

A POLITICAL AND SOCIOLOGICAL STUDY OF THE CONTRIBUTION OF WOMEN POLICE TO INDIAN SOCIETY AND THEIR EFFECTS

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ABSTRACT

The status of women has improved markedly over the past several decades. In the past, there were not many women in positions of authority and influence. Most of the employment held by women was in nursing, teaching in primary schools, and other roles often associated with women. As modern education took hold in India, families began to anticipate that women would not only pursue higher education, but also pursue whatever occupations they were interested in. Indian women have entered many areas that were earlier considered to be dominated by men. Women are increasingly working in various fields, including the judiciary, aviation industry, medicine, engineering, military, and law enforcement, demonstrating that they are establishing their own independent identities and moving past the confines of the daughter, wife, and mother roles. The nature of work is completely different in other departments, such as banks, schools, hospitals, or corporate organizations. The police force has to work long shifts at night and in less than ideal conditions. A road like this presents many challenges for women policemen. Various aspects of being a female cop are covered in this article, including time management, family dynamics, family status, and attitudes toward family and society.

Keywords: Police, Women Police, Role Conflict, Work Life Balance, Domestic Work.

Introduction

Since time immemorial, women have been used by society and the economic system as a work force, either at home, outside the home, or both. The first condition for women's emancipation is to bring the entire female sex back into the public industry. Earlier, a woman working outside the home was looked down upon because of certain religious taboos, family norms, or social customs. But these norms or customs are rapidly weakening, and women are moving out of their home lives in search of employment such as teaching, nursing, administration, etc. When women enter the workforce outside the home, they face challenges in balancing their domestic work and professionalism. Work. It consists of loss in terms of domestic gain in terms of economic resources and loss of care and concern for family members. This burden falls heavily on women because our society is still bound by tradition. Therefore, a detailed picture of women's work is essential to reveal women's economic activity, recognise the extent of their contribution to family work, fully understand the distinctions of their social status, and make informed development interventions. A middle class woman working outside in various jobs is a phenomenon in post-independence India. It is only in recent times that women have worked in the police department. Till that time, it was a male dominated profession that required a lot of physical stamina, strength, wisdom, rational thinking, the ability to control the situation, and self-confidence. (Monica Kapuria, 2022)¹

Many women in today's age struggle to balance the conventional expectations placed on them as women with the demands of contemporary workplaces. The traditional expectation of being a woman demands a good housewife, a mother, cooking, cleaning and taking care of household duties, which often conflict with roles outside the home as an employee. A collection of socially anticipated and recognised roles is referred to as a role. A behavioural pattern made up of the responsibilities and rights that come with a certain group position. Roles are socially defined expectations that a person follows in a social situation. It is the expected behavior of a person holding a particular position. In this light, a role can be understood as a set of norms and requirements applied to an incumbent of a particular position.

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Comparing these traditional roles of women to men's roles do not bring money or prestige in society; this has led to reactions that these established traditional female roles are a source of male-female inequality (Ms. Mithlesh, 2021)²

Review of Literature

Monica Kapuria, (2022) With diverse career opportunities and increasing opportunities for flexible employment, police can offer safe and stimulating work for women. The presence of female cops also provides alternative contact points for crime victims and counteracts the well-documented insensitivity of many male cops.

Ms. Mithlesh, (2021) The employment of women police involves a variety of benefits, which are often denied or underestimated. Equality in Policing supports the global mission of creating real equality and freedom for women, including employment and better delivery of social services.

Tripathi, S (2020)³ Police women stress is related to the availability and choice of coping mechanisms adopted by women police to reduce their stress. Although the literature is replete with various definitions of the concept of coping, most researchers agree that simply the conscious use of a cognitive or behavioral strategy aimed at reducing perceived stress or increasing a person's resources to cope with stress. To improve, reflects the coping process.

Ayushree Dowara and Dr. Karabi Konch, (2021)⁴ This study suggests that role overload, issues of dependent care, quality of health, problems in time management and lack of appropriate social support can affect the work life balance of police women in India. are the major factors.

Dr. Joy Prakash Choudhary, (2018)⁵ Recent research indicates that most developed democracies have a quarter or less of women police sworn in, with very few in management ranks and racial or ethnic minorities. Women from minorities are more marginalized.

V.Rajeshwari, (2017)⁶ has studied that improvements in police women management practices, especially work time and work place contribute to increased flexibility and work-life balance. Work-life balance programs have been demonstrated to have an impact on employees in terms of recruitment, retention/turnover, commitment and satisfaction, absenteeism and accident rates. In the light of the literature survey, it notices that there has been considerable research on job satisfaction in the Indian and Western context.

J. Patricia Jhansi Rani and Dr. D. Joseph Anbarasu, (2015)⁷ have studied the work life balance of Bangalore women police and have found that most of the women are ready to accept challenging jobs but their work does not help their families. affects. They lack information at the right time so that they can discharge their responsibilities in a balanced manner.

Objective

- To study the role and contribution of women police in professional life.

Methodology

The methods used for the purpose of this research paper include both primary and secondary data. Using a systematic interview schedule, primary data was gathered. The sources of secondary data are collected from books, journals, dissertations, and related websites. The sample taken by the researcher for the study was 30 respondents, who were selected on the basis of a convenient sample. Women police respondents were sub-inspectors, women police constables, and women traffic police.

Area of Study

India is a country made up of several states, that are located along the Himalayas from Kashmir to Kanyakumari and cover an area of 3.287 million square kilometers. The state borders Afghanistan, Bangladesh, Bhutan, China, the Maldives, Myanmar, Nepal, Pakistan, and Sri Lanka, India has 28 states and 8 union territories. The number of women police in India is shown in the table below.

Table 1: Total Number of Women Police Actual

| Year | Total number of real women police |
|------|-----------------------------------|
| 2014 | 110872 |
| 2015 | 122912 |
| 2016 | 140184 |
| 2017 | 169550 |
| 2018 | 185696 |
| 2019 | 215504 |

Source: BPR&D Publications, New Delhi.

Graph 1: Total Number of Real Women Police

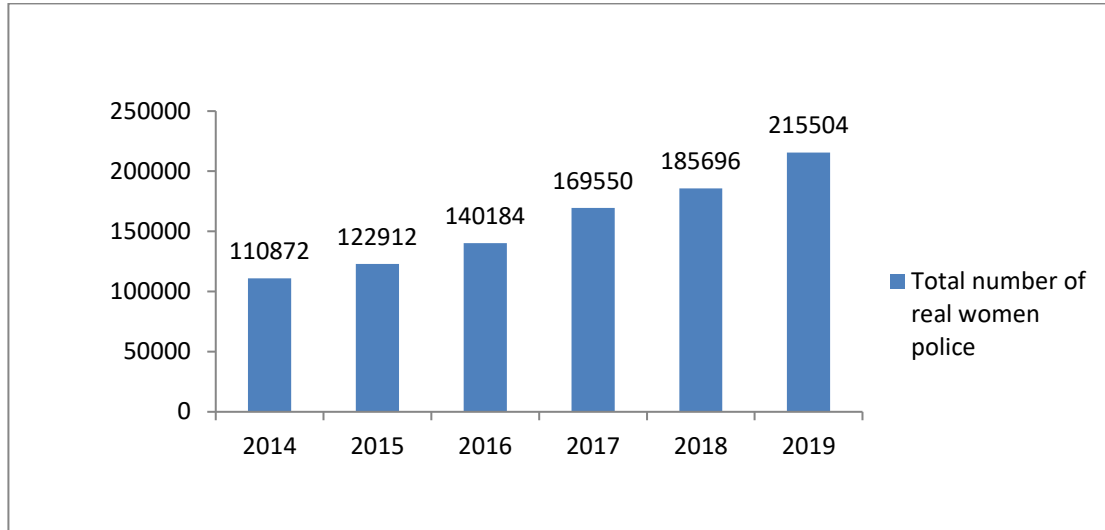
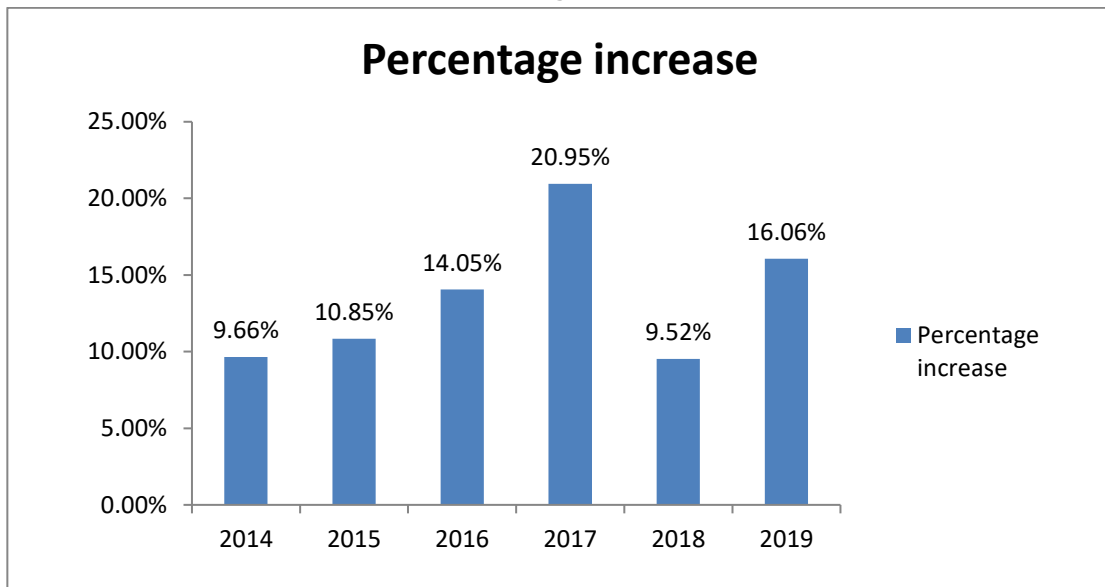


Table 2: Total percentage of Women Police Actual

| Year | Percentage Increase |
|------|---------------------|
| 2014 | 09.66% |
| 2015 | 10.85% |
| 2016 | 14.05% |
| 2017 | 20.95% |
| 2018 | 09.52% |
| 2019 | 16.06% |

Source: BPR&D Publications, New Delhi.

Graph 2: Total Percentage of Real Women Police



As per the details in the tables, at present, the actual strength of total women police (Civil, DAR, special armed, and IRB) in the country as of January 1, 2020 is 2, 15,504, showing an increase of 16.05 percent from the number of 1,85,696 in 2018. Is. The highest numbers of women police personnel at the UT level, i.e., 29,112, are employed in Uttar Pradesh.

Theoretical Approach

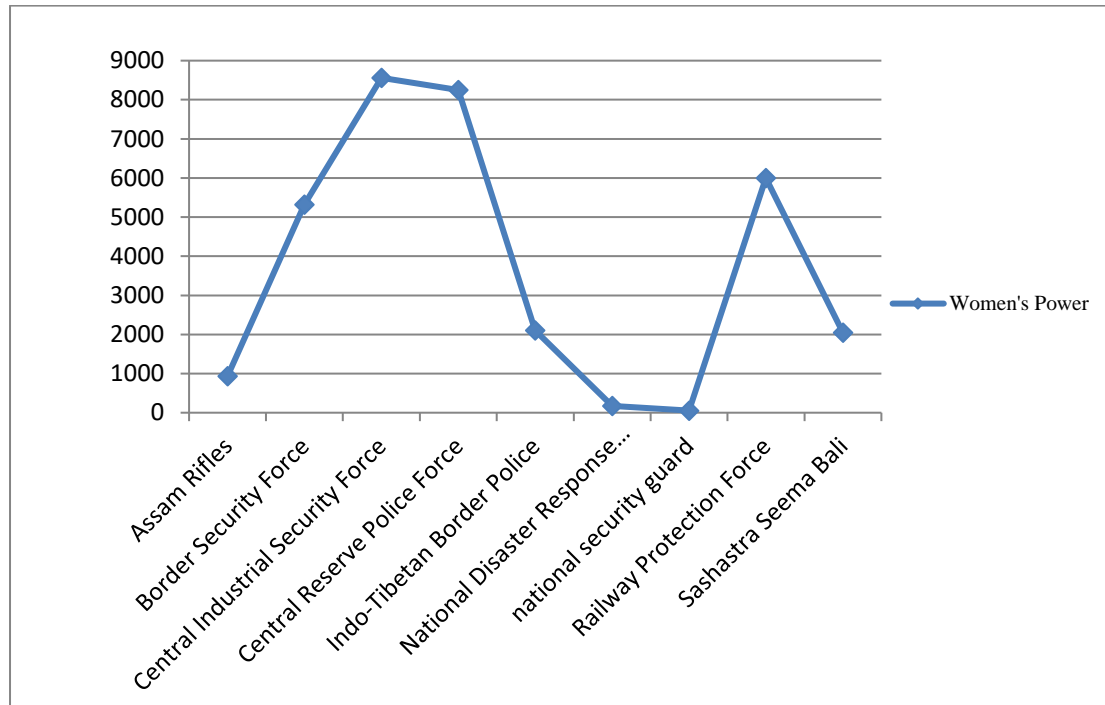
The theoretical basis for understanding women in the workforce can be divided into two main paradigms: 1. structural functionalism and 2. Feminism. Various analytical and empirical studies have attempted to explain women in the workplace, but often the theoretical underpinnings are gender neutral, which have failed to capture the diversity in women's work situations. Here an attempt has been made to understand and explain the theoretical perspective of women at the workplace. The present study looks at all the factors of role conflict emanating from the dual roles played by women police personnel, like political approach, inequality approach, contribution approach, role approach, family approach, social approach, family conflict, time management, etc.

Table 3: Total number of Women's Power

| Central Armed Police Forces And Special Forces | Women's Power |
|--|---------------|
| Assam Rifles | 938 |
| Border Security Force | 5,318 |
| Central Industrial Security Force | 8,560 |
| Central Reserve Police Force | 8,248 |
| Indo-Tibetan Border Police | 2,106 |
| National Disaster Response Force | 170 |
| National Security Guard | 54 |
| Railway Protection Force | 6,003 |
| Sashastra Seema Bal | 2,051 |
| Total | 33,448 |

Source: BPR&D Publications, New Delhi.

Graph 3: Total number of Women's Power



In the central police services, women's representation lags even further: they make up just 3.4 percent of all members in the nine special forces; the Railway Protection Force has the highest representation at 8.9 percent, and the National Security Guard has the lowest (0.6 percent).

Of all its benefits, perhaps the most significant impact of improving the presence of women in the police is on citizens' access to justice, particularly in cases of sexual violence. Not all survivors of sexual assault report the crime to the police often because of social stigma, but also because police responses are usually insensitive, unhelpful, and even abusive.

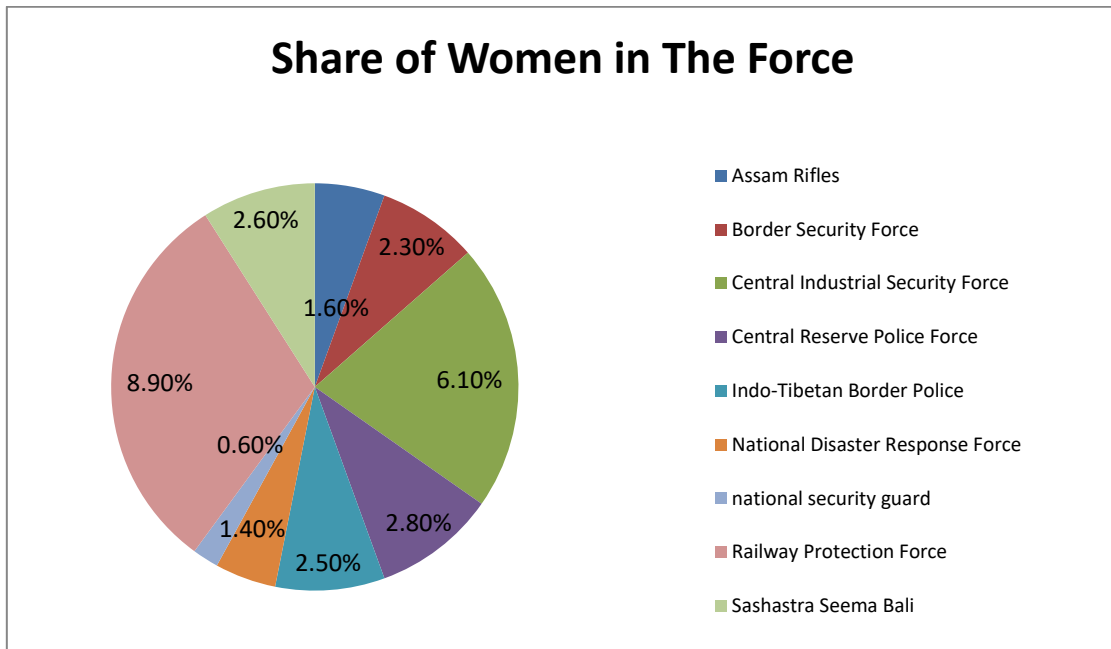
In the light of this, among its many recommendations, Justice J.S. after the horrific gang-rape of a young girl student in December 2012, Verma said it was particularly important to increase the number of women policemen patrolling and on duty in police stations, so that women felt comfortable registering accusations of sexual misconduct or threats with a sexual component. The setting up of women's help desks is another intervention that the central government has been pushing since the 2012 incident to make police stations more accessible to women.

Table 4: Total Percentage of Women's Force

| Central Armed Police Forces and Special Forces | Share of Women in The Force |
|--|-----------------------------|
| Assam Rifles | 1.6% |
| Border Security Force | 2.3% |
| Central Industrial Security Force | 6.1% |
| Central Reserve Police Force | 2.8% |
| Indo-Tibetan Border Police | 2.5% |
| National Disaster Response Force | 1.4% |
| National Security Guard | 0.6% |
| Railway Protection Force | 8.9% |
| Sashastra Seema Bali | 2.6% |
| Total | 3.4% |

Source: BPR&D Publications, New Delhi.

Graph 4: Total percentage of of Women's Force



A randomized controlled trial covering thousands of police stations serving hundreds of millions of people across the country found that police officers in stations with female help desks were more likely to file gender-based cases. Violence and other grievances brought out by women.

This was especially true when women officers were randomly assigned to run these desks. The study found a significant increase in FIRs registered for women's cases, and the researchers note that the increase was driven almost entirely by help desks manned by women police personnel.

The study further noted that the often dismissive stories of women registering "false cases" against men may also contribute to reducing the chances of police registering an FIR. The researchers found that female police officers were less likely than their male colleagues to tell stories of "false cases." And police accountability can be improved by focusing on women's affairs and by fostering greater gender representation within the police.

Theoretical Implications

The structural-functional approach may be included in this paper. Functionalists argue that gender roles predominate women's work in the domestic sphere, but the inclusion of women in separate workforces in addition to domestic duties created imbalances in society that changed the structure of the family. Women police, being part of the family and workforce, play multiple roles for the smooth running of the family and the society at large. Women police have a great responsibility to look after their families and job functions to maintain the structure of society and balance their family-work relationship. Thus, structural functionalists believe that gender roles arise out of the need to establish a division of labour that will help maintain the smooth functioning of the family and, at the same time, contribute to the stability of society.

Furthermore, according to socialist feminist theorists, women's emancipation would be possible only if women could participate in large-scale social production and household chores could claim only a negligible amount of their time. Women have been emancipated because they have included themselves in the paid labour market, but the patriarchal ideology associated with women's work within the home has also created significant problems while performing their dual roles in the public and private sectors.

Performance and Development of Women in Police

There has been controversy about whether women's policing styles are similar to or different from those of their male counterparts. Some scholars say that it is different; others say not. However, it has been observed across the world that the appointment of women police officers has helped in some situations that male police officers fail to address at times. In addition, there has been an increase in the employment of women police officers due to their performance in the field. This is discussed in detail below:

- **Promoting the progress of women in police:** Various committees have been constituted to promote progress and create a conducive work environment. However, with women rising and progressing through the ranks, it is also a bitter truth that women face gender discrimination and sexual harassment, with very few mentoring programmes to support them. Committees for the protection and promotion of women police officers are formed only on paper, and no actual work is done for them.
- **Contribution of women in police organizations:** Diversity increased with the inclusion of female officers in the police department. Incidents of sexual abuse and custodial violence will decrease, as women are less likely to use force in serious situations and still be able to solve the problem. In addition, many legal and cultural barriers were removed for women in policing. With their ability to work in a group and communicate better, there has been an increase in cohesion among coworkers. Also, with her ability to handle sensitive issues revolving around women and children, she created a niche department where only female officers are required. It is reported that there has been an increase in the reporting of domestic violence and sexual assault cases when women are handling the case.
- **Public image and mass media:** In the last several years or all over the world, mass media has given a positive twist to the portrayal of policemen. Today the front page does not carry sensational news about the first police lady recruited or promoted. Articles about women in policing are more important or common nowadays. Early television serials about female police officers in the United States in the 1970s, *Get Christy Love* and *Police Woman*, focused on female undercover and plainclothes officers. But starting with *Cagney and Lacey* in the mid-1980s and continuing with shows such as *Hill Street Blues*, *NYPD9*, *Thunderwatch*, *Law & Order: SVU*, and various *CSI* shows, female detectives and uniformed officers became popular. The police force, and other characters consider their appearance to be extraordinary. In India, famous TV serials like *Udaan* portrayed the role of a supervisory police officer very well. There were many films in different languages in India that had a female police officer as the central character. Thus, the rise of women in police dramas is evident and widely broadcast on television. This has happened in movies as well. The mass media attention has helped promote favourable attitudes towards women police officers among the general public, potential police candidates, and even police officers themselves.
- Mass media has played an important role in improving the image of women in the police organization. Media outlets highlight their success or the various shows and films led by female police officers and detectives, that have helped women rise to the top. It also encourages the officers to do better work and, to some extent, helps remove the prejudice of male officers towards women.

- **Status of Women Police in India:** Positive representation and diversity in the police system have a positive impact on the department as well as society. It helps the minorities of the country trust the police personnel. In addition, police organizations and the armed forces have been mandated to eliminate discrimination against women and ensure equality between men and women. It is required to uphold the basic freedoms entrenched in the Indian Constitution. Article 14 ensures the right to equality before the law and emphasizes non-discrimination among the citizens of the country. Additionally, Article 15 permits the state to create particular protections for marginalised populations, including women and children. Lastly, Article 16 mandates the state to provide equal opportunities in matters of public employment, such as in police institutions, and to remove the deficiencies that plague women. In addition, being a signatory to the Universal Declaration of Human Rights (UDHR), the International Covenant on Civil and Political Rights (ICCPR), the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), and several other conventions and treaties, India is bound to uphold the principle of equality in full spirit. Thus, in order to implement the above constitutional rights and the United Nations Conventions, various initiatives have been taken by the government. Several steps are being taken to improve the image of the police and make the institution a gender sensitive place.
- **Change attitude:** With the presence of women police personnel, the attitude towards the police has changed more than ever before, and the mass media has contributed to this. It has been found that there is increasing acceptance by the public of women in law enforcement roles. What is particularly noteworthy is that most people are no longer doubting women's ability to handle violent situations.

Recommendations and Conclusions

Despite the continued presence of these issues, no government has attempted to conceptualise a comprehensive policy to make the police service more inclusive in the true sense. Moreover, the mere formulation of policies that promise a definite goal of reservation does not ensure that women are actually recruited and promoted. Thus, steps will be taken towards implementation of the policy laid down by the Ministry of Home Affairs. In addition, the government should consider incorporating the following recommendations into its policy:

- Family friendly policies should be formulated to help women police officers strike a balance between their personal and professional lives. Those policies may include paid marital leave, child care, and medical insurance. Apart from this, sanitary products are also a great initiative in the workplace.
- Policies should also include educational programmes for both men and women and organise seminars where the problems faced by them will be discussed and resolved. It should be organised not only in police departments but also in schools and colleges, which will encourage women to take up jobs in police organisations.
- The employment of women in both the administrative and service sections of police departments will remove gender stereotypes. Hiring women only for symbolism and confining them only to the administration department undermines their capabilities.
- Cases of sexual harassment and rape within the police department should be dealt with strictly. Steps should be taken to create a safe space for women to report such cases against their colleagues and superiors without any complications. A separate department should be set up for each jurisdiction's police stations and training centres where such complaints can be lodged and a speedy investigation can be done.
- Expanding mentoring opportunities can help women executives gain knowledge and contacts that will be helpful for their career growth. Formal counselling plans that actively facilitate the development of professional relationships between high-ranking men and women and their subordinates will be beneficial and help bridge the gap between superiors and subordinates.
- Lastly, various recommendations are provided by the Ministry of Home Affairs to assist in the management of diversity in the Police Department. This will facilitate training in diversity and equal opportunity for all employees. In addition, professional development opportunities should be made more accessible to assist women in career advancement.

Although women have managed to gain entry into the police services, they still face resistance, as discussed in detail above. They have to endure various hurdles that their male counterparts never go through, yet their contribution has been seen by all and will be seen in the future also. Thus, it is important to develop a complete policing system for all men and women and to appreciate the role of women in making it, which will help towards the betterment of society.

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