewomen like Kiran Bedi (Delhi) and Githa Johri (Gujarat) who have proved them efficient and effective, by undertaking adventurous jobs on police.
19. Evaluating policewomen's role, 56% of policemen believed that policewomen are dependent and inferior to them in police work. While 68% policemen considered policewomen equally to male police.

Initially, the police role remained unattractive for women. However, the research data reflect that for last ten years, many women seek jobs in the police force. Even then the fact remains even today that the police role is not the first choice for many career women except those employed in higher ranks.

-----

# CHAPTER: 1

## Introduction



Man and woman are born equal as creation of nature. It is well established in the Vedas and Upanishads that both are equally significant to carry out the functions of human life and worldly affairs. In fact, the Indian philosophy views "women as participator or performer of dharma", functions of life on equal footing with men, say as "sahadharmacharini". In the Vedic times, she used to participate equally in religious rituals, political affairs, social commitments and academic pursuits. They eventually evolved as equally brilliant, efficient and significant component of human functionary. Conventionally, a woman has been ascribed a divine status of "Shakti", the power that runs life. Without woman's presence is perceived as of no worth. Both man and woman are inseparable and inevitable as the "Ardhanareshwar" form of Lord Shiva signifies in the creation, sustenance and destruction of life on the earth. Hence, a dire need is emphasized conventionally coupled with religious connotation to pay due honour to feminine presence. It is very clearly emphasized in the Vedic aphorism. "Yatra naryastu poojante ramante tatra devatas" meaning, Gods stay with cheer and pleasure at a place where women are duly honoured (worshipped)

However, during the decadence of Hinduism followed by the Dark Ages of ages long slavery under foreign rules, India witnessed many inhuman notions sipping into people's attitudes and thinking. One major notion was related to undermining the strength and significance of women's presence in the family and society. This in turn cultivated among men an attitude of negligence of women and complex of superiority over women. Man, being physically stronger than women enjoyed all powers and privileges in the family and the social structure. Even in the politics and security or defence mechanism woman's presence was perceived as unwanted, useless and even a hurdle. Specifically, looking at police departments in India, woman's presence was almost insignificant. It is only very recently that persons like Kiran Bedi claim a noteworthy and inevitable space in the police departments. As we know, the police department keeps a separate unit of women police personnel to deal with women related crimes that arise in a society.

"Policing is also social service from a position of power" said Kiran Bedi, a celebrated policewoman of India on the issue of a police person, society and power relating all three in view of a woman's role in the police department. I would use the

term “police person”, rather than the usual term “policemen” to incorporate woman’s presence in a traditionally held to be a male dominated police department. There is another pertinent remark by Gro focuses that specifically on equality of women:

“There isn’t a single country in the world -not one- where men and women enjoy completely equal opportunities... that is why we must change attitudes and policies The aim must be to give each and every human beings greater freedom to make choices about their own lives.. ”(Gro Harlem Brundtland, Prime Minister of Norway, remarked at the Fourth World Conference on Women, Beijing, 1995.)

Women’s section is now ascertaining their problems and their share in the power structure of the police department in India. One of the objectives of the study is to focus on the psychology that gets reflected through the responses imparted by the police personnel. To help the study, an overview of the history of the police system in India is required.

Ever since man organized himself into a community and subordinated his individual freedom to collective authority, police as an organization came to be known to exist with the sanction of the community. But as the civilization grew and science and technology increasingly shaped the human living brought about through industrialization as well as rapid urbanization, the human society developed an anonymity in which the old ideas of policing were no longer valid. The concept of police as an agency ensuring security to the individual in the enjoyment of his individual rights had to be enlarged to include the function or duty of upholding the public moral Modernization led to disappearance of normal constraints of a closely-knit society like religion, custom, public respect and collective conscience. But these were essentially conflicting functions and their discharge put the police in an enviable position and earned for them the displeasure of the very society that created them. With growing complexities of society, the task of balancing these opposing tugs became increasingly difficult responsibility on the part of the police Though in every democratic society law and discipline are perceived widely to be still consistent with individual freedom, people are not inclined to agree with the view. This may cause apathy among people showing non-cooperation and fit suspicion to the role of the police

## 1. The Origin of the Police:

The year 1829 is regarded as the key date, in the history of the Anglo-American police. In this year, Robert Peel introduced the Metropolitan Police Act in the British parliament, the first recruits begun walking their beats in London in September of the same year. It was a culmination of a series of failures to legislate to set up new police. At least eight previous abortive Acts enquiry, and committees had failed. Depending on one's historical perspective one can stress as antecedents for this historic move the breakdown of the old local constable and watch systems, and their inadequacy in dealing with a burgeoning urban industrial society or the threat of public disorder. There had been the anti-Catholic Gordon Riots in the 1780s and the massacre of Peterloo in Manchester in 1819. As Heidensohn views the USA too was also a turbulent society at this time with the particular problems of a new, frontier society, expanding its boundaries and drawing in migrants with diverse backgrounds (Heidensohn, F. 1991).

By 1830 the London force numbered 3300 men, and by 1839 the boundaries had been set with various changes, which were to last it for a century (Chritchley 1978. 57) More importantly, the 'new police' had already begun to be a model for many imitators. 'London's Metropolitan Police ..was the first modern police force in a nation with representative government' (W.R.Miller 1977. p.9) Miller highlights a number of novel features which distinguished London's new police: preventive policing, co-ordination and collective effort, pervasiveness and visibility (ibid ). As he points out, a delegation from New York visited London in 1833 to assess the new force and eventually after 'a decade in New York marked by social disorder and increasing discussion, adopt on of a London model police force' was accomplished finally in 1845 (Miller 1977: p 10). Although Boston was the first to have the preventive police in 1837, their numbers were small and there was no continuity between night and day watches

## 2. Origin and Growth of Modern Police System in India:

The police system in India had its origin as an after effect of the 1857 mutiny by Indian soldiers in the British army. The mutiny shook the rule of the East India Company in India to its roots and if it would have succeeded the British government

in English saw it as an inevitability to exert stronger and direct control over the people of India through a well established organization that can stay closer to the people twenty four hours a day and seven days a week. Such an organization would serve as an effective watch tower device to spy on anti government moves that may sprout among the Indian subjects. Hence, they devised the police system with this objective in mind. It was affected under the pretext of the social obligation that the British government was eager to fulfill to the people of India. Hence, the proclamation to that effect was devised with words with glossy and sugar coating to deceive people's apprehension.

The Indian Police was first established in British India by the Governor General, Lord Cornwallis (1786-93). They worked under the supervision of four police Superintendents stationed in Kolkatta, Dacca, Patna and Murshidabad. Gradually a Superintendent of Police was appointed in each district, under whom there are Deputy Superintendent of Police for each sub-division, Inspectors of Police for a group of 'thanas' called a circle, and sub-inspector of police in each 'thana'. The sub-inspectors have constables under them. All these are paid by the state and are collectively responsible for the maintenance of peace and order within their respective areas. In villages there are 'chowkidars' or watchmen, who are paid small sum of money by the government, to keep watch on known bad characters and inform the thana officer of any criminal act within the village.

The royal proclamation of 1858 declared, "We hold ourselves bound to the nations of our Indian territories by the same obligation of duties which bind us to all other subjects. In their prosperity will be our strength, in their contentment our security; and in this gratitude our best reward" (Trilok Nath, 1978). In order to achieve the aims and objectives of this proclamation, it was necessary to organize, activate and develop effective system of administration. In fact, the reorganization of the police was already under discussion since the above dispatch of the Court of Directors of 1856 though with a different objective and a new police act was already been passed in Madras in 1859.

A police commission was appointed in 1860 which was told to bear in mind that "functions of a police are either protective or repressive functions of a civil police from functions purely Military, may not always in India be very clear" A bill

prepared on the basis of a draft submitted by the commission on 8<sup>th</sup> September was introduced in the Council on 16<sup>th</sup> March, 1861, forming the Police Act (V of 1861) and came into force from 22<sup>nd</sup> March, 1861. It laid down under Section 3 and 4 of the Act that the administration of the police of a province be vested in an Inspector General of Police, and Deputy and Assistant Inspector General of Police and that of district under Superintendent and Assistant Superintendent of Police under "The general control and direction" of the District Magistrate. There was no such connection between the Magistrate and the Police in the system established in England from 1829 onward and the Court of Directors had advised against it in 1856, but the mutiny had made this arrangement necessary for the simple purpose of utilizing the police primarily for the maintenance of the British rule in India.

The police commission of 1860 recommended the abolition of the military police as separate organization and the constitution of a single homogenous force of civil constabulary for the performance of all duties. They thought that the military arm of the police was not capable of performing every kind of policing and was a sheer financial waste. They felt that a well-organized civil constabulary would be able to perform all duties, which were hitherto assigned to military police and would cost less. Politically also, the civil constabulary, they thought, was less dangerous than the military police that were really native soldiers. For uniformity of general management and unity of action, there was to be an Inspector General of Police at the head of police in each province. At the district level, the police was to be under a Superintendent of Police, who, in large districts, would have an Assistant District Superintendent of Police, both the Head Constables, Sergeants and Constables being in charge of a police station and the Inspector of a group of stations. As regards the commissioners, it was recommended that they should cease to be Superintendent of police, though they were to exercise general control on the criminal administration and the District Magistrates. On the subject of relations between magistracy and the police, their conclusions were that no magistrate of lower grade than the District Magistrate should exercise any police functions. In the case of District Magistrate, they thought, "It is expedient to deprive the police and the public of his valuable aid and supervision in the general management of the police matters." As regards the village police, the commission remarked that in no part of the country, the village watchman was very efficient, on the other hand in some parts he was definitely

inefficiency and degraded. However, the commission recommended their retention. The draft bill on the basis of Madras Police Act, submitted by the commission, became law as Act V of 1861 and gave the country for the first time the so called organized constabulary for police functions.

On August 17, 1860, the Government of India appointed a commission to enquire into the whole question of police administration in British India. The terms of reference specified:

1. To ascertain the numbers and the costs of the police and quasi police of every description at present serving in each provinces throughout the British territories in India, who are paid by the Government from the general revenue.
2. To suggest the Govt. any measure where by expenditure may be economized or efficiency increased in the existing police forces.

The commission had six members and it submitted its first report to the Governor General in Council, which received the assent on March 22, 1861. The commission recommended that army should be relieved from all police duties and law and order should be maintained by the civil power. This civil power would necessarily be with the police who would work under the order of the Chief Magistrates of Districts in whom police and judicial functions were combined. The provincial Governments were required to prescribe and supply uniform to all the incumbents specified for each of them.

The principles of police as evolved by Sir Robert Peel were carefully studied so as to incorporate their best points in the Indian police system. The guiding principles that motivated the police can thus be summed up as:

1. To prevent crime and disorder, as an alternative to their repression by military force and by security of legal punishment.
2. To recognize always that the extent to which the cooperation of public can be secured diminishes proportionately
3. To recognize always that to secure and maintain the respect and approval of the public means also the securing of the willing cooperation of the public in the task of observance of law.

4. To seek the preserve favors not by pondering to public opinion but by constantly demonstrating impartial service in law, in complete independence of policy.
5. To use physical force only when the exercise of persuasion, advise and warning is found to be insufficient to obtain public cooperation to the extent necessary to secure observance of law or to restore order.
6. To maintain at all times a relationship with the public that gives reality to the historic tradition that the police are the public and that the public are the police. The police being only the members of the public who are paid to give full time attention to the duties, which are incumbent on every citizen.
7. To recognize always the need for strict adherence to police executive functions, and to refrain from ensuring to usurp the powers of the judiciary of avenging individual and the state.
8. To recognize always that the test of police efficiency is the absence of crime and disorder, and not be visible evidence of police action (Trilok Nath, 1978)

The police commission of 1860 recommended the abolition of the military police as separate organization and the constitution of a single homogenous force of civil constabulary for the performance of all duties. They thought that the military arm of the police was not capable of performing every kind of policing and was a sheer financial waste. They felt that a well-organized civil constabulary would be able to perform all duties, which were hitherto assigned to military police and would cost less. Politically also, the civil constabulary, they thought, was less dangerous than the military police that were really native soldiers. For uniformity of general management and unity of action, there was to be an Inspector General of Police to head the police in each province. At the district level, the police was to operate under the Superintendent of Police. In large districts, he would have an Assistant District Superintendent of Police. Both these officers would have subordinate staff like Constables and Sergeants. Constables were put in charge of a police station and an Inspector headed a group of stations. As regards the commissioners, it was recommended that they should cease to be Superintendent of police, though they were exercising general control on the criminal administration and assume the office of a

District Magistrates. On the subject of relations between the magistracy and the police, the conclusions drawn were that no magistrate of lower grade than that of a District Magistrate should exercise any police functions. In the case of District Magistrate, they thought, "It is expedient to deprive the police and the public of his valuable aid and supervision in the general management of the police matters." As regards the police in villages, the commission remarked that in no part of the country, the village watchman was very efficient; and in reality in some parts he was certainly inefficient and degraded. However, the commission recommended their retention. The draft bill on the basis of Madras Police Act, submitted by the commission, became law as Act V of 1861 and gave the country for the first time the so called organized constabulary for police functions.

The police in India was organized in the present form after the promulgation of the Indian Police Act (Act V of 1861). Expecting minor amendments and the enforcement of specified areas and disciplines, particularly the armed components, this Act, in its original forms, has continued to be the sheet anchor of the police in the country. Naturally the system has developed and become more complex and more highly organized as the work for which it was designed has grown in volume and increased in time of difficulty and subtly. However the Act that regulates the organization, the recruitment and the discipline in the Indian police is still the Act V of 1861 and it provides for the creation of various state police organizations under the supervision of the state governments to be administered by the Inspector General of Police.

The Police Commission further recommended that a civil Police Force should be formed in every part of India on the model of the British Constabulary and it should be organized on the provincial basis. The police powers of the Commissioners be abolished and for each province the Inspector General of Police should be appointed to be accountable to the provincial Government.

Ravi Bahadur Sakhni Chand was the first Indian Officer to join the Police as Dy. Supdt of Police. In 1912, a commission was appointed the accepted in principle the eligibility of Indians to appear for the open competitive examinations. On August 20, 1916, the Secretary of State declared, in the House of Commons, for "increasing association of Indians in every branch of administration". As a result of the



Government of India Act of 1919, competitive examination for recruitment to the Indian Police Service began to be held simultaneously in England and India. The significant development that occurred in the Police organization in India during the last century was the gradual Indianization of the superior ranks. In 1912, the Royal Commission under the Chairmanship of Islington was appointed to report on the organization of the civil services with special reference to the existing limitations on the employment of Indians. The commission devoted an important section of its report to the police service and it may be noted that it recommended that the distinction between the Imperial and Provincial Police Service should be maintained and it made the first official use of the term "Indian Police Service".

The Indian Police Service was finally established in September 1948, following the independence of the country. As such it sounds like the heritage of the British Indian Police. Yet as an all India service it is largely managed by the Central Government and the U.P.S.C. Sub-section (4) section (3) of the all India Service Act, 1951 that empowers the Central Government in consultation with a State Government to formulate rules regarding the Indian Police Service

The partition of India in 1947 left a scare in the body politics of the country. It left the entire administration in a totally shattered shape. The period preceding the independence marked usual stress and strain of trial and tribulation of censure and praise for the police in India because of the World War II and historic "Quit India" movement in August 1942 called for tight internal security. In successive campaigns of civil disobedience launched by Mahatma Gandhi and in the midst of the growing frustration in the country, it fell on the lot of the police in India to face the sullen mood in rising indignation of the people. This swelled so high in 1947 that when Lord Mountbatten assumed the viceroyalty on March 24, 1947, he had to take Gandhi and Jinnah in confidence and manage a joint appeal issued on April 15 by them in order to hold on the discontentment of the masses. The appeal goes like this.

"We deeply deplore the recent act of lawlessness and violence that have brought the utmost disgrace on the fair name of India and greatest misery to innocent people, irrespective of who were the aggressors and who were the victims"  
(Trilok Nath, 1978)

The mood of the country and the problems that the police faced at the time of independence can be summed up:

First, the British bequeathed to the independent India a structure of the police system, which had remained unchanged since the 1861 reforms.

Secondly, the perceptions, attitudes and approaches of the British policy makers towards the police and the public crept in their existing forms into the structure of the Indian police.

Thirdly, the Britishers also bequeathed a concept of the rule of police.

Fourthly, the enjoyment of Independence held under the shadow of grief of partition and subsequent communal rift and riots gave the police system a grave dimensions.

Lastly, on the eve of the Independence, the police was rendered as a completely untrained and exhausted force to cope with the burden of free India. It was too ill equipped and deficient in manpower to shoulder the new responsibility (Trilok Nath, 1978)

When the colonial domination was replaced with the democratic rule of Indians the police affairs began to be handled under the control of the Ministry of Home Affairs in the centre and in the provinces by a respective Home Department. The Inspector General of Police was appointed as responsible officer in charge. Thus the Independence brought revolutionary change in the political structure of the country. But it affected nothing substantial in the police organization except its continuation monolithic expansion.

According to the Constitution of India, the police are termed as a state subject. States have exclusive power over their control and regulation. The Central Government may enter the police field only in connection with establishing and maintaining a 'Central Bureau of Investigation' and 'Central Intelligence Bureau' besides the administration of centrally administrated territories and units of Central Armed Police Units. The State has retained control over raising, maintaining and directing the functioning of the police forces.

The Union Government through the Ministry of Home Affairs has played an important role in formulating the policies of the police administration. The Minister of

Home Affairs, Government of India convenes annually a conference of the Inspector general of Police from all states. This group serves without any formal authority as a forum for the discussion of mutual problems and setting forth the police directions for the guidance of State Government and the police forces across the country. The Home Ministry from time to time provides special assistance in cash, kind and personnel to those states which place in intent for assistance. In the year 1995-96 the Government of India provided special assistance by deputing experienced officers of Uttar Pradesh, Rajasthan and Madhya Pradesh. Similarly, during the police revolts of 1973 and 1979 the Home Ministry sent a team of experts to Uttar Pradesh and other states for reorganizing the police. Later on, the Third Police Commission of 1978 extensively toured the country and assessed the problems of various states and their police system which were well projected in its report. The report has since been released in eight volumes and tabled in Parliament.

Policing in India is developed variously. However, the landmark in the growth and development of police was reorganization of the Railway Police in 1952. The then Director, Intelligence Bureau was asked to study the functioning of the Railway Police. The recommendations made by him were actively implemented. A special Armed Police known as the Railway Protection Police was set up in every state in 1946 for the specific task of securing the safety of railway tracks. In 1959, the force was replaced by a statutory force known as Railway Protection Forces which came under the control of the Railway Board.

The history witnessed several occasions when the police force was put to use in the time of widespread crises. For instance, during the World War II, the armed police was temporarily deployed all over the country in a large scale. It was further experienced in 1947 that the commitments of the army were continuously increasing. In 1950, a Committee of Inspector General of Police suggested standardizing the pattern of Armed Police Battalions and its recommendations were widely accepted. The Central Reserve Police and the Assam Rifles were further strengthened and augmented.

Further, the necessity of the home guards organization was first felt in 1946 when Bombay City was gripped in a series of serious communal riots. It paved way for the nation wide formation of the Home Guards Organization. It has since then

progressed considerably and has played a vital role in the maintenance of law and order supplementing the state police.

The growth and development of the police since the Independence has been phenomenal. Its importance was first realized in 1946 when there were partial strikes and communal violence rocking the country. In 1947, a network of inter state wireless system was organized. In 1950 the Central Wireless Inspectorate functioning under the Ministry of Home Affairs was redesignated as the Directorate of Coordination of Police Wireless. Then the Technical Standards Committee 1959, and the equipment standardization Committee 1960, recommended a uniform pattern for State Police Radio organization and their equipment. In almost every state, all police inspectors' posts and some of them situated in outlying sensitive areas were brought on the radio grid. The Police Reorganization Committee 1976 recommended the connecting of all police stations with the wireless. It has since been achieved to a considerable extent.

### 3. Inherent Status and Changing Role of Women:

Women in a police department used to be shocking news at one point in time raising everyone's eyebrows. It invited skeptic and resentful apprehension from all corners Neera Desai says,

“Ideologically women was considered a completely inferior species, inferior to the male, having no significance, no personality, socially she was kept in a state of utter subjection, denied any right, suppressed and oppressed; she was further branded as basically lacking the ethical fibre. The patriarchal joint family, the custom of polygamy, the purdah, the property structure, early marriage, ‘sati pratha’ or a state of permanent widowhood, all these contributed to the smothering of the free development of women” (Desai, Neera & Patel, 1985)

A historical study of woman in India reveals that there were distinct stages of rise and fall in woman's status. As mentioned earlier, woman enjoyed a very high status in the Vedic times. She had as much rights to enjoy in her life as man had. Woman was man's friend, his co-worker and never his inferior. She enjoyed the equal property rights and had access to the property of her father and husband. Woman in the field of intellect too remained man's equal. She used to discuss political and social problems freely with men. She composed and chanted Vedic hymns at the holy sacrifices. In matters of selecting their partners in marriage women had equal rights.

Pre-puberty marriages were unknown and there are references made to 'swayamvara' marriages, where women were given chance of selecting their partners. Widow marriage too was in existence. Women also had the privilege of adoption.

After the Vedic period the position of women deteriorated considerably. Looking to the growing crises and insecurity for women, the Hindu law giver Manu saw it wise to make woman entirely dependent on man. It eventually subjected her position to the authority of a father, husband and son during different stages of life as the daughter, the wife and the mother. His dictum was that "for women there can be no freedom at any stage of life" (Mishra, Saraswati 2002). Such a position of women continued through out the Hindu regime that constantly confronted threats of foreign tribes. It was reinforced by the Muslim masters whose customs and tradition were noted for the complete subordination of woman by man considering women inferior to men.

The Indian woman was treated as an appendage of man with a distinct and meekly accepted conception of her family duties and obligations. She had not even the haziest awareness of her rights in the early years of British rule in India. The decline in the Indian women's status was reflected in the customs relating to marriage, religion and property, widowhood, dowry, role in the family, basic attitudes with respect to the social image of women, etc.

Even though this position continued in the beginning of the British period, the spread of English education which was perpetuated by the British in India with a political motive brought into the cultural life of India intermixture of western and eastern cultural values that enabled women to be sensitive about their subordinate position and realize them to regain their legitimate status. Number of Hindu revivalist organizations, such as the Arya Samaj and Brahmo Samaj gave a great impetus to the awakening womanhood.

The wind of reformist thinking blew in the nineteenth century. It was initiated by Raja Ram Mohan Roy, Ishwarchandra Vidhyasagar, Dayanand Saraswati, Kesavchandra Sen, and reformist thinker-activists, who put in tremendous efforts to affect very significant legislative, social and educational changes. Finally, Mahatma Gandhi and the movement that the Indian National Congress led under his guidance further opened avenues of great emancipation of the Indian women in the twentieth

century. One of the important reasons for this change in outlook is the acceptance of the tenets of liberal philosophy brought from the west by Indian elites. The western culture emphasized the principle of contract rather than status, rational outlook of life and its problems, freedom of speech, criticism of authority, questioning of accepted dogmas, and, finally, the recognition of the value of the individual and insistence on the rights of man as opposed to his duties. Such upsurge of the renaissance spirit in India encouraged women's equality and awareness of their strengths.

While in the first half of the nineteenth century, the missionary efforts as well as the efforts of the Indian voluntary organizations led to open primary schools for girls and the second half of the century witnessed a great increase in girls' schools and enrolment of girls. Another significant feature of the last decades of the nineteenth century was the entry of women into professional fields. Due to opening of the women training colleges and the special facilities that the Education Commission of 1882 recommended, women on large scale became teachers. Secondly, many women enrolled themselves into newly opened schools and colleges to qualify as nurses and doctors. Thus, by the end of 19<sup>th</sup> century women were attracted mostly to two professions like teaching and medicine.

An increase in enrolment of girls at schools and colleges on the one hand and women's entry into the two professions on the other hand indicate a marked change that took place in the outlook of men and women in the latter part of the nineteenth century. When one realizes that the beginning of that century did not see any literate woman operating in public, except a few ones belonging to aristocratic houses, it is astonishing that by the end of the century hundreds of thousands of girls were enrolled in the newly opened institutions all over the country and that they were eager to graduate from the universities that were established in the middle of the century. Several celebrated Indian women, like Pandita Ramabai, Rmabai Ranade, Madam Cama, Toru Dutt, Annie Besant, etc. were leaders who worked for the emancipation of women in the nineteenth century. In the last decade of the century, Swami Vivekanand gave a tremendous impetus to the emancipation of women from seclusion and bondage. He said, "That country and that nation which did not respect women have never become great nor will ever be in the future." He emphasized the ideal that through education, women should be enabling to solve their own problems by

thinking independently. Another great Indian figure who lived to be centenarian was Karve who started the 'Hingne Women's Education Institution' in Poona in 1896 in which he imparted training not only in academic subjects but also in domestic economy. Unmarried, married, widowed and deserted women of Maharashtra got benefited from the branches in other parts of the state. Ultimately, he was instrumental for starting the country's first women's university at Bombay (Mumbai) (S.N.D.T.) in 1916. Since then the women's movement in India picked up the momentum spreading awareness to women's empowerment in the present society.

After Independence, the Government of India has taken several measures to hoist the status of women. The different plans, programmes and policies have laid emphasis on women empowerment and raising the economic, educational, health and political participation of women to match that of men. The Committee for the status of women was appointed as early as 1976. The constitution of India contemplates a social revolution brought about through the use of law as an instrument of direct change. The attainment of equality of status for women is implicit in the Preamble, the Fundamental Rights and the Directive Principle of State Policy. The Preamble to the Constitution of India categorically lay down the norms on which the Constitution is framed. These norms are Justice, Liberty, Equality and Fraternity to be established and rendered equally and uniformly to all. The Constitution being the Supreme Law of the land commands the respect from all citizens of the nation whose aspirations and ideals are duly reflected in it. The sanctity and honour of the Supreme Law is vital for the progress of any community. Hence, the Constitutional provisions that enable the women of India to better their conditions and be fitting citizens of a free country need to be looked at.

Law, in free India, is to be accepted and regarded as the basic and inevitable instrument to affect social changes and allow emancipation where necessary. Women have suffered enough under the patriarchy of the Indian society that is heterogeneous in nature with its basic patterns of economic and social inequalities. These inequalities are inherent in the traditional social structure of the Indian society. A right to equality is inherent among fundamental principles on which the new Indian society is built up. The article 14 of the Indian Constitution guarantees "Equality before Law" in other words, right to equal treatment in similar circumstances, both in the privileges

conferred and in the liabilities imposed by law. The development of a society requires full participation by all sections of the population and also demands opportunities for full and free development of women's potentialities.

The year 1975 is a landmark in the history of the women of India and also of the world. The year was announced as the International Women's Year by the United Nations, and was duly celebrated by almost all countries. The general aim of the IWY was to uplift women's status throughout the world. A UN message enumerated that women from all countries and races should come forward to strengthen their position in the society. In order to fulfill this aim the UN later declared the decade of 1975-1985 as the Women's Decade. It planned both long-term and short-term programmes to improve the status of women. The International Women's Year was initiated in Mexico. A historical conference was held in June and was attended by women delegates from as many as 130 countries. Through international conferences, congresses and seminars, the International Women's Year helped in arousing interest and concern among individuals, groups, professional bodies, nations and the world community at large to pay more attention to women's problems (Jha and Pujari, 1998)

All the above mentioned invokes eventually resulted in revolutionizing the traditional status and role of women of India. Techno-social changes, which were accelerated in the Indian society, particularly since the independence, not only provided opportunities for women to receive modern education, but also to access to new avenues of gainful employment outside their homes. An important factor that attracts women more and more to employment is the hard economic necessity. Among urban middle and lower middle classes this is the harsh reality. Some women from middle and upper middle classes take up employment to shoulder the livelihood and improve the standard of living of the family through augmenting the family income. Steep rise in cost of living, aspiration of high standard of life and the new training and exposure received in schools, colleges and other institutions caused among women of middle and upper classes willingness for gainful employment. The educated women looked for white collar jobs whereas the uneducated and less educated rural women or women of weaker sections carried on with manual type of work. Under the pressure of economic needs, the opposition of the male counterparts



to gainful occupation of women is steadily diminishing even among orthodox and conservative groups.

For considerably long time, teaching profession, particularly at a level of primary education, was considered the only suitable occupation for women outside their homes. Teaching was perceived as historically and socially congruent with their traditional sex roles. The profession of nursing too undoubtedly attracted women's attention. But, as Rajagopalan points out, mostly either destitute women or widows preferred to go for it (Rajagopalan, 1965). The structure of nursing profession required an incumbent to keep closer contacts with men at odd hours. It was perhaps for this reason that initially nurses had to suffer a kind of social stigma. However, the nature of work was consistent with their traditionally 'expressive' roles.

In the 6<sup>th</sup> Five year Plan emphasis was laid on raising the employment status of women. The 7<sup>th</sup> Plan emphasized the need for Human Resource Development in Women. The 8<sup>th</sup> plan aims at enabling women to function as equal partners and implement social legislation for women effectively. The 9<sup>th</sup> Plan has identified improvement of women as objective. As the time passed, an increasing number of educated women started taking up jobs, such as, secretaries, clerks, typists, stenographers, telephone operators, receptionists, sales girls, air hostesses, actresses, physicians, lawyers, social workers, etc. The educated young girls and even married women are now competing with men for various positions. Some women work not because they have to, but they like to. It is their choice that counts more. However, economic conditions still compel women to seek employment in modern industry to just supplement the earnings of their families. In times of labour shortage they were employed in large numbers. But when the demand for labour receded they were the first to be retrenched.

The biological differences between men and women influence significantly the general perceptions about the potentiality among women. Though a woman is acknowledged to have special talent and abilities, it is man who is perceived as superior in most areas of endeavour. Therefore, men were entitled to number of rights in which women can not claim any shares. There are certain tasks and responsibilities that women are thought to be incapable of assuming. Men lead; take decisions, and command and control the basic unit of a society that is a family. A woman often

contributes her labours on behalf of the family, but only her husband's approval. Thus, her role is widely understood as a married woman's work plan that always remains subject to and secondary to her husband's role. Man is held responsible by a society for a household that bears his name. He as well enjoys authority. Woman is, however, subservient to him in all respects.

These assumptions, taken together, constitute a traditional view of women's role. Largely cutting across the lines set by class and regional differences, they provide a comprehensive framework within which most women are supposed to fit in their lives. As a woman gets into adolescence, she is ideally instructed and mentally prepared for the roles of a wife and mother that await for her in life. In adult life, the homemaker's role comes first, and activities not related to home and children stay secondary (Rangnathan S. 1998).

Recently as the Indian society is going through transition from traditionalism to modernism, working of women outside the home is gradually encouraged. As modern industry came to India after it was well established in other countries, the women of India too were abused and exploited in name of weaker sex on the same pattern as it happened in other countries. Whenever an attempt was made to bring about an improvement in their working conditions, it received strong resistance. The condition of women in India today leaves much to be desired and they are still far below the status of equality with men

If occupational roles involve work with nature or structure inconsistent with cultural norms and interdict women's family roles, they are not likely to be attracted to such occupational roles. The exception would be such roles that ensure that the associated status would be quite high and will have considerable authority vested in them. Any new venture to accept would invite negative reactions, particularly when requirements of job call for women is greater contacts with men at odd hours. Women are offered jobs of receptionists, sales girls, air hostesses etc. Basin views these positions as meant to promote business interests by exploiting their 'sex appeal' (Basin, 1981) The 'visibility' of such roles was obvious. The role performance in such occupations was structured in such a manner that it would push the role incumbent into greater contact with men at odd hours. It is for this reason that such roles are viewed unsuitable for women. 'Adventurous' women usually wishing to take

up such jobs are usually looked down upon. A typical stigma may also be attached to their boldness.

For instance, role of an air hostess has been so glamorous and so highly remunerative that young women are fascinated by it. Similarly, commercialization of sex appeal in modeling and film industry attracted earlier only “deviant” women who had nothing in stake. But, as the job guarantees glamour, fame and money more and more women from cultured and reputed families are fascinated to it. Similarly, several occupational roles like professional driving, traveling, sales agents, defence services and policing involve a kind of work that causes interference with family roles and also demands the role incumbent to play ‘instrumental’ roles that are incompatible with her traditional roles. For reasons like this such occupational roles remain unattractive to women in India. They are labeled as ‘masculine’. The “sex-typing” of certain occupations as ‘masculine’ or ‘feminine’, as Mahajan views has consequences for the persons who possess the ‘wrong sex’ for role assuming and role performance (Mahajan, 1982). According to Merton, the term “sex typing” of occupational roles: “Occupations can be described as ‘sex-typed’ when a large majority of those in them are of one sex and when there is an associated normative expectation that this is as it should be” (As quoted by Epstein, 1970, p.966). In a traditional society of India, when certain roles are earmarked as “masculine” and “feminine”, the role of policing specifically fall within the masculine domain and woman have practically nothing to do with it.

#### 4. Women in Law Enforcement:

At the turn of the century, a movement for policewomen was sponsored by the National Council of Women of Great Britain, the National League of Women Voters, other women’s social groups in the United States of America, and the International Council of Women. They demanded that whenever women and children are reported for crime or any unlawful act before law enforcement agency they must be handled by female officers. Male officers should not be allowed to take statements and interrogate female victims of sexual assaults, or to search female prisoners, or handle cases of runaway women and girls or deal with juvenile delinquents. There was also a growing demand to exclude all male police from the direction or supervision of women prisoners who are frequently made to pass the night in police lock-ups

(custody). Notwithstanding initial setbacks, America led the way and employed women in law enforcement functionaries.

In 1910, the Los Angeles Police Department appointed the first regularly rated police women. Women functioned in quasi-police capacity during the World War I. They were deployed around military training camps in the country to keep away prostitutes. After the War the use of policewomen became a regular feature in the police department.

The deployment of women in law enforcement has been a controversial issue. Even in a country like United Kingdom, an English M.P. described it as an “extravagant eccentricity” upon whose entertainment public money should not be wasted. No M.P. would now daresay as the M.P. said in 1920 that “policewomen had, in taking up this particular work, sterilized any maiden modesty they might have had.” (Aleem, S. 1991) On the other hand, there would be a few today who would deny that if properly recruited, trained and oriented, a policewoman can make a significant contribution in the law enforcement as well as in detective work and also in augmenting positive approaches to the police function..

The history and working of policewomen in the United Kingdom and the United States of America, the pioneering countries in this area, indicates that women in policing confronted with many negative reactions. It is relevant to mention that they were appointed not because the police service wanted them, but the department was pressurized by women activists working for the betterment of women

The question of “women police” was debated at the international level as early as in 1926. The third session of the General Assembly of the International Crime Police Commission (I.C.P.C.) held at Berlin from 27 to 30 September, 1926 recommended, “This question needs to be brought to the attention of all governments and police organizations. It considers the collaboration of women in different activities most appropriate for public welfare (Aleem, S. 1991)”. The I.C.P.C. considers it necessary that women’s collaboration with welfare services may be allowed to combat the traffic of women and associated crime. Since then women have been accepted into police forces of many countries.

The IVth Congress session of the International Association of Children's Judges was held in Brussels, Belgium from 16-19 July, 1954. It was attended by Children's Judges of thirty countries. They expressed that:

- a. In each case when effective surveillance and detection is required, women police may be indicated,
- b. In the fight against juvenile delinquency, "duty" in the police sense of the term should be of secondary consideration, the ideal being to concentrate more on social work as such with the purpose of preventing crime;
- c. Policewomen, however, should become nothing but social welfare workers;
- d. Policewomen should retain their suppressive function, especially in matters considering sexual offences where women and children are responsible for or victim or witnesses of such acts,
- e. Policewomen are particularly useful in the interrogation of juvenile victims of sexual offences.

The working of policewomen in various countries revealed that many aspects of the police responsibilities could be better performed by women. Since a citizen cannot assume this responsibility in his individual capacity the police forces are employed to preserve peace and protect his rights and property. While carrying out these duties, police officers get into contact with public whose welfare and safety are jeopardized by the lawless, the greedy and the irresponsible. Many of these problems do not involve crime like murder, robbery and assault. They are rather cases of harassment, neglect, destitution, abandonment and the like irresponsible behaviour. Yet they remain problems of the police dealing. In these cases most victims are women and children, and police departments need to have patience and sympathetic understanding to deal with them. Normally male police personnel come across hard core criminals and vagabonds who compel them to show roughness and toughness through third degree treatment at the interrogation. Mixing of criminal cases with those of antisocial or inhuman kinds would overlap their behaviour pattern with common defaulters. At this point, role of policewomen proves supplementary to share the burden of the male police. It may help to organize the police function more effectively. The main reason is policewomen possess some special qualities to deal

effectively with women and juvenile cases. Moreover, since legislation and police procedure are at present emphasizing crime prevention and solutions to social problems, such as juvenile delinquency, the areas of police work in which policewomen can be useful appear to be unlimited (Aleem, S. 1976). Central Government and State Governments have issued guidelines to the police personnel for dealing with crimes concerning women and holding of women criminals. The guidelines envisage the role of policewomen as much helping and healthy.

Women were brought into the criminal justice system as a response to social forces in the late 1800s and early 1900s. Rapid industrialisation in India ushered in a number of myriad problems like breakdown of the family, endemic poverty, increase in youth and female related crime, child labor, and social disorganization. The late 1800s also marked appearance of the first significant organized women's movement. Known as suffragettes, they lobbied for voting rights and questioned the notion that "a woman's place is in the home" Under its impact, women began looking beyond homes for self-fulfillment. Mushrooming social problems involved more women and children in criminal offences. This further created a need for women professionals. Eventually, women become more and more involved in police work as a part of wider social developments in a liberated environment of the present age.

The first documented appointment of a woman in the police was reported in 1905 during the Lewis and Clark Exposition in Portland Oregon. The first women in the police were assigned tasks that were essentially custodial in nature. Between 1877 and 1888, 16 cities appointed police matrons to attend to women and children in custody awaiting trial. In 1893, the Chicago police force appointed Mrs. Marie Owen to the detective bureau in order to assist in cases involving women and children. But, this should not be taken as rethinking of the role of women in police work. It appears more like an effort to create a job for a policeman's widow.

However, until 1910, that the first regulatory rated policewoman was not appointed. Apparently large numbers of young women solicited the attention of lumbermen, miners, laborers, and vacationers "on spree." The city fathers of Portland hired Lola Baldwin to help with this problem. Her efforts were so successful that a permanent department of public safety for the Protection of Young Girls and Women was created in the police. Other cities began to hire women police officers,

but the scope of their work was generally limited to cases involving children and women. The role of the women police officer during this period remained compatible with progressive movements for women's rights and humane treatment of young offenders.

Mrs. Alice Stebbins Wells, a graduate theological student and ardent social worker from Los Angeles, believed that protective and preventive work with women and children would be most effective if services were delivered by sworn policewomen. She circulated petition to this effect and then addressed it to the city council and police commissioner. Mrs. Wells's work resulted in her appointment in the Los Angeles Police Department as a fully empowered policewoman in a rank of detective. The appointment of Mrs. Wells attracted wide attention, especially from other energetic women searching for solutions to Americans' social problems. Overwhelming requests for lectures compelled Mrs. Wells to make a series of tours in the United States and Canada between 1912 and 1914. By 1915, at least 16 cities recognized the need for women police officers and included them into the police staff. One woman even became chief of police in Milford, Ohio

It is quite likely that Mrs. Wells' influence affected an increased appointment of female police officers during the period. Most women hired during the period hailed from the social field of work. Their duties included supervision of public places of recreation, responsibility for female suspects, and missing persons. The exposure in social work and nature of the assignments rendered this female police officer as specialized social workers.

Organized feminism evolved as deeply rooted force in American life by 1915. With women's associations springing up in most cities, an idea of organizing a policewoman's society occurred to Alice Wells. In May 1915, 'The International Association of Policewomen' was set up with Mrs Wells as its first president. The Association dedicated itself to provide information to police departments and general public on women police, their search for better standards and improvement in the role of police women.

When the United States entered in to World War I, women were hired to fill vacant police positions and to perform quasi-police functions. They were assigned duties to keep prostitutes away from military camps, return runaway girls, and

supervise amusement parks near the camps. While America's policemen were fighting in a foreign land to make the world "safe for democracy," the policewomen were increasingly caught up in the war effort to ensure safety back home. By the end of World War I, policewomen were employed in over 220 American cities on regular positions.

The third decade witnessed prosperity and economic expansion. The women's movement grew stronger with economic soundness. With it an idea of women in police seemed to have taken a stronger hold. The success of women officers at duties around military camps coupled with the efforts of the International Association of Policewomen aided significantly to the movement to quickly spread it across the country. In 1922, the International Association of Chiefs of Police passed a resolution to the effect that policewomen were indispensable to the modern police department. At the same time, the general public became comfortable with notion crime prevention as a legitimate function of police departments and with the presence of female police officers. Even then, female officers were usually relegated to women's bureau, with promotion restricted only to that unit. The more regretting fact was that policewomen used to receive less pay than male police officers. Such discrimination would certainly affect the motivation of policewomen.

The 1930s was, of course, different time. Unemployment soared high to aggravate poverty and related social ills. The central focus of President Roosevelt's economic policy, the New Deal, was to reduce poverty by creating jobs for men. The underlying assumptions of the New Deal were that wage earners in employment would support their wives and children; and widows would receive an aid for dependent children. Single women did not seem to call for much interest from the federal government. Perhaps Roosevelt's "brain trust" thought that their fathers would take care of them. In such event, police jobs for women nearly disappeared. Further, the International Association of Policewomen was disbanded due to lack of funds.

The World War II fueled the economy and turned wage earners into soldiers. America was ripe (again) for policewomen. In the 1940s, however, women were pretty much limited to the role of auxiliary police. As the war ended and of millions of young men returned, family became the order of the day. The nation experienced a baby boom, and once again a women's place was determined in homes. The



Eisenhower years were characterized by political normalcy and economic prosperity. The primary work of women continued to be the raising children and maintenance of newly built homes in innumerable suburbs. Whether women were actually content with their domestic lots is an open question. But there is no evidence of militancy till about a move to secure paying jobs. The concern of Americans for equal rights and fair employment, was extended primarily to racial discrimination.

In the 1960s, the concern for social justice accelerated. The Kennedy Administration was built on an implicit promise of Camelot, and the Johnson Administration, that followed, was committed to a war on poverty. The post war babies were grown and their mothers were looking for new ways to fulfillment. Younger women showed ability to make choices that was not available to their mothers. A great many of the chose not to marry and not to have children or to post pone having children until their careers were launched and stabilized. Those with young children became working mothers for simple reasons to meet family expenses. The women's movement captured the hearts and imaginations of many American women. Several influential writers with support of the media attention created a movement on the role of a new woman that was unprecedented since the Suffragettes (Heidensohn, F.1992)

At the turn of the century, equality of women was redefined as right to vote. In the 1960s, however, it meant right to work. Once again, general social developments influenced the administration of police services. In an age of "affirmative action", police department were required to show that the absence of women was not a consequence of systematic prejudice against women. Female employees demanded that they should be allowed to do the same work as males and avail the same opportunities of promotion and salary. This situation continues today. Women are more interested, than ever before, to work in areas traditionally claimed by men. The law too is supportive of that right. Whether the police profession will actually become sexually integrated, or whether the events of the past decade will prove to be merely a part of a cycle, the question still remained unanswered. However, the way law shows unprecedented involvement in the civil rights of women and minorities gives a clear indication that women are unlikely to leave the working world to any substantial extent in the future.

Table-1.1 Year of entry of Policewomen in different Countries of the World:

| Name of the Country | The year in which women entered Police Service                 |
|---------------------|--|
| Australia           | 1915 (two women only)  |
| Canada              | 1896 (matrons)<br>1974 (first batch of women police)           |
| France              | 1969   |
| Great Britain       | 1907 (matrons)<br>1916 (policewomen)                           |
| Guyana              | 1953   |
| India               | 1938   |
| Israel              | 1960   |
| Japan               | 1946   |
| New Zealand         | 1942   |
| Norway              | N A  |
| Poland              | 1925   |
| Sweden              | 1957   |
| USA                 | 1845 (police matron)<br>1893 (Chicago-first women in policing) |
| West Germany        | 1903 (policewomen)   |

*Source Ghosh S K , women in policing, 1981*

It is apparent from history, employment figures, and opinions hailed from police departments that women had a great deal of difficulty in moving into police jobs in large numbers. At a few places that commitment was shown to hire women workers and employ them to utilize in potential the police functions. This is so in spite of Title VII of the Civil Right Act of 1964 and the Equal Opportunity act of 1972, which specifically prohibits discrimination against public employees on the basis of sex. The picture is not all bleak. The data shows women have been increasingly employed in patrol work from 1974 to 1978. In New York City, for instance, through the over all numbers of women police personnel decreased. Those on the force were more largely used for general patrol function

The question is why has sexual integration not yet been successful in the police occupation? All available information indicates that for the most part women can perform successfully. Numerous documents of evaluation confirm women's effectiveness in all phases of the police function. Moreover, individually male police, in all ranks acknowledge the ability of women to be good police officers. Resistance of any kind can be explained on the ground of two phenomena: (1) the process of social change and critical role that attitudes play in it; and (2) the impact of the typical

police attitudes that is shaped by the structure of the police organization. In turn, it reinforces its social structure.

In order to understand the critical role that the police attitude plays in preventing women from participating in the police function, it would be good to review how social change takes place. The theory of social change identifies three areas within societies in which change can be initiated; the social structure (the stable characteristics of the societies e.g., government educational system, the family); the technology of society (the accumulated skills, methods, tools, machinery); and the culture of the society (its values, attitudes, ideologies). Change may begin in any one of the areas, and until it is assimilated in all three areas of the society, change does not become integral to part of the fabric of society. For example, courts that form a part of the social structure can mandate a policy of non-discriminatory hiring. But until people incorporate the idea in behavioural pattern permeating value to its implementation, and until a suitable technique or method is devised for it the policy is unlikely to be successful. Attitude of receiving new ideas plays a vital role to affect any change.

The present attitudes of police have been shaped with time in view of sentiments and convictions that prevail among them. The first among them is the inevitability physical strength and bravery, on the part of all incumbent. It is attached historical beginnings of police function as rudimentary and major qualification for a police officer. This belief in the importance of strength and power for the police work has lingered and is, in part, a measure of the limited evolution of the occupation. It is also illustrative of how slowly attitudes die, especially when they are reinforced by the organization.

The second factor to influence the attitudes is the reason why the organization has reinforced these attitudes over the years. Recent researches indicate that the structure of opportunity in the organization determines employees' behavior. The structure results from the hierarchy of the organization. It defines the range and amount of vertical mobility available to job incumbents. In police function hierarchy has always been so rigid that it allows no lateral entry with so narrow a pyramid at the top. Of those promoted many are involved in rare opportunity of arresting street criminals that is more dangerous yet most prized. These are the surest ways to

promotion in most departments. The point is that the police work mostly involves law enforcement. But it has to be noted that the police have to perform service-related tasks.

The lack of attention to meaningful criteria, rewarding an officer's for his arrest record, limited number of available middle management and administrative positions, and historically established qualifications are criteria for the police work—all these factors additionally help to perpetuate such attitudes that policing is a men's work. Moreover, for the first 76 years, since their entry, women employed in police departments too have never challenged such an attitude prevailing in the organization. While they were called policewomen, they function only where their suitability is determined, for youth work and guarding female prisoners particularly women are recognized and accepted by their male counterparts. They are not assigned regular patrol duty or had no activities that prove their potentials and earn those rewards and recognition in the department. As a result, they are deprived of an opportunity for promotion hierarchy.

Women police personnel were assigned the patrol duty first in 1968 by the Indianapolis. It marked the potential for major change in their status. The implications can be best understood in terms of competition and challenge that this new pool of human resources posed to male police personnel. Here, the concept of the opportunity structure of the police department needs to be considered as it allows potential upheaval into the organization. It results when women police personnel challenge the personnel policy of the department to isolate women from many vital aspects of the police work, especially patrol. Relative opportunities tend to create self-fulfilling prophecy carrying a sense of most worthy or rapidly progressing. Compared to male police personnel, women personnel are defined to be suitable for limited assignments only, claiming less value in the organization. Male personnel availed most opportunities and the corresponding rewards and promotion. As women were integrated into the departments since the early 1970s, the competition for positions was widened with women's skills and characteristics to be considered.

The traditional police attitudes implying male domination with jobs of masculine apprehended the presence of female superior as offensive. Male police officers' unwillingness to support women on patrol marks as significant a factor to

qualify their attitude. The data obtained from Washington, D.C , New York City, and other places, officers evaluated women on patrol favourably yet they do not mark any in the conviction of most male police officers that women are incompetent and they lack the stamina and the aggressiveness required for the job. Contributing to these beliefs is the complex some male police display in taking orders from a women sergeant. The idea seems to annihilate self-image. Many of them may see the possibility of women becoming equal co-workers or boss as unpleasant and even unwise.

If the police feel strongly about women is integration into the law enforcement, the community too will show similar response. In the past, the community derived much of its attitude about the police from the police and the media both. Pressure is exerted on the police from the immediate community to conform to equal hiring opportunities as defied by the law. It stems from (1) new federal policies such as recommended standards for employing women found in the National Advisory Commission on Criminal Justice Standards and goals; (2) a growing body of legal decisions on equals hiring and promotional opportunities; and (3)-a widening feminists' orientation in the larger society

For years, policewomen, those too in small number, are used as undercover operatives in subordinate functions. In more recent years they have been assigned similar functions in narcotics units too It is truly a dangerous work At times they have no partner, no method of communication for assistance, and no weapon for protection. Police departments too view it as too dangerous for women to engage in routine patrol, however, that claims high visibility with accompanying authority of the uniform, weapon, and direct communication with the department This task too recently has been counted too hazardous for women to perform

Those departments that have added women to their patrol and other units support their entry with administration and re-socialization strategies so that male officers accepting the presence of women on the force and accept them as officers. Such steps count crucial for raising the level of motivation among women police personnel, and also to enhance the work environment in the department

Each organization creates its own myths and promotes it. It is reinforced by incumbents who dedicate them to the service of the myth The myth, in turn, affects the behavioral pattern of the members This is the technology that police departments

of the nineteenth century operated on. The question is, do we want our police to reflect the police technology of the nineteenth century? The changes recognize the law enforcement as a professional occupation that demands sensible and well-trained people to operate. It has become increasingly important to bring to policing in the full range of the human resource management that is conceived at present in our community. Citizens too expect from the law enforcement agencies higher quality performance, sensible response and a chance of police-citizen interactions. This may become ground to exclude women from the police function. But men too may be found inadequate for professionalism. In fact, attributes of women personnel such as socializing sense, persuasiveness and patience may go a long way in displaying professional attitudes even at hard core police jobs.

## 5. Development of Policewomen in India:

The position of policewomen may become embarrassing in the social order of the Indian society that operates on the axis of stern religious and caste doctrines. Though virtues of justice and impartiality are held high in spirit the practice in reality deeply permeated with notions of inequality and stigma along the times of castes and sexes. The principle of equality has restricted application within certain classes or castes, yet the principle of discrimination does influence the perception of man and woman in a society. The general principle adopted is that rights, duties and liabilities vary inevitably with castes or sexes.

A survey of history reveals that the origin of women police in India may be traced back to Kautilya's Arthashastra. Women were employed mainly as spies and armed women who guarded the harems of kings of Ancient India. There are references to Mauryan Kings who were guarded by Amazons (women guard) trained in the use of swords and archery. It is also reported in the history that in the Northern part of India, trained tribal women resisted invaders bravely alongside their men folk. However, until the 20th Century no specific record is available indicating induction of women in the police organization on a regular basis. Historical sources also mention the use of women police by the British Government in 1919 to aid the suppression of brothels, and in 1938, to handle the labour strike in Kanpur. Police women were appointed in Kanpur. In 1939 policewomen were appointed at Kanpur and it was the first instance in India, but as soon as the strike was over the force was disbanded. The

princely state of Travancore appointed in 1942 one woman police head constable and 12 women police constables, and then after they were regularized in the Police force. It is also reported that few women were appointed in the Port cities of Mumbai, Calcutta and Chennai for frisking duty. Women were also inducted in the police force in greater Mumbai in the year 1939, and subsequently in the district of Sholapur, Kolhapur, and Pune in 1950.

It was only after the Independence that women became a regular feature in the police forces in different states. Following the partition of India in 1947, that caused endless miseries and degeneration to women, it became extremely necessary for the Ministry of Relief and Rehabilitation to appoint women police to affect recovery of abducted women and girls for rehabilitation. Since then there has been regular induction of women police in the state police department in India. It is also seen from the available sources that maximum numbers women police were employed in mostly lowest or subordinate ranks. The need for women police was felt actually as the number of women accused, criminals, and victims increased as involved in crimes like rape, kidnapping, sexual harassment, dowry deaths, etc.

The Indian Police Service (IPS) has recently appointed women in the IPS cadre at par with men. These women incumbents are expected to have similar qualifications and capabilities as expected from their male counterparts. Similarly, the other police based services such as the Border Security Force, CRPF, CISF, NSG, Railway Protection Force and the Home Guards also recruit women in various capacities. Today more and more young women are opting for an unconventional career in the police service. It is no longer a strange sight to see a group of police women handling a riot situation, and performing duties along with men. The duties assigned women in regular police force include:

1. Attending to complaints as duty officers in the Reporting Rooms of police stations.
2. Escorting female accused or under trials to the courts or to lock-ups.
3. Interrogating women victims in case of rape, unnatural deaths of women, family disputes, etc.
4. Performing law and order duties
5. Recording FIRs.
6. Communicating with women victims
7. Traffic regulations
8. Security jobs

9. Supervision
10. Controlling and tackling juvenile delinquents
11. Controlling and Supervising women demonstrators
12. Counseling women victims
13. Mediating in Family Disputes and solving family problems related to dowry, etc
14. Performing miscellaneous jobs

Though women are expected to work with men on equal terms people's perception of their role in a country like India goes beyond a routine job of police personnel. Women police are expected also to play a major role in bringing about social change. They need not copy the behavior pattern of their male counterparts, but need to display a positive attitude to help in sensitizing the police force towards women's problem in society and family. They can also help in upholding values that can enhance the public perception of the police as a whole.

There have been a few women in the police service who have gone beyond their usual jobs of policing. One notable among them is Ms. Kiran Bedi, the first woman IPS officer of India. She has effected about radical changes in the lives of the inmates of the Tihar Jail. With such contribution, she has evolved as the icon of independent woman of India. She was awarded the prestigious Magsaysay Award for her active role in affecting social change in the police function.

The percentage of women in police is much higher in other countries. According to figures published by the International Criminal Police Organization in 1978, the percentage is 2.5 in Bangladesh, 1 in Sri Lanka, 3 in Malaysia, 5 in Philippines, 12 in Singapore, 11 in Argentina, 4.3 in South Australia, 16.5 in Canada, 4.26 in Chile, 3.11 in France and 1.94 in Japan, 7 in England and Wales and about 5 in America. The Police Commission 1978 recommended enlistment of more women in the police force in the ranks of Sub-inspectors and Asst. Sub-inspectors rather than in the ranks of constables. The S I.s and A.S.I.s Should be graduates or Diploma in Social Sciences. The Commission has suggested that provision should be made for the recruitment of widows as policewomen, provided they are fit and qualified for appropriate grade. The National Police Commission in its report presented to Parliament in 1983 pointed out that the total number of women in police force all over the country was 3000- hardly 4 percent of the entire police force.



There are no legal restrictions to the employment of women in police work in any State. On the contrary, Article 15 of the Indian Constitution prohibits any discrimination on grounds of religion, race, caste, sex or place of birth, and Article 16 of the Constitution provides equality of opportunity in matters of public employment.

The higher civil services in India are mainly recruited through a common competitive examination, conducted by the Union Public Service Commission every year. There is no separate examination for I.P.S. Through this civil service examination, the candidates are selected on Merit cum Preference bases for the Indian Foreign Service (IFS), Indian Administrative Service (I.A.S.), Indian Police Service (I.P.S.), and Central Services, Class I & II. Though during the last two or three decades, quite a few women were attracted by this examination, most of them preferred to join either I.A.S. or Central Services. Until 1971, no women entered the I.P.S., though there was no legal bar on their entry, nor were there any discriminatory practices, as well as the case in the United States until 1972. The general feeling was, and still is, that "police work is a men's work." Women are not emotionally or physically equipped to handle this men's job of policing (Peter Horne). However, in spite of this negative attitude, a women candidate (Kiran Bedi) decided to enter into the I.P.S in 1972. This encouraged other women resulting one or more women joining the I.P.S. every year.

All over the world, the use of women in policing has been a slow process. A survey of women police shows that the stages of development are more or less the same. In all the countries, initially, there was resistance from different corners on the entry of women in policing. Further, every country, in the beginning, used policewomen as social workers, to deal with cases of women and juveniles. It was only in the later stages that women police were completely integrated into the police force in developed countries.

In most of the developing countries, the role of women police is mostly that of a social worker, while, in developed countries, policewomen have received the attention of social science researchers and law enforcement agencies; in the developing countries, she has, so far, been completely ignored by them. This has resulted in the fact that though many countries of the Third World are involving women in policing, there is not much information available about them. India is one, which is making an effort to involve more and more women in policing. Nevertheless,

it is only a beginning. It has a long way to go to give a better deal to women in policing.

Table 1 2 Year of Entry of policewomen in the States/Union Territories in India:

| Name of the States/Union Territories |                   | Year of Initial Appointment |  |
|--------------------------------------|-------------------|-----------------------------|--|
| 1                                    | Andhra Pradesh    | 1950                        |  |
| 2                                    | Arunachal Pradesh | 1977                        |  |
| 3                                    | Assam             | 1969                        |  |
| 4                                    | Bihar             | 1952                        |  |
| 5                                    | Chandigarh        | 1977                        |  |
| 6                                    | Delhi             | 1948                        |  |
| 7                                    | Gujarat           | 1948/49                     | Authentic information is not available |
| 8                                    | Himachal Pradesh  | 1975                        |  |
| 9                                    | Jammu & Kashmir   | 1965                        |  |
| 10                                   | Karnataka         | 1960                        |  |
| 11                                   | Kerala            | 1943                        |  |
| 12                                   | Madhya Pradesh    | 1953                        |  |
| 13                                   | Maharashtra       | 1939                        | Greater Bombay                         |
| 14                                   | Manipur           | 1961                        |  |
| 15                                   | Meghalaya         | 1976                        |  |
| 16                                   | Mizoram           | 1987                        |  |
| 17                                   | Nagaland          | 1968                        |  |
| 18                                   | Orissa            | 1961                        |  |
| 19                                   | Pondicherry       | 1974                        |  |
| 20                                   | Punjab            | 1948/49                     | Correct information is not available   |
| 21                                   | Rajasthan         | 1955                        |  |
| 22                                   | Sikkim            | 1970                        |  |
| 23                                   | Tripura           | 1961                        |  |
| 24                                   | Uttar Pradesh     | 1967/74                     | Correct information is not available   |

*Source: Aleem S Women in Indian Police, (1991)*

Compared to developed countries, the entry of women in policing in India was very late (1938, in Kanpur, Uttar Pradesh). The partition of the country had created many problems for the law enforcement agency, in which a large number of women were also involved. During the communal riots protection of the honour and safety of women became a serious problem. There were also large-scale kidnapping and abductions of women. The heavy influx of refugee women created special problems for the Delhi Administration. To tackle them the Delhi police recruited a few women constables and a sub-inspector in 1948. As is evident from Table 1.2 there were also a few other states (Gujarat and Punjab) which employed women police in the years 1948-49. But, on the whole, the number of women in policing remains negligible until 1960, even though a few states (Hyderabad, Bihar, Madhya Pradesh and Rajasthan) made appointments of some policewomen in the fifties (Aleem, S 1976).

Forty-eight percent of India's population consists of women, but the literacy rate is only 24.8% against 46.9% for males. Further, Indian women suffer from ignorance, poverty and continuing discrimination. During the last few years, a number of laws to give protection to women have been enacted. There is no doubt that these laws do attempt to provide security to women and raise their status. But the actual problem is a very complicated one. These laws intend to make a breakthrough in the traditions, customs, and accepted values of the society for which it is necessary that they should be implemented effectively. Unfortunately, the law enforcement agency is not both as strong and effective as to be able to fight out against the vested interests, nor is it imaginative enough to take cognizance of all the intricacies involved in the implementation of such legislation. In spite of this legislation, and the hue and cry made by various voluntary organizations in the country, the fate of Indian women did not change much. The Committee on the Status of Women (1975) appointed by the Government of India has given a detailed picture of Indian women, which is certainly not a rosy one.

An analysis of the crime situation in the country reveals that there is a rapid increase in the numbers of crimes, especially in the socio-economic field, in which a large number of women, both as victim of crimes and as criminals, are involved. In spite of so many protections provided by law, the women remain unprotected not only by the lawbreakers but also by the so-called law protectors, i.e. the policemen. There has been alarming increase in the number of cases of molestation of women day in and day out. The cases of mass rape by policemen have hit the headlines of newspapers many times. While crimes against women continue unabated, there is also a continuous increase in the number of women criminals.

In detection of crime, a male police officer finds it very difficult to deal with women criminals at practically every stage of interrogation, search or arrest. Further, when the suspects are kept in the police lock-up, there are the dangers of either policemen misbehaving with them or of women criminals taking advantage of the situation and turning the tables against the well-behaved policemen.

In cases where a woman is not a criminal, but a victim of crime, situation becomes very delicate to be handled effectively by male police. By nature, Indian women are not bold enough to talk freely before the policeman. Moreover, there are many delicate matters which cannot be explained freely before the male members,

particularly in cases where the modesty of a woman has been outraged or in cases of kidnapping or runaway girls. Similar is the situation where newly married women have been either burnt alive by their in-laws/husbands, or were forced to commit suicide.

It has been increasingly proved that policeman failed miserably to handle cases of rape, suicide, or unnatural death of women. The reason is that these are sensitive areas, and it is difficult for a policeman to penetrate so well into the subject for number of factors related to nature.

It is accepted that women police have potential to cool, defuse and de-escalate many situations. In combative roles demanding restraint, patience and endurance, they surpass every one. They are specially needed for cases of indignity and misbehavior towards women. Further, the presence of women in police station will greatly help in creating confidence and trust among general public. They can also help in giving better attention to service aspects of police work in public dealing to affect cordiality in the public relation.

As it is indicated earlier, women first entered the police force in India as early as 1938. The place was Kanpur (U.P.) and the event was an industrial strike. They had to deal with women agitators. Prior to the Independence, a few states had employed women in the police force. But they were rather an exception than a rule. Even following India's Independence in 1947 and the country's republic status with its own the Constitution in 1950 no appreciable progress was made in women's presence in the police force. The Union Territory of Delhi was, however, all exception that it employed a few women in 1948 to deal with the communal disturbances and the refugee problem. The number of women police was practically negligible until the 1960s when a few states like Karnataka, Andhra Pradesh and Assam appointed women into the police force. In the seventies and eighties, many more states realized the need of women police. The result was that practically every state and union territories in India (with a few exceptions) have inducted women in the police force. The table 1.3 presents a scenario of women's presence in the police in States/Union Territories of India.

Table 1.3. Strength of Women Police in States and Union Territories in India as on December 1986.

| State                        | Total Strength of Police Force | Women Police |
|------------------------------|--------------------------------|--------------|
| 1. Andhra Pradesh            | 58430                          | 503          |
| 2. Assam                     | 46445                          | 306          |
| 3 Bihar                      | 69530                          | 502          |
| 4. Gujarat                   | 59409                          | 710          |
| 5. Himachal Pradesh          | 10190                          | 91           |
| 6. Jammu & Kashmir           | 21538                          | 98           |
| 7. Karnataka                 | 47111                          | 330          |
| 8. Kerala                    | 33722                          | 348          |
| 9. Madhya Pradesh            | 77308                          | 516          |
| 10 Manipur                   | 9632                           | 202          |
| 11. Meghalaya                | 103                            | 4            |
| 12 Nagaland                  | 14636                          | 15           |
| 13. Orissa                   | 32403                          | 146          |
| 14. Punjab                   | 3598                           | 372          |
| 15. Rajasthan                | 48442                          | 205          |
| 16. Sikkim                   | 1961                           | 23           |
| 17. Tripura                  | 7574                           | 106          |
| 18. Uttar Pradesh            | 142118                         | 1179         |
| 19. Andaman & Nikobar Island | 2170                           | 42           |
| 20 Arunachal Pradesh         | 2933                           | 31           |
| 21. Chandigadh               | 2403                           | 35           |
| 22 Dadra & Nagar Haveli      | 157                            | 9            |
| 23. Delhi                    | 38965                          | 580          |
| 24. Goa, Daman & Diu         | 2639                           | 63           |
| 25. Mizoram                  | 3225                           | 48           |
| 26. Pondichery               | 1699                           | 14           |
| Total strenth                | 770541                         | 6478         |

\* Data on Police Organization in India, Bureau of Police Research and Development.

As evident from Table 1.3, the growth of women police is not uniform in all states. Nor is it proportionate to the total police strength. Some of the states have made good use of women police while many others are lagging behind.

In order to have a clear idea of the functioning of women in policing in India, it is necessary to understand the constitutional and legal frame-work of country. India is a union of states. It consists of 30 states and 5 union territories. It has three administrative levels: Central, State and Local. The states do not have their independent constitutions. All the states are governed by the Constitution of India, uniformly, though there are administrative variations. Unlike the United State or

Britain, the local body has no role to play in the maintenance of law and order. The role of the central government is more of a coordinating nature. Though it does maintain its own special forces for the security of borders and industrial estates, and reserve police to help the States in times of crisis, it does not maintain its regular federal forces: it draws the police personal from the States on deputation.

Women in policing belong to two different cadres and are recruited at two different levels: (1) At the State level by the State governments; and (2) by the Union government through on all India open competition for the Indian Police Service (IPS). All women police (except the small number of women IPS) are recruited and managed at the State level. The recruitment is done by different agencies such as police departments and the Public Service Commission, depending on the level at which the appointment is made. Though women police are recruited at the lower level of the hierarchy (Constable), many states have made recruitment either by promotion or directly to the second (Head Constable) and the third levels (Sub-Inspector). In most of the States, there are no separate vacancies of women police and, hence, they are recruited against the vacancies of male police.

The State governments are free to lay down the conditions of eligibility and to determine the procedure of selection. Even though the eligibility conditions and procedure of selection are not identical, there are no glaring differences. Most of the States lay down 18 years as the minimum age of entry into the police services, while the maximum age differs between 25 to 30 years. In most of the States, matriculation (X standard) is the minimum educational qualification for entry at the lowest posts (Constable). Though a few States have laid down VIII Standard and a few XII standards also. Many states have been able to attract personnel of higher educational qualifications.

The procedure of recruitment is also more or less uniform. All the States conduct an entrance examination, which is a combination of written test, physical efficiency test, and interview. Of course, the number and the content of papers and marks differ from State to State. The new recruits receive training in their respective states for a period of 36 weeks. Some States also provide training on promotion and arrange for orientation courses. Except for the fact that men and women are generally trained separately, there is very little difference, if any, in their training. However, the pay scale differs from State to State.

Table-1.4 Strength of Policewomen in India as on 1-1-2003:

| Sr No | States / Uts      | IGP | DIG | AISP/ SSP/SP | ASP/ Dy SP | Insp | S I  | A S I | Head Const | Const | Total As on 1 1 '03 | Increase over previous year 2002 |
|-------|-------------------|-----|-----|--------------|------------|------|------|-------|------------|-------|---------------------|----------------------------------|
| (1)   | (2)               | (3) | (4) | (5)          | (6)        | (7)  | (8)  | (9)   | (10)       | (11)  | (12)                | (13)                             |
| 1     | Andhra Pradesh    | 2   | 1   | 8            | 2          | 3    | 64   | 12    | 52         | 1268  | 1412                | 143                              |
| 2     | Arunachal Pradesh | -   | -   | -            | -          | -    | 9    | 4     | 12         | 40    | 65                  | -                                |
| 3     | Assam             | -   | -   | 5            | 2          | 3    | 20   | 5     | 31         | 266   | 332                 | -                                |
| 4     | Bihar             | -   | -   | -            | -          | 1    | 51   | 11    | 25         | 805   | 893                 | -                                |
| 5     | Chhatisgarh       | -   | -   | -            | 5          | 3    | 51   | 6     | 18         | 92    | 175                 | 45                               |
| 6     | Goa               | -   | -   | -            | 1          | 7    | 6    | 5     | 28         | 188   | 235                 | 38                               |
| 7     | Gujarat           | -   | 2   | 1            | 1          | 11   | 45   | 226   | 322        | 1703  | 2311                | 3                                |
| 8     | Haryana           | 1   | -   | 5            | 1          | 4    | 20   | 36    | 75         | 368   | 510                 | (1)                              |
| 9     | Himachal Pradesh  | -   | -   | 1            | 4          | -    | 2    | 1     | 8          | 135   | 151                 | -                                |
| 10    | Jammu & Kashmir   | -   | 1   | 2            | 9          | 13   | 23   | 11    | 18         | 1409  | 1486                | (6)                              |
| 11    | Jharkhand         | 3   | 1   | 4            | 2          | NR   | NR   | NR    | NR         | NR    | 10                  | 1                                |
| 12    | Karnatak          | -   | 1   | 2            | 2          | 16   | 33   | 14    | 381        | 1143  | 1543                | -                                |
| 13    | Kerala            | -   | -   | 1            | -          | 21   | 74   | -     | 189        | 1883  | 2168                | 600                              |
| 14    | Madhya Pradesh    | -   | -   | -            | 2          | 10   | 60   | 52    | 160        | 734   | 1018                | -                                |
| 15    | Maharashtra       | -   | -   | -            | 3          | 17   | 168  | 31    | 334        | 2954  | 3507                | -                                |
| 16    | Manipur           | -   | -   | 2            | 4          | -    | 3    | 2     | 1          | 243   | 255                 | -                                |
| 17    | Meghalay          | -   | -   | -            | -          | -    | 1    | 3     | 4          | 36    | 44                  | -                                |
| 18    | Mizoram           | -   | -   | -            | -          | 3    | 4    | 15    | 3          | 128   | 153                 | (2)                              |
| 19    | Nagaland          | -   | -   | 1            | 8          | 4    | 26   | 27    | 39         | 159   | 264                 | 176                              |
| 20    | Orissa            | -   | -   | -            | 1          | 12   | 41   | 47    | -          | 241   | 342                 | 10                               |
| 21    | Punjab            | -   | -   | -            | -          | 21   | 66   | 136   | 323        | 1664  | 2210                | -                                |
| 22    | Rajasthan         | -   | -   | -            | 2          | 2    | 36   | 17    | 23         | 640   | 720                 | -                                |
| 23    | Sikkim            | -   | -   | 1            | -          | 8    | 13   | -     | 1          | 93    | 116                 | -                                |
| 24    | Tamil Nadu        | -   | -   | -            | 26         | 180  | 1371 | -     | 933        | 4859  | 7369                | -                                |
| 25    | Tripura           | -   | -   | -            | 2          | 1    | 19   | 18    | -          | 175   | 215                 | -                                |
| 26    | Uttar Pradesh     | -   | 1   | 5            | 24         | 11   | 183  | -     | 142        | 1541  | 1907                | -                                |
| 27    | Uttranchal        | -   | -   | -            | -          | -    | 10   | -     | 10         | 180   | 200                 | (80)                             |
| 28    | West Bengal       | -   | 1   | 3            | 11         | 5    | 76   | 72    | -          | 635   | 803                 | 96                               |
| 29    | A&N Islands       | -   | -   | -            | -          | -    | 2    | 1     | 4          | 10    | 16                  | -                                |
| 30    | Chandigarh        | -   | -   | -            | -          | -    | 1    | 1     | 2          | 31    | 35                  | -                                |
| 31    | D&N Haveli        | -   | -   | -            | -          | -    | 2    | -     | 3          | 16    | 21                  | -                                |
| 32    | Daman & Diu       | -   | -   | -            | -          | -    | -    | -     | -          | 12    | 12                  | 12                               |
| 33    | Delhi             | -   | -   | -            | 1          | 62   | 171  | 246   | 355        | 1017  | 1852                | -                                |
| 34    | Lakshadweep       | -   | -   | -            | -          | -    | 1    | -     | 1          | 6     | 8                   | -                                |
| 35    | Pondicherry       | -   | -   | -            | -          | 1    | 2    | 1     | 6          | 64    | 74                  | -                                |
|       | All india         | 6   | 8   | 41           | 113        | 419  | 2654 | 999   | 3506       | 24738 | 32481               | 1035                             |

\* Figurse are as on 1 1 2003 NR Not Received

Source Data on Police Organization in India, Bureau of Police Research and development

The dress of the women police is not uniform throughout the country. In some States, it is just like men police (Khakhi shirt and pants), while other States permit them to wear pant-shirts, Punjabi-suits, or even saris.

➤ **Gujarat Police:**

Gujarat, as a state came into existence on 1<sup>st</sup> May, 1960. Before that Gujarat police was a part of Bombay police. Public order and police being state subjects under the constitution, police is maintained and controlled by the states.

The police force of the state is headed by the Director General of Police/Inspector General of Police. State is divided into seven convenient territorial ranges and thirty divisions. The ranges are: Ahmedabad, Gandhinagar, Rajkot, Surat, Junagadh, Vadodara and Border range. Each police range is under the administrative control of a Deputy Inspector General of Police. All the districts are included in any of this range. District police is further sub-divided into police divisions, circles and police-stations. Besides the civil police, states also maintain their own armed police and have separate intelligence branches, Justice and law crime branches, etc. Police set-up in big cities is directly under a Commissioner of Police who enjoys magisterial power. All senior police posts in various states are manned by the Indian Police Service (I.P.S.) cadres, recruitment to which is made on all India bases. Recruitment, promotion and cadre control in respect of lower posts from police constable to deputy Superintendent of Police are done by the State government. The Central government maintains central police forces, Intelligence Bureau (I.B.), Central Bureau of Investigation (CBI), institution for training of police officers and forensic science institutions to assist the state in gathering intelligence, in maintaining law and order, in investigating special crime cases and in providing training to the senior police officers of the state governments.

In 2002 there were 465 police stations, 548 police choky and 622 out posts in various districts of Gujarat. As on 1<sup>st</sup> April 2003, the total strength of Gujarat Civil Police was:

- 1) 57- Inspector General, Additional Insp Gen & Deputy Insp. Gen.
- 2) 332- Superintendence, Assistant Superintendence & Deputy Superintendence
- 3) 12428- Inspector, Sub-Inspector & Assistant Sub-Inspector.
- 4) 10591- Head Constables
- 5) 42731- Constables



➤ **Policewomen in Gujarat:**

In Gujarat, the policewomen wing was started initially in the year 1948 with a staff off one sub-inspector and nine constables. Except Saurashtra, all the part of Gujarat was a part of Maharashtra. In 1960, Gujarat was separated from Maharashtra and considered as a state including Saurashtra. Thus, there was a drastic geographical change in Gujarat. So the exact number of policewomen, after independence, is not available for Gujarat. District's Police Officer got permission from the government to recruit policewomen as per his requirement. That is the reason that it is not possible to get the exact number of policewomen and even the growth of their numbers in the beginning. After independence about 15 women were recruited and given training in Ahmedabad. In 1974, this strength has been increased to one sub-inspector to, 71 head constables and 270 constables in various districts. Available data of 1992 shows increase upto 779. The rank distribution of the number is; 2-D.S.P, 46-P.S I., 190-Head Constable, and 541 police constable.

If we have a look at the strength of Gujarat police force, the difference between male and female strength is visible. At present (as on 30-11-'05), there is total of 53972 males in the police force while women's force consists of only 1585 of all the ranks in Gujarat taken together. There are only four women working at a higher position in Gujarat. Six newly recruited policewomen are of the rank of Police Sub-Inspector. Except these numbers all the other policewomen are appointed as a constabulary rank and then after promoted to the higher positions. There is a provision of S.R.P. (State Reserve Police Force) in Gujarat, but no woman is deputed in S.R.P., while males are occupying the ranks from Constable to ASI. and their number is more than 10000. According to these numbers the ratio of policewomen is hardly 3% compared to policemen, while it is expected that minimum 10% women would be appointed in the police force. In fact, there is a department of Home-guards in which women and men are appointed according to the necessity of the police force.

➤ **Women Police Station and Women Cells:**

Another interesting feature of the development of women police in India is the establishment of separate police stations and police cells for women. These are managed only by women police and cases dealt here pertain mostly to women. Of course it is linked with any of the main police station Though complete information is not available from the different states of India, but one thing is certain that most

states have separate police stations for women. Kerala is the first state in India or perhaps in the world, to have a Police Station for women. It was started in 1973. A Women Police Sub-inspector headed the station with two Women police Head Constables and ten Women Police Constables appointed to her subordinates. The duties assigned to them are similar to other police stations.

In Gujarat, the first Women Police Station came into exist in 1991 at Ahmedabad. At present seven women police stations are situated in various cities of Gujarat. The table reveals the data of the police stations with their present staff.

Table – 1.5 Women Police Stations and its present strength in Gujarat:

| Sr. No | City      | Year of starting | Policewomen |    |      |      |    |        |       |
|--------|-----------|------------------|-------------|----|------|------|----|--------|-------|
|        |           |                  | ACP-        | PI | PSI  | ASI  | HC | PC     | Total |
| 1.     | Ahmedabad | 15/8/1991        | 1           | 1  | 4+1* | 3    | 8  | 33+ 4* | 50+5* |
| 2.     | Anand     | 15/8/2000        | -           | 1  | 1    | 2    | 3  | 5      | 12    |
| 3.     | Surat     | 1/11/97          | -           | -  | 1    | 3    | 5  | 8+1    | 17+1* |
| 4.     | Palanpur  | 31/5/1997        | -           | -  | 1    | 2    | 1  | 1+1*   | 5+1*  |
| 5.     | Gondal    | 15/8/2001        | -           | -  | 1    | 1+1* | 4  | 2      | 8+1*  |
| 6.     | Bhavnagar | -----/2001       | -           | -  | 1*   | 1    | 1  | 7      | 8+1*  |
| 7.     | Junagadh  | 31/5/1997        | -           | -  | 1    | 2+1* | 1  | 9+1*   | 13+2* |

(The symbol of \* indicates the number of Male police)

According to the available data all these women police stations are working with insufficient women staff. Each police station has minimum one male police constable as driver. All the police station deputed minimum one male police to help policewomen in their crime related tasks or as driver if police vehicle is allotted to the women police station. Before existing as police station they were working as Women's Cell (Nari Surksha Cell) At present some other cities have Women Cell. The total number of Women Cell in Gujarat is twenty. Two of them are Samajik Suraksha Cell. Policewomen's role in women police station is same as other police station but it is only related to women's issues. While Women cell considers complains related to family conflicts. These cells deal with specific cases of women such as dowry-deaths, sexual harassment etc. In spite of legal equality and right given to women by the constitution of India, they do not enjoy equal rights due to the restrictions imposed by social customs and traditions. They still receive ill-treatment from their husbands and in-laws. Separate police stations or protection cells for women play quite a crucial role in protecting the rights of women oppressed for ages. Thus, they have normal duties of social kinds relating to disputes in a family and

protecting women from cruelty inflicted by the family members. Majority of the cases are settlement of family disputes through persuasion and assurances. It is noticed during the research that policewomen tackle such type of cases effectively and efficiently. Hence, it is obvious that policewomen play a vital role in the society.

The employment of women in police establishments reflects not only the socio-economic advancement, but also a change in the perception of the role that a woman can play in a society.

## 5. Role and Functions of Policewomen:

Policewomen in Gujarat are required to perform the duties that their superior officer assigns them. In principle and legally too no distinction is perceived or allowed between the duties of a policewomen and policemen. The policewomen of the rank of P.S.I., P.I. and beyond perform the same duties as their male counterparts. However, majority of policewomen occupying lower ranks are usually assigned duties that involve women population of a society.

In most states, the functions of policewomen are limited. Unlike their counterparts in the United States and Britain, they do not perform general police functions, especially patrolling. They function more like a women's Bureau, performing duties that relate primarily to women and children. In most States policewomen perform the duties like:

1. Helping the investigation of offences involving women and juveniles.
2. Assisting the police, in tracing missing women and children,
3. Keeping watch over the places of ill-fame,
4. Recovering minor girls from brothels and escorting them to rescue home, courts, hospitals, jails,
5. Recovery of women and girls involved in abduction and kidnapping cases.
6. Collection of intelligence
7. Interrogation of juvenile and women offenders, under trials and of women witnesses.
8. Assisting the police in the investigation of rape cases
9. Arresting, searching and escorting women and juvenile offenders.
10. Security check on women and their belongings at airports.
11. Assisting women and children commuters at airports, big railway stations, bus terminus etc.
12. Conducting search on women on border check posts

13. Looking after women and children in big fairs, festivals and places of pilgrimage
14. Dealing with women agitators and Satyagrahis during political and labour demonstrations.
15. Maintaining law and order in women's meetings and processions
16. Duties related to escort and security of VIPs. on their visit to different places in Gujarat.
17. Investigations involving women in families.
18. Assisting social organizations and probation officers in the rehabilitation of runaway women and young girls and prostitutes.
19. Helping women and children to cross roads.
20. Policewomen are given public relations work at which they have earned with good credit. Policewomen enjoy similar powers as their male counterparts do.

➤ **Women in the Central Reserve Police Force (CRPF):**

The Central Government keeps a special reserve police force known as the Central Reserve Police Force (CRPF). This was set up with an intention of helping the state police to maintain law and order at a time of crisis, particularly when a situation goes beyond control. The CRPF is paramilitary force and since its inception it was constituted solely of male soldiers. At present, it consists of 88 battalions, each consisting of 1,000 persons. It is a matter of great pride for a developing country like India that it has been able to set up a separate Women's Battalion of CRPF. It was done in 1986. The strength of the battalion is 718 with officers of different ranks.

The main functions of the battalion may be categorized chiefly as: (i) Assisting civil administration in the maintenance of law and order; (ii) Controlling agitations, mainly where women are involved; (iii) Patrolling and picketing in disturbed, riot-hit areas, (iv) Assisting army/civil police in conducting searches of persons or houses; and (v) Performing of night duties. i.e. guard duties, patrolling, picketing, etc.

Women in the CRPF have to meet all the challenges in much the same way as men in the CRPF do. This remains women's involvement in crucial organization like the CRPF. Perhaps many more women may be recruited in the future in view of their fair performance. For instance, in 1987, women CRPF were applauded for their effective work in riot-hit areas of Meerut in the Uttar Pradesh.

## ➤ Review of the Related Literature:

An overview of the research studies already done in the area will be of an immense use to the researchers in giving direction for their further research. Most of the research on women in policing differs markedly from other kinds of academic pursuits in this area. To begin with, the topic seems to receive least attention from researchers. It rather suffers isolation with major studies ignoring policewomen, or counting their presence as of no worth. Such attitude may be a reflection partly on previous generations: pre-integration 1960s was the period when some of the classic studies were conducted. They have shaped the research ever since.

Grimshaw and Jefferson (1984) are 'asiders' their index contains thirteen references to women police officers. But nearly all of them turn out to be citing situations in which women members of the public and the police were involved. Fielding (1988) contains an interesting discussion on the attitudes of the female as well as male recruits (148-57) and M Young (1991) has a lengthy ethnographic account of female police which is integral to his argument about the inappropriateness of the police culture and the organization for their allotted tasks. Bayley and Gorofalo indicate that women officers featured in their study of police reactions to violence in New York, but they do not make it clear how many they were and in what categories they functioned. Such an integrated treatment of women officers is comparatively rare. Instead they have been the focus of particular kinds of research that is distinguished in several ways (Heidensohn Frances).

Walker points out:

"Police research ..has neglected the effect of increased minority or female employment on the police subculture. The literature on the police subculture is still shaped by the paradigm developed in the 1960s This paradigm views police departments as predominantly white and male, with both racial minorities and female seriously underrepresented and with females not assigned to routine patrol duty .. The changing profile of the American police officer renders this paradigm highly suspect. In some departments both the absolute numbers and the percentage of minority officers have increased substantially. Is it even possible to speak of the police subculture, in the traditional sense of the word, in this department? (Walker 1985:565)

Just as the increased presence of women in the police service has hardly affected policing studies, so too study of women remains detached or unaffected. It has not given a scanty or diverted view on it from the central question of its subject. Many studies have been carried out during the last few years on women's position in a changing economic and social environment. Some studies reflect on Indian patterns of women workers. For instance, Amarjit Mahajan studied women police of Punjab. In his book, *Indian Policewomen - a Sociological Study of a New Role*, (1981), he discusses the factors that motivate women to follow this novel and somewhat 'non-feminine' occupation of policing. It also reflects on the problems of adjustment that they confront and the difficulties they encounter and an analysis of the ways in which they learn to cope with them. He also looks at the phenomenon to see what factors have led the government to enlist women in the police force and how far the male dominated police organization has received it this new functionary.

Mahajan finds that a role of a policewoman is not yet fully institutionalized. A policewoman is sought to be used primarily in situations where the police have to deal with women, whether law and order duties or security checks at airports or under the SIT Act. This is particularly a case with women employed at middle and lower level in the police service. Women police tend to be looked upon as women first and police officers later. They are not assigned normal police duties as would be given to the men. The problems that occasionally arise are that men and women in the police are required to work together sometimes in a relatively isolated situation or even at night. He considers the problems of role commitment and role performance that is facilitated by prior acquaintance, etc. His findings reveal that more than half of the police women in this specimen would not recommend the police job to any of their near women relatives. However, it would appear that the 'newer' part of his sample is less averse to making such a recommendation than the 'older' sample. He also remarks that women do not take very long to adopt or endorse the values of the police sub-culture.

Shamim Aleem is another scholar in this area. She worked as Professor and Head of Department of Public Administration at the Osmania University, Hyderabad. She was awarded Fulbright Scholarship to work on women police in the United States. She was attached to the Police Foundation, Washington D.C. Her major research interests were women police and women prisoners. In one of her articles,

"*Women in Policing in India*", (*Police and Community*, p.427) she remarks that among the third world countries, India is that one that makes an effort to involve more and more women in policing. But it is only the beginning. It has a long way to go to give a better shape to women in policing.

An analysis carries out on crime situation in India reveals that there is a rapid increase in the number of crimes especially in the socio-economic field. Large numbers of women are involved in them both as victims of crimes or as criminals. In spite of so many protections provided by the law, women still remain unprotected not only from the side of lawbreakers, but also from law protectors, i.e. the policemen. When the suspects are kept in the police lock-up, there are chances of either policeman misbehaving with them or of women criminals taking advantage of the situation and alleging the contrary a well-behaved policeman. Moreover in detection of crime, a male police officer finds it difficult to deal with women criminals at practically every stage of interrogation, search or arrest. Unfortunately, the law enforcement agency is not so strong and effective, so as to be able to safe guard one's not vested interests, nor is it imaginative enough to take cognizance of all the intricacies involved in the implementation of such legislation. Hue and cry are made by various voluntary organizations in the country over the fate of Indian women and it remains more or less the same. The Committee on the Status of Women (1975) appointed by the Government of India has given a detailed picture of Indian women, and it certainly not a rosy one.

Shamim Aleem has another book called, *Women in Policing*. In the book, she tries to reveal the position of women in the society and the deployment of women in law enforcement. She writes that the working of policewomen in various countries show that many phases of police responsibilities can be performed better by women. In an enforcement phase of the work, policewomen are generally more acceptable to women and children who have become victims of sexual abuse. Women police officers find it easier to deal with offenders in cases of sexual assaults. Male officers do not succeed much on interviewing such victims because they do not show much confidence in them. A victim hopes that an interrogating officer should be more considerate and sympathetic to her woes and they should come out with an attitude of concern. Women police officer with their typical soft heart is more capable to deal with such delicate cases. Aleem expects that more and more policewomen will be

recruited and utilized in many facets of law enforcement. Police administrators cannot and should not expect instant, top performance by every woman who becomes a police officer. She says that this is just absurd and we do not get it or expect it from male police officers and females should be no different.

Another book, "*Women in Indian Police*" (1991), is the outcome of research of more than five years. It presents a brief but comprehensive account of women in the police force at different levels. It includes (i) Women who form part of the state police force. (ii) Women I.P.S who belong to the all-India services allotted to the State cadre; and (iii) Women in the CRPF, which is a central force. It tried to give a comprehensive picture of personnel policies and practices adopted by the various State Governments. Aleem has tried to project the role model most suitable for women police in India. This is the only book which provides authentic information on women police of the various States.

A retired Inspector General of Police (Orissa), S.K.Ghosh, has written and published more than sixty books on different subjects. One of them is "*Women and Crime*". The main object of this book is to highlight the growing incidence of crime committed by women and crime committed against women and suggests remedies against them. Policewomen have been found useful and acceptable to the public. He found that except in Kanpur, U.P. and in the erstwhile princely state of Travancore, which made use of women in policing in the year 1938 and 1939 respectively, policewomen were unknown in India.

In another book "*Women in Policing*" (1981), he highlights the role of women in law enforcement. The focus of this book was to:

1. Examine the necessity of having women in law enforcement,
2. Examine the use of policewomen in foreign nation's police forces,
3. Examine the current deployment of policewomen in various duties in India,
4. Explore the positive and negative arguments concerning the use of women in law enforcement, and
5. Recommend a course of action for the future deployment of policewomen in India

He found that a growing consensus in law enforcement today agrees that we are beginning with systematic integration of women into police organizations around the world. In most, if not all, foreign policewomen are currently at work in the police



forces. Many shoulder equal opportunities with male officers for advancement in rank. In most police forces it is explicit that they are expected to do the same kind of works. For the most parts, women seek to prove that they can do a job of policing with equal capacity like that of men. Hence, they feel that they are to be given equal status and roles in the police social system.

He also noticed that police administrators, by and large, resist recruitment of women in their police forces on several grounds, such as, women are not emotionally and physically equipped adequately to handle man's job of policing. Further, they strongly feel that women would raise a new disciplinary problem during the training and career, etc. He, however, hopes that the police employment would continue to rise rapidly in the future, as population and economic growth creates a need for more officers to protect life, property, regulate traffic, and provide other police services.

A team of scholars namely Eldefonso, Coffey and Grace have worked a book, titled, "*Principles of Law Enforcement*". They conducted a study of the police organization of Washington D.C. in 1967. In the chapter called, "*Career Orientation*", there is a glance of policewomen. They state that for many years women have been utilized as police officers. Although policewomen in most cases have completed their tasks satisfactory, their assignments usually were exclusively in the jobs of matron, clerk or social worker (employed by police agency). During the last decade, however, the role and status of the policewomen have improved dramatically. They have been placed in positions that commensurate with their training and education. Such improvement can only be attributed to hard work and careful attention to the quality of completed tasks that policewomen have put in.

They further observe that policewomen's major contribution to law enforcement still remains primarily for "crime prevention" as juvenile officers. They deal with cases of female victims of any age and child offenders under the age of twelve. They may have a definite duty to discover, evaluate, investigate and rectify antisocial conditions and circumstances in individual cases that would give way to crime and offences. They are considered, however, to carry out additional responsibility to encourage schools, social agencies and child guidance clinics to undertake this responsibility. There is in fact no adequate program at local level to promote such establishment. Opportunities available to capable women in the field of law enforcement have shown a tremendous increase during the last fifteen years.

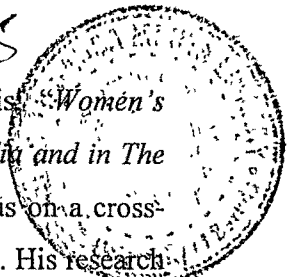
Studies reveal that there are numerous vacancies announced on the staff in large cities. There is again a current shortage for qualified women in law enforcement. Authorities believe that the current shortage will continue until qualified young women do not show interest in the police work as a career. Current trends show that the police work has achieved for women professional status and respectable salary.

Ben Whitaker studied the police organization in Great Britain. His book, titled, "*The Police in Society*" (1979) presents his opinion that policewomen were largely neglected. In 1929, Britain had few policewomen. At the end of the First World War and say by 1939, the strength was less than 280. But the Second World War achieved a breakthrough in their acceptance into the police. The strength shot up to nearly 8000. It was very high as compared to the number five years before. Many male officers were uneasy and not just because of the physical demands of some police tasks but with the rising number of policewomen in the department. The resistance remains greatest in northern forces. For instance, the Scottish Police Federation wishes that the police should be exempted from the Sex Discrimination Act. The opposition stems partly from wider reluctance to accept female equality as integral to the culture in the parts of the Northern Britain, and partly from the fear that a growing proportion of female employees would have its traditional effect of depressing wage levels. At that time, the U.S. had only some 6000 females in a total of over 400,000 police officers. In this regards, some contradictory opinions draw our attention. Sir Colin Wood's belief was that 'when there was a shortage of officers, it was crazy to ignore half the population'. Sir David Mc Nee is reported to have said that 'a lady policeman is a contradiction in terms'.

The sex discrimination Act was introduced in Great Britain in 1975. It could improve women's chances in the police. Hitherto they have had proportion of less than one in three likelihood of acceptance as compared with one in two for male applicants. By 1978, a quarter of all new entrants were women. But it hardly raised the proportion of women in the service to just 8% and until 1985 it did not reach even one-tenth of the total. The nature of shift-work involved in the police duty poses many hurdles to the entry of policewomen in the police.

Against this scenario of the western world, there are several studies to focus on comparative view of the status of policewomen in the west and the east. Such studies would help to cultivate a parallel view about the status and significance in the

P/Th  
11/4/55



police. The first in the line is by Natarajan, Mangai. In his thesis, *Women's Perceptions of Their Roles as Line Officers in Law Enforcement in India and in The United States (Policewomen)*" (1991), he studies policewomen to focus on a cross-cultural comparison of western countries and traditional Asian countries. His research presents a comparative view on women on the police in the U.S.A. and in India. His objective seems to be to analyze how women from different cultures in similar organizations perceive their roles, the distinguishing factors of the roles that women play, and whether their roles share similar properties with the male counterparts. The research demonstrates distinctive features of the roles in terms of the female officers' personal characteristics, deployment, perceived career interest, career commitment, and capability to work in comparison with that of male police officers, and perceived role and preferred style of the police department. The results reveal the differences and similarities that exist between female officers in India and in the United States. The differences are attributed mainly to organizational and cultural factors. This research seeks to confirm the proposition that the willingness of various societies and their criminal justice system to deploy women as line officers in their police forces varies in view of the stage of social and economic development in a given society. It may also go in relation to the strength of a resistive or supportive culture (Google search, Order no. AAC 9201567- dissertation abstracts).

Mazumdar (1975) in her article, "Status of Women in India" raises several issues regarding women's work participation and their status. She notes that while discussing the question of women's employment, a typical argument is put forward that men have to support families and women are working for their own comforts, and so men must be given preference over women in the employment. But in reality a large number of women work to help and to support their families. They are not motivated with personal ambitions or comfort, but economic needs. There should be a separate investigation carried out to review how many women are working for children, sick husbands and aged parents or in-laws. Many women are left entirely to their own resources as a result of divorce or separation. This is a realistic reflection on the situation that women are facing in third world countries. It is much contradictory to that in the western countries.

In spite of the fact that the rate of female's work participation has been declining over the last few years, or rather decades, most of us still continue to believe

that employment opportunities for women have been expanding and increased by development. In fact development with increasing complexity of markets and production has displaced large masses of working women from their traditional occupations and reduced them to the status of unskilled and unwanted labourers. The alternative opportunities that have opened up as a result of development are for the women with education and with new type of skills, while displaced women are mostly illiterate and are from rural areas with restricted mobility. For the vast majority, the gaps have widened not only between men and women but also between different sections of women.

Neera Desai has edited a book titled, *"Changing Status of Women- policies and problems"* (1980). Her essay in this book, titled, *"The Changing Status of Indian Women"* aims at studying major policies of the Government of India that reflect directly or indirectly on women. It also critically evaluates the implications of these policies and finally assesses some problems generated as a result of certain strategies adopted in free India. The author says that major policies adopted in India can be divided into three categories; (1) The constitutional guarantee of formal equality, (2) Economic policy and (3) Social Welfare policies. Because of these policies women's status has undergone radical change in terms of education, economic participation and political status. Social welfare and women's organizations and women's movement have also worked actively and effectively to enhance women's status. However, the concept of women as equal participants in developmental process is still missing. The urban educated women engaged in professional career enjoy good status. But large number of middle class working women find themselves no better than mere labourers or money generating machines. They are expected to earn and support a family. But they do not enjoy freedom or power to use or spend their earnings. The author further expresses that the devaluation of women has further bearing on undermining their work, whether paid or unpaid, low wages, miserable working conditions, irregularities of working hours and payments, sexual harassment at work places. They pose major issues related to women in professional fields. Further, growing menace of dowry, violence against women, sexual harassment unethical portrayal of women by the media are all pointers at an enigmatic position in which Indian women are placed. They add to women's embarrassment in the socio-cultural context rendering as mere pleasure toy.

Frances Heindensohn, Professor of Social Policy at Goldsmith's College, University of London, has a book called, "*Women in Control? - the Role of Women in Law Enforcement*" (1993). It is a first comparative study of women and law enforcement in Britain and the United States that breaks new grounds by focusing on women's role in relation to controlling crime and disorder. The study is based on a series of interviews with British and US officers compelled as 'Women in Control?' the interviews examine these women's experiences in dealing with crime, vice and everyday incidents of the hostility and harassment that they face from their male colleagues. The study highlights women's role in law enforcement in both the societies and discusses the importance of gender in social control. However, the picture we get here is just the western world that helps a global view of women in the police. But the present study intends to dwell on issues concerning policewomen in India. Hence, a comparative view may prove helpful in shaping the argument.

Arthur Faber Ames wrote a dissertation on '*Women in Law Enforcement*' in 1997 at California. His study was aimed at examining the under-representation of women in the law enforcement. Seventy-four sworn in female police personnel were interviewed. The sample was taken from all ranks that females held it represented a cross section of the Sheriff's Department. An extensive personal interview was recorded and transcribed. The focus was on, why women preferred or not prefer to join law enforcement. It also reflected and on the problems encountered by women in the law enforcement.

The findings reveal that women were integrated into most units. But they had the representation of hardly only 12.6% in the department. Eighty-five percent of the respondents displayed high morale and enjoyed their work; about 12% expressed dissatisfaction, whereas about 3% showed neutral view. Twenty-four percent of the officers in a deputy perceived patrol as temporary assignment. A few of the recruited personnel joined from conventional recruiting schemes. Most of them who joined knew someone in the law enforcement some of them worked even as a civilian particular in the law enforcement. The responses obtained from the all these different categories of female police personnel supported subtle forms of gender bias and sexual harassment that prevailed in the law enforcement. The respondents felt both men and women should have special personality traits to be effective in the law

enforcement. Working on weekends or on holidays and working at odd hours are perceived as typical by female deputies having children. Many of those who were interviewed felt that women would not join the law enforcement for reasons: like (1) The public holds negative perception at the police work; (2) Women do not understand the role of the law enforcement; (3) Some felt the recruiting methods are less than being honest and transparent; (4) One gets little backing from some supervisors; and (6) Subtle harassment and gender bias are the issues still embarrassing women.

The dissertation presents the recommendations to address these issues of recruitment and gender bias: (1) To develop an effective marketing and recruiting strategy to educate the public; (2) To employ effectively use all men and women on the staff fore the job of recruitment; (3) To recruit personnel from civilian employee's ranks; (4) To appeal educate the media and for their improved support; (5) To be honest in recruiting methods; (6) To develop a professional 'Gender Issues Workshop'; (7) To challenge and counteract myths, stereotypes and gender biases; (8) To devise personal strategies for solving gender issues; (9) To enhance an image of patrol; and (10) To establish a 24 hour child care facility.

Arthur Faber Ames' dissertation throws light on the issues that arise at women's entry into the law enforcement in western cultural situation. Certain issues may be understood as reflections common to all women.

Dorothy Schulz did a doctoral research on women in the U.S. police. Her thesis titled, *"From Social Worker to Crimefighter. A History of Women in United States Policing (Policewomen) (1992)*. This dissertation traces out a role of women in United States policing since the 19<sup>th</sup> century to the present time. Policewoman's history had its beginning as officially recorded in 1910. But its roots traced back to the early decades of the 19<sup>th</sup> century. Schulz's thesis reviews how the position of policewoman evolved from jail and police matrons and how women entered the field of criminal justice first as volunteers, then as paid workers of benevolent associations and finally as municipal employees. Pioneer policewomen presented a view as how women would use a the concept of 'women's sphere' to enter into the public sector and create a totally new profession to became in the early 20<sup>th</sup> century social feminist concerns with temperance, prostitution, and child-saving. Early policewomen formed

their own association called the International Association of Policewomen. The role of the association is analyzed as to set their goals and determine their career options for women. The role of groups staying outside the police establishment is also considered, such as lobbying for policewomen particularly by the Women's Christian Temperance Union. Progressive and good government and civil associations are also illustrated duly and are used to provide explanation to policewomen how they were never sought by police executives but were forced by unwilling administrators in focus outside the law enforcement. The expansion in the numbers of policewomen during both the first and the second World Wars were overpowering. There were demands for greater opportunities in the 1950s. They culminated into patrolling assignments in the late 1960s and 1970s. The thesis describes how policewomen who entered policing as social workers were forced to repudiate their past to achieve gender equality as crimefighters. This is again a western situation that gets focus. However, some common features may be drawn to help the purpose of study.

Mary Ellen O'toole's Ph.D. thesis titled, "*Women in Law Enforcement. In Search of an Authentic Stereotype*" explores a phenomenon of women in the law enforcement. He discovers commonalities that might exist among a specific group of women working in the field. The commonalities include issues relating to their backgrounds, motivation for entering the law enforcement, self-perceptions, perception of the field, and frustrations with the job.

Most of the women indicated that they were not raised in a traditional environment that stresses marriage and family as more important than a career. They were rather encouraged to think that they were capable of being and doing things that a man can be and can do. The only lacking was that they were not prepared to take on a challenge that a police officer's role involves. In shaping the career of these women mentor played a vital role. Their primary motivation to become police officers looked to 'challenge of the job' followed by 'a desire to help people' and the belief that they 'would be good at it.'

These women saw job performance as equally crucial as compared to that of male officers. It was despite the fact that they lacked of comparable strength. They attributed their efficiency to good communications skills and a willingness to be compassionate. Most women respondents reported that they were treated as equals by

male co-workers and supervisors. However, they agreed that at some point negative attitudes posed them a problem.

There is another research paper titled, *"Difference in the Police Department Women, Policing, and Doing Gender"* by Venessa Garcia, of Kean University, USA that explores the gender issue concerning women in the police. The author reviews a concept of gender "difference" in relation to the criminal justice system. She argues that acceptance of women as 'different' and a practice of 'doing gender', although allows initially women's entry into the police organization, continues to assign women police subordinate positions. This gives way to conflict. To illustrate the point the author analyzes the history of women's entry into the police organization considering their experiences and conflicts. The research reveals that without accepting the doctrine that women are 'different' in the sense of more humanistic than men, the police organization would not have accepted an issues of social service concerning women and children as responsibility of the police. However, the continual practice of women police as different has created conflict within the police organization and worked to keep women police within the lower ranks of the organization.

Criminologist Dr. James Vadackumchery is an iconoclast and authors thirty three books in the areas of Crime, Police and Justice. In the book, *"Police, Women and Gender Justice"*, he discusses crimes by women, against women and for women. On many situations the police have to interact with women who are brought to them as witnesses or petitioners approach them as informers of offenders and criminals, or to complain about abettors, victims, victims of power and abuse of police authority. The police in India are basically a male dominated organization. So long as it remains so, it may be difficult to assure women of gender free conduct on the part of the police. Incidents of violations of gender justice such as rapes in custody, molestations, gender abuses, scatological expressions and epithets are reported in the press and media. The reports cause suspicion among womenfolk about surely of the police showing gender-decent behaviour. Across the nation, women's organizations, Women's Commissions, Supreme Court of India, Human Rights Commissions, laws, rules and the people in general express a deep concern that the police have to display gender justice friendly conduct. Dr. Vadackumchery's thesis has a direct bearing on



the issue that the present research seeks to work on. Hence, it may help with valuable reference to draw details that would be support to the argument.

The Police Foundation of the U.S.A. conducted a study on "*Policewomen on Patrol*". The study demonstrates that gender is not a valid reason to bar women from patrol work. Women perform patrol tasks equally well as men do. However, the attitude and behaviour of some male officers may cause conflicts among personnel if they are not properly addressed by the concerned managers. While women have for long been a part of the nation's police forces, traditionally they were assigned typically whole "women's work," such as clerical work, working with youth, or guarding female prisoners. Whole patrolling on the "front lines" of crime women may be exposed to violence. There prevailed a general belief among police administrators that came out as serious reservations about the women's ability to perform well in violent situations.

The major findings of the study revealed that as the evaluation demonstrated the gender can never be a valid reason to exclude policewomen from the patrol work. Both female and male patrol officers responded to similar kinds of calls for service and encountered the same number of dangerous, angry, upset, drunk or violent citizens. Although both the groups obtained similar results in dealing with angry or violent citizens, the study noted that women patrol officers proved more effective than their male counterparts in curbing instinct of violence and defusing potentiality of violent situations. The study further noted that policewomen as a group made a fewer arrests and gave a fewer traffic citations. But a difference in the arrest levels did not affect their rating of performance. Researchers discovered that policewomen were less likely to tend to display unbecoming conduct of serious kind. It is more likely that in view of physical injuries involved light duty takes are usually assigned to policewomen. But these injuries did not give way to absence from the work as more often than the male counterpart.

The study put forth several implications. They are like that; women can perform police patrol work equally as men do. In fact, possibly department with a substantial number of policewomen would be less aggressive as compared to male dominated departments. Women are known to act less aggressively and also to have little belief in aggression. The presence of women may focus an interested attention

on ways of avoiding violence or cooling down aggressive situations without using physical force. But departments assigning women to patrol usually expect that male officers' attitudes might cause personnel problems. Some male officers, for instance, do not believe that women are not capable of performing equally well as men do. As a result, male managers may assign female officers light duties like stationhouse (clerical) duties. Male officers may also tend to be protective towards women. They may insist that female officers preferably remain in a police car during traffic stops or arrests. Unfortunately, some women succumb to this subordinate role playing. It may satisfy the male officers' ego. They even complain that policewomen receive equal salaries yet they are not doing equal work. The study indicates that tendency of male officers to be protective toward policewomen may prevent them of scolding or firing incompetent policewomen during the probationary period. This may prosper lethargy around policewomen rendering them as ideal or less active. It eventually harms their motivation.

Promil Kapur, in her study on, "*The Changing Status of Working Women in India*" (1974) finds out the reasons for women's work. She says women work not only because of economic necessity but because they want to have economic independent status and to have some intellectual satisfaction. To meet some of these socio-psychological needs is in itself significant indication of their improved status.

The author has also discussed the problem of working women. She says the problems are mainly two-fold at two levels. One is of inner conflict due to dual commitment and concern and the other is practical difference of carrying of roles, her behaviour becomes complex in terms of expected and actual conduct and she faces major part of confusion with regards to her role and status.

Kiran Wadhera, in her study, "*The New Bread Winner*" (1976) says the change in role and status of working women has brought forth many conflicts dilemmas and frictions. This situation is aggravated by the fact that most women have gone into their new roles by force of circumstances and not because of sudden change in their own attitude.

Kala Rani discusses about role conflict in her book titled, "*Role Conflict in Working Women*" (1976) She had studied about 150 educated married working

women who were at least matriculate. She had discussed about the dual roles of women cannot live up to both the expectations; it would lead to role conflict.

➤ An overview of the research reviewed:

An overviewed of the research reviewed clearly reveals that a good number of studies have been conducted on women's status and roles, role conflict, and other aspects related to women. Though such studies focus on the position and work participation of women in different regions and countries, they impart little information about policewomen, economic, social and educational status etc. The numbers of researches present primary data on these details but they are relatively few. The findings and the policies suggested have may be a great assistance to government as well as private organizations to formulate or revise. The overview of available studies on policewomen may prove to be useful on the gender issue and distinctive features of the two sexes as they reveal in the performance of various police tasks. This becomes a broader view on the issue. Now the attempt remains in the following chapters to focus on the state-of-art picture of policewomen's employment, income and work in various districts of Gujarat.