



## Challenges for Women Police at Work Place

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### Abstract

In ancient orthodox society there was a belief that woman has no place in the Police force. It was a common belief that a woman's characteristic and personality could not be in description of a brave Police Officer. Appointment of women 'Angarakshaks' and spies is described in Chanakya's 'Arthashastra'. Mention of lady officers named 'Atharvaniska' was found in Harems where many Indian Monarchs were murdered. Women were also employed for Police job during World War II in many European countries. Women Police played a major role in dealing with child abuse in Britain during early 19s. Women Police introduced in modern India during 1930s. Kerala and Maharashtra were first state to recruit Women Police. After a century since the first female officers entered in Police force. This is also a fact that the Police force is also represented by women is no longer an exception, but a rule. Bartlette and Rosenblum (1977) conducted a study in which 27 Policemen and 27 Policewomen matched for length of service were compared on 56 performance variables. There were no differences in the number or quality of arrests, efficiency ratings, and injuries, disciplinary charges, handling of tension or violence or the attitudes of citizens.

**Keywords:** Workplace, field duty, harassment

### Introduction

The word police is derived from the Latin word Politia, which means the state of the police or state. This term broadly refers to public arrangements and purposeful maintenance of people and property protection by the risks of public accidents and commission of illegal acts. It refers to the accused civil officers for the protection of public order and security and to enforce the law including preventing crime and detection (Ghosh and Rustam G, 1993) <sup>[15]</sup>. Assurance of equality and respect to the weaker sections of society is also dependent on police performance. Clearly, police have an important role in the existence and development of India.

### History of Women Police

Police services around the world have been seen as the bastion of masculinity. In the beginning of the 20th century, women started to be appointed in a very small number of police. Progress in the following decades has been slow. Even today, women are represented in policing in all areas of the world.

A UN Women report of 2011 estimates that globally, the average police force of women is 9%, which is less than 2%

in some parts of the world. On average, women do not make more than 13% police force in any area. "

Kerala was the first Indian state for women in police force, in 1933, the first woman involved in Travancore Royal Police started in 1933. After this, recruitment of women in police in other states started only after independence, and even then it was sporadic. It was not until 1972

that the first woman was appointed in the Indian Police Service. Unless the National Police Commission completed its eight reports in 1981, women had only 3000 or 0.4% share of the total police force in the country.

In India, the requirement of women police was felt for the first time during a labor strike, which was held in Kanpur in 1938. The state of Travancore also appointed women as special police constable in the year 1933. Women Head constable and twelve women police constables were appointed. Due to the partition and after all the effects, many women organizations have cropped up which women police need. Due to rioting, oppression of women, kidnapping, kidnapping and other sexual offenses, it was thought to increase the number of women in police. The Delhi Police Force was the first to recruit women in 1948 in the police station. [International Journal of Indian Psychology (2015)] <sup>[1]</sup>

## Strength of Women Police

**Table 1:** Rank-wise percentage of women police in India as on 1 January 2017

	Number	Number Percentage against total number
Constables	100583	71.75%
Head constables	24709	17.63%
ASI	3838	2.74%
SI	7482	5.34%
INSPECTOR	2372	1.69%
ASP/Dy. SP/Asst. COM	641	0.46%
Addl. SP/Dy. COM	189	0.13%
AIGP/SSP/SP/COM	274	0.20%
DIG	27	0.02%
IGP	41	0.03%
Addl. DG	18	0.01%
DGP/IGP/ADGP	10	0.01%
Total	140184	

Data in this section has been taken from the Bureau of Police Research and Development's annual report "Data on Police Organizations (as on January 1, 2017)," Ministry of Home Affairs, and Government of India.

### Statement of Problem

The purpose of the present study is to research the women who work as police officers. These women officers face many social, personal and psychological problems for many reasons including inadequate transport and infrastructure. The scarcity of toilet and restroom facilities is most difficult for traffic police in urban areas, where women police have to face many problems due to lack of adequate and clean public toilets. A woman traffic constable in Rajasthan clearly stated that the most difficult part of her job was the absence of toilets facilities. In another example, a woman told how she did not drink water (even in very hot conditions) to avoid the need to use toilets. Another problem is the lack of housing infrastructure (and the associated funds required to address it), especially for the officers posted in the remote areas of the country, keeping in mind the issues of home security and the taboos, special importance for women. Those who are already around them are far away from home.

In India, the police is governed by the principle of "always on duty" defined in the Police Act, 1861. The lack of personnel, skewed deployment, and poor management practices contribute to unevenly long and irregular work hours. A recent study sponsored by BPRD reveals that- "90% of police station staff, across states and across police station types, presently work for more than eight hours a day".

The study further reveals that in many instances, the police station employees are working anywhere between 11-14 hours of the day without any weekly leave. Women were often working for 12 hours or more (especially if traveling for posting requires a long time) absence from home, so it is difficult for them to manage work and home life effectively it happens. The lack of proper and different facilities for women at police stations strengthens the difficulties of working long hours. [Rough roads to equality, CHRI (2015)]

The present study is therefore the purpose of finding out whether women face challenges in those workplaces which create problems for them, and what are the specific challenges women face in working in different areas and they What can be done to help in reducing the problem of reliable solutions

and malignancy, so that women have their own can understand the value and ability to deal with problems in various ways. The purpose of this study is to find out the problems of working women of different age groups and different categories of single, married, separated/divorced, widowed etc. Understanding problems clearly will help us find adequate answers to reduce problems.

### Review of Literature

Many foreign journals like Police Journal, Journal of Police Science and Administration, Criminal Law, Criminology, inform internationally about problems related to police and issues. Indian Police Journal, Uttar Pradesh Journal and Madhya Pradesh Journal, Sardar Vallabhbhai Patel National Police Journal discuss the Indian Police. Apart from this there are various reports such as the first report of the National Police Commission, Government of India, February 1979, second report (1979), Fifth Report (1980) etc. which gives information regarding the police.

The Parliamentary Committee on Empowerment of Women published two reports on women police-the first report, published in September 2013 titled "Working Conditions of Women in Police Force", reviews steps taken by central and state governments to increase representation and improve working conditions of women in police forces. The Ministry of Home Affairs, on behalf of the central government, along with state governments made submissions before the Committee which then laid down a series of recommendations for follow-up action. The Committee's substantive recommendations are interspersed throughout this chapter. In December 2014, the newly constituted Committee published its second report on Action Taken by the Government on its recommendations.

Police is considered to be one of the major stress-related occupations due to irregular working hours, lack of vacations, hierarchy pressure and anti-social elements. There is evidence for police officers that problems in the workplace have great impact on the stress. Wexler and Logan found out in their qualitative research that when women police identified professional pensioners, they highlighted problems in conversation with colleagues. Being a woman, this job tension not only affects the lives of the police, but also affects their families.

Raghavan informs that (1999) <sup>[4]</sup> the creation of a women's wing in the Indian policing a formal manner was essentially a post independent decision. Earlier, small number of women were recruited in just five centers like Kanpur, Mumbai (1938-39). Elsewhere there was no doubt about women being employed on casual basis to meet certain legal requirements, because in the case of detention of women prisoners in custody. But they were never part of the force. The services of women police are used in various types of work, especially for interaction with female grievances victims. Apart from fleeing female prisoners, he was found useful in dealing with women's practical in public performance, which inhibit the movement of vehicles and put public peace in jeopardy. In order to encourage women to go to the police station to encourage their obstruction, due to the inevitably male compassion in the letters, some states have established all women police stations, Tamil Nadu has been particularly active on this front. There are 57 women police stations in the state, where there is a total of 4712 personnel.

According to the State Ministers of Patil (2011) <sup>[5]</sup>, Home Affairs said that there is a 30% reservation for women in the police station, such as different washrooms, facilities for women in the changing room. The Minister is trying to remove the inequality in the salary structure, thereby making the police job more attractive and prestigious for women.

McCafferty (1992) attributes suicide of police members to stress at work. Factors contributing to the crisis may include lack of partner structure in totalitarianism, poor interpersonal relationships with supervisors. The lack of administrative support, improper discipline, improper promotion and nature of police work.

Some studies have indicated that there is stress in both the men and women police officers, but the reason for this stress is different from gender. Stress can be divided into police operational duties, issues of organization and issue of management (Brown and Fielding 1993) <sup>[6]</sup> Women's uniformed constables are less likely to be aware of the police operating stress with the possibility of violence, but they compare the uniformed policeman. They report more adverse reactions if they are caught. Apart from female uniformed officers and detectives, male police officers are more likely to be involved with women with violence or sexual offenses. There are relatively few differences. Other than the fact that in connection with organizational tensions, female detective and uniformed officers report gender-based discrimination and high rates of prediction compared to their male colleagues (Brown and Fielding 1993) <sup>[6]</sup>.

Holdaway and Parker (1998) <sup>[17]</sup> offer two types of conflicts that women experience:

One is the stress between home and office work when family life interferes with time-bound and overtime privileges such as workplace duties, and there is another tension between work and home when family life suffers as a result of working as in being unable to take care of an ailing child at home.

In India, the study of Mahajan (1982) <sup>[8]</sup> on women police in Punjab State revealed that the role of women in police is unclear and stressful. In another Indian state, Andhra Pradesh, the Women Police force acts as a tool of social change to increase the status of women in society.

Shamin (1991) urged that the women police need to give independent charge of cases to bring them equal to their male counterparts. On a positive note, Natarajan (1996) <sup>[20]</sup> found that in Tamil Nadu, complete integration of women in police in India is likely to happen soon. However, Bharadwaj (1999), on the other hand, said that in Delhi women police were

dissatisfied with their position and role despite their valuable contribution in the traditional and modern areas of police work.

As stated in the Bombay Police Manual (1959) <sup>[10]</sup> that in some of the major districts of the police, there is a necessary staff ID in Greater Bombay, which is being done to help the recovery of hijacked women in the main function so that women The convenience and complainants of the passengers should be important Railway station, catch women criminals and help in the administration of telephone exchange, worship sites or entertainment For the sector.

Ali explains that (1970) women had broken the barriers of legal and practical to enter the police department. Despite keeping ion and hostility, he demonstrated that he was able to handle regular police functions like men. There is a different attitude and value and perception that affect the way we work. The position of women in police is considered invisible; their ability is still inadequate, party-bound and stable.

According to Young (1991), women police have to face an ongoing enemy "who try to maintain control and dominance at the work place of fellow policemen. He further comments that men see women police officers as weak people who have no real ability for law enforcement. Brown and Campbell (1991) <sup>[12]</sup> did a study on Hampshire constabulary in England. They found that most female officers were either developed on the pedestrian or car, and the possibility of becoming part of special investigation units, prisoner management, maritime divisions and traffic patrol was low and they did not have dog or aerial aid.

In the study of women police, Rao (1993) <sup>[13]</sup> resembles Kiran Bedi's entry into the Indian Police Force. To what extent can women be entrusted with the rough and tumble of police life in the rapidly. The law and order situation is still controversial. To work in the role of children, women and social service, there is a need to create and strengthen the women police in all the states at the district level.

An article in Loksatta (2010) <sup>[14]</sup> states that on the eve of International Women's Day, the government announced that 100 female drivers will be appointed. Although there is only one female driver who is trained. The Home Minister has announced that on International Women's day, women police will be given a holiday and the department will arrange for them the admission program, which was never implemented.

### Major Findings

- i). On the question of safety concern for them some answer I received which is as under:
  - ¾ women said that at least 2 women must present at the time night duty.
  - Facility of pickup and drop to home should be there at the time of night duty.
  - Separate rest room, changing room, wash room, facility should be there where they placed.
- ii). On the question of fear and trouble feel by them during night duty.
  - Fear of escape of offender at least 2 women police officer at night duty.
  - Feeling unsafe when colleagues drink in night duty.
  - Fear about the family and children.
- iii). On the question of problem face by them during in field duty, so some of common replies are as under:
  - Facility of drinking water, fresh food and wash room is not there.

- Higher authorities' and male colleagues do never understand the problem of female.
  - Image of the people towards women police remain as stereotypical they cannot accept that a women can also do such type of work.
- iv). On the question of behaviour they faced or they think it should be not be a part of their work place environment. So some of common replies are as under:
- Abusive language of male colleagues at their workplace.
  - Smoking and drinking at workplace environment during duty hours.
  - Disciplines among the police officials.
- v). On the talking of discrimination among them for division of their work many of the respondents say that they never feel like this. But some of respondents say that male colleagues are not give importance to their work.
- vi). There is a common problem is accessing facility of residential police quarters. Allotment of quarters done only on the basis of the seniority level. Most of the respondents said that there is another thing like separated women/divorced/alone women/with family to keep in mind at the time of allotment of the quarters.

### Conclusion

The findings of the study showed that the uncertain and long working hours did not allow them to give much time to their family members and relatives. Often they suffer mental stress and most of the time they are in the role of anger which is caused by their work stress with their family members. Due to their long working hours which are not fixed, they can't spend enough time with their family which create a space within her family.

There are many problems faced by police personnel in their carrier such as stress health issue and family and & social life relating problems. The pressure of law enforcement put officers at risk for high blood pressure, insomnia, increased levels of destructive stress hormones, heart problems, asthma problem and back pain.

Women need to get support both at the organizational level as well as level of run smoothly their professional and personal life as well. As every women police personnel have to done duty of two types which is professional duty and family reasonability. They have to maintain a workable balance. As shown by the study being women can be advantageous while dealing with the women criminals, women victims and provide counselling to the victims. As police takes advantage of these skills and positive outcomes caused by the gender of women police. But as there is lacuna in police force is there is huge gap or ratio as compared with the male police.

### Suggestion

1. The working hours of the women police officers need to be fixed. It cannot be made into a nine to five job however, factors like managing of household, children by these officers need to be kept into account before placing the women in any department.
2. The main reason behind the not fix duty hours is there is no proper strength of police personnel at each police station work. So there should be more recruitment of police personnel's so that work load can be divided and duty hours will be reduced at compare to present situation.

3. To increase the participation of women in the police force, both the State and the Central Government need to run a special campaign.
4. Essential facilities should be provided them when they are on the field duties. (Traffic duty, riots situation, fare situation).
5. There is a need to improve working conditions. Proper toilets, changing room and other basic amenities should be provided to the female officer.
6. Salary should be given according to their working hours. If it is more than official working hours as compare to other organization. If there are more than official's hours then overtime should be given to them.
7. As being a female their physical safety and security is on top priority, so government and police organization both are required to provide better equipment's and colleagues at the time of night shift and work place.
8. There should be well management of outstations duties.
9. If anyone do their job well, timely then appreciation/rewarded facility should be there. And it should be partial and on regular basis, so they motivate to do their work with honesty.
10. Advanced technological equipment should be provided to deal with the crime and criminals.
11. Problems to them should be heard by higher officials and solution of their problem should be done as soon as possible.
12. Pick and drop facilities at home to the police personals.
13. Basic facilities for women's police stations.
14. Proper facility of fresh food and drinking water should be available when the police person is on field duty. (Election, fare, Rally, Riots).
15. Higher authorities must be well behaved with women police official

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