

CHAPTER 4

TOP ECHELONS VIEWS ON WOMEN IN POLICE

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4.1 Introduction

In this Chapter, an attempt has been made by the investigator to present the answers of top echelon of police on the following questions :

- i) What roles should police women perform ?
- ii) What roles might not be suitable for police women ?
- iii) What are the perceptions of male colleagues on women police? ?
- iv) What problems do police women face in police department?
- v) What should be done to train police women better?

To elicit the views of serving and retired Top Echelons in Police, an open-ended questionnaire was constructed . The questions focused mainly on :

- Opinion on women in police in India.
 - Perceived role of women police.
 - Kinds of tasks/duties that cannot be performed by women police.
 - Problems faced by women in police.
 - Training of Women Police.
 - Perception of the male counterparts about the women police.
 - Level of acceptability in the Police Subsystem.
 - Opinion on their overall performance of police women in field.
- (See Appendix-C)

150 Top Echelons of Police (both serving and retired) constituted the sample of the study.

4.2 Opinion on Women in Police

The data obtained from 150 Top Echelons of Police Officers (both serving and retired) was analysed by using content analysis procedure.

Research Question 1

What is your opinion on Woman in Police in our country?

Response:

The findings were as under:

- Women being equal partners to men in our democratic society must be given equal opportunities of working in police forces particularly for maintaining social balance. They are most essentially required to enhance human behaviour in the organisation.
- India is a country where women have been kept away from outdoor activities for centuries together. There is an awakening now and women are being given equal rights and opportunities in every field. They should be taken in large numbers in every rank in police in India.

- In each district at least 10% of the force should comprise of women. Instead of having women Police Stations, women police should be posted in each police station.
- Due to poor image of police, women are not joining in the police department, and since not many women are there in police, as the image continues to be poor. The recent decision of the Tamil Nadu Government to have one women Police Station at each District Headquarters is commendable. It will go a long way in both humanising the police force and giving a better image. Women in police can be helpful in improving the image of police. Moreover, we are having more crimes against women, hence women in police are necessary for sympathetically listening to the women victims.
- By introducing policing by women in our country we have tried to copy the Western model. Women police are a burden on the already insufficient strength of police. Women Social Organisations should have been involved instead of having police force of women.

Majority of Senior Police Officers welcomed women in police. A few of them felt that they were burden in police department.

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4.3 Visualisation of Role of Women Police in India

Research Question 2

What are your visualisations regarding role of women police?

Response:

The following opinions were received:

- They should be used more gainfully in dealing with crime against women and children and also in offences where women are involved. They may be equally useful in tackling Law and Order situations if women are in the fore-front.
- Women are a vitally important role in the police. They are more suitable not only at the cutting edge level but in all crucial positions in police hierarchy.
- The role of women police is more pertinent in the sphere of eradication of anti-social activities and doing justice to reach the weaker sections of the society.
- Woman police is necessary to win confidence of women citizens, and to ensure proper treatment to them and children. They are also required to combat increasing trend of crime by women.

- All crimes and social injustice to women can be investigated and enquired by them.
- Woman Police can best be utilised in crimes related to atrocities on women including crimes related to the body of women. Investigation of almost all kinds of cases, training responsibilities, communication job, traffic control, public/press liaison, record keeping duties etc. can be performed well by women police.
- They can play a very limited role. They can only be used for scanning and searching of women suspects at airports. Lot of compromises have to be made in postings, transfers, and placements when the question of providing role to women in police is concerned.

Urban Woman Police can -

- help to improve police image.
- humanise the police force.
- control Law and Order situations better.
- Women can play important role in a welfare State. They can create awareness among men and women regarding dowry harassment, eve-teasing, obscene acts with reference to legal provisions; they can ensure conviction by pursuing such cases. They can also advise women on various

aspects either like to sisters or to mothers. They can do a lot of service in form of rehabilitation of Victim women and destitutes in co-ordination with women organisations.

4.4 Functions/Duties/Tasks for Women Police

Research Question 3

Please enlist functions/duties/tasks where police women are most suitable.

Response:

Police women will be most suitable in the following functions/roles /tasks :

- Handling communication.
- Technical and document examination work.
- Controlling crime against women.
- Eradication of anti-social activities.
- Justice to weaker sections.
- Ensuring proper treatment to women and children.
- Training responsibilities.
- Police Press liaison.

- Traffic Control.
- Record Keeping.
- Scanning and searching of women suspects.
- Rehabilitation of women victims.
- Manning women cell.
- Manning Staff jobs.
- Frisking duties at airports.
- VIP Security.
- Bandobust duties.
- Police families welfare units.
- Interrogation of crime branch.
- Staff officers to the senior officers.
- Police-public relations exercises.
- Duty at community festivals.
- Curfew and search operations.
- Awaken women and encourage them to fight social evils like dowry, sati-system etc.
- Intelligence gathering.

- Vigilance.
- Welfare wing.
- Investigation of crime.
- Enquiries in bonded labour cases.
- Crowd Control.
- Vigilance enquiry.
- Using computers in police.
- Duty at remand homes for adolescent children.
- Duty at remand home for women.
- Serving summons.
- Running women police stations.
- Guarding and escorting women culprits.
- Juvenile delinquency case work.
- Clerical work .
- Fingerprinting work in C. I. D.
- Drug related case work.

Research Question 4

Which kind of functions/duties/tasks cannot be performed well by women police in field situations ?

Response:

As per the perception of Top Echelons of Police, women police personnel cannot perform the following tasks well:

- They cannot be sent for patrolling, ambushes etc. under disturbed conditions. They may not be able to manage hardened criminals.
- Role as Division Officers in police station areas, and Station House Officers.
- Conducting raids on dens, nabbing notorious criminals, and armed Police Duties.
- Riot control, crime control except immoral, traffic Act cases and crime against women and children.
- Dealing with drunken gangsters fighting with dangerous weapons.
- Sentry and security guard duty.
- Arresting wanted criminals.

- Law and Order duties and anti-terrorist operations.
- Prisoners' escort duties.
- Dealing with violent mobs specially during communal riots and mass agitations.
- Various operations in forest and hilly areas where proper camping facilities are not available and individual movements are required much.
- Chasing of culprits.
- Dealing suitably with stubborn subordinates.

A very senior Police Officer commented-

" I do not see any particular field where they cannot be deployed. Many times, it is the male ego and sense of domination which probably comes in our way".

4.5 Problems faced by women police in field

Research Question 5

What problems do they usually face in effective discharge of their duties?

Response:

Following problems may be faced by women police personnel in discharging their duties:

- Their need for privacy and physical toughness may be the limiting factors.
- Undesirable conduct by citizens and male counterparts
- Non-availability for round the clock duty.
- Accommodation problem and no privacy to change cloths.
- Lack of toilet facilities in Police Stations.
- Tendency among male colleagues to keep them away from normal tasks.
- They may not be able to take physical strain during pre-natal and post-delivery periods.
- Society at large looks at them as sex-objects which impedes them functionally when deployed alone.
- Hesitancy of general public to give information to them due to shyness and male ego.
- Less acceptance by male colleagues as equals.

- Not being given tough challenging assignments .In male dominated police force and society they feel isolated. During night patrolling they would not like to go alone with their male counterparts,. Mostly, they are not as rough and tough as male police and they find difficult to deal with violent mobs and rowdy crowds.
- Since police duties involve dealing with bad characters and hardened criminals, women if detailed on these duties could easily be insulted. They are unable to withstand usually long hours of duty specially when they have family commitments also.
- Lack of willing cooperation from the male colleagues.
- They feel inferior to the male counterparts.

4.6 Views on Training and Development of Women Police

Research Question 6

Please provide your valuable comments on 'Training and Development" of women police.

Response:

- Police women (non-gazetted) should undergo the same training as the policemen. Any relaxation, if required to be given, should be based on the experience of working police women.
- There are no separate training institutions for them. The training institutions for them should be headed and run by women police officers.
- Emphasis should be on normal combat to instil more self-confidence.
- They should be taught UAC and handling of weapons. They should be trained in public relations and intelligence gathering work.
- They can be given more intensive training in crime investigation and interrogation.

4.7 Perception of Top Echelons on Women Police

Following were the perceptions on women police:

- They thought that women police were soft and therefore should be put on lighter duties. It was also felt that women get more nervous when they face violent mobs. Therefore, they should not be put on mob controlling duties.

- They should not be sent alone with male police specially during the nights as complications are likely to arise.
- They felt that women police were burden on them and the police department.
- They were not putting same hours of duties and efforts though drawing the same pay.
- Compromises were made in posting, transfers and promotions of women police personnel.
- They were disgrace to uniform.
- Acceptability in Police Subsystem is low.
- They are acceptable in the police sub-system and it is being increasingly felt that their number must increase in the organisation so that better understanding of the police role by the society will be ensured.
- They are acceptable generally as long as they are recruited on merit. Those, who are recruited on compassionate grounds after condoning minimum standards, are unable to perform their duties well and hence are looked down by male colleagues.
- Male counterparts do not accept them as equals particularly SIs/CIs. They do not want women police constables in the Police Stations.

More Comments:

- They would take some more time to be fully effective in field. They are certainly more sincere and devoted.
- They are doing well. If trained and led properly, they can be significant boosters of police image.
- Police Women perform in many instances better than their male counterparts despite of their added anxiety for their family role and difficulty due to unscheduled extended hours of duty.
- At present, women in police particularly in lower ranks are performing a limited role which can be enlarged by better training facilities.
- It is too early to deploy them fully as they are in small numbers. Performance at the constable level is unsatisfactory.
- Women police are doing very well in clerical jobs, telephone and wireless duties; recordin and maintaining of police records; search; arrest; interrogation; guarding and -escorting the women culprits and traffic control.
- They have been performing well in facing women demonstration and on security duties at Airports and other sensitive areas.

CHAPTER 5

**ATTITUDE OF MALE
COUNTERPARTS TOWARDS
WOMEN POLICE IN
ANDHRA PRADESH**

CHAPTER 5

ATTITUDE OF MALE COUNTERPARTS TOWARDS WOMEN POLICE IN AP

5.1 Introduction

In this chapter following aspects are being covered:

- Attitude of Station House Officers, Circle Inspectors.
- Deputy Superintendent of Police and Assistant Superintendent of Police towards women police personnel.
- Performance on various items of attitude scale.
- Summary.

5.2 Attitude of Male officers towards women police personnel

An attitude scale was constructed to assess the attitude of Male officers (From Station House Officer to Assistant Superintendent of Police) towards women police personnel. It consisted of 10 items. Attitude scores were derived and the statistical analysis was done.

5.2.1 Performance on various items of Attitude Scale

Attitude scale consists of 10 items. These items measure the attitude towards women police personnel. The attitude scale consists of 1 item of positive polarity and 9 items of negative polarity. The scoring procedure is as under :

<u>For Positive polarity items</u>	<u>For Negative polarity items</u>
Strongly Agree 5	Strongly Agree 1
Agree 4	Agree 2
Undecided 3	Undecided 3
Disagree 2	Disagree 4
Strongly Disagree 1	Strongly Disagree 5

The data obtained from Station House officers to ASP level Officers from various parts of our State was fed into the SPSS package for analysis. The findings are presented in Table 5.1.

Table 5.1
Performance on Attitude towards
Women Police (A T W P S) Scale*

Attitudes	Strongly Agree	Agree	Undecided	Disagree	Strongly Disagree
1. Police women should be deployed on the same type of duties as police men .	19 (10.0)	78 (39.0)	4 (2.0)	74 (37.0)	23 (12.0)
2. Police men have more opportunities for developing professional skills than women.	53 (27.0)	70 (34.0)	9 (5.0)	45 (23.0)	21 (11.0)
3. Police women are not physically strong enough to do the full range of policing.	39 (20.0)	101 (50.0)	6 (3.0)	33 (17.0)	19 (10.0)
4. Police men have greater prospects for promotion than policewomen.	19 (10.0)	36 (18.0)	12 (6.0)	86 (43.0)	45 (23.0)
5. Policewomen should not be recruited in our country.	8 (4.0)	10 (5.0)	5 (3.0)	63 (32.0)	112 (56.0)
6. Police women have less commitment to job than police men because of family responsibilities.	27 (14.0)	112 (56.0)	7 (4.0)	34 (17.0)	18 (9.0)
7. Police women cannot well adjust with their male counterparts at the work place.	14 (7.0)	69 (35.0)	15 (8.0)	79 (39.0)	21 (11.0)

8. Police women can not be trusted for intelligence work.	9 (5.0)	21 (11.0)	14 (7.0)	92 (46.0)	62 (31.0)
9. Police women are perceived as sex objects thus impeding their functioning effectively.	3 (2.0)	43 (22.0)	30 (15.0)	87 (43.0)	35 (18.0)
10. Police women suffered inferiority complex that affects their performance on the job.	16 (8.0)	90 (45.0)	13 (7.0)	55 (28.0)	24 (12.0)

* Data in brackets reflects percentages.

INTERPRETATION

1. 10% and 39% respondents (SI, CI, DSP's) strongly agreed that police women should be deployed on the same type of duties as police men. 2% of them were undecided about deployment of women police on the same duties. 37% were disagreed whereas 12% of them strongly disagreed that the same type of duties should be assigned to police women as police men. The opinion was found to be divided on this issue.

2. 27% of respondents strongly agreed that police men have more opportunities for developing professional skills than women whereas 34% of them agreed with the proportion. 5% of them were found to be undecided on the statement. 23% of them disagreed with the above statement that police men had opportunities.

Whereas 11% of them strongly disagreed for developing professional skills too.

3. 20% of respondents were found to strongly agreed that police women were not physically strong enough to do the full range of policing. Whereas 50% of them agreed with the statement. 3% of them were found to be undecided. 17% of respondents disagreed with the statement whereas 10% of them strongly disagreed.

4. Only 10% of respondents were found to be strongly agreed whereas 18% agreed that police men had greater prospect for promotion than police women. 6% of them were found to be undecided. 43% of them disagreed whereas 23% strongly disagreed with the statement. It can be inferred that the respondents disagreed that policemen had greater promotional prospects than police women.

5. Only 4% of respondents strongly agreed and 5% agreed that the police women should not be recruited in our country. 3% of them were undecided . 32% and 56% were found to be disagreed and strongly disagreed with the statement.

6. 14% of respondents were strongly agreed that the police women have less commitment to job than police men because of family responsibility whereas 56% of them were agreed with the statement that police women had less commitment to job than police men. 4% of them were undecided on the issue. 17% disagreed with the statement. Whereas 9% of them strongly disagreed.

7. Only 7% of respondents were strongly agreed that the women police couldn't adjust with their male counterparts at the work place, whereas 35% of them agreed with the statement. 8% of respondents were undecided. 39% and 11% were found to be strongly disagreed and disliked with the statement. It can be inferred that male counterparts felt that police women could adjust well with their counterparts.

8. Only 5% of respondents strongly agreed that the police women couldn't be trusted for intelligence work. Whereas 11% of them agreed with the statement. 7% of respondents were undecided. 46% disagreed whereas 31% of them strongly disagreed with the statement.

9. Only 2% of the respondents were strongly agreed and 22% of them agreed that the police women were perceived as sex objects thus impeding their functioning effectively. 15% were undecided on the issue. 43% disagreed with the statement and 18% of them strongly disagreed with the statement. It can be inferred that the misconception that police women were perceived as sex objects had been engaged all from the minds of the policemen.

10. Only 8% of the respondents strongly agreed that the police women suffered from inferiority complex affected their performance on the job. Whereas 45% of them agreed with the statement. 7% of them were found to be undecided. 28% of them disagreed and 12% of them strongly disagreed with the statement.

FIGURE (1) POLICE WOMEN SHOULD BE DEPLOYED ON THE SAME TYPE OF DUTIES AS POLICE MEN

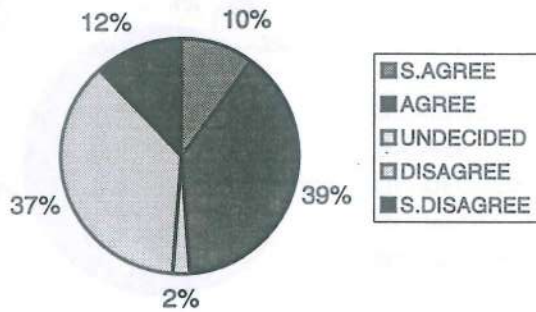


FIGURE (2) POLICE MEN HAVE MORE OPPORTUNITIES FOR DEVELOPING PROFESSIONAL SKILLS THAN WOMEN

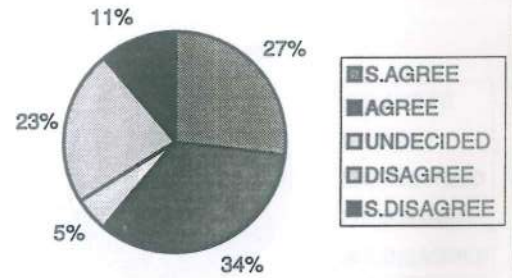


FIGURE (3) POLICE WOMEN ARE NOT PHYSICALLY STRONG ENOUGH TO DO THE FULL RANGE OF POLICING

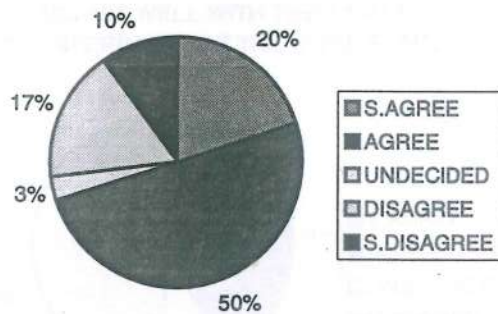


FIGURE (4) POLICEMEN HAVE GREATER PROSPECTS FOR PROMOTION THAN POLICE WOMEN

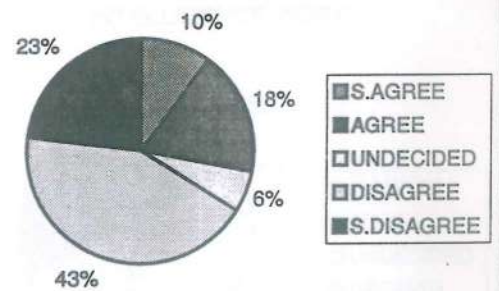


FIGURE (5) POLICE WOMEN SHOULD NOT BE RECRUITED IN OUR COUNTRY

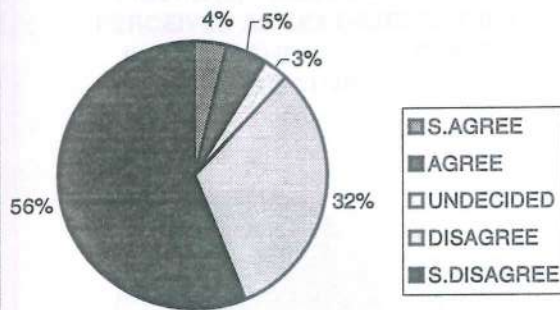


FIGURE (6) POLICE WOMEN HAVE LESS COMMITMENT TO JOB THAN POLICEMEN BECAUSE OF FAMILY RESPONSIBILITIES

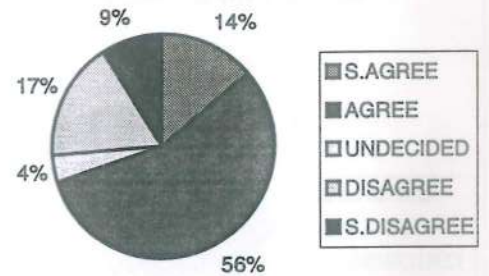


FIGURE (7) POLICEWOMEN CANNOT ADJUST WELL WITH THEIR MALE COUNTERPARTS AT THE WORK PLACE

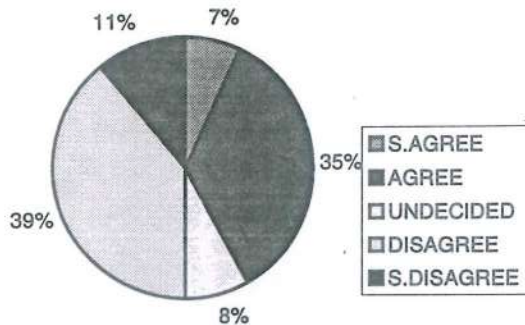


FIGURE (8) POLICE WOMEN CANNOT BE TRUSTED FOR INTELLIGENCE WORK

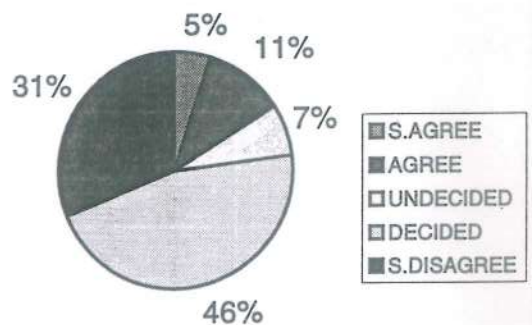


FIGURE (9) POLICE WOMEN ARE PERCEIVED AS SEX OBJECTS THUS IMPEDING THEIR FUNCTIONING EFFECTIVELY

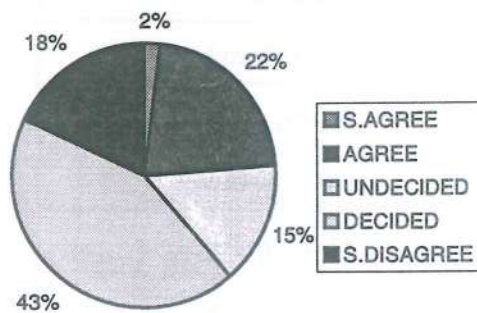
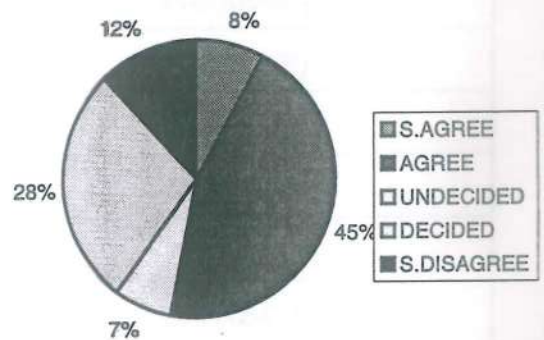


FIGURE (10) POLICE WOMEN SUFFER INFERIORITY COMPLEX THAT EFFECTS THEIR PERFORMANCE ON THE JOB



5.2.3 Attitude Towards Women Police Personnel

The maximum score on 'Attitude Scale' will be 50. The Mean, Mode and Standard Deviation of scores on attitude scales were found to be 31.838, 32.000 and 6.389 respectively. On further analysis, the findings were as under:

Attitude	Frequency
Very Low (19 & below)	3 (1.515 %)
Low (20-25)	26 (13.132%)
Medium (26-31)	65 (32.828%)
High (32-38)	75 (37.878%)
Very High (39+)	29 (14.647%)
	X = 198 (100%)

From above, it is evident that mostly male counterparts in police had positive attitude to women police personnel in Andhra Pradesh.

5.3. Summary:

Following were the findings related to attitude of male counterparts towards women police in Andhra Pradesh:

- 39% agreed and 10% strongly agreed that police women should be deployed on the same type of duties as police men.

- 34% agreed and 27% strongly agreed that police men have more opportunities for developing professional skills than women.
- 50% agreed and 20% strongly agreed that police women were not physically strong enough to do the full range of policing.
- 43% disagreed and 23% strongly disagreed with the proposition that is police men had greater prospect for promotion than police women.
- 32% disagreed and 56% strongly disagreed with the proposition that is police women should not be recruited in our country.
- 56% agree and 14% strongly agree that police women have less commit to job than police men because of family responsibilities.
- 39% disagreed and 11% strongly disagreed with the proposition that is police women could not adjust with their male counterparts at the work place.
- 46% disagreed and 31% strongly disagreed with the proposition that police women could not be trusted for intelligence work.

- 43% disagreed and 18% strongly disagreed with the proposition that is police women were perceived as sex objects thus impeding their functioning effectively.
- 45% agreed and 8% strongly agreed that police women suffered inferiority complex that affected their performance on the job.

It is further inferred that 1.515 % of respondents were found to have very low attitude towards women police. 13.132 % respondents had low attitude, 32.828% of them had moderate level of attitude. 37.878% had high attitude and 14.647% of them had very high attitude respectively.

CHAPTER 6

SENIOR POLICE OFFICERS VIEWS ON TRAINING AND DEVELOPMENT OF WOMEN POLICE IN ANDHRA PRADESH

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SENIOR POLICE OFFICERS VIEWS ON TRAINING AND DEVELOPMENT OF WOMEN POLICE IN ANDHRA PRADESH

6.1 Introduction

In this chapter, the following aspects have been covered.

- Senior Police Officers' views on Training and Development of women police personnel.
- Senior Police Officers' views on Training and Development of women police personnel recommended by National Police Commission.
- Senior Police Officers' views on personality attributes and traits for training and development in women police personnel.
- Strengths and weaknesses of Police Personnel in A.P.
- Suggestions for Training and Development of Women Police Personnel.
- Summary.

Description on each above cited points is given below:

6.2 Senior Police Officers' Views on Training and Development of women police personnel

An opinionnaire on training and development of women police personnel was administered on 100 Senior Police Officers of Andhra Pradesh to elicit their views on training and development of "women police" key performance areas were listed.

Ratings are on 3 point scale.

3 = To a great extent

2 = To some extent

1 = Not at all

The result are presented in Table 6.1.

Table 6.1.
Training Requirements in key performance areas for
Women Police Personnel-Response of
Senior Police Officers

Key Performance Areas	Agreement		Response	
	To a great Extent	To some extent	Not at all	X ² Value
A. Promoting and preserving public order.	44%	52%	4%	8.95 (S)
B. Investigation crime.	61%	39%	0	1.08 (NS)
C. Apprehending the offenders and participating in legal proceedings.	35%	52%	13%	5.30 (S)
D. Identifying problems and situations that are likely to result in commission of crimes.	74%	22%	4%	18.08 (S)
E. For reducing the opportunities for the commission of crimes through preventive patrol and other appropriate police measures.	26%	65%	9%	11.565 (S)
F. Prevention of crimes through co-operation with other relevant agencies.	66%	30%	4%	12.870 (S)
G. Aid to individuals who are in danger of physical arm.	22%	61%	17%	7.913 (S)
H. Create and maintain a feeling of security in the community.	47%	44%	9%	6.348 (S)
I. Facilitate orderly movement of people in vehicles.	35%	48%	17%	3.217 (S)
J. Counsel and resolve conflicts and promote amity.	83%	17%	0	9.783 (S)
K. Provide other appropriate services and effect relief to people in distress situations.	87%	13%	0	12.565(S)

From Table 6.1. it is evident that the Senior Police Officers recommended training and development interventions for women police in Andhra Pradesh. The following are the key performance areas in order of priority.

- Counsel and resolve conflicts and promote amity.
- Provide other appropriate services and affect relief to people in distress situations.
- Identifying problems and situations that are likely to result in commission of crime.
- Prevention of crimes through co-operation with other relevant agencies.
- Investigation of crime.
- Create and maintain a feeling of security in the community.
- For reducing the opportunities for the commission of crimes through preventive patrol and other appropriate police measures.
- Aid to individuals who are in danger of physical harm.
- Promoting and preserving public order.
- Apprehending the offenders and handing them to legal proceedings.
- Facilitating orderly movement of people in vehicles.

FIGURE (1) PROMOTING AND PRESERVING PUBLIC ORDER

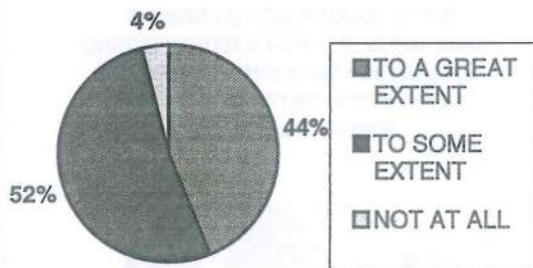


FIGURE (2) INVESTIGATION OF CRIME

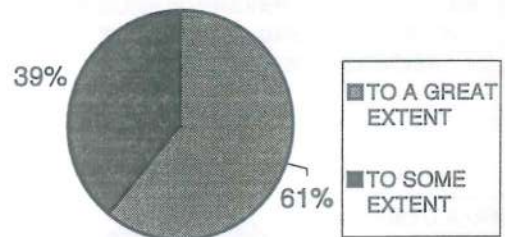


FIGURE (3) APPREHENDING THE OFFENDERS AND PARTICIPATING IN LEGAL PROCEEDINGS

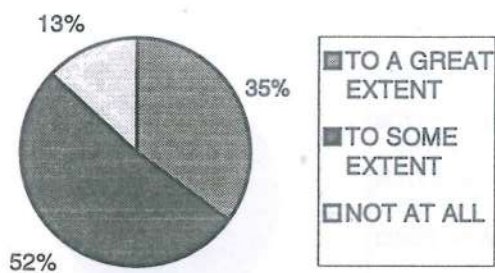


FIGURE (4) IDENTIFYING PROBLEMS AND SITUATIONS THAT ARE LIKELY TO RESULT IN COMMISSION OF CRIMES

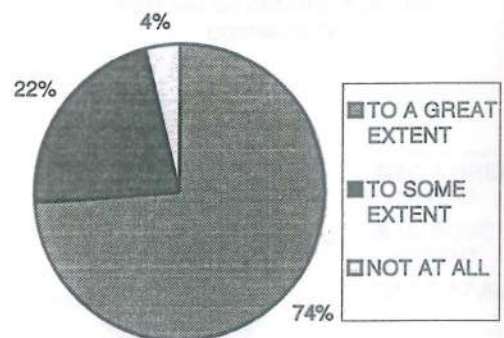


FIGURE (5) FOR REDUCING THE OPPORTUNITIES FOR THE COMMISSION OF CRIMES THROUGH PREVENTIVE PATROL AND OTHER APPROPRIATE POLICE MEASURES

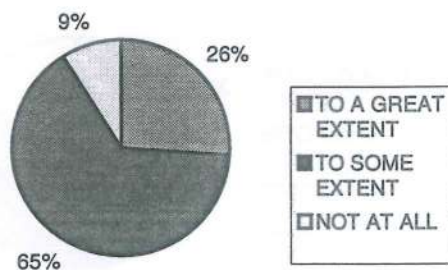


FIGURE (6) PREVENTION OF CRIMES THROUGH CO-OPERATION WITH OTHER RELEVANT AGENCIES

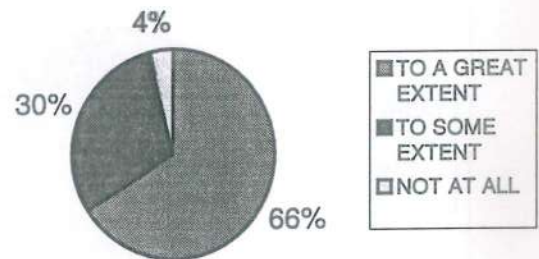


FIGURE (7) AID TO INDIVIDUALS WHO ARE IN DANGER OF PHYSICAL ARM

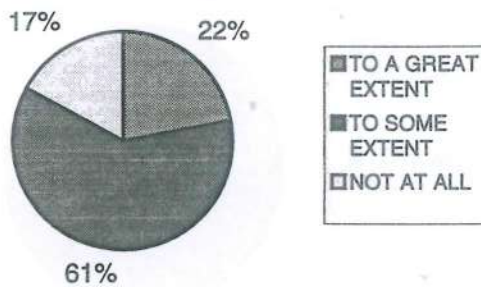
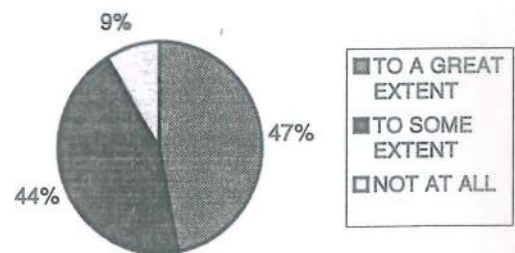
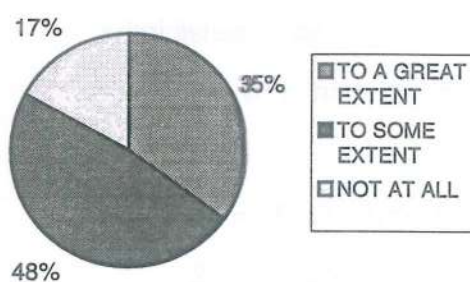


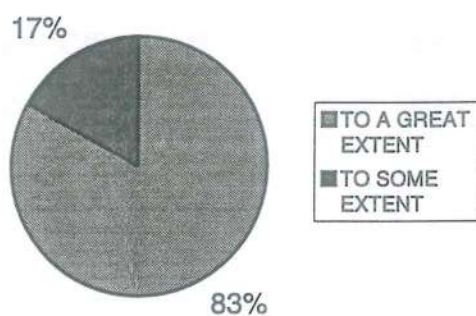
FIGURE (8) CREATE AND MAINTAIN A FEELING OF SECURITY IN THE COMMUNITY



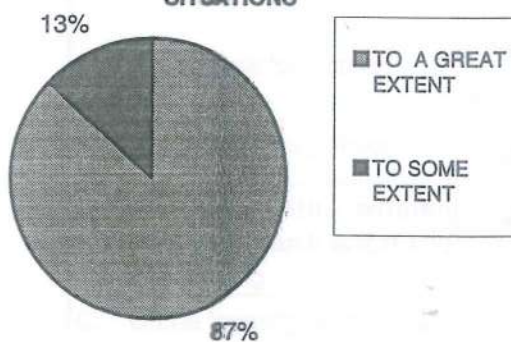
**FIGURE (9) FACILITATE ORDERLY
MOVEMENT OF PEOPLE IN VEHICLES**



**FIGURE (10) COUNSEL AND RESOLVE
CONFLICTS AND PROMOTE AMITY**



**FIGURE (11) PROVIDE OTHER
APPROPRIATE SERVICES AND EFFECT
RELIEF TO PEOPLE IN DISTRESS
SITUATIONS**



6.3 Senior Police Officers views on Training and Development of women police recommended by National Police Commission

26 tasks listed in National Police Commission report were enlisted for having the opinion of Senior Police Officers for training of women police personnel in Andhra Pradesh. The questionnaire was administered on 100 Senior Police Officers of Andhra Pradesh. The response was had on the following 3 point scale on each listed task :

- 3 = Most Important
- 2 = Important
- 1 = Unimportant

Table 6.2.

Senior Police Officers' views on Training and Development of women police recommended by National Police Commission

Police task for women	Response			X ² -Value
	Most Important	Important	Un important	
A. Road Traffic regulation	52%	39%	9%	6.870(S)
B. Dealing with women including search arrest and questioning	91%	9%	0	15.696(S)
C. Crime Investigation	35%	48%	17%	0.043(NS)
D. Handling and Investigating cases involving sexual offence	83 %	17%	0	9.783(S)

E. Patrol Duty.	17%	44%	39%	2.686(NS)
F. Social Work including child welfare.	74%	22%	4%	18.087(S)
G. Juvenile delinquency case work.	70%	26%	4%	15.217(S)
H. Clerical work.	35%	43%	22%	1.652(NS)
I. Telecommunication.	66%	30%	4%	12.870(S)
J. Prosecution Duties.	44%	47%	9%	6.348(S)
K. Immigration Duties.	56%	35%	9%	7.913(S)
L. Guarding female prisoners.	83%	17%	0	9.783(S)
M. Fingerprinting work.	61%	39%	0	1.087(NS)
N. Public Relation Work.	74%	22%	4%	18.087(S)
O. Instructors in Police Training Institutes.	61%	30%	9%	9.478(S)
P. Crime Prevention.	32%	44%	24%	3.217(S)
Q. Crowd Control duties.	26%	48%	26%	2.174(NS)
R. Special branch and Security duties.	35%	56%	9%	7.193(S)
S. Protection of female VIPS.	66%	30%	4%	12.780(S)
T. Drug related case work.	35%	56%	9%	7.913(S)
U. Administration and Guard uties .	22%	52%	26%	3.739(S)
V. Technical and Document examination work.	30%	61%	9%	9.478(S)
W. Police Drivers.	70%	26%	4%	15.217(S)
X. Police Social Welfare and any other .	57%	39%	4%	9.739(S)

From Table 6.2. it is evident that following were the most important tasks for training and development of women police personnel in Andhra Pradesh as identified by Senior Police Officers:

First Priority items:

- Dealing with women including search, arrest and questioning.
- Handling and investigating cases involving vice or sexual offences.
- Guarding female prisoners.
- Social-work including child welfare.
- Public relation work.
- Police drivers.
- Juvenile delinquency case-work.
- Telecommunication.
- Protection of female VIPs.
- Fingerprinting work.
- Instructors in police training institutes.
- Immigration duties.
- Police social welfare.
- Road Traffic Regulation.

Second priority items :

- Technical and document examination work.
- Drug related case-work.
- Special Branch and Security.
- Crime investigation.
- Prosecution duties.
- Crime prevention.
- Crowd control duties.
- Patrol duties.
- Clerical work.

FIGURE (12) ROAD TRAFFIC REGULATION

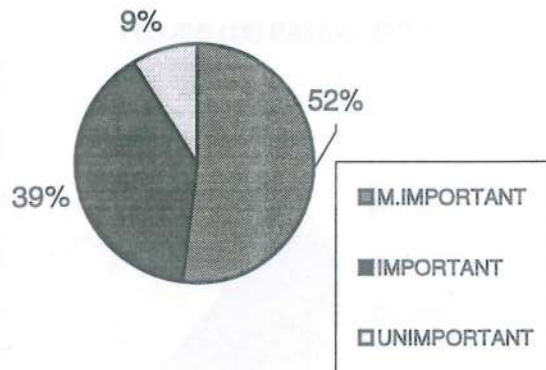


FIGURE (13) DEALING WITH WOMEN INCLUDING SEARCH, ARREST AND QUESTIONING

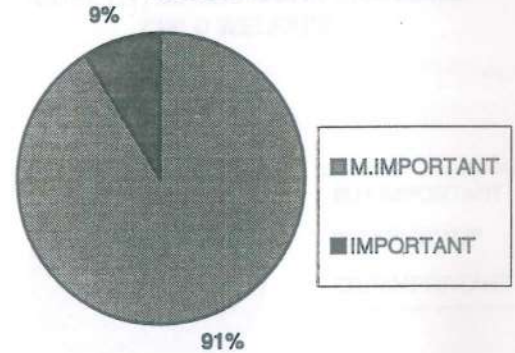


FIGURE (14) CRIME INVESTIGATION

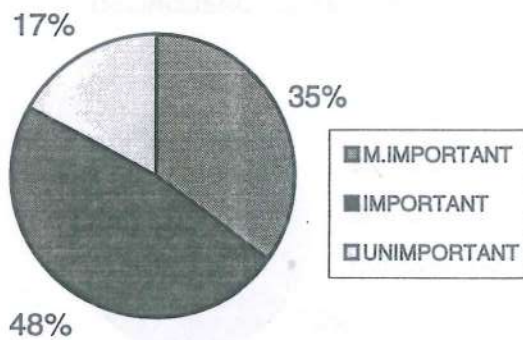


FIGURE (15) HANDLING AND INVESTIGATION CASES INVOLVING VICE OR SEXUAL OFFENCE

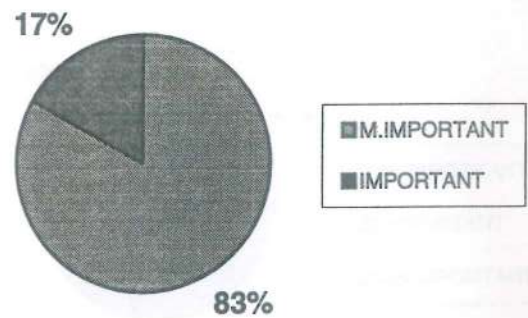


FIGURE (16) PATROL DUTY

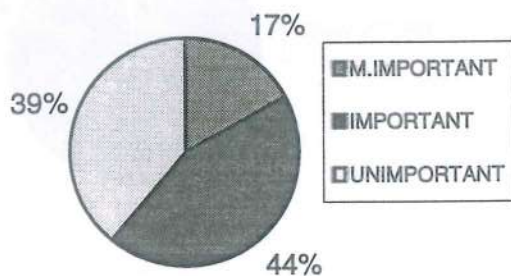


FIGURE (17) SOCIAL WORK INCLUDING CHILD WELFARE

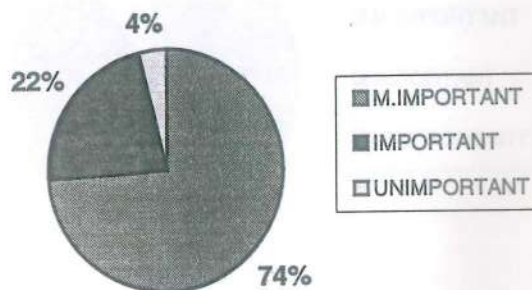


FIGURE (18) JUVENILE DELINQUENCY CASE WORK

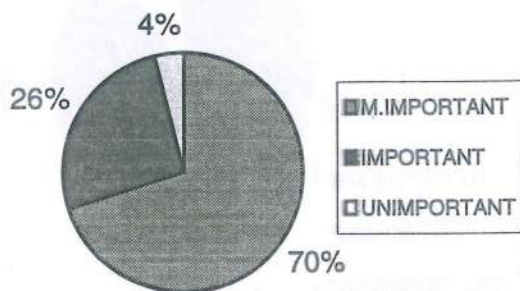


FIGURE (19) CLERICAL WORK

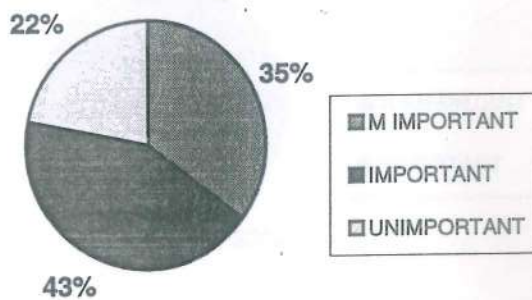


FIGURE (20) TELECOMMUNICATION

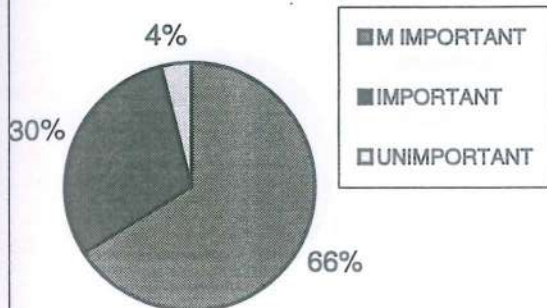


FIGURE (21) PROSECUTION DUTIES

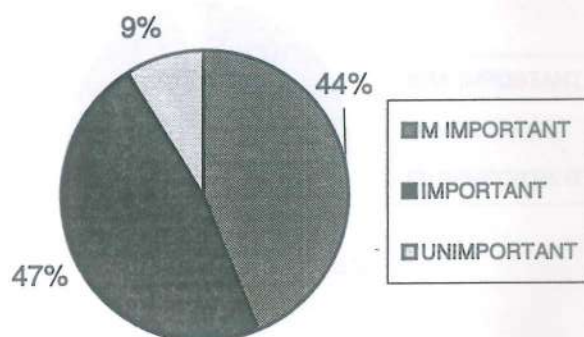


FIGURE (22) IMMIGRATION DUTIES

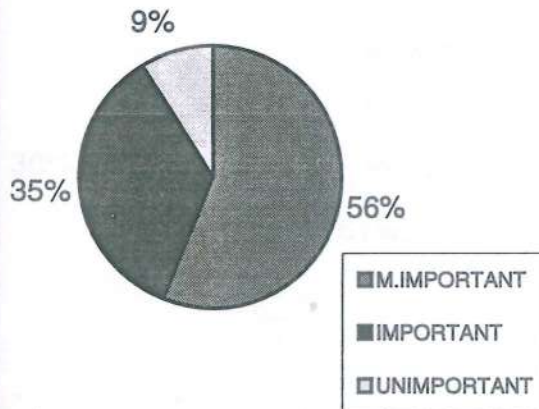


FIGURE (23) GUARDING FEMALE PRISONERS

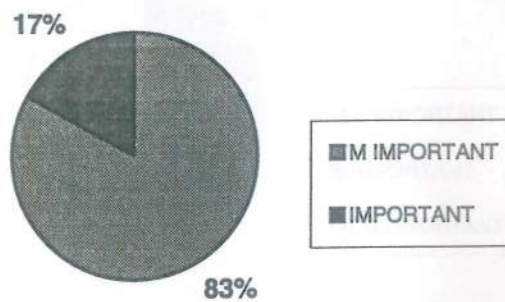


FIGURE (24) FINGERPRINTING WORK

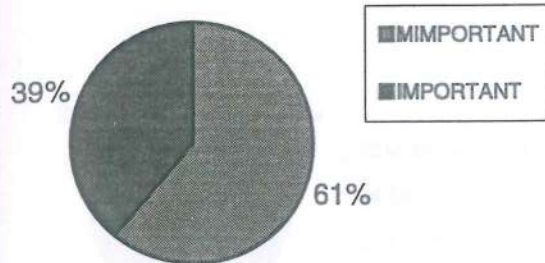


FIGURE (25) PUBLIC RELATION WORK

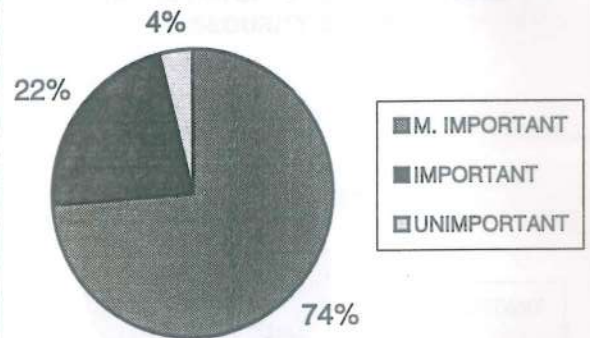


FIGURE (26) INSTRUCTORS IN POLICE TRAINING INSTITUTES

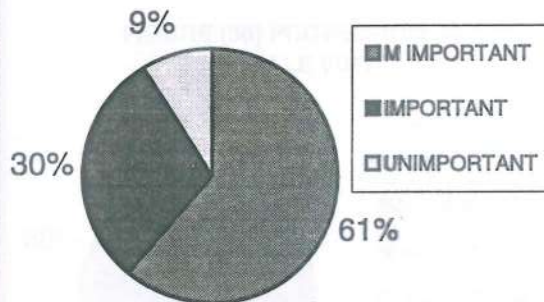


FIGURE (27) CRIME PREVENTION

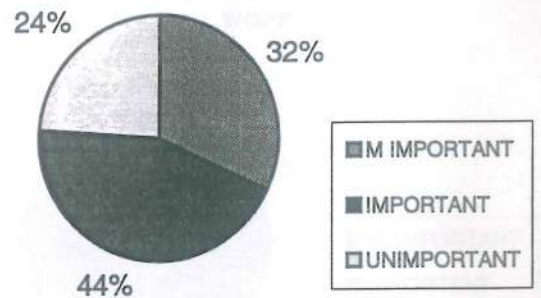


FIGURE (28) CROWD CONTROL DUTIES

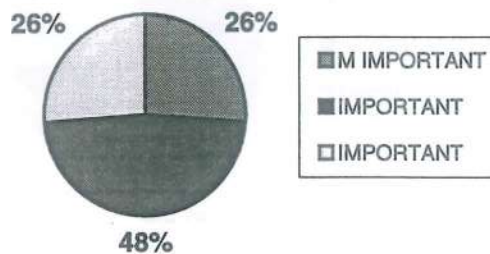


FIGURE (29) SPECIAL BRANCH AND SECURITY DUTIES

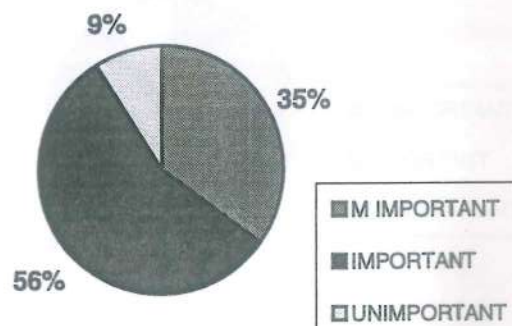


FIGURE (30) PROTECTION OF FEMALE VIPS

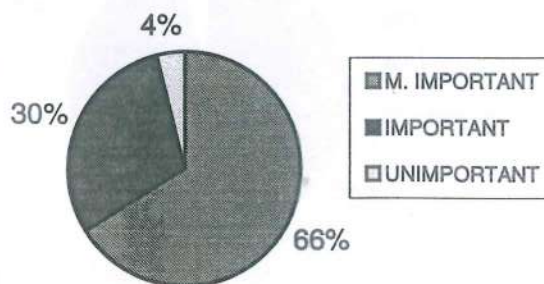
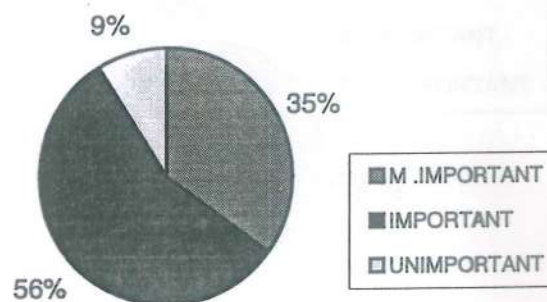
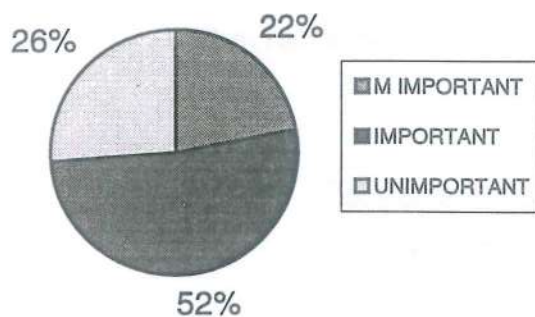


FIGURE (31) DRUG RELATED CASE WORK



**FIGURE (32) ADMINISTRATION AND
GUARD DUTIES**



**FIGURE (33) TECHNICAL AND
DOCUMENT EXAMINATION WORK**

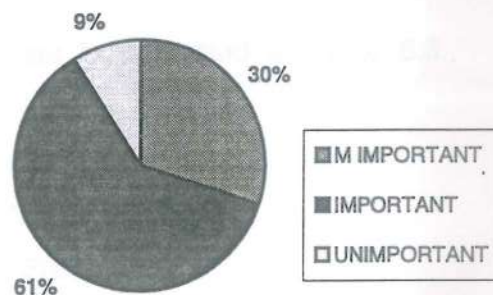
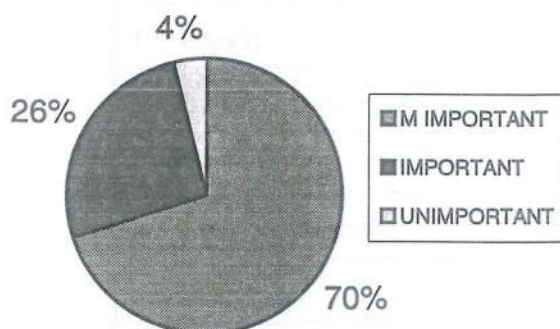
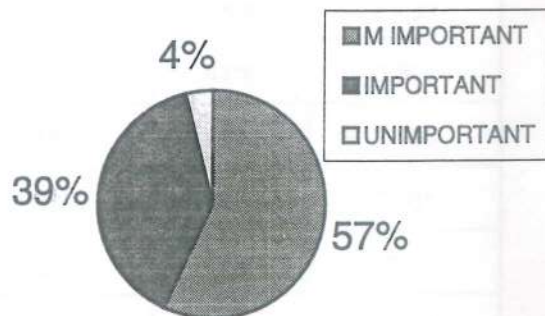


FIGURE (34) POLICE DRIVERS



**FIGURE (35) POLICE SOCIAL
WELFARE AND ANY OTHER**



6.4 Senior Police officers views on personality attributes and traits for development in women police personnel in Andhra Pradesh

The response of senior police officers is presented in Table 6.3.

Table 6.3
Personality Traits and attributes in
Women Police Personnel

Personality Trait	Response		
	Yes	No	X ² - Value
1. Self Confidence	78%	22%	7.348
2. Objectivity	65%	35%	2.130
3. Assertiveness	65%	35%	2.130
4. Loyalty	65%	35%	2.130
5. Secretiveness	56%	44%	0.391
6. Curiosity	65%	35%	2.130
7. Open mindedness	74%	26%	5.261
8. Rationality	56%	44%	.391
9. Power of expression	70%	30%	3.522
10. Initiative	65%	35%	2.130
11. Sense of responsibility	56%	44%	.391
12. Concern for People	61%	39%	1.087
13. Dependability	52%	48%	.043

14. Attitude towards Institutional norms	35%	65%	2.130
15. Determination	44%	56%	.391
16. Commitment	44%	56%	.391
17. Positive attitude	44%	56%	.391
18. Sound temperament	44%	56%	.391
19. Sense of fairness	44%	56%	.391
20. Helpfulness	70%	30%	3.522
21. Punctuality	64%	36%	1.636
22. Tact	74%	26%	4.545
23. Resourcefulness	52%	48%	.043

The highest rated traits and attributes in women police personnel identified by senior police officers were as under:

A. Highest Priority Personality Traits/Attributes

- Self-confidence.
- Tact.
- Open-mindedness.
- Power of expression.
- Helpfulness.
- Objectivity.
- Assertiveness.

- Loyalty.
- Curiosity to learn.
- Initiative.

B. Second Highest priority personality traits/attributes

- Punctuality.
- Concern for people.
- Secretiveness.
- Rationality.
- Sense of responsibility.
- Commitment.
- Sense of fairness.
- Resourcefulness.
- Dependability.
- Positive attitude.

C. Third Highest Priority personality traits and attributes

- Sound temperament.
- Determination.
- Attitude towards institutional norms.

FIGURE (1)SELF CONFIDENCE

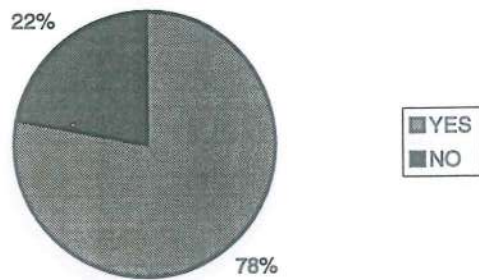


FIGURE (2)OBJECTIVITY

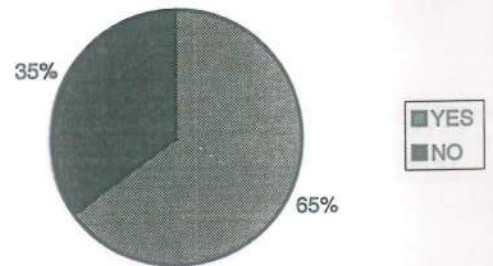


FIGURE (3)ASSERTIVENESS

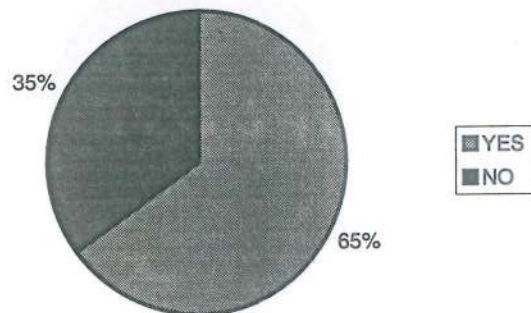


FIGURE (4)LOYALTY

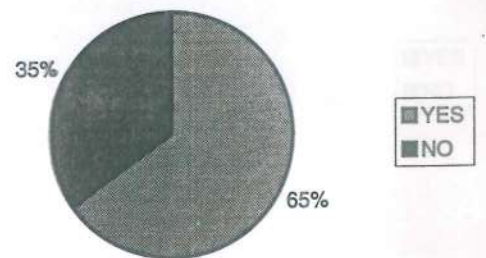


FIGURE (5) SECRETIVENESS

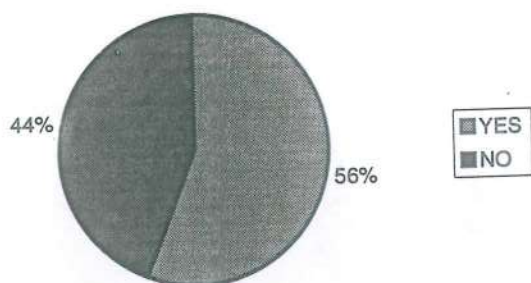


FIGURE (6) CURIOSITY TO LEARN

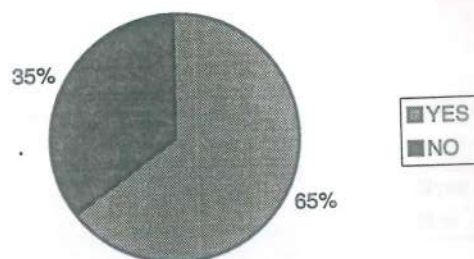


FIGURE (7) OPEN MINDEDNESS

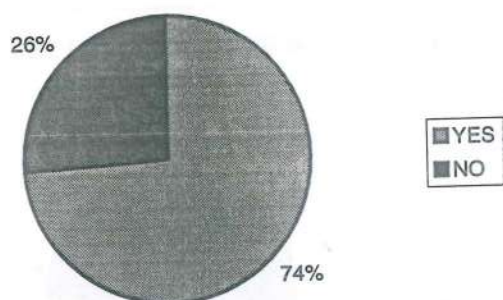


FIGURE (8) RATIONALITY

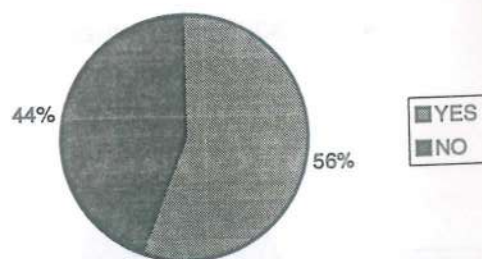


FIGURE (9) POWER OF EXPRESSION

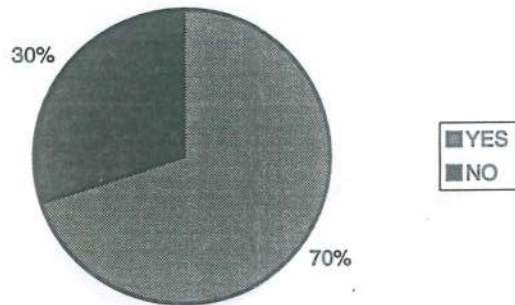


FIGURE (10) INITIATIVE

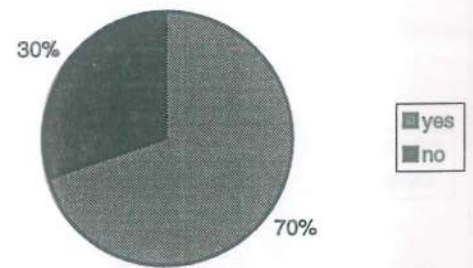


FIGURE (11) SENSE OF RESPONSIBILITY

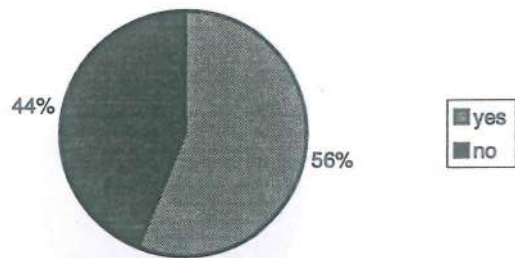


FIGURE (12) CONCERN FOR PEOPLE

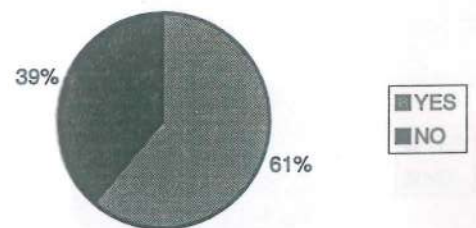
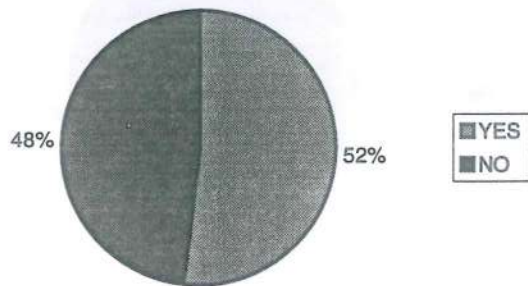


FIGURE (13) DEPENDABILITY



**FIGURE (14) ATTITUDES TOWARDS
INSITUTIONAL NORMS**

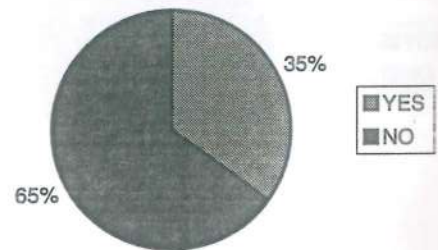


FIGURE (15) DETERMINATION

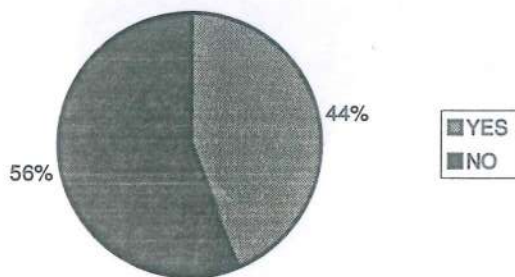
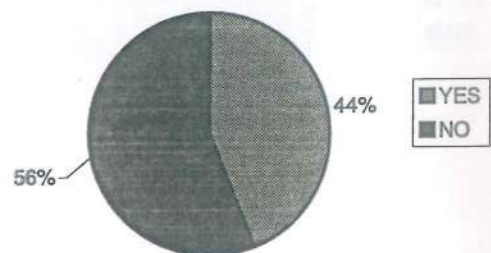


FIGURE (16) COMMITMENT



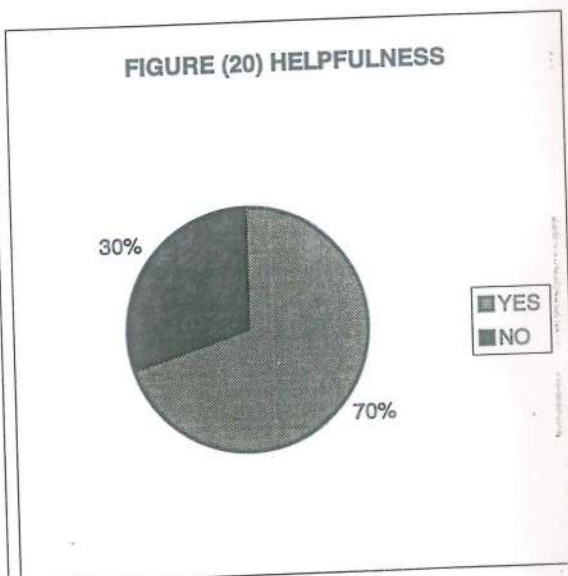
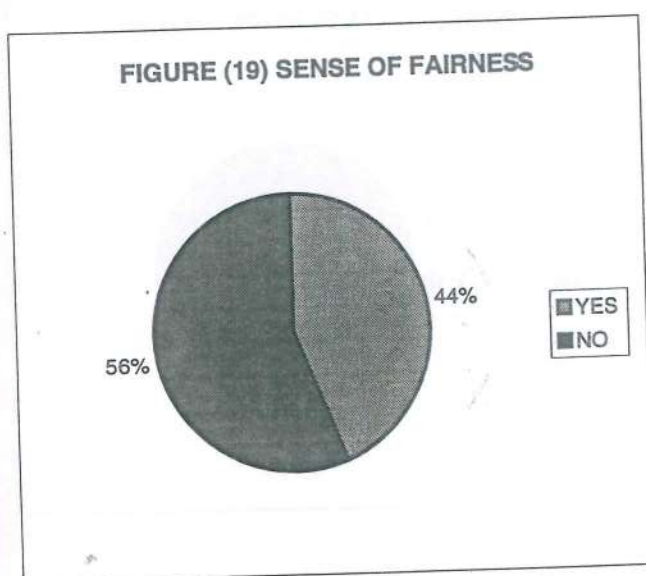
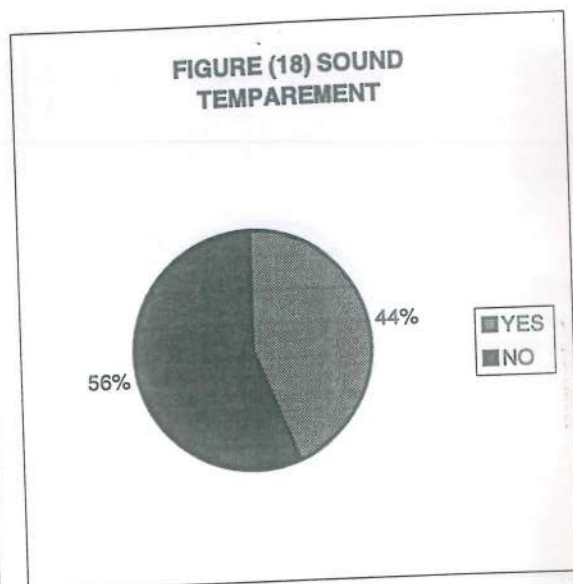
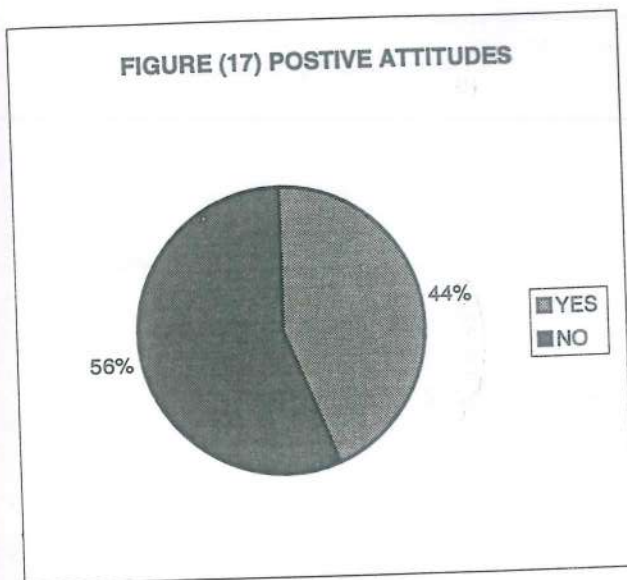


FIGURE (21) PUNCTUALITY

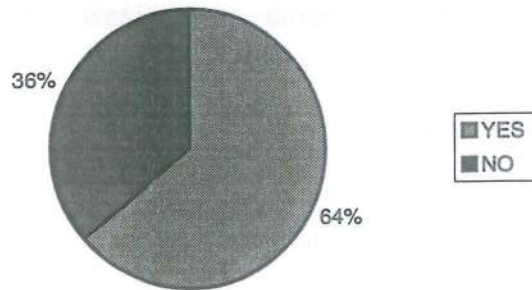


FIGURE (22) TACT

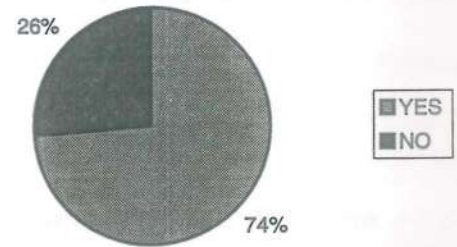
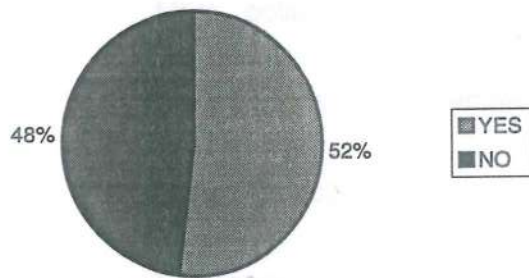


FIGURE (23) RESOURCEFULNESS



6.5 Strengths and weaknesses in women police personnel in Andhra Pradesh as perceived by Senior Police Officers

Senior police officers were requested to identify the strengths and the weaknesses among women police personnel in Andhra Pradesh.

6.5.1 Identified Strengths in women police personnel

On content-analysis following strengths were identified from the response of Senior Police Officers

- Patience.
- Helpfulness.
- Caring and understanding value.
- More polite
- Ability to deal with women agitators, suspects and prisoners.
- Skills in observation.
- Politeness.
- Handle criminals with less aggression.
- Amiable.
- Sympathetic to women/weaker sections.

- Cool temparement.
- Pious in work culture.
- Compassionate.
- Less prone to ego problems.
- welfare-oriented.

6.5.2 Weaknesses in Woman Police Personnel as Perceived by Senior Police Officers

Women Police Personnel according to the Senior Police Officers were having the following weaknesses :

- Physically weak.
- Unfit for night patrolling duties.
- Difficult for them to work in odd hours.
- Talkative, tendency to reveal secrets.
- Shyness.
- Cannot manage unruly crowds.
- Cannot protect themselves.
- Cannot work for long hours.
- Not useful in field work.

- Cannot take up investigation independently.
- Lack of the urge to excel.

Visualization of role of women police in Andhra Pradesh

According to Senior Police Officers following roles were visualized for women police in the near future:

- As computer professionals.
- Active investigators.
- Communication/Transport professionals.
- Counsellors.
- Participation in Community Policing.
- Public Relations.
- Traffic management.
- Guarding women prisoners.
- Office work and record keeping.
- Controlling female demonstrators in law and order situations.
- Controlling juvenile delinquency.
- Immigration duties.

- Bandobust duties.
- VIP Security.

6.6 Suggestions For training and Development of Women Police Personnel by Senior Police Officers

Following aspects were recommended to be taken into consideration for training and development of women police personnel in Andhra Pradesh.

- Their roles should be defined worth for training.
- They need to be treated on par with policemen in every aspect.
- Recruitment in large number with higher qualification should be done.
- They should assure a fair and motivating system of promotion and growth women police personnel.
- Training programme suited especially for training lady officers should be designed.
- Intensive thematic training programmes should be conducted instead of general training programme for them.
- There should be more emphasis on physical training.

- Women police personnel should be put in more responsible positions.
- Gender sensitivity should be created within the department through specially developed training programme.
- Better amenities should be provided.
- Special training in communication and office work areas should be provided.
- More opportunities for field work should be provided.
- Continuous in-service training should be there.
- Timely review and evaluation of women police wing should be done.
- Self confidence and assertiveness skills in women police personnel should be developed.
- Unarmed combat (UAC) training should be given.
- Their roles should be defined well for training.

6.7 Summary:

The main findings from this chapter are-

Senior Police Officers recommended training the following focal areas for women police in Andhra Pradesh.

- Provide other appropriate services and affect relief to people in distress situation.
- Counsel and resolve conflicts and promote amity.
- Identifying problems and situations that are likely to result in commission of crime.
- Prevention of crime through corporation with other relevant agencies.
- Investigation of crimes.
- Create and maintain a feeling of security in the community.
- For reducing the opportunities for the commission of crimes through preventive patrol and other appropriate police measures .
- Aid to individual who are in danger of physical harm.
- Promoting and preserving public order.
- Apprehending the offenders and participating in legal proceedings.
- Facilitating orderly movement of people in vehicles.

Following were the most important tasks for training and development of women police personnel in Andhra Pradesh as identified by the senior police officers:

First Priority items:

- Dealing with women including search, arrest and questioning.
- Handling and investigating cases involving vice or sexual offences.
- Guarding female prisoners.
- Social-work including child welfare.
- Public relation work.
- Juvenile delinquency case-work.
- Telecommunication.
- Protection of female VIPs.
- Fingerprinting work.
- Instructors in Police Training Institutes.
- Immigration duties.
- Police Social Welfare.
- Road Traffic Regulation.

Second priority items :

- Technical and document examination work.

- Drug related case work.
- Special Branch and Security.
- Crime investigation.
- Prosecution duties.
- Crime prevention.
- Crowd Control duties.
- Patrol duties.
- Clerical work.

The highest rated traits and attributes in women police personnel identified by senior police officers were as under:

A. Highest Priority Personality Traits/Attributes

- Self- confidence.
- Tact.
- Open mindedness.
- Power of expression.
- Helpfulness.
- Objectivity.

- Assertiveness.
- Loyalty.
- Curiosity to learn.
- Initiative.

B. Second Highest priority personality traits/attributes

- Punctuality.
- Concern for people.
- Secretiveness.
- Rationality.
- Sense of responsibility.
- Commitment.
- Sense of fairness.
- Resourcefulness.
- Dependability.
- Positive attitude.

C. Third Highest Priority personality traits and attributes

- Sound temperament.

- Determination.
- Attitude towards institutional norms.

Strengths in women police personnel as perceived by Senior Police Officers:

- Patience.
- Helpfulness.
- Caring and understanding.
- More polite.
- Ability to deal with women agitators, suspects and prisoners.

Weaknesses of women police as perceived by senior police officers :

- Physically weak.
- Unfit for night patrolling duties.
- Difficult for them to work in odd hours.
- Talkative and tendency to reveal secrets.
- Shyness.

Suggestions by Senior Police Officers:

Following were the main suggestions:

- Their roles should be defined worth for training.
- They need to be treated on par with policemen in every aspect.
- They should assure a fair and motivating system of promotion and growth women police personnel.
- Training programme suited especially for training lady officers should be designed.
- Intensive thematic training programme should be conducted instead of general training programme for them .
- There should be more emphasis on physical training.
- More opportunities for field-work should be provided.

CHAPTER 7

VIEWS OF WOMEN POLICE ON TRAINING AND DEVELOPMENT

CHAPTER 7

VIEWS OF WOMEN POLICE ON TRAINING AND DEVELOPMENT

7.1 Introduction

In this chapter, an attempt has been made by the investigator to elicit the opinion of women police personnel on the following aspects:

- Nature of the job.
- Personality traits/attributes desirable for effective discharge of duty by women police personnel.
- Set of tasks for women police and their training requirement.
- Developmental areas for women police for better performance of their role.

7.2 The women police personnel views on nature of job

Women police executives were asked to respond on the following 10 questions by circling either "Yes" or "No".

- Do you like your job?
- Does your job affect your family life badly?
- Do you feel that your male colleagues give you adequate respect?
- Do you feel that your superiors have confidence on you?
- Do you feel that the women should perform the same roles as men in police?
- Do you enjoy working with the male counterparts?
- Do you feel that you are serving the society at large?
- Do you feel that women in police are inferior to male professionally?
- Do you feel that women in police are being exploited sexually?
- Do you feel that the training has helped you in performing job?

The response is presented in Table 7.1

Table 7.1
Response of women police personnel on their job

Question	Response		X ² - Value	Remarks
	Yes	NO		
1. Do you like your job?	136 (86.0)	22 (14.0)	82.253	Significant at .05 level
2. Does your job affect your family life badly ?	56 (35.0)	102 (65.0)	13.392	Significant at .05 level
3. Do you feel that your male colleagues give you adequate respect?	147 (93.0)	11 (7.0)	117.063	Significant at .05 level
4. Do you feel that your superiors have confidence- dence on you?	152 (96.0)	6 (4.0)	134.91	Significant at .05 level
5. Do you feel that the women should perform the same roles as men in police?	132 (84.0)	26 (16.0)	71.114	Significant at .05 level
6. Do you enjoy working with the male counterparts?	117 (75.0)	40 (25.0)	37.764	Significant at .05 level
7. Do you feel that you are serving the society at large?	128 (82.0)	29 (18.0)	62.427	Significant at .05 level
8. Do you feel that female are inferior to male professionally?	53 (78.0)	104 (22.0)	16.567	Significant at .05 level
9. Do you feel that women in police are being exploited sexually?	34 (66.0)	123 (34.0)	50.452	Significant at .05 level
10. Do you feel that the training has helped you in performing job?	145 (92.0)	12 (8.0)	112.669	Significant at .05 level

* Figures in brackets represent percentages

1. From Table it is evident that 86% of police women personnel were found to like their job. Whereas 14% didn't like their job. The difference in the response is significant at .05 level of significance because the calculated value of chi-square (82.253) is more than the tabled value of chi-square (3.85) for $df=1$.

2. 35% of women police agreed that their family life was being affected badly by their job. Whereas 65% of them were of the opinion that their job didn't affect their family life badly. The difference in the response was significant at .05 level of significance because the calculated value of chi-square (13.392) is more than the tabled value of chi-square (3.85) for $df=1$.

3. 93% of women police personnel agreed that their male colleagues gave them adequate respect. Whereas 7% of them did not they did not agree with this statement. The chi-square value (117.063) was found to be significant at .05 level of significance for $df =1$.

4. 96% of women police personnel agreed that their superiors had confidence on them. Whereas 4% of them not agreed with this statement. The difference in the response is significant at .05 level of significance for $df=1$.

5. 84% of women police personnel agreed that the women should perform the same roles as males in police. Whereas 16% of them did not agree with it. The difference in the response was found to be significant at .05 level of significant for $df=1$.

6. 75% of women police personnel accepted that they enjoyed themselves working with male counterparts. Whereas 25% of them

didn't accept it. The difference in the response was found to be significant at .05 level of significance for $df=1$.

7. 82% of women police personnel agreed that they were serving the society at large. Whereas 18% of them didn't agree with the above statement. The difference in the response was found to be significant at .05 level of significance for $df=1$.

8. 78% of women police personnel agreed that females were inferior to men professionally. Whereas 22% of them didn't agree with the statement. The difference in the response was found to be significant at .05 level of significance because the calculated value of chi-square (16.567) was found to be more than the tabled value of the chi-square for $df=1$.

9. 66% of the women police personnel felt that women were being exploited sexually in police. Whereas 34% of them didn't agree with it. The difference in the response was found to be significant at .05 level of significance because the calculated value of chi-square (50.452) . was found to be more than the tabled value of the chi-square for $df=1$.

10. 92% of women police personnel agreed that the training had helped them in performing their job well. Whereas 8% of them disagreed with the statement. The difference in the response was found to be significant at .05 level of significance because the calculated value of chi-square (12.669) is more than the tabled value of chi-square for $df=1$.

RESPONSE OF POLICE WOMEN ON THEIR JOB AND RELATED ISSUES

FIGURE (1) DO YOU LIKE YOUR JOB ?

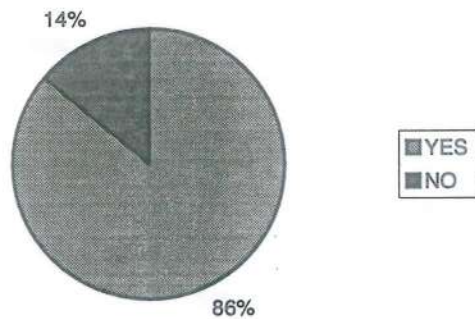


FIGURE (2) DOES YOUR JOB EFFECT YOUR FAMILY LIFE BADLY?

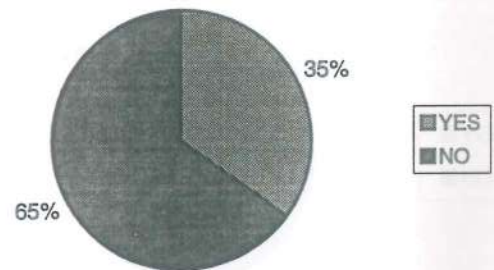


FIGURE (3) DO YOU FEEL THAT YOUR MALE COLLEAGUES GIVE YOU ADEQUATE RESPECT?

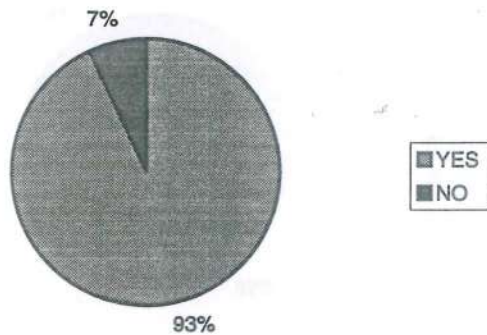


FIGURE (4) DO YOU FEEL THAT YOUR SUPERIORS HAVE CONFIDENCE ON YOU?

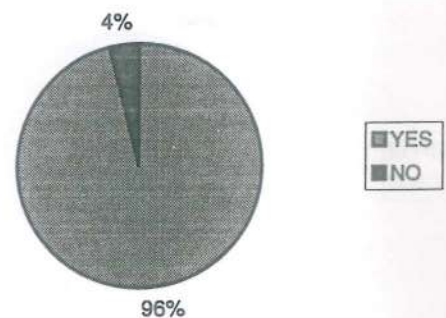


FIGURE (5) DO YOU FEEL THAT THE WOMEN SHOULD PERFORM THE SAME ROLES AS MALES IN POLICE ?

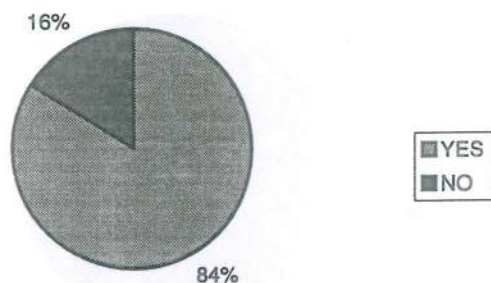


FIGURE (6) DO YOU ENJOY WORKING WITH THE MALE COUNTERPARTS?

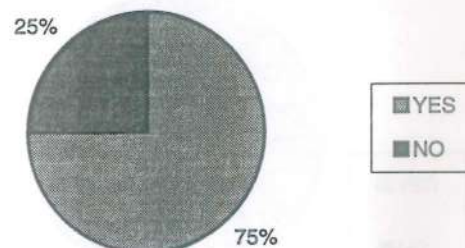


FIGURE (7) DO YOU FEEL THAT YOU ARE SERVING THE SOCIETY AT LARGE?

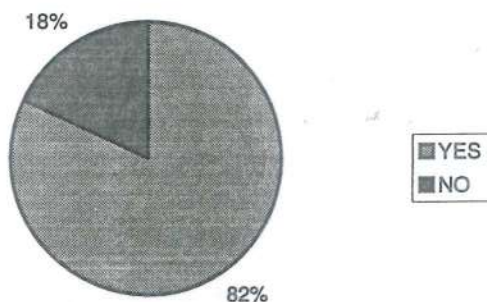
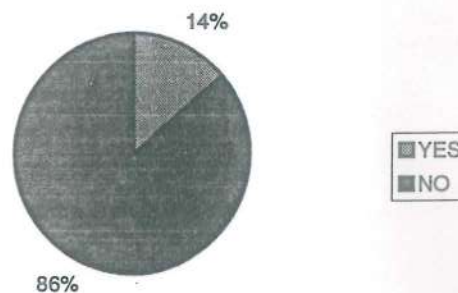
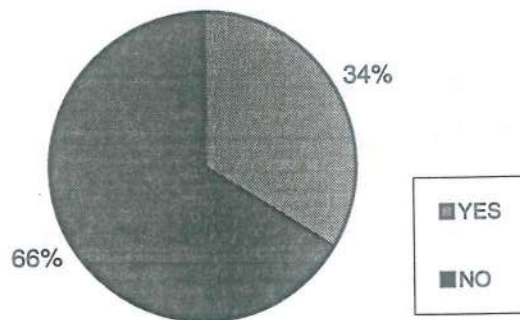


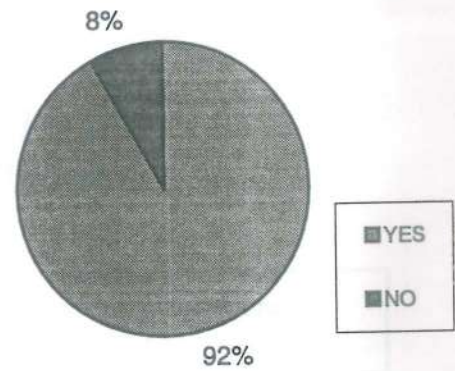
FIGURE (8) DO YOU FEEL THAT FEMALE ARE INFERIOR TO MEN PROFESSIONALLY ?



**FIGURE (9) DO YOU FEEL THAT
WOMEN IN POLICE ARE BEING
EXPLOITED SEXUALLY?**



**FIGURE (10) DO YOU FEEL THAT THE
TRAINING HAS HELPED YOU IN
PERFORMING JOB?**



7.3 Women Police Personnel on Personality Traits/ Attributes

On 22 personality traits/attributes ratings were taken from women police personnel regarding their importance in their jobs. The results are presented in Table 7.2

Table 7.2
Response of Women Police Personnel on
Personality Traits /Attributes*

Personality Traits	Response		X ² - Value	Any remarks
	Yes	No		
1. Self-Confidence	157 (99.0)	1 (1.0)	154.025	Significant at .05 level
2. Objectivity	153 (97.0)	4 (3.0)	141.408	Significant at .05 level
3. Assertiveness	149 (95.0)	8 (5.0)	126.631	Significant at .05 level
4. Loyalty	156 (99.0)	2 (1.0)	150.101	Significant at .05 level
5. Secretiveness	156 (99.0)	2 (1.0)	150.101	Significant at .05 level
6. Curiosity	152 (96.0)	5 (4.0)	137.637	Significant at .05 level
7. Open-mindedness	147 (93.0)	11 (7.0)	117.063	Significant at .05 level
8. Rationality	137 (88.0)	19 (12.0)	89.256	Significant at .05 level
9. Initiative	148 (94.0)	9 (6.0)	123.064	Significant at .05 level

10. Sense of Responsibility	155 (98.0)	3 (2.0)	146.228	Significant at .05 level
11. Concern for people	151 (96.0)	7 (4.0)	131.241	Significant at .05 level
12. Dependability	86 (55.0)	71 (45.0)	1.433	NO n Significant .
13. Attitude towards institutional norms	141 (93.0)	11 (7.0)	111.184	Significant at .05 level
14. Determination	150 (96.0)	6 (4.0)	132.923	Significant at .05 level
15. Commitment	142 (92.0)	13 (8.0)	107.361	Significant at .05 level
16. Positive attitude	138 (88.0)	19 (12.0)	90.197	Significant at .05 level
17. Sound Temperament	131 (85.0)	24 (15.0)	73.865	Significant at .05 level
18. Sense of fairness	149 (95.0)	8 (5.0)	126.631	Significant at .05 level
19. Helpfulness	154 (97.0)	4 (3.0)	142.405	Significant at .05 level
20. Punctuality	155 (98.0)	3 (2.0)	146.228	Significant at .05 level
21. Tact	152 (97.0)	4 (3.0)	140.410	Significant at .05 level
22. Resourcefulness	152 (97.0)	4 (3.0)	140.410	Significant at .05 level

* Quantities in brackets represent percentages.

ANALYSIS OF RESPONSE OF POLICE WOMEN ON PERSONALITY TRAITS AND ATTRIBUTES

- 99% of Women police personnel felt that the value of 'self-confidence' was required for effective discharge of their duties. Whereas 1% of them didn't agree with it. The difference of opinion was found to be significant at .05 level significance.
- 97% of Women police personnel felt that 'Objectivity' as a value was required for effective discharge of their duties. Whereas 3% of them didn't agree with it. The difference of opinion was found to be significant at .05 level of significance.
- 95% of Women police personnel felt that 'Assertiveness' as a value was required for effective discharge of their duties. Whereas 5% of them didn't agree with it. The difference of opinion was found to be significant at .05 level of significance.
- 99% of Women police personnel felt that 'Loyalty' as a value was required for effective discharge of their duties. Whereas 1% of them didn't agree with it. The difference of opinion was found to be significant at .05 level of significance.

- 99% of Women police personnel felt that 'Secretiveness' as a value was required for effective discharge of their duties. Whereas 1% of them didn't agree with it. The difference of opinion was found to be significant at .05 level of significance.
- 96% of Women police personnel felt that 'Curiosity to learn' as a value was required for effective discharge of their duties. Whereas 4% of them didn't agree with it. The difference of opinion was found to be significant at .05 level of significance.
- 93% of Women police personnel felt that 'Open-mindedness' as a value was required for effective discharge of their duties. Whereas 7% of them didn't agree with it. The difference of opinion was found to be significant at .05 level of significance.
- 88% of Women police personnel felt that 'Rationality' as a value was required for effective discharge of their duties. Whereas 12% of them didn't agree with it. The difference of opinion was found to be significant at .05 level of significance.
- 94% of Women police personnel felt that 'Initiative' as a value was required for effective discharge of their duties. Whereas 6% of them didn't agree with it. The difference of the opinion was found to be significant at .05 level of significance.

- 98% of Women police personnel felt that 'Sense of responsibility' as a value was required for effective discharge of their duties. Whereas 2% of them didn't agree with it. The difference of opinion was found to be significant at .05 level of significance.
- 96% of Women police personnel felt that 'Concern for people' a value of was required for effective discharge of their duties. Whereas 4% of them didn't agree with it. The difference of opinion was found to be significant at .05 level of significance.
- 55% of Women police personnel felt that 'Dependability' as a value was required for effective discharge of their duties. Whereas 45% of them didn't agree with it. The difference of opinion was found to be significant at .05 level of significance.
- 93% of Women police personnel felt that 'Attitudes towards institutional norms' as a value was required for effective discharge of their duties. Whereas 7% of them didn't agree with it. The difference of opinion was found to be significant at .05 level of significance.
- 96% of Women police personnel felt that 'Determination' as a value was required for effective discharge of their duties. Whereas 4% of them didn't agree with it. The difference of

opinion was found to be significant at .05 level of significance.

- 92% of Women police personnel felt that 'Commitment' as a value was required for effective discharge of their duties. Whereas 8% of them didn't agree with it. The difference of opinion was found to be significant at .05 level of significance.
- 88% of Women police personnel felt that 'Positive attitude' as a value was required for effective discharge of their duties. Whereas 12% of them didn't agree with it. The difference of opinion was found to be significant at .05 level of significance.
- 85% of Women police personnel felt that 'Sound temperament' as a value was required for effective discharge of their duties. Whereas 15% of them didn't agree with it. The difference of opinion was found to be significant at .05 level of significance.
- 95% of Women police personnel felt that 'Sense of fairness' as a value was required for effective discharge of their duties. Whereas 5% of them didn't agree with it. The difference of opinion was found to be significant at .05 level of significance.

- 97% of Women police personnel felt that 'Helpfulness' as a value was required for effective discharge of their duties. Whereas 3% of them didn't agree with it. The difference of opinion was found to be significant at .05 level of significance.
- 98% of Women police personnel felt that 'Punctuality' as a value was required for effective discharge of their duties. Whereas 2% of them didn't agree with it. The difference of opinion was found to be significant at .05 level of significance.
- 97% of Women police personnel felt that 'Tact' as a trait was required for effective discharge of their duties. Whereas 3% of them didn't agree with it. The difference of opinion was found to be significant at .05 level of significance.
- 97% of Women police personnel felt that 'Resourcefulness' as a value was required for effective discharge of their duties. Whereas 3% of them didn't agree with it. The difference of opinion was found to be significant at .05 level of significance.

RESPONSE OF POLICE WOMEN ON PERSONALITY TRAITS AND ATTRIBUTES

FIGURE (11) SELF CONFIDENCE

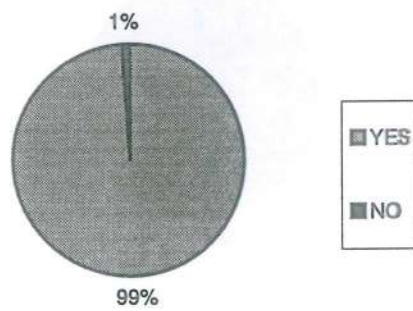


FIGURE (12) OBJECTIVITY

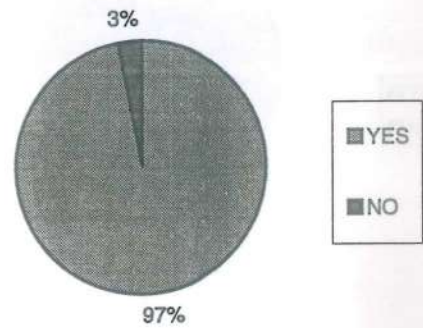


FIGURE (13) ASSERTIVENESS

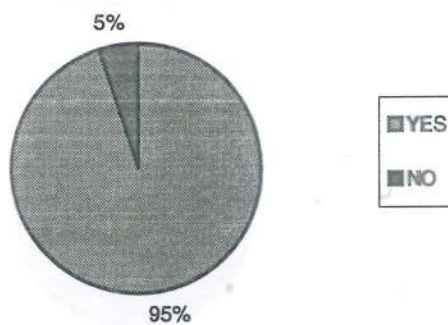


FIGURE (14) LOYALTY

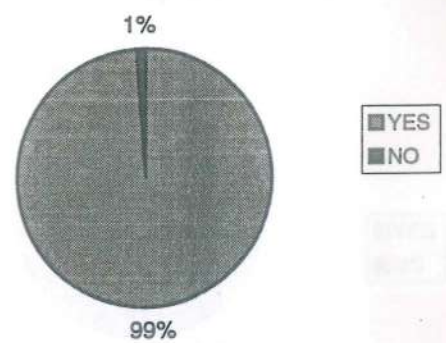


FIGURE (15) SECRETIVENESS

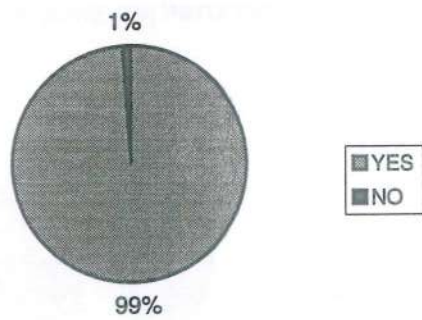


FIGURE (16) CURIOSITY TO LEARN

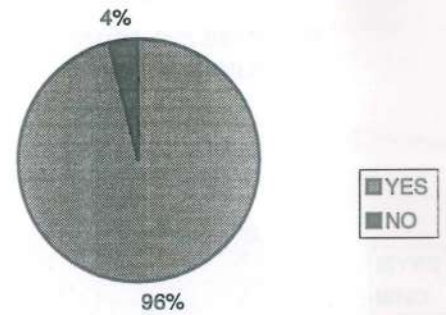


FIGURE (17) OPEN-MINDEDNESS

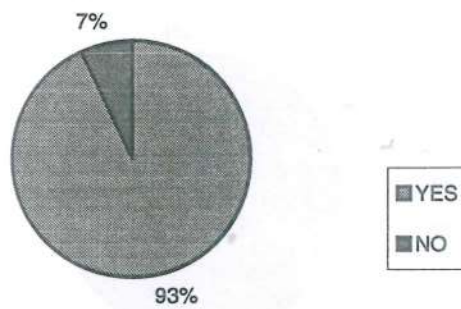


FIGURE (18) RATIONALITY

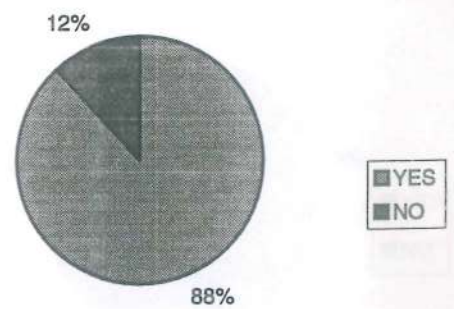


FIGURE (19) INITIATIVE

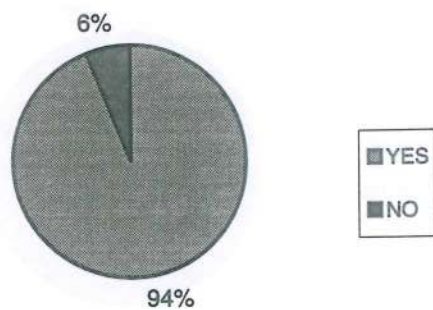


FIGURE (20) SENSE OF RESPONSIBILITY

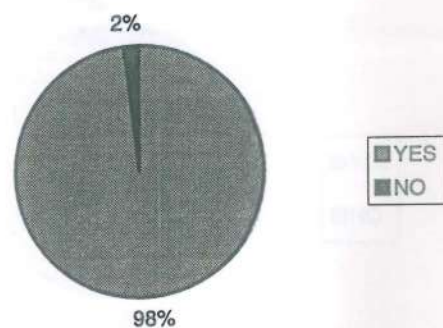


FIGURE (21) CONCERN FOR PEOPLE

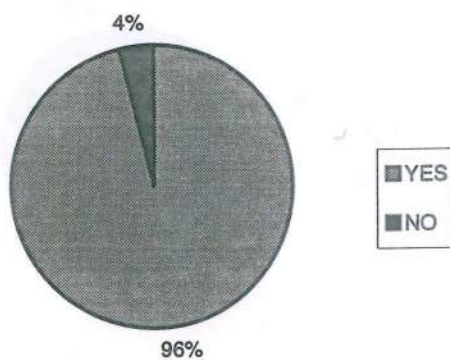
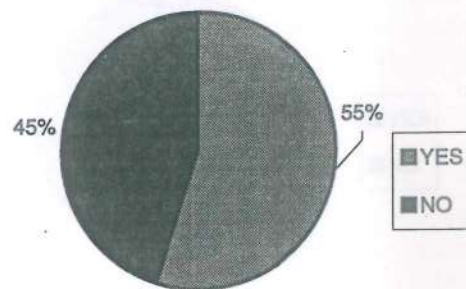


FIGURE (22) DEPENDABILITY



**FIGURE (23) ATTITUDE TOWARDS
INSTITUTIONAL NORMS**

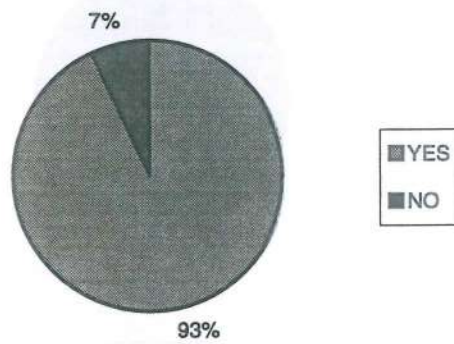


FIGURE (24) DETERMINATION

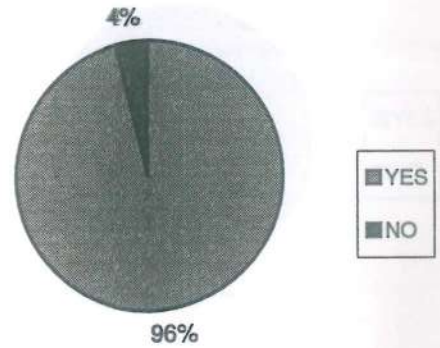


FIGURE (25) COMMITMENT

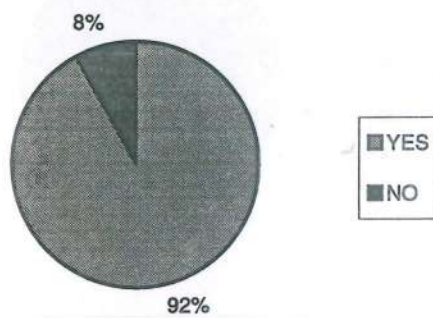


FIGURE (26) POSITIVE ATTITUDE

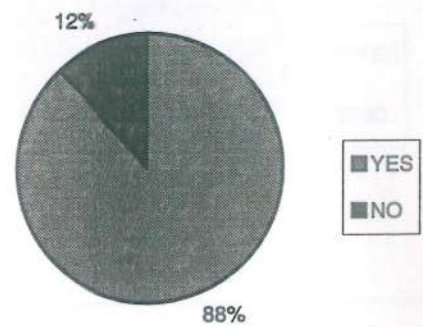


FIGURE (27) SOUND TEMPARMENT

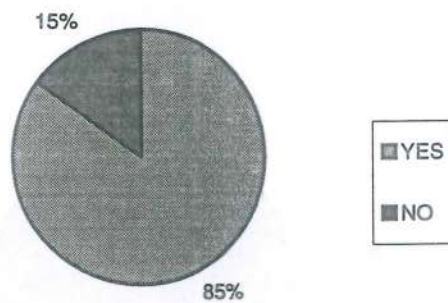


FIGURE (28) SENSE OF FAIRNESS

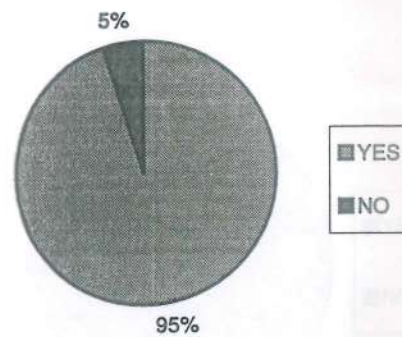


FIGURE (29) HELPFULNESS

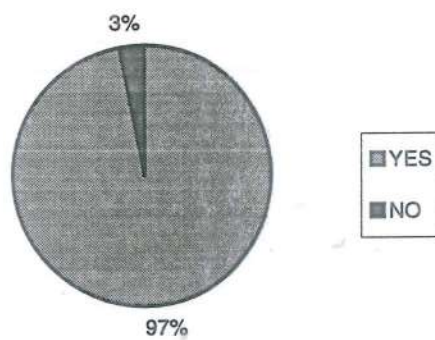


FIGURE (30) PUNCTUALITY

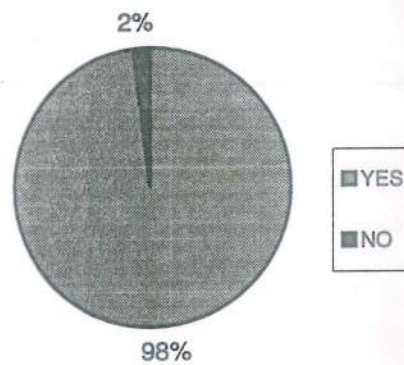


FIGURE (31) TACT

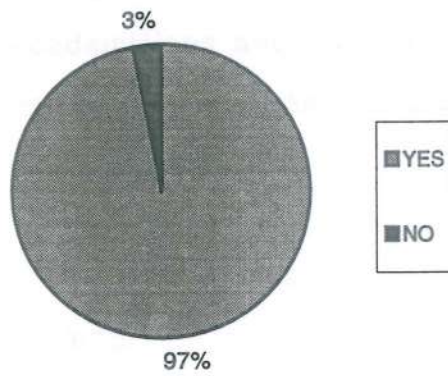
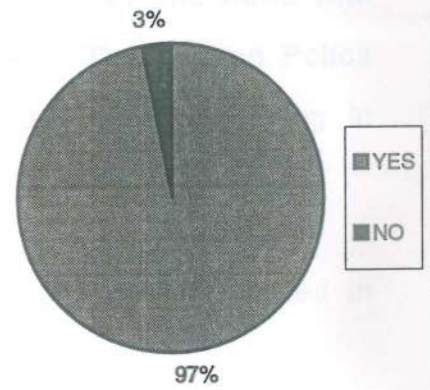


FIGURE (32) RESOURCEFULNESS



7.4 Views of Women Police Personnel on their Training Requirements

The investigator identified 43 training areas for women police through intensive literature survey and structured interviews with academicians and Senior Police Officers. The Women Police Personnel were asked to indicate whether they required training in those areas or not.

The response of women police personnel are presented in Table 7.3.

Table 7.3.
Training requirements

Training Needs	Yes	No	X² _value
Handling Communication	141 (90.97)	14 (9.33)	104.058(S)
Technical and documentation examination work	133 (85.0)	23 (15.0)	77.564 (S)
Regulation duties	112 (72.0)	43 (28.0)	30.716 (S)
Controlling crime against women	123 (78.0)	34 (22.0)	50.452 (S)
Eradication of anti-social activities	108 (70.0)	47 (30.0)	24.006 (S)

Justice to weaker section	111 (71.0)	45 (29.0)	27.923 (s)
Ensuring proper treatment to women and children	116 (74.0)	41 (26.0)	35.828(S)
Training Responsibilities	107 (69.0)	49 (31.0)	21.564(S)
Police press liaison	111 (71.0)	45 (29.0)	27.923(S)
Traffic Control	122 (79.0)	33 (21.0)	51.103(S)
Keeping Records	143 (92.0)	13 (8.0)	108.33(S)
Scanning and searching of women suspects	113 (72.0)	43 (28.0)	31.410(S)
Rehabilitation of women victims	114 (73.0)	42 (27.0)	33.231(S)
Manning women cell	113 (72.0)	43 (28.0)	31.410(S)
Manning Staff Jobs	104 (68.0)	50 (32.0)	18.935(S)
Frisking duties at Airport	137 (88.0)	19 (12.0)	89.256(S)
VIP Security	128 (83.0)	27 (17.0)	65.813(S)
Bandobust duties	115 (74.0)	41 (26.0)	31.103(S)
Police Family Welfare Units	113 (73.0)	41 (27.0)	33.662(S)
Interrogation units of the crime branch	140 (90.0)	16 (10.0)	98.564(S)

Staff officers to senior officers	108 (70.0)	46 (30.0)	24.961(S)
Police Public Relations	122 (77.0)	36 (23.0)	46.810(S)
Duties during Community festivals	100 (65.0)	55 (35.0)	13.065(S)
Curfew and Search operations	111 (71.0)	45 (29.0)	27.923(S)
Awakening women and encouraging them to fight social evils like sati, dowry system etc.	119 (80.0)	36 (20.0)	44.445(S)
Intelligence gathering	134 (86.0)	22 (14.0)	80.410(S)
Vigilance	125 (80.0)	31 (20.0)	56.641(S)
Duty at Welfare wing	120 (77.0)	36 (23.0)	45.231(S)
Investigation of Crime	140 (90.0)	16 (10.0)	98.564(S)
Enquiries in Bonded Labour cases	121 (78.0)	35 (22.0)	47.410(S)
Crowd Control	119 (76.0)	37 (24.0)	43.103(S)
Vigilance Enquiry	127 (82.0)	28 (18.0)	63.232(S)
Using Computers	132 (86.0)	22 (14.0)	78.571(S)
Duty at remand Homes for Adolescent Children	118 (77.0)	36 (23.0)	43.662(S)
Duty at remand Homes for women	118 (77.0)	36 (23.0)	43.662(S)

Serving of summons	100 (65.0)	55 (35.0)	13.065(S)
Running women police stations	107 (69.0)	48 (31.0)	22.458(S)
Guarding and escorting of women culprits	115 (74.0)	40 (26.0)	36.090(S)
Juvenile Delinquency	124 (80.0)	31 (20.0)	55.8(S)
Clerical work	142 (91.0)	14 (9.0)	105.026(S)
Finger prints work in CID	141 (90.0)	16 (10.0)	99.522(S)
Instructor in Police Training Institutes	123 (60.0)	33 (40.0)	51.923(S)
Drug related case work	117 (75.0)	40 (25.0)	37.764(S)

* Quantities in brackets represent percentages

From analysis of response from Table it is evident that the following are the priority areas indicated by women police personnel for their training and development:

Cluster I (High priority Training needs)

- Record Keeping.
- Clerical work.
- Handling Communication.
- Finger prints work in CID.
- Investigation of crimes.

- Interrogation techniques.
- Intelligence gathering.
- Using computers.
- Frisking duties at air-port.
- Technical and documentation examination work.

Cluster II (Second Highest Priority Training Needs)

- VIP Security.
- Vigilance enquiry.
- Vigilance.
- Juvenile delinquency case work.
- Instructors in Police Training Institutes.
- Traffic Control.
- Controlling crime against women.
- Police public relation building.
- Enquiries in Bonded Labour cases.

Cluster III (Third Highest Priority Training Unit)

- Training them to awaken women and encourage them to fight social evils like sati, dowry system etc.
- Training for running remand home for adolescent children.
- Training for managing remand home for women.
- Drug related case work.
- Guarding and escorting women culprits.
- Ensuring proper treatment to women and children.

- Bandobust duties.
- Welfare of Police Family Units.
- Rehabilitation of women victims.

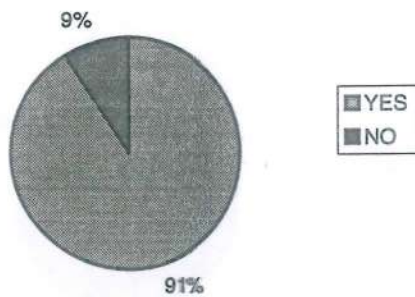
Cluster IV (Less Priority Training Needs)

- Scanning and searching of women suspects.
- Managing women cell.
- Regulation duties.
- Justice to weaker sections.
- Police press liaison.
- Curfew and search operations.
- Staff officers to the senior officers.
- Eradication of anti-social activities.
- Running women police stations.
- Training responsibilities.

Cluster V (Least Priority Training Needs)

- Managing Staff jobs.
- Community festivals.
- Serving of summons.

**FIGURE (33) HANDLING
COMMUNICATION**



**FIGURE (34) TECHNICAL AND
DOCUMENTATION WORK**

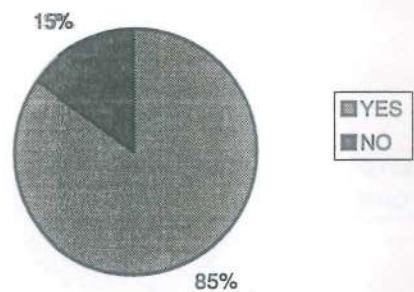
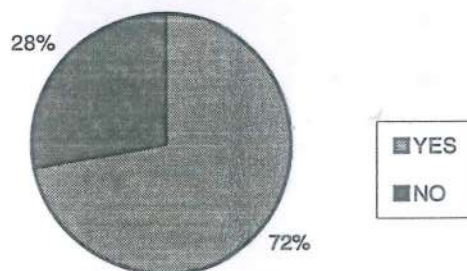
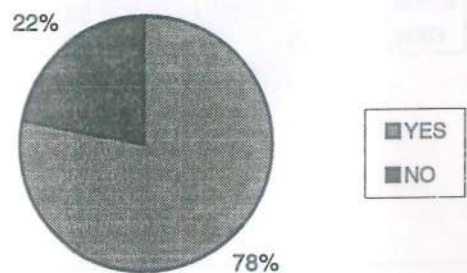


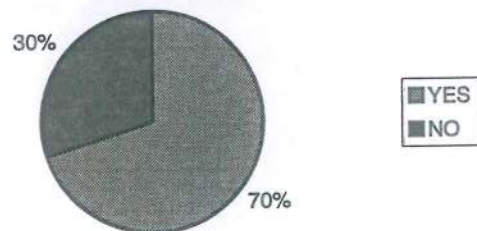
FIGURE (35) REGULATION DUTIES



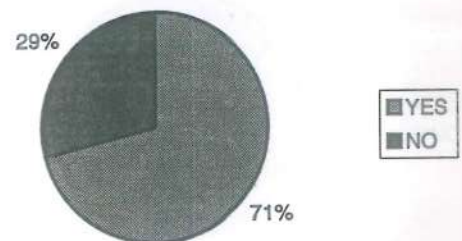
**FIGURE (36) CONTROLLING CRIME
AGAINST WOMEN**



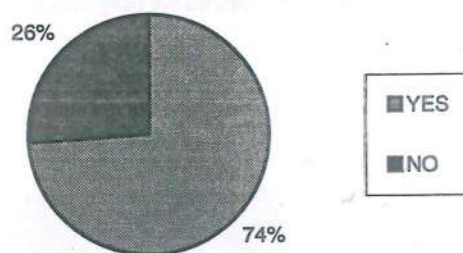
**FIGURE (37) ERADICATION OF
ANTI-SOCIAL ACTIVITIES**



**FIGURE (38) JUSTICE TO WEAKER
SECTIONS**



**FIGURE (39) ENSURING PROPER
TREATMENT TO WOMEN AND
CHILDREN**



**FIGURE (40) TRAINING
RESPONSIBILITIES**

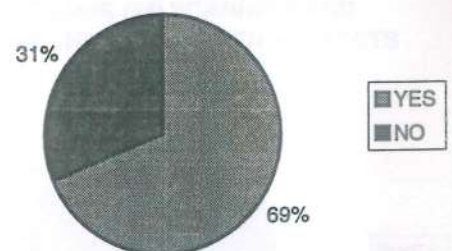


FIGURE (41) POLICE PRESS LIASION

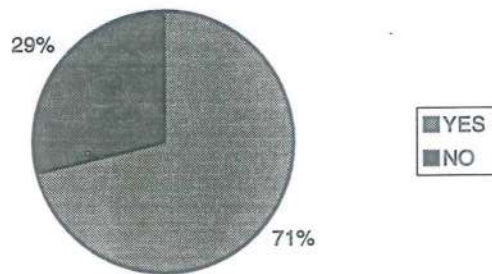


FIGURE (42) TRAFFIC CONTROL

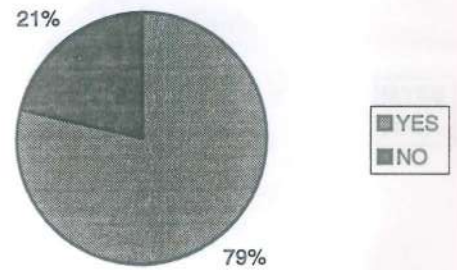


FIGURE (43) KEEPING RECORDS

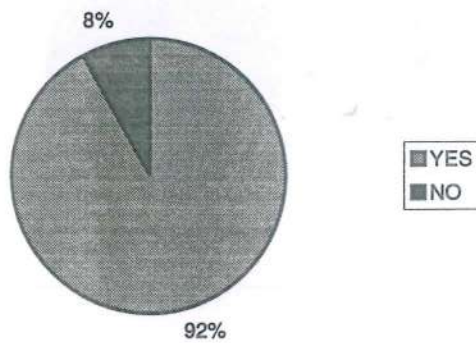
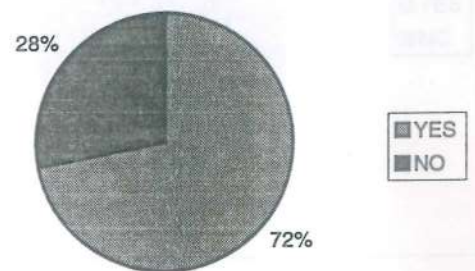


FIGURE (44) SCANNING AND SEARCHING OF WOMEN SUSPECTS



**FIGURE (45) REHABILITATION OF
WOMEN VICTIMS**

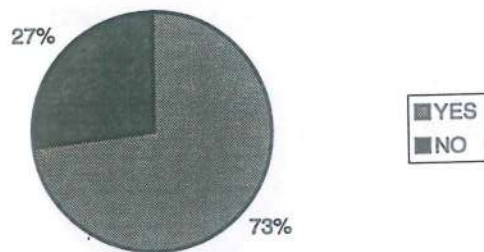


FIGURE (46) MANNING WOMEN CELL

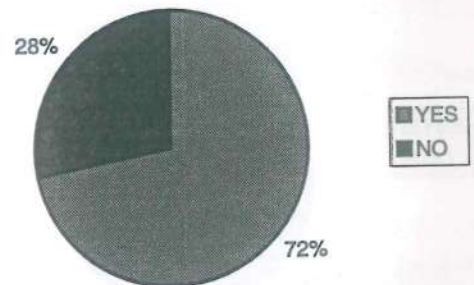
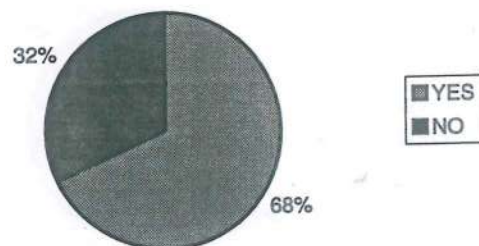


FIGURE (47) MANNING STAFF JOBS



**FIGURE (48) FRISKING DUTIES AT
AIRPORT**

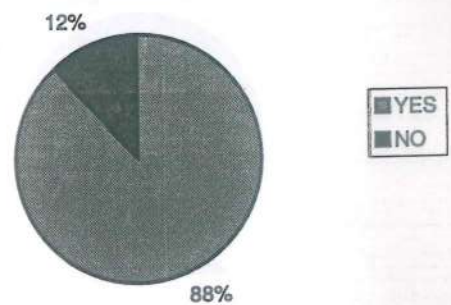


FIGURE (49) VIP SECURITY

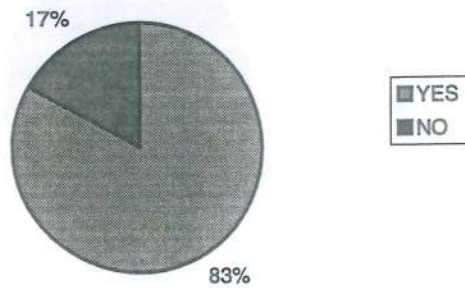


FIGURE (50) BANDOBUST DUTIES

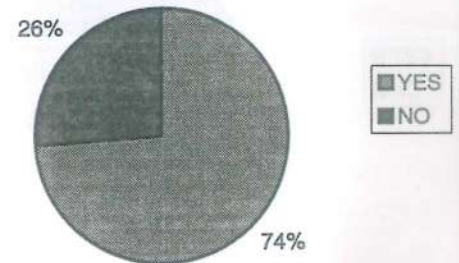


FIGURE (51) POLICE FAMILY WELFARE
UNITS

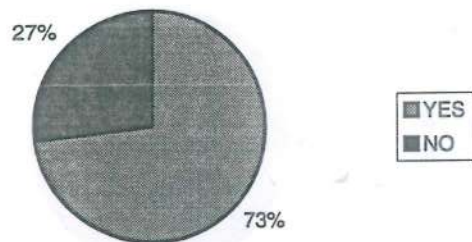


FIGURE (52) INTERROGATION UNITS
OF THE CRIME BRANCH

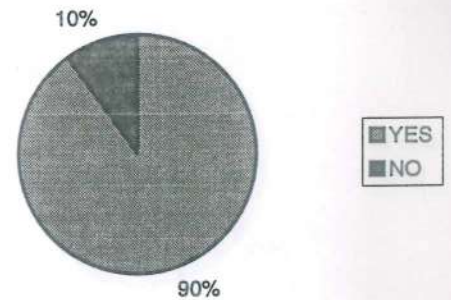


FIGURE (53) STAFF OFFICERS TO SENIOR OFFICERS

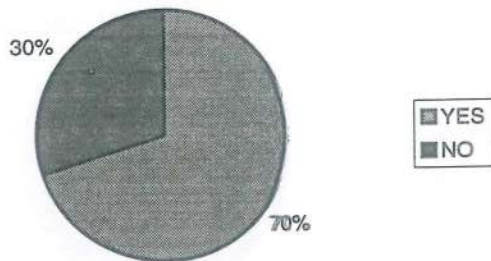


FIGURE (54) POLICE PUBLIC RELATIONS

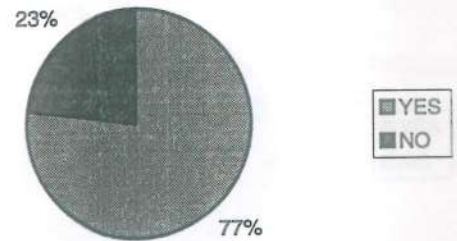


FIGURE (55) DUTIES DURING COMMUNITY FESTIVALS

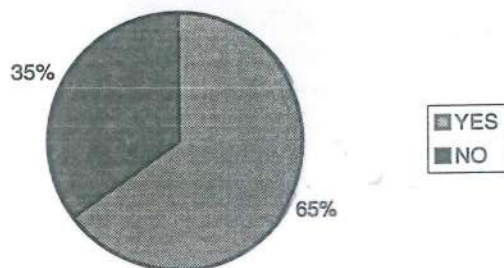


FIGURE (56) CURFEW AND SEARCH OPERATIONS

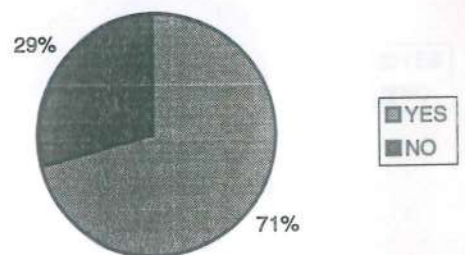


FIGURE (57) AWAKEN WOMEN AND ENCOURAGE THEM TO FIGHT SOCIALS EVILS LIKE DOWRY SYSTEM, SATI ETC.

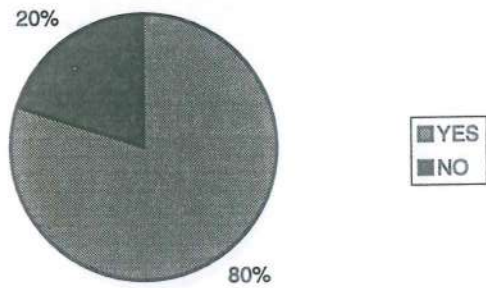


FIGURE (58) INTELLIGENCE GATHERING

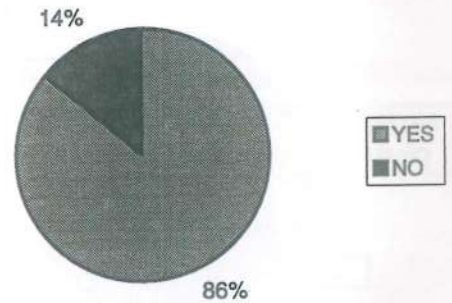


FIGURE (59) VIGILANCE

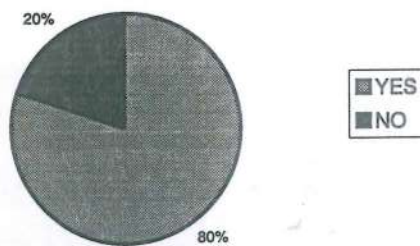


FIGURE (60) DUTY AT WELFARE WING

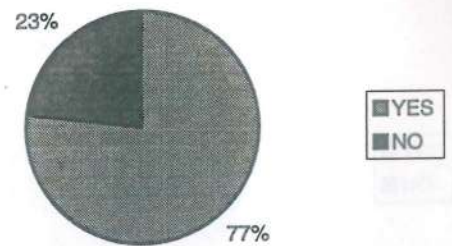


FIGURE (61) INVESTIGATION OF CRIME

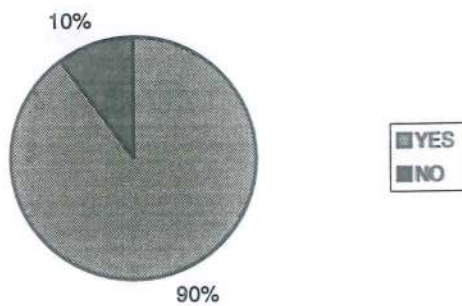


FIGURE (62) ENQUIRIES IN BONDED LABOUR CASES

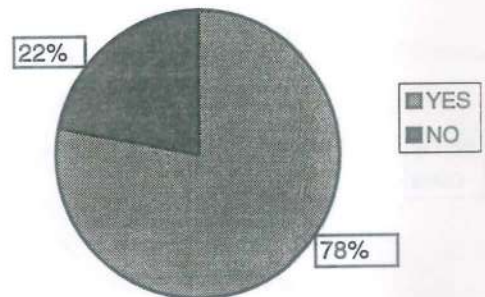


FIGURE (63) CROWD CONTROL

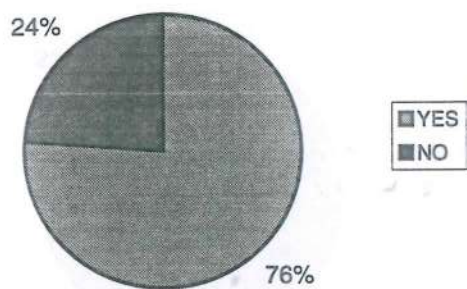


FIGURE (64) VIGILANCE ENQUIRY

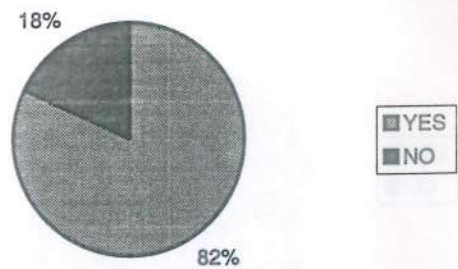


FIGURE (65) USING COMPUTERS

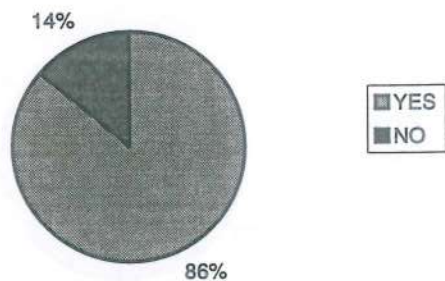


FIGURE (66) DUTY AT REMAND HOMES FOR ADOLESCENT CHILDRENS

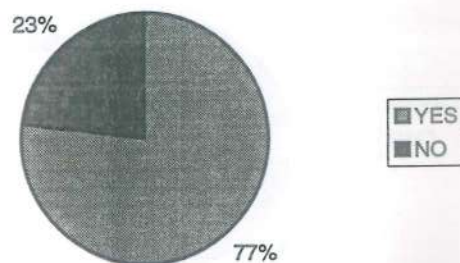


FIGURE (67) DUTY AT REMAND HOME FOR WOMEN

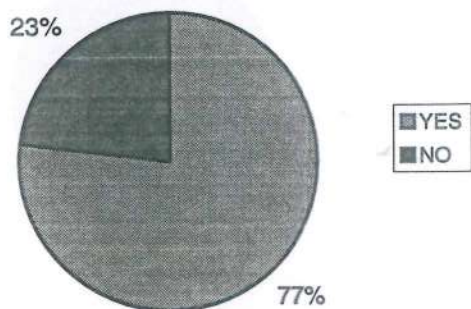


FIGURE (68) SURVING OF SUMMONS

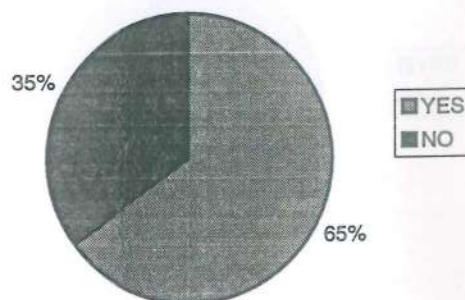


FIGURE (69) RUNNING WOMEN POLICE STATIONS

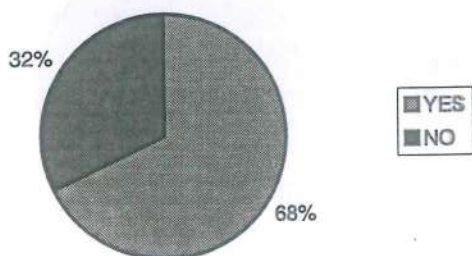


FIGURE (70) GUARDING AND ESCORTING OF WOMEN CULPRITS

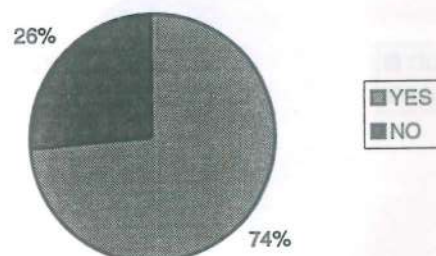


FIGURE (71) JUVENILE DELINQUENCY

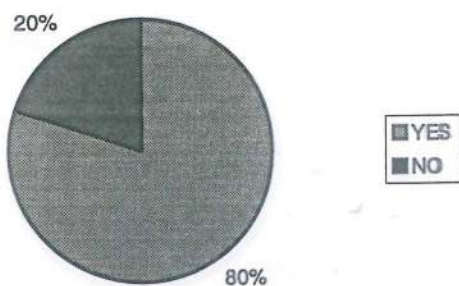
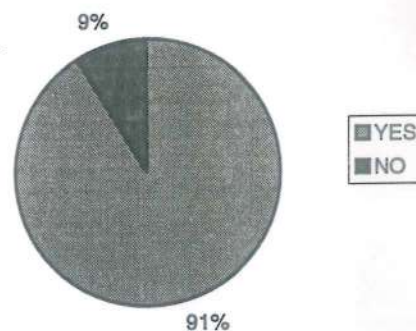
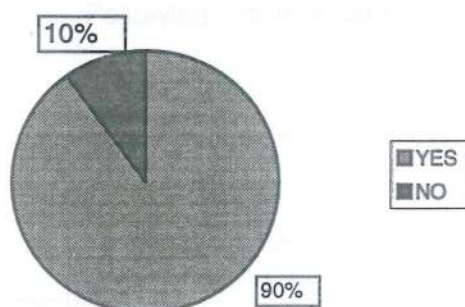


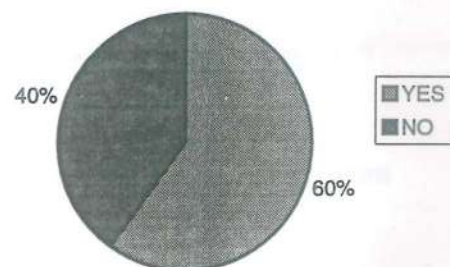
FIGURE (72) CLERICAL WORK



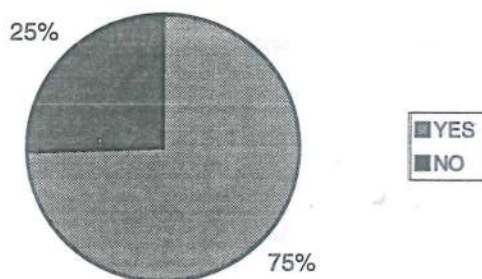
**FIGURE (73) FINGERPRINTS WORK IN
CID**



**FIGURE (74) INSTRUCTORS IN POLICE
TRAINING INSTITUTES**



**FIGURE (75) DRUG RELATED CASE
WORK**



7.5 Identification of areas for development

Following open-ended question was asked :

'In which police roles do you propose to develop further' ?

On analysis of response, the following developmental areas were identified:

- Controlling crime against women such as rape, dowry harassment etc.
- Handling Law and Order and Crime.
- Traffic Management.
- To detect crime and criminals.
- To improve Mahila Police Station.
- Curtailing the night duties of women police.
- Justice to weaker sections.
- To improve Mahila Police Station at Sub-division level.

7.6 Summary

The main findings from the chapter were:

A. Nature of Job

- 86% women police personnel liked their job.
- 65% women police personnel felt that their job didn't affect their family life.
- 93% women police personnel felt that their male colleagues gave adequate respect to them.
- 96% women police personnel felt that their superiors had confidence in them.
- 84% women police personnel felt that the women should perform the same roles as male in police.
- 75% women police personnel felt that they enjoy working with male counterparts.
- 82% women police personnel felt that they were serving the society at large.
- 78% women police personnel felt that females were professionally inferior to men.

- 66% Women police personnel felt that women in police were being exploited sexually.
- 92% Women police personnel felt that the training had helped them in performing job.

B. Personality Traits and Attributes

The highest rated personality traits/attributes by women police personnel for effective discharge of their duties were:

- Self-confidence.
- Loyalty.
- Secretiveness.
- Punctuality.
- Sense of responsibility.
- Objectivity.
- Helpfulness
- Tactfulness.
- Resourcefulness.
- Determination.

Second Highest priority rated personality traits and attributes:

- Curiosity to learn.
- Concern for people.
- Sense of fairness.
- Assertiveness.
- Initiative.
- Attitude towards institutional norms.
- Open mindedness.
- Commitment.
- Rationality.
- Positive attitude.

Third highest priority Attributes/Traits:

- Sound temperament.
- Dependability.

C. Training Requirements

The women police executives reported the following training priority areas for their developments:

First Priority Training Requirements:

- Record keeping.
- Clerical work.
- Handling communication.
- Finger prints work in CID.
- Investigation of crime.
- Interrogation Techniques.
- Intelligence gathering.
- Using computers.
- Frisking duties at airports.
- Technical and documentation examination work.
- Drug related case work.
- Guarding and escorting women culprits.
- Ensuring proper treatment to women and children.
- Bandobust duties.
- Welfare of police family units
- Rehabilitation of women victims

Second Priority training Requirements:

- Scanning and searching of women suspects.
- Managing women cell.
- Regulation duties.
- Justice to weaker sections.
- Police Press Liaison.
- Curfew and search operation.
- Staff officers to the senior officers.
- Eradication of anti-social activities.
- Running women police station.
- Training responsibilities.

Third priority Training Requirements:

- VIP Security.
- Vigilance Enquiry.
- Vigilance.
- Juvenile delinquency case work.
- Instructors in police training institutes
- Traffic Control.
- Controlling crime against women.
- Police & Public relation building.
- Enquiries in Bonded labour cases

Fourth Priority Training Requirements:

- Training them to awaken women, and encourage them to fight social evils like dowry, sati-system etc.
- Training for running remand homes for adolescent children.
- Training for managing remand homes for women.
- Crowd-control.

Fifth Priority training requirements:

- Manning staff jobs
- Community festivals
- Serving of summons

D) Women Police-Developmental areas :

Following areas were identified for further development in Women police personnel

- Controlling crime against women such as rape, dowry harassment etc.
- Handling Law and Order problems.
- Traffic Management
- To detect crime and criminals
- To improve Mahila Police Stations at District / Sub - divisional level.

CHAPTER 8

STRUCTURED INTERVIEWS ON TRAINING AND DEVELOPMENT OF WOMEN POLICE PERSONNEL IN ANDHRA PRADESH

**STRUCTURED INTERVIEWS ON TRAINING
AND DEVELOPMENT OF WOMEN POLICE
PERSONNEL IN ANDHRA PRADESH**

8.1. Introduction

In this chapter structured interviews were conducted by the investigator. The interviews of the following top police officers are presented in this chapter :

- *Sri H.J. Dora, DGP, Andhra Pradesh.*
- *Sri P. S. V. Prasad, Joint Director, National Police Academy, Hyderabad.*
- *Smt A.R. Anuradha, D.C.P East Zone, Hyderabad.*

8.2 Structural Interviews

Responses of above cited Police Officers are presented below:

8.2.1 Sri H.J. Dora DGP Andhra Pradesh

Q1A. What is your opinion regarding performance of women police personnel in Andhra Pradesh ?

Women police in Andhra Pradesh are doing a very essential job in the police department. They are very useful in handling womens' problems and also arresting of women agitators/criminals.

Q1B. In which tasks, they are producing good results ?

A. They are producing good results almost in all spheres of work. They are Good in Law and Order and Crime work.

Q1C. Should they handle the same policing tasks as their male counterparts ?

A. They can handle any task given to them. Recently women Sub Inspectors have undergone training in Greyhounds and went on combating operations for more than 48 hours staying in jungles.

Q.2. What are the arrangements in training and development of women police personnel in Andhra Pradesh ?

A. Police Training College in Ananthapur is generally earmarked to train women constables recruited in our State. They have separate barracks for stay. With regard to SIs, they are trained in Andhra Pradesh Police Academy in Hyderabad. 3 women IPS Officers who are allotted to our State are also trained in APPA to start with and then sent to districts.

Q.3. In which areas they are to be trained/shaped for producing better results ?

A. As I mentioned they can handle any task given to them by the Department. Hence, I did not find that they cannot do a particular job which men can do better.

Q.4. What is being done for better training and development of police women in your state ?

A. We are giving intensive training for women constables as well as SIs. Though there are problems initially, they are able to cope up with the new training methods.

Q.5. What are your future plans for better training and development of police women in your State?

A. NIL

Q.6. Should there be any separate arrangements for training and development of policewomen ? Please justify your answer?

A. I do not see any reason to have a separate training programme for women.

Q.7. Should women police have same outdoor training schedule as male counterparts ? Please justify your response ?

A. Women Police can have the same out-door training.

Any Other comments on women police ?

A. Nil

8.2.2 Sri P.S.V Prasad, Joint Director, SVP, NPA, Hyderabad

Q1A. What is your opinion regarding performance of women police personnel in Andhra Pradesh ?

A. Excepting for an odd lady constable at a traffic point duty, women police are hardly seen. Excepting an odd lady IPS Officer,

no women police personnel are seen or get written about in the visual print media. A lock up death at a women police station in Vijayawada recently gave the general impression on women or men, police are the same.

Q1B. In which tasks, they are producing good results ?

A. At Traffic points, As Receptionist, As Counsellors, and on Telephone duty.

Q1C. Should they handle the same policing task as their male counterparts?

A. They should, if the women police were to make any head way in the state.

Q.2 What are the arrangements for training and development of women police personnel in A.P ?

A. The facilities for their training are fair, though one would like more women Police trainers. Arrangements for the development of women police personnel however, need to be augmented.

Q.3. In which areas are to be trained/shaped for producing better results ?

A. For better results, women police personnel need to be professional to the core through training/development interventions.

Q.4. What is being done for better training and development of police women in your state ?

- Special recruitment at constable/SI level for outstanding sportswomen
- Opening of one women police station in each district
- Police Welfare Centres in each district being run by women police personnel
- Women police personnel deployed as Counsellors in cases of martial discord or child abuse.

Q.5. What are your future plans for better training and development of police women in your state ?

- Gender Sensitivity as an input in all police training institutions
- Raising the intake of women police personnel in recruitment to constable, SI rank should be atleast 10% of the total.

Q.6. Should there be any separate arrangements for training and development of police women? Please Justify your answer ?

A. No separate arrangements are necessary for training and development of police women. They must appear on par with policemen in all training and related activities, so that the impression that they are any inferior can be removed.

Q.7. Should women police have same outdoor training schedule as male counter-parts ? Please Justify your response ?

A. They must have same outdoor training schedule as policemen.

Any other comments on women police and their training in Andhra Pradesh.

Nil

8.2.3 Smt. A.R. Anuradha DCP East Zone, Hyderabad

Q1A. What is your opinion regarding performance of women police personnel in Andhra Pradesh ?

A. Good. However they should be used for all aspects of policing, rather than confining them to women police station.

Q1B. In which task they are producing good results ?

A. Given the task and responsibility they can show good results in all aspects of work.

Q1C. Should they handle the same policing tasks as their male counterparts?

A. Yes

Q.2. What are the arrangements for training and development of women police personnel in Andhra Pradesh ?

A. Same as for men

Q.3. In which areas they are to be trained/shaped for producing better results ?

A. All aspects of policing

Q.4. What is being done for better training and development of police women in your state ?

A. Nothing specific. Training for both men and women is improving.

Q.5. What are your future plans for better training and development of police women in your State ?

A. Flexible working hours will enable more women to enter the department.

Q.6. Should there be any separate arrangements for training and development of police women ? Please justify your answer?

A. No, men and women have to work together. Keeping them apart will make the women police dysfunctional and marginalised.

Q.7. Should women police have same outdoor training schedule as male counterparts ? Please justify your response ?

A. Yes. with patience and training, they can also do the same tasks. There are men also who find outdoor training difficult, but they cope.

Any other comments on women police and their training in A.P.

Both men and women police need to be trained together, so that they accept the usefulness in each other in field.

8.2.4. Summary of Recommendations: Following conclusions were drawn from the interviews:

- Women police are performing their job well specially in women police stations, arrest of agitators and criminals; and law and order duties and crime work.
- Women must be given the same policing tasks as being given to police-men.

There should be no separate training curricula both for in-door and out-door training of women police. They may be trained together.

Their services may be utilized more for:

- Martial Discord.
- Child Abuse.
- Counselling.
- Receptionist telephone duties.

Training may focuss more on -

- Combating operations.
- Gender Sensitivity.
- At Sub-Inspector level recruitment of women should be increased at least by 10%.
- Flexible working hours are recommended for women police personnel.

CHAPTER 9

MAIN FINDINGS, RECOMMENDATIONS AND SUGGESTED STUDY

MAIN FINDINGS, RECOMMENDATIONS AND SUGGESTED STUDY

In this chapter an attempt has been made to provide extensive account on the following aspects:

- Main findings of the Study.
- Recommendations.
- Suggested Research.

9.1 Main findings of Study

The main findings of the study were as under:

9.1.1 Findings related to attitudes of male counterparts towards women police in Andhra Pradesh

- 39% agreed and 10% strongly agreed that police women should be deployed on same type of duties as police men.

- 34% agreed and 27% strongly disagreed that police men should have more opportunities for developing professional skills than women.
- 50% agreed and 20% strongly agreed that police women were not physically strong enough to do the full range of policing.
- 43% disagreed and 23% strongly disagreed with the proposition that police men had greater prospect for promotion than police women.
- 32% disagreed and 56% strongly disagreed with the proposition that police women should not be recruited in our country.
- 56% agreed and 14% strongly agree that police women have less commitment to job than police men because of family responsibilities.
- 39% disagreed and 11% strongly disagreed with the proposition that police women could not adjust with their male counterparts at the work place.
- 46% disagreed and 31% strongly disagreed with the proposition that police women could not be trusted for intelligence work.

- 43% disagreed and 18% strongly disagreed with the proposition that police women were perceived as sex objects thus impeding their functions effectively.
- 45% agreed and 8% strongly agreed that police women suffered with inferiority complex that affected their performance on their job.

It is further inferred that 1.515% of respondents were found to have very low attitude towards women police. 13.132% respondents had low attitude and 32.828% them had moderate attitude respectively. 37.878% had high attitude and 14.647% of them had very high attitude.

9.1.2 Senior police Officers recommended the following focal areas for women police in Andhra Pradesh

- Provide other appropriate services and affect relief to people in distress situation.
- Counsel and resolve conflicts and promote amity.
- Identifying problems and situations that are likely to result in commission of crime.
- Prevention of crime through co-operation with other relevant agencies.
- Investigation of crime.
- Create and maintain a feeling of security in the community.

- For reducing the opportunities for the commission of crimes through preventive patrol and other appropriate police measures.
- Aid to individual who are in danger of physical harm.
- Promoting and preserving public order.
- Apprehending the offenders and handling them to legal proceedings.
- Facilitating orderly movement of people in vehicles.

9.1.3 Following were the most important tasks for training and development of women police personnel in Andhra Pradesh as identified by Senior Police Officers

First Priority items:

- Dealing with women including search, arrest and questioning.
- Handling and investigating cases involving vice or sexual offences.
- Guarding female prisoners.
- Social work including child welfare.
- Public Relation work.
- Police Drivers.

- Juvenile delinquency case-work.
- Telecommunication.
- Protection of female VIPs.
- Finger printing work in C.I.D.
- Instructors in Police Training Institutes.
- Immigration duties.
- Police social welfare.
- Road traffic regulation.

Second Priority items:

- Technical and document examination work.
- Drug related case-work.
- Special branch and security.
- Crime investigation.
- Prosecution duties.
- Crime prevention.
- Crowd control duties.
- Patrol duties.
- Clerical work.

9.1.4 The highest rated traits and attributes in women police personnel identified by Senior Police Officers were as under:

A. Highest priority Personality Traits /Attributes:

- Self-confidence.
- Tact.
- Open-mindedness.
- Power of expression.
- Helpfulness.
- Objectivity.
- Assertiveness.
- Loyalty.
- Curiosity to learn.
- Initiative.

B. Second Highest Priority Personality Traits/Attributes:

- Punctuality.
- Concern for people.
- Secretiveness.
- Rationality.

- Sense of responsibility.
- Commitment.
- Sense of fairness.
- Resourcefulness.
- Dependability.
- Positive attitude.

C. Third Highest Priority Personality Traits and attributes:

- Sound temperament.
- Determination.
- Attitude towards institutional norms.

9.1.5 Strength in women police personnel as perceived by Senior Police Officers

- Patience.
- Helpfulness.
- Caring and understanding.
- More Polite.
- Ability to deal with women agitators suspects and Prisoners.

9.1.6 Weaknesses of women police as perceived by senior police officers

- Physical weakness.
- Unfit for night patrolling duties.
- Difficult for them to work in odd hours.
- Talkative tendency to reveal secrets.
- Shyness.

9.1.7 Suggestions by Senior Police Officers

Following were the main suggestions:

- Their roles should be defined worth for training.
- They need to be treated on par with policemen in every aspect.
- Recruitment in large number with higher qualification should be done.
- They should assure a fair and motivating system of promotion and growth women police personnel.
- Training programme suited especially for training lady officers should be designed.

- Intensive thematic training programme should be conducted instead of general training programme for them.
- There should be more emphasis on their physical training.
- More opportunities for field work should be provided.

9.1.8 Women Police Personnel Response

9.1.8.1 Nature of job

- 86% women police personnel liked their job.
- 65% women police personnel felt that their job did not affect their family life.
- 93% women police personnel felt that their male colleagues gave adequate respect to them.
- 96% women police personnel felt that their superiors had confidence in them.
- 84% women police personnel felt that the women should perform the same roles as male police.
- 75% women police personnel felt that they enjoy working with male counterparts.
- 82% women police personnel felt that they were serving the society at large.

- 78% women police personnel felt that female were professionally inferior to men .
- 66% women police personnel felt that women in police were being exploited sexually.
- 92% women police personnel felt that the training had helped them in performing job.

9.1.8.2. Personality traits and attributes

The first highest rated personality traits/attributes by women police personnel for effective discharge of their duties were:

- Self-confidence.
- Loyalty.
- Secretiveness.
- Punctuality.
- Sense of responsibility.
- Objectivity.
- Helpfulness.
- Tactfulness.
- Resourcefulness.
- Determination.

Second Highest Priority rated Personality Traits and Attributes:

- Curiosity to learn.
- Concern for people.
- Sense of fairness.
- Assertiveness.
- Initiative.
- Attitude towards institutional norms.
- Open-mindedness.
- Commitment.
- Rationality.
- Positive attitudes.

Third Highest Priority Attributes/Traits:

- Sound Temperament.
- Dependability.

9.1.9 Training Requirements

The women police executives reported the following training areas for their development:

First Priority Training Requirements:

- Record keeping.
- Clerical work.
- Handling communication.
- Finger prints work in CID.
- Investigation of crime.
- Interrogation techniques.
- Intelligence gathering.
- Using computers.
- Frisking duties at airports.
- Technical and document examination work.
- Drug related case work.
- Guarding and escorting women culprits.
- Ensuring proper treatment to women and children.
- Bandobust duties.
- Welfare of police family units .
- Rehabilitation of women victims.

Second Priority Training Requirements:

- Scanning and searching of women suspects.
- Managing women cell.
- Regulation duties.
- Justice to weaker sections.
- Police press liaison.
- Curfew and search operation.
- Staff officers to the senior officers.
- Eradication of anti-social activities.
- Running women police station.
- Training responsibilities.

Third Priority Training Requirements:

- VIP security.
- Vigilance enquiry.
- Vigilance.
- Juvenile delinquency case work.
- Instructors in police training institutes.
- Traffic control.

- Controlling crime against women.
- Police public relation building.
- Enquiries in bonded labour cases.

Fourth Priority Training Requirements:

- Training them to awaken women, and encourage them to fight social evils like dowry, sati-system etc.
- Training for running remand homes for adolescent children.
- Training for managing remand homes for women.
- Crowd-control.

Fifth Priority Training Requirements:

- Managing staff jobs.
- Community festivals.
- Serving of summons.

9.1.10 Women Police-Developmental Areas

Following areas were identified for further development in women police personnel:

- Controlling crime against women such as rape, dowry harassment etc.
- Handling Law and order Problems.

- Traffic management.
- To detect crime and criminals.

9.1.11 Following conclusions were drawn from the interviews with top echelons of Police:

Very seasoned Police Training Administrators and DGP level Officers of Andhra Pradesh were interviewed. Following were some of their observations and recommendations:

- Women Police are performing their job well specially in Women Police Stations; arrest of agitators and criminals; law and order duties and crime work.
- Women police must be given the same policing tasks as being given to police-men.
- There should be no separate training curricula both for In-door and out-door training of women police. They may be trained together.

Their services may be utilised more for -

- Marital discord.
- Child abuse.
- Counselling.
- Reception/Telephone duties.

- Combating operations.
- Gender sensitivity.
- At sub-Inspector level recruitment of women should be increased atleast by 10%.
- Flexible working hours are recommended for women police personnel.

9.2 Recommendations

Based on the findings of study following are the recommendations:

9.2.1. There should not be separate Induction Training Programmes for women police personnel. They should be trained on same lines as their male counterparts.

9.2.2. They should be given same policing tasks in field situations so that they develop continuously on job.

9.2.3. There should be more emphasis on their physical training.

9.2.4. There should be more specialise continuous In-service training programmes separately for women police personnel in the following areas:

- Counselling skills.
- Child abuse control.
- Receptionist/Telephone operators.
- Record keeping/clerical work.
- Handling communication.
- Interrogation techniques (women/children).
- Computer training.
- VIP security.
- Vigilance enquiry.

9.2.5. There should be number of training programmes on 'Gender Sensitisation' in police in Andhra Pradesh.

9.2.6. There should be 'Role Clarification' exercises with women police personnel to make them more conscious of their roles and responsibilities.

9.2.7. There should be 'career planning' for women police personnel in Andhra Pradesh.

9.2.8 Sensitivity training interventions should be introduced for women police personnel so that they develop better sensitivity towards Human Rights of women and children in custody etc.

9.2.9. Reward system should be developed for motivating women police personnel.

9.2.10. Flexible working hours are recommended for women police personnel.

9.2.11. An exhaustive training and development plan should be evolved for women police personnel in Andhra Pradesh.

9.3 Recommended Research

Following research studies may be undertaken to reinforce the training and development activities for women police personnel in Andhra Pradesh:

9.3.1. Job-Analysis.

9.3.2. Training Needs Assessment for In-service for Courses.

- Constabulary level women police personnel.
- Sub-Inspector level women police personnel.
- Deputy-Superintendent level women police personnel.

9.3.3. Learning Style of women police personnel for deciding on-the- job training methodology. It will also facilitate proper selection of training methodology for In-door subjects.

9.3.4. Benchmarking their performance in skill areas including out-door training tasks.

9.3.5. Validation of specialised thematic courses for women police personnel based on training needs assessment.

9.3.6. Development of training material on professional knowledge and skills domains for their continuous learning and development.

9.3.7. Public opinion surveyys related to their roles and performance in field.

9.3.8. Development of special case-study material related to role and performance of women police personnel.

9.3.9. Evolving police organisational mechanisms for motivating women entry into police.

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THE ROLE OF POLICE IN THE PREVENTION OF CRIME

APPENDICES

Under 2 years

2 to 5 years

5 to 10 years

10 to 15 years

Qualification required for each age group

FOR RESEARCH

THE ROLE OF POLICE WOMEN SURVEY

FACT SHEET

1. NAME _____

2. RANK _____

3. AGE

18 to 24 45 to 54

25 to 34 55 and over

35 to 44

4. Marital Status

Single Widowed

Married Divorced

5. No. of children (if any) _____

6. Rank _____

7. Length of service _____

Under 2 years

15 to 20 years

2 to 5 years

20 to 25 years

5 to 10 years

over 25 years

10 to 15 years

8. Qualification when you joined the police service ?

9. Have you obtained any other academic qualifications since joining the police service

Yes

No

If yes please give details

10. Occupation before joining the police service

In ? 11. Which one of police departments did you most enjoy working

1. Please answer the following questions by circling either Yes or No

- | | | |
|--------|-----|---|
| Yes/No | 1. | Do you like your job ? |
| Yes/No | 2. | Does your job affect your family life badly ?
(tension at home) |
| Yes/No | 3. | Do you feel that your male colleagues give you adequate respect ? |
| Yes/No | 4. | Do you feel that your superiors have confidence in you ? |
| Yes/No | 5. | Do you feel that the women should perform the same roles as males in police ? |
| Yes/No | 6. | Do you enjoy working with the male counterparts ? |
| Yes/No | 7. | Do you feel that you are serving the society at large ? |
| Yes/No | 8. | Do you feel that females are inferior to men professionally ? |
| Yes/No | 9. | Do you feel that women in police are being exploited sexually? |
| Yes/No | 10. | Do you feel that the training has helped you in performing job ? |

2. Which of the Following personality attributes/traits are required in effective discharge of your duty ?

- | | | |
|--------|----|-----------------|
| Yes/No | A. | Self-confidence |
| Yes/No | B. | Objectivity |
| Yes/No | C. | Assertiveness |
| Yes/No | D. | Loyalty |

Yes/No	E.	Secretiveness
Yes/No	F.	Curiosity to learn
Yes/No	G.	Open-mindedness
Yes/No	H.	Rationality
Yes/No	J.	Initiative
Yes/No	K.	Sense of responsibility
Yes/No	L.	Concern for people
Yes/No	M.	Dependability
Yes/No	N.	Attitudes towards institutional norms
Yes/No	O.	Determination
Yes/No	P.	Commitment
Yes/No	Q.	Positive attitudes
Yes/No	R.	Sound temperament
Yes/No	S.	Sense of fairness
Yes/No	T.	Helpfulness
Yes/No	U.	Punctuality
Yes/No	V.	Tact
Yes/No	W.	Resourcefulness
Yes/No		
Yes/No		
Yes/No		

3. Following are the tasks usually performed by women police. Please indicate your further training requirement by circling Yes/No for each item.

- | | | |
|--------|-----|--|
| Yes/No | 1. | Handling Communication |
| Yes/No | 2. | Technical and document examination work. |
| Yes/No | 3. | Regulation duties. |
| Yes/No | 4. | Controlling crime against women. |
| Yes/No | 5. | Eradication of anti-social activities. |
| Yes/No | 6. | Justice to weaker section. |
| Yes/No | 7. | Ensuring proper treatment to women and children. |
| Yes/No | 8. | Training responsibilities |
| Yes/No | 9. | Police Press Liaison |
| Yes/No | 10. | Traffic control |
| Yes/No | 11. | Record keeping |
| Yes/No | 12. | Scanning and searching of women suspects |
| Yes/No | 13. | Rehabilitation of women victims |
| Yes/No | 14. | Manning women cell |
| Yes/No | 15. | Manning staff jobs |
| Yes/No | 16. | Frisking duties at airports |
| Yes/No | 17. | VIP security |
| Yes/No | 18. | Bandobasth duties |
| Yes/No | 19. | Police families welfare units |
| Yes/No | 20. | Interogation units of the crime branch |

Yes/No	21.	Staff officers to the Sr.officers.
Yes/No	22.	Police public relations
Yes/No	23.	Community festivals
Yes/No	24.	Curfew and search operation
Yes/No	25.	Awakening women and encourage them to fight social evils like dowry, sati-system
Yes/No	26.	Intelligence gathering
Yes/No	27.	Vigilance
Yes/No	28.	Welfare wing
Yes/No	29.	Investigation of crime
Yes/No	30.	Enquiries in bonded labour case
Yes/No	31.	Crowd control
Yes/No	32.	Record
Yes/No	33.	Vigilance enquiry
Yes/No	34.	Using computers
Yes/No	35.	Remand homes for adolescent children
Yes/No	36.	Remand homes for women
Yes/No	37.	Serving of summons
Yes/No	38.	Running women police station
Yes/No	39.	Guarding and escorting women culprits
Yes/No	40.	Juvenile delinquency case work
Yes/No	41.	Clerical work

- | | | |
|--------|-----|---|
| Yes/No | 42. | Finger prints work in CID |
| Yes/No | 43. | Instructors in police training institutes |
| Yes/No | 44. | Drug related case work |
| Yes/No | 45. | _____ |
| Yes/No | 46. | _____ |
| Yes/No | 47. | _____ |

4. In which police roles do you propose to develop further ?

1

2

3

4

FOR RESEARCH

ATTITUDE TOWARDS WOMEN POLICE SCALE

(A T W P S)

The statements listed describe attitudes that different people have about the women in police. There are no right or wrong answers only opinions. You are requested to express your feeling about each statment by circling an appropriate category out of 5 listed below -

SA - Strongly agree
 A - Agree
 U - Undecided
 D - Disagree
 SD - Strongly disagree

- | | | | | | |
|----|---|---|---|----|--|
| SA | A | U | D | SD | 1. Police women should be deployed on the same type of duties as police men. |
| SA | A | U | D | SD | 2. Police men have more opportunities for developing professional skills than women |
| SA | A | U | D | SD | 3. Police women are not physically strong enough to do the full range of policing |
| SA | A | U | D | SD | 4. Police men have greater prospects for promotion than police women |
| SA | A | U | D | SD | 5. Police women should not be recruited in our country |
| SA | A | U | D | SD | 6. Police women have less commitment to job than police men because of family responsibilities, etc. |
| SA | A | U | D | SD | 7. Police women cannot adjust well with their male counterparts at the work place. |
| SA | A | U | D | SD | 8. Police women cannot be trusted for intelligence work |
| SA | A | U | D | SD | 9. Police women are perceived as sex objects thus impeding their functioning effectively. |
| SA | A | U | D | SD | 10. Police women suffer from inferiority complex that affects their performance on the job. |

Name _____

Designation _____

State _____

OPINIONNAIRE ON WOMAN IN POLICE

1. WHAT IS YOUR OPINION ON WOMAN IN POLICE IN OUR COUNTRY ?

2. WHAT ARE YOUR VISUALIZATIONS REGARDING ROLE OF WOMAN POLICE ?

3. PLEASE ENLIST FUNCTIONS/DUTIES/TASKS WHERE POLICE WOMAN ARE MOST SUITABLE.

4. WHICH KIND OF FUNCTIONS/DUTIES/TASKS CANNOT BE PERFORMED WELL BY WOMAN POLICE IN FIELD SITUATIONS ?

5. WHAT PROBLEMS DO THEY USUALLY FACE IN EFFECTIVE DISCHARGE OF THEIR DUTIES ?

6. PLEASE PROVIDE YOUR VALUABLE COMMENTS ON "TRAIN-
ING AND DEVELOPMENT" OF WOMEN POLICE:

7. PERCEPTION OF TOP ECHELONS ON WOMEN POLICE

MORE COMMENTS

NAME:

DESIGNATION:

OBSERVATION SCHEDULE INSTITUTIONS VISITED

Name of Police Training Institution : _____

1. Historical Background of Training Institution

2. Main functional areas of the Institution :

2.1. Training

2.1.1. In-Service

2.1.2. Induction

2.2. Statistics of courses run for 5 years

Name of Course	Duration	No.of Trainees	No.of Women Trainees

3. Organizational Structure of Training Institution

4. Faculty Resources

4.1. Selection Criteria

4.2. Motivators for Trainers

4.3. Trainer Development Programme of the Institute.

4.4. Women faculty resources

4.1.1. Indoor

4.1.2. Outdoor

5. Program Designing specially of women police.

5.1. Analysis of Training Needs.

- Trainees' involvement
- Experts' involvement
- Faculty members' involvement

5.2. Procedures adopted for data collection

6. Utilization of Training Resources for training :

(A) Library

(B) Class Rooms

(C) Audio-Visual Training Aids

7. Training Methodology : Which methods are used for imparting training :
Please tick ()

- _____ 1. Lectures
- _____ 2. Discussions
- _____ 3. Case Method
- _____ 4. Role Playing Methods
- _____ 5. Seminars
- _____ 6. Workshops
- _____ 7. Individualized Training Methods
- _____ 8. Project work
- _____ 9. Syndicate Method
- _____ 10. Field Visits
- _____ 11. Simulation
- _____ 12. Computer assisted instruction.
- _____ 13.
- _____ 14.
- _____ 15.

8. Management of Training Institution

8.1. Environment of Training Institution

8.2. Future Development Plans

9. Outdoor Training Facilities in the Training Institution

10. Assessment of the trainees.(Tools and Techniques being adopted)

11. Any other comments.

FOR RESEARCH

SENIOR POLICE OFFICERS VIEWS ON TRAINING AND DEVELOPMENT OF WOMEN POLICE

1. As per your perception, on which of the following key performance areas the women police should be trained

TRAINING REQUIREMENT KEY PERFORMANCE AREA

To a great extent	To some extent	Not at all	
3	2	1	A. Promoting and preserving public order
3	2	1	B. Investigation of crime
3	2	1	C. Apprehending the offenders and participating in legal proceedings.
3	2	1	D. Identifying problems and situations that are likely to result in commission of crimes.
3	2	1	E. For reducing the opportunities for the commission of crimes through preventive patrol and other appropriate police measures.
3	2	1	F. Prevention of crimes through co-operation with other relevant agencies.
3	2	1	G. Aid individuals who are in danger of physical harm.
3	2	1	H. Create and maintain a feeling of security in the community.
3	2	1	I. Facilitate orderly movement of people in vehicles.

3	2	1	J. Counsel and resolve conflicts and promote amity.
3	2	1	K. Provide other appropriate services and affect relief to people in distress situations.

2. National Police Commission Report has recommended the following Special tasks for women police. Please indicate your perception on the importance of each task for their training and development.

Degree of Importance

Most	Important	Un Important	Important
3	2	1	A. Read traffic regulation
3	2	1	B. Dealing with women including search, arrest and questioning
3	2	1	C. Crime investigation
3	2	1	D. Handling and investigating cases involving vice or sexual offences.
3	2	1	E. Patrol Duty
3	2	1	F. Social work including child welfare
3	2	1	G. Juvenile delinquency case work
3	2	1	H. Clerical work
3	2	1	I. Telecommunication
3	2	1	J. Prosecution duties
3	2	1	K. Immigration duties

3	2	1	L. Guarding female prisoners
3	2	1	M. Fingerprinting work
3	2	1	N. Public relations work
3	2	1	O. Instructors in police training institutes.
3	2	1	P. Crime prevention
3	2	1	Q. Crowd control duties
3	2	1	R. Special branch and security.
3	2	1	S. Protection of female VIPs
3	2	1	T. Drug related case work.
3	2	1	U. Administration and guard duties
3	2	1	V. Technical and document examination
3	2	1	W. Police drivers
3	2	1	X. Police social welfare and any other

3. On which personality attributes and traits training efforts should be focussed for women police ? Please check the items.

- A. Self confidence
- B. Objectivity
- C. Assertiveness
- D. Loyalty
- E. Secretiveness
- F. Curoosity to learn
- G. Open-mindedness
- H. Rationality

- I. Power of expression_
- J. Initiative
- K. Sense of responsibility
- L. Concern for people
- M. Dependability
- N. Attitudes towards institutional norms
- O. Determination
- P. Commitment
- Q. Positive attitudes
- R. Sound temperament
- S. Sense of fairness
- T. Helpfulness
- U. Punctuality
- V. Tact
- W. Resourcefulness

4. What according to you are the 5 main strengths and weaknesses in women serving in police.

STRENGTHS: 1. _____

2. _____

3. _____

4. _____

5. _____

WEAKNESSES: 1. _____

2. _____

3. _____

5. What roles of women police do you visualize in near future?

2

3

4

6. What according to you should be done to train and develop women police more effectively?

7. Do you recommend separate training facilities for women in Police?
Yes/No

Reasons

For Research

INTERVIEW SCHEDULE

(VIEWS ON WOMEN POLICE IN A.P)

Q.1A. What is your opinion regarding performance of women police personnel in Andhra Pradesh?

Q.1B. In which tasks, they are producing good results ?

Q.1C. Should they handle the same policing tasks as their male counterparts ?

Q.2. What are the arrangements for training and development of women police personnel in Andhra Pradesh ?

Q.3. In which areas they are to be trained/shaped for producing better results ?

Q.4. What is being done for better training and development of police women in your state ?

Q.5. What are your future plans for better training and development of police women in your state ?

Q.6. Should there be any separate arrangements for training and development of police women ? Please justify your answer .

Q.7. Should women police have same outdoor training schedule as male counterparts ? Please justify your response.

Any other comments on 'Women Police' and their training in Andhra Pradesh.

Name : _____

Disignation: _____

Date: _____

ANDHRA PRADESH POLICE ACADEMY

III BATCH OF NINE MONTHS BASIC TRAINING COURSE FOR CADET SUB INSPECTORS (CIVIL & INTELLIGENCE)

Date : 11th November, 1996

1. Preamble :

This Basic Course is aimed at training the directly recruited Cadet Sub-Inspectors of Police (Civil & Intelligence), with the purpose of inculcating in them the qualities necessary to head a Police Station, discharge the assigned duties effectively, face any situation including a crisis within the frame work of Law, and serve the Public.

2. Training Discipline :

- 2.1 During the training period, every Cadet S.I. should exhibit good discipline, obedience, punctuality, sincerity and regularity in attendance.
- 2.2 He should aim at excellence in both Indoor and Outdoor Trainings. Since this is the basic professional training, poor performance in Indoor or Outdoor Training and in the Examinations will be viewed seriously and can even result in his termination from service.
- 2.3 He should be friendly with his colleagues and teachers and make the best use of the training facilities available in the Academy, such as the Library, the sports equipment, the Gym etc.
- 2.4 Personal cleanliness and cleanliness of individual rooms, the mess and the surroundings are the responsibilities of the Cadet S.Is.
- 2.5 Roll calls will be conducted daily and absence therefrom will be viewed seriously.
- 2.6 No leaves of any kind, nor permissions, exemptions etc., should be asked for, as they will not be granted during the training period.
- 2.7 The Cadet S.Is. should eat in the common mess only. Outside food is strictly prohibited on grounds of health.
- 2.8 Smoking, drinking, gambling and spoiling the surroundings are strictly prohibited.
- 2.9 The Cadet S.Is. should attend all the festivals, functions, events, social gatherings, etc., in the Academy, when ever they are invited.

2.10 The trainee is expected to go to bed early by 10 P.M. daily, and get up at 4.30 A.M. in the next morning.

2.11 Strict observance of the above guidelines is termed as good conduct. The conduct of every Cadet S.I. is assessed on a daily basis and negative marks will be awarded by the Director, A.P. Police Academy, at the end of each Trimester (3 months), for violation of these guidelines.

3. The Training Directive :

3.1 The Training is divided into two parts, the Indoor Training and Outdoor Training. There will be Final Examinations at the end of the Training in both Indoor and Outdoor subjects. The trainee has to pass in all the examinations securing not less than 50% marks in each individual examination.

3.2 The inter-se seniority of the Cadet S.Is. will be determined only on the basis of the total marks secured by them in the Final Indoor and Outdoor Examinations, and the Conduct Marks.

3.3 The Conduct Marks will be awarded by the Director of the Andhra Pradesh Police Academy, on a negative basis for any kind of indiscipline, absence, disobedience, poor performance etc., at the end of every Trimester (3 months). A trainee not coming to adverse notice in any manner will be awarded full 200 Marks under this head.

4. The Trimester System :

4.1 For the sake of convenience, the entire training will be divided into three Trimesters each of three months duration.

4.2 At the end of the First and the Second Trimesters, there will be Trimester Examinations in both Indoor and Outdoor subjects in the syllabus covered till then. The Trimester Marks will not count for the Final Examinations, but poor performance in the Trimester Examinations will result in the award of negative Marks under the head 'Conduct Marks'.

4.3 At the end of the first and the second Trimesters, the Cadet S.Is. will be allowed a break of 7 days each, with full benefits, in order to enable them to go to their respective homes and meet their family members.

5. The Training Schedule :

1	The Duration of Training : (From 11-11-1996 to 10-09-1997)	304 Days
2.	Two breaks of 7 days duration :	14 Days
3.	Number of Training Days (i.e., 1-2)	290 Days
4.	<u>Loss of Training Days :</u>	
(i)	Sundays and Second Saturdays	48 Days
(ii)	Gazetted Holidays	15 Days
(iii)	Briefing and Acclimatization	14 Days
(iv)	Firing Practice	6 Days
(v)	Examinations	10 Days
(vi)	Passing Out Parade Practice	9 Days
(vii)	Passing Out Parade	1 Day
(viii)	Reserve	2 Days
	Total Loss of Training Days (i to viii)	105 Days
5.2	Hence, the total number of available Training Days for Indoor curriculum	185 Days

6. Outdoor Training :

- 6.1 A Sub-Inspector of Police is required to lead his men in the field and face any situation. He therefore, requires physical fitness, agility, stamina, courage and smartness. In fact, a person who is disciplined only, can command discipline from his men and provide good leadership.
- 6.2 The Outdoor Training is intended to develop these qualities. In Outdoor Training, the trainee will be taught P.T., including Yoga and Meditation, Drill, Parade, Arms Drill, Lathi Drill, Riot Control Drill, Weapon Training, Unarmed Combat, Firing and Field Craft etc.
- 6.3 Outdoor Training also includes, apart from the above, some practicals and demonstrations in which the trainee will be made to face simulated situations, as mentioned in the Syllabus.
- 6.4 In the First Trimester, there should be more inputs of Outdoor Training and proportionately less inputs of Indoor Training. This is so since experience has shown that the trainees, due to the sudden introduction of heavy physical exercises in the morning, tend to sleep off in the Indoor classes in the afternoons.

- 6.5 The Director, A.P. Police Academy is competent to make necessary alterations in the Training Time Tables without reducing the content, keeping in view the above facts, the climatic conditions, etc.
- 6.6 Outdoor Training excludes the games periods.
- 6.7 The Outdoor Training Syllabus is given on Page 6. Time Tables are given on Page 7.

7. Indoor Training :

The Training Syllabus prepared as per the guidelines given by the BPR & D and in accordance with the 'Gore Committee Report' on Training Police Officers in India as approved by the DG & IGP, A.P., Hyderabad, Rc.No. 343/R&T/Trg.4/91, dated 27-08-1991 is being followed. New topics like Human Rights, Prevention of Custodial Violence, Crime against Women, Drug Law Enforcement, First Aid and Ambulance and the various Acts relating to Animals and Birds have been incorporated in the Syllabus. As the trainees are coming in large numbers in the recent years, and they have to be divided into a number of sections for the purpose of Indoor Training, the entire Syllabus is divided into convenient number of Modules and the topics are assigned with numbers. This arrangement has proved very convenient in preparing the Time Tables simultaneously for more number of sections with the available staff.

- 7.1 Indoor Training is intended to equip the trainee with necessary legal knowledge, knowledge of the Police Department and other related subjects. The Indoor Training also helps the trainee to develop professional and scientific skills necessary to investigate cases and handle Law & Order problems etc.
- 7.2 Inputs will be given in Indoor Classes about Prosecution, VIP Security, A.P. Police Manual and use of Computers in Police Work also.
- 7.3 Visits will be arranged to the State Forensic Science Laboratory, State Crime Records Bureau, State Finger Print Bureau, Central Prison and Mortuary during the Third Trimester. Eminent Officers of the Police and other sister concerns will be invited to deliver lectures on important and specialised topics like PWG Extremism, Factionalism, Communal Organisations, Traffic Regulation, Prison Administration and Fire Fighting etc. Liberal use of Audio Visual Aids will be practised while delivering lectures and the Cadets will be encouraged to interact freely without any inhibition.

They will be given adequate opportunity to learn public speaking in order to face any situation boldly. In addition to lecture classes, the Cadets will be exposed to simulated scenes of crimes, practical demonstrations, case studies, role plays and group discussions etc.

7.4 The Indoor Training Syllabus is given Trimester-wise, from Page 11 onwards.

8. Scheme of Examinations :

8.1 Examinations will be conducted at the end of the first and second Trimesters in the Syllabus covered till then. At the end of the last Trimester, Final Examinations will be conducted.

8.2 The scheme of Examinations with details of the Examination papers, the marks etc., is given on Page 8 onwards.

OUT DOOR TRAINING PROGRAMME

Total Working Days : 189

O.D. MODULE - I	PHYSICAL FITNESS PROGRAMME	PERIODS
	1. Physical Training (First Outdoor period for 100 days)	100
	a. Army Recruits Training Table Cards I to IV	
	b. P.T. Appartus - Rope Climbing, Beam, Ground Work, Vaulting Horse etc.	30
	2. Yoga and Meditation. (First Outdoor period for 30 days)	80
	3. Road Walk and Run/Cross-Country Run (First three Outdoor periods on 30 Saturdays)	
O.D. MODULE - II	DRILL (WITH AND WITHOUT ARMS) (2nd Outdoor period in the mornings for 135 days & 4th Outdoor period in the afternoon for 135 days)	
	1. Foot Drill	
	2. Squad Drill without Arms	
	3. Squad Drill with Arms	
	4. Platoon Drill	
	5. Company Drill	
	6. Ceremonial Drill	250
O.D. MODULE - III	WEAPON TRAINING AND FIELD CRAFT (3rd Outdoor period in the mornings for 135 days & 4th Outdoor period in the afternoon for 65 days)	200
O.D. MODULE - IV	MISCELLANEOUS (5th Outdoor period, preferably in the after noons)	
	1. Unarmed Combat	40
	2. Obstacle Courses	40
	3. Lathi Drill	20
	4. Riot Control Drill, Mob Operations and Tear Smoke	30
	5. Guard Mounting	10
	6. Traffic Drill	20
	7. Motor Driving	25
O.D. MODULE - V	CAMP MAINTENANCE (SHRAMDAN)	100
TOTAL OUTDOOR PERIODS		945

* Note : The Outdoor Training periods are of 40 minutes duration eah.

DAILY SCHEDULE OF TRAINING (OUTDOOR & INDOOR)

TRIMESTER - I
(From 11-11-1996 to 23-02-1997)

OUTDOOR TRAINING		INDOOR TRAINING	
<u>MORNING</u>		Period No.	Time
Period No.	Time	I	1000 to 1100 Hrs.
I	0600 to 0640 Hrs.		Tea Break
II	0650 to 0730 Hrs.		
III	0735 to 0815 Hrs.	II	1115 to 1215 Hrs.
		III	1220 to 1320 Hrs.

AFTER NOON

Period No.	Time
IV	1530 to 1610 Hrs.
V	1615 to 1655 Hrs.
VI	1700 to 1740 Hrs.
Games	1745 to 1815 Hrs.

TRIMESTERS - II & III
(Trimester II - From 24-02-1997 to 21-05-1997)
(Trimester III - From 22-05-1997 to 17-08-1997)

OUTDOOR TRAINING		INDOOR TRAINING	
<u>MORNING</u>		Period No.	Time
Period No.	Time	I	1000 to 1100 Hrs.
I	0600 to 0640 Hrs.		Tea Break
II	0650 to 0730 Hrs.		
III	0735 to 0815 Hrs.	II	1115 to 1215 Hrs.
		III	1220 to 1320 Hrs.
			Lunch Break
Period No.	Time	IV	1420 to 1520 Hrs.
IV	1700 to 1740 Hrs.		Tea Break
Games	1745 to 1815 Hrs.	V	1530 to 1630 Hrs.

Daily Schedule of Indoor Training
[From 01-04-1997 onwards]

MORNING

Period No.	Time
I	1020 to 1110 Hrs. Tea Break
II	1130 to 1225 Hrs.
III	1225 to 1315 Hrs. Lunch

AFTER NOON

IV	1440 to 1530 Hrs. Tea Break
V	1540 to 1630 Hrs.

SCHEME OF EXAMINATIONS

A. INDOOR SUBJECTS :

I Trimester Examinations

S.No.	Name of the Subject	Max Marks	Pass Marks
1.	The Constitution of India, Social Sciences and Criminology	50	25
2.	Police Organisation, Administration and Station House Management	50	25
3.	Law (Legal Jurisprudence, IPC, IEA & Cr.P.C.)	100	50
4. (a)	Forensic Science	60	40
(b)	Forensic Medicine	40	20

TOTAL : 300 150

II Trimester Examinations

[In Syllabus Covered from 11-11-1996 to 21-05-1997]

S.No.	Name of the Subject	Max Marks	Pass Marks
1.	The Indian Penal Code and The Indian Evidence Act	100	50
2.	The Criminal Procedure Code	100	50
3.	Special and Local Laws	100	50
4.	Police Organisation, Administration, Station House Management & Laws relating to Police	50	25
5. (a)	Forensic Science	50	25
(b)	Forensic Medicine	50	25
6.	Report Writing	50	25

TOTAL : 500 250

FINAL EXAMINATIONS

[In Syllabus Covered from 11-11-1996 to 17-08-1997]

A. INDOOR SUBJECTS

S.No.	Name of the Subject	Max Marks	Pass Marks
1.	The Constitution of India, Social Sciences and Criminology	50	25
2.	A.P.P.M. Paper - I [Police Organisation, Administration, Station House Routine, Station House Management and the Laws relating to Police].	100	50
3.	A.P.P.M. Paper - II [Crime Prevention and Control including Documentation of Crime, Investigation and Prosecution, Maintenance of Public Order, Traffic Regulation and other Police Functions, and Miscellaneous Duties].	100	50
4.	The Indian Penal Code [Act no. 45 of 1860].	100	50
5.	The Code of Criminal Procedure, 1973 [Act No. 2 of 1974].	100	50
6.	The Indian Evidence Act [Act No. 1 of 1872].	100	50
7.	Special and Local Laws	100	50
8.	Scientific Aids to Investigation [Forensic Science].	50	25
9.	Medical Jurisprudence [Forensic Medicine].	50	25
10.	Report Writing	50	25

TOTAL : 800 400

FINAL EXAMINATIONS

[In Total Syllabus Covered in I, II & III Trimesters]

B. OUTDOOR SUBJECTS :

S.No.	Name of the Subject	Max Marks	Pass Marks
1. (a)	Physical Training	80	40
(b)	Yoga & Meditation *	20	10
2.	Squad Drill [With Arms].	50	25
3.	Arms Drill	50	25
4.	Lathi Drill / Riot Control Drill	30	15
5.	Weapon Training & Field Craft	100	50
6.	Firing [Rifle & Revolver].	70	35
TOTAL :		400	200
C. Conduct Marks :			200
Grand Total [A + B + C] :			1400
* This test has been included as per Memo Rc.No. 6058/TD-II/APPA/96-97, Dated 05-02-1997 of the Director, A.P. Police Academy.			

SYLLABUS

INDOOR CLASSES FOR III BATCH OF CADET SUB INSPECTORS (CIVIL & INTELLIGENCE)

FIRST TRIMESTER [11-11-1996 TO 23-02-1997]

MOD. NO.	TOPIC NO.	CONTENTS	NO. OF PERIODS	FACULTY
I	I (A)	SOCIAL SCIENCES		
		MODERN INDIA		
		T 1 A - An overview of India as a modern nation - State - Unity in Diversity - National Integration.	1	
		T 1 B - Freedom Movement in India and Andhra Pradesh - The Indian National Tradition - Gandhi, Nehru, Tagore, Sardar Patel and Ambedkar.	1	
		T 1 C - National Flag, Emblem and Anthem - Formation of Andhra Pradesh - Social reformers and Freedom Fighters - Kandukuri Veeresha Lingam, Guruzada, Tanguturi Prakasham.	1	
	I (B)	G 1 GROUP DISCUSSION	2	
		SOCIAL, POLITICAL, ECONOMIC AND INTERNATIONAL ENVIRONMENT		
		The Social Frame Work		
		T 2 - Rural and Urban Communities - Caste and Untouchability - Religion and Religious Institutions.	1	
		T 3 - Growth of Population and Demographic changes - Socio-economic problems of Tribal Areas - Upliftment of Weaker Sections.	1	
		The Political Frame Work (Constitution of India)		
		T 4 - The Constitution of India - Salient features.	1	
		T 5 - The concept of Democratic, Socialist and Secular State.	1	
		T 6 - Fundamental Rights and Duties.	2	
		T 7 - Directive Principles of State Policy.	1	
		T 8 - The Indian Union and the States.	1	

MOD. NO.	TOPIC NO.	CONTENTS	NO. OF PERIODS	FACULTY
I(C)	T 9	- The Executive, the Legislature and the Judiciary.	1	
	T 10	- The Administrative System of the Government of India, the States and the Union Territories.	1	
	T 11	- Relations between the Union and the States.	1	
		The Economic Frame Work		
	T 12	- Social and Economic Welfare Schemes of the Government of India and the State Government.	2	
	T 13	- The Public Distribution System - Role of the Police.	2	
	T 14	- Industrialization - Allied problems.	1	
		International Environment		
	T 15	- Global Security Environment with special reference to India's neighbourhood.	1	
	T 16	- India's relations with neighbouring countries and major international powers, their socio-economic impact on Indian life.	1	
		PRINCIPLES OF HUMAN PSYCHOLOGY & HUMAN BEHAVIOUR ; INTER-PERSONAL COMMUNICATION & UNDERSTANDING HUMAN BEHAVIOUR		
	T 17	- Why the human beings behave the way they do ?	1	
	T 18	- Development of human personality - Motivational Mechanics - Anxieties - Attitudes to authority, authoritarian personality.	1	
		Communication		
	T 19	- Formal and Informal Communication - Verbal and Non-Verbal Communication - Aids and Barriers to effective Communication.	1	
	T 20	- Managing Conflicts - Inter-group Conflicts, failure of Communications.	1	
	T 21	- Empathy and Assertiveness in Communication - Inter-Personal Communication - Transactional Analysis.	1	
	T 22	- Broad Principles of Mass Communication - Developing good listening skills - How to be a good listener.	1	
	T 23	- Art of effective Public Speaking.	1	

MOD. NO.	TOPIC NO.	CONTENTS	NO. OF PERIODS	FACULTY
I (D)		Inter - Personal Communication		
	T 24	- Principles of Police Conduct.	1	
	T 25	- Behaviour with the complainants, the accused, the witnesses, the criminals, women and children, the old and the infirm.	1	
	T 26	- Behaviour towards public representatives, students, traffic offenders, intellectuals, magistrates, lawyers and agitated persons.	2	
	T 27	- Behaviour with superior Police Officers/Colleagues/ Sub-ordinates - Salutes/Compliments - Colleagues are team-mates not rivals.	1	
	T 28	- Problems in handling of students, youth, industrial workers etc.	1	
	T 29	- Police Community Relations.	1	
	T 30	- Police Media Relations.	1	
	T 31	- Liaison with Revenue authorities and other Government Departments especially Forest, Excise and Education Departments.	1	
		CRIMINOLOGY & CRIMINAL JUSTICE SYSTEM		
	T 32	- Patterns and Magnitude of Crime in India with special reference to Andhra Pradesh.	2	
	T 33	- History of Criminology, Classical and Positive Schools - Concept of Crime in Hindu and Islamic Laws.	1	
	T 34	- Sociological perspectives of crime - Criminal Psychology - Individual and Group.	1	
	T 35	- Crime and Development - Political, Economic and Cultural - Child Marriage, Dowry and Sati etc.	1	
	T 36	- Organised Crime - Causes and Linkages.	1	
	T 37	- White Collar Crimes, Bureaucratic and Political Corruption.	1	
	T 38	- Socio Economic Offences including Gambling, Malka etc.	1	
	T 39	- Criminology and Criminal Laws.	1	
	T 40	- Crime and Punishment - Theories of Punishment - Deterrence, Retribution and Rehabilitation.	1	

MOD. NO.	TOPIC NO.	CONTENTS	NO. OF PERIODS	FACULTY
	T 41	- Sentencing Policies and Prison System.	1	
	T 42	- Penology - Correction and Reformation.	1	
	T 43	- Probation - Parole and Corrective Institutions.	1	
	T 44	- Capital Punishment - Recidivism.	1	
	T 45	- Victimology - Victim Compensation.	1	
	T 46	- Criminal Justice System - Police as a part of Criminal Justice System.	2	
	T 47	- Prison Administration in Andhra Pradesh - Relationship between Police and Prison Authorities.	2	
II		POLICE ORGANIZATION, ADMINISTRATION AND STATION HOUSE MANAGEMENT (APPM)		
II (A)		History and Evolution of Police		
	T 48	- History and Evolution of Police in the World, in India and in Andhra Pradesh.	1	
	T 49	- Role of Police in Modern India. Changing public expectations and their implications for the Police.	1	
II (B)	T 50	- Introduction to APPM. Parts I & II.	1	
	T 51	- Chapter I of APPM - Police Administration - Introduction of District and Sub-Divisional Administrative set-up - Relations between the Police and other Departments.	1	
	T 52	- Jurisdictional problems of Policing - Co-ordination between different Districts and neighbouring States.	1	
	T 53	- Badges of Ranks in Police	1	
	T 54	- Police set up at the State level in Andhra Pradesh.	1	
	T 55	- District Police set up - Organisation of Civil Police in the Districts, Sub-Divisions, Circles, Police Stations and Out Posts.	1	
	T 56	- District Crime Record Bureau (DCRB) and Photography Section - Mobile Forensic Science Lab MFSL Unit - District Special Branch (DSB), District Armed Reserve (DAR), PP/Addl. PP/APP.	1	
	T 57	- Organisation of City Police set-ups Hyderabad, Vijayawada and Visakhapatnam.	1	

MOD. NO.	TOPIC NO.	CONTENTS	NO. OF PERIODS	FACULTY
		Special Units of the State Police		
	T 58	<ul style="list-style-type: none"> (i) Criminal Investigation Department (CID), (ii) State Crime Record Bureau (SCRB), (iii) Finger Print Bureau (FPB) (iv) Forensic Science Laboratory (FSL), (v) Intelligence Department, (vi) Special Intelligence Branch (SIB), (vii) Greyhounds, (viii) Special Armed Force (APSP Battalions), (ix) Government Railway Police (GRP), (x) Police Communications Set-up, (xi) Police Transport Organisation (PTO), (xii) Mounted Police, (xiii) Directorate of Prosecutions, (xiv) Public Relations Wing, (xv) Anti Corruption Bureau (ACB), (xvi) Vigilance and Enforcement Department, (xvii) Vigilance Cell, Civil Supplies Department, (xviii) A.P. Police Academy and Police Training Colleges, (xix) Home Guards, (xx) Civil Defence Organisation. 	3	
	T 59	- Chapter III of APPM - Powers and Duties of Gazetted Officers, Grave Crimes and Specially Grave Crimes.	2	
	T 60	- Chapter V of APPM - Powers and Duties of Circle Inspectors of Police and other Non Gazetted Police Officers.	3	
	T 61	- Chapter VI of APPM - Personal Conduct of Police Officers.	2	
	T 62	- Chapter XVII of APPM - Guards.	2	
	T 63	- Chapter XVIII of APPM - Escorts and Orderlies.	2	
	T 64	- Police Station is a Public Facility.	1	
	T 65	- Station House Officer as a Team Leader.	1	
	T 66	- General upkeep and cleanliness of premises of P.S.	1	
	T 67	- Discipline in family lines - Medical care and other welfare measures for men and their families.	1	

MOD. NO.	TOPIC NO.	CONTENTS	NO. OF PERIODS	FACULTY
III		LAW		
III (A)		Legal Jurisprudence and Legal Concepts.		
	T 68	Definition of Jurisprudence - Meaning of Legal Theory - Concept of Justice - Principles of Natural Justice.	1	
	T 69	Theories of Justice - Administration of Justice - Civil and Criminal Justice Systems.	1	
	T 70	Legal Concepts - Mensrea, Burden of Proof, Benefit of Doubt, Evidence and Proof.	1	
	T 71	Inquisitorial and Accusatorial Systems of Criminal Justice Administration.	1	
	T 72	Introduction to Criminal Major Laws - I.P.C., Cr.P.C., I.E.A.	1	
III (B)		The Indian Penal Code		
	T 73	Chapter I - Introduction - Sections 1 to 5.	2	
	T 74	Chapter II - General Explanations - Sections 6 to 52 A.	4	
	T 75	Chapter III - Of Punishments - With special reference to Sections 53 & 75.	3	
	T 76	Chapter IV - General Explanations - Sections 76 to 95. Of the Rights of Private Defence - Sections 96 to 106.	4	
	T 77	Chapter V - Of Abetment - With special reference to Sections 107 to 109 & 114.	2	
	T 78	Chapter V A - Of Criminal Conspiracy - Sections 120 A & 120 B.	1	
	T 79	Chapter VIII - Of Offences against the Public Tranquility - Sections 141 to 149, 153 A & 153 B, 159 and 160 - Difference between Common Intention and Common Object.	4	
	T 80	Chapter X - Of Contempts of the Lawful Authority of Public Servants - Sections 172 to 190.	2	
	T 81	Chapter XI - Of False Evidence and Offences against Public Servant - Sections 191 to 193, 201, 211 and 224.	2	

TOPIC NO.	CONTENTS	NO. OF PERIODS	FACULTY
T 82	Chapter XIV - Of Offences affecting the Public Health, Safety, Convenience, Decency and Morals - With special reference to 268, 278, 279, 280, 282, 286, 290, 292, 293, 294 and 294 A.	3	
T 83	Chapter XVI - Of Offences affecting the Human Body - Sections 299 to 302, 304, 304 A, 304 B, 306, 307, 309, 319 to 326, 336 to 338.	5	
	The Indian Evidence Act		
T 84	Chapter I - Preliminary - Sections 3 & 4.	2	
T 85	Chapter II - Of the relevancy of Facts - Sections 5 to 11, 14 & 15.	5	
T 86	Admissions & Confessions - Sections 17, 24 to 30.	3	
T 87	Dying Declaration - Section 32.	2	
	The Code of Criminal Procedure		
T 88	Preliminary - Including short history of Cr.P.C.	1	
T 89	Definitions - Sections 1, 2 A to 2 Y.	2	
T 90	Constitution of Criminal Courts and Offices - Sections 6 to 20 and 24.	2	
T 91	Powers of Courts - Sections 28 to 30.	2	
T 92	Aid to Magistrates and the Police - Sections 37 to 40.	2	
T 93	Powers of Superior Officers of Police - Section 36.	1	
T 94	Chapter V - Arrest of Persons - Sections 41 to 60.	3	
T 95	Chapter VI - Process to Compel Appearance - Sections 61 to 90 and 102.	3	
T 96	Chapter VIII - Security for keeping the peace and for good behaviour - With special reference to Sections 106 to 110.	3	
T 97	Chapter X - Maintenance of Public Order and Tranquility - Introduction.	1	
T 98	Chapter X A - Unlawful Assemblies - Sections 129 to 132.	2	
T 99	Chapter X B - Public Nuisances - Sections 133 to 143.	1	
T 100	Chapter X C - Urgent Cases of Nuisances or Apprehended Danger - Section 144.	2	

MOD. NO.	TOPIC NO.	CONTENTS	NO. OF PERIODS	FACULTY
	T 101	- Chapter X D - Disputes as to Immovable Property - Sections 145 to 148.	2	
	T 102	- Chapter XI - Preventive Action of the Police - Sections 149 to 153. Chapter XII - Information to the Police and their powers to investigate.	2	
	T 103	- Information in Cognizable Cases - Section 154.	2	
	T 104	- Information as to Non-Cognizable Cases and Investigation of such Cases - Section 155.	1	
	T 105	- Police Officers Power to Investigate Cognizable Case - Section 156.	2	
	T 106	- Procedure for Investigation - Section 157.	2	
	T 106	- Report how submitted - Section 158.	1	
	T 107	- Power to hold Investigation or Preliminary Enquiry - Section 159.	1	
	T 108	- Police Officer's Power to require Attendance of Witnesses - Section 160.	1	
	T 109	- Examination of Witnesses by Police - Section 161.	1	
	T 110	- Statements to Police not to be signed - Section 162. No inducement to be offered - Section 163.	1	
	T 111	- Recording of Confessions and Statements - Section 164.	1	
	T 112	- Search by Police Officer - Section 165.	2	
	T 113	- When an Officer In-charge of Police Station may require another to cause a search etc. - Sections 166 A & 166 B.	1	
	T 114	- Procedure when investigation cannot be completed - Section 167.	2	
	T 115	- Report of investigation by Sub-ordinate Police Officer - Section 168 - Release of accused when evidence insufficient - Section 169.	2	
	T 116	- Cases to be sent to Magistrate when evidence is sufficient - Section 170.	1	
	T 117	- Complainant and witnesses not to be required to accompany Police Officer and not to be subjected to restraint - Section 171.	1	
	T 118	- Diary of proceedings in investigation - Section 172.	2	

MOD. NO.	TOPIC NO.	CONTENTS	NO. OF PERIODS	FACULTY
IV	T 119	- Report of Police Officer on completion of investigation - Section 173.	2	
	T 120	- Police to inquire and report on suicide etc. - Section 174 - Power to summon persons - Section 175 - Inquiry by Magistrate into causes of death - Section 176.	2	
	SCIENTIFIC AIDS TO INVESTIGATION (FORENSIC SCIENCE) & MEDICAL JURISPRUDENCE (FORENSIC MEDICINE)			
	IV (A)	Scientific Aids to Investigation (Forensic Science)		
	T 121	- Science in Crime Investigation - Definition & Scope.	1	
	T 122	- Role of Science and Technology in Crime Investigation.	1	
	T 123	- Forensic Science - Definition and Scope. - History of Forensic Science - Growth and Development of Forensic Science.	1	
	T 124	- Crime Investigation - Evidence - Direct and Indirect, Circumstantial and Physical Evidence.	1	
	T 125	- Direct Evidence (Subjective Evidence) and Physical Evidence (Objective Evidence) Merits and Demerits.	1	
	T 126	- Sources of Physical Evidence - Illustrative Cases.	1	
	T 127	- Examining the Scene of Crime for Physical Evidence - Protection of the Scene of Crime - Methods of Searching.	1	
	T 128	- Photography, Sketching/Plan Drawing - Crime Scene notes.	1	
	T 129	- Guidelines for Lifting, Handling, Packing, Forwarding Physical Evidence - Chain of Custody.	1	
	T 130	- Secondary Sources - Standards and Controls - Purpose of Standards - Importance of proper Selection and Collection.	1	

MOD. NO.	TOPIC NO.	CONTENTS	NO. OF PERIODS	FACULTY
IV (A)		Medical Jurisprudence (Forensic Medicine)		
	T 131	- Scope, importance and probative value of Medical Evidence in Crime Investigation - Importance of chain of Custody of Evidence - Illustrative Cases.	2	
	T 132	- An introduction to Human Anatomy and Physiology - Terms used in description of various body parts and description of location of injuries eg. Medial, Lateral, Superior, Inferior, Supra etc.	2	
	T 133	- The bones of human body - Demonstration with an actual human skeleton.	1	
	T 134	- Physiological Systems in the body - CNS - Respiratory - CVS - Digestive - Reproductive and Excretory Systems.	1	
	T 135	- Functions of important organs of the human body - Such as Liver, Heart, Lungs and Brain etc.	1	
	T 136	- Examination of the Scene of Crime - Actions to be taken in the case of injured, in the case of dead and in suspected poisoning cases.	1	
	T 137	- Importance of team work in Homicide Investigation - Collection of Physical Evidence - With reference to Personal Identification, Cause, Time and Mode of Death.	2	
Total Periods = 214				

Revision of all the subjects before I Trimester Examinations.

SYLLABUS

INDOOR CLASSES FOR III BATCH OF CADET SUB INSPECTORS (CIVIL & INTELLIGENCE)

SECOND TRIMESTER [24-02-1997 TO 21-05-1997]

MOD. NO.	TOPIC NO.	CONTENTS	NO. OF PERIODS	FACULTY
V		POLICE ORGANISATION, ADMINISTRATION, LAWS RELATING TO POLICE AND STATION HOUSE MANAGEMENT (A.P.P.M.)		
V (A)		Central Police Organisations and Institutions		
	T 138	(1) Intelligence Bureau (IB), (2) Central Bureau of Investigation (CBI), (3) Bureau of Police Research and Development (BPR & D), (4) Central Reserve Police Force (CRPF), (5) Border Security Force (BSF), (6) Indo Tibetan Border Police (ITBP), (7) Railway Protection Force (RPF), (8) Central Industrial Security Force (CISF), (9) National Security Guard (NSG), (10) S.V.P. National Police Academy (S.V.P. NPA), (11) Special Protection Group (SPG), (12) Internal Security Academy (ISA), Mount Abu, Rajasthan State, (13) Institute of Criminology and Forensic Sciences (ICFS), (14) National Crime Records Bureau (NCRB), (15) Directorate of Co-ordination, Police Wireless (DCPW), (16) Central Detective Training Schools (CDTSs), at Calcutta, Chandigarh and Hyderabad, (17) Central Forensic Science Laboratory (CFSLS) at Delhi, Calcutta, Chandigarh and Hyderabad, (18) Central Finger Print Bureau (CFPB), Calcutta, (19) Indian Armed Forces including Territorial Army and NCC.	3	
V (B)		LAWS RELATING TO POLICE		
	T 139	Indian Police Acts, 1861, 1888 & 1947 A.D.	2	
	T 140	The A.P. (Andhra Area) District Police Act, 1859 A.D.	2	
	T 141	The A.P. (Telangana Area) District Police Act, 1329 F.	2	
	T 142	The Hyderabad City Police Act, 1348 F.	2	
	T 143	Police (Incitement to Disaffection) Act, 1922.	1	
	T 144	The Police Forces (Restriction of Rights) Act, 1966.	1	

MOD. NO.	TOPIC NO.	CONTENTS	NO. OF PERIODS	FACULTY
V (C)		POLICE ADMINISTRATION, SERVICE MATTERS & STATION HOUSE MANAGEMENT (APPM)		
	T 145	Chapter IV of APPM : Recruitment, Pay, Training of Non-Gazetted Police Officers (With special reference to Orders 91 & 92)	1	
	T 146	Examinations and Promotion of Non-Gazetted Police Officers (With special reference to Orders 104 to 112)	1	
	T 147	Chapter VII of APPM : Transfer of Police Officers and Relief - (Orders 170, 171, 173 and 179).	1	
	T 148	Chapter VIII of APPM : Personal Files.	1	
	T 149	Chapter IX of APPM : Prosecution of NGOs - Orders 191 to 204.	1	
	T 150	Chapter X of APPM : Punishments of and Appeals from NGOs - Orders 205 to 212 in detail and Orders 213 to 231 and 235 in brief.	2	
	T 151	Chapter XI of APPM : Rewards - Orders 237 to 244 and 248 in detail.	2	
	T 152	Chapter XIII of APPM : Pay, Allowances and contingencies, maintenance of Cash Accounts - Orders 273 to 278, 289, 290, 311, 313 to 318, 321, 325 and 331 in brief.	2	
	T 153	Preservation of Case Properties, Old Records, Important Files - Order No. 755.	1	
	T 154	Care and Custody of Arms & Ammunition.	1	
	T 155	Precautions to be taken in preserving Bombs, Explosives, Gelatins & Detonators etc.	1	
	T 156	Secrecy of Information - Order No. 47.	1	
	T 157	Chapter XXXII of APPM : Station House Routine - Orders 751 to 795.	3	
	T 158	Station House Officers' relations with other Government Organisations, Non-Government Organisations.	1	
	T 159	Motivation of Sub-ordinates, developing their commitment for the job, building the image and reputation of Police.	2	
	T 160	Assessment of Sub-ordinate's work and their accountability.	1	
	T 161	Role Play - Good S.I. and Bad S.I.	1	

MOD. NO.	TOPIC NO.	CONTENTS	NO. OF PERIODS	FACULTY
VI		LAW		
VI (A)		The Indian Penal Code		
	T 162	- Chapter XVI - Of Wrongful Restraint and Wrongful Confinement - Sections 339 to 342.	1	
	T 163	- Of Criminal Force and Assault - Sections 349 to 355.	2	
	T 164	- Of Kidnapping and Abduction - Sections 359 to 366 A.	2	
	T 165	- Chapter XVII - Of Theft - Sections 378 to 382.	2	
	T 166	- Of Extortion - Sections 383 to 389.	1	
	T 167	- Of Robbery and Dacoity - Sections 390 to 402.	2	
	T 168	- Of Criminal Misappropriation of Property - Sections 403 to 410.	2	
	T 169	- Of the Receiving of Stolen Property - Sections 410 & 414.	1	
	T 170	- Of Cheating - Sections 415 to 420.	1	
	T 171	- Of Mischief - Sections 425 to 427, 429, 430, 435 & 436.	2	
	T 172	- Of Criminal Trespass - Sections 441 to 448, 454, 456 & 457.	2	
	T 173	- Chapter XVIII - Of Offences relating to Documents, Forgery - Sections 463, 465, 468, 470 and 471.	2	
	T 174	- Falsification of Accounts - Section 477 A of IPC.	1	
	T 175	- Of Currency Notes and Bank Notes - Section 489 A to D.	1	
	T 176	- Chapter XXII - Of Criminal Intimidation - Sections 503 to 506 and 510.	1	
	T 177	- Chapter XXIII - Of Attempts to Commit Offences - Section 511.	1	
	T 178	- Crime Against Women - Of Offences relating to Marriage - Sections 494, 497 and 498.	1	
	T 179	- Harrassment of married women and Dowry Deaths - Sections 498 A & 304 B.	2	
	T 180	- Outranging the Modesty & Insult - Sections 354 & 509.	1	
	T 181	- Sexual Offences - Of Rape - Sections 375 & 376.	2	
	T 182	- Un-natural Offences - Section 377.	1	

MOD. NO.	TOPIC NO.	CONTENTS	NO. OF PERIODS	FACULTY
VI (B)		The Indian Evidence Act		
	T 183	- Statements made under special circumstances - Sections 34 & 35.	1	
	T 184	- Relevancy of Judgments - Sections 40 to 43.	1	
	T 184	- Opinions of third persons - When relevant (Experts Evidence) - Sections 45 to 50.	2	
	T 185	- Character - When relevant - Sections 52 to 54.	1	
	T 186	- Facts - Which need not be proved - Sections 56 to 58.	1	
	T 187	- Oral Evidence - Sections 59 & 60.	1	
	T 188	- Documentary Evidence - Sections 61 to 64.	1	
	T 189	- Secondary Evidence - Proof - Sections 65 to 73.	1	
	T 190	- Public Documents - Proof - Sections 74 to 78.	1	
	T 191	- Presumptions of Documents - Sections 79 to 90.	1	
	T 192	- Burden of Proof - Sections 101 to 108.	2	
	T 193	- Law on Presumption of Facts & Law of Conclusive Proof - Sections 112, 113 A, 113 B, 114 & 114 A.	2	
	T 194	- Of Competency of Witnesses - Sections 118 & 119.	1	
	T 195	- Of Compellability of Witnesses (Privileges) - Sections 121 to 129 and 132.	2	
	T 196	- Accomplice Witness - Sections 133 & 134.	1	
	T 197	- Examination of Witnesses - Chief - Cross and Re-examination - Sections 135 to 141.	1	
	T 198	- Leading Questions - Sections 141 to 143.	1	
	T 199	- Cross Examination - Relevancy - Rights of Witnesses and Hostile Witnesses - Sections 145 to 156.	2	
	T 200	- Refreshing Evidence in Court (I.Os. responsibility with reference to Section 172 Cr.P.C.) - Sections 159 to 161.	1	
	T 201	- Production of Documents - Sections 162 to 167.	1	

MOD. NO.	TOPIC NO.	CONTENTS	NO. OF PERIODS	FACULTY
VI (C)		The Code of Criminal Procedure		
	T 201	- Process to Compel Production of Things, Documents etc. - Sections 91 to 94.	2	
	T 202	- Search Warrants, General Provisions relating to Searches - Powers of Police to Seize certain Property - Sections 98 to 104.	3	
	T 203	- Jurisdiction of Criminal Courts in Inquiries and Trials - Sections 177 to 189.	2	
	T 204	- Condition requisite for initiating Proceedings - Sections 190 to 199.	2	
	T 205	- Complaints to Magistrates - Sections 200 to 203.	2	
	T 206	- Commencement of Proceedings before Magistrates - Sections 204, 206 to 209.	2	
	T 207	- The Charge including the Joinder of Charges - Sections 211, 215 to 224.	2	
	T 208	- Trial of Cases triable by Sessions Courts - Sections 225 to 236.	1	
	T 209	- Trials in Warrant Cases by Magistrates - Sections 240 to 250.	1	
	T 210	- Trials in Summons Cases by Magistrates - Sections 251 to 259.	1	
	T 211	- Attendance of Persons detained in Prisons - Sections 266, 267 and 270.	1	
	T 212	- Evidence in Inquiries and Trials - Sections 273, 274, 275, 280, 284, 291, 293, 294, 298 and 299.	2	
	T 213	- Person once convicted or acquitted not to be tried for same offence - Section 300.	1	
	T 214	- General Provisions as to Inquiries and Trials - Sections 301, 306 to 311, 313, 315, 319 to 323.	2	
	T 215	- Procedure in case of accused being Lunatic - Section 328.	1	
	T 216	- Provisions as to Offences affecting Administration of Justice - Sections 304 R/W 195, 344 and 350.	1	
	T 217	- Appeals - Sections 377, 378 and 384.	1	
	T 218	- Reference and Revision - Sections 397, 399, 401.	1	

MOD. NO.	TOPIC NO.	CONTENTS	NO. OF PERIODS	FACULTY
VI (D)	T 219	- Execution, Suspension, Remission & Commutation of Sentences - Section 432.	1	
	T 220	- Provisions as to Bail & Bonds - Sections 436 to 438, 441, 443, 446 and 446 A.	3	
	T 221	- Limitations - Sections 468 to 473 and 482.	2	
		Special and Local Laws		
	T 222	- The Arms Act, 1959 and The Arms Rules, 1962	2	
	T 223	- The Indian Explosives Act, 1884 and the Explosives Rules, 1983.	1	
	T 224	- The Explosives Substances Act, 1908 and 1978.	1	
	T 225	- The National Security Act, 1980.	1	
	T 226	- The Motor Vehicles Act, 1988.	2	
	T 227	- The A.P. Motor Vehicles Rules, 1989.	1	
	T 228	- The A.P. Traffic Rules.	1	
	T 229	- The A.P. Excise Act, 1968.	1	
	T 230	- The A.P. Prohibition Act, 1995	1	
	T 231	- The A.P. Gaming Act, 1974.	2	
	T 232	- The Protection of Civil Rights Act, 1955.	2	
	T 233	- The Scheduled Castes and Scheduled Tribes (Prevention of Atrocities) Act, 1989.	2	
	T 234	- The Indian Railways Act, 1890.	1	
	T 235	- The Immoral Traffic (Prevention) Act, 1956.	2	
	T 236	- The Juvenile Justice Act, 1986.	1	
	T 237	- The Prevention of Corruption Act, 1988.	1	
	T 238	- The Mental Health Act, 1987.	1	
	T 239	- The Probation of Offenders Act, 1958.	1	
	T 240	- The A.P. Habitual Offenders Act, 1962.	1	
	T 241	- The A.P. Towns Nuisances Act, 1889.	2	
	T 242	- The A.P. Prevention of Anti Social Hazardous Activities Act, 1980.	1	

MOD. NO.	TOPIC NO.	CONTENTS	NO. OF PERIODS	FACULTY
VII	T 243	- The A.P. Prevention of Dangerous Activities of Communal Offenders Act, 1984.	1	
	T 244	- The A.P. Prevention of Dangerous Activities of Boot-Leggings, Dacoits, Drug Offenders and Land Grabbers Act, 1986.	1	
		SCIENTIFIC AIDS TO INVESTIGATION (FORENSIC SCIENCE)		
		&		
		MEDICAL JURISPRUDENCE (FORENSIC MEDICINE)		
	VII (A)	Scientific Aids to Investigation (Forensic Science)		
	T 245	- Finger Prints - Personal Identification - Historical Background - Role of Finger Prints in Personal Identification - Importance and Scope of Finger Prints.	1	
	T 246	- Classification of Finger Prints - Types of Finger Prints Patterns - Sub-groups.	1	
	T 247	- Types of Impressions - Methods of Recording.	1	
	T 248	- Techniques for Lifting Latent and Chance Prints.	1	
	T 249	- Techniques for Developing Finger Prints.	1	
	T 250	- Problems and Practices in Finger Printing Dead Bodies - Mummified Bodies etc.	1	
	T 251	- Role of Finger Print Bureau in Comparison and Identification of Finger Prints - Single Digit System and Ten Digit System - Identification of Palm Prints.	2	
	T 252	- Automatic Finger Print Identification Methods.	1	
	T 253	- Role of Computerisation - Theoretical Background of Computers used in Police Work - Problems in Data Collection and Data Entry and Processing.	1	
	T 254	- Role of Police Officers in Correct Data Collection.	1	
	T 255	- Guide lines for Preserving, Lifting, Developing, Taking, Packing and Forwarding Chance Prints and Finger Print Slips etc.	1	
	T 256	- Foot Prints - Foot Prints and other Track Marks.	1	
	T 257	- Scope and Importance of Track Marks, Types of Track Marks.	1	

MOD. NO.	TOPIC NO.	CONTENTS	NO. OF PERIODS	FACULTY
	T 258	- Foot Prints - Recognising Foot Prints - Normal, Club, Composite, Bow, Flat, Broken bridge and Accidental.	1	
	T 259	- Types of Foot Prints - Method of Collection.	1	
	T 260	- Importance of Gait Pattern in Investigation (Walking Picture).	1	
	T 261	- Foot Prints - Tracing, Lifting, Photography Casting - Packing and Forwarding of Crime Casts.	1	
	T 262	- Collection of Test Prints - Methods of Comparison and Identification.	1	
	T 263	- Foot Wear Prints - Types of Impressions.	1	
	T 264	- Other Track Marks - Tyre Marks, Skid Marks, Drag Line Marks, Hoop Marks, Hoof Marks and Paw Marks.	1	
	T 265	- Legal aspects of Finger Prints, Foot Prints and Track Marks.	1	
	T 266	- Detective Dogs - Role of Dogs in Crime Investigation and other Police Functions - Historical background, Role and Scope in Crime Investigation - Theoretical background - Theory of Scent - Track laying - Optimum conditions of Tracking - Adverse conditions of Tracking - Detection of Drugs, Narcotics, Explosives etc. - Guidelines for use of Police Dogs - Legal aspects.	3	
	T 267	- Questioned Documents - Nature of Questioned Documents - Basic facts and principles of Handwriting, Analysis, Problems in Handwritings.	2	
	T 268	- Types of Forgeries.	1	
	T 269	- Characteristics of Handwriting - Movement, Speed, Skill, Line Quality, Tremor, Rhythm, Pen Position, Pressure, Shading Style, Slant, Size and Proportion.	1	
	T 270	- Comparison of Handwriting and other Document Problems - Erasures (Mechanical and Chemical), Obliterations, Additions, Alterations, Interpolations, Indented Writings, Anonymous Letters and Secret Writings.	2	
	T 271	- Sequence of Writing - Age of the Documents, Identification of Paper and Writing Instrument.	1	
	T 272	- Techniques of Analysis and Comparison - TLC, GLC, HPLC - Spectrophotometer - ESDA, UV, IR and X-Ray Examination - Microscopic Studies.	1	

MOD. NO.	TOPIC NO.	CONTENTS	NO. OF PERIODS	FACULTY
	T 273	Printed Documents - Print Quality - Characteristic features of printing devices and type-faces - Registration defects - Alignment defect etc.	1	
	T 274	Methods of marking Questioned Documents - Handling and Preserving.	1	
	T 275	Collection of Standard Writings, Admitted Writings - Procedure for collection of Hand Writings, Type Writings and Printed Matter.	1	
	T 276	Procedure for preparation of Letter of Advice.	1	
	T 277	Limitations of Hand Writing Analysis and Legal aspects.	1	
	T 278	Ballistics : Definition and Scope - Nature of Firearms - Internal, External and Terminal (Wound) Ballistics.	1	
	T 279	Types of Firearms - Broad Classification by Bore Characteristics.	1	
	T 280	Parts of Typical Firearm - Firing Mechanism.	1	
	T 281	Components of a Cartridge, Construction of a Shot Gun Cartridge.	1	
	T 282	Comparison of Bullets, Cartridges etc. - Identification of Firearms.	1	
	T 283	Collection of Gunshot residues, evidence of recent firing.	1	
	T 284	Collection of Firearm evidence - At the scene - On the victim - On the suspect.	1	
	T 285	Identification of Firer.	1	
	T 286	Range of firing - Direction of firing etc.	1	
	T 287	Wound Ballistics - Identification of patterns, powder marks etc.	1	
	T 288	Examination of bullet holes on glass, on clothes, human body etc. - Recochet marks - Tandem bullets.	1	
	T 289	Methods of examination - Comparison Microscope - SEM - EDAX, NAA, AAS and other modern techniques.	1	
	T 290	Handling, Packing and Forwarding of Firearm Evidence - Precautions for marking - Legal aspects.	1	

MOD. NO.	TOPIC NO.	CONTENTS	NO. OF PERIODS	FACULTY
		Examination of other physical clues :		
	T 291	- Physical Examination of Glass, Paint, Soil, Dust, Dirt, Debris and Mud.	2	
	T 292	- Fibres, Yarn and Fabrics - Carpets, Upholstery.	1	
	T 293	- Ropes, Threads, Metallic Wires, Plates, Parts etc.	1	
	T 294	- Tool marks on Metals and Wood - Types of tool marks, Method of recording - Comparison of cut ends of Telephone wires.	1	
	T 295	- Erasures of Identification marks on Metals - Restoration of erasures on metals.	1	
	T 296	- Cases of vehicle thefts.	1	
	T 297	- Adulteration of Petrol, Cement and Cosmetics.	1	
	T 298	- Counterfeit of Coins and Currency - Spurious articles - Man made - Machine made.	1	
	T 299	- Routine methods of examination of physical clues - Density gradient (Soil examination), Visible UV, IR, X-Rays and Electromagnetic Spectrum - Stereo Microscope - Trace Evidence Analysis, Spectrography, Spectrophotometry, Gas Chromatography, X-Ray Diffraction, Neutron Activation Analysis, SEM and other recent developments like Polygraph - (Lie Detector) - Legal aspects.	3	
	T 300	- Bombs and Explosives - Definition and Scope - Types of Explosives - Broad classification - Relevant provisions in the Indian Explosives Act.	1	
	T 301	- Common Explosive Devices, Bombs and other Deceptive Devices - Landmines - Location and Collection of Explosives - Legal aspects.	1	
	T 302	- Chemical Examination of Explosives - Scope and Importance - Nature and types of materials.	1	
	T 303	- Explosives and their remnants.	1	
	T 304	- Arson and Burnt remnants - Disfiguration by Corrosive Acids.	1	
	T 305	- Alcohol, Spurious Liquor, Adulterated Toddy, Molasses.	1	
	T 306	- Drugs of Abuse, Dangerous Drugs, Narcotic Drugs.	1	

MOD. NO.	TOPIC NO.	CONTENTS	NO. OF PERIODS	FACULTY
	T 307	- Illegal Possession and Trafficking of Prohibited Materials.	1	
	T 308	- Techniques of Analysis - TLC, GLC, HPL, GCMS, X-Ray diffraction, UV - Visible and IR Spectro Photometers - Legal aspects.	1	
	T 309	- Toxicology : Definition, Scope and importance classification of poisons - Action of poisons on human organs.	2	
	T 310	- Techniques of poison examinations - TLC - GLC - GC - Mass Spectrophotometry and other recent developments.	2	
	T 311	- Biological Examinations : Nature and Scope of Biological studies in Forensic Science.	1	
	T 312	- Types of Biological materials - Hairs and Fibres.	2	
	T 313	- Skeletal remains - Odontology - Teeth and Bite marks.	1	
	T 314	- Skull - Superimposition technique.	1	
	T 315	- Skin fragments, Meat, Poultry and Dairy products.	1	
	T 316	- Stomach wash for Biological contents.	1	
	T 317	- Micro Organisms - Bacteria - Virus - Diatoms.	1	
	T 318	- Fossils, Seeds, Leaves, Flowers, Pollen and other plant materials.	1	
	T 319	- Dhatura, Opium and Tobacco etc.	1	
	T 320	- Other Biological materials like Starch, Hormones etc.	1	
	T 321	- Methods of Examination : Microscopy, Photo Micrography, Scanning Electron Microscopy, Staining Techniques - Legal aspects.	1	
	T 322	- Serology : Nature and Scope - Importance of Physiological Fluids - Secretors and non-Secretors.	1	
	T 323	- Nature and Composition of Blood - Location and Identification - Preservation and Collection.	2	
	T 324	- Blood Pattern Analysis - Blood Grouping - Preliminary tests for screening confirmatory tests - Rhesus factor and other Blood Groups.	1	
	T 325	- Determination of Species of Origin - Inheritance and Heredity of Genetic Markers - Polymorphic Enzymes of RBC, Serum Proteins Grouping and Nuclear Sexing.	1	

MOD. NO.	TOPIC NO.	CONTENTS	NO. OF PERIODS	FACULTY
	T 326	- Semen : Nature and Composition - Location and Identification - Detection of Spermatozoa.	1	
	T 327	- Location and Identification of other Fluids - Saliva Stains, Faecal Stains, Urine, Sweat, Menstrual Blood, Vaginal Secretions, Milk, Tears and Pus.	1	
	T 328	- Modern Techniques of Identification.	1	
	T 329	- DNA Finger Printing and Genetic Engineering.	1	
	T 330	- State of the art of Forensic Science : Recent advances in Forensic Science - Interpretation of Experts' Opinion - Legal aspects.	2	
VII (B)		Medical Jurisprudence (Forensic Medicine)		
	T 331	- Medico Legal Aspects of Death - Diagnosis of Death, Suspended Animation - Modern concept of "Moment of Death" and its importance - Proximate causes of death, causes of sudden, natural deaths.	2	
	T 332	- Estimation of Time since Death : Post-Mortem Changes - Cooling - Hypostatis, Changes in the eye, muscle, putrefaction, saponification and mummification - Stomach emptying time and other miscellaneous data - Entomology.	3	
	T 333	- Identification of Persons : Living and Dead. Various aspects -	2	
	T 334	- Wounds : Classification - Medical and Medicolegal - Abrasions, Contusions, Lacerated and Incised Wounds - Stab Wounds - Firearm Wounds - Fractures - Simple and Compound - Skull Injuries.	4	
	T 335	- Causes of Death from Wounds - Ante-Morte, Post-Mortem Wounds - Self Inflicted Injuries - Accidental and Homicidal Wounds - Age of Wounds - Causative Weapon.	2	
	T 336	- Regional Injuries in Vehicular Accidents.	1	
	T 337	- Thermal Injuries due to Heat, Cold, Burns, Scalds and Radio Active Materials, Electricity and other Chemicals - Barotrauma Injuries due to pressure.	2	
	T 338	- Asphyxial Deaths - Hanging, Drowning, Strangulation, Throttling, Smothering, Traumatic Asphyxia - Difference between Hanging and Strangulation.	4	

MOD. NO.	TOPIC NO.	CONTENTS	NO. OF PERIODS
VIII	T 339	- Sexual Offences : Classification - Natural and Un-natural - Examination of the Victim and Accused - Impotence, Virginity etc.	3
	T 340	- Criminal Abortion and Infanticide.	1
	T 341	- Battered Baby Syndrome - Cot Deaths.	1
	T 342	- Poisons : General Considerations - Poisoning in India - Common Poisons - Chronic Poisons - Factors affecting action of Poisons.	1
	T 343	- Metabolism of Toxic Substances - Nature and types of Toxicological cases.	1
	T 344	- Accidental Consumption of Poisons - Distinction between Accidental/Suicidal/Homicidal Poisoning - Misleading cases of suspected Poisoning.	1
	T 345	- Diagnosis - Physical Signs, Treatment, Stomach Wash, Antidotes.	1
	T 346	- Collection of Evidence - Remnants of food or drink, Poison containers, Body discharge and Viscera.	1
	T 347	- Individual Poisons : Insecticides and Pesticides, Organophosphorous and Chlorinated Hydrocarbons.	1
	T 348	- Barbiturates and other Depressants.	1
	T 349	- Alcohol, Methyl Alcohol, Toddy, Illicit Liquor etc.	1
	T 350	- Plant Poisons - Animal Poisons and Gaseous Poisons - Acid and other Corrosive Poisons.	1
	T 351	- Metallic Poisons and Industrial Hazards - Bhopal Gas Tragedy.	1
	T 352	- Food Poisoning and other Miscellaneous Poisons.	1
	<p style="text-align: center;">REPORT WRITING</p>		
	T 353	- Introduction to Report Writing - Kinds of Reports - Importance of Reports - General Tips and Guidelines.	2
	Investigation Reports		
	T 354	- First Information Report - Reducing Statement into Writing - Drafting a Complaint of Cognizable Offence - Registering a Case in printed proforma.	2
	T 355	- Observation Report - Interrogation Report.	1

MC NO.	TOPIC NO.	CONTENTS	NO. OF PERIODS	FACULTY
	T 356	- Case Diaries Parts I and II.	1	
	T 357	- Confessional and Seizure Panchanamas.	1	
	T 358	- Inquest Report.	1	
	T 359	- Remand Reports.	1	
	T 360	- FIRs U/s. 41 Cr.P.C./41, 102 Cr.P.C./151 Cr.P.C.	1	
	T 361	- Charge Sheets and Memo of Evidence.	1	
	T 362	- Reports U/s. 106/107/109/110/145 Cr.P.C.	1	
	T 363	- Final Reports.	1	
	T 364	- Forwarding Letter for Examination of Material Objects by the Expert (Letter of Advise).	1	
	T 365	- Transferring Cases on the point of Jurisdiction.	1	
		Special Branch Reports		
	T 366	- Confidential Reports - S.B. Enquiries and Reports - Special Reports.	1	
		Miscellaneous Reports		
	T 367	- Reports about Indisciplined Conduct.	1	
	T 368	- Petition Enquiry Reports.	2	
	T 369	- Reports about sickness or Absence from duty.	1	
	T 370	- Reports about missing Government property.	1	
	T 371	- Periodical Reports - Tour Reports.	1	
	T 372	- Report to Superintendent of Police to depute additional forces for tackling urgent Law and Order situation.	1	
		Total Periods = 314		

Revision of all the subjects before II Timester Examinations.

SYLLABUS

INDOOR CLASSES FOR III BATCH OF CADET SUB INSPECTORS (CIVIL & INTELLIGENCE)

THIRD TRIMESTER [22-05-1997 TO 17-08-1997]

MOD. NO.	TOPIC NO.	CONTENTS	NO. OF PERIODS	FACULTY
IX		SPECIAL AND LOCAL LAWS		
	T 373	- The Telegraph Wire (Unlawful Possession) Act, 1950.	1	
	T 374	- The Bonded Labour System (Abolition) Act, 1976.	1	
	T 375	- The Cinematography Act, 1918, 1952 & 1995.	1	
	T 376	- The Indian Petroleum Act, 1934.	1	
	T 377	- The Prevention of Damage to Public Property Act, 1984.	1	
	T 378	- The Dowry Prohibition Act, 1961 and Amendment Act of 1985.	1	
	T 379	- The Child Marriage Restraint Act, 1929.	1	
	T 380	- The Children (Pledging of Labour) Act, 1933.	1	
	T 381	- The Indecent Representation of Women (Prohibition) Act, 1986.	1	
	T 382	- The Official Secrets Act, 1923.	1	
	T 383	- The Identification of Prisoners Act, 1920.	1	
	T 384	- The Essential Commodities Act, 1955.	1	
	T 385	- * The A.P. Prohibition of Cow Slaughter and Animal Preservation Act, 1977.	1	
	T 386	- * The A.P. Animals and Birds Sacrifices Prohibition Act, 1961.	1	
	T 387	- * The Prevention of Cruelty to Animals Act, 1950.	1	
	T 388	- The Cattle Trespass (Andhra Pradesh Amendment) Act, 1961.	1	
		* These Acts are included in the syllabus as per the directions contained in the Chief Office Memo Rc.No. 30/A2/97, dated 04-02-1997.		

MOD. NO.	TOPIC NO.	CONTENTS	NO. OF PERIODS	FACULTY
	T 389	- The Copy Rights Act, 1957.	1	
	T 390	- The A.P. Pawn Brokers Act, 1943.	1	
	T 391	- The A.P. Places of Public Resort Act, 1888.	1	
	T 392	- The A.P. Forest Act, 1967.	1	
	T 393	- The Weights and Measures Act.	1	
	T 394	- The Indian Treasure Trove Act, 1878.	1	
	T 395	- The Prisoners Act, 1894.	1	
	T 396	- The Protection of Human Rights Act, 1993.	1	
	T 397	- The Consumer Protection Act.	1	
	T 398	- The Family Courts Act.	1	
	T 399	- The A.P. Family Courts Rules.	1	
	T 400	- The Narcotic Drugs and Psychotropic Substances Act, 1985.	2	
	T 401	- The Representation of Peoples Act, 1950 & 1951.	1	
X		INVESTIGATION OF CRIME AND PROSECUTION (A.P.P.M.)		
X (A)		Observation, Identification and Police Portraits		
	T 402	- Memory Training - Theory and Practical Exercises.	1	
	T 403	- Observation, Approximation and Discription (Including Practical Exercises in respect of Crowds, Public Places, Simulated Scenes of Accidents and Offences, Photographs etc.).	2	
	T 404	- Examination and Preservation of the Scene of Crime - Sketching, Plan Drawing and Photography (Orders 512 to 517 of APPM).	3	
	T 405	- Police Portraits.	2	

MOD. NO.	TOPIC NO.	CONTENTS	NO. OF PERIODS	FACULTY
X (B)		Investigation Methods and Procedures (A.P.P.M.)		
	T 406	- Chapter XIX of APPM - First Information to the Police.	2	
	T 407	- Chapter XX of APPM - General instructions to Investigation Officers with special reference to Sections 156 to 159 of Cr.P.C.	2	
	T 408	- Chapter XXI of APPM - Collection of Oral Evidence (Complete Chapter in general and Orders 518, 523, 525, 526 to 529 and 532 in detail, with special reference to Sections 160 to 164, 171 and 308 of Cr.P.C., Sections 24 to 30, 32(1), 59 and 60 of the Evidence Act and Articles 20 (3), 22 (1) and 22 (2) of the Constitution of India.	2	
	T 409	- Collection of Documentary Evidence and Search - (Orders 537 to 555 in general and Orders 537 to 542, 546 and 547 in detail, with special reference to Sections 99 to 102, 166 of Cr.P.C. and Sections 61 to 90 of the Evidence Act).	2	
	T 410	- Principles and Techniques of Interrogation.	1	
	T 411	- Confessions (Judicial and Extra Judicial).	1	
	T 412	- Recording of Dying Declaration - Chapter XXIII of APPM - Arrest, Custody, Bail and Remand - Principles regarding the use of hand cuffs (Complete Chapter in general and Orders 556, 559, 565, 567, 578, 580 and 584 in detail with special reference to Sections 41 to 60, 167, 224, 436 to 439 of Cr.P.C.).	2	
	T 413	- Chapter XXIV of APPM - Identification including Test Identification Parade (Complete Chapter in general and Orders 592 and 593 in detail).	2	
	T 414	- Chapter XXV of APPM - Case Diaries (Entire Chapter in detail, with special reference to Section 172 of Cr.P.C.).	2	
	T 415	- Chapter XXVI of APPM - Completion of Investigation and Filing of Charge Sheets - (Entire Chapter in general and Orders 604, 605 to 610, 613 in detail with special reference to Sections 173, 190 to 199 Cr.P.C.).	3	
	T 416	- PRACTICALS - Writing of Charge Sheets and Final Reports.	2	
	T 417	- Chapter XXVII of APPM - Un-natural and Sudden Deaths - Inquests and Post-Mortem Examinations (Complete Chapter in general and Orders 634 to 636 in detail with special reference to Sections 174 to 176 Cr.P.C. including Amended 174 (3) Cr.P.C.).	2	

MOD. NO.	TOPIC NO.	CONTENTS	NO. OF PERIODS	FACULTY
X(C)	T 418	- PRACTICALS - Drafting of Inquest Reports.	2	
	T 419	- Chapter XXVIII of APPM - Investigation of particular offences - House Breakings - Dacoities - Robberies - Thefts - Use of Firearms - Murder - Rape - Hit and Run - Auto Accidents - Counterfeit Coins and Currency - Frauds - Forgeries - Poisons and Poisoning (Entire Chapter in general and Orders 655 to 672 in particular).	8	
		Prosecution		
	T 420	- Prosecution set up in Andhra Pradesh - Need for close liaison between local police officials and prosecution staff.	1	
	T 421	- Sanction to Prosecute Accused in certain Cases - (Orders 14 to 21 of APPM and relevant Sections of Cr.P.C., IPC, Arms Act etc. to be referred to).	2	
	T 422	- Examination of Witnesses in the Court - (Orders 715 and 716 of APPM).	1	
	T 423	- Privilege in respect of Official Records - (Order 718 of APPM).	1	
	T 424	- Delay in disposal of Cases in Courts, Pendency of Cases with Magistrates, Long Pending Cases and Withdrawal of Cases - (Orders 721, 722 and 724 of APPM).	2	
	T 425	- How to give Evidence in the Court - Duties of SHO in Production of Witnesses (including briefing) and prompt attendance in Courts.	2	
	T 426	- Appeals - (Orders 725 and 726 of APPM).	1	
X(D)		Crime Prevention & Control including Documentation of Crime		
	T 427	- Chapter XXXI of APPM - Station Crime History - Parts I to V (Complete Chapter in general and Orders 728, 730 to 734, 736 and 742 in detail).	3	
	T 428	- Chapter XXXIII of APPM - Beats and Patrols in Rural Police Stations (Complete Chapter in general and Orders 796, 806, 808, 810 and 812 in detail).	3	
	T 429	- Chapter XXXIV of APPM - Working of Town Police Stations (Complete Chapter in general and Orders 814, 822 and 823 in detail).	3	

MOD. NO.	TOPIC NO.	CONTENTS	NO. OF PERIODS	FACULTY
X (E)	T 430	- Chapter XXXV of APPM - Surveillance (Complete Chapter in general and Orders 853 to 855 and 859 in detail).	2	
	T 431	- Chapter XXXVI of APPM - Security for Good Behaviour and keeping the Peace (Complete Chapter in general and Orders 866 to 868, 870 to 875 in detail, with special reference to relevant Sections of IPC and Cr.P.C.).	2	
	T 432	- Chapter XXXVIII of APPM - District Crime Record Bureau (DCRB) and Dissemination of Criminal Intelligence (Complete Chapter in general and Orders 894 to 910 in detail).	2	
	T 433	- Chapter XXXIX of APPM - Finger Print Bureau (FPB) and Photographs (Complete Chapter in general and Order 915 in detail).	2	
	T 434	- Chapter XLI of APPM - Co-ordination between Railway Police and District Police (Orders 1004, 1008 and 1012).	2	
	T 435	- Important Criminal Tribes of A.P. and neighbouring States and their Modus Operandi.	2	
		Maintenance of Public Order and Peace		
	T 436	- Chapter XXXVII of APPM - Principles of Crowd Control and Preservation of Peace - Mob Psychology - Correct Police Attitudes in dealing with different classes of Agitators (Complete Chapter in general and Orders 877 to 887 in detail).	2	
	T 437	- Broad Principles of deployment of the Armed Police i.e., AR/APSP/CRPF/BSF/ITBP - Need for co-ordination and liaison with the Commandants/ Asst. Commandants/Reserve Inspectors.	1	
	T 438	- Broad Principles of deployment of Army - Need for co-ordination and co-operation between the Police and Army Officers (Order No. 385 of Chapter XV of APPM may also be referred).	1	
	T 439	- Case Studies of major Law and Order incidents - Including Ways and Means of Controlling them.	2	

MOD. NO.	TOPIC NO.	CONTENTS	NO. OF PERIODS	FACULTY
X (F)		Traffic Control		
	T 440	- Organisation and Administration of Traffic Police in Cities/Town.	1	
	T 441	- Traffic Problems in Cities and Town - Need for Co-ordination with Municipal and Transport Authorities - Traffic Problems on Highways - Co-ordination with R & B (Highways) Department.	1	
	T 442	- Need for Enforcement of M.V. Act and Rules - Road Safety Education and Traffic Codes.	1	
	T 443	- Compensation to Victims of Motor Accidents (With special reference to Orders 393 and 817 of APPM).	1	
X (G)		Security Duties		
	T 444	- Need for Security to VIPs/VVIPs and other Targets - General Principles of VIP Security.	1	
	T 445	- Protective Arrangements for VIPs (With reference to Orders 389 and 431 of APPM and Circulars issued from Intelligence Department from time to time).	1	
	T 446	- Duties of Police during the Tours of Union Ministers and Ministers of A.P. or other States to the District etc.	1	
	T 447	- VIP Security Duty during Public Meetings, during normal period and at the time of Elections.	1	
	T 448	- VIP Guards (Orders 426 to 430 and 438 of APPM).	1	
	T 449	- VIP Escorts (Orders 439 to 441, 444, 450 and 454 of APPM).	1	
	T 450	- Providing Escorts to Trains/Buses during normal days and during "Bandhs" or other disturbances.	1	
X (H)		Special Branch Duties		
	T 451	- Role of Intelligence in Crime Prevention and Detection.	1	
	T 452	- Source Building and Agent Running.	1	
	T 453	- Surveillance.	1	
	T 454	- Confidential Enquiries.	1	
	T 455	- Censoring.	1	
	T 456	- Protection of Secret Information (with special reference to Order 47 of APPM).	1	

MOD. NO.	TOPIC NO.	CONTENTS	NO. OF PERIODS	FACULTY
X (I)		Other Miscellaneous Duties		
	T 457	- Duties of Police under the Indian Arms Act and Indian Explosives Act (Orders 346 to 364 in detail).	2	
	T 458	- Duties of Police under the Indian Petroleum Act and Indian Poisons Act (Orders 346 to 364 in detail).	1	
	T 459	- Duties of Police in connection with Festivals (Orders 366 to 372 in detail)- Duties of Police during Out break of Fire (Order 373 in detail).	1	
	T 460	- Inspection of Places of Public Resort (Order 374 in detail) - Duties of Police with regard to Destitutes (Orders 375 and 376 in detail) - Treatment of Lunatics (Order 379 in detail).	1	
	T 461	- Duties of Police in Cases under the Cinematograph Act and the Indian Electricity Act (Order 381 in detail).	1	
	T 462	- Duties and Responsibilities of the Police in regard to Natural Calamities like Earth Quakes, Cyclones and Floods, Gas Leakage and other Mass Disasters (Order 388 in detail).	1	
	T 463	- Duties in connection with Air Craft Accidents - Search and Rescue of Aircraft in Distress (Orders 391, 392 A in detail).	1	
	T 464	- Duties in connection with Rail and Road Accidents - Caused due to Sabotage or Otherwise (Order 393 in detail).	1	
	T 465	- Apprehension of Military Deserters (Order 394 in detail).	1	
	T 466	- Duties with regard to Prohibition of Sacrifice of Animals and Birds, Eradication of Untouchability, assisting Civil Court Officials, Excise Staff and Drug Inspectors (Order 382, 383 and 387 in brief).	2	
	T 467	- Evils of Society (Prevention of) Banamathi, Gambling, Cock Fights, Matka and Prostitution.	1	

MOD. NO.	TOPIC NO.	CONTENTS	NO. OF PERIODS	FACULTY
XI		PROMINENT LAW AND ORDER AFFAIRS		
XI (A)		Communalism and Communal Riots		
	T 468	- Communalism - Its Growth and Dimensions in India, in A.P. - Causative Factors of Communal Trouble.	1	
	T 469	- Hindu Communal Organisations and their activities in A.P. - Muslim Communal Organisations and their activities in A.P.	1	
	T 470	- Measures to Prevent and Control Communal Riots and Tension.	1	
	T 471	- Regulation of Religious Processions/Assemblies - Case Studies including those on allegations against the Police in the context of Communal Riots.	2	
XI (B)		Left Wing Extremism		
	T 472	- Objectives, Nature and Spread of the Left Wing Extremist Movement in A.P. and other States - Inter Group Linkages.	1	
	T 473	- Socio-economic background of the problem, Un-satisfactory implementation of Land Reforms - Exploitation of Socially and Economically Weaker Groups by vested interests - Tardy and irregular implementation of Government Schemes of Socio Economic Development	1	
	T 474	- Organisation and Methods of different Extremist Groups.	2	
	T 475	- Role of the Police in controlling Extremist Violence.	1	
XI (C)		Political Violence		
	T 476	- Origin and Growth of Violence in the Political Field in India, in A.P.	1	
	T 477	- Role of local Mafias and other organised Anti Social Elements in Politics.	1	
	T 478	- Election related Violence - Rigging, Booth Capturing, Killing of Candidates for Counter-mandling Elections, Use of Firearms and Explosives to Scare away Voters.	1	
	T 479	- Role of the Police in containing Political Violence.	1	

MOD. NO.	TOPIC NO.	CONTENTS	NO. OF PERIODS	FACULTY
XI (D)		Faction Violence		
	T 480	- Origin and Growth of Faction related Violence in the State with particular reference to Rayala Seema and parts of Coastal Andhra Regions.	1	
	T 481	- Means and Methods of Violence adopted by Factionists, Growing use of Explosives and Firearms in Faction related Violence.	1	
	T 482	- Ways and means of containing Faction Violence - Investigation of cases of Faction Violence unearthing Facts and Evidence.	1	
XI (E)		Bandhs, Rasta Rokos and Processions		
	T 483	- Origin and Growth of Protest Actions like Bandhs, Rasta Rokos, Processions etc. by organised groups in the country.	1	
	T 484	- Role of the Police in maintaining Peace and Order, and Averting Destruction of Public and Private Property during such protest actions.	1	
	T 485	- Need for the Police to avoid becoming targets of violence from the agitators and of criticism by the Public - Need for advance planning and preparations including liaison with the organisers.	1	
XI (F)		Industrial Agitations and Unrests		
	T 486	- Causes of Unrest among Industrial Labour - Machinery to resolve disputes between Labour and Management.	1	
	T 487	- Growing Militancy in Trade Unions and other Organised Labour Groups - Infiltration by Extremists and other Militant Groups.	1	
	T 488	- Role of the Police in Industrial Agitations and Unrest, Restraint to be exercised in the face of provocation.	1	
	T 489	- Protection of Public Property during Agitations, Role of Industrial Security Personnel Vis-a-Vis the Police.	1	

MOD. NO.	TOPIC NO.	CONTENTS	NO. OF PERIODS	FACULTY
XI (G)		Student Agitations		
	T 490	- Causes of Unrest among Students, Potential Academic and Non-Academic issues that can give rise to Agitations.	1	
	T 491	- Role of Police in Student Agitations - Need to understand Student Psychology - Exercise of restraint in the face of provocation - Need for liaison with Student Leaders, Parents and Teachers.	1	
XI (H)	T 492	- Protection of Life and Property during Agitations.	1	
		Examination Bandobust		
	T 493	- Need for Vigil over Examinations - Leakage of Question Papers - Copying and other unfair practices.	1	
XII	T 494	- Role of the Police Vis-a-Vis the Teaching Community.	1	
	T 495	- Safeguarding Examination Question Papers and Answer Scripts - Bandobust at Schools and Colleges during Examinations.	1	
		COMPUTERS IN POLICE WORK		
	T 496	- Introduction to Computers - Computer Hardware - Computer Software - Computer Communications - Information Management with Computers - Computer Applications.	5	
	T 497	- Crime and Criminal Information System - Furnishing of Information in Integrated Formats.	5	
		PRACTICALS		
	T 498	- Introduction to DOs and Word Star (including DOs and Word Star Commands and hands on practice) - Introduction to Data Base Management Systems and Unix (including dbase Commands and hands on practice) - Lotus 1, 2, 3 demonstration - Windows demonstration - Desk Top Printing Demonstration - IBM & MAC.	20	

MOD. NO.	TOPIC NO.	CONTENTS	NO. OF PERIODS	FACULTY
XIII		MASS DISASTERS [PREPAREDNESS AND MANAGEMENT]		
XIII (A)		First Aid and Emergency Relief		
	T 499	- Standard Syllabus of the First Aid Course of the St. Johns Ambulance Society - Critical Care and Medical Resuscitation.	30	
XIII (B)		Types of Disasters and Rescue and Relief Operations		
	T 500	- Types of Emergencies - Cyclone, Flood, Earth Quakes, Gas Leakage, Train and Bus Accidents, Boat Mishaps etc.	1	
	T 501	- Types of Relief Provided - Shelter, Feeding Centres, Supply of Food Packets and Food Grains, Medical Facility, Water, Milk etc.	1	
	T 502	- Evacuation of Victims.	2	
	T 503	- Supply of Drinking Water - Chlorination - Precautions against Epidemics and Emergency Sanitation.	1	
	T 504	- Maintenance of Essential Services like Water, Electricity, Roads, Telephones etc. - Prompt Communication of Messages between Camps/ Affected Areas and the Disaster Control Room.	1	
	T 505	- Mobilisation of Local Resources - Voluntary Organisations etc.	1	
	T 506	- Co-ordination with other Departments/Agencies like Revenue, Civil Supplies, PWD, Fire Services, Railways, RTC etc.	1	
	T 507	- Qualities required for a Police Officer for effectively handling disaster situations - Spirit of Social Service.	1	
XIII (C)		Fire Fighting		
	T 508	- Principles of Combustion - Triangle of Fire - Methods of Fire - Methods of Fire Extinguishing - Cooling - Smothering and Starving - Common Causes for Fire - Classification of Fires and Fire Extinguishing Media.	1	
	T 509	- Basic Principles for Fire Prevention and Fire Fighting - Fire Buckets and Stirrup Pumps - Construction, Operation and Maintenance - Identifying Water Sources for Fire Fighting Operations - Static Water Tanks, Canals, Ponds, Fire Hydrant, Over Head Reservoir etc.	1	

MOD. NO.	TOPIC NO.	CONTENTS	NO. OF PERIODS	FACULTY
XIV XIV (A)	T 510	- Emergency Methods of Rescue - Rescue with Life Buoys - Rescue with Ropes - Removal of Casualties.	1	
		Human Rights and Prevention of Violations		
	T 511	- Origin and Definition of Human Rights.	1	
	T 512	- Human Rights of Victims and Accused.	1	
	T 513	- Violation of Human Rights in Police Working and Prevention thereof.	1	
	T 514	- Lock up Deaths - Causes and Prevention.	1	
	T 515	- Human Rights in Prisons.	1	
	T 516	- Human Rights and Constitutional Issues.	1	
	T 517	- Salient Features of The Protection of Human Rights Act, 1993 and National and State Human Rights Commissions.	1	
		Anti Drug Law Enforcement Work		
	T 518	- National Drug Situation - Prevention of Spread and Abuse of Drugs.	1	
	T 519	- Classification of Narcotic Drugs and Psychotropic Substances.	1	
	T 520	- Drug Identification.	1	
	T 521	- Salient Features of The Narcotic Drugs and Psychotropic Substances Act, 1985 and proper investigation of cases under the Act.	2	
	T 522	- Case Studies.	2	
Total Periods = 254				

Revision of all the subjects before Final Examinations.

INDUCTION TRAINING COURSE FOR CIVIL POLICE CONSTABLES :
INDOOR:

(a) National tradition and Current problems and Police Role.

Periods	Topic	Remarks
1.	National Freedom Movement.	
2.	-do- Gandhi - Nehru - Patel - Tagore - Ambedkar.	
3&4	Freedom Movement in Andhra Pradesh and Social Reformers - Prakasham - Gurazada - Veereshalingam.	
5&6	Constitution of India - Salient features.	
7&8	Constitution of India - Fundamental Rights, Duties, Directive Principles.	
9&10	Political, Economic and Social Changes in India since Independence.	
11.	Rural Development and Social Welfare.	
12.	National Integration.	
13.	Uplift of weaker sections.	
14.	Organisation of Political Parties and their ideologies.	
15.	Regional & National Political Parties.	
16.	Political Organisations in A. P.	
17&18.	Test.	
19.	Role & Functions of Civil Police.	
20.	-do-	
21.	Role of Civil Police Constables.	
22.	-do-	
23.	Current Police Problems.	
24.	Terrorist and Extremist Violence & Police Role.	
25&26	-do-	
27 to 29.	Communal, Political & Caste Violence and Police Role.	
30&31.	Violence, Crime Dacoities, Robberies & Faction.	
32&33.	National & V. I. P. Security.	

<i>Periods</i>	<i>Topic</i>	<i>Remarks</i>
34.	Test.	
(b) Police Public Relations and Human Behaviour :		
1 to 12.	Principles of Police Conduct.	
13&14	Test in items 1 to 13.	
15.	Understanding Human Behaviour.	
16.	-do-	
17.	Individual Behaviour.	
18.	-do-	
19.	-do-	
20.	Group Behaviour.	
21.	Crowd Behaviour.	
22.	Causes of Crime.	
23.	-do-	
24.	One case history of Police firing	
25.	One case history of Lathi charge.	
26.	One case history of mob management without use of Force.	
27.	One case history of a Criminal.	
28.	One case history of Police misconduct leading to riots.	
29.	Lock-up Death case.	
30.	Test in items 15 to 29.	
31&32	Police behaviour towards relations with general public (selected cases and complaints to be incorporated as illustration)	
33.	-do-	Weaker sections.
34.	-do-	Old, Infirm and destitutes.
35.	-do-	Women & Children.
36.	-do-	Student & Youth.
37.	-do-	Labour.
38.	-do-	Accused.
39.	-do-	Witnesses.
40.	-do-	Traffic offenders.
41.	-do-	Men in custody.

<i>Periods</i>	<i>Topic</i>	<i>Remarks</i>
42.	Police behaviour towards and relations with press and general public.	
43.	-do-	public representatives.
44.	-do-	people while on traffic.
45.	Test in items 31 to 44.	
46.	-do-	Intellectuals & Executives.
47.	-do-	Magistrates & Lawyers.
48.	-do-	Anti-Social Elements & Bad Characters.
49.	-do-	Investigation & Public.
50.	Investigation & Press.	
51.	Sports & Games meets.	
52.	Cultural programmes.	
53.	Association with Schools & Colleges.	
54.	Police-Public Relations-General.	
55.	-do-	
56.	Police in Welfare State.	
57.	Difficulties in getting public Co-operation by Police.	
58.	Practical work of behaviour with an agitated person appearing in P. S. with report against a P. Cs. mis-behaviour.	

c) Organisation :

- 1 to 2 Organisation of Central Government.
- 3 - 4 Central Police Organisations.
- 5 - 6 Organisation of State Government, State, District and Sub-divisional set-up.
- 7 - 10 Organisation of Civil Police-Police Headquarters Range, District, Sub-division.
- 11 - 12 Role & Organisation of District Armed Reserve.
- 13 - 14 Organisation APSP Bns. Company, Platoon and Section.
- 15 - 16 Organisation of City Police.
- 17 - 20 Organisation of Railway Police.
21. Traffic Police.

<i>Periods</i>	<i>T o p i c</i>	<i>Remarks</i>
22.	Crime Branch Police.	
23.	Special Branch.	
24.	Organisation of Village Police.	
25.	Home Guards Organisation.	
26.	Civil Defence Organisation.	
27 - 28	Relations with Village Panchayats, Social Services-Magistracy and other Departments.	
29 - 30	Test in Items 1228 (Revision)	

(d) Administration & Service Matters.

1. Badges of rank.
2. Clothing, equipment Arms & Ammunition.
3. Pay & Allowances.
4. Promotions.
5. Rewards & Decorations.
6. Medical Treatment.
- 7 - 8. Leave-Procedure for leave.
9. Retirement benefits.
10. Discipline-Rules.
11. Punishments
12. Service Records.
13. Kit Diagram and Articles.
14. Welfare Programmes.
15. Personal Hygiene & Health.
16. Care of family.
17. Housing.
18. Turnout & Uniform.
19. Care of Uniform.
20. Rules of conduct in P. R. S.
21. -do-
22. Care of Government property.

<i>Periods</i>	<i>Topic</i>	<i>Remarks</i>
23.	Maintenance of Station premises and Government Quarters & Surroundings.	
24.	Cultivation of healthy hobbies, Photography, Gardening etc., Cultural activities, writing.	
25.	Test:	

**INDUCTION TRAINING COURSE FOR CIVIL POLICE CONSTABLES :
INDOOR :**

II. LAW : (Elementary Criminal Law and minor acts)

(a) Indian Penal Code, 1860 :

Sections :

1 to 4, 17, 21 to 28, 33, 34, 39, 40, 44 to 46, 52, 76 to 106, 141 to 160, 161 to 164, 165A, to 171, 182, 186, 201, 211, 221, 225 A, 225 B, 230 to 235, 267, 272, 275, 279, 292 to 294 A, 295, 295 A, 298, 299 to 304 B, 307 to 309, 317 to 326, 332, 333, 336, 337, 339, 340, 341, 342, 349, 350, 351, 353, 354, 359 to 363 A, 375 to 384, 390 to 396, 399, 403, 405, 406, 410 to 412, 413, 414, 415, 416, 420, 425, 429, 435, 436, 441 to 448, 454, 457, 489 A to 489 B, 503, 505, 506, 510, 511.

NOTE :- Introduction to the above sections and a broad idea of the other chapters: Thorough knowledge of a few sections as underlined.

<i>Periods</i>	<i>Topic</i>	<i>Sections</i>
1.	Introduction and Preamble Section	1 to 4
2.	Explanation of words used in I. P. C. Section.	17, 21 to 28
3.	Explanation words used I. P. C. Sections.	33, 34, 39, 40, 44, 46, 52.
4.	Punishments prescribed-Summary of Chapter-V.	
5.	General exceptions, Part-I	76 to 86.
6.	General exceptions, Part-II	S 87 to 95.
7.	General exceptions, Part-III	S 96 to 106.
8.	Test (2, 3, 5, 6, 7 only)	
9.	General summary of Abetment and offences of conspiracy, State and Armed Forces Chapter. }	5 to 8
10.	Offences against Public tranquility, Part-I.	S <u>141</u> to 145
11.	Offences against Public tranquility Part-II.	S <u>146</u> to 153
12.	Offences against Public tranquility Part-III.	S 153 A to <u>160</u>
13.	Offences by or relating to Public servants-Section	161 to 171
14.	False information, False evidence and Disappearance of evidence etc., (Chapters 10 and 11) }	182, 186, 201, 211, 221, 225 A, 225 B.
15.	Test (10, 11, 12, 13, 14 only)	
16.	Revision and discussion on 1 to 15.	

<i>Periods</i>	<i>Topic</i>	<i>Sections</i>
17.	Offences relating to Coin and Govt. Stamps (Chapter 12)	230 to 235.
18.	Offences relating to Weights and Measures (Chapter 13 and 14)	267, 272, 275, 279, 292 to 294 A,
19.	Offences relating to religion (Chapter-15)	295, 295 A, 298.
20.	Murder and related offences, Part-I (Chapter-16)	299, 300, 301, 302,
21.	Murder and related offences, Part-II (Chapter-16)	303, 304, 304 A, 304 B, 307, 308-309.
22.	Test 17 to 21	
23.	Offences relating to miscarriage, Children etc.	317, 318.
24.	Hurt grievous, simple etc. Part-I	319 to 326.
25.	Hurt grievous, simple etc. Part-II	332 to 333, 336, 337, 338.
26.	Wrongfull confinement.	339 to 341.
27.	Criminal force and Assault.	349, 350, 351, 353, 354.
28.	Kidnapping and Abduction	359 to 363 A, 366, 366 A, 366 B.
29.	Test (23 to 28 only)	
30.	Revision and discussion	375, 376.
31.	Rape	376 A to 376 D
32.	Theft (Chapter-17)	378 to 382
33.	Extortion	383 - 384
34.	Robbery and Dacoity, Part-I	390, 392, 393, 394.
35.	Robbery and Dacoity, Part-II	391, 394, 396, 399.
36.	Test 30 to 35	402
37.	Criminal Misappropriation and Breach of Trust	403, 404, 405, 406, 409.
38.	Stolen Properties	410, 411, 412, 413, 414.
39.	Cheating	415, 416, 417, 420
40.	Mischief	425, 426, 429, 435, 436.
41.	Criminal trespass	441 to 448, 454, 457.
42.	Test (37 to 41)	
43.	Offences relating to documents and property marks general, Chapter-XVIII.	

<i>Periods</i>	<i>Topic</i>	<i>Sections</i>
44.	Offences relating to currency Notes	489A to 489E.
45.	Offences relating to contract Marriage and defanation general.	Chapters-19, 20, 21.
46.	Criminal Intimidation insult and Annoyance Chapter-XXII.	503, 505, 506, 510,
47.	Attempt to Commit offences, Chapter-XXIII.	511.
48.	Test 44, 45, 46, 47 only.	
49.	Revision and Discussion.	
50.	Preparation & Counselling for final Examination.	
51 to 55.	Final Examination-in I. P. C.	

(b) Criminal Procedure Code, 1973 :

Sections :

1, 2, 6, 12, 17, 20, 24, 25, 26, 27, 28, 29, 36, 37, 38, 39, 40, 41, 42, 43, 44, 45, 46, 47, 48, 49, 50, 51, 52, 53, 54, 55, 56, 57, 58, 59, 60, 61, 62, 63, 64 to 69, 70, 71, 72, 73 to 83, 87, 89, 90, 91, 92, 93, 94, 100, 102, 106, 107, 108, 109, 110, 116, 122, 129 to 133, 144, 145, 146, 147, 149 to 153, 154, 165, 174 to 176, 202, 211, 212, 306, 307, 308, 436, 437, 438, 439 and Familiarisation with Schedule-I.

Introduction to the above sections, broad idea of the Act and thorough knowledge of Sections underlined.

1.	General introduction to the Code.	
2.	Main features of the Code	1
3.	Main features - Continued	1
4.	Definitions Part-I Section	2 a to r
5.	Definitions Part-II Section	2 s to y
6.	Criminal Courts and Offices	6, 12, 17, 20, 24, 25.
7.	Powers of Courts.	26 to 29
8.	Test (4, 5, 6, 7, only)	
9.	Powers of Superior (Senior) Police Officers and Aid to Magistrates and Police.	36, 37, 39 40.
10.	Arrest of Persons, Part-I	S 41, 42.
11.	Arrest of Persons, Part-II	S 43 to 46.
12.	Arrest of Persons	47 to 54.
13.	Arrest of Persons	55 to 60.

<i>Periods</i>	<i>Topic</i>	<i>Sections</i>
14.	Revision of Chapter-V.	
15.	Test (10 to 13)	
16.	Processes - Summons.	61 to 69.
17.	Processes - Warrants, Part-I	70 to 75.
18.	Warrants - Part-II	76 to 81.
19.	Proclamation and other Rules	82, 83, 87, 89, 90.
20.	Processes - Production of things and Search Warrants	91, 92, 93, 94.
21.	Searches	99, 100, 102.
22.	Test (16 to 21 only)	
23.	Revision and Discussion.	
24.	Revision.	
25.	Security for keeping Peace and Good Behaviour, Part-I	106, 107, 108, 109.
26.	Security for Good Behaviour, Part-II	110, 116, 122.
27.	Maintenance of Public Order and Security	229 to 132.
28.	Emergent orders to prevent Breach of Peace.	144, 145, 146, 147.
29.	Preventive action by Police	149 to 153.
30.	Test (25 to 29 only)	
31.	Information to Police on offences	154, 155.
32.	Investigation Powers	156 to 159.
33.	Powers to examine witnesses	160 to 164.
34.	Powers of Search and Procedure when investigation cannot be completed.	165, 166, 167,
35.	Completion of Investigation and Procedure	168 to 173:
36.	Investigation of Unnatural Deaths	174 to 176.
37.	Revision - Discussion	
38.	Test 31 to 36 only.	
39.	Inquiry by Magistrate	S 202,
40.	Charge	211, 212.
41.	Tender of Pardon and appeal against conviction	306, 307, 308, 377 378.
42.	Bail	436, 437, 438, 439.
43.	General explanation of Schedule - I.	
44.	Test 39 to 42 only.	
45-50.		

(c) Indian Evidence Act, 1872 :

Sections :

1, 3, 4, 24, 25, 26, 27, 28, 29, 30, 32, 45, 46, 47, 59, 61, 63, 101, 118, 119, 113A, 113B, 114A, 123, 124, 125, 137, 145, 159.

Introduction to the above sections, broad idea of the Act thorough knowledge of underlined Sections.

<i>Periods</i>	<i>T o p i c</i>	<i>Sections</i>
1.	Introductory	1
2.	Definitions of important words	3
3.	-do-	3
4.	-do-	4
5.	Admission and Confession - General rules relating to confession.	24 to 30.
6.	-do-	-do-
7.	Admission and Confession - General rules relating to confession.	24 to 30
8.	-do-	-do-
9.	Revision.	
10.	Test for 1 to 8.	
11.	Dying Declaration	32.
12.	Experts Evidence	45 to 47.
13.	Oral and Documentary evidence of Proof burden	59 - 61
14.	-do-	63, 101.
15.	Dumb Witnesses	118, 119.
16.	Evidence regarding affairs of State and information from Officers.	123, 124, 125.
17.	Examination of witnesses	137, 145, 159.
18.	Method of trial and manner of giving evidence by Police Officers	
19.	-do-	
20.	Recovery of property on confession and method of recording a confession statement.	(Practical)
21.	-do-	
22.	Revision and Discussion.	
23.	Test 11 to 17.	
24-25.	Final exam.	

The aim of the Trainer is to give a broad idea of the Act, specifically introduce the sections in the syllabus and help in thorough understanding of the underlines sections.

<i>Periods</i>	<i>Title of the Acts</i>	<i>Important Sections</i>
d) Special & Local Laws :		
1 - 4	The Police Act V of 1861 General Features and specifically the Sections indicated.	2, 3, 4, 5, 7, 8, 10, 20, 22, 23, 25, 29, 30, 30A, 31, 34.
5 - 6	The Andhra Pradesh (Andhra Area) District Police Act, (Act XXIV) of 1859.	1, 4, 5, 7, 8, 9, 10, 11, 19, 20, 21.
7.	Andhra Pradesh City Police Act, 1888	42, 44, 45, 46, 47.
8 - 9	The Andhra Pradesh (Telangana Area) District Police Act (Act X of 1329 F) (For District Constable Recruits only.	} 1 to 10, 18, 19 21, 22, 23, 24, 29, 33.
5 - 9	The Hyderabad City Police Act (Act IX of 1348 F) (For City Police Constable recruits only)	
10.	Hyderabad City Police Act for District Constables, Andhra Pradesh (Andhra Area & Telangana Area) Act-5 of City Police Recruits.	} 1, 3, 4, 5, 6, 7, 8, 11 to 20, 21, 22, 23, 24, 25, 27, 29, 30, 31, 32, 39, 43, 45, 46, 47, 51, 52 to 55, 59 to 77, 88.
11.	Police (Incitement to do Disaffection) Act, 1922.	
12.	The Police Forces Restriction of Rights Act.	
13.	Revision and Discussion 1 to 12.	
14.	Test 1 to 12 only.	
15.	The Arms Act 1959 and Rules	} 3, 5, 7, 8, 13, 14, 19, 20, 25, 37, 38.
16.	(General lecture explaining scope of the Act & Rules	
17.	and specific familiarisation with sections indicated.)	
18.	The Indian Explosives Act 1884	4, 5A, 6, 6A, 6B, 6E, 7, 9B, 13.
19.	The Explosives Substances Act 1908 & 1978.	2, 3, 4, 5.
20.	The Explosives Rules.	
21.	Test & Revision 15 to 20.	
22.	The Motor Vehicles Act, 1988 & A. P. Traffic Rules.	Important Sections & Rules.
23.	-do-	
24.	-do-	
25.	-do-	
26.	-do-	

<i>Periods</i>	<i>Topic</i>	<i>Sections</i>
27.	Indian Railways Act, 1890.	Important Sections.
28.	Railway Property (Unlawful Possession) Act, 1966.	Important Sections.
29.	Telegraph Wires (Unlawful Possession) Act, 1950.	Important Sections.
30.	Test 22 to 29 only.	
31.	A. P. Excise Act, 1968.	Important Sections.
32.	A. P. Forest Act.	Outline & Sections.
33.	Narcotic Drugs & Psychotropic Substances Act, 1985.	Outline
34.	The A. P. Gaming Act, 1974.	Important Sections.
35.	A. P. Prevention of Anti-Social and Hazardous, Activities Act, 1980.	Summary.
36.	Prevention of Damage to Public Property Act, 1984.	Outline.
37.	Habitual Offenders Act, 1962.	2, 3, 4, 6, 7, 8, 9.
38.	Habitual Offenders Act, 1962.	11, 17, 18.
39.	Treasure Trove Act, 1878.	Outline.
40.	Test in items 31 to 39.	
41.	Protection of Civil Rights Act.	Summary and Important Sections.
42.	-do-	
43.	Immoral Traffic (Prevention) Act, 1956, Amendment 1982.	Outline.
44.	Juvenile Justice Act, 1986.	Outline.
45.	Child Marriage Restraint Act, 1929 and Children Pledging of Labour Act, 1933. A. P. Children Act, 1979.	Summary.
46.	Dowry Prohibition Act, 1961 with amendments of 1985. Beggars Act.	Outline.
47.	The Indecent Representation of Women (Prohibition) Act, 1986.	Outline.
48.	A. P. Town Nuisance Act, 1871.	
49.	Cattle Trespass Act, Birds and Animals Sacrifice Act and Prevention of Cruelty to Animals Act/Opium Act.	Summary.
50.	Test in items 41 to 49.	

INDUCTION TRAINING COURSE FOR CIVIL POLICE CONSTABLES
INDOOR :

III. POLICE DUTIES (CONSTABLES)

<i>Periods</i>	<i>Topic</i>	<i>Remarks</i>
(a) Preventive & Detective :		
1.	Introduction and importance of beat.	
2.	Beat System (Town & Rural)	
3.	Beat System (Town & Rural).	
4.	Rural Night beat duty - Village beats and their purpose.	
5.	Rural Night Beat duty.	
6.	Town Night Beat.	
7.	Town Night Beat.	
8.	Day Beat - Rural.	
9.	Day Beat - Town.	
<p>Note :- After the classroom lectures 1 to 9 on beats the trainees should be put on actual night beat in Rural areas and the Town for four nights during the 9 month stay by dividing them into small batches. Every trainee should also be put as one day beat each in Town and Rural area. This programme should be drawn up in consultation with S. P. of the District where P. R. S. is located. The Town beats should be in the town where the P. R. S. is situated and Rural beats in the area Rural P. S.</p>		
10.	Tests in items 1 to 9.	
11.	Surveillance over Criminals, Anti-Social elements and suspects.	
12.	-do-	
13.	Road Patrol - Rules and Duties of P. C. on road Patrol.	
14.	Railway Station, Bus Station beat duty.	
15.	Open line Patrol.	
16.	Road Patrol Rules and Duties of P. C. on road Patrol.	
17.	Strangers Day Beat.	
18.	Duties of Constable when cases are reported in the absence of S. H. O.	
19.	Preservation of Scene of Offence.	
20.	Plain Clothes detective duties.	

<i>Periods</i>	<i>Topic</i>	<i>Sections</i>
51.	Essential Commodities Act, 1955.	Outline.
52.	Prevention of Corruption Act, 1947.	Outline.
53.	A. P. Prevention of Dangerous Activities of Boot Leggers, Dacoits, Drug Offenders, Goondas, Immoral Traffic Offenders and Land Grabbers Act, 1986.	Outline only.
54.	The Terrorist & Disruptive Activities (Prevention) Act, 1986.	Important provisions only.
55.	Indian Lunacy Act, 1912 S. C. & S. T. (Prevention of Atrocities Act, 1989)	
56.	Identification of Prisoners Act, 1920 and Rules.	
57.	Probation of Offenders Act.	
58.	Other Acts.	
59.	Revision.	
60.	Test.	

<i>Periods</i>	<i>Topic</i>	<i>Remarks</i>
21.	K. D., D.C's., Check by Night and enquiries about them during day.	
22 to 24.	Collection of Criminal Intelligence and Observation.	
25.	Test on items 11 to 24.	

(b) Law & Order :

1. Festival Bandobust.
2. -do-
3. Out break of fire.
4. Floods.
5. Other natural disasters.
6. Air Craft & Railway Accidents.
7. Large gatherings - Sports, Cultural programmes etc.,
8. Fire Fighting and Life Saving.
9. First Aid and Relief to People in Distress.
10. Test in items 1 to 9.
11. Political meetings.
12. V. I. P. Bandobust.
- 13-14. Communal riots.
15. Large Scale violent agitations, Political or otherwise.
16. Bandhs, Hartals, Processions.
17. Elections, local and general.
18. Labour agitation - Protection & order duties.
19. Duties while dealing with students.
20. Examination Bandobust.
21. Test in items 11 to 20.
- 22-23. Service of Summons.
- 24-25. Execution of Warrants.
26. Test in items 22 to 25.

<i>Periods</i>	<i>Topic</i>	<i>R. marks</i>
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(c) Security Duties :

1. Treasury Guard.
2. Sub-Jail Guard.
3. Sentry and Guard duties.
4. Escort of Prisoners.
5. Handcuffing of Prisoners Care to be taken on escort duty.
6. Escort of Properties and Cash.
7. V.I.P. Security duties-Guard-P.S.O. - Escort.
8. Police Station Sentry & Guard.
9. Duties when A.R. is mobilised.
10. Escort of trains and Transport Buses.
11. Special Branch Duties.
12. Test of items 1 to 11.

(d) Police Station & Miscellaneous Duties :

1. Section duty in Town P.S.
2. Duties of Station Writer.
3. Station Guard and Sentry.
4. Duties of O.P. Staff P.Cs. & H. Cs.
5. Court Assistance duty.
6. Drill - Parads - Kit Inspection.
7. Orderlies - Tappal Book - Telephone.
8. V.H.F. Communication.
9. Driver of P.S. Vehicle.
10. Up keep of P.S. Premises & Property.
11. Reception of Complainants & Visitors.
12. Routine duties in P.S.
13. Duties of when cases reported in absence of S.H.O.
14. Village Police - Duties.
15. Duties of P.C. taking property to Courts.

<i>Periods</i>	<i>Topic</i>	<i>Remarks</i>
16.	Organisation and Duties—District Armed Reserve.	
17.	Test in items 1 to 16.	
(e)	First Aid Hygiene, Emergency, Relief, Fire Prevention And Fire Fighting.	
1.	First Aid and its importance	
2.	Fractures, Wounds, Bruises, contusions and abrasions types - dressing, bandaging etc.,	
3.	Fractures, Wounds, Bruises, contusions and abrasions types - dressing, bandaging etc.,	
4.	Fractures, Wounds, Bruises, contusions and abrasions types -dressings, bandaging etc.,	
5.	Artificial respiration in drowning cases.	
6.	Artificial respiration in Hanging cases.	
7.	First Aid in — Poisoning cases.	
8.	First Aid in — Burns.	
9.	First Aid in. — Snake bites.	
10.	Out break of Fire - Rescue & First Aid.	
11.	Rescue and First Aid during Flood & Cyclone.	
12.	First Aid to victims of Fits.	
13.	Electrocution - First Aid.	
14.	Test in items 1 to 13.	
15-24.	Lecture by Medical Officer and Practical Classes and Training and Drill in First Aid.	

17-A

APPENDIX TO FIRST AIDLECTURE BY THE MEDICAL OFFICER (Item No. 15 to 24 of III(e))FIRST AID TO THE INJURED

FIRST LECTURE : III (e) 15

Principles of First Aid

A brief description of the Structure and functions of the body.

Practical :- The Traingular bandage and its application to the head, chest, back, shoulder, elbow, head, hip knee, and foot, arm slings (Lart, small and St. John).

SECOND LECTURE : III (e) 16

- A. Fractures—Causes, Varieties, Signs and symptoms.
- B. Treatment of fractures :- General rules.
Individual fractures :- The skull, lower jaw, spine, ribs, breast-bone, collar-bone, shoulder blade, arms, fore-arm, hand.

Practical : Treatment of fractures, Application of spints.

THIRD LECTURE : III (e) 17

- A. Individual fractures (cent.) pelvis, thigh knee-cap, leg and foot.
- B. Dislocation, sprains, strains, signs, symptoms and treatment.

Practical :- Treatment of fractures, Treatment of Strains.

FOURTH LECTURE : III (e) 18

- A. General description of the heart and blood vessels.
- B. Circulation of the blood
- C. Wounds of haemorrhage
- D. Wounds accompanied by arterial haemorrhage
- E. The situation of the main arterial pressure points
- F. Wounds accompanied by capillary or venous haemorrhage. Varicose veins.
- G. Haemorrhage from special region - Bruises.

Practical : Compression of arteries.

17-B

FIFTH LECTURE: III (e) 19

- A. Injuries to internal organs-haemorrhage.
- B. Burns, scalds, stings, bites of snakes and rabid animals freestabite.
- C. Foreign bodies in eye, ear and nose.

Practical: Treatment of fractures and haemorrhage.

SIXTH LECTURE: III (e) 20

- A. Respiration-Natural and artificial.
- B. Asphyxia.
- C. The nervous system.
- D. Insensibility.

Practical: Artificial respiration.

SEVENTH LECTURE: III (e) 21

- A. Poisons.
- B. Transport of the injured.

- C. (i) For males, hand seats and stretcher exercise.
(ii) For females, hand seats only.

Practical: Transport of the injured.

EIGHTH LECTURE: III (e) 22

- A. Preparation for the reception of accident cases.
B. Recapitulation.

Practical: Preparation of the bed, removing clothes, etc.

NINTH LECTURE: (Revision of Items [III (e) 23 & 24])

NOTE: 1. The subject of poisons should be treated in a general manner. The common poisons classified, and only their general symptoms, effects and treatment taught.

2. The latter part of each lecture should be devoted to practical work, such as the application of bandages and splints, lifting and carrying wounded on stretchers.

3. Male classes must pass in that system of stretcher exercises must suitable for the locality.

4. As little time as possible is to be spent on instruction in anatomical and physiological details. Lecturers and examiners are particularly requested to remember that it is "First Aid" that has to be taught and tested and not anatomy and physiology.

25. Test in items 15 to 24.

26. Types of Emergencies when Emergency Relief is required in Cyclones, floods, earthquakes, gas leak, Acid Rains and other disasters.

27. Information about flood situation, shelters, feeding centres, hospitals, public telephones, availability of food grains, milk and ready made and dry foods, water etc.
Evacuation of Public - Removal of casualties.

28. Supply of drinking water - Chlorination of water -
Emergency Sanitation - Precautions against epidemics.

29. Communications - Delivery and despatch of messages between Public and Disaster Control Room.

30. Maintenance of essential services like roads, water, electricity, telephones etc.

31. Voluntary organisations - Mobilisation of local resources.

32. Qualities of a Police Constable during emergency (He should function not by show of authority). He should be a friend, philosopher and Guide of the people with a spirit of service to the Society.

33. Co-ordination with other State and Central Government Departments like Civil Supplies, Public Works, Revenue, Fire Services - Railways—Andhra Pradesh State Road Transport Corporation etc.,
34. Revision
35. Test items 26 to 33
36. Principles of Combustion—Triangle of Fire Methods of Fire Extinction—Cooling, Smothering and starving.
Common Causes of Fires.
37. Classification of Fires—Fire Extinguishing Media.
38. to 40. Fire Extinguishers—Soda Acid, Foam, Co₂ D. C. P. & Halons.
Fire Buckets and Stirrup pumps—Constructions, operation and maintenance.
41. Basic Fire prevention principles and Basic Fire Fighting Principles.
42. Water sources for Fire Fighting operations. Static Water Tanks—Canals—Ponds—Fire Hydrant—Overhead Reservoir etc.,
43. Emergency methods of Rescue.
Rescue with Life Buoys—Rescue with Ropes—Removal of casualties.
44. Revision.
45. Examination.

INDUCTION TRAINING COURSE FOR CIVIL POLICE CONSTABLES

IV. POLICE ROUTINE, METHODS & TECHNIQUES :

(a) Records :

1. Petty Case Register, Charge sheets & Disposal.
2. Petty Cases - Special Reports - Practical Class.
3. Despatch of Property to Courts Form - 66.
4. Duty Roster and Village Roster.
5. Use of B. C. R. Form-A & Form-B.
- 6 - 7. Use of A-List, B-List or List of Bad Characters.
8. General Diary - Section Diaries.
9. Beat Book - Point Book and Small Service Book.
10. Small Service Book, M. H. Sheet - Sannad.
11. Sentry Relief Book - Prisoners Search Register (P.S.R.)
- 12 - 13. Station Crime History (S.C.H.) Part-I to V, & F. I. R. Index of P. S.
14. Railway and Bus warrants.
15. Nominal Roll and its use.
16. Ex-Convicts Check Register.
17. C. & O. Sheets and Criminal Intelligence Gazette (C. I. G.).
18. Passport.
19. Tappal Book.
20. Test.

(b) Procedure and Methods :

- 1 - 2. Collection of information and checking of D. C., H. Os., K. Ds. and Suspects Receivers.
- 3 - 4. M. O. Classification.
5. Collection of information and check of Rowdies and Extremists.
6. Escape and attempts to escape of prisoners.

7. Interrogation of Strangers.
8. Precautions to be taken in case of out break of Crime.
9. Test Identification Parade and its use.
10. Tracing of O V B Cs - Method.
11. Search of bags Luggage.
12. Test in items 1 to 11.
13. How to gather S. B. information.
14. Methods of dealing with a Mob.
15. Drafting Crime Report - Mahazar - Special Reports.
16. Informants system - Methods of collecting information.
17. -do-
18. Enquiries about O V B Cs, Exconvicts, Warrantees etc.,
19. House surrounding - Purpose.
20. -do- and Arrest.
21. Railway Sabotage.
22. -do- Assistance.
23. Searching of Criminals - Points to be borne in mind.
24. Test in items 13 to 23.
25. Preparation of Petty Case - Practical.
26. Nuisance Case - Practical.
27. Motor Traffic Rule Violation - Practical.
28. Hyderabad City Police/A. P. City Police Act - Practical.
29. A. P. T. N. Act - Practical.
30. Preparation of Special Reports in Petty Cases.
31. Estimate of the size of crowd.
- Village Beat - Practical (In the field)
- Town Beat - Practical -do-
- Village Beat - Practical -do-
- Town Beat - Practical -do-
32. Lecture on Road Sense.
33. Group interrogation method.
- Test of items 25 to 33.

(c) Observation And Portraits :

1. Introduction.
2. Move in Town during afternoon showing all offices, Educational Institutions, Factories, Residence of V. I. Ps , and some localities.
3. Narration of observation of items-2 the same evening (when this items is done their will be no games or parade in the Afternoon)
4. Test of memory-writing names of Birds and Animals-Report.
5. Test of memory-Names of objects.
6. Test of memory-Names of State Capitals & Important Towns.
7. to 14. Kim's game.
15. Estimation of Crowd.
16. Show Sessions Court-Test observation in the class.
17. Visit Model P. S.-Test observation in the class.
18. Scene of Cycle Accident and test observation in the class .
19. Four different makes of Cycles/M. Cs to be shown & Tested.
20. Simulation of Motor Accident.
21. Observe Vehicles passing road and test.
22. Photographs of scene of accident shown and tested.
23. -do-
24. Murder case scene photographs shown & tested.
25. Show a Shop & Test.
26. Show Public place & estimate crowds.
27. Create H. B. scene or actual & Test.
28. Murder Case Scene & Test.
29. -do-
30. Show Rural P. S. & Test observation.
31. Show Magistrates Court and test observation.
32. Show Hospital and test observation.
33. Show Museum and test observation.

(d) Police Portraits:

1. Portrait-Introduction-How to observe.
2. Method of noting identification particulars of an accused.
3. Use of Portraits.
4. Method of noting identification marks.
5. History of a person.
6. General appearance of the body of a person.
7. Identification by head.
8. -do- hand.
9. -do- hair.
10. -do- walk.
11. -do- speech.
12. -do- speech.
13. Photographs to be shown and test conducted.
14. Photographs with names to be shown and tested.
15. Recruits from other classes will be shown and asked to describe.
16. -do-
17. Identification by the Jewels worn & clothes.
18. Identification by the Head and face.
19. -do-
20. -do-
21. Identification-Revision.
- 22 & 23 Photographs of B. Cs. to be shown and test conducted.
24. Different photographs shown-Identification obtained.
25. Four photographs will be shown first. After same interval they will be mixed with others and recruit asked to pickup the four photos.
26. -do-
27. A new recruit will be shown first and trainees asked to identify him after some time.
28. -do-
29. Identification by mouth and jaw.
30. A stranger is shown and recruits tested.

31 & 32 Photographs in model P. S. shown and tested.

33. Criminal's photo shown and tested.

34. A stranger is shown and tested.

35. -do-

36. -do-

(c) Oral Expression:

Note:- As in written Expression)

Recruits are to speak out, sing or recite as the case may be) in the class.

All in Telugu except where indicated.

1. National flag (Description) National Anthem and Patriotising in Telugu (sing or recite). Mistakes and defects will be noted and explained.
2. History of Freedom movement.
3. Photography of P. R. S.
4. Names of Staff of P. R. S. and Registration Nos. of vehicles of P. R. S. & of the Collector, S. P., D. S. P., C. I. of the area in which P. R. S. is located.
5. Functions of Police Recruit School.
6. Rules to be observed by recruits in P. R. S.
7. -do-
8. Transmission of message by relay system.
9. Simple English. (Legal Terminology)
10. Children's Psychology and Road Sense.
11. Simple Arithmetic.
12. Road Sense.
- 13 to 15. Dos and Dont's of Constables.
16. History of a Dossier Criminal-How he became a Criminal.
17. Instructions regarding transfer and joining of new Police Station.
18. Names of Governor, Chief Minister, A. P. Ministers, X Portfolios-Speakers X Chief Justice.
19. Names of President, Vice-President, Prime Minister, Deputy Prime Minister, Home Minister, Defence Minister and Speaker of Lok Sabha and Chief Justice of Supreme Court.
- 20 to 23. Names of important records of Police Station.
24. History of Freedom movement in Andhra Pradesh.
25. History of Formation of Andhra Pradesh.
26. Rules regarding obtaining passports for out Station duty.

27. Instruction regarding giving evidence in Court.
28. Importance of Mahazar (Panchanama).
29. Search of arrested person.
30. Simple Hindi.
31. Rewards and Medals for Police Constables.
32. Punishments for Police Constables.
33. Particulars of various Courts in India.
34. Powers and functions of various Criminal Courts.
35. Facts of an important H. B. Case.
36. -do- Murder Case.
37. Principles of behaviour with Public and Complainants.
38. -do-
39. -do- Role Play.
40. -do- (Wrong and right way)
41. Principles of Police Conduct.
42. -do-
43. Duties of Civil Police Constables in the light of what has been Discussion learnt
44. -do-
45. -do-

All the above should be arranged either as a part or soon after the concerned subject is taught and test completed then and there marks awarded for expression on the spot openly. Principal or V. P. should be present for these. Ability to express himself clearly, and coverage of information as clearly and exhaustively as possible (Mere memorisation and mechanical reproduction should be discouraged).

(f). Written Expression :

Note:— The trainee should write the following in the Class in Telugu/Urdu during the period allotted. Evaluation and marks, should be awarded. These Classes should be conducted either as part of the subject when it is taught or soon after. These classes should not be arranged before the subject is taught model report shown and explained when the subject is taught. In case of topics of general nature the recruits should be informed of the topic in advance atleast previous week so that they prepare. This is only a test of his ability to write correctly and not a test of the subject concerned. (same introduction for oral).

1. Need for ability to draft reports and write.
2. Dictation-writing.
3. Registration Nos. of Vehicles used in P. R. S. & District Officials and their names.

4. Petty case report in T. N. Act.
5. Records maintained or B. Cs. in a P. S.
6. Beat report on duty done in Beat Book.
7. Special report in arrest and seizure u/s 41 & 102 Cr. P. C.
8. Special report for arrest of stranger.
9. Preparation of Mahazar for Seizure of property.
10. Writing F. I. R. on oral complaint made in P. S. in a hurt case 325 I. P. C.
11. Preparation of petty case report for violation of A. P. Traffic Rules.
12. Writing F. I. R. in a oral complaint made the P. S. in a case of theft 379
13. Special report on duty assigned for tracing O. V. D. C.
14. Special report on duty assigned for execution of long pending warrant.
15. Special report for seizure of Arms and Explosives, from a person getting down from a Bus.
16. Special report in a Gaming Act case.
17. Record of a confession statement of accused in custody.
18. Recording of Dying declaration.
19. Questions to be asked-to a Stranger.
20. Thin is to be looked for and preserved in a Scene of offence of murder.
21. -do- H. B. & Theft.
22. -do- Road Accident.
23. -do- Death by hanging.
24. -do- Death by drowning.
25. -do- Out break of Fire.
26. -do- Explosion
27. Special report on arrest of a person lurking at night in a Bazaar.
28. Writing of G. D. on registration of case in which accused was produced with report from Village Officer.
29. Writing Sentry Relief Book on item 28.
30. -do- P. S. R. -do-
31. -do- Arrest Card -do-
32. Memo to Medical Officer sending an injured person for treatment.
33. Special report on arrest of a dangerous Lunatic.
34. Report on Seizure of unclaimed property.

35. Report on Seizure of Stray cattle and impounding in a cattle pound.
36. Report on tracing of O. V. B: C. in a Village.
37. Report of information gathered about Criminals.
38. Report of S. B. information about movements of Extremists.
39. Report on information gathered about plans for Rasta Roko.
40. Report on information gathered about plans to cause damage to Public Property.
(When, where, whom should be indicated in all such reports).
41. Recording of information about a dangerous Rowdy in G. D.

INDUCTION TRAINING COURSE FOR CIVIL POLICE CONSTABLES

V. POLICE INVESTIGATION :

(a). Scene of Crime :

1. Importance of Scene of Crime.
2. Importance and Inspection Survey.
3. Preservation of Scene various methods and measures.
4. & 5. Incident Control Co-operation from People-Agencies etc ,
6. Information and Care of witnesses.
7. Method of dealing with injured.
8. Method of dealing with accused.
9. Transmission of information to P. S.
10. Guarding the Scene.
11. Handling of Victims Relations & Well Wishers.
12. Prevention of meddling with Scene.
13. Crime Scene in a House breaking case.
14. -do- Road Accident.
15. -do- Murder Case.
16. Incident control in respect of occurrence of Crime.
17. Test.

(b). Scientific and Technical Aids to Investigation :

1. General lecture on Scientific aids to Investigation.
2. & 3. and the necessity of the Scientific aids.
4. Preservation of Finger Prints at the Scene.
5. Preservation of Foot Prints at the Scene.
6. Use of Finger & Foot Prints found at the Scene
7. Blood stains preservation.
8. Experts and their opinion.
9. -do-
10. Use of Glass, Clothes, Dust, Hair,
Catridges, Weapon etc., found at the Scene or during investigation.
11. Tyre marks.

12. Police Dog Squad-use of Dog Squad tracking.
13. Revision and Discussion
14. Test in the above.

(c) Finger Prints and Foot Prints :

1. Finger Prints utility and importance.
2. Foot Prints utility and importance.
3. Various types of Finger Prints and Foot-Prints
4. Process of developing Finger Prints-various methods
-powders etc.,
5. -do-
6. Methods of Developing Foot Prints.
7. Precautions while developing Finger and Foot Prints.
8. Single Digit Classification F. P. B. Organisation
and Functions.
9. Cases in which F. P. Process helped in detection and
evidentiary value.
10. Cases in Foot Prints-Evidentiary value.
11. Practical Class-Method of taking F. P. S.
- 12.
13. Practical Class-Method of taking Foot Prints.
- 14.
15. Test.

(d) Elements of Medical Jurisprudence :

1. Importance of Medical Jurisprudence.
2. Identification of Persons.
3. Deaths-General.
4. Asphyial Deaths.
5. Wounds.
6. Wounds.
7. Poisoning
8. -do-
- 9.
10. Test

A STUDY OF INSTRUCTIONAL SYSTEM DESIGNS FOR TRAINING AND DEVELOPMENT OF WOMEN POLICE EXECUTIVES IN ANDHRA PRADESH

SUPERVISOR :

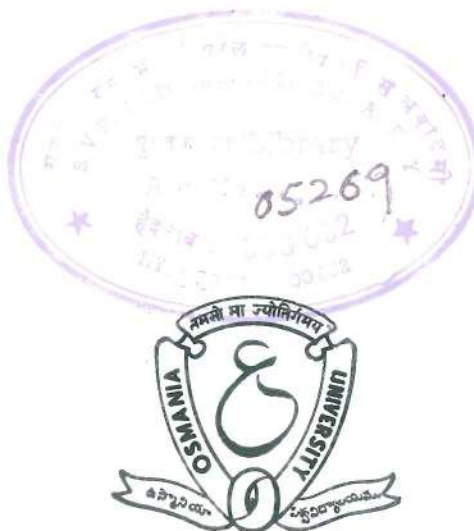
Dr. A. K. SAXENA

READER

S.V.P. NATIONAL POLICE ACADEMY
HYDERABAD.

INVESTIGATOR :

T. K. DURGA



THESIS SUBMITTED TO THE OSMANIA UNIVERSITY
FOR THE AWARD OF THE DEGREE OF

Doctor of Philosophy
IN EDUCATION

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DECLARATION

I do hereby declare that the present thesis titled "A study of Instructional System Designs for Training and Development of Women Police Executives in Andhra Pradesh" is the Out come of the Original Research Work undertaken and carried out by me under the guidance and supervision of Dr A.K. Saxena, Reader (Teaching Methodology) SVP National Police Academy, Shivarampally, Hyderabad. I further also declare that my material contained with the thesis has not been published earlier.

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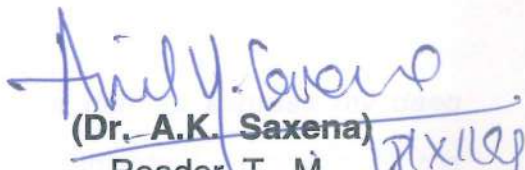
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(T.K.DURGA)

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C E R T I F I C A T E

Smt. T.K. Durga has Satisfactorily Completed the Course of Research and that the thesis entitled "A Study of Instructional System Designs for Training and Development of Women Police Executives in Andhra Pradesh", for the award of the Degree of Doctor of Philosophy to the Osmania University, Hyderabad, is a record of bonafide research work she has carried out under my guidance and supervision. The results contained in this thesis have not been submitted to any other University or Institute for the award of a degree or diploma .


(Dr. A.K. Saxena)

Reader T. M.

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ACKNOWLEDGEMENTS

I take this opportunity to place on record my deep sense of gratitude to all those people who have helped me in the completion of this study.

In the collection of material for this study, a large number of people, specially the police officers have come to my rescue. I wish, I could thank all of them by name but due to paucity of time and place it may not be possible. Special thanks are due to the Director General of Police, Andhra Pradesh, Commissioners of Police, Vizag & Hyderabad, Director of A.P.Police Academy, Principals of various Police Training Colleges of Andhra Pradesh. The office staff of police department deserve appreciation for providing the material required.

I am very grateful to Sri. P.V. Rajgopal, Director, & Sri. P.S.V. Prasad, Joint Director, S.V.P.National Police Academy, Hyderabad for giving permission to have an access to the Library and collect the relevant information.

I have no other greater satisfaction than to express my deep sense of gratitude to the indefatigable individual who with all the empathy, interest and dedication has devoted his valuable time patiently, to mend me and my thinking in completing this arduous task. He is none else than my respected and beloved guide, Dr.A.K.Saxena, Reader, National Police Academy, Shivrampally, Hyderabad. His constant, untiring interest, pains-taking and sincere guidance were the main sources, without which the study would not have been as

methodological, extensive and hopefully, useful to strengthen training programmes as it is. I am profoundly indebted for all he did in advising and guiding me in completing this work.

I also express my thanks to Sri. P.Walke, Sri. Pradeep, Sri. Zilani and Sri. Jagdish who helped me for utilising the library resources of NPA.

I would like to express my gratitude to Smt. K.Savitri, Smt. N. Krishna Priya, Sri. Manas Aditya, Sri. K.Sunny & my friend Ms K.Rajya Laxmi for their constantly rendering help to bring out my thesis.

I also express my gratitude to Mrs.Neeraja Saxena & Micky, Pammy & Vishu for the sparing time of my beloved guide.

I am extremely indebted to my family members for their all round loving assistance and encouragement.

Special thanks to Mr. & Mrs. G.V.Rao and family for their guidance and encouragement.

Finally I express my profused thanks to my husband, A.S.Chakravarthi for his help, patience and managing domestic front in my absence.

Last but not least I express my thanks to my beloved Son, Bannu for bearing my separation during my research study.

T. K. Durga

WOMEN POLICE IN INDIA

CHAPTER 1

WOMEN POLICE IN INDIA AND ABROAD

CHAPTER 1

WOMEN POLICE IN INDIA AND ABROAD

1.1 Introduction

The tradition bound Indian Society is heavily tilted in favour of men, giving them all the authority, prestige and reducing women to the lowest status, confining them to the four walls. Traditional values the behavioural norms bred through thousands of years inhibit women from asserting themselves as individuals in home and outside home. Independence brought with the help of constitution with equality and social justice as its basic fundamental tenets. But, however, forty years of constitutional secularism has not succeeded in dissolving the hold of traditional male dominated social structure in the society. Women in India still continue to be the victims of socio-economic inequality and discrimination.

Inspite of the traditional suppression, women have started realising that they have personalities of their own as human beings and that their mission in life does not end with becoming victims of discrimination and suppression. As an emergence of this realisation and consciousness in women, the role models of women

have undergone a drastic change. Women are excluded in almost all fields - Politics, Economics, Science and Technology. Though the vast vistas of careers are open before them, they find themselves unable to face the challenges on account of discrimination, upbringing and disadvantageous socialisation. Thus, today Indian women are struggling to combine the traditional role patterns with modern role patterns acquired outside the home.

At one extreme stands the traditional role ideal of a good home maker, wife and mother calling for an inward looking, self-effecting behaviour. At another extreme is the non-traditional role ideal of an independent employee, outward looking and assertive behaviour, atleast in relative terms. Therefore, the contradiction and incompatibility of expectations between these two role ideas give rise to role conflicts in women while adhering to the traditional and non-traditional role patterns. The continuous stress of sustaining to varied role patterns and the covert and overt pressures to perform perfectly in these roles lead to disastrous psychological imbalances in working women.

Despite advancement in women's entry in the work force and better access to education and training, urban middle class women face resistance in entering the job spheres which are predominantly occupied by men. This is because of the fact that division of labour between men and women were originally based mainly on the biological and temperamental differences between them. Women were and are considered more emotional, soft and weak to handle the male dominated work force.

Police work force is also one such area which is considered till recently as men's job. With the rapid advancement of society and the continuous increase in the crime rates against women, it has become imperative to appoint women. Thus women are slowly and steadily encroaching this exclusively male dominated work area out of necessity and widening scope. Women in police are expected to play an actively different role as compared to their counterparts in other professions and employment.

Police work has been called the most emotionally dangerous job in the world . Police culture is characterised by authoritarian attitude, tough and complex nature of job, fear, and anger provoking duty situation and negative public image. Women police while discharging this job role in contrast to their inherent nature (softness, gentleness, submissiveness etc) are prone to more stress, tension and conflicts as compared to women working in other work forces. Further, policewomen cannot be viewed distinctively as a women or as a police. Hence, it becomes necessary to study her with reference to a combination of various roles of a women as well as that of a police job (which in values long/irregular hours of work call on duty etc.) as well as justify the roles towards family (which is primary). Women police always find themselves torn between the two (work and home) and face endless conflicting situations.

The police force for centuries has been dominated by men. Undenyingly masculine bias is actively working against any attempt to employ Police women (Saha, 1989). Women were not recognised in police department with full justification because the nature of the job demands good physique and stamina than the other type of jobs. The duties of the police force are generally understood to be fit for masculine occupation. Hence, police world is dominated by men folk. But the rapidly changing socio-economic scenario has proceeded women-folk to accept non-feminine occupation. Besides these, changing socio-economic and political conditions have added a new dimension to the problem of policing in this country. In several states, political and linguistic agitations, band's, communal riots, student demonstrations, with increasing participation of women have now become a regular feature. The ever growing participation of women in agitations casts an extra burden on an already strained police force, particularly in view of the delicacy of the problem of handling women, while enforcing law.

These factors compelled the administrators to include the women in police department. The declarations of the Union Government that ten per cent of the entire police force in the country will be represented by women is apparently revolutionary (Saha, 1980). Thus the induction of women in the police service is no longer a subject of controversy. The women police can do a good job in instilling confidence into the minds of oppressed women. But the role of police women has not been fully institutionalised. They are looked

upon as women first and police personnel next and they are not entrusted with normal police duties which are generally discharged by men (Saha, 1989) . They have to perform dual role one in the home the other outside the home (Mahajahan, 1980).

The initial entrance of women in policing early in this century was the result of the convergence of several social reform movements including the women's right movements. As women entered the labour force, public concern about the social and moral conditions of women and girls led first to a public outcry and then to a movement extending special protection and guidance. Thus, one of the growing developments of police organisations, the world over is the entry of women in policing and their growing involvement in the law enforcing agency. Today almost all the countries of the world have women police. In India, the entry of women in policing was the outcome of the socio-economic and political conditions..

1.2 Women Police - A Historical Perspective

The need for police women was first recognised in the USA in the first half of the 19th century when "Police Matrons" were appointed in New York City in 1845 for handling of women and girls, held in police custody by the law enforcing agency(Melchione 1974). The earliest appointment of a police women, was distinguished from a Police Matron, was made in Chicago in 1893 when the mayor of Chicago provided an appointment for the widow of a patrol men in the Detective Bureau . In 1903, women police were officially

employed for the first time in Stuttgart. In 1905, a woman was given police powers in Portland Oregon (USA) to deal effectively with problems involving girls and children. In 1910, the first regularly rated police women were appointed by the Los Angeles Police Department.(BPR&D report 1975).

The first world war provided an opportunity to women to serve as volunteer workers and part time workers and demonstrate, in a conspicuous manner, their usefulness in police work. The Metropolitan women police was formed in London in 1919.

As its convention in 1922, the International Association of Chiefs of police adopted a resolution that police women were essential to a modern police department. The ICPP General Assembly in 1928 unanimously agreed that women could certainly be made responsible for the protection of children and girls who are in danger. In 1957, it reiterated that police women should be regularly used in these departments either existing or to be established dealing with the task of reducing juvenile delinquency. ,

According to the report of the task force of the President's Commission on Law Enforcement and Administration of Justice, USA (1967), woman can be an invaluable asset to modern law enforcement and their present role should be utilised in such important staff service units, such as Planning, Research, Training, Intelligence, Inspection, Public Information, Community Relations and as Legal Advisers. The

large and complex societies maintain a formal agency called police to enforce law and order.

Germany was the first country to have a governmental employee called "police women". The first appointment was Stuttgart in 1903. In the beginning police women are delegated to the supervision and the enforcement of laws concerning prostitution (Owings, 1969).

The women police movement in the British Empire owes its origin primarily to two groups of women workers, namely the Women Police Volunteers, and the Women Patrols of the National Union of Women workers of Great Britain and Ireland. Prior to World War I women were employed as Matrons a word borrowed from USA; but they were not called or treated as police constables. It was in 1916 that a few women were selected from the National Union of Women workers for employment as police women in the Metropolitan Police (Nigam 1963). World War I provided an opportunity to women to serve as volunteer workers and demonstrate their usefulness in police work. The sex disqualification Act December, 1919 established the legality of women as member of police force. By 1920, the number of police women in the Metropolitan Police went upto 112. By 1930 most of the European countries had women in police force. "The general feeling was and still is among majority of the male police officers that 'police work is a man's work', Women are not emotionally and physically equipped to handle this man's job of policing" (Horne, 1975).

In 1920, while commenting on the entry of women in police a member of parliament in England called it, "as an extravagant eccentricity upon whose entertainment public money should not be wasted". (Nigam,1963). During the initial period the police women played only a peripheral role in law-enforcement and did not enjoy equal rights with their male counterparts. Their role was largely limited to police protective and preventive functions as they pertain to women, teenaged females, youngsters and infants.

1.3 WOMEN POLICE IN FOREIGN COUNTRIES

One of the major developments in the police organisations in the last few years was the entry of women in policing. The main reasons for the entry of women in policing are:

- Women's Liberation Movement which tried to secure equal rights for women.
- The increase in the number of women criminals.
- The increasing atrocities on women resulting in the increase of women victims and
- The increasing participation of women in various walks of life including political field.

All over the world in the beginning women were mainly employed in women's Bureaus (Martin Susan Ehrline "Bureau and Entering police women of patrol 1980). The role of women in policing has thus evolved from that of a social work changed with handling female and child victims and offenders, to that of a full fledged law enforcement officer whose mandate is to enforce the law, maintain order and provide the public safety, to the same way as men. In the late nineteenth and the early twentieth centuries, municipal police departments were opposed to using women as police officers with full authority. Rather police departments views afforded women only limited police authority. Partially in response to a growing women's movement that successfully encouraged police departments to use female officers to handle matters involving women and children.

CANADA:

Women had always been part and parcel of the police force (Ghosh,1981). In 1896 and more recently women held positions as civilian members subject to all the rules and para-military regulations of the force. The only difference was being that the women did not wear R.C.M.P. (Royal Canadian Mounted Police) uniform. They were not actually considered "peace officers" with full police powers. On September 23, 1974 thirty- two young ladies from different parts of Canada formed R C M P. Troop 17 at "Depot Division", Regina where they had been sent for recruit training. They were the first batch of women police in the force.

JAPAN:

The first body of women police officers in Japan was appointed at the Metropolitan Police Department, Tokyo on March 18, 1946. After world war II, because the conditions of Japan had turned upside down (Ghosh, 1981) . 63 Female Officers were first enrolled in 1946 after completion of basic training from Police Training Institute. This batch of women in uniform had matched the social conditions so well that it was welcomed by the general public and also officials at the helm of affairs. In Japan, women officers are deployed for investigation, crime prevention, field service, handling of juveniles, security, traffic, police publicity services and general clerical work. They receive special training in karate as part of unarmed combat.

ENGLAND

The strength of women police has increased very rapidly and they hold important administrative ranks for example Commanders, Chief Superintendents, Chief Inspectors and Deputy Commissioners in a representative number not only in the Metropolitan Police but also in other police force in England, Wales and Scotland. The Inspectors of Constabulary hold a very important position in the British police system . Their activities were confined to female members of the community but they served both as detectives and uniformed police.

The women police movement in the British Empire owes its origin primarily to two groups of women workers namely, the Women Police Volunteers and the women Patrols of the National Union of Women workers at Great Britain and Ireland. Women police were employed in England during the First World War of 1914-18 to dearth of man power, to patrol the garrison towns and dockyard districts in an attempt to advise and control the large number of young women and girls pouring into these areas, attracted by the presence of thousands of service men. It was during this period that the voluntary women's patrols was created. This body not only helped to meet the urgent need of the war years but it also enabled the National Council of Women to assess the need for women police and later to secure the appointment of women to the police service on a sound and permanent basis. The success of the Voluntary Women Patrol Movement led directly to the foundation of the Metropolitan Women Police. The voluntary Women Police patrols were disbanded in July, 1918.

AUSTRALIA:

In the east, Australia was the first country to recognise the merit of employing police women as early as 1915, when just two women were employed in the New South Wales Police Force. Their activities were confined to female members of the community but they served both as detectives and uniformed police. Each of Australias' six states is independent and its own police force. In Australia, Women

Police have the same powers and responsibilities, service conditions, salary and promotion prospects as their male counterparts, and can rise to the level of Inspector from a Constable. Members of Women Police division are formed into separate work units and attached to District Head Quarters or Divisional Stations.

Like many organisations in recent times, the police services of Australia are going through a period of rapid change. Police officers are expected to be more knowledgeable, to be capable of a wider range of skills and to keep abreast of new developments in their profession as well as major changes in the wider community. The role of women police has changed considerably since the appointment of the first female officers in New South Wales in 1915. Although on the surface there is no barrier to the employment and promotion of women in police services, this is not reflected in the current numbers of women police officers who are employed and who receive promotions.

With around 13.5 percent of sworn police officers being female, Australian Police Services could not claim to have a gender balance. While this reflects history, policy, practice and attitude, police organisation need to demonstrate an understanding, and identification with, all their clients. Failure to do so compromises the crucial role of police in our society.

A first investigation has recently been undertaken into graduation rates of males and females from police academies. Prenzler (1995) reported on this in his recent comprehensive review of equal opportunity to police women in Australia. However, the number of women selected is still small, attraction rates are unreliable when reported as percentages. In addition, jurisdictions were not prepared to make data available.

In application, selection and training, Australian police organisations are failing in the recruitment of women. It is not that equal numbers of males and females are essential, but that until a critical mass of women in policing is achieved, it will be difficult to even begin to counter discriminatory attitudes, behaviours and practices against women. While women are in such a minority, each individual is very visible. Her performance is extremely public and her acceptance by males is often conditional. Greater numbers will help overcome this and will provide support networks for women and help to establish role models as well. Only then will Australia move towards balanced police services, able to fulfil their policing function better by drawing upon the potential of a diverse membership.

Issues surrounding the deployment of women in traditionally oriented occupation like policing are important and complex. They are important because supervising officers have to feel and able to deploy staff without regard to gender, and because officers need experience in a range of position and situations if they are to progress through

an organisation to a position of leadership. They are complex because the untested notions of the attributes required for successful policing are complicated by the tension between "equal" and "equal but different".

Some women claim that they have been discriminated against in their deployment (Wilkinson 1994) and while there is a little research evidence that this is so, the matter needs to be explored. If female officers are perceived as less able than male officers to perform policing tasks, cannot expect to be similarly deployed. Early expectations of women in policing were that they would not succeed in this male-oriented occupations. Females officers are considered at least equal to male officers in most areas of police work (Poole & Pogrebin 1988). They are as effective as males in performing patrol duties (Martin 1993), and have demonstrated no consistent differences in the quality of their performance in street policing (Worden, 1993).

If policing is seen as an occupation requiring physical strength and stature, this could result in discriminatory deployment of females, but while the physical nature of policing is widely commented on, research does not always confirm its importance. When 32 sergeants in one British police force were asked what characteristics they considered to be most necessary for ten different policing tasks, physical force, physical strength and physical stature did not feature strongly. Even when dealing with an intruder, the ability to make an appropriate assessment of situation, initiative, and moral and physical courage were seen as more important than physical stature. In all

ten situations the characteristics most required were verbal communication and the ability to assess an incident appropriately, closely followed by effective listening and consideration of others (Brown, Maidment & Bull, 1992).

Sometimes the pressure for discrimination is subtle. Largely untested stereotypes about women credit them with particular abilities such as sensitivity, people skills and understanding. The implication is that women should not only be permitted to undertake all policing duties engaged in by men, they should also be respected and even deployed on the basis of their special abilities (Brown et al. 1992; Martin 1993; Worden 1993). This would seem particularly apt in the light of a recent emphasis on "customer focus" as exemplified by the shift from "police force" to "police service" in Australian jurisdictions. A recent strategic document developed by the Association of Chiefs of Police of England and Wales (Association of Chiefs of Police Officers of 1990) stated that policing is about community reassurance as well as law enforcement and should be undertaken with compassion, courteousness and patience. These are attributes which have been particularly associated with women's traditional roles.

The dilemma, then, is whether they are equal or not equal. Do we treat women as equal in all respects, to be deployed regardless of gender or do we accept that certain special characteristics, which some consider are unique to women, make them more able to perform certain tasks? Everyone, regardless of gender, has some special abilities. For women in policing, the argument of special

abilities, other than attributed to a particular individual, is counter-productive, to their functioning as equal police officers.

Police women are scarce in supervisory positions. It is a characteristic of Australian business that women are under-represented in senior management (Karpin, 1995) but in policing the situation is even worse.

Even more striking the shortage of female commissioned officers. Numbers reported by police service human resource managers in 1995 are presented in Table 1. Of 5741 women, only 28 have attained commissions. Queensland has the highest number with nine Inspectors. Both New South Wales and the Northern Territory have the highest ranking women police officers with female Assistant Commissioners. Western Australia's highest ranking officer is a senior sergeant while Tasmania's most senior woman is a Sergeant. In 1995 only 28 women held commissions in Australia, then achieving a critical mass at this level seems almost inconceivable.

Table 1.1
Highest Ranks held by Female Police
Officers in Australia as on June 30,1995.

Service	Rank	Number
NSW	Asst. Commissioner	1
VIC.	Chief Inspector	2
SA	Chief Inspector	2
WA	Senior Sergeant	3
QLD	Inspector	9
NT**	Asst. Commissioner	1
	Senior Sergeant	1
Tas	Sergeant	6
AFP	Superintendent	2

(Data Source: Data supplied to the Australian Institute of Criminology by Australian Police Services)

It has been difficult for some men to accept women in policing; difficult because they see some policing tasks as inappropriate for women and difficult because they see women as incapable of achieving in some situations. Sometimes male officers feel the need to protect women and believe they would not be effective work partners in a brawl.

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While there is scant Australian Research on this subject, British academics have researched the attitudes of male officers by and large confirm these notions. Women officers are steered towards traditionally female tasks, are the subject of negative attitudes from older officers (but not younger ones) are seen to lack commitment and are more frequently asked to undertake those activities requiring people skills (Brown and Campbell 1991). Females consider themselves under-represented in some sections of their departments and believe their appointments to have been blocked by senior officers (Coffey, Brown & Savage 1992). In both these studies the authors caution that length of experience has been a contributing factor in the failure to achieve a posting, and this applies equally to officers of both genders.

American academics have undertaken similar research with similar outcomes. Female officers are sometimes appointed as token women in police sections and experience the pressures and conflicts common to token women in any occupation (Martin 1979). Only about one in five patrol officers willingly accept women as partners and the same percentage express a strong preference for not working with them. As might be expected, officers scoring "super macho" on the Bem Androgyny Scale are most rejecting of women (Brown & Carlson 1993). Reviews of the attitudes of superior officers towards

policewomen are mixed, but ordinary policemen's attitudes towards police women "are almost uniformly negative " (Balkin, 1988 p.33)

The preliminary outcomes of a recent study (Centre for Police Research 1994) are pertinent here. The main finding is that sergeants and constables differ in their attitudes towards women police. The sergeants believe that women are better at diffusing potentially violent situations but maintain that men, by their "Physical presence", are more likely to deter violent situations. When asked what proportion of females they think should be policing, nearly two-thirds opt for 10 percent or less. When asked whether the police service should do more to make it possible to combine a police career with marriage and children, the overwhelming response is "No".

Constables on the other hand, show quite different attitudes. The majority indicate no preference, male or female, for an operational work partner. Their choice, for the proportion of women in policing, is in between 20% and 30%, two to three times the number currently employed in Australia. When asked whether the police service should do more to make it possible to combine a police career with marriage and children, 71% agreed or strongly agreed. It might be that time itself will eventually reduce if not eliminate this prejudice. Data on perceptions of police officers by police officers is somewhat confused (Lord 1988) and tends to confirm (Brown and Campbell 1991; Centre for Police Research 1994) what the commonsense view would suggest, that as males and females train together and work together first as probationary officers and then as constables, judgements will tend to

be made on the basis of individual abilities rather than gender. Then only the more entrenched biases will need to be addressed.

Flexibility in the work place in the century for the nineties and beyond. The eight-hour day has given way to twelve- hour shifts, split shifts, job-sharing and a number of other combinations deemed appropriate for both the individual and the organisation. These changes were not designed specifically for women but they are essential for anyone attempting to balance career and family responsibilities. One of the greatest barriers to women's equal participation in senior level jobs is the way that work is traditionally organised (Leighton and Syrett, 1989; Mc Rae 1990). The nature of police work can make flexibility difficult and an officer who cannot work overtime can be a real liability in a team. Police organisations, however, has to address these issues for employees. With changing attitudes in society and changing and relationships within the family, both men and women now have responsibilities toward children and elderly family members.

For American Police, Martin (1990) found child care to be significant for 16% of men and 38% of women surveyed. Prenzler (1992) reported that 59% of officers in the Los-Angeles Police Department had one or more children and found that shift work, overtime, emergencies and transfers made the balancing of home life and career very difficult.

Wilkinson (1994) found a perceived inflexibility of the organisation to accommodate women trying to balance their roles as mother and police officer to be the principal factor in the decision of Western Australian women to leave policing. This applies to both flexible weekly working arrangements and flexible arrangements for career breaks for child bearing.

FRANCE:

The women Police wing in France Came in to existence in 1935 and were regrouped into a Common service in 1942. They can rise upto the position of Divisional Inspector. Their selection to the rank of Commissioner of Police is still barred in France.

In Italy, the women police corps was constituted in 1959, consisting of two categories, Inspectors and Assistants only.

The sweden women police were appointed in the Swedish Police for regular duties on August 1, 1957.

In Singapore, regular batch of women police was appointed on March 1, 1949 in the Extra Constabulary later known as Special Constabulary (Active Unit). Prior to the establishment of women police, wives of police constables though untrained, were employed to check women offenders on payment of one dollar per search.

Police women in Israel are functioning since 1960. Israel is the only country which employs a large force of women police. They constitute nearly 20% of the total police force. The presence of women in the force has a calming effect on Israel belligerents and has tended to lessen police-citizen confrontation. They help counter the traditional image of the uncompromising tough males. Public responses are far more positive towards women police officers than towards their male counterparts.

In Poland, the women police force was started in 1925 and they were organised as part of the State police force.

In Malaysia, the establishment of the sarawak women police began with the appointment of two women Police Inspectors in the year 1960.

In Indonesian women police came into being during the early days of the struggle for independence of the Indonesian people, when there was a need to use all forces available. In the year 1951 women were appointed on an experimental basis and by 1958 women were recruited to the Indonesian Police Force for lower ranks. Women were first recruited into the Nigeria Police Force in October, 1955.

At the international level, the International Association of Police Chiefs adopted a resolution at their convention in 1922 that women police were essential to a modern police department.

In 1928 I.C.P.O. put its seal of approval to the employment of women in the police forces when it said that they could be made responsible for the protection of the children and girls who are in danger.

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In the United States Police departments must hire people without regard to race or gender. This has been the law for the past twenty years.

However, in policing, gender integration and the opportunity for women to participate in forming police policy has been strongly resisted. Schulz has observed that women have transformed their original social worker role in policing only because of their own determination and struggle (1995). She argues that women changed their police role throughout history, by drawing on outside social forces and recent times, by relying on the law to enable them to work as Police Officers. However, acceptance by their male peers has yet to occur. Women receive, at best, a cool reception from male officers and, at worst, a hostile reception.

In spite of this, there has been a steady growth in the number of women entering police work. In 1970, only two percent of all police were women, but, by 1991, nine percent of police were women

(personal communication, Bureau of Justice Statistics, 1993). At the executive, policy making level of policing. We find every limited representation of women. Less than two percent of police (1.4%) in the very top echelons of the uniformed ranks are women. In the lower supervisory ranks 2.5% of the lieutenants and 3.7% of the sergeants are women. Today, in the New York Police Department 15% of all uniformed officers in the department are women, but only 9% are sergeants, 6% are lieutenants, 3% are captains and 4% are above the rank of captain (personal communication with the Office of Management and Budget, NYPD, data are for 7/31/96). Research has shown that women in policing are not easily accepted by their male peers, their supervisors, or their own police department. Women are viewed with skepticism or worse by their male counterparts in spite of the fact that women have been doing police work for over one hundred years. The public is, however, considerably more positive and frequently welcoming of their presence. In recent years acceptance by the public has grown as women police have been seen more frequently on the street on patrol and in uniform.

The early history of women police consisted largely of social service in which women had to meet higher standards for police employment, but received low wages, were restricted to a special unit or bureau, and work assigned primarily to clerical, juvenile, guard duty and vice worse. Women police were not permitted to be promoted except within their own special womens' unit nor were they permitted to take the same promotion test as men. Finally, and most damaging

for opportunities to demonstrate their general value to the organisation they were not permitted to perform basic patrol duties. Women could only be promoted within their own bureaus because, they were told by their police superiors, that they had not the full "Police experience" of being on general street patrol. It was, of course, the same male police administration that had refused over the years to assign women to general patrol and thus had blocked police womens access to the required experience. When women finally were given opportunity, as a result of Federal law mandating equal opportunity regardless of gender or race, to perform general police work and serve on patrol, they demonstrated their fitness for police work. Or did they ?

Almost all of the past research on women police has focused on the capabilities of women to perform police work; virtually all conclude that women, indeed, do have such ability. This capacity includes physical as well as mental and emotional fitness. Studies demonstrating women's capabilities have covered the areas of patrol work citizen satisfaction, police chief evaluations, response to hazardous situations, academy academic performance, physical capability, physical training receptivity and the handling of violent confrontations.

The research literature also reveals that in entering police work women have encountered enormous difficulties, primarily as a result of the negative attitudes of the men. Male officers anticipate women failing they doubt women can equal men in most job skills ; They

do not see women officers as doing "real" police work; and they perpetuate myths about women's lack of emotional fitness. Race, age and education seem to influence attitudes toward women: black officers were found to be some what more favourable toward women than white officers; and in St.Louis younger , better educated officers exhibited less negativism. In contrast, a study in Atlanta concluded flatly that male officers did not accept women as police officers. Horne (1980) has pointed out that the biggest challenge facing women officers is the resistance displayed by male officers in their attitudes toward women in policing. Hunt (1990) concluded that women police were harassed and resisted by the male officers because they feared that women would violate departmental (actually, their own) secrets about police corruption and violence. Thus, fear of exposure by women officers was cited by Hunt as the underlying cause of the significant resistance to women.

In addition to police men's negative attitudes, women face a number of other major socially structured problems that are inherent in the larger society and are played out as well in policing. These include family responsibilities, role strain and role conflict doubts about competence and self-worth sexual harassment and a concomitant fear of complaining about abuse (The Council of the City of New York, Committee on women 1986) and lastly, equipment and facilities inadequacies-including material conditions of such items as locker rooms, uniforms, and patrol car seats . Black women face additional obstacles, such as conflicts engendered by being both a black woman

and a police officer, a type of stress which is currently unstudied. Thus there are many hurdles -both organisational and role-related -confronting women who choose police work as their career.

Our study investigated the women's situation in the an urban department. The subjects average age was 30 years, most had come into police work for financial security and job security, most had a college degree and had been in the department from 5-10 years. The issue of discrimination was covered in depth.

In any study of women and policing, the question of discrimination is central. My study revealed that the presence of discrimination in the work place is identified by virtually all black women officers (92%, N=11) and half (57%, N=4) of the white women. Moreover, most agreed that the discrimination within the department exists on two levels -gender and race.

83% (N=10) of the black women see themselves as black women and therefore in some ways unique, (as opposed to focussing only on being black or only female). Of those women, half (N=5) of them believe they are discriminated against on the basis of race. Several examples of this discrimination were reported:

- * Black women feel that they have to demand respect while white women are put on pedestals.

- * Black women report that their bosses don't send white women into high crime areas (but , by inference, do send black women).
- * Black women report they have no one to help them secure desired assignments, special training sessions or promotions; white women, they say, have "hooks" (connections).
- * Black women report verbal racial insults.
- * Black women say they have more trouble with racial discrimination from the cops from the public.
- * Black women claim that white women can get transferred inside to a warm job such as the switchboard on a cold night while they have to remain on the street.

On the part of white women, some (29%, N=2) acknowledge that the black women have a more difficult time than women who are white. This is true despite the fact that some white women simultaneously believe black women are at an advantage in the department as "double minorities" at a time when the department is anxious to show that it is not a racist organisations.

Only one white woman (14%) believed white women have it better in the department . 58% (N=7) of black women think white women receive preferential treatment e.g., "they can get someone to make a call black women don't have anyone". On the other hand

71% (N=5) of white women think black women have it better, whereas only 25% (N=3) of the black women feel black women have it better.

This issue of individual Vs. institutional discrimination was explored but the results are inconclusive although a number of interviews believe there are deliberate departmental policies which work to the detriment of women. At least 42% (N=5) of the black women but, at best, only one white woman (0-14%) believed there is an attempt by the department to keep women and/or minorities separate from each other. Speculations as to why this is the case varies. It was noted that there is a "divide and conquer" strategy in the department which starts during training where "they" (either individuals or the department) try to keep the females separate from each other. This effort operates also by race according to some reports. One explanation of the use of "divide and conquer" is male officer insecurity or fear of the competition which women seem to present.

1.4 Women In Policing In India

Women in policing belong to two different cadres and are recruited at two different levels. (1) At the State level by the state government and (2) By the union government through an All India Open competition for the Indian Police Service. All women police (except the small number of women IPS) are recruited and managed at the state level. At present women police form an integral part of police forces in almost all countries of the world. Women police have proved very useful in performing specialised tasks of dealing with

women and children and specially women victims of crimes. They are now attached to city police stations. Juvenile Aid Police Units (JAPU) and other specialised units in different states.

Utilisation of services of women for police activities is as old as the recorded Indian history. Kautilya's Arthashastra written about 310 B C; gives vivid account of the utilisation of services of women for spying. (Sharma, 1977). Women police should become an integral part of the police organisation with a special role in juvenile crime squads to be set up in urban areas. Women police should play a very constructive role in re-establishing and reforming delinquent girls.

Women first entered the police force in India as early as 1938. Even prior to independence a few States had employed women in the police force. The partition of India in 1947, in its wake brought endless misery squalor and moral degradation. Kidnapping, abduction and sex offences showed a marked increase. Relief camps were started for unattached women, girls and children. Police men were needed to check Muslim women in purdah at border check-posts. All these needed the appointment of police women. Delhi Police Force was first to recruit police women on a regular basis with effect from 1948. The number of police women was practically negligible in other states until 1960s. Ever since 1970s the number of police women has grown rapidly but even today their strength is far from adequate. Many women reject police work because of the round-the-clock work schedule. Oflate, however, the situation has undergone a change and college educated unmarried girls from lower income groups are showing eagerness to join. Even so police women form is less than

two percent of the total police force in India today. Now a days, the greatest problem facing the police is to deal with women and children demonstrators in the streets. Women act as carriers of contraband gold, foreign exchange, narcotic drugs, wrist watches, etc. and often the small smuggled goods are concealed inside their private parts.

Even after independence (1947) and of the commencement of Indian constitution 1950 no appreciable progress was made in this direction except in the Union Territory of Delhi, which employed a few women in 1948 to deal mainly with the communal disturbances and the refugee problem existing at that time. Until 1960 the number of women police was practically negligible when a few states like Karnataka, Andhra Pradesh and Assam appointed women police force. In the seventies and eighties many states realised the need for women police, with the result that practically every State and Union Territories in India, have women in the police force. The growth and development of women police has not been uniform in all the States. In most of the States the structure is bottomless heavy. Many States do not have women police at the level of Deputy Superintendent of Police or even Inspectors. This only indicates that women are not utilised for more responsible jobs . In Delhi because of its special requirements there is a large number of women police at all levels. It can therefore be suggested that more and more women should be recruited at the higher levels so that they may be entrusted with responsible work independently.

Even 40 years after the Independence the image of police as a friend, guide and philosopher, could not be developed in India. The

common man has a very poor image of the police in general but people do not have the same bad image of the women police. The reasons being that women police is a comparatively recent origin and most of the people has hardly any opportunity to come into contact with it. Secondly women are considered comparatively more polite, humane and less corrupt.

The expected role of women in policing must be seen in the context of the past few years. Urban riots, campus demonstration and higher crime rates rise many questions about the police mission ,and about departmental policies, and procedures . How important it is to have community representations in police ?.

The division of work between men and women were originally based mainly on the biological and tempermental differences between men and women. With the advancement of the society, women gradually came out in open and started enriching the so called 'exclusive male domain', Police was one such area . Kiran Bedi (1990) pointed out that women in police can play a significant role in such areas as they are naturally inclined to react positively to problems.

Some observations and recommendations of the National Police Commission (1979) are worth mentioning here:

- * Women police have proved very useful in performing the specialised task of dealing with women and children,

specially women victim crimes. They are now attached to city police stations, Juvenile And Police Units (JAPU) and other specialised units in States. They have , however, until now not been given an equal share of other areas of police work and as such the full extent of their role is yet to be developed.

- * They should handle investigation work in much greater measure than at present. They should be entrusted with investigation of cases specially relating to women and children.
- * Women police should become an integral part of police organisation with a special role in juvenile crime squads to be set up in urban areas.
- * Women police should play very constructive role in re-establishing and reforming delinquent girls. They can play a constructive role in both preventing and investigating work in this sphere. Day time patrolling of slums, labour colonies, bus stand should be undertaken by them to locate the deviate children and help and guide women and children passengers.
- * In order to deal effectively with women and children, demonstration is Universities, college campus, Industrial belts and the streets, a sizeable contingent of women police needs to be deployed. Therefore women police needs to be fully trained and well equipped to deal with such agitations.

- * Women police has great potential to cool the diffuse and de-escalate many situations and therefore greater use of them should be made of them at present.
- * The basic training course for different rank of police Officers should be imparted at the same institutes where all police men should be trained.
- * Women recruits should be put through special courses in school of social work so as to be able to perform their special role in relation to women and children.

Women Police Stations/Cells : Another interesting feature of the development of women police India is the establishment of separate women's police stations and police cells. These are manned exclusively by women police and deal with the cases pertaining to women.

Delhi and AP have separate women's cells which deal with specific cases relating to women, like dowry deaths and harassment. These police stations and protection cells have been able to play a crucial role in protecting the rights of oppressed women.

The need to have women police has increased with the rising levels of women accused, criminals and victims of crimes. Even today in all the states women police, except those in IPS are basically entrusted with the task and functions pertaining to women. But the States like AP, MP and Delhi have experimented with extending the scope of functions by entrusting them responsible of SHOs.

Delhi Police have enlisted the duties of women police as follows:

1. Attending to the complaints as duty officers in the reporting rooms of the police stations
2. Escorting female accused/ under trials to the courts
3. Interrogation of women victims in cases of rapes, unnatural deaths of women, family disputes
4. Performing law and order duties

An analysis of crime situation in the country reveals that there has been a rapid increase in the number of socio-economic crimes in which a large number of women are involved. Women remain unprotected both from the law breakers and the law protectors namely the police. There has been an alarming increase in the number of case of molestation of women in the last 10 years. There were more than seventy thousands rape cases reported in different States and Union Territories. According to a news item reported in the Hindustan Times, Women Police should be more active to root out such problems in the society.

Women in India still continue to suffer from ignorance, poverty and discrimination in all walks of life despite of so much advancements. During the past few years a number of social welfare laws have been enacted to improve them lot such as the Child Marriage, Restraint Act, the Hindu Marriage and Divorce Act, the Hindu Succession Act, the suppression of Immoral Traffic Act , the

Dowry Prohibition Act and the Medical Termination of Pregnancy Act. But these legislations have brought about only a marginal improvement in their situation. Trafficking in women continuous as before. The police is helpless in preventing it in totality. With the increasing number of girls joining schools and colleges there is an increasing trend in eve-teasing. In crime detection conscientious male police officers find it very difficult to deal with women criminals at the time of interrogation such as arrest. When the suspects are kept in police lock-up there is a danger of either policemen misbehaving with them or women criminals taking advantage by turning the tables on the policemen. Women police can play an important role here.

In cases where a women is not a criminal but a victim of the crime the situation becomes very delicate for male police officer to handle effectively. By nature, an Indian women specially a housewife is too shy to talk freely to a police. Moreover, the interrogation may involve the matters which may not be discussed openly , especially in cases where modesty of a women is involved. Even in other cases where exact information is to be obtained from women, the male members of the police find it difficult, for example, in cases relating to rape which is generally not reported to the police due to social stigma attached to the case. Even in cases registered with the police, accurate evidence is not found with the result that the accused often go unpunished. Similar with the case where brides are burnt by their husbands or were coerced to commit suicide. Another dimension of the problem is that the question of crime committed against women in police custody. Cases of such violence are frequently reported. These

difficulties could be over come with the involvement of the women police personnel.

The women police had to pass through a difficult period before they could establish themselves . There was lot of discrimination between men and women police till recently. Women had to fight hard for themselves . The question of recruitment of women police in India received more attention in seventies and eighties due to support of National Police Commission of Government of India.

Table 1.2.
Women Representation in Police in India
(as on 31.12.1997)*

Rank	Women	Men+Women	Proportional Representation
DG/IG/DIG/SP	20	2924	0.684%
ASP/DSP	77	5325	1.44%
Insp /SI/ASI	1443	114798	1.256%
Constables	15872	819138	1.937%

*Taken from Crime in India 1997 (NCRB) Report

From Table 1.2. it is evident that women representation in police in India is very low. 0.684% women were found to be holding at DG/IG/DIG/SP Level. 1.44% women were posted as Additional and Deputy Superintendent of Police. 1.256% women were found to be hold SI/INSP/ASI level posts. 1.937% women were found to serve as Police Constables in India as reported in Crime in India 1997 report of N.C.R.B.

CHAPTER 2

WOMEN POLICE IN ANDHRA PRADESH

WOMEN POLICE IN A.P

2.1 Introduction

The present State of Andhra Pradesh is formed on 1st November, 1956. It included 11 districts of Andhra State and 9 districts of Telengana, which were part of the erstwhile State of Hyderabad, part of previously, the Nizam's State. Andhra Pradesh with area of 2,76,800 sq.kms and with a population of 6 crores roughly is the 5th largest State in India. It is predominantly a rural area with 76.75% of its population living in village. The State is divided into 23 districts. Main occupation is agriculture. The Police Organisation is the out come of two different set-up with different laws, rules and regulations. One was in existence in the Andhra area, which followed the Madras pattern and another in the Telengana area which followed the rules and regulations which were inexistence in the erstwhile state of Nizam. Even today there are two different Acts namely A P (Andhra Area) District Police Act and A.P (Telengana) District Police Act. Moreover, for the city of Hyderabad there is Hyderabad City police Act. The State has 124 Acts entrusted to the police for enforcement.

2.2 Growth and Development of Women police in A P

The State of Hyderabad was among the very few States in India which appointed women police before 1950. Ghosh (1981) articulated that women police was in the form of Zenana Uraf Guard generally known as Aseels were appointed mainly to guard the female members Nizam's family. Afterwards they were also given the functions of the searching women suspects. These Aseels were illiterate and paid Rs.25 p.m in those days.

After the formation of the State of Hyderabad the first batch of women police was recruited on regular basis in 1952. The total strength there was 39. The Services of women police were used mainly in the city of Hyderabad. From 1952 to 1978 there was practically no increase in the strength of women police. In 1979, 13 women were recruited for different posts, bringing the total number to 52. The major expansion in the number of women police however took place from 1980 onwards when the Government of A P decided to convert 6 posts of men police into posts of women police in each districts. This gave a great impetus to the expansion of women police. Thus the total strength of women police increased to 342 by 1982. This process of expansion continued. In the early 1988 12 women Sub Inspectors were recruited directly. The total number by the end of 1988 was 500 which was still behind the sanctioned strength of 528.

From 1952 to 1980 that is for practically 30 years the number of women police was just nominal and their role was marginal. In spite of the increase in the number of women suspects, criminals and victims of crimes there was no realisation of the role that women police can play in the police force specially in dealing with women. No satisfactory explanation can be given for this lack of attention. It is surprising that even in the International Woman's Year (1975) nobody even contemplated on this issue. The major expansion has taken place in the decade of 80's only. This wave of expansion of women police was an all India phenomenon. There were many factors responsible for this.

As already noted during the past one decade has been tremendous increase in the number of women police but even then it does not constitute even one per cent of the total police force whereas there are atleast 8 States where the percentage of women police is between 1 to 2 per cent of the total police force. The National Police Commission recommended that the women police force should be atleast 3 per cent of the total police force. This means that the present strength of women police should be increased atleast three fold. The commission has recommended that there should be atleast two women police in each police station. There are great variations in the distribution of women police 25.19% of women police are concentrated in the city of Hyderabad alone. This of course can be justified on the ground that in the every state capital has the largest share of police personnel in view of its special

requirements and hence the same is true of Hyderabad. Among the districts there is no set pattern of distribution of women police. Some districts like Vizag, Guntur Vijayawada have comparatively higher share of women police. These are mostly urban areas, where more women are involved in crimes. The other districts which are predominantly rural, have very small share of the women police force. Example districts of West Godavari and Mahabubnagar have about 1.2 percent of women police force. One possible explanation may be that as the recruitment of police constable is made on the district basis, perhaps sufficient attention is not paid to the recruitment of women police by the Superintendent of police.

The National Police Commission has also recommended that there should be atleast 2 women police in each police station but the Government has not taken any concrete step in this direction as already pointed out earlier. There is no proper thought is given to the structure of women police set-up. While recruiting the candidates a comprehensive picture of all the levels at which recruitment is needed is not taken into account. A glaring example is of the post of Inspector in 1979 after 20 years of service as a Sub- Inspector was promoted as Inspector and since the last one decade no expansion has taken place for the post of Inspector. At present there are 26 posts of Sub-Inspectors. As such it will lead to stagnation and frustration, if expansion does not take place at the level of Inspector. Similarly the posts of Head Constables will also have to increased so as to provide promotional advances to constables.

2.3 Importance of Training

Training is a conscious effort to impart improve or increase knowledge and skills and to develop attitudes and values of an individual in a desired direction. It is a process of developing a person's effectiveness through carefully selected methods by competent trainers in a suitable climate. It should be directed not only towards preparing him for the efficient discharge of his duties in the assigned job but also towards developing his capacity for greater responsibilities. Thus Training is the greatest investment in developing human resource.

THE ASHTON COMMITTEE (U K 1944) OUT LINED THE OBJECTIVES OF TRAINING AS UNDER.

- i) To equip the civil servants with precision and clarity in the transaction of business.
- ii) To attune the civil servant to the new tasks which he will be called upon to perform in a changing world.
- iii) To develop higher capacity for higher work and greater responsibilities.
- iv) To develop his and maintain staff morale particularly.
- v) To inculcate the right attitude towards the public never forgetting that the Civil Servant is a servant and not the master of the Community.

These objectives are valid for our police force also. To achieve them, a new entrant into the police force must have excellent induction training and periodic in-service training. The two types of training supplement each other and one cannot replace other. An equally important objective is to develop appropriate attitudes among the officers towards their work and the people they come into contact with, in discharge of their duties. In other words, training should aim at developing a trainees total personality for effective pursuit of his task.

If training is to be purposive and effective, it must undertaken in depth at all levels. This envisages a phased and intensive training programme in the form of;

- Induction courses.
- Orientation Courses.
- Promotion Courses.
- Supervision courses.
- Professional Courses
- Advanced professional courses
- Executive Development Programmes and
- Technical Courses.

In other words, training should be seen and understood as a continuous process aimed at improving the usefulness of Officers. The type of training required at various levels should be imaginatively assessed.

In-service training affords an opportunity to an individual police officer to spend some time every year in retrospection study to keep abreast of the latest development in professional matters and to share experiences with his colleagues. Carefully planned in-service training programmes would in the long run have beneficially affect on the organisational climate. This would require however a continuous qualitative assessment of training programmes their constant restructuring depending upon the changing needs which can be assessed by surveys or studies of field experience.

2.4 Training of A.P Women Police

Training is one of the important aspects of police personnel management. Though for men police training is imparted right from the beginning but for women police the same attention was not been paid. In the earlier period, due to the small number of candidates, no proper arrangement was made for the training of women police. In fact, some of them did not receive any training at all. But from 1979 onwards the women police was given post entry training. There are 3 schools of Training for Police Personnel in Andhra Pradesh. One each at Amberpet, (Hyderabad) Vizianagaram and Ananthapur. Generally women police are being trained at Ananthapur only. This

is because at this place, there are facilities for women police to be trained separately, though there is no difference either in the training curriculum or the methods of training. Even the physical training is more or less of the same type. The duration of training for constables was 9 months but recently the Government of Andhra Pradesh without reducing the syllabus content has reduced the period of training from 9 months to 6 months.

The Sub-Inspectors also get their training for a period of 9 months at the Andhra Pradesh Training College, Ananthapur. Hence the women S.I.s are trained alongwith men SIs. And hence training for both men and women is the same.

(It must be pointed out that the training should be related to the functions performed by an individual. But it looks as if this aspect has not been taken into account. While the National Police Commission as well as the Andhra Pradesh State Police Commission have recommended special functions for women police pertaining to women and children, in the training curriculum, there is no separate provision for providing training in this regard pertaining to the these clientile. This is paradoxical. The whole approach to the training needs to be drastically changed.)

(1980)
(1984)
?

It is observed that the main emphasis of the training today is to make the individual rough, and tough, so that she may be able to face the hazardous task of police life. She is made tough to handle the criminals. The use of force, abusive language, use of third

degree methods, suspecting every person to be a criminal, are some of the characteristics imbibed by police personnel. When the women police are also given the same type of training as men, the result is that she forgets that she is a woman, as all the time she is reminded that she is a in police man and she should behave likewise. The concept of women in policing is introduced so as to take advantage of feminine qualities of women.

If women police is to be social worker, treated as an agent of social change the focus of training has to be completely changed. She has to be constantly reminded to be polite, sympathetic, helpful, while remaining firm.

The committee on police training found that the training in India is in a State of neglect both qualitatively and quantitatively. Training Institutions were ill-equipped and do not possess basic minimum facilities, the instructors are ill-motivated and syllabus is outmoded, etc. The Committee observed in such an atmosphere training has become a ritual where in unwilling and ill-equipped instructors are performing the necessary ritual of drilling and lecturing to equally unwilling trainees. The Committee discussed at length the causes for the neglect of training in the areas that needed emphasis and made several suggestions to improve the quality of training. The National Police Commission wholly endorsed the recommendation made by the committee on Police Training and reiterated that the government should implement the recommendations of the committee under time bound programme . This commission endorses the recommendations

of the committee on Police Training and suggests that they should be implemented without any further delay.

Though the useful role of women police is widely accepted, it is not yet settled whether they are to be used for all the police functions or earmarked certain functions to which they are more suited than men. Even in Western Countries there is no uniformity in the functions performed by them. In India, the women police are used mostly in assisting the men police in investigation, traffic escort and bandobust duties. It is more in Andhra Pradesh that there is no independent functioning by women police.

However, there is need for gradual increase of men police strength especially in big cities and towns where women perform lot of public functions. Regulating women crowds at places of entertainment, markets and public functions is better done by women police than men police. Women police are very useful in performing functions like interrogation of women criminals, examination of women victims and witnesses rescuing and rehabilitating exploited women from brothels. Though women police are not in a position to handle all these problems independently they are very useful in performing these functions with some support of men police.

The Andhra Pradesh Police Academy has just started taking shape and to its credit, it had introduced, within a brief span of its existence, over a dozen newly-designed inservice training courses for SIs and higher ranks. The training courses for the Constabulary(PCs

and HCs) that constitutes the bulk of the force were, however, inadequate. Measures to set this right were called for on a war footing. The task had to be accomplished with speed as also due thoroughness if only to ensure a respectable fight against rising crime and violence.

A detailed action for training plan was drawn up in early 1990, which would not only serve the immediate requirements but provide for long term needs of the entire force, in respect of induction as well as in-service programmes. The salient features of this action plan were:

a) Starting of 3 new Police Recruit Schools each with a capacity for 400 trainees for induction training per year.

b) Increasing the capacity of the existing three institutions from 250 trainees to 400.

The total induction training capacity of all six training institutions put together was, thus, to be 2400 (civil constables) per year. (this was to be approximate annual intake once the then existing heavy backlog was liquidated).

(c) Starting of temporary training institutions at six district Headquarters and Hyderabad city with a capacity of about 250 each, by utilisation of available infrastructure, with addition of minimum other requisite resources, and drawing instructors from the existing strength of the units concerned.

(d) Strengthening of the training wing of each of the APSP Battalions drawing additional instructors etc., from its own staff, to train 400 constables each (200 of the District Armed Reserve and 200 of APSP)

The total induction training capacity at a time, for all categories of policemen was thus raised to about 5,600 . Since the training is of 9 months duration for the Civil PCs, 10 months for APSP constables, and only 6 months for the DAR recruits, it was calculated that despite extension in training due to interruptions it would be possible to organise induction courses for around 15,000 personnel in a period of about 2 1/2 years beginning from August 1990.

(e) Drafting and training of about 400 outdoor and 125 indoor trainers possessing requisite qualifications or capacity to run the proposed training courses with some degree of proficiency.

(f) The Additional Supdt. Of Police of the District was to be incharge of the District Centre, the Additional Commandant or an Assistant Commandant being so for the Battalion headquarters, with the Superintendents of Police or the Commandant of Battalion personally supervising the programmes.

(g) Revision of the syllabi and proper structuring of the induction courses to eliminate adhocism.

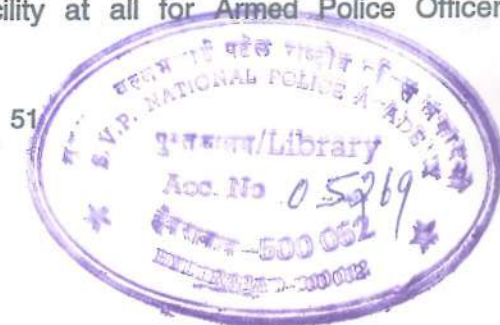
(h) Preparation of reading material, text books and making them available to trainees to supplement the instructional inputs.

(i) Provision of good infrastructure facilities and equipment to all training institutions.

ANDHRA PRADESH POLICE ACADEMY

A.P. Police Academy is an Institution of which all of us could be proud of some day. Such an institution would not only meet the training needs of the Department but would bring about innovations in the nature, content and methodology of Police training. The Gore Committee says, "that contemporary police work was a complex enterprise requiring not only a good and efficient police force but a force that understands the social purpose of its activity in a fast changing society". The Police force, the Committee cautioned, in the future has to function in a modern society that would not only make demands on its services but would expect higher levels of professionalism and acceptable standards of behaviour. The Committee said the aim of all Police Training should be naturally to create more professional police force but at the same time to bring about a change in their orientation to help meet the needs of a fast changing society. The Committee also gave a tall order that the 'Law and Order' orientation of the force should be transformed into "Service-orientation".

Both the National Police Commission and the Gore Committee emphasized that the Police force of our country admittedly had a difficult role. The new role makes demands on their knowledge of Law and Police Science, professional skills and additionally casts on them the responsibility to be firm, without being punitive. The force should be able to discern when a protest ceases to be legitimate and constitutes a threat to public order. As many agitations have a claim to social legitimacy, the Police have to maintain Law and Order without running the risk of being cast in an anti-people role. In short, the emphasis was on Police Officers acquiring a high degree of professional competence, developing a clear understanding of the social context of all agitations and a sensitivity to the forces at work and acquiring attitudes in consonance with the spirit of the Constitution. The Gore Committee and the National Police Commission discussed at length the problems facing the police and what should be done to remedy them. In addition to these Commissions, there was also a report of the Ramachandra Reddy Commission known in the Police Parlance as One-Man Police Commission. The report was very drastic in its comments " that the living conditions in R.T.C. were reminiscent of slum conditions and the trainees could not be motivated to learn anything under unhygienic and insanitary conditons". The Police Training College started as Police Recruits School for the Constabulary, was upgraded as a College in 1954 to train the Sub-Inspectors of Police, growth was adhoc. The facilities for basic training in the P T C were in disarray; there was no in-service training at all. There was no training facility at all for Armed Police Officers.



RSIs of District Armed Reserve and APSP were trained in the APSP Battalions. Training for them meant only drilling. It is to redeem the situation that the Academy with facilities for both induction and in-service training of Civil and Armed Police Officers was thought of.

In the first place, an exercise was conducted to assess the training needs of the various wings of the Department. We have the officers in the Civil Police, the Officers in the District Armed Reserves and the A P Special Police and Officers working in different technical wings or the areas requiring special skills . To meet these needs, the Academy should be organised in three wings (i) Academic Wing dealing with academic part of the training of police officers of all wings (ii). field training wing dealing with the field training of both Civil and Armed Reserve Police Officers and advanced training of Armed and Civil Police Officers in such specialised areas as VIP Security and Counter Investigation Operations (iii) Schools Wing dealing with the training of those working in specialised areas. Once this was clear, we went back to the reports of the RamachandraReddy Commission , Gore Committee Report and the report of National Police Commission to identify the type of knowledge , skills and attitudes they expected of Police Officers in the new context. The Gore Committee emphasised on multi-disciplinary approach to police training with emphasis on social sciences. Ramachandra Reddy comission gave a great deal of importance to 'Professionalism' and a good grounding in the legal studies. The National Police Commission spoke at length about badly needed attitudinal change

and a modern approach to policing. It was, therefore, obvious the Academic wing should have a Department of Police Sciences, a Department of Law and a Department of a Central Training Facility, there was no need for Intelligence Department to run its own school. It would be a good idea to merge the school into the Department of Intelligence Security in the Academy. While these four Departments met the requirements of the above referred reports, we felt a few more things were left out. If Forensic Sciences are not given a prominent place in the police training institutions, we cannot take advantage of the developments in science and technology, and bring them to bear on police functioning. Similarly, a Department of Technical Services would be necessary to impart instruction in Computers, so that areas of computer application could be identified and computers employed to improve police efficiency. There was also a neglected wing of the Police department i.e Police Ministerial service, which was carrying on the burden of administration without any training worth the name. A facility should be created to introduce them to the modern ideas like work study methods. The need for a separate Department to devote itself to research in areas of Police interest and specialise in training methods was also felt need giving shape to these ideas, the Academic wing was finally conceived with the following six Academic Departments :

- i). Department of Police Sciences.
- ii) Department of Law.
- iii) Department of Forensic Sciences.

- iv) Department of Management and Social Sciences
- v) Department of Intelligence and Security and
- vi) Department of Office Administration and
- vi) Department of Research and Development.

A separate Schools wing mainly to train the constabulary level and the sub-ordinate officers working in technical wings of the Department and providing for them the in-service training that would be required from time to time would be needed. Six such areas were identified :

- i) Communication School to train the personnel working in Police Communications
- ii) Transport school for these handling or managing the Police fleet
- iii) Traffic School to impart the skills required to an average policeman before he is posted to a traffic detachment
- iv) Music School to train the Bandsmen in Parade music
- v) Equestrian School and
- vi) Canine School to train Tracker Sniffer and guard canines for service in various wings of the Police Department.

With six academic departments, two field training departments and six technical schools, the Academy has come to be considered as a complete concept for a police training institution.

Women S.Is are trained in A.P. Police Academy. They also attend number of training courses along with their male counterparts.

Andhra Pradesh Police Academy runs the following courses for men and Women in Police.

In the year 1997-98, 1998-99

- * Basic Training Course for Probationary Dy.S.P.s.
- * Basic Training Course for A. S..Is and P.Cs of communication.
- * Basic Training Course for A. S..Is and P.Cs of communication.
- * Basic Training Course for Cadet Sub - Inspectors (Civil and Intelligence) .
- * Basic Training Course for Reserve Sub - Inspectors of A.P.S.P. and S.P.F.
- * Basic Training Course for Reserve Sub - Inspectors of A.R.
- * Orientation Programme for IPS Probationers
- * Basic Intelligence Course for Cadet Sub-Inspectors (Intel.)
- * Conversion Course for Dy.S.P. category III to Dy.S.P. category II.

- * Refresher Course in SCO-Unix Ingress & CCIS.
- * Course on Computer Appreciation
- * Course on Crime Records Management.
- * Course on Stress Management
- * Course on Human Rights and Police Functions.
- * Course in Investigation.
- * Course on essential Law for Police Officers.
- * First Course in Forensic Science and Forensic Medicine
- * Anti Drug Trafficking (Drug Law Enforcement Course)
- * Course on Policing Extremist Affected Areas.
- * Training of Trainers Course of CCIs Project
- * Promotion Course for S.I.s/A.S.I.s/H.C.s as S.I.s (Civil)
- * Course on Computer PC Operation and Office Automation.
- * Course on Child Prostitution and Role of Police.
- * Course on Computer Programming Languages.
- * Work Shop on Training Management and Engineering.
- * Course on Crime against women.

ANATHAPUR POLICE TRAINING COLLEGE

Police Training College Ananthapur was originally established as Central Recruit School in year 1917. This Central Recruit School was started along with other Central Recruit Schools at Coimbatore, Vellore in Madras Presidency. This Central Recruit School was established to cater to the training needs of Ananthapur , Cuddapah, Kurnool, Chittoor, Nellore, and Ballari . Principal Instructor Shri Beckett was the first principle of Central Recruit School . The institute is located on 69 areas.

The Central Recruit School was upgraded as P T C in July 1955 and it was inaugurated by Late. Neelam sanjeeva Reddy . Until year 1992 P T C Ananthapur has been imparting basic and induction training for the Sub-Inspectors and Deputy Superintendents of Police and I P S Officers allotted to A P Cadre. This was the premier training institute in the Andhra Pradesh State till the starting of Andhra Pradesh Police Academy at Hyderabad in the year 1985.

Besides imparting Basic Courses or Civil /Reserve Constables this P T C has been organising pre-promotional courses for Police Constables fit to as Head Constables to Sub Inspectors . It large number of In-service courses had been organised for the police person that is this Institute the lat batch of the Sub-Inspectors of Police trained in this institute was in year 1992. Senior Police Officer Md. Roshan, Shri S Venugopal Rao, Shri Ananda Rao,

Mahamud bin Mohammad, Shri Veeranarayana Reddy, Shri K. Krishnamurthy were head in this institution.

Very early in the development of the institution, Mr Mainwaring laid down a clear philosophy and objectives for the instructors. "The Instructors have a great responsibility . They have not only to instruct but also inculcate, by example, the spirit of the orderliness and discipline which can only be done by respect to their immediate superiors and a prompt and cheerful obedience to orders".

Mr P.L. Moore, ICS, the erstwhile IGP., Madras Province, also visited the institution within 20 days of the first visit of the D I G. His visiting note within the fifth month of the inception of the school is worth reading . He wrote: July 13th 1917. P.L. Moore, Inspector General of Police.

2.1 Training

2.1.1 In-service Training

2.1.2 Induction

Table 2.1.
Statistics of courses run for 5 years

Name of the Course	Duration	No. of Trainees	No. of Women Trainees
Induction Training	10 months	538	31
Induction Training	10 months		19
Induction Training	10 months	123	123
Induction Training	10 months	240	Nil
Induction Training	10 months	214	Nil
Special Protection force Recruitment Induction Training	3 Months	224	Nil
Induction Training for Civil Cadet P.Cs'	10 months	598	37
Refreshal Course for H.C's fir to act as S.Is' of APSB	7 Months	7	Nil
P.Cs' to H.C.s'	2 1/2 Months	150	Nil
P.Cs' fit to Act as H.C.s	2 1/2 Months	311	Nil
P.Cs' fit to Act as H.C.s	2 1/2 Months	114	7
P.Cs' fit to Act as H.C.s	2 1/2 Months	54	6

3. Organisational Structure of Training Institution

PRINCIPAL

(HEAD OF THE INSTITUTION)

ADDL SUPERINTENDENT OF POLICE

(INCHARGE OF OFFICE AND EXECUTIVE STAFF)

(SANCTIONING AUTHORITY)

ADMINISTRATIVE OFFICER

(DRAWING OFFICER AND INCHARGE OF OFFICE)

'A' SUPERINTENDENT

(Deals with drawal of Pay and Allowances, Service Matters, sanction of leave and Increments)

B SUPERINTENDENT

Budget section and maintenance of cash books

STORES SUPERINTENDENT

Incharge of clothing, stationery, furniture, and D section

3 Senior Assistants

3 Junior Assistants

1 Typists

4 Record Assistant

1 Roneo Operator

1 Attender

1 Sr Asst

1 Jr Asst

1 Attender

1 Sr Asst

2 Jr Assts

1 Typist of General Section and

1 Jr Asst in Store Section and

3 Librarians

1 Attender

Faculty Resources at P.T.C. Ananthapur

1. DSP (Civil) =5

2. CI s(Civil)=6 (Chief Law Instructor)

3. SIs (Civil)=4 (Asst. Law Instructors)

4. APP (Law)=2

5. Asst. Directors Forensic Science = 4.1

Selection Criteria of Trainers:

Selection to the Police Training College appointment is done obtaining willingness and conducting suitability test in the subject concerned. They come on deputation minimum three years to the order of I G and DGP.

Motivators for Trainers:

30% of the basic pay is applicable for the working in police training college as an intensive allowance. For the staff will be given one step promotion that is (one rank above) over seniority to attract better candidates to work in the Police Training Colleges.

Trainers development programme of the institute

The staff members are undergoing Periodical Training Programmes in various training institutes that is State and Central Government of India.

Women faculty resources:

Earlier there used to be one women APP but there is no women faculty member in P.T.C. Anathapur now.

Indoor :

There is no women faculty member for In-door training.

Out-door:

There is no women faculty member for Outdoor training in Police Training College.

Programme designing specially of women police: Nil.

Utilisation of Training Resources for Training:

Library : In library 8,000 books on various subjects related to police.

Class room: Sufficient class rooms are available but they need reinnovation.

Audio-visual Training Aids : Slide Projector , Over-head Projectors and Video and audio cassesete, maps and charts are used.

Training methodology:

Following methods are used for imparting training:

- a) Lectures.
- b) Discussions.
- c) Seminars.

d) Workshops.

e) Field visit.

Table 2.2
Women Representation in Police in Andhra Pradesh*

<u>Rank</u>	<u>Women</u>	<u>Male</u>	<u>Ratio</u>
SlIs	33	2800	1.1%
ASIs	0	845	0
HCS	43	6837	0.63%
PCs	1128	32982	3.42%

* Taken from DGP's Office, Hyderabad as on 31.12.98

From table 2.2 it is evident that women representation in Andhra Pradesh is very low. 1.1% women were found to be holding position at SI level. No representation of women at the ASIs level. 0.63% women were found to be hold HCs level position. 3.42% women were found to serve as Constables in Andhra Pradesh .

CHAPTER 3
RESEARCH DESIGN OF STUDY

CHAPTER 3

RESEARCH DESIGN OF STUDY

3.1 Introduction

In this chapter, procedural steps adopted by the investigator are presented under the following heads:

- Statement of Study.
- Objectives of study.
- Sample.
- Data gathering tool and techniques.
- Procedural dimensions of study.
- Definitions of important terms.
- Delimitations of study.

3.2 Statement Of Study:

The study was worded as under:

" A study of Instructional System Designs for Training and Development of Women Police Executives in Andhra Pradesh".

3.3 Objectives of the study:

The investigator defined the following objectives for the study:

1. To study the training and development interventions for women police executives in Andhra Pradesh.
(constables, Sub-Inspectors, Deputy Superintendent of Police, Superintendents etc) with regard to following aspects:
 - a) Objectives of the training programme vis-a-vis role and functions of women police executives.
 - b) Programme inputs both for Indoor and Outdoor training.
 - c) Teaching and training methodology.
 - d) Use of training resources and audio-visual aids.
2. To identify the role-set for women police personnel in Andhra Pradesh.
3. To study the system for professional development of In-service women police executives in Andhra Pradesh.
4. To elicit the views of women police personnel on their training and development.
5. To study the attitudes of male counterparts towards their women police colleagues.

6. To elicit the views and opinions of Senior Police Officers regarding the training of women police personnel in Andhra Pradesh with a view to improve the same.
7. To recommend steps for continuous training and development of women police executives in Andhra Pradesh.

3.4 Sample:

The following was the sample of study

Table 3.1: Sample

S.No	Sample with Rank	Police Executives and Personnel
1	Top Echelons of Police (I G P/D G P level)	150
2	Senior Police Officers (SP/ DIG Level)	100
3	Women Police Personnel	150
4	4. Police Personnel Non-Gazetted Rank (Male) for	175
	Constable	100
	Head Constable	25
	Sub Inspectors	25
	Circle Inspectors	20
	Deputy Superintendent of police	10
	Assistant Superintendent of Police	15

Data was collected from :

- Andhra Pradesh Police Academy.
- Police Training College, Ananthapur.
- Various Districts of Andhra Pradesh.

3.5 Data Gathering Tools and Techniques:

Following tools and techniques were used for data collection:

- The role of police Women Survey Questionnaire.
- Attitudes towards women police scale.
- Senior Police Officers views on training and development of women police.
- Interview schedules for senior police officers on women police training.
- Observation schedule for various police training colleges in Andhra Pradesh.

The descriptions of various tools and techniques of data collection are presented below :

3.5.1 The Role of Women Police Survey Questionnaire :

The questionnaire was framed with a view to elicit the views of respondents related to their further training requirements and identify

personality attributes/traits for effective discharge of their duties. Their opinions on various dimensions of their jobs were also measured through this questionnaire. (See Appendix-A)

The questionnaire has the following questions:

- Do you like your job?
- Does your job affect your family life badly?
- Do you feel that your male colleagues give you adequate respect?
- Do you feel that your superiors have confidence in you?
- Do you feel that the women should perform the same roles as males in police?
- Do you enjoy working with the male counterparts?
- Do you feel that you are serving the society at large?
- Do you feel that females are inferior to men professionally?
- Do you feel that women in police are being exploited sexually?
- Do you feel that the training has helped you in performing job?

Following personality attributes/ traits were considered in the questionnaire:

- Self-confidence.
- Objectivity.
- Assertiveness.
- Loyalty.
- Secretiveness.
- Curiosity to learn.
- Open-mindedness.
- Rationality.
- Initiative.
- Sense of responsibility.
- Concern for people.
- Dependability.
- Attitudes towards institutional norms.
- Determination.
- Commitment.
- Positive attitudes.

- Sound temperament.
- Sense of fairness.
- Helpfulness.
- Punctuality.
- Tactfulness.
- Resourcefulness.

For identifying the training requirements, following areas were considered:

- Handling communication.
- Technical and document examination work.
- Regulation duties.
- Controlling crime against women.
- Eradication of anti-social activities.
- Justice to weaker section.
- Ensuring proper treatment to women and children.
- Training responsibilities.
- Police Press Liaison.
- Traffic Control.

- Record Keeping.
- Scanning and searching of women suspects.
- Rehabilitation of women victims.
- Manning women cell.
- Manning staff jobs.
- Frisking duties at airports.
- VIP Security.
- Bandobust duties.
- Interrogation techniques.
- Staff officers to the senior officers.
- Police and Public Relation building.
- Community festivals.
- Curfew and search operation.
- Awaken women and encourage them to fight social evils like dowry, sati-system etc.
- Welfare of Police family units.
- Intelligence gathering.
- Vigilance.

- Welfare wing.
- Investigation of crime.
- Enquiries in bonded labour cases.
- Crowd control.
- Vigilance enquiry.
- Using computers.
- Remand homes for women.
- Serving of summons.
- Running of women police station.
- Guarding and escorting women culprits.
- Juvenile delinquency case work.
- Clerical work.
- Fingerprinting work in CID.
- Instructors in Police Training Institutes.
- Drug related case work.

They were also asked in which areas they propose to develop further.

3.5.2 Attitudes Towards Women Police Scale (ATWPS):

The main purpose of construction of this questionnaire was to assess the attitudes of male counterparts in police towards women police.

The investigator selected the Likert method to construct the Attitude Towards Women Police Scale (ATWPS) due to undermentioned reasons:

- It has been claimed by Likert (1932) that the method of summated ratings in his survey of the attitudes of employed and unemployed men was adopted because of its relative simplicity. Rundquist and Slettor (1936) used this method in developing the attitude scales contained in the Minnesota Survey of Opinions and they also expressed their belief that the method was less labourious than that was developed by Thurstone.
- It is less time consuming also. Edwards and Kenney (1946) in their comparative study of the method of equal appearing intervals and the method of summated ratings, estimated that the time required to construct equal appearing interval scale was approximately twice that required by the method of summated ratings.
- Scales constructed by the Likert Method yield higher reliability co-efficients with fewer items than scales constructed by the

Thurstone method. This was the finding arrived at by (1934) in his survey of the attitudes of employed and unemployed men.

The attitude statements were worded in accordance with the following suggestions made by Edwards and Kilpatrick (1946), Wang(1932), Thurstone and Chave(1929), Likert (1932) :

1. Avoid statements that refer to the past rather than to the present.
2. Avoid statements that are factual or capable of being interpreted as factual.
3. Avoid statements that are irrelevant to the psychological object under consideration.
4. Avoid statements that may be interpreted in more than one way.
5. Avoid statements that are likely to be endorsed by almost everyone or by almost no one.
6. Select statement that are believed to cover the entire range of the effective scale of interest.
7. Keep the language of statements simple, clear and direct.
8. Statements should be short, rarely exceeding 20 words.
9. Each statement should contain only one complete thought.
10. Statements containing universals such as "all, always, more and never" often introduce ambiguity and should be avoided.

11. Words such as "only, just, merely and others" of a similar nature should be used with in writing statements.
12. Whenever possible, statements should be in the form of simple sentence rather in the form of compound or complex sentences.
13. Avoid the use of words that may not be understood by those who are to be given the completed scale.
14. Avoid the use of double negatives."

An initial pool of 25 statements was prepared. This pool of statements was given to Station House Officers to A S P level officers. The respondents were requested to rate each statement in five categories by answering the undermentioned question.

- SA - Strongly Agree
- A - Agree
- U - Undecided
- D - Disagree
- SD - Strongly Disagree

After collecting their opinions on every statement content validity ratios C.V.Rs were calculated by using the following formula (Lawshe, 1975).

$$CVR = \frac{ne - N/2}{N/2}$$

Where, n=number of panelists indicating an item essential
N=Number of panelists.

Considering statements, whose CVRs were more than or equal to 0.62, were selected because CVR (0.62) or more is significant at .05 level of significance for N=10. In this way the content validity of statements was ascertained quantitatively by utilising Lawshe's suggestions. Out of 25 only 10 statements were retained.

Following scoring procedure was adopted:

Strongly Agree response	=	5
Agree	"	= 4
Undecided	"	= 3
Disagree	"	= 2
Strongly Disagree	"	= 1

For items of negative polarity, the scoring system was reversed. For, finally selecting the items undermentioned procedure suggested by Edwards (1957) was adopted:

Step 1

The Investigator considered the frequency distribution of scores based upon the responses to all statements. The 25 per cent of the subjects (NH=40) with the highest total scores and also 25 per cent of the subjects (NL=40) with the lowest total scores were selected. These were termed as high and low groups.

Table 3.2.
t-values for Different items

Statement No	Xe	X ²	t-value
1	3.50	2.825	3.147
2	3.775	3.05	3.354.
3	3.525	2.35	4.081
4	3.325	2.9	6.879
5	3.8	2.55	4.744
6	3.5	2.393	4.258
7	3.525	2.4	4.748
8	2.925	1.75	3.786
9	3.35	1.634	6.04
10	2.750	1.625	5.695

The reliability of ATWPS scores as calculated by split-half-method was found to be 0.852.

The final form of ATWPS Consisted of 10 items (See Appendix-B).

3.5.3 Questionnaire on views of senior police officers on training and development of police women:

In order to elicit the opinion of Senior Police Officers on training of women police personnel following key performance areas were identified:

- Promoting and preserving public order.
- Investigation of crime.
- Apprehending the offenders and participating them to legal proceedings.
- Identifying problems and situations that are likely to result in commission of crimes.
- For reducing the opportunities for the commission of crimes through preventive patrol and other appropriate police measures.
- Prevention of crimes through co-operation with relevant agencies.
- Aid to individual who is in danger of physical harm.
- Create and maintain a feeling of security in the community.
- Facilitate orderly movement of people in vehicles
- Counsel and resolve conflicts and promote amity
- Provide other appropriate services and effect relief to people in distress situations.

The respondents were required to indicate their perception on each key performance area on a three point scale:

3 - To a great extent

2 - To some extent

1 - Not at all

National Police Commission has identified the following special tasks for women police :

- Road Traffic Regulation.
- Dealing with women including search, arrest and questioning.
- Crime investigation.
- Handling and investigating cases.
- Patrol duty.
- Social work including child welfare.
- Juvenile delinquency case work.
- Clerical work.
- Telecommunication.
- Prosecution duties.
- Immigration duties.
- Guarding female prisoners.

- Finger printing work.
- Public relations work.
- Instructors in police training institutes.
- Crime Prevention.
- Crowd Control duties.
- Special branch and security.
- Protection of female VIPs.
- Drug related case work.
- Administration and guard duties.
- Technical and document examination work.
- Police drivers.
- Police Social Welfare.

In order to have the opinion of senior police officers on the importance of those tasks for training women police a scale was constructed where the respondents were to respond on a 3 point scale.

- 3 - Most Important
- 2 - Important
- 1 - Unimportant

On the following personality traits and attributes views of the senior police officers were ascertained through a check list for deciding training interventions :

- Self-confidence.
- Objectivity.
- Assertiveness.
- Loyalty.
- Secretiveness.
- Curiosity to learn.
- Open-mindedness.
- Rationality.
- Power of expression.
- Initiative.
- Sense of responsibility.
- Concern for people.
- Dependability.
- Attitudes towards institutional norms.
- Determination.

- Commitment.
- Sound temperament.
- Sense of fairness.
- Helpfulness.
- Punctuality.
- Tactfulness.
- Resourcefulness.

The questionnaire also contained the following open-ended questions :

- What according to you are the 5 main strengths and weaknesses in women serving in police?
- What do you visualise the roles of women police in near future ?
- What according to you should be done to train and develop women police more effectively ?
- Do you recommend separate training facilities for women in police?

3.5.4 Observation schedule of various Police Training Colleges of A.P.

The main purpose of constructing this questionnaire was to know about the training colleges in Andhra pradesh.

- Main functional areas of the institution.
- Training : Inservice and induction training programmes.
- Name of the course.
- Duration.
- Number of trainees.
- Number of women trainees.
- Organisational structure of the training institution.
- Faculty resources, programme designing specially for women police, utilization of training resources for training, training methodology, management of training institution.

The investigator personally visited the training institutions and conducted interviews with the Heads of the Training Colleges.

3.6 Procedural Dimensions of the study :

Following procedural steps were adopted for the completion of study:

Step 1 : Intensive Literature survey for conceptual and functional understanding of study and preparation of questionnaires.

Step 2 : Took experts' opinion on construction of questionnaires.

Step 3 : Construction of questionnaires.

Step 4 : Selection of sample.

Step 5 : Collection of data.

- * Questionnaire Survey,

- * Field visit.

Step 6 : Tabulation of data.

- The data was collected by using various questionnaires.

Step 7 : Analysis and interpretation of data.

For analysis of data following statistical tests were undertaken by the investigator by using SPSS package.

i. Descriptive Statistics : Mean, Mode, Standard Deviation.

ii. Inferential Statistics : Chi-square test.

Step 8 : Report preparation.

3.7 Delimitation of the study :

Following are the delimitations of the study:

1. Only Training and development functions of police women executives of Andhra Pradesh were studied.
2. The findings of the study were suggestive rather than prescriptive in nature.

3.8 Definitions of the important terms :

The following were the definitions of the terms :

1. **Training** : Training is a conscious effort to impart knowledge and skill to develop attitude and values in an individual in a desired direction.

2. Instructional System :

Teaching and training system for developing knowledge, professional skills and attitude in learners reflecting:

- Training needs assessment procedures.
- Objectives of programmes.
- Programme inputs.
- Teaching and Training Methodology.
- Training and Audio-visual Resource.

3. Instructional System Designs:

The programme designs for indoor and outdoor training for new women recruits in police force in Andhra Pradesh at Constables, S.Is and S.P levels. Similarly, the programme designs for inservice police personnel for their continuous training and development.
