

GENDER ISSUES AND THE POLICE IN INDIA
(A STUDY OF WOMEN POLICE IN ANDHRA PRADESH AND UTTAR PRADESH)

A REPORT



RESEARCH TEAM

SHRI SUBHASH JOSHI, I.P.S.
DEPUTY DIRECTOR,
S.V.P. NATIONAL POLICE ACADEMY

AND

DR. (MRS.) REKHA PANDE,
READER,
CENTRAL UNIVERSITY.

SARDAR VALLABHBHAI PATEL NATIONAL POLICE ACADEMY
(MINISTRY OF HOME AFFAIRS, GOVERNMENT OF INDIA)

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To all the unsung women police personnel who have served and are continuing to serve the organization with great distinction.

-- Authors

PRAISE TO THE WOMEN ON MY JOURNEY

To the women on my journey

Who showed me the ways to go and ways not to go,

Whose strength and compassion held up a torch of light
and beckoned me to follow,

Whose weakness and ignorance darkened the path and
encouraged me to turn another way.

To the women on my journey

Who showed me how to live and how not to live,

Whose grace, success and gratitude lifted me into the
fullness of surrender to God,

Whose bitterness, envy and wasted gifts warned me
away from the emptiness of self-will.

To the women on my journey

Who showed me what I am and what I am not,

Whose love, encouragement and confidence held me
tenderly and nudged me gently,

Whose judgment, disappointment and lack of faith called
me to deeper levels of commitment and resolve.

To the women on my journey who taught me love by
means of both darkness and light,

To these women I say *bless* you and *thank* you from the
depths of my heart, for I have been healed and set free
through your joy and through your sacrifice.

Rev. Melissa M. Bowers

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PREFACE

A society is judged by the status its women enjoy. The growing violence against women has been a matter of great concern for both the Government and Civil Society. Earlier while cases of violence against women went largely unnoticed (most of these being confined to the private realm and went unreported) for the past few decades due to the efforts of women's groups and media coverage, a large number of such cases have been highlighted. This has helped in creating a climate to build public opinion about the urgent need for adequate State intervention. The growing number of women in Police and their increasing visibility has led to a positive statement about the country's prioritization of cases of violence against women and to handle the victims compassionately. But did this also lead to the sensitization of the police force to women's issues? This question was uppermost in our minds when we took up this project to assess the ground realities of the situation. Due to the constraint of time and resources, we limited our study to both Gazetted and Non-Gazetted ranks of the police in the two States of Andhra Pradesh in South and Uttar Pradesh in North.

We would like to acknowledge with thanks the support which we received from various quarters. First and foremost we would like to thank the Ministry of Personnel, Government of India for providing us financial support to carry out our work.

We would like to express our sincere thanks to Shri P.V.Rajgopal, IPS, Director and Shri P.S.V.Prasad, IPS, Joint Director, Sardar Vallabhbhai Patel National Police Academy and the University of Hyderabad for providing us the infrastructural support. We would specially like to thank Prof. Haribabu, Dept. of Sociology, University of Hyderabad and Shri Ajay Bhatnagar, Assistant Director, S.V.P N.P.A. for spending considerable time with us in the initial stages of the project and helping us formulate our questionnaire.

It is with a sense of gratitude that we thank the various Women and Men Police Officers and Non-Gazetted Officers of Andhra Pradesh and Uttar Pradesh who in, spite of their busy schedule spent considerable time with us in going through our questionnaire and discussing with us the details of their day to day life. The list is end less.

We would like to thank students of the University of Hyderabad Ms.Veena, Ms.Manju, Ms.Rajlaxmi and Mr.R.C.Sharma, Mr.M.V. Raju, Mr.G. Rajendran from the National Police Academy for assisting us in data collection.

Our special thanks are due to Mr. Manas Aditya, Research Associate for his untiring assistance in data collection and feeding of the data in the computer.

We also acknowledge with thanks the assistance provided by Mr.E.D.Mony during the course of the project.

Last, but not least, our study would not have been complete but for the help provided by the various men and women in the Police Department and the public in the two states. To all of them a big thank you.

SUBHASH JOSHI

REKHA PANDE

CHAPTER I

INTRODUCTION

“We visualize that in the years to come women police would form an important integral part of the police force specially in the cities, towns and other thickly populated areas” (Fifth Report of the National Police Commission, Government of India, November 1980).

Women police have now become an integral part of the police forces in almost all countries of the world. However, the possibility of women functioning as full members of a police force and playing a role for achieving its objectives was not well perceived in the early years of evolution of police system. This was so, perhaps, because traditionally law enforcement has tended to remain a mostly masculine job involving substantial use of physical prowess. The situation has undergone a sea change during the last few decades with increased association of women in the performance of field duties in several branches of administration and other changes in the social situation. The myriad problems arising from increased juvenile delinquency, rising social tensions and involvement of women in crimes, either as victims or accused progressively necessitated the employment of women police officers as such in a variety of police tasks. Gradually, women have come to be accepted as full members of the police organization in most countries.

In this chapter we propose to briefly touch upon the following aspects which are relevant to our study:-

- Position of working class women in present Indian society;
- Women and occupation – some issues and controversies;
- Some problems and issues concerning the middle class contemporary Indian woman and her quest for identity.
- The need for gender sensitization in law enforcement.

POSITION OF WORKING CLASS WOMEN IN PRESENT INDIAN SOCIETY

Employment of women is a modern phenomenon in Indian society. But it is felt essential because economic independence is considered as the complete prerequisite to ensure an equal status to woman. In recent years, with the breaking down of traditions, women workers are emerging in a new role of **working class women**. The rising cost of living has made it necessary for most women to take some form of employment in order to supplement the family income. Since our independence, Indian society has undergone tremendous changes. These changes have penetrated in all segments of society and

probably the most affected has been the Indian family, mainly due to the education and employment of women. During the Independence movement, they came out to participate in national activities and over the last 50 years, there has been a phenomenal increase in the number of women taking to higher education. As a result, a large number of women have entered into jobs and professions. This has certainly brought a radical change in women's status owing to the many legislative measures enacted in recent years to provide equal opportunity to women in matters of employment and for prevention of sex-discrimination.

Though the law might have an important role to play in the concept of equality in treatment, it cannot alone ensure social equality. And still there is need of change in societal attitude and outlook towards women's role and their relationship in all spheres of our society. A few recent research studies exhibit that only a role-expansion or extension has taken place without modification or redefinition of role of the others with whom women interact. As a result, the education and employment of women only reflect a superficial index of improvement in their status. On the other side, education and employment has added a second full-time responsibility to their existing domestic responsibilities, while the others around her, even if beneficiaries, have not changed in their ways of thinking or behaviour.

A working woman's life has two main spheres, i.e. her work and family. Her identity mainly consists of struggle between family responsibilities and job-efficiency to avoid the criticisms of a drop-out and uncommitted worker or as a negligent mother. In this modern age a large number of women have entered the workforce of the country, even in organized and unorganized sectors. Governments, from time to time, draft policies and laws for the betterment of this working-class women, but still they are facing several problems in society, and their position is unsatisfactory.

Further as working class women are exposed to the world outside the family, they are prone to various crime. There are instances that these women, on their way to workplace and even in the offices are victimized. The media visualizes that women workers starting from social welfare worker cadre to IAS Officer cadre, are criminally exploited.

Today besides our development enactments and women oriented judicial trends, the important need is to bring a change in societal outlook. For the working class women in our society, still we require laws and necessary preventive measures to safeguard their interests, and the change of social attitude through a social revolution is of primary importance.

WOMEN AND OCCUPATION

Controversy about Women's Economic Function:

In the sphere of occupation, woman has to struggle for two principal rights, viz., (1) equal access to all occupations including professions, and (2) equal pay for equal work. A controversy is still raging over the question whether women should take to extra-domestic outside occupations at all. The present economic situation in the country is, however, such that even if it not proper for women to step out of home and take jobs, or even if women themselves are reluctant to do so, the rising cost of living would compel them to take to outside work. This fact was stressed in a paper thus: "what is perhaps not sufficiently appreciated is that women do not always work to escape responsibilities in the home or to be aggressively feminist and deprive men of their jobs. (The Sunday Statesman, 22nd Oct. 1951, p. 13). A similar situation existed in U.K. in 1948 when "The main attraction of employment appeared to be money, and secondly, the company and interest which it offered. Money was more important to single than to married women and among married women to those with children than to those without". A sociological study of 728 working mothers in America also revealed the same trend. The study made the following analysis.

29% of women workers worked because "My husband was not working enough".
22% because "My husband was dead".
14% because "My husband was sick".
13% because "My husband left me".
11% because "My husband could not support me".
11% because "I had rather work".
89% of the subjects, as can be seen from above were forced to work due to economic necessity.

A similar study of a group of working women in India has been reported in the book "The Social Position of Hindu Women" by C.A. Hate. The analysis made is as follows:

Out of 152 employed women, 67% were forced to resort to employment due to adverse circumstances;

5% chose service because they liked it;
5% because they desired to utilize time;
4% because they considered occupation as a qualification;
2% followed professions;
1% was embedded with a desire for economic independence.

Thus not only an increasing number of the working class but also of the middle class women is constrained to take up jobs mainly due to economic necessity. In the

majority of cases, if they do not earn the very survival of their families would be endangered.

During the nineteenth century, it was considered derogatory for a woman to take to outside work as a means of earning even though she had no other means of subsistence. Under the pressure of economic necessity, this contempt for work rampant among certain sections of the Indian society is steadily diminishing.

Women are slowly being recognized as an important part of the work force, yet they remain concentrated in a narrow range of activities. Apart from the traditional professions, the presence of women in the new professions is as little as to be unimportant. Examination of the preferences of women for careers reveals that very few of them want to go in for new professions. Most women still prefer the traditional occupations in which they already have a monopoly. In fact, a strange situation prevails in the Indian society. On the one hand, the women are placed on a pedestals and given a very high place and, on the other, they are still being treated as second to men in all regards. We always hear of a woman being behind the man, never along side. There is, thus, a contradictory attitude towards women-goddess and second-rate citizen, and some times even worse, a chattel. This contradiction is found in the field of employment also.

Some of the characteristic features observed in the case of women employees working in organizations is summarized as follows :

- (a) A good number of typists, stenographers, secretaries, teachers, nurses, are women. But if we make an analysis of it on community and religion basis, we find that Anglo Indians, Christians and Parsis are more numerous than Hindus. The number of Muslim women working for their livelihood is more negligible. This disproportion in figures reveals the different social conditions prevailing in these different communities.
- (b) Unmarried women are generally preferred to married ones before making appointments. Though it is true that they are bound to ask for leave frequently and further they would be constrained to leave the job at the time of deliveries, still it is the middle class woman who is really in need of employment for the simple reason that she is unable to maintain the family with the limited income of the husband.
- (c) Regarding the nature of occupations that attracts woman it is to be noted that the women are to be found more in teaching, nursing, clerical and industrial establishment, they are not to be found in large number of legal, business, administration or political spheres.

Thus the entry of women in occupation is an event of social significance. From the stand point of women, it brings to her the advantage of enlarging her vision, widening her outlook and developing her social personality.

Prior to her participation in outdoor work, woman lived the limited life of a domestic servant and a child bearer to her husband. She mixed with the members of her family, a few kinsmen and neighbours. When she has a job in the factory or in the office, she associates with strangers, with persons belonging to different communities and provinces. This makes her broad minded and deepens her social consciousness.

From the standpoint of social progress women's participation in outside work implies that the latent social creative energies of women are not only unfolded but are also made socially useful. Further, by making woman economically independent it creates the firm economic foundation of the freedom of the women which paves way for her social liberation also.

Impact on Joint Family

The new economic structure and the new ideology have been affecting the stability of the joint family system. Due to economic exigencies, persons were forced to live separately. Further due to the influence of the democratic and individualistic concepts the educated class began to disfavour life in the joint family. Women's lot was the hardest in the joint family. The struggle between the daughter-in-law and mother-in-law in collaboration with sister-in-law are the themes on which considerable amount of vernacular literature is based. Today a new contradiction has appeared. On the one hand, ideologically the educated strata support the separate individual family while, due to economic difficulties like insufficient income, unemployment, property, etc., they would like to stay in a joint family. Further a middle class woman who is constrained to go out for earning faces the domestic problems of looking after the child and the strains of household work. She wants aid in this difficulty and naturally joint family life appears as a veritable boon.

In the present economic situation women do not take jobs merely for economic independence but also because without their contribution to the family income, household expenditure could not be met with. The middle class family is unable to cope with the rise in prices of even primary necessities on the strength of the income of the head of the family alone.

WOMEN IN ORGANISATION

Women and Work:

Economic development is the main goal of a society. A country can achieve development to the fullest extent only if all the human resources in it are being utilized to the optimum level. This implies that both men and women must participate equally in the achievement of this goal. Women's participation in work is important from the point of

view of their status and personal advancement also. They must enter the work force in all societies on an equal footing with men and get integrated into the world of work.

In the Indian society the participation of females in the work sphere is quite low. Only thirty per cent or so of them are participating in the work-field. The reason for the lack of participation is rooted in the traditions which govern the behaviour in the Indian society. Since the time of Manu, women's role has been considered as secondary in comparison to men. The old traditional image of women is that of mere helpers to their men-folk. They are expected to be only wives, mothers and home-makers. They have not been treated as men's partners and co-workers in different walks of life or as additional bread-winners. Yet, exposure to the western education technology and science, as well as, ideologies and values has resulted in a change in the social arrangements and as a consequence, more and more women are now entering the world of work

THE PROBLEMS AND ISSUES CONCERNING THE MIDDLE CLASS CONTEMPORARY WOMAN AND HER QUEST FOR IDENTITY

Twentieth century world can be defined as an age resounding with an explosion of ideas. Many changes and reforms have been witnessed on the Indian social scene during this period. The contemporary world of the middle class woman is no exception in this respect. We have observed changes in her status in the domestic, the social and the professional areas. Although she performs a number of small and big jobs and shoulders innumerable responsibilities at home and outside, her role is still not well-defined. In spite of playing the role of a wife, a mother and a career woman simultaneously, she feels least recognized and not amply rewarded.

The contemporary woman belonging to the middle class has been gifted with the asset of education and a number of other skills, to make her financially independent. As a result, it has given her due assurance and the required amount of confidence. The opportunity to work outside has given her more freedom and a better social status.

In spite of being more privileged than the women of earlier generations, her role is more challenging today. The myth of the traditional woman still clings to her and even she cannot afford to give up some of the essential duties. She is expected to perform more efficiently as a housewife as well. As soon as she steps out in her professional world, she has to face a still bigger challenge by competing in a hostile and male dominated environment. In this area, she has to prove her worth as a successful career woman. Although she does the work with the same efficiency as men, yet when it comes to the question of getting promotions and higher positions as an administrator or executive, there are reservations on the part of men as well as women. She is criticized,

opposed and charged with over-ambition. As a result she is denied the due reward of this juncture.

If she belongs to the middle class, the contemporary working woman has to measure up to the scale of morality as well which is not applied as strictly either to the woman belonging to the elite or the lower class. In case she carries herself with ease and mixes well with men, she would be regarded as a woman of easy virtue or a flirt. On the other hand, if she becomes a closed-box, she would be regarded as a snob or else this standoffish attitude will have its own constraints on her system. She is an object of jealousy among relatives and neighbours because she contributes in improving the financial status of the family. In addition, due credit for her additional efforts is not given.

If she is a single woman, she has to cope up with the added strain of being regarded as a menace and threat to the social structure. There are a number of households where a woman, although economically independent, does not enjoy the same status as the man. She is considered a second rate citizen at home when it comes to taking decisions on important issues pertaining to the household, the career of her children and several other human problems. Her voice is disregarded and the man has the final say.

A working woman would regard herself as lucky, if the husband shares with her the household chores because in a typical middle class household the role of the man is the only one that is clearly defined and altogether lacks flexibility. Whereas, the role of the woman is flexed as and when the situation demands.

Thus today, the role of the contemporary woman is more challenging on both the fronts. She has to maintain a balance between the two worlds. While shouldering more and more responsibilities as compared to the woman of the earlier generations, she feels perplexed at her self-created plight. The image of a traditional woman is very deeply rooted in the Indian psyche and the contemporary woman has to break it by asserting her identity.

GENDER SENSITIZATION IN LAW ENFORCEMENT

Distinction between gender and sex

'Sex' of the human species is biologically determined (male/female) while 'gender' is socially and culturally constructed. The Penguin Dictionary of Sociology clarifies that simple physical differences between man and woman are mediated by culture, rituals and structure and through complex process of socialization, internalization and institutionalization generates stereotypes of gender roles at various levels – stereotypes specific feminine personality and gender identity, of allocation of inferior and degrading productive activities to women and of control of material resources to men and finally of an ideology that defines women as inherently weak and emotionally dependent

on men. Thus gender becomes an aspect of social inequality and unequal power like race, class, ethnicity and so on.

Gender sensitization in law enforcement involves the following aspects :-

- (a) Higher responsiveness to the inequity and unequal power equation of gender relations.
- (b) Heightened receptivity to a gender – fair, value framework that challenges the prevailing stereotypes in order to ensure gender justice.
- (c) It denotes a process of re-socialization – a process of unlearning the gender bias, both social as well as organizational.

Generally the police comes into contact with women in the following situations :-

- 1. Women as victims.
- 2. Women as Offenders
- 3. Marginal women – This will include prostitutes, women in slums, divorcees, maid servants etc.
- 4. Voluntary women groups.

The rationale for gender sensitization in law enforcement can be summed up as follows :-

- 1. Police are the initial decision-makers in the Criminal Justice System and enjoy wide discretion. Differential law enforcement, indifferent police response and fear of police deny women the access to justice.
- 2. It is in dealing with women that Police are accused of inadequate rather than aggressive policing.
- 3. There is a perceived reluctance among women to turn to police for help due to various factors. Such reluctance potentially damaging to the role of the police as protectors of society.
- 4. According to the National Crime Records Bureau publication 'Crime in India', there have been 4.7% increase in crimes against women, 26.6% increase in child rape, 5% increase in kidnapping and abduction and 3.8% increase in incidents of torture (cruelty by husband and relatives). In addition many sensational incidents of police involvement in gang rape, custodial rape, molestation, running protection rackets in prostitution, conniving with offenders in dowry death cases and other atrocities against women have also been highlighted. All these make it imperative for the Police to recognize the need to re-affirm its moral authority as guardians of society.

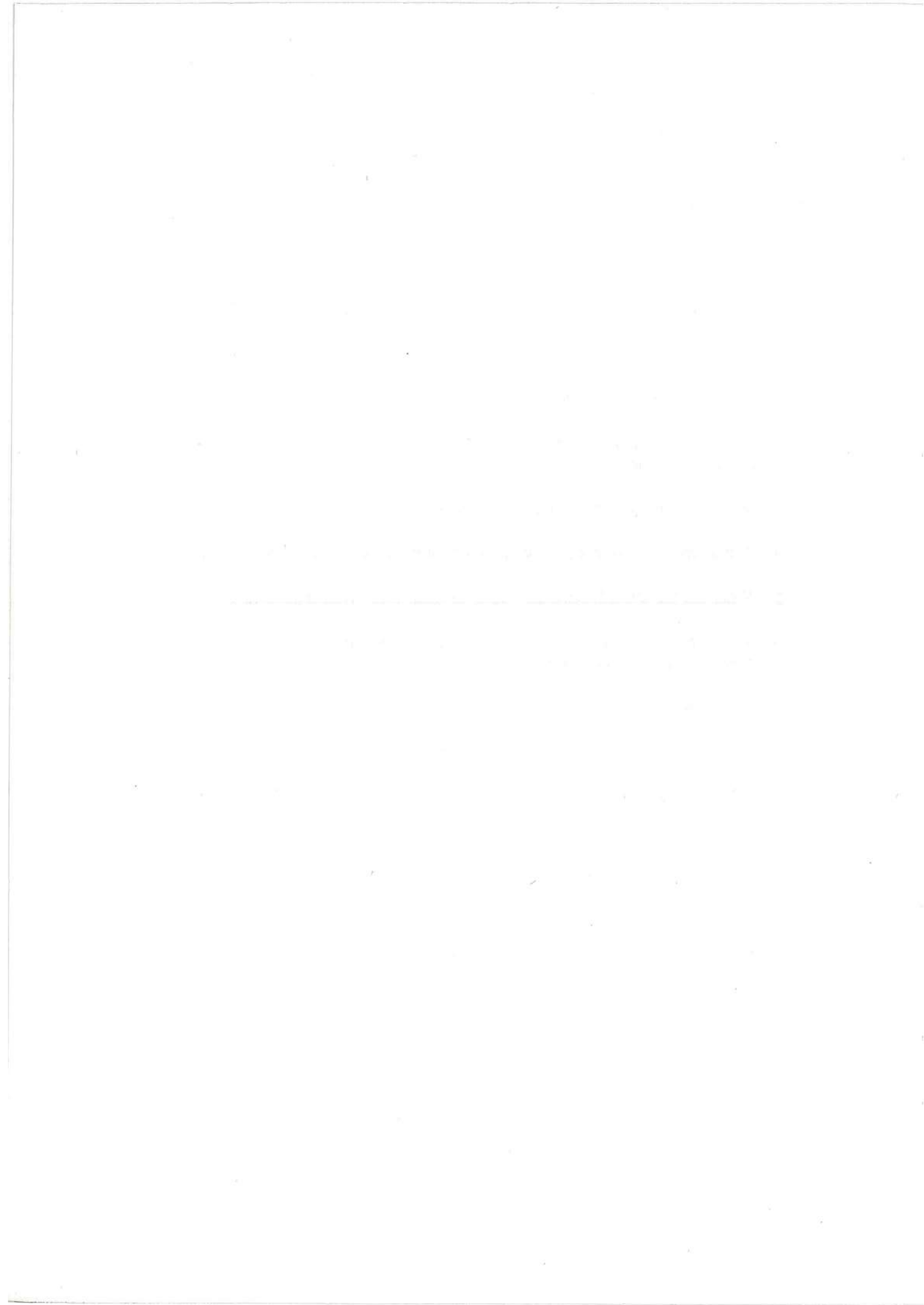
5. Women victims are differently placed than their male counterparts. The victims of sexual violence suffer from a sense of shame, self-guilt, fear and are often humiliated, abandoned and traumatized. In case of domestic violence, offence is committed in the privacy of the home, by a person on whom the victim is emotionally and economically dependent. In such cases police role is not one of interrogator but of facilitator and empathizer.

Conclusion

With this brief introduction regarding general issues concerning women at the workplace and the need for sensitization of police force, the following issues are relevant :-

1. What is the status, function and role of women in police in India?
2. What are the obstacles in the way of women joining the police service or those already in service?
3. What are the present policies and practices relating to women police?
4. Are women able to cope up with the job of policing and their life as women?
5. What are the attitudes of male police towards their women colleagues?
6. What are the attitudes of the public and other responsible sections of the society towards women working in police force?
7. What mechanism should the police organization evolve itself and what kind of help can be sought from various social and professional groups for improving the lot of women working in police?
8. What are the ways and means for encouraging gender sensitization in police?

To the best of our knowledge no systematic country-wide research studies have been taken up in India to answer the above mentioned questions. Some researchers have made some attempts to look at the problems relating to women police from sociological angle and the same has been mentioned in subsequent chapters. However, given the limited time and resources available to us we decided to limit the scope of our study to two big important states of India i.e. Andhra Pradesh in south and in Uttar Pradesh in north. We hope that the conclusion from our case study of these two states will be relevant for other states also and generate further research on gender issues in police in India.



CHAPTER - II

PROJECT PROFILE

In a democratic country, the law enforcing agencies play a very crucial and delicate role. Historically and traditionally law enforcement has been viewed only as a crime repressive task to be performed by men and it is mostly men who enter this field. Due to the colonial rule, the Police Department in our country inherited all the disadvantages associated with the colonial rule and the image the people have of the Police by and large is one using excessive force and being very brutal. Today, with a change in the values and aspirations of the developing society the task of maintaining law and order becomes much more difficult because post Independent India has seen a lot of communal, caste, linguistic, regional and electoral conflicts. The Police have to maintain law and order and yet use minimal force. The entry of women into the policing has further added a new dimension. Unfortunately, there is hardly any significant work which looks at gender issues in the Police.

SCOPE OF THE STUDY :

Our study seeks to look at the Gender Issues in the police, by making a comparison between the two states of Andhra Pradesh and Uttar Pradesh. Since police is a State subject and policies and practices differ from State to State, it was not possible to study all the states. Hence we selected two States one in located South, Andhra Pradesh where we are located and one in the north – Uttar Pradesh, which has a large police force. We attempted to understand the gender issues in the Police both from the men's perspective and the women's perspective.

OBJECTIVES OF THE STUDY :

1. To make a survey of the status, functions and role of women Police in Andhra Pradesh and Uttar Pradesh.
2. To find out if women are joining in large numbers in the Police in these two states.
3. To identify obstacles in the way of women joining the police service and those already in services.
4. To make a comparative study of the personnel policies and practices related to women police.
5. To suggest ways and means of attracting better talents.

6. To find out how women cope up with their job of policing and their lives as women.
7. To find out what policing meant to women and how it has changed them for better or worse.
8. To find out if women are given the same kind of postings and responsibility as men in performing their duties.
9. To assess the attitudes of male police towards their women colleagues.
10. To assess the attitude of society in general towards the Police and the women police force.

HYPOTHESES

1. There is a lot of gender bias in the police.
2. Society has a negative attitude towards police.
3. Many women are not joining the Police force as a first option.
4. Women face a lot of conflict in their personal and public life which comes in the way of the proper utilization of their talent.
5. The functions and role of women have not been properly understood in the modern day context.
6. There is a lack of imaginative policy regarding the deployment of women in policing.

TARGET GROUP :

The target group of our study are the Police Gazetted and Non Gazetted Officers in the State of Andhra Pradesh and Uttar Pradesh.

SAMPLE :

Our sample included 350 male police and female police in each State and about 350 samples from the Public from both Andhra Pradesh and Uttar Pradesh each. There are very few senior officers in the Police Department. Since I.P.S. officers of I.G. rank and above would play a major role in policy decision, we included 20 I.P.S. officers of I.G. rank and above from different states of India also in our sample. We also included a small sample of 15 I.A.S. Officers as a special case.

METHODOLOGY :

Both primary data collection and secondary data collection was done. We can identify the following stages in our data collection :

1. In stage one data pertaining to our sample was collected from Government agencies, departments and libraries. We also did a literature survey in newspapers, reports and articles pertaining to the Police. We also looked at the reports, records and files in the Police Department relating to rules and regulations and training of the women police.
2. We then drew up a list of men and women police in both A.P. and U.P. and the number of Gazetted and Non Gazetted officers in each State. Based on our data, we selected Warrangal, Guntur, Kurnool, Srikakulam, Visakhapatnam, East Godavari, Hyderabad, Chittoor and Ranga Reddy districts in Andhra Pradesh. In U.P. we selected the districts of Agra, Aligarh, Ghaziabad, Kanpur, Lucknow, Mathura, Meerut, Moradabad, Nainital, Jhansi, Varanasi, Allahabad and Sitapur.
3. In stage three a detailed questionnaire was administered through random sampling to both men, women and the public. We translated our questionnaire into Telugu for A.P., and Hindi for U.P. We saw to it that our sample covered different geographical areas, ranks, years of service. For the public also we tried to get samples from all these districts through different age groups and in different walks of life, students, businessmen, service people, house-wives and senior citizens. Since it was very difficult to obtain the sample frame for population of each group in these districts we used the "snow ball sampling method" to elicit information related to the enquiry. The questionnaire from the police personnel seeks information on personal profile, tenure, their education, family background and postings, the reasons for joining the police force, their work environment, their duties, their attitude towards the other sex, and how do they perceive societies attitude towards them. From the public we sought information on their personal profile, education, status, and their attitude towards male and female police and whom they prefer in different situations.
4. Recognizing the limitations of a formal questionnaire, interviews, group discussions and field observations were also employed. Informal discussions and limited observations whenever possible were done. We also spent considerable time in the All Women Police Stations and Women Protection Cells in order to understand their working. Detailed notes were kept at each interview, to be referred to at a later date.
5. After the data was collected it was fed into the computers through the SPSS package and analyzed.
6. A report was written based on the data and our observations.

ORGANISATION OF THE REPORT :

This report is divided into three major sections focusing on the main area of investigation.

SECTION A

1. Introduction
2. Project Profile
3. Police Profile of A.P. and U.P.
4. Women in Police – A historical background and survey of literature.

SECTION B

5. Personal and family background.
6. Attitude towards Police job.
7. Gender discrimination in jobs.
8. Attitude of male colleagues.
9. Police perception of Societies attitude towards Women Police.
10. General public's perception of Police.
11. Views of Senior Indian Police Service Officers of IG rank and above.
12. Views of Indian Administrative Services (I.A.S.) Officers on Women Police.

SECTION C

13. Case Studies
14. Mahila Police Stations.
15. Summary and Conclusions.
16. Recommendations.

Bibliography.

SECTION D

ANNEXURES

1. Questionnaire
2. List of Gazetted Women Police Officers in A.P. & U.P.

CHAPTER III

PROFILE OF POLICE IN UTTAR PRADESH AND ANDHRA PRADESH

In this chapter we will look into the following aspects :

- Evolution of Woman Police in India
- Duties of Woman Police
- Pen picture of total police profile in U.P. and A.P.
- Women Police in U.P.
- Women Police in A.P.

Women Police in India

Women first entered the police force in India as early as 1938 (Ghosh and Rustamjee). Prior to independence, a few provinces and princely states had employed women in the police force. These were Kanpur, in Uttar Pradesh, the erstwhile princely state of Travancore, Bombay City and Lahore. However, after partition in 1947, large scale migration of population created problems of riots, atrocities on women, kidnapping, abduction and other sex offences. Relief camps were started for women and children and large scale efforts were launched for recovery of abducted women and girls by government as well as voluntary organizations. Keeping in view all these factors it was thought necessary to raise women police. Delhi police force was the first to recruit police women on a regular basis in 1948. The number of police women was almost negligible in the country until 1960s.

With the passage of time, a number of social legislation were enacted for women and children opening up new avenues where women police were better suited. Moreover, with a perceptible increase in the number of crimes committed against women as well as by women, more and more states realized the need for regular and planned induction of women in their police forces. After late 1970, the number of police women has grown rapidly but even today their strength is less than two per cent of the total police force in India.

According to the National Crime Records Bureau publication 'Crime in India – 1999', the actual strength of women police as on 31.12.1997 in the Civil police state-wise is as follows :

**Actual strength of Civil Police including District Armed Police as on 31.12.97
(Women only)**

| S.No. | State/U.T/Cities | S.Ps. & above | A.S.Ps & above | Inspectors, S.Is. & ASIs | Head Const. & Consts. | Total |
|-------|------------------------------|------------------|-------------------|-----------------------------|--------------------------|--------------|
| (1) | (2) | (3) | (4) | (5) | (6) | (7) |
| | STATES | | | | | |
| 1. | Andhra Pradesh | 0 | 0 | 31 | 1153 | 1184 |
| 2. | Arunachal Pradesh | 1 | 0 | 13 | 106 | 120 |
| 3. | Assam | 0 | 0 | 25 | 201 | 226 |
| 4. | Bihar | 6 | 11 | 51 | 272 | 340 |
| 5. | Goa | 0 | 0 | 8 | 158 | 166 |
| 6. | Gujarat | 0 | 1 | 58 | 871 | 930 |
| 7. | Haryana | 1 | 5 | 20 | 169 | 195 |
| 8. | Himachal Pradesh | 2 | 1 | 23 | 381 | 407 |
| 9. | Jammu & Kashmir | 0 | 0 | 9 | 134 | 143 |
| 10. | Karnataka | 0 | 0 | 42 | 1175 | 1217 |
| 11. | Kerala | 0 | 0 | 40 | 432 | 472 |
| 12. | Madhya Pradesh | 0 | 1 | 123 | 920 | 1044 |
| 13. | Maharashtra | 0 | 3 | 192 | 2966 | 3161 |
| 14. | Manipur | 0 | 0 | 4 | 243 | 247 |
| 15. | Meghalaya | 0 | 0 | 35 | 96 | 131 |
| 16. | Mizoram | 0 | 0 | 8 | 78 | 86 |
| 17. | Nagaland | 0 | 0 | 15 | 22 | 37 |
| 18. | Orissa | 0 | 1 | 77 | 230 | 308 |
| 19. | Punjab | 2 | 4 | 48 | 927 | 981 |
| 20. | Rajasthan | 2 | 1 | 28 | 568 | 599 |
| 21. | Sikkim | 0 | 1 | 17 | 50 | 68 |
| 22. | Tamil Nadu | 0 | 24 | 213 | 2426 | 2663 |
| 23. | Tripura | 0 | 1 | 42 | 175 | 218 |
| 24. | Uttar Pradesh | 6 | 22 | 161 | 1560 | 1749 |
| 25. | West Bengal | 0 | 1 | 160 | 559 | 720 |
| | Total States | 20 | 77 | 1443 | 15872 | 17412 |
| | UNION TERRITORIES | | | | | |
| 26. | A & N Islands | 0 | 0 | 4 | 71 | 75 |
| 27. | Chandigarh | 0 | 0 | 22 | 136 | 158 |
| 28. | D & N Haveli | 0 | 0 | 1 | 7 | 8 |
| 29. | Daman & Diu | 0 | 0 | 0 | 3 | 3 |
| 30. | Delhi | 0 | 1 | 361 | 959 | 1321 |
| 31. | Lakshadweep | 0 | 0 | 1 | 17 | 18 |

| (1) | (2) | (3) | (4) | (5) | (6) | (7) |
|-----|------------------------|-----------|-----------|-------------|--------------|--------------|
| 32. | Pondicherry | 0 | 0 | 3 | 62 | 65 |
| | Total (U.Ts) | 0 | 1 | 392 | 1255 | 1648 |
| | All India Total | 20 | 78 | 1835 | 17127 | 19060 |
| | CITIES | | | | | |
| 33. | Ahmedabad | 0 | 0 | 10 | 142 | 152 |
| 34. | Bangalore | 0 | 0 | 21 | 128 | 149 |
| 35. | Bhopal | 0 | 0 | 9 | 53 | 62 |
| 36. | Bombay | 0 | 3 | 108 | 704 | 815 |
| 37. | Calcutta | 0 | 1 | 91 | 190 | 282 |
| 38. | Coimbatore | 0 | 0 | 14 | 52 | 66 |
| 39. | Delhi | 0 | 1 | 361 | 959 | 1321 |
| 40. | Hyderabad | 0 | 0 | 8 | 195 | 203 |
| 41. | Indore | 0 | 0 | 7 | 56 | 63 |
| 42. | Jaipur | 0 | 0 | 2 | 58 | 60 |
| 43. | Kanpur | 0 | 1 | 4 | 95 | 100 |
| 44. | Kochi | 0 | 0 | 6 | 35 | 41 |
| 45. | Lucknow | 0 | 0 | 11 | 84 | 95 |
| 46. | Luchiana | 0 | 0 | 3 | 48 | 51 |
| 47. | Madras | 0 | 0 | 15 | 143 | 158 |
| 48. | Madurai | 0 | 0 | 9 | 47 | 56 |
| 49. | Nagpur | 0 | 0 | 9 | 144 | 153 |
| 50. | Patna | 0 | 0 | 16 | 87 | 103 |
| 51. | Pune | 0 | 0 | 26 | 238 | 264 |
| 52. | Surat | 0 | 0 | 3 | 81 | 84 |
| 53. | Vadodara | 0 | 0 | 0 | 104 | 104 |
| 54. | Varanasi | 0 | 0 | 5 | 58 | 63 |
| 55. | Visakhapatnam | 0 | 0 | 4 | 90 | 94 |

Duties of women police

In our country, women police have proved useful in performing specialized tasks of dealing with women and children and specially women victims of crime. They have become a useful adjunct of control rooms, city police stations, women protection cells, juvenile aid police units and their special units in different states. The National Police Commission in its 5th report (1980) made the following main recommendations regarding the duties of women police :

- They should handle investigational work in much greater measure.

- Women police should become an integral part of the police organization.
- Women police should play a very constructive role in re-establishing and reforming delinquent girls.
- Day time patrolling of slums, labour colonies, bus stands, railway stations should be undertaken by women police to locate deviant women and children. They should also be utilized in traffic control operations near schools, markets, fairs and festivals.
- Women police need to be fully trained and well-equipped to deal with women and children demonstrators in the universities, college campus in industrial belts and in the streets.
- Women police have great potential to cool, defuse and de-escalate many situations and they can be deployed with advantage in non-combative roles requiring restraint, patience and endurance.

The National Police Commission (1980) felt that women police should, in due course, share all the duties now performed by their male counterparts especially the following which are now performed by women police in other countries of the world as reported by the International Criminal Police Organization (ICPO)

- (i) Road traffic regulation and road traffic control duties in large towns involving guarding of pedestrian crossings and approaches to schools ;
- (ii) Dealing with women including search, arrest, questioning women suspects who have or are suspected of having committed an offence;
- (iii) Crime investigation in general;
- (iv) Handling and investigating cases involving vice or sexual offences, such as rape, trafficking in women and sexual offences against children;
- (v) General foot and/or vehicular patrol duty;
- (vi) Social work and child welfare such as handling cases involving missing or badly treated children, liaison work with social welfare organizations and agencies, and assisting women and children in distress;
- (vii) Juvenile delinquency case work;
- (viii) Clerical work;
- (ix) Telecommunications equipment operators, switchboard operators and related work;

- (x) Prosecution duties in cases involving minor offences committed by persons brought before Magistrates or Juvenile Courts;
- (xi) Immigration duties and checks on travelers, especially female travelers, at airports and other points of entry into the country;
- (xii) Guarding female prisoners;
- (xiii) Fingerprinting work in CID;
- (xiv) Public relations work in order to help create better image of police;
- (xv) Instructors in police training institutes;
- (xvi) Crime prevention work such as giving talks in Secondary Schools on police work and in particular, on road safety regulations;
- (xvii) Crowd control duties at special events;
- (xviii) Special branch and security work;
- (xix) Protection of female VIPs;
- (xx) Drug related case work;
- (xxi) Administration and guard duties at prisons for women;
- (xxii) Technical and document examination work;
- (xxiii) Police drivers; and
- (xxiv) Police social welfare activities.

Profile of Police in Uttar Pradesh and Andhra Pradesh

With this brief introduction about the evolution and duties of women police in India, we will now compare the profile of police in the two states selected for this study.

According to statistics published in Crime in India-1997, some major points of police profile of U.P. and A.P. are as follows as on 31.12.1997 :

Uttar Pradesh

| S. No. | Force | Rank-wise actual strength | | | | | All India Total (All States + U.Ts.) |
|--------|----------------------------|---------------------------|----------------|----------------|------------|--------|---|
| | | S.P & Above | A.S.P./ D.S.P. | Insp./ S.I/ASI | HC/ Const. | Total | |
| 1. | Civil Police (Men + Women) | 444 | 672 | 13034 | 117800 | 131950 | 987378 |
| 2. | Armed Police (Men + Women) | 54 | 92 | 1203 | 32169 | 33518 | 291564 |
| 3. | Civil Police (Women only) | 6 | 22 | 161 | 1560 | 1749 | 19060 |

In terms of total numbers, Uttar Pradesh has the largest contingent of civil as well as armed police among all States and Union Territories in India. As far the number of women police is concerned, U.P. is ranked third after Maharashtra and Tamil Nadu. Uttar Pradesh has a total area of 294411 Sq. Kms. and a population of nearly 17 crores. The percentage of Civil police to total police in the state is 71.6 and the number of policemen per 100 sq. kms. of area is 56.2. The number of policemen for 1 lakh of population is only 103 which is amongst the lowest in the country.

Andhra Pradesh

| S. No | Force | Rank-wise actual strength | | | | | All India Total (All States + U.Ts.) |
|-------|----------------------------|---------------------------|----------------|----------------|-----------|-------|---|
| | | S.P & Above | A.S.P./ D.S.P. | Insp./ S.I/ASI | HC/ Const | Total | |
| 1. | Civil Police (Men + Women) | 172 | 285 | 5439 | 57163 | 63059 | 987378 |
| 2. | Civil Police (Women only) | 0 | 0 | 31 | 1153 | 1184 | 19060 |
| 3. | Armed Police (Men + women) | 21 | 38 | 610 | 10032 | 10701 | 291564 |
| 4. | Armed Police (Women only) | 0 | 0 | 0 | 0 | 0 | 988 |

Andhra Pradesh ranks fifth amongst all the states of India in terms of total number of civil police personnel (men + women). It ranks eleventh amongst states as per the number of armed police personnel is concerned. The state is ranked sixth in terms of women police strength amongst states. Only the states of Maharashtra, Tamilnadu, Uttar Pradesh, Delhi and Karnataka have more women police strength than A.P.

The State has a total area of 275045 sq. kms. And population of about 8 crores. The number of police personnel per 100 sq. kms. Of area is 26.8 and number of policemen for 1 lakh of population is 101.

In a nutshell, a comparative chart of the police profiles of both the states, viz., Uttar Pradesh and Andhra Pradesh is presented below (Source BPR & D's data on Police Organizations in India.):

| | Uttar Pradesh | Andhra Pradesh |
|---|--------------------------------|----------------------------------|
| 1. Sanctioned strength (Civil Police) | 94,823 | 7,514 |
| 2. No. of Police zones. | 09 including 2 Border zones) | 07 |
| 3. No. of Police Ranges | 23 (including 4 Border ranges) | 08 |
| 4. No. of Police Districts. | 83 | 28 (including 3 Rly. District. |
| 5. No. of police sub divisions/ circles | 379 | 139 sub-divisions + 363 circles. |
| 6. No. of Police Stations. | 1444 | 1447 |
| 7. No. of police out posts. | 366 | 105 |
| 8. No. of State Armed Police Bns. | 34 | 13 |
| 9. No. of rural P.Ss. | 1169 | 1199 |
| 10. No. of Urban P.Ss. | 276 | 278 |
| 11. No. of Women P.Ss. | 13 | 29 |

Women Police in Uttar Pradesh

Thus both our sample states have more than one-fifth of the total civil police force in the country. The two states of U.P. and A.P. together also account for nearly 15 per cent of the total women police force in the country.

In Uttar Pradesh, the necessity of having women police appears to have been felt from the first time during the labour strikes at Kanpur in 1938. Some women strikers and picketers had to be bodily lifted or otherwise dealt with (Report of the U.P. Police Commission, 1960-61). The Government sanctioned the enlistment of about a dozen women in the police. This small force consisting only of constables was basically raised. They were given no training and were disbanded soon after the strike.

The Re-organization Committee of 1947-48 considered the question of organizing the Women Police in some detail and recommended their employment on higher salaries. It suggested the raising of a total strength of 8 Inspectors, 98 Sub Inspectors and 106 Constables. Government did not accept the recommendation but as an experimental measure one woman S.I. and 2 H.Cs. were sanctioned for Lucknow and they joined duty in 1952. The staff proved too small to be effective and the scheme was ultimately abandoned. The U.P. Police Commission (1960-61) looked into this problem and made the following comments.

"We regret that we are not in a position to recommend the creation of a Women Police Force at once, but would suggest that the question of appointment of women for dealing with certain specialized type of Police work should be examined and when conditions mature, a regular Police force of women may be raised."

A women police unit was raised in the year 1974 and the composition and distribution of the women police are indicated below :

| | | |
|---|---|---|
| KAVAL Towns (Kanpur, Allahabad, Varanasi, Agra & Lucknow) | - | Each @ one Sub-Inspector, one head constable and six constables. |
| First Class Districts | - | Each @ one Sub-Inspector, one head constable and four constables. |
| Second Class Districts- | | Each @ one Sub-Inspector, one head constable and 2 constables. |
| Third Class Districts | - | Each @ one Sub-Inspector and two constables. |

The strength of women police gradually increased in the 1980s and 1990s and Women Police Stations were opened in 13 Districts of Range Headquarters. Today the strength of Women Police consists of 4 I.Gs.P., 6 DIsGP/SP, 22 ASP/DSP, 11 Inspectors,

193 SIs, 157 HCs, 1698 Constables (Source : BPR & D data on Police Organizations in India, as on 1.1.98).

Women Police in Andhra Pradesh.

In Andhra Pradesh 16 women designated as "ASEELS" were appointed before 1950 and attending to the Hyderabad City Crime Branch. These 'Asheels' were illiterate. They were used for search and arrest of women criminals and were paid Rs.25/- per month earlier. Subsequently, it was found necessary to increase the number of police women and organize them more or less in the lines of regular police, by recruiting educated women, for dealing with women involved in crimes in Hyderabad city.

In the year 1952, one woman S.I., six HCs and 32 Constables were recruited. Some of the 'Asheels' who were found suitable were absorbed and the rest were either retired from service or discharged. Over the years, the strength of women police gradually increased and All Women Police Stations were also opened in mid 1990.

According to the BPR & D data on Police Organisations in India, as on 1.1.1998, the number of Women Police Stations in Andhra Pradesh was 29. These Police Stations are located at District Headquarters and Hyderabad City. The strength of Women Police in the state consisted of 1 S.P., 1 Inspector, 39 S.Is, 49 HCs, and 1164 Constables.

CHAPTER IV

WOMEN POLICING – A HISTORICAL BACKGROUND AND REVIEW OF LITERATURE

Policing has always been regarded as a male bastion. It is viewed as a "masculine pursuit", involving strength, danger and action¹ Therefore the self image of a policing is one of "crime fighter, rather than a problem solver." Acceptance into this all male peer group would require an endorsement of this masculine culture and value system. Women thus become an outside in this culture. They have to either undergo a process of 'de-feminization' (initiating male standards of behaviour with a strong law enforcement orientation) or de-professionalization (maintaining feminine perspective and concentrating on the social service aspect of policing to resolve their role dilemma between gender and occupational roles.²

The entry of women in policing, revokes very strong reactions even today when in the twentieth century and moving towards the twenty first century we do recognise that no society can be regarded as free, fair and just unless its women who constitute more than half the population remain depressed and exploited and do not get ample opportunities for realizing their full potential. Today, there are no legal barriers for women in acquiring an equal status to that of men in Police but there is an inherent resistance and very rarely are they taken seriously.

If we look at the historical background of women's entry into police, we find a lot of resistance to them right from the beginning. In England, women police were described as an "extravagant eccentricity" by a member of Parliament in 1920s upon whom public money should not be wasted.³

The United States of America was a pioneer in making use of women in law enforcement. But women were not taken directly for police work. They were appointed as "Police Matrons" in New York city in 1845.⁴ Some of the matrons were on part time basis, subject to being called whenever a woman or child was arrested to search the prisoner. The usual duties of a matron was to remain at a lock-up or place of detention and be responsible for the safe custody and physical well-being of the prisoner, searching the prisoner during the booking process, serving meals, water etc. and accompanying the prisoner to court or institutions. In 1983, the City of Chicago appointed a woman "patrol man" for assisting members of the Detective Bureau in cases concerning women and children. By the time of the first world war, women were present in the Police Department in metropolitan cities, in considerable numbers. However, most of these women acted as social workers rather than Police Officers and their duties continued to be related mainly to matters concerning women and children. They were discriminated against and their salary structure was different from that of their male counterparts. In 1972, when the Equal Employment opportunities Act was passed Legal discriminations against them were removed.

In United Kingdom, the first woman police aide was appointed in 1907 to record the statements and interrogate female victims of sexual assault for the London Criminal Intelligence Division.⁵ But this Police Aide did not have the powers of arrest. World War I gave an impetus to women to join the Police. Impressed by the work of women during the war, the Metropolitan police in London designated the first official body of the police women as the Division of Women Police Patrols.⁶ This division dealt with wayward girls, sex offences, white slave traffic, female prisoners and juvenile cases. The conservative British society considered them more as social workers and not as police. There was a lot of resistance to them and in 1922, the Government sponsored Geddes Report, called for the abolition of police women in order to save money since policemen could perform all the necessary police tasks. The women police and women's organizations strongly protested against this report and as a result in 1923, the Home Secretary retained a nucleus of twenty police women as constables, with full powers to arrest.

The Bridgman Committee, set up by the Government in 1924, strongly recommended that, the statements from victims and witnesses in cases of sexual crimes should be taken up by police women and efficiency on which fifty per cent of the police grant depends, be improved by employing more police women.

By 1933, Women Police Patrols were being sworn as Constables. They had the same powers as that of the males.

During World War II, women police were not only deployed for law enforcement duties, but also for duties in connection with the custody and escort of alien women, the evacuation of children and pregnant women and patrolling of air raid disasters. Till 1973, police women received only 95 per cent of the male officers pay, but from January, 1974, a new legislation equalized their pay with that of the men.

In Canada, Matrons were employed during the Gold rush in 1896. These women did not wear the Royal Canadian Mounted Police uniform. By 1971 the Royal Commission on the status of women in Canada, strongly recommended that enlistment in the Royal Canadian Mounted Police (RCMP) should be open to women. In 1974, 32 women from different parts of Canada formed RCMP Troop 17 at Deport division. To carry out their duties they were given the same powers as that of men. They had the authority to investigate crime, arrest offenders and search persons and properties. They were also involved in public relation and crime prevention programmes and Traffic directions.⁷

Unlike, the developed Western Countries, in India as mentioned earlier women entered policing very late. In 1938, during the Labour strike, when a large number of obstructing women workers had to be lifted physically, women police force was used. There was also a few other examples of women police in other states like Travancore 1939, Greater Bombay 1939, and Kerala 1943, before independence.⁸

The partition of India in 1947, brought endless misery and moral degradation. Kidnapping, abduction and rape became the order of the day in the riots that followed. The heavy flux of refugee women also brought a complexities of problems. So a few women constables were recruited in 1948. Gujarat and Punjab also employed women police in 1948-49, but the number of women in police remained negligible.

The Report of the National Expert Committee on Women Prisoners stated, "although the recruitment of women as police began in parts of India prior to independence, it has progressed very slowly. Even today whereas women form a part of the police force, in nearly all States and Union Territories, their numerical strength in absolute and relative terms is consequential."⁹

The Central Reserve Police Force (CRPF) was set up as a special wing to help the Police in the States to maintain law and order in times of crisis. A separate women's battalion of the CRPF was set up in 1986. These women constables were given rigorous training for nine months on subjects like first aid, police public relations and rescue and relief operations. As crime against women increased many states established many Women Police Stations, Women Protection Cells and Crime against Women Cells.

CAN WOMEN PERFORM ALL FUNCTIONS OF POLICE WORK ?

When the question of employment of women in the police is raised one gets, almost unanimous agreement: in general women are used for those tasks which involve preventive police work and in which there are social and psychological considerations to be taken into account; criminal or general police operations involving juveniles in danger, delinquent children or adolescents, women and child victims of sexual offences and destitute women. In other words, vice and juvenile liaison work. Only a few Forces have started to use women for tasks other than these traditional ones. This is the case in Great Britain, the United States of America and Israel. In Great Britain, in the Metropolitan Police women work in the C.I.D. and on the Fraud Squad. They handle drug dogs, take part in raids, patrol the streets on foot, in cars and on horse back; in Washington, Indianapolis, Miami and Pretoria uniformed women police perform foot and motor patrol with their male colleagues and it is now impossible to determine any difference between the two sexes, either on patrol or taking part in other operational police work; and Israel has an unusual female traffic Corps, capable of cheerfully tackling all the task which fall upon Traffic Police. They are not content just to deal with parking – the Israel Traffic Police, 90 per cent of whom are women, is recognised by experts as the best in the world.

Professor Traute Schroeder of Heidelberg said, "A woman may be called upon to act in accordance with her own strength and qualifications as is the case for any man. The questions of biology and genetics should not come into it when it is a question of determining whether or not a woman is capable of carrying out her duties."¹⁰

A survey made by H.T.Smith, Director of the Washington Police Foundation shows that since 1971 around 1,000 police women have been working in common with men, either on patrol or on general police work. In practice, one sees that women do their work every bit as well as the men. One notes that they make as many arrests as men, that they do not suffer more injuries on duty than men and that one seldom finds women involved in criminal assaults. Smith concluded by stating that he feared that there was resistance to the integration of women and that this was the result of prejudice of unintelligent comments.¹¹

A study of leadership strength of female police executives was undertaken by B.R.Price and Northwestern University School of Law, sponsored by the College of Human Development Faculty Research Fund. The study shows that women police executives as a group exhibit more strength in leadership associated personality traits than do male police executives as a group. An examination of general personality traits revealed that women are less submissive, less sadistic, less hostile towards people of different social or racial backgrounds, and more creative than their male counterparts.¹²

A study was conducted by P.B.Bloch and Deborah Anderson jointly in which 86 women who entered the District of Columbia Metropolitan Police department were matched with an equal number of men hired at the same time. Both groups were given patrol assignments and were noted to have comparable qualifications, education and background. Because there is a great diversity of opinion about what constitutes good police performance, a wide variety of performance measurements was used in the evaluation. The measures included supervisory ratings, patrol observation by trained observers, opinions of citizens who observed the police in action, and arrest statistics. Male and female officers responded to similar types of calls for police service while on patrol and encountered similar proportions of citizens who were dangerous, angry, upset, drunk or violent. Both men and women officers were observed to obtain similar results in handling angry or violent citizens. There were no reported incidents which cast serious doubt on the ability of women to perform patrol work satisfactorily, and in fact the study revealed that of some incidents in which individual women police officers performed their job quite well in difficult circumstances.

The study concluded that, the hiring of women enlarges the supply of personnel resources, may reduce the cost of recruiting, and may assure that the department will be more representative of both the racial and sexual composition of the community. Women are less likely to become involved in serious unbecoming conduct and they may improve citizen police relations because citizens generally support the concept of equal employment opportunities for women. With regard to the second question, the study disclosed that a department with a substantial number of policewomen may be less aggressive than one consisting only of men. Women act less aggressively and believe less in aggression. The presence of women may stimulate increased attention to means of avoiding violence.¹³

In 1975 the Queen's Gold Medal Essay competition the subject was "Women in the Police Service". It was won by a Metropolitan Chief Inspector, Jennifer Hilton. In her conclusions she wrote.

The presence of women in the police service is assured. The full extent of their role is yet to be developed and it can be anticipated that any changes are always disturbing and never more so than when they challenge sexual identity. Although the police community is composed of roughly equal numbers of each sex, the police service should probably continue to have preponderance of men, and not only for their strength and weight but also for their "hard" image. One of the chief functions of the police service is to act as a boundary marker for society showing clearly what behaviour is tolerated.¹⁴

In the article "Women in the Police" – should they be integrated or used with reservations? published in the Journal *Kriminalistic* from Hambur, West Germany the authors point out that the traditional policewomen's role is that of dealing with children and juveniles, helpless women and juveniles or female victims of crime. It is also traditional to avoid using policewomen where violence can be expected. The authors argue for the use of policewomen for all types of police work on exactly the same basis as men. They cite the opinions of geneticists to the effect that there is no physical difference between men and women to warrant discriminating against women in job assignment. They close by stating that not all women are able to handle all police jobs; but then neither are all men.¹⁵

SURVEY OF LITERATURE

The subject of Police has received a lot of attention from the research scholars and media. These cover a wide range of issues related to development, growth, training of the police personnel. A number of foreign journals like Police Journal, Journal of Police Science and Administration, Criminal Law, Criminology give an insight into the problems and issues related to the Police at the International level. The Indian Police Journal, Uttar Pradesh Journal and Madhya Pradesh Journal, the Sardar Vallabhbhai Patel National Police Academy Journal discuss the Indian Police. Besides this there are various reports like First Report of the National Police Commission, Government of India, February 1979, Second Report of the National Police Commission, Govt. of India, August 1979, 5th Report (1980), 8th Report 1981, which give information on the Police.

Here we would survey some of the books written about the Police force and which talk about women police.

Roy D. Ingleton's book "Police of the World" ¹⁶ though attempts to study the world police, concentrates more on the developed countries. He uses a lot of photographs to highlight aspects of dress and weapons of both men and women. He also talks about the strength of the Police force. However, this book does not give us an insight into women in the police.

James Cramer's book, "The World Police"¹⁷ also has the same lacuna as that the Roy D. Ingleton's book that, though it talks about the world police, the major concentration is on developed countries like U.K. and U.S.A. This book does full justice to the Police Force in these two countries dealing with their growth, their duties, strengths and weaknesses. It also talks about the women police.

Peter Horne's book "Women in Law Enforcement"¹⁸ is a very interesting book because it traces the growth of women Police force in major developing countries. It also talks about the women police in Japan. The aspects highlighted include selection process, training, salaries. He also makes various recommendations for using the women police force more efficiently.

In India, S.K. Ghosh's "Women in Policing"¹⁹ uses a lot of data from the Bureau of Police Research and Development and also the International Council of Police Officers. Being a Police Officer himself (he is the former Inspector General of Police, Orissa and Director, Law Research Institute, Calcutta) Mr. S.K. Ghosh has an insight into the Police department and he does ample justice to the topic. He highlights the functions of the police women around the world as a background and talks about women police in India, their recruitment, training and service conditions and the future of women police in India. He first discusses at length the position of women in Society and why women are in Policing and how it all began. He takes the case studies of United Kingdom, United States of America, Canada, Japan, Australia, Singapore to discuss this issue. He also talks about how women entered the police in Israel, Poland, Malaysia, Indonesia and Nigeria. He also asks the question, can women perform all functions of Police work and quotes from various reports across the world. He then discusses women police in India and their future. He concludes by stating that attitude towards employment of women in Police have gone through three major periods of change. In the first period police department hired women for conducting searches on female prisoners or suspects and in the second period there was a gradual acceptance of women to protect women and juveniles from evil forces of society. But this number was very small. In the third period, there was an emphasis on equality of men and women in all types of police work and they can no longer be seen as adjunct specialists with limited purpose. This book is of great interest to anyone interested in women police for it has a lot of factual information regarding women police across the globe.

Dr. Amarjit Mahajan's book "Indian Police Women"²⁰ looks at the Police from a sociological point of view. He concentrates on three states- Himachal Pradesh, Punjab and Chandigarh. He has divided his sample into two old i.e. women police recruited till 1974 and new i.e. women police recruited in 1975 and after. He then describes their recruitment, training, pay and conditions etc. He emphasizes their socio-economic background, role acquisition, and role training. After a lengthy discussions on their role commitment and role performance, he evaluates the role of women police officers from role partners perspective, organizational perspective, societal perspective.

Dr. Shamim Aleem's book "Women Police and Social Change"²¹ gives a birds eye view on women police in India. An interesting chapter is women police in the States the experience of Andhra Pradesh. She also talks about recruitment and training of the police in very short and how police women see their role and how people view them.

Another very small book by Dr. Shamim Aleem is, "Women in Indian Police"²² which looks at women police and social welfare besides talking about recruitment training and functions and role of the women police.

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CHAPTER V

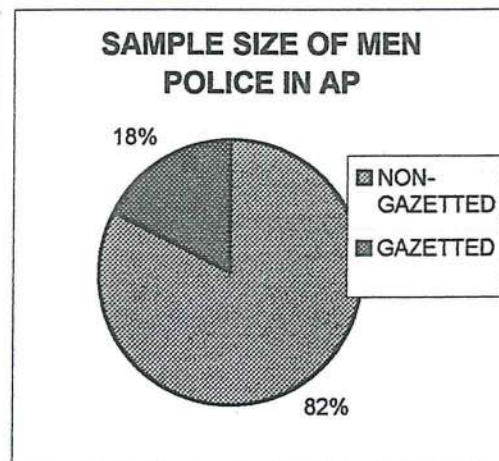
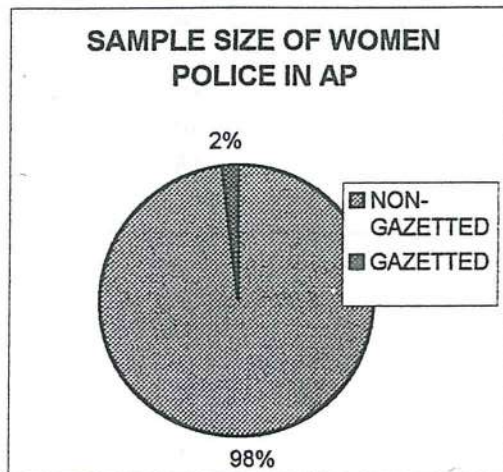
PERSONAL AND FAMILY BACKGROUND

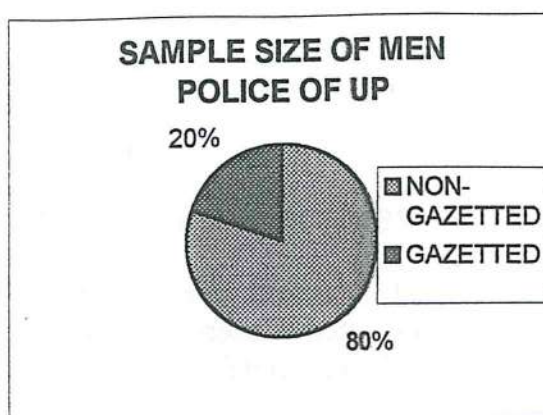
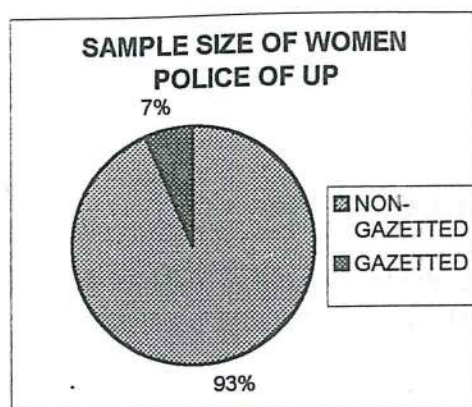
We attempted to look at Gender issues in the Police through a study of Police Gazetted and Non Gazetted Officers in the state of Andhra Pradesh and Uttar Pradesh. We had a sample of 350 male and female police in each State.

In this chapter, we will look into the personal and family background of the respondents in the police. We will discuss the age, educational qualifications, length of service, place of residence for the last 15 years, marital status and income per annum of all the respondents from AP and UP included in our sample.

Table 1
Sample size

| | Gender | Non Gazetted | | Gazetted | | Total |
|-----------------|--------|--------------|------------|----------|------------|-------|
| | | Number | Percentage | Number | Percentage | |
| Andhra Pradesh. | Women | 245 | 98 | 05 | 02 | 100 |
| | Men | 206 | 82.4 | 44 | 17.6 | 100 |
| Uttar Pradesh. | Women | 187 | 93.5 | 13 | 06.5 | 100 |
| | Men | 201 | 80.4 | 49 | 19.6 | 100 |





Our table shows that there were very few women at the Gazetted level. This is a reflection on the general state of affairs because there are very few women who are available at the officer level Dy.S.P. to I.G. rank. Some of the other available women Police Officers were on leave or out of station, so we could not contact them and include them in our sample. A large number of women are found at the Non Gazetted level from Constable to Inspector and this is also reflected in our data.

The district-wise composition of our data is reflected in table 2.

Table 2

District-wise data in Andhra Pradesh

| Name of District | | No. of women schedules | No. of men schedules |
|------------------|---------------|---------------------------|-------------------------|
| 1. | Warrangal | 40 | 25 |
| 2. | Guntur | 25 | 30 |
| 3. | Kurnool | 18 | 20 |
| 4. | Srikakulam | 30 | 24 |
| 5. | Visakhapatnam | 35 | 40 |
| 6. | East Godavari | 23 | 30 |
| 7. | Hyderabad | 40 | 50 |
| 8. | Chittoor | 20 | 15 |
| 9. | Ranga Reddy | 19 | 16 |

Table 3

District-wise data in Uttar Pradesh

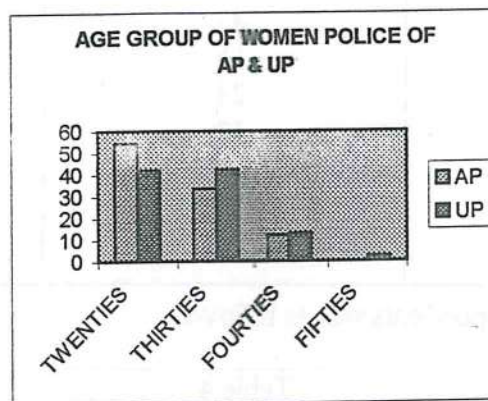
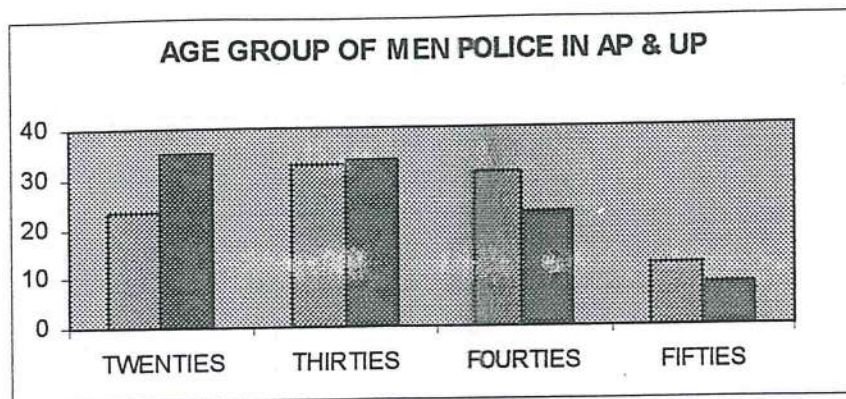
| Name of District | | No. of women schedules | No. of men schedules |
|------------------|-----------|---------------------------|-------------------------|
| 1. | Agra | 26 | 19 |
| 2. | Aligarh | 16 | 20 |
| 3. | Ghaziabad | 26 | 36 |
| 4. | Kanpur | 18 | 34 |
| 5. | Lucknow | 18 | 20 |
| 6. | Mathura | 20 | 18 |
| 7. | Meerut | 43 | 33 |
| 8. | Moradabad | 16 | 18 |
| 9. | Nainital | 28 | 12 |
| 10. | Jhansi | 10 | 10 |
| 11. | Varanasi | 09 | 10 |
| 12. | Allahabad | 15 | 14 |
| 13. | Sitapur | 05 | 06 |

The age of our respondents was as follows :

Table 4

Age of respondents

| Age | Women In percentage | | Men In percentage | |
|------------------|------------------------|------|----------------------|------|
| | A.P. | U.P. | A.P. | U.P. |
| Twenties & Less. | 54.4 | 42.0 | 23.6 | 35.0 |
| Thirties | 33.6 | 42.5 | 32.8 | 33.5 |
| Forties | 12.0 | 13.0 | 31.2 | 23.0 |
| Fifties | -- | 02.5 | 12.4 | 08.5 |

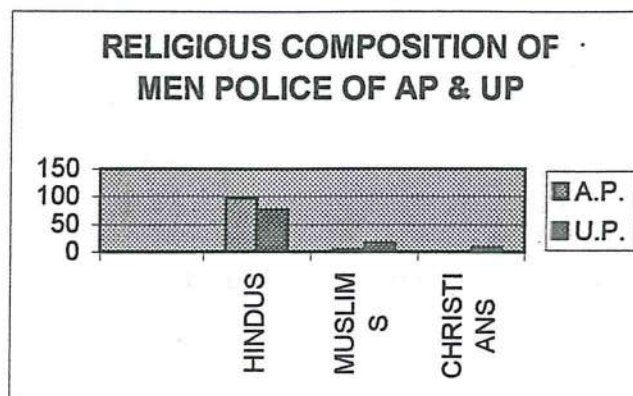
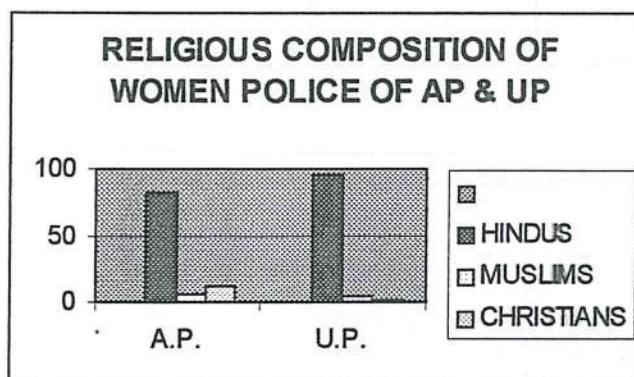


The police force is a pyramidal structure with few people at the top level and therefore this is reflected in our data where very few people both men and women are in their fifties. In both A.P. and U.P. majority of the women were in the age groups of twenties and less and thirties. Among the men while in A.P. majority of the respondents were in thirties and forties bracket, in U.P. majority of the respondents were in the less than twenties and twenties and thirties bracket.

The religious composition of our respondents was as follows :

Table 5
Religious Composition

| | Women | | Men | |
|------------|-------|------|------|------|
| | A.P. | U.P. | A.P. | U.P. |
| Hindus | 82.4 | 95 | 96.4 | 76 |
| Muslims | 6.4 | 4 | 3.2 | 16 |
| Christians | 11.2 | 1 | 0.4 | 8 |
| Others | -- | -- | -- | -- |



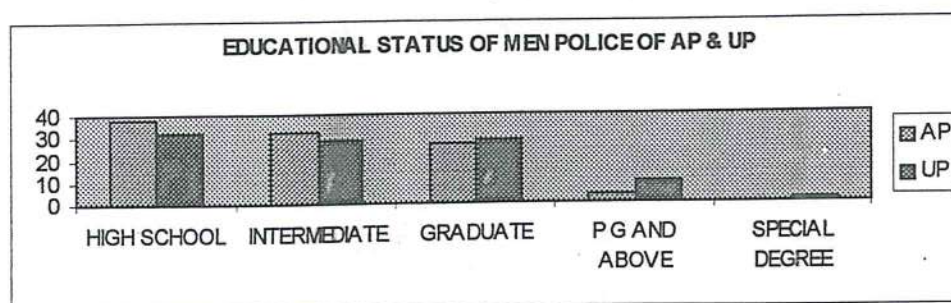
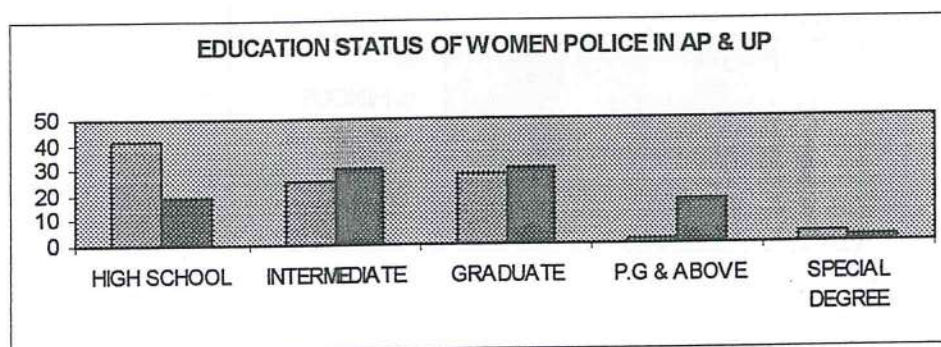
Therefore majority of our respondents were Hindus. Since many of these respondents were constables and other Non-Gazetted ranks, very few muslim women entered this profession, which was being seen primarily as a male dominated one.

The educational qualification of our respondents was as follows :

Table 6

Educational Qualifications

| | Women | | Men | |
|------------------|-------|------|------|------|
| | A.P. | U.P. | A.P. | U.P. |
| High School | 41.6 | 19.0 | 38.0 | 32.0 |
| Intermediate | 25.2 | 30.5 | 32.4 | 28.5 |
| Graduate | 28.0 | 30.5 | 26.4 | 28.5 |
| P.G. & above. | 1.6 | 17.5 | 3.1 | 9.5 |
| Special degrees. | 3.6 | 2.5 | -- | 1.5 |



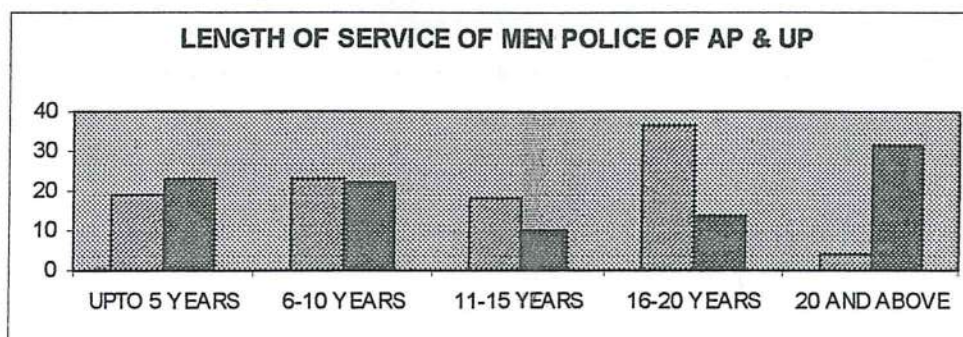
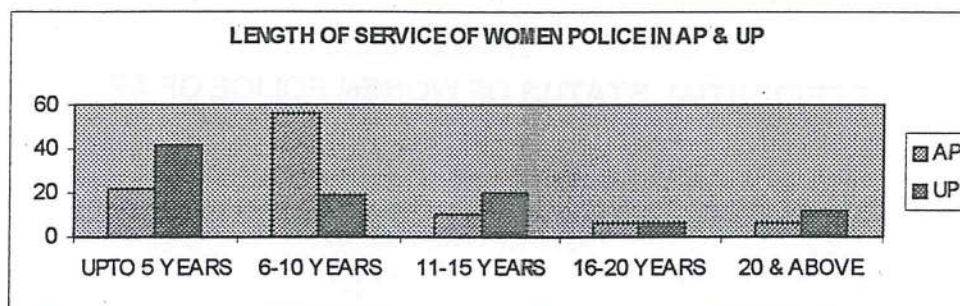
Therefore while majority of the women were high school in A.P. the women in U.P. were intermediate and graduate. Among the men majority were high school in both A.P. and U.P.

The length of service of our respondents was as follows :

Table 7

Length of Service.

| | Women | | Men | |
|---------------|-------|------|------|------|
| | A.P. | U.P. | A.P. | U.P. |
| Up to 5 years | 21.6 | 42.0 | 18.8 | 23.0 |
| 6-10 years | 56.4 | 19.5 | 22.8 | 22.0 |
| 11-15 years | 9.6 | 20.0 | 18.0 | 10.0 |
| 16-20 years | 6.4 | 6.5 | 36.4 | 13.5 |
| 20 & above. | 6.0 | 12.0 | 4.0 | 31.5 |



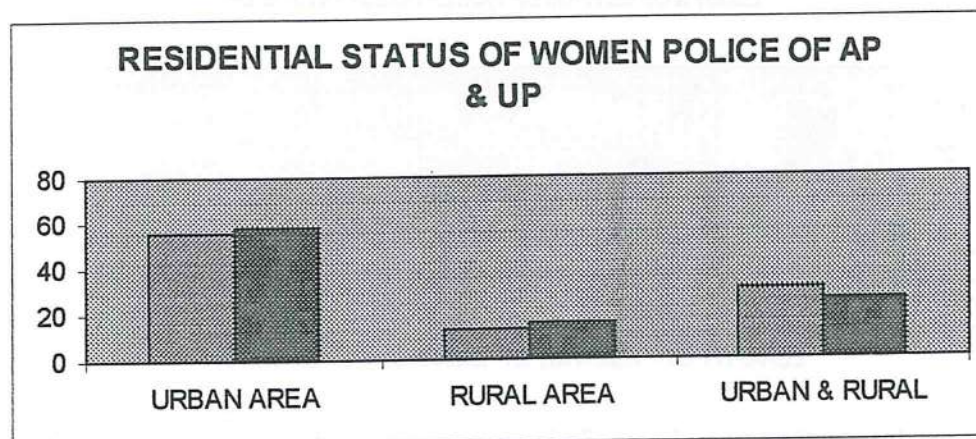
Therefore majority of our respondents in A.P. among the women had been in service for 6 to 10 years and up to 5 years in U.P. Among the men majority had been in service between 16 and 20 years in A.P. and in U.P. for more than 20 years and above.

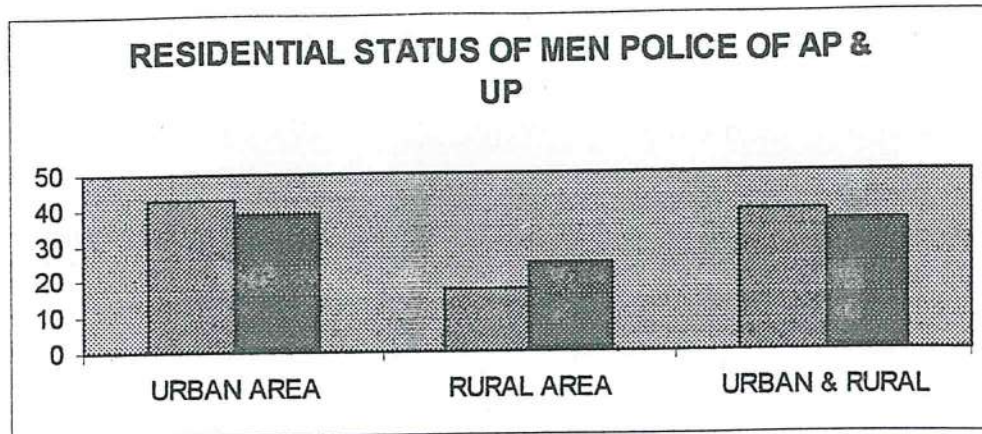
We wanted to find out about the place of their residence during the last fifteen years. We got the following response.

Table 8

Place of residence for last 15 years

| | Women | | Men | |
|--------------------------|-------|------|------|------|
| | A.P. | U.P. | A.P. | U.P. |
| Mostly urban areas | 56.0 | 58.5 | 42.8 | 38.5 |
| Mostly rural areas | 13.2 | 16.0 | 17.6 | 25.0 |
| Both urban & rural areas | 30.8 | 25.5 | 39.6 | 36.5 |





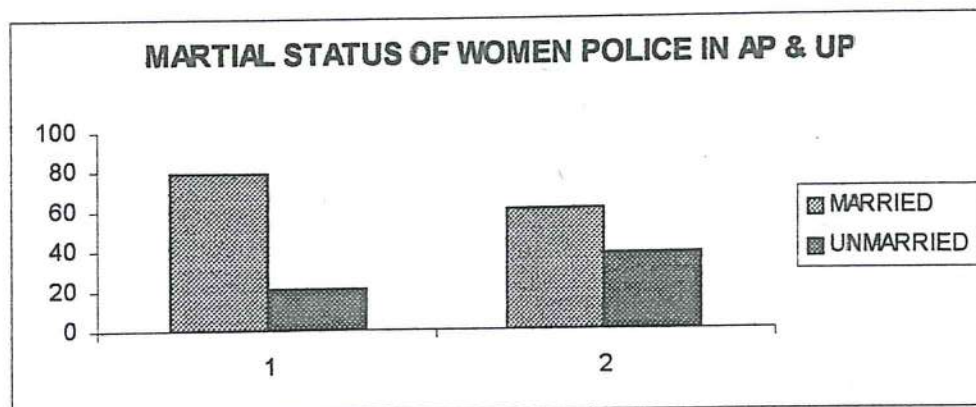
Therefore most of the women had served in urban areas during the last fifteen years, and the same was true for the men also.

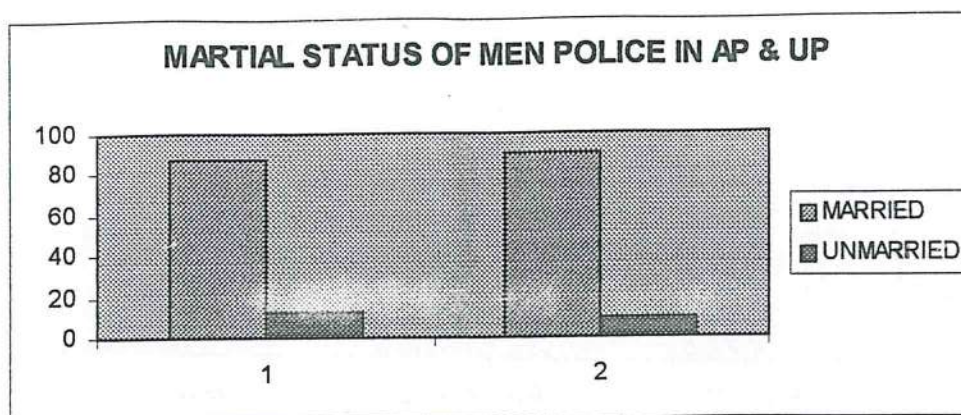
The marital status of our respondents was as follows :

Table 9

Marital status of Respondents

| | Women | | Men | |
|----------------|---------|-----------|---------|-----------|
| | Married | Unmarried | Married | Unmarried |
| Andhra Pradesh | 79.0 | 21.00 | 87.2 | 12.8 |
| Uttar Pradesh | 651.5 | 38.5 | 90.5 | 9.5 |





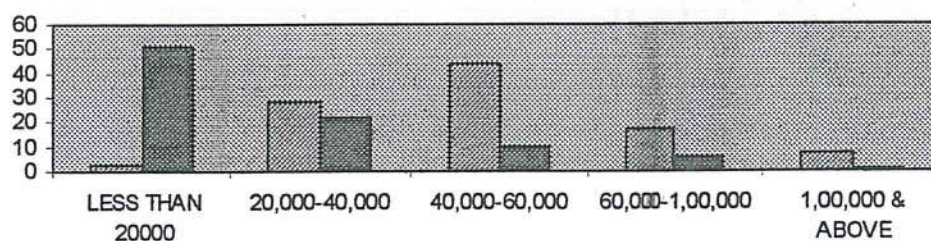
While majority of the men and women were married, when compared to the men, we found a large number of women who had not married at all in both Andhra Pradesh and Uttar Pradesh. Many women whom we met and interviewed had consciously taken a decision not to marry because they found policing to be a very demanding job and it was difficult to adjust both marriage and profession. Sometimes we found that women had entered the job as Sub Inspectors and became so involved in their jobs, that they had well passed the age of marriage and there was no way they could have got married later on. We tried to find the financial background of our respondents. We included the earnings of the other family members in case of unmarried respondents. We calculated the income based on earnings or pensions of father, mother, brother or sisters. We included the family as one unit, when they shared a common kitchen. So in the case of unmarried women and men, though they were living alone, or posted somewhere else we included their family as one unit. For married people income of people living with them only was calculated. In case of agricultural or other property we asked them to assess the income in terms of money. These figures represent an approximate figure and do not correspond to the exact income.

Table 10

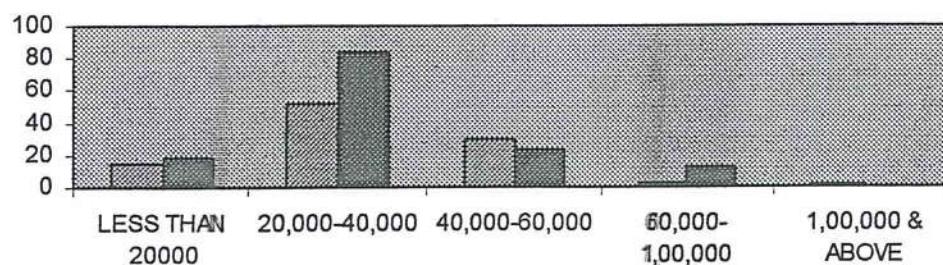
Income per annum

| | Women | | Men | |
|-------------------|-------|------|------|------|
| | A.P. | U.P. | A.P. | U.P. |
| Less than 20,000 | 2.8 | 51.0 | 14.4 | 18.5 |
| 20,00- - 40,000 | 28.0 | 21.5 | 52.0 | 84.1 |
| 40,000 – 60,000 | 44.0 | 9.5 | 29.6 | 23.0 |
| 60,000 – 1,00,000 | 16.8 | 6.0 | 2.4 | 12.5 |
| 1 lakh and above | 7.6 | 1.0 | 1.6 | 0.50 |

INCOME (PER ANNUM) OF WOMEN POLICE OF AP & UP



INCOME STATUS OF MEN POLICE IN AP & UP



Therefore while in A.P. majority of our respondents came in the 40,000-60,000/- income bracket in U.P. it was less than 20,000/-. Among the men in both U.P. and A.P. majority were in the 20,000-40,0000 income range. If any members of a particular family was in gulf (as in the case of A.P.) we found a lot of variation in the income.

To sum up, the following points can be noted about the men and women police personnel from AP and UP who responded to our questionnaires.

- Most of the respondents were from non-gazetted ranks in police.
- Among female police personnel, the majority respondents in both the states were in their twenties and thirties, while most of the male police personnel in our sample were in their thirties or forties.
- Majority of respondents were Hindus.
- Among the women respondents, in AP the majority had been in service for 6-10 years, while in UP majority had been in service for about 5 years.
- Among males, the majority in AP had been in service for 15-20 years while in UP they were working for more than 20 years.
- The majority of both the male and female police personnel had lived in urban areas during the last 15 years.

CHAPTER VI

ATTITUDE TOWARDS THE POLICE JOB

In this chapter, we will examine the attitude towards the police of both the men and women police personnel from AP and UP who responded to our questionnaire. We will specifically look into the following aspects.

- Reasons for women police personnel for joining the police department.
- Did people perceive policing a masculine occupation and did it provide good career for women?
- The work environment for women in police.
- Reasons why women did not join the police in large numbers.
- Whether police personnel think that the public appreciates their work.

We had two different kinds of questions for our respondents. From the women, we wanted to know the reason for their joining the Police force. From the men we wanted to know if they thought policing to be a masculine job.

Table 11
Reasons for joining the Police Force.

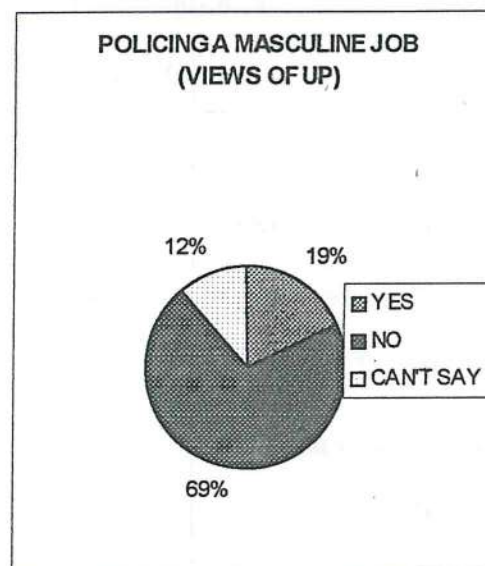
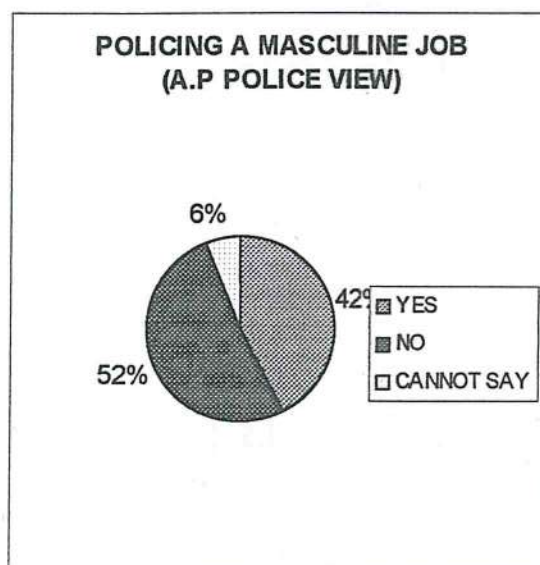
| Reason | Andhra Pradesh | Uttar Pradesh |
|-------------------------|----------------|---------------|
| Personal interest. | 61.6 | 66.5 |
| Long-term job security. | 14.0 | 12.5 |
| Random decision. | 9.6 | 11.5 |
| Influence of Friends | 5.6 | 1.5 |
| Influenced by parents | 9.2 | 3.5 |
| Any other. | -- | -- |

Majority of our respondents told us that they had joined the Police force due to their personal interest. Many women told us that they were fascinated by the uniform, for it signified a total control over one's life and overall smartness. Other women had seen their neighbours or some distant cousin or relative in the Police force and therefore were very much impressed by him or her and hence wanted to join the Police force. Some of the women in U.P. told us that to them policing meant a Government job, with its security and since India had its problems of unemployment, they tried for a policing job because it was a government job. Some women told us that they felt this was better than a government job also, because if they were working as a Clerk or Secretary in an office, they would not be commanding the kind of respect, which they now get being a Police woman.

When we asked the men if policing was a masculine job, we got the following responses

Table 12
Policing a masculine occupation

| Response | Andhra Pradesh | Uttar Pradesh |
|------------|----------------|---------------|
| Yes | 42.4 | 18.5 |
| No | 51.6 | 70.0 |
| Cannot say | 6.0 | 11.5 |

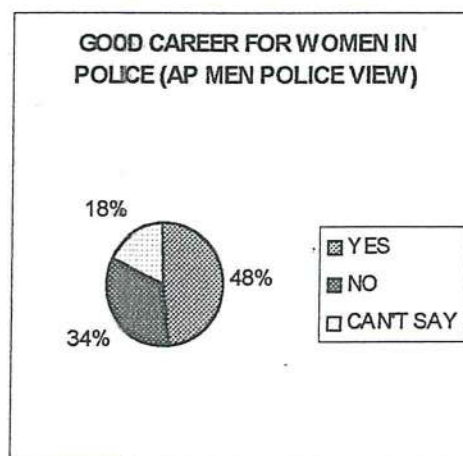
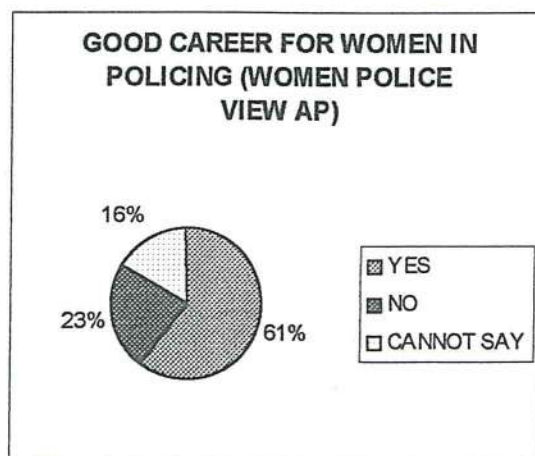


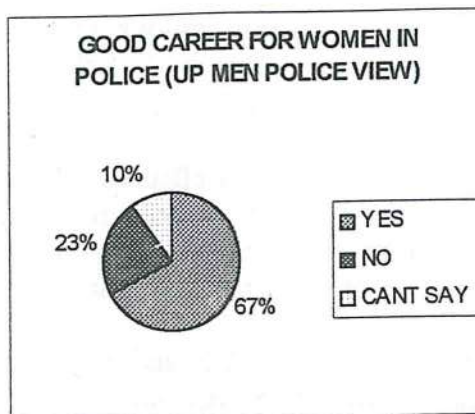
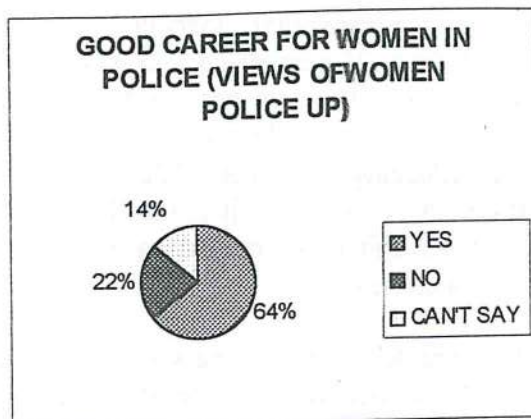
Therefore majority of our respondents, men agreed that policing was not a masculine occupation. They told us that whenever duties like arresting, questioning and searching women suspects were concerned, women were the best persons to deal with this. Besides this, they felt that women were best suited to handle and investigate cases dealing with vice or sexual offences like rape or trafficking in women. Women are also best suited to deal with children involved in sexual offences or juvenile delinquency cases. They are also best-suited in controlling women agitators, conducting immigration duties, checking female travellers, guarding female prisoners.

Of the 42.4% in A.P. and 18.5% in U.P. who felt that policing was a masculine occupation, a majority of men about 36.4% in A.P. felt that women were too weak in all respects to perform the job and 14.2% in U.P. felt that they were less competent than men. About 4% in A.P. 2% in U.P. also voiced the fear that given the opportunity they might outplace the men police. About 2.4% in A.P. and 2.3% in U.P. also felt that it was a question of male ego and only men should be in the Police. When we pointed out to some of these men about the views of the majority of the men, they agreed that only women could handle some of these specific jobs but this could be done by women in plain clothes. When we asked both the women and men if there was a good career for women in the police force, we got the following response.

Table 13
A good career for women in Police

| Response | Andhra Pradesh | | Uttar Pradesh | |
|------------|----------------|------|---------------|------|
| | Women | Men | Women | Men |
| Yes | 60.4 | 48.0 | 64.5 | 67.0 |
| No | 23.2 | 33.6 | 22.0 | 23.0 |
| Cannot say | 16.4 | 18.4 | 13.5 | 10.0 |



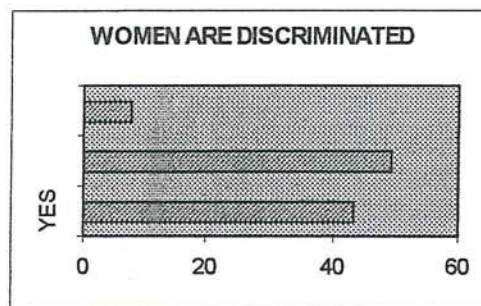
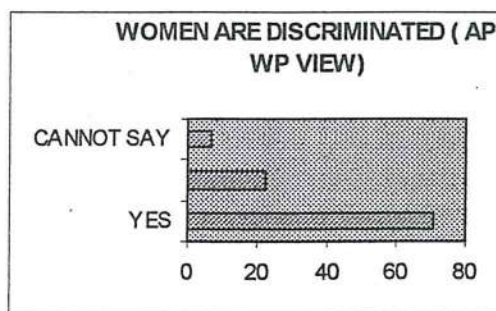


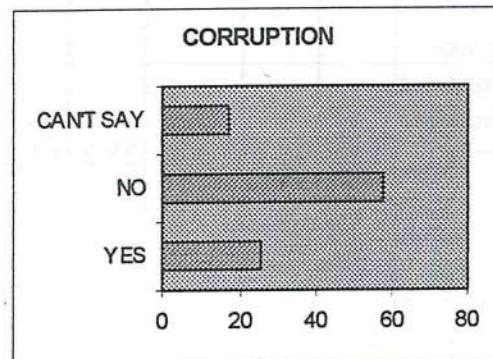
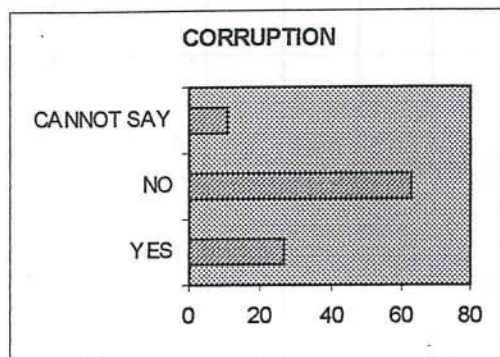
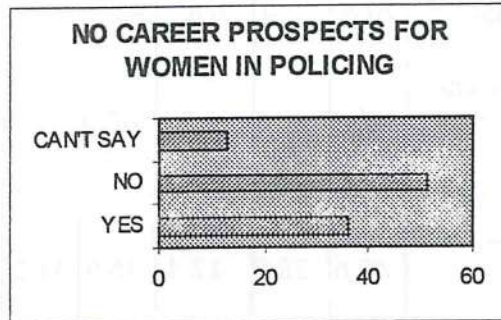
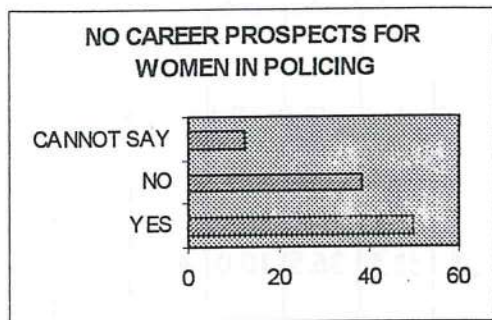
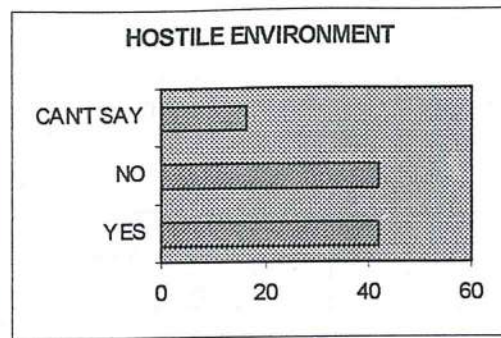
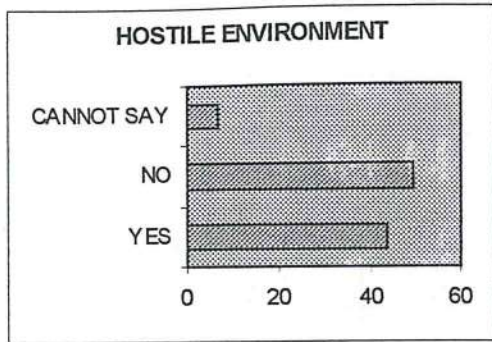
Therefore majority of the men and women both felt that, in principle, there was a good career for women in the Police. Of the 33.6% in A.P. and 23.0% in U.P. who felt that there was no good career for women in the police a majority felt that women had to neglect their homes and since they kept very odd duty hours it affected the family and children badly. We found many of these men very conservative and slightly aged (sometimes on the verge of retirement). They had very clear notions of women for home and men for the outside world. Some stated that they did not mind women working, may be in an office or school but Police Department dealt with the worst elements of society and hence this was not a proper place for women.

We wanted a further elaboration and asked the following questions and got the following response.

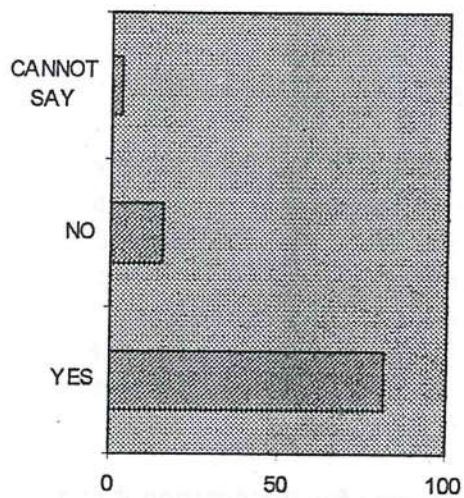
Table 14
Presence of certain factors in Police Department

| Factors | Andhra Pradesh | | | | | | Uttar Pradesh | | | | | |
|---|----------------|------|-----------|------|------|-----------|---------------|------|-----------|------|------|-----------|
| | Women | | | Men | | | Women | | | Men | | |
| | Yes | No | Can't say | Yes | No | Can't say | Yes | No | Can't say | Yes | No | Can't say |
| 1. Women are discriminated. | 70.8 | 22.4 | 6.8 | 43.2 | 49.2 | 7.6 | 52.0 | 44.5 | 3.5 | 28.0 | 66.5 | 5.5 |
| 2. Hostile environment. | 43.6 | 49.6 | 6.8 | 42.0 | 42.0 | 16.0 | 45.5 | 42.0 | 12.5 | 54.5 | 35.5 | 10.5 |
| 3. No career prospects for women. | 49.6 | 38.0 | 12.4 | 36.0 | 51.2 | 12.8 | 53.5 | 36.5 | 10.0 | 46.5 | 40.0 | 13.5 |
| 4. Corruption | 26.4 | 62.8 | 10.8 | 25.2 | 57.6 | 17.2 | 50.5 | 42.0 | 7.5 | 32.5 | 60.5 | 7.0 |
| 5. Police women's work not appreciated like policemen's. | 81.6 | 15.2 | 3.2 | 25.2 | 66.4 | 8.4 | 50.5 | 46.0 | 3.5 | 47.5 | 45.5 | 7.0 |
| 6. Policewomen not rewarded with promotion incentives like men. | 66.0 | 28.0 | 6.0 | 36.4 | 58.0 | 5.6 | 60.0 | 37.0 | 3.0 | 15.8 | 73.7 | 10.5 |

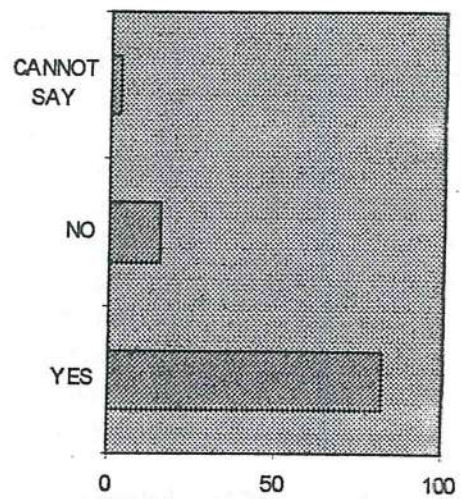




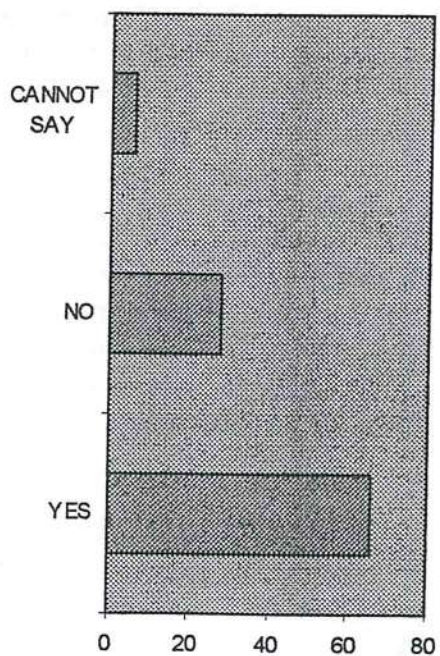
**POLICE WOMEN'S WORK NOT
APPRECIATED LIKE POLICE
MEN'S**



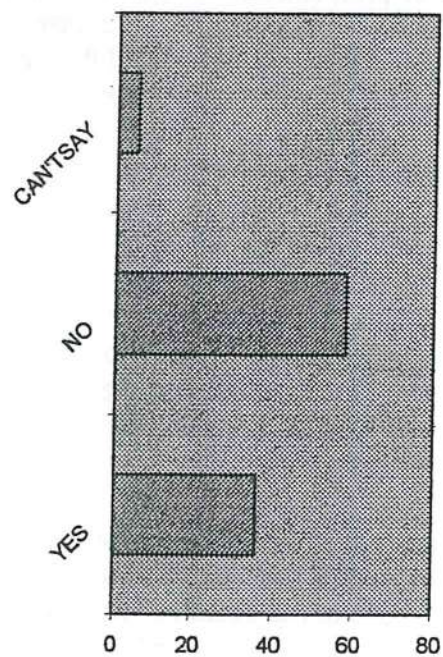
**POLICE WOMEN'S WORK NOT
APPRECIATED LIKE POLICE
MEN'S**



**POLICE WOMEN NOT REWARDED
WITH PROMOTION INCENTIVES
LIKE MEN**



**POLICE WOMEN NOT REWARDED
WITH PROMOTION INCENTIVES
LIKE MEN**



Thus we saw a lot of difference in the perception of women and men in both the states regarding certain factors in the Police. When we asked if women were discriminated against majority of the women, 70.8% in A.P. and 52.0% in U.P. stated that they were discriminated against. While majority of the men 49.2% in A.P. and 66.5% in U.P. felt they were not discriminated against. The women, including many senior I.P.S. Officers pointed out that they would never be given the same kinds of postings like the men. Some told us, they could never dream of "being in-charge of a Thana independently", some others told us that they had to struggle continuously because they have to be much more efficient than the men to prove themselves. The men on the other hand (we found this response mostly among the Non Gazetted Officers) felt that the women got the same pay but they hardly did any work. They always had some excuse or the other for avoiding work and they should not be complaining.

We had more of less balanced kind of responses for the question if they thought there was a hostile environment in the Police. On probing further, we found that each person had understood the question differently. While some women felt that their working environment was hostile 43.6%, nearly 49.6% felt it was not hostile. They had, very good relations at their workplace. Others felt that the whole work of the Police was such that they worked in a very hostile environment. Some told us "if there would have been no ills or problems in our society, then there would have been no need for the Police Department". Men also reacted in a similar fashion. In fact we had 42% responses as yes in A.P. and 42% as no. In U.P. many men stated that they worked in a hostile environment (54.5%) and only 35.5% answered in the negative. Many felt there was serious problem of law and order, dacoity, robbery, murders, which created a hostile environment for them to work.

Majority of the women 49.6% in A.P. and 53.5% in U.P. felt that as of now there was no career prospects for women in the Police. All of them complained that there was a lot of stagnation and no chances for promotion to a higher rank. Many complained that they were never given challenging jobs and had to be satisfied with a very routine kind of a job. In A.P. 36% men felt that there were no career prospects for women while 51.2% felt that it was not so. In U.P. 46.5% men answered in the positive and 40% felt that it was wrong to say so.

When we asked if there was corruption in the Police Department among the women 26.4% said yes and 62.8% said no in A.P. and in U.P. 50.5% replied in the positive and 42% in the negative. Majority of the men in both the States denied that there was corruption in the Police 57.6% in A.P. and 60.5% in U.P.

On the question if police women's work was not appreciated like the men, we had a majority of women in both states 81.6% in A.P. and 50.5% in U.P. saying yes.

Majority of the men in A.P. 66.4% did not agree with this, while in U.P. majority of the men 47.5% agreed.

Women in A.P. 66% felt they were not given the same rewards as men. They never got promotions or other incentives like men. Majority of the men 58% did not agree with this.

In U.P. 60% women send yes and 37.0% said no, while majority of the men 73.7% did not agree with this.

Therefore, we found a lot of difference in the attitude of women and men towards the Police job and various issues involved with it.

We only asked the women if they ever seriously thought of resigning from the police service.

Table 15
Resignation from the Police Force

| Response | Andhra Pradesh | Uttar Pradesh |
|-----------|----------------|---------------|
| Yes | 15.2 | 23.0 |
| No | 67.2 | 73.5 |
| Can't say | 17.6 | 3.5 |

Therefore, majority of the women 67.2% in A.P. and 73.5% in U.P. never thought of resigning from the Police force. We wanted to find out the exact reason from the 15.2% in A.P. and 23% in U.P. who thought of resigning. Majority of them stated that they found it very difficult to cope with their responsibilities at home and at work. But they also told us that these thoughts only came to them momentarily and they never felt that their talents were under-used, or they had to face rude behaviour from colleagues, or they could not get along with superiors. They did not think they got inadequate pay.

When we tried to find of the exact reason as to why women abstain from joining the Police, we got the following responses.



Table 16
Reasons why women don't join the Police.

| Reason | Andhra Pradesh | | | | | | Uttar Pradesh | | | | | |
|---------------------------------|----------------|-------|-----------|------|------|-----------|---------------|------|-----------|------|------|-----------|
| | Women | | | Men | | | Women | | | Men | | |
| | Yes | No | Can't say | Yes | No | Can't say | Yes | No | Can't say | Yes | No | Can't say |
| 1. Low salary. | 31.6 | 59.3 | 9.1 | 25.6 | 64.8 | 9.6 | 26.0 | 69.0 | 5.0 | 29.5 | 65.5 | 5.0 |
| 2. Low prestige | 56.0 | 41.2 | 2.8 | 42.4 | 48.0 | 9.6 | 51.5 | 45.5 | 3.0 | 56.0 | 28.0 | 16.0 |
| 3. Male dominated jobs. | 49.6 | 50.0 | 0.4 | 36.0 | 54.4 | 9.6 | 52.0 | 45.0 | 3.0 | 59.0 | 29.5 | 11.5 |
| 4. Low social acceptance. | 60.8 | 31.2 | 8.0 | 51.6 | 38.0 | 10.4 | 65.0 | 33.5 | 1.5 | 79.0 | 14.5 | 6.5 |
| 5. Poor working conditions | 68.8 | 18.8 | 12.4 | 38.4 | 53.2 | 8.4 | 38.5 | 55.5 | 6.0 | 54.0 | 43.0 | 3.0 |
| 6. Risky jobs. | 73.6 | 24.87 | 1.6 | 47.2 | 43.6 | 9.2 | 48.5 | 48.0 | 3.5 | 56.5 | 33.0 | 10.5 |
| 7. Very little time for family. | 86.8 | 10.8 | 2.4 | 72.8 | 20.0 | 7.2 | 77.0 | 20.5 | 2.5 | 80.0 | 19.0 | 1.0 |

There was a major consensus among men and women in both the States that low salary was not the reason why women did not join the Police. Many respondents of both sex told us that the salary structure was all right and as decided by the government and had no discrimination between men and women. If there were complaints it was of the salary per se in keeping with increased cost of living and not to do with gender. Many looked upon this as a government job with all its securities.

However, many women 56% in A.P. and 51.5% in U.P. felt that the Police job involved a low prestige. Though the men in A.P. 48% did not agree with this, majority of the men in U.P. 56.0% agreed with this. We found a lot of difference in attitude among the new recruits and old recruits. We still remember, a long discussion in Kanpur, when many new recruits all constables told us that they all came from middle class urban areas and were educated. They had no problems with the public outside, which looked upon them with respect, but within the Police Department they felt they

enjoyed a low prestige. "Had I been a secretary or even a clerk in any office or a teacher, I would have had a different prestige but here I am treated like a good for nothing – nameless, faceless constable", a very bright and talkative constable remarked.

Majority of the women 50.0% and men 54.5% did not feel that policing was a male dominated job in A.P. where as in U.P. both women 52.0% and men 59.0% felt that this was a male dominated job, and it was perceived as thus and hence women did not join the Police force.

Majority of our respondents 60.8% women and 51.6% men in A.P. and 65.0% women and 79.0% men in U.P. felt that women did not like to join the Police because of low social acceptance of a Police person. We found a marked difference in the attitude of Gazetted and Non Gazetted officers. The latter were very vehement in stating that they had low social acceptance.

Majority of women in A.P. 68.8% stated that the working conditions were poor. They did not have proper bathrooms. In fact in Hyderabad, in one of the Police Stations, the women showed us around the place and told us that they would come from home wearing sarees and then change into the uniform at the Police Station. These police stations did not have a change room, the bathroom was very small and wet and they had to use a lock-up room. They would then send anyone who was inside, wait outside, ask the visitors to leave (there were few chairs kept outside the lock-up room, for this was the only place available for visitors to come and sit, till they were called for) and then would change the dress. "Madam, what prestige we will have if we have to change our clothes in these circumstances. Can you expect the public to respect us", a constable remarked. In U.P. also in many Police Stations, where women were posted, we found provisions for men's toilet, but women had to use the toilet in some one's personal residence. This problem however did not occur in all Women Police Stations.

Majority of the women and men about 73.6% women in A.P. and 48.5% in U.P. and 47.2% men in A.P. and 56.5% men in U.P. felt that women did not like to join the policing job because it was a risky job. They often came back alone at nights, had to travel totally new places with summons or to arrest people or bring back witnesses. Many stated that in riot or communal violence kind of situation also, the job was very risky.

The major complaint which most of the women had and the reason why women do not join the Police force was that women had very little time for family. 86.8% of women in A.P. and 77.0% men in U.P. and 72.8% men in A.P. and 80.0% men in U.P. agreed that women had very little time for the family. We found most of the women, who were in the lower ranks and had small children, had kept a brother, a sister or some uncle, aunt with them to manage their homes. In case such help was not available, the women relied a lot on her neighbouring families and other men in her Police Station to help her out. We found a very friendly environment and very good relations among the men and women in a Police Station. The men often helped women with small children,

by doing their duties and chipping in for them, whenever the need arose. Many women themselves came forward in this situation.

When we asked our respondents, if they think the public appreciates their work, we got the following response.

Table 17
Public's appreciation.

| Response | Andhra Pradesh | | Uttar Pradesh | |
|----------|----------------|------|---------------|------|
| | Women | Men | Women | Men |
| Yes | 67.6 | 32.0 | 56.0 | 52.0 |
| No | 32.4 | 56.4 | 44.0 | 44.0 |

In A.P. majority of the women felt their jobs were appreciated and in U.P. also 56% of the women felt in a similar way but in A.P. 56.4% men felt their jobs were not appreciated by the public while we got an almost equal 44.0% for and 44.0% against in U.P. When we pointed out to the anomaly in thinking among some of them who said that they thought they had a low prestige and yet felt that their work was appreciated, they told us clearly that they had no problem with the public who looked up to them, the problem was more in the Department itself among superior ranks for amongst themselves also they had no problems. When we pointed out that the Police Department was a hierarchical structure, and may be this was needed for maintaining discipline, many agreed but some stated that this could have been the case in pre-independent India, but certainly not now.

To sum up, the following points emerged from our queries regarding the attitude of men and women police personnel from the two states:

- Majority of respondents said that they joined the police due to personal interest.
- Majority of women police personnel in both the states did not think that policing was a masculine occupation.
- Both the men and women police personnel felt that there was a good career for women in the police.
- There was a difference in perception of men and women in both the states regarding the discrimination against women and the prevailing environment within the department.

- Majority of women police personnel felt that there was discrimination against them, while the majority of men felt that there was a no discrimination against women.
- Majority of women felt that career prospects for them in police work were not bright while men thought otherwise.
- Majority of women were of the view that their work has not been appreciated like their male counterparts.
- Majority of police women in both the states also felt that they are not getting rewards, promotions and incentives like their male counterparts, while majority of male respondents disagreed with this.
- Very few women police personnel said that they felt like resigning from the police.
- In both the states, most men and women were of the view that low salary was not the reason why women did not join the police.
- Most of the respondents felt that the main reason why women refrained from joining the police was that police women had very little time for family.
- In AP, majority of women police personnel felt that public appreciated their work but majority of their male counterparts did not think so.
- In UP, majority of both male and female police personnel felt that their work received public appreciation.

CHAPTER VII

GENDER DISCRIMINATION IN JOBS

In this chapter, we will examine the extent of gender bias and discrimination, if any, in the police department in states of AP and UP. We will specifically look into the following aspects:

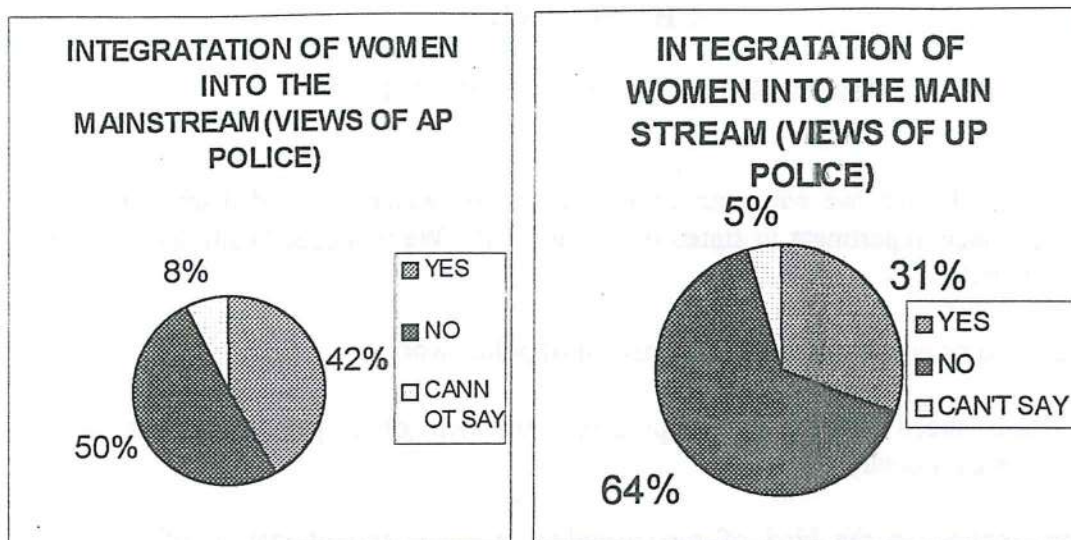
- Integration of women into the main stream of police work.
- Difficulties faced by women in coping up with their job of policing and as well as their lives as ordinary women.
- Discrimination in the kind of responsibility, posting, and utilization of talents of women in police.
- Attitude of women police towards their job and the perception of their male counterparts.
- The job environment and the special needs of women police personnel in the department.
- Types of duties which women police personnel want to perform or do not want to perform.

We asked two specific questions regarding women's job in the Police from the men and got the different responses. When we asked the men if the women police should be fully integrated into the main stream of general duties including night shifts and all aspects of patrol we got the following response.

Table 18

Integration of women into the main stream

| Response | Andhra Pradesh | Uttar Pradesh |
|-----------|----------------|---------------|
| Yes | 42.0 | 30.5 |
| No | 50.4 | 65.0 |
| Can't say | 7.6 | 4.5 |

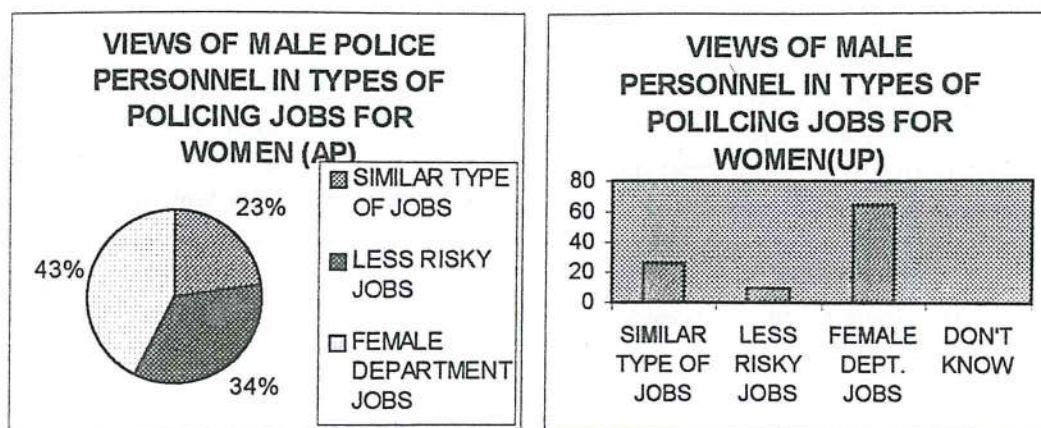


So majority of the men felt that there was no need to integrate women into the main stream of general duties but give them specific tasks. Many stated Women's dual roles in the family and at the work place as a reason for this.

When we asked the men if in comparison to them, what were the kinds of jobs which women police performed, we got the following responses:

Table 19
Kinds of job performed by women

| Response | Andhra Pradesh | Uttar Pradesh |
|---------------------|----------------|---------------|
| Similar type of job | 22.8 | 26.0 |
| Less risky jobs. | 34.4 | 9.5 |
| Female Deptt. Jobs. | 42.8 | 64.5 |
| Don't know. | -- | -- |



So majority of the men felt that women performed mainly female department jobs.

On the question as to how difficult it was for the women working in the Police to cope up with their job of policing and their lives as ordinary women, we got the following response.

Table 20

Difficulties to cope with dual responsibilities

| Response | Andhra Pradesh | | Uttar Pradesh | |
|-----------------------------|----------------|------|---------------|------|
| | Women | Men | Women | Men |
| Very difficult | 37.6 | 48.0 | 33.5 | 34.0 |
| Difficult | 19.2 | 32.0 | 26.0 | 37.5 |
| Neither difficult nor easy. | 38.8 | 17.6 | 34.0 | 23.5 |
| Easy | 1.2 | 1.6 | 6.0 | 5.0 |
| Very Easy | 3.2 | -- | -- | -- |

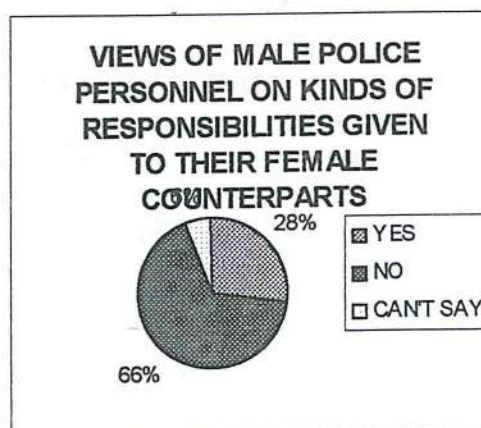
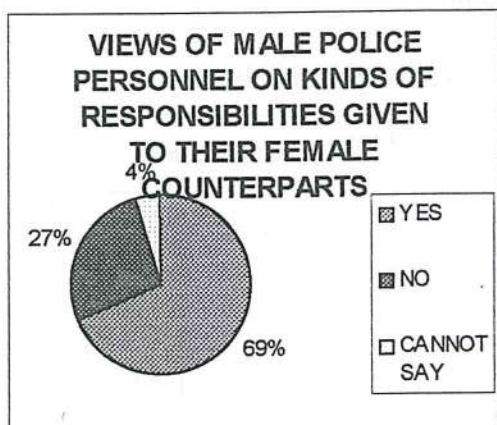
Therefore while majority of the women found their duties at home and at work neither easy nor difficult, majority of the men in A.P. 48% found that women found it very difficult to cope with both these duties and responsibilities and 37.5% men in U.P. thought it was very difficult. Except in A.P. where 3.2% women said it was very easy to cope with both these duties we got a negative response from both men and women.

As far as delegation of responsibility is concerned we had the following :

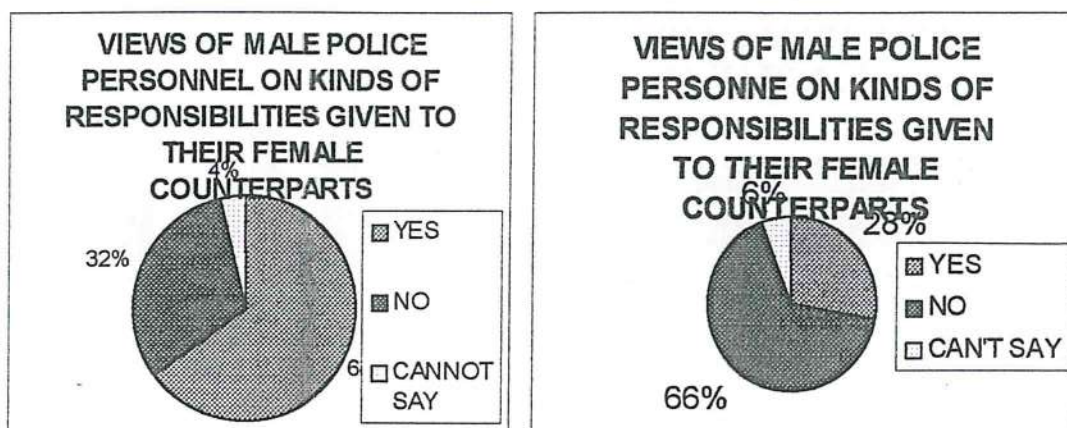
Table 21
Kinds of responsibility similar to men.

| Response | Andhra Pradesh | | Uttar Pradesh | |
|---------------|----------------|------|---------------|------|
| | Women | Men | Women | Men |
| 1. Yes | 68.4 | 27.6 | 65.0 | 28.0 |
| 2. No | 27.2 | 66.8 | 31.5 | 66.5 |
| 3. Cannot say | 4.4 | 5.6 | 3.5 | 5.5 |

ANDHRA PRADESH



UTTAR PRADESH



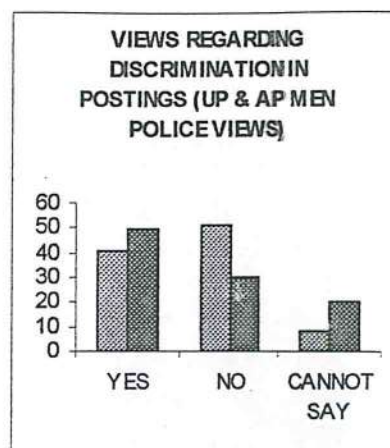
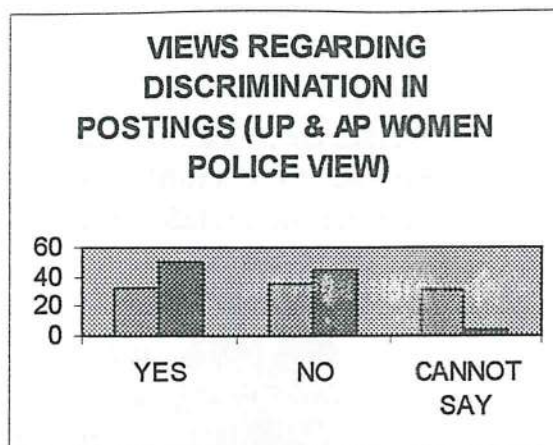
Majority of the women in both these states 68.4% in A.P. and 65% in U.P. thought that they were given the same responsibilities as men, majority of the men 66.8% in A.P. and 66.5% in U.P. thought it was not so. While many women told us they also did sentry duty, went to bring witnesses, give summons or on riot control or procession duties which the men performed, the men felt that the women were given very soft options and whenever a man could perform any duty, he became the first choice.

On the question of kinds of postings for women and if they were treated in the same way as men, here are the responses.

Table 22

Posting for women same as men

| Response | Andhra Pradesh | | Uttar Pradesh | |
|-----------|----------------|------|---------------|------|
| | Women | Men | Women | Men |
| Yes | 33.2 | 40.4 | 50.5 | 49.5 |
| No | 35.2 | 51.2 | 45.5 | 30.0 |
| Can't say | 31.6 | 8.4 | 4.0 | 20.5 |

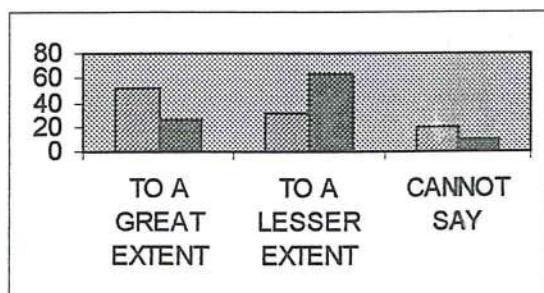


Therefore while in A.P. majority of the women 35.2% felt they were given no special concessions in U.P. majority of men (49.5%) and women (50.5%) felt that they were treated in a similar fashion to that of the men. On the extent of talent of the Police women being utilized

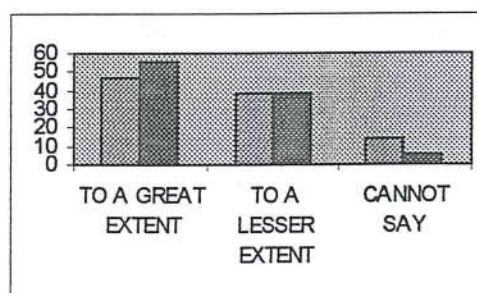
Table 23

Utilization of the Talents of women

| Response | Andhra Pradesh | | Uttar Pradesh | |
|--------------------|----------------|------|---------------|------|
| | Women | Men | Women | Men |
| To a great extent | 52.8 | 46.8 | 26.5 | 56.0 |
| To a lesser extent | 31.2 | 38.8 | 63.5 | 39.0 |
| Cannot say | 19.8 | 14.4 | 10.0 | 5.0 |



VIEWS REGARDING UTILISATION OF TALENT
OF FEMALE POLICE PERSONNEL



VIEWS REGARDING UTILISATION OF
TALENT OF FEMALE POLICE PERSONNEL

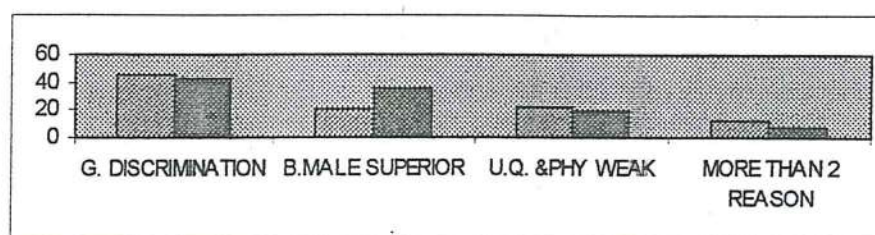
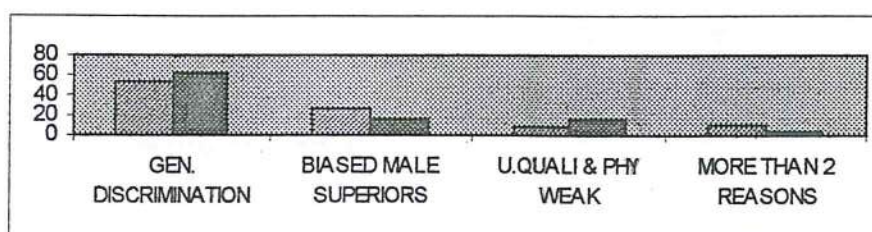
Women and men in both the States (except U.P. where 63.5% women stated that their talents were not utilized properly), we had a similar kind of response, where they felt that their talents were utilized to a great extent.

We wanted to probe further and find out the perception of both men and women on why the talents of women were not being utilized completely.

Table 24

Reasons for non-utilization of talents.

| Response | Andhra Pradesh | | Uttar Pradesh | |
|--|----------------|------|---------------|------|
| | Women | Men | Women | Men |
| Gender discrimination | 54.8 | 45.2 | 63.0 | 42.5 |
| Biased male superiors | 26.0 | 20.8 | 16.5 | 35.5 |
| Under-qualified and Physically weak | 8.8 | 22.4 | 15.5 | 18.5 |
| More than two reasons Of the above. | 10.4 | 11.6 | 5.0 | 7.5 |

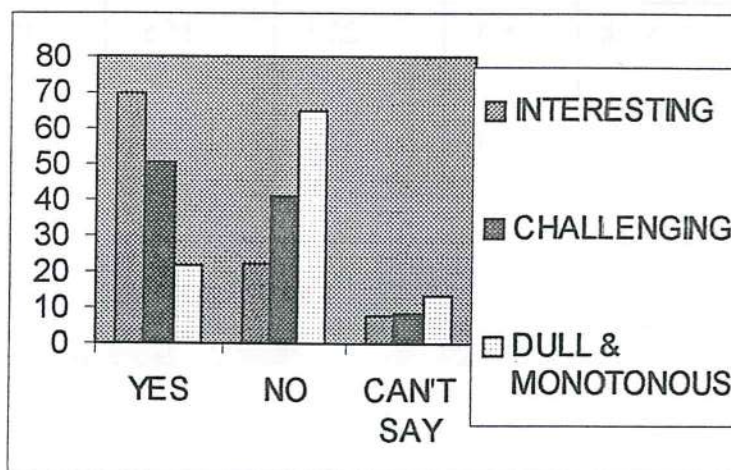


Therefore majority of our respondents both men and women felt that if the talents of women were not recognized it was due to gender discrimination. Often we heard both men and women giving us many examples of how women could not do certain things all by themselves. Many a men told us that even a all-women police station could not be safe at night unless few men constables were posted. We found in most of our conversations that men and women have internalized many of the values of a patriarchal society and they felt that a woman could go to a certain extent and not beyond.

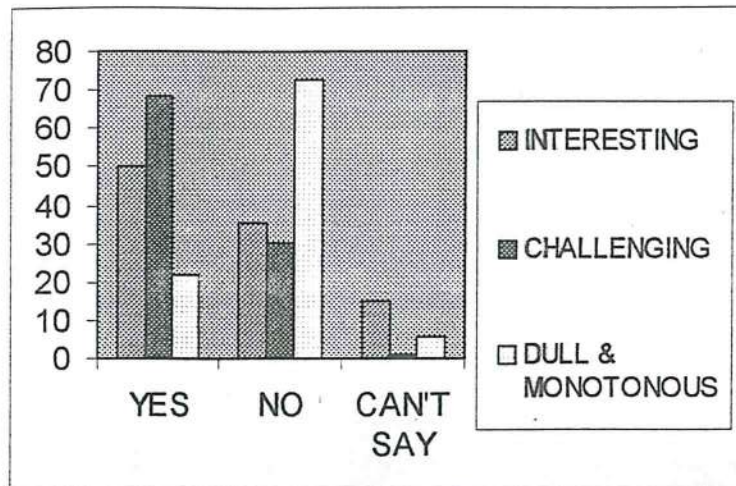
We asked the women how did they find their job.

Table 25
Women's attitude towards their jobs

| Response | Andhra Pradesh | | | Uttar Pradesh | | |
|---------------------|----------------|------|------------|---------------|------|------------|
| | Yes | No | Cannot say | Yes | No | Cannot say |
| Interesting | 70.0 | 22.4 | 7.6 | 50.0 | 35.5 | 15.0 |
| Challenging | 50.4 | 41.2 | 8.4 | 68.5 | 30.5 | 1.0 |
| Dull and Monotonous | 21.6 | 64.8 | 13.6 | 22.0 | 72.5 | 5.5 |



WOMEN'S ATTITUDE TOWARDS THEIR JOB
AP/UP POLICEMEN VIEW



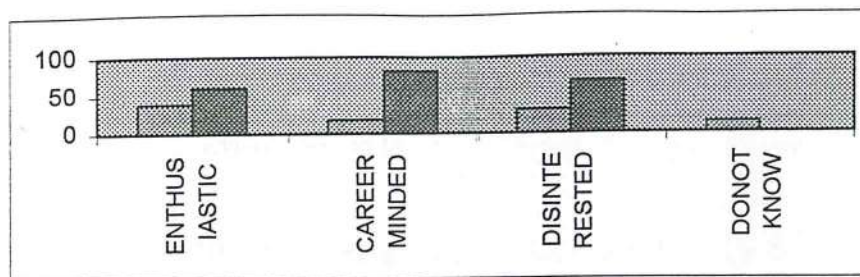
Therefore majority of our women respondents found their job interesting and challenging in both the states. Very few women thought that their job was dull or monotonous. Women did not have any problem with the kinds of jobs they were asked to handle. Of the 41.2% women in A.P. and 30.5% in U.P. who did not find their job challenging complained that they were given very routine kind of jobs mostly of a desk job kind. They told us that women were often not preferred whenever a challenging job came up and women were only used when there was no other alternative or as a last resort. We found many of these women to be more educated and comparatively young in age when compared to the slighter older women who were satisfied with their lot and their job description.

When we asked the men how did they find the women's attitude to her job we got this response.

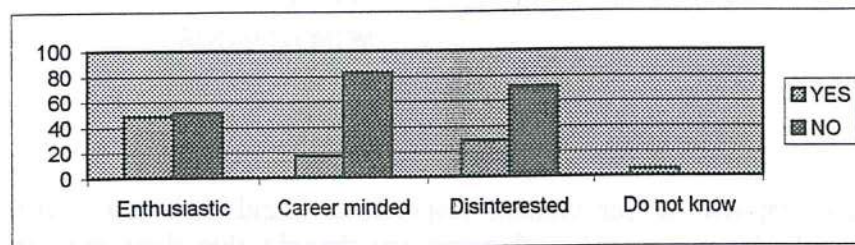
Table 26

Men's perception of women's attitude to their job

| Response | Andhra Pradesh | | Uttar Pradesh | |
|--------------------------|----------------|------|---------------|------|
| | Yes | No | Yes | No |
| Enthusiastic | 38.4 | 61.6 | 48.5 | 51.5 |
| Career minded | 18.8 | 81.2 | 17.0 | 83.0 |
| Disinterested in her job | 30.8 | 69.2 | 29.0 | 71.0 |
| Do not know | 12.0 | -- | 5.5 | -- |



MEN'S PERCEPTION OF WOMEN'S ATTITUDE TO THEIR JOB - AP



MEN'S PERCEPTION OF WOMEN'S ATTITUDE TO THEIR JOB - UP

Therefore men had a very different perception of women's attitude towards their jobs. While the majority of women found their job challenging, interesting, and not at all dull and monotonous, only 61.6% men in A.P. and 51.5% men in U.P. felt that women were not enthusiastic or career conscious.

We wanted to know from the men about the kind of jobs women police should be given.

Table 27

Kinds of jobs to be given to Women Police.

| Response | Andhra Pradesh | | Uttar Pradesh | |
|-------------------------------|----------------|------|---------------|------|
| | Yes | No | Yes | No |
| Similar jobs like men | 22.8 | 77.2 | 23.5 | 76.5 |
| Administrative jobs | 23.6 | 76.4 | 15.0 | 85.0 |
| Female Deptt. Jobs | 65.2 | 38.8 | 50.5 | 49.5 |
| Less risky but competent Jobs | 81.2 | 18.8 | 89.0 | 11.0 |
| Do not know | -- | -- | -- | -- |

Therefore majority of the men felt that women had to be given female department jobs or less risky but competent jobs. What was very interesting was that majority of the

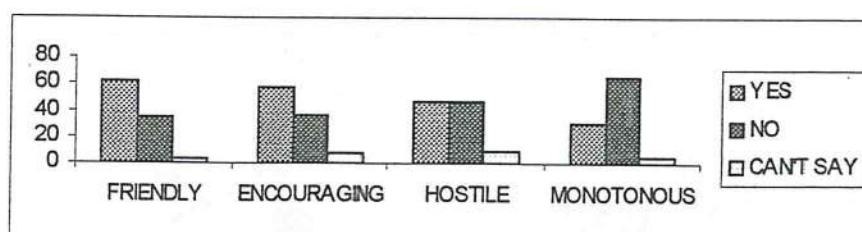
men did not want the women to handle administrative jobs, which they felt anyone could handle and the policemen or women should not be used for this purpose. Many a men gave us heated arguments on the kinds of jobs which only men could handle and women could not. Hence we found the attitude of majority of the men very clear. They did not want the women to waste their talent and efficiency by just handling administrative jobs but wanted them to handle female department jobs or less risky but competent jobs.

We got the following response from the women on their job environment.

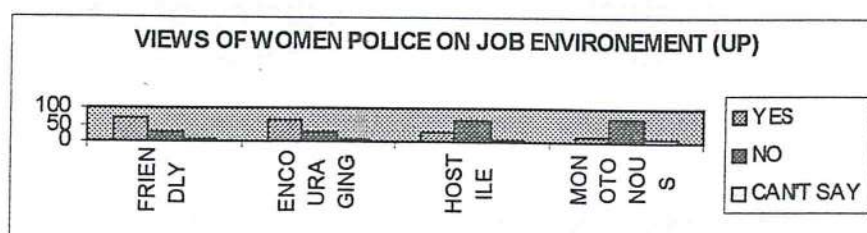
Table 28

Job Environment

| Response | Andhra Pradesh | | | Uttar Pradesh | | |
|-------------|----------------|------|------------|---------------|------|------------|
| | Yes | No | Cannot say | Yes | No | Cannot say |
| Friendly | 62.4 | 35.2 | 2.4 | 69.5 | 27.0 | 3.5 |
| Encouraging | 57.2 | 35.6 | 7.2 | 63.0 | 30.5 | 6.5 |
| Hostile | 47.2 | 47.2 | 9.4 | 28.5 | 67.0 | 4.5 |
| Monotonous | 30.0 | 65.6 | 4.4 | 20.0 | 70.0 | 10.0 |



Views of Women Police on Job Environment
AP



View of Women Police on Job Environment - UP

Therefore majority of the women in both U.P. and A.P. found their work environment to be friendly and encouraging. While majority of the women in U.P. 67% found their work environment not hostile we had a almost 50 – 50 response in A.P. where 47.2% said their work environment was hostile and 47.2% said that their work environment was not hostile. We asked the men how they felt when they had to work with female colleagues. 68.4% in A.P. and 85.0% in U.P. told us that it made no

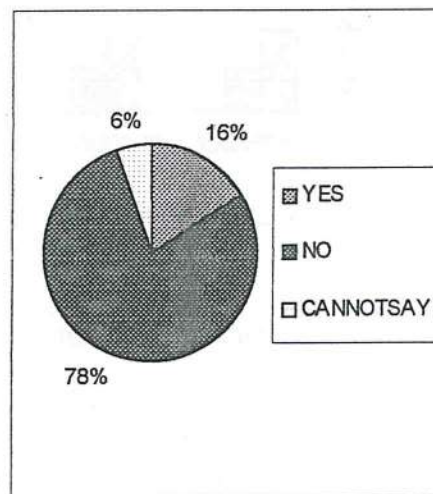
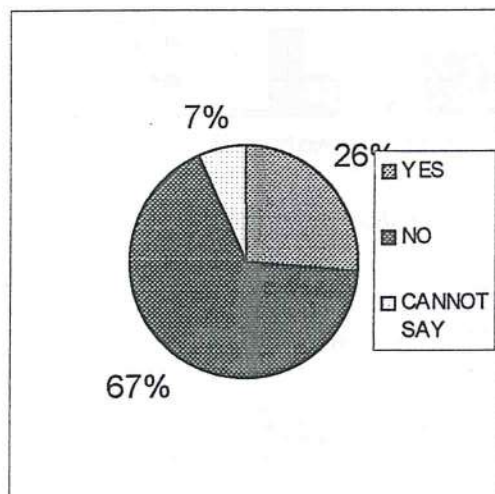
difference at all. Only 19.6% in A.P. and 11.5% in U.P. told us that they were ill at ease in the company of women. 10.4% in A.P. and 3.5% in U.P. told us that personally they disliked interference and hence they were angry. Hence majority of the men found it no different to work with women and were comfortable with them.

We also had questions on pregnancy and child rearing. We asked if women should continue with the same job responsibilities as earlier during pregnancy, we got the following response.

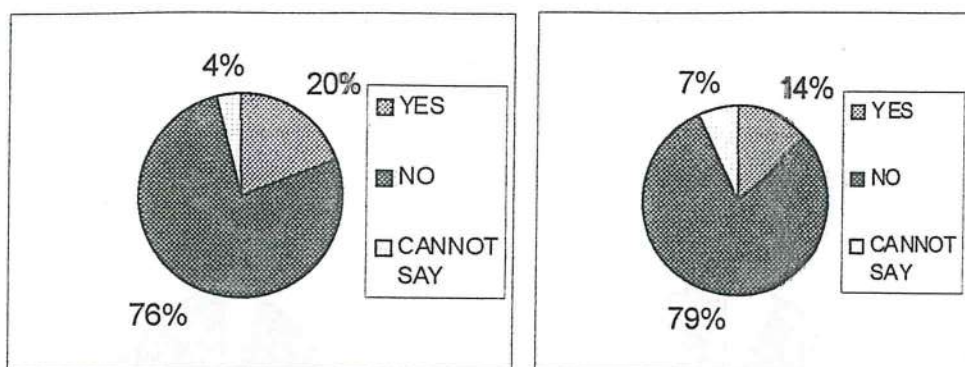
Table 29

Pregnancy and Job responsibility as before

| Response | Andhra Pradesh | | Uttar Pradesh | |
|------------|----------------|------|---------------|------|
| | Women | Men | Women | Men |
| Yes | 26.4 | 16.4 | 19.5 | 13.5 |
| No | 66.8 | 78.0 | 76.5 | 79.0 |
| Cannot say | 6.8 | 5.6 | 4.0 | 7.0 |



VIEWS ON JOB RESPONSIBILITY WITH PRE & POST PREGNANCY PERIODS - AP



Views on Job Responsibility Having Pre & Post Pregnancy Periods (UP)

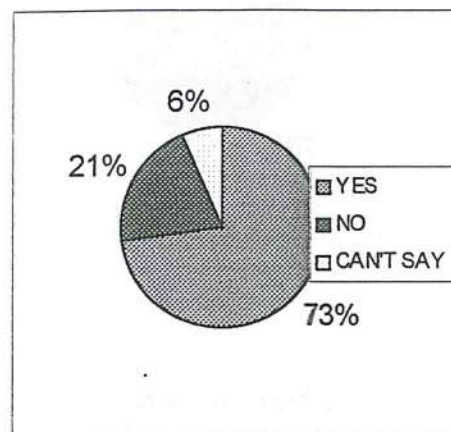
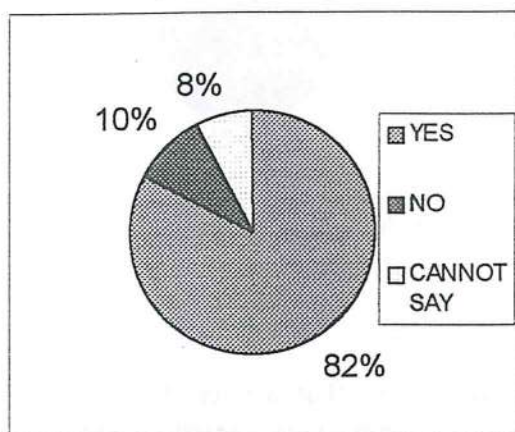
Therefore majority of both men and women felt that women should not carry on the same kind of job responsibilities like earlier, during pregnancy. Many men and women told us that policing involved a lot of physical work and pregnant women could not do these kinds of work. Hence during pregnancy a women could be given certain concessions and allowed to do desk jobs.

When we asked if women should be given certain concessions for child rearing, we got the following response.

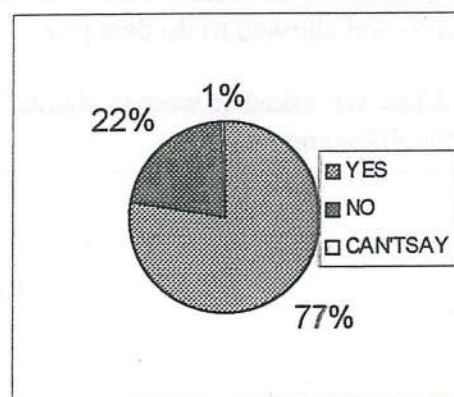
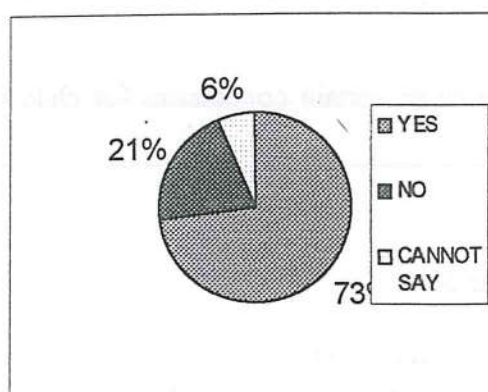
Table 30

Concessions for child rearing

| Response | Andhra Pradesh | | Uttar Pradesh | |
|------------|----------------|------|---------------|------|
| | Women | Men | Women | Men |
| Yes | 82.8 | 72.8 | 75.0 | 77.5 |
| No | 9.6 | 20.8 | 14.0 | 22.0 |
| Cannot say | 7.6 | 6.4 | 11.0 | 0.5 |



CONCESSION FOR CHILD REARING (AP POLICE VIEWS)



CONCESSION FOR CHILD REARING (UP)

Therefore majority of men and women felt that women should be given some concessions for child rearing. When we asked for details, we were told that at least till the time the child is three years old the women should be allowed to do a desk job and be nearer to the child.

We also wanted to find out about the kinds of duties which women perform. We asked pointed questions on the kinds of duties which women did not want to perform but were asked to perform. We asked these questions from both men and women.

Table 31
Performance of duties

| Response | Andhra Pradesh | | | | Uttar Pradesh | | | |
|--|----------------|------|------|------|---------------|------|------|------|
| | Women | | Men | | Women | | Men | |
| | Yes | No | Yes | No | Yes | No | Yes | No |
| Escorting female prisoners | 79.2 | 20.8 | 93.2 | 6.8 | 92.0 | 8.0 | 93.0 | 7.0 |
| Escorting male prisoners | 41.8 | 58.2 | 13.7 | 86.4 | 52.5 | 47.5 | 26.0 | 74.0 |
| Performing sentry duty at PS | 72.0 | 27.7 | 56.4 | 43.6 | 68.0 | 32.0 | 52.0 | 48.0 |
| Scriptory work at PS | 92.8 | 7.2 | 88.4 | 11.6 | 95.5 | 4.5 | 87.5 | 12.5 |
| Accompanying police search Parties. | 54.4 | 57.6 | 46.4 | 53.6 | 80.5 | 19.5 | 71.0 | 29.0 |
| Taking personal search of female suspects/prisoners. | 83.6 | 16.4 | 81.6 | 18.4 | 84.5 | 15.5 | 94.0 | 6.0 |
| Traffic duties. | 65.2 | 35.2 | 82.8 | 17.2 | 68.5 | 31.5 | 61.0 | 39.0 |
| Service of summons/warrants | 71.1 | 29.2 | 53.2 | 46.8 | 74.0 | 26.0 | 45.0 | 55.0 |
| Interrogating female suspects | 86.4 | 13.6 | 84.0 | 16.0 | 92.0 | 8.0 | 92.5 | 7.5 |
| Attending to telephone at PS residence of officers. | 25.2 | 74.8 | 32.5 | 67.6 | 74.5 | 25.5 | 52.5 | 47.5 |
| Handling media & PR job. | 45.8 | 53.2 | 42.4 | 49.6 | 71.0 | 29.0 | 78.0 | 22.0 |
| Investigating crimes. | 82.0 | 17.8 | 75.6 | 24.4 | 81.5 | 18.5 | 86.5 | 13.5 |
| Desk job in office. | 91.6 | 8.4 | 86.8 | 13.2 | 87.0 | 13.0 | 88.5 | 11.5 |
| Control Room | 82.0 | 18.0 | 84.7 | 15.2 | 87.0 | 13.0 | 80.0 | 20.0 |
| Patrolling duty in control Room/van. | 14.8 | 85.2 | 48.4 | 51.6 | 64.5 | 35.5 | 55.5 | 49.5 |

Table 32
Performance of duties contd.

| Response | Andhra Pradesh | | | | Uttar Pradesh | | | |
|---|----------------|------|------|------|---------------|------|-------|------|
| | Women | | Men | | Women | | Men | |
| | Yes | No | Yes | No | Yes | No | Yes | No |
| Performing job of Forensic Science Expert | 64.0 | 36.0 | 72.0 | 28.0 | 72.5 | 27.5 | 78.0 | 12.0 |
| Performing law and order Duties. | 92.8 | 7.2 | 69.6 | 30.4 | 88.0 | 12.0 | 77.0 | 23.0 |
| Participating in operation against militants/extremists | 56.4 | 43.6 | 48.8 | 51.2 | 80.5 | 19.5 | 47.0 | 52.5 |
| V.I.P. Security duties. | 84.4 | 15.6 | 56.0 | 44.0 | 88.5 | 11.5 | 46.0 | 54.0 |
| Intelligence Collection. | 67.2 | 32.8 | 76.8 | 23.2 | 89.0 | 11.0 | 79.0 | 39.5 |
| Working as Cooks in Police Mess. | 19.6 | 80.4 | 41.2 | 58.8 | 21.5 | 78.5 | 48.5 | 51.5 |
| Performing other menial tasks at the residence of Officers. | 10.4 | 89.6 | 22.4 | 77.6 | 22.5 | 77.5 | 25.00 | 75.0 |

We found that majority of the women and men preferred the women to escort female prisoner. While 41.8% women in A.P. and 52.5% in U.P. did not mind the women escorting male prisoners, majority of the men in both states 86.4% in A.P. and 74.0% in U.P. opposed the idea of women escorting male prisoners. Majority of the men and women in both the States wanted the women to perform sentry duties and scriptory work at Police Stations. In Andhra Pradesh we had an almost equal kind of response from both men and women on women accompanying search parties but in U.P. both men and women wanted the women to accompany Police search parties. While in both states the majority of men and women wanted the women to do personal search of female suspects and prisoners and traffic duties majority of the men in U.P. did not want the women to serve summons or warrants. In A.P. majority of both men and women did not want women to attend the telephones at Police Stations or at residences of officers. In U.P. both men and women did not mind it. Majority of both men and women did not mind investigating crime, desk job in office or control room. In A.P. majority of men and

women did not want women to perform patrolling duty in control room or vans. In U.P. both men and women did not mind it.

While majority of the women in both states did not mind participating in operation against militants, extremists and insurgents, majority of the men in both states did not want it. Another interesting finding was that while majority of women in both the states did not want to work as cooks in the Police Mess, majority of the men in both the states did not mind it. In both the states majority of men and women were against women performing menial tasks at the residences of officers.

Therefore while women in the Police were willing to take up some challenging jobs to some extent, like escorting male prisoners, participating in operations against militants, accompanying police search parties or serving summons and warrants, men still thought that they should work as cooks in Police mess, though majority of the women did not like this. The women were probably moving away or trying to move away from their role at home, but men did not think so.

To conclude, we have to emphasize the following points from our study:

- Majority of men police personnel in both the states of AP and UP felt that there was no need to integrate women into the main stream of general duties.
- Most of the male respondents were of the view that women police should not be given similar jobs like men. Rather, they wanted them to be given less risky but competent jobs or female departmental jobs.
- Majority of police women in both the states found their job environment friendly or encouraging.
- Majority of women found their job interesting and challenging.
- Majority of men respondents in both the states felt that women were not enthusiastic or career conscious.
- Both men and women police personnel agreed that the women police personnel should be given special concessions during pregnancy or child rearing period.
- Majority of women in both the states did not prefer to work as cook in police mess or perform other menial jobs at the residence of officers. They prefer to do the scriptory work at the police stations, take personal search of female suspects/prisoners, perform desk job in office or control room duties, perform law and order duties and VIP security duties.

CHAPTER VIII

ATTITUDE OF MALE COLLEAGUES

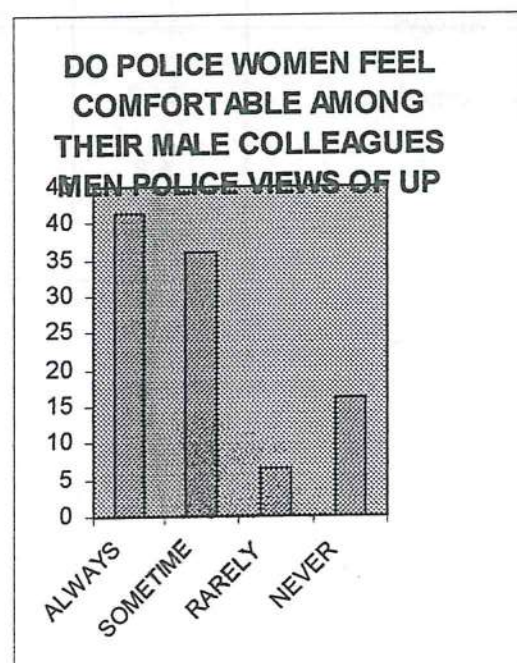
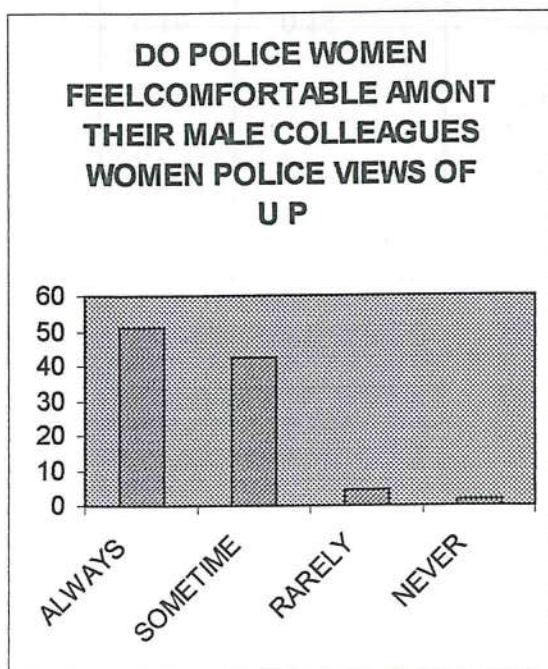
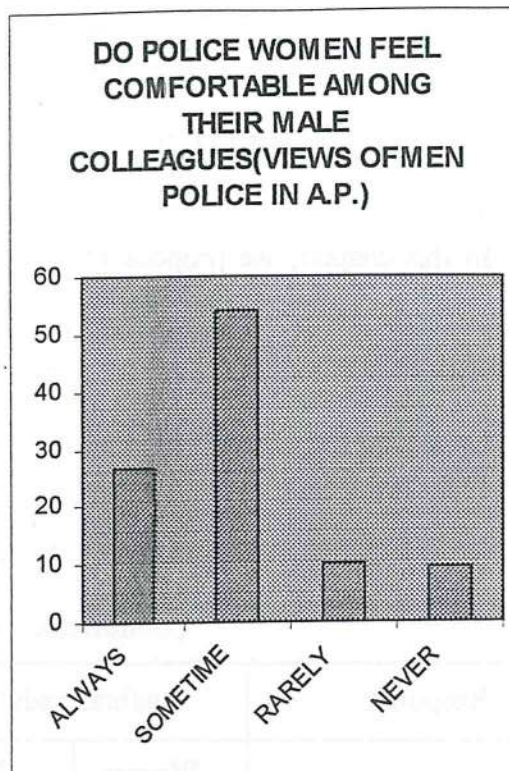
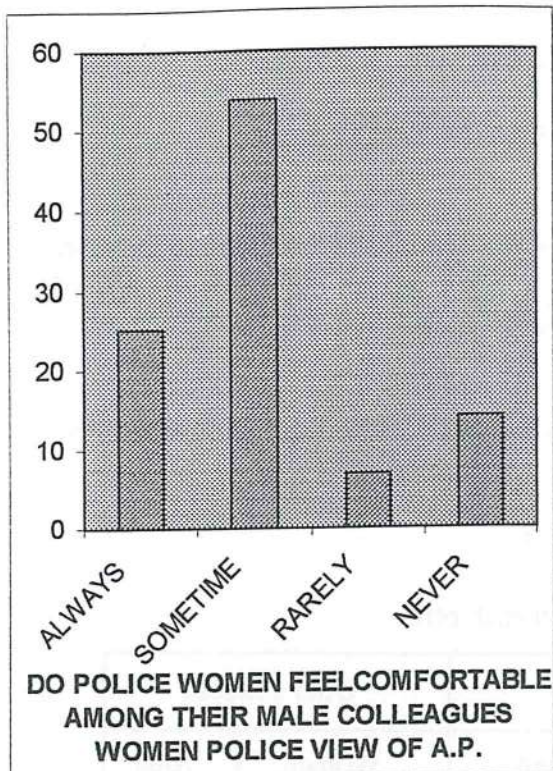
In this chapter, we propose to examine the attitude of male police personnel in both the states towards their female colleagues. We will also examine the attitude of superior police officers towards female police personnel and the perception of lower ranks about these attitudes.

On asking the question to what extent they were comfortable with each other, we got the following response.

Table 33

Comfortable with each other

| Response | Andhra Pradesh | | Uttar Pradesh | |
|-----------|----------------|------|---------------|------|
| | Women | Men | Women | Men |
| Always | 25.2 | 26.8 | 51.0 | 41.5 |
| Sometimes | 54.0 | 54.0 | 42.5 | 36.0 |
| Rarely | 6.8 | 10.0 | 4.5 | 6.5 |
| Never | 14.0 | 9.2 | 2.0 | 16.0 |



While in U.P. majority of the men and women were always comfortable in each others company in A.P. they were so only sometimes.

On the question if they accepted what their male or female colleagues said.

Table 34
Acceptance of what colleagues say

| Response | Andhra Pradesh | | Uttar Pradesh | |
|-----------|----------------|------|---------------|------|
| | Women | Men | Women | Men |
| Yes | 14.4 | 29.2 | 23.0 | 24.5 |
| Sometimes | 70.8 | 72.8 | 59.5 | 64.0 |
| Rarely | 10.4 | 10.0 | 9.0 | 9.0 |
| Never | 14.4 | 8.0 | 8.5 | 2.5 |

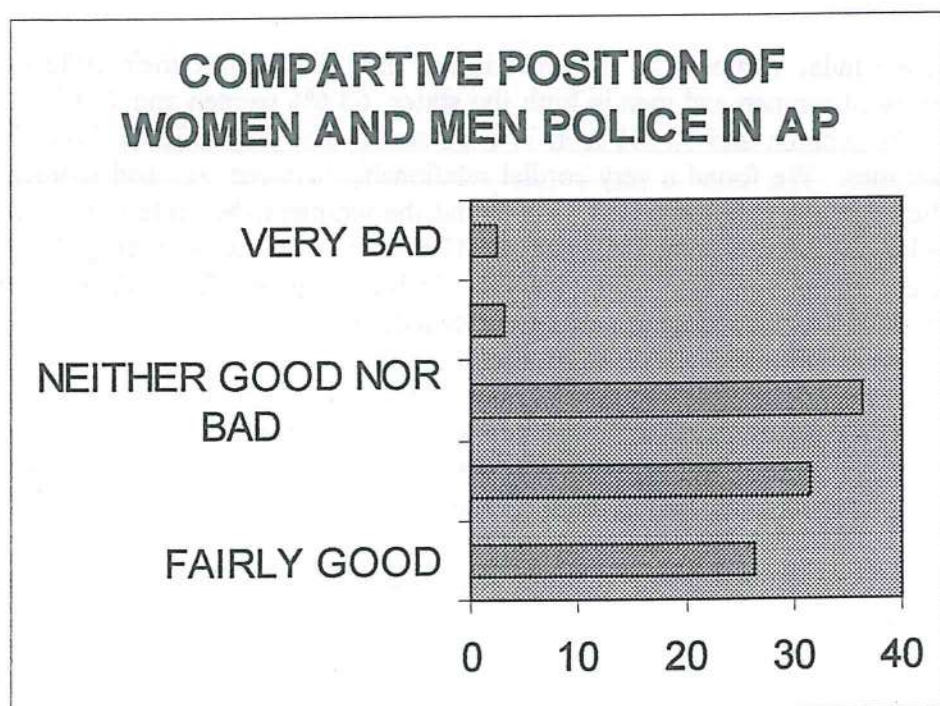
So majority of the men and women do accept sometimes what their colleagues say.

We got a similar response to the question if they differ from their colleagues views and majority of women and men in both the states, 63.6% women and 74.0% men in A.P. and 61.0% women and 75.5% men in U.P. stated that they differed from their colleagues sometimes. We found a very cordial relationship between men and women in the various police stations that we visited. We found the women to be quite independent and able to decide for herself what she wanted. Generally, men and women got along well as a team and there were no visible tensions. In fact in quite a few police stations the women took lead and helped us in getting our schedules filled. They even helped the men (when they were old and not able to fill the questionnaire.) When some of the men refused to fill the questionnaire saying they did not want to do it, the women even pulled the leg of these old men saying that the government desired that these men fill up the questionnaire or their salaries will be withheld. Many a times women after filling these questionnaire, helped the men by asking them detailed questions.

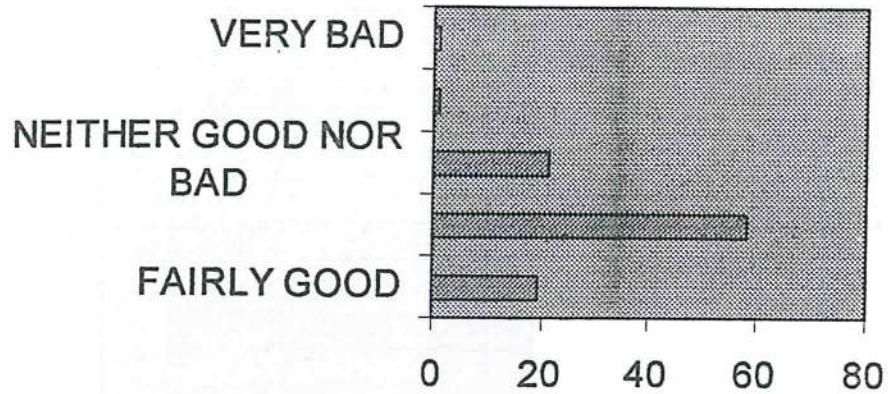
When we asked on how they compared their position with that of their colleagues we got this response.

Table 35
Position in relation to colleague

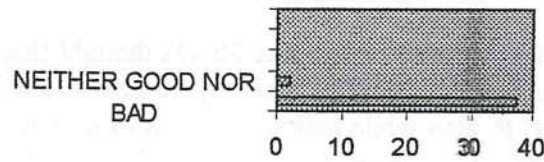
| Response | Andhra Pradesh | | Uttar Pradesh | |
|----------------------|----------------|------|---------------|------|
| | Women | Men | Women | Men |
| Fairly good | 26.4 | 19.2 | 30.5 | 23.0 |
| Good | 31.6 | 58.0 | 30.0 | 42.0 |
| Neither Good nor Bad | 36.4 | 21.2 | 37.5 | 34.0 |
| Bad | 3.2 | 1.2 | 2.0 | 1.0 |
| Very bad | 2.4 | 1.0 | -- | -- |



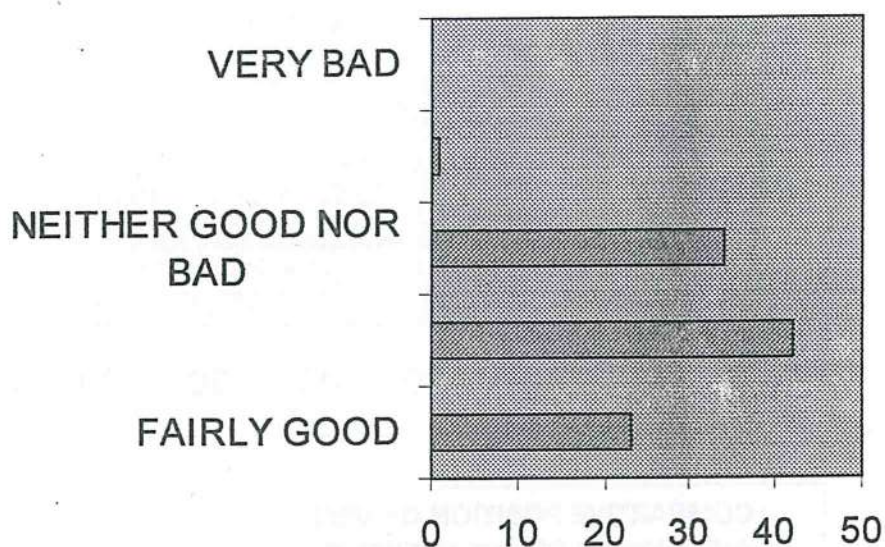
COMPARITIVE POSITION OF MEN AND WOMEN POLICE (MEN POLICE VIEW OF AP)



COMPARITIVE POSITION OF MEN AND WOMEN POLICE (VIEWS OF UP WOMEN POLICE)



COMPARITIVE POSITION OF MEN AND WOMEN POLICE (VIEWS OF MEN POLICE UP)

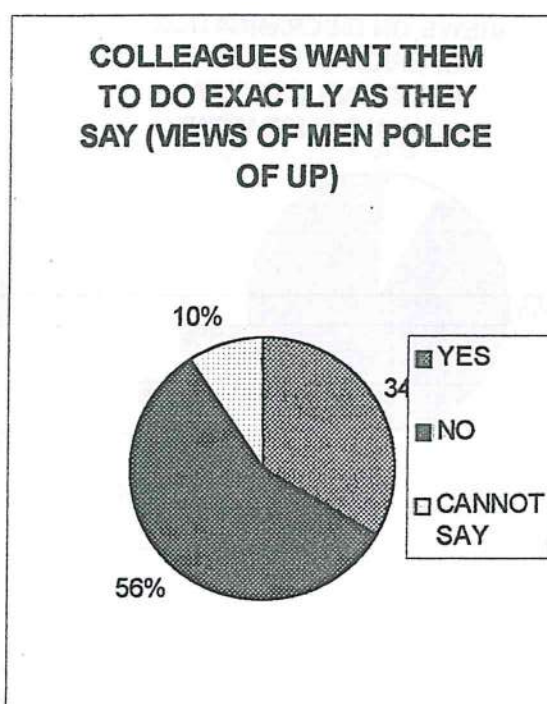
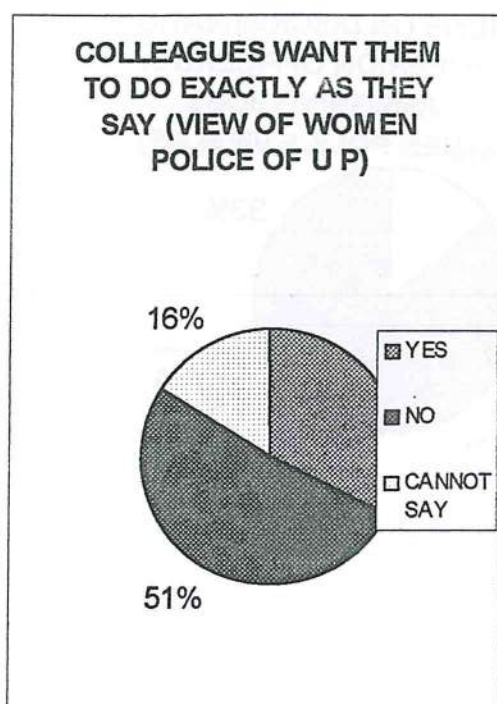
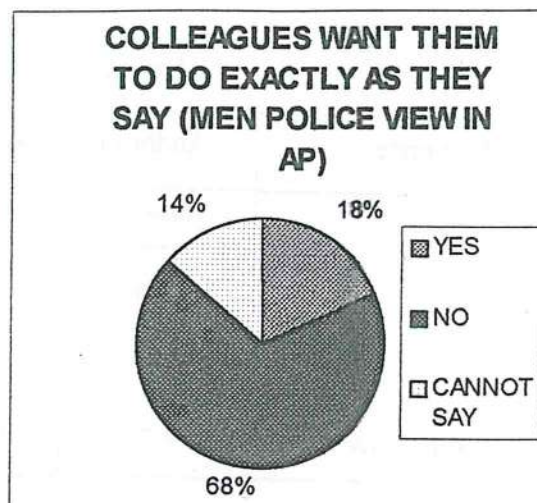
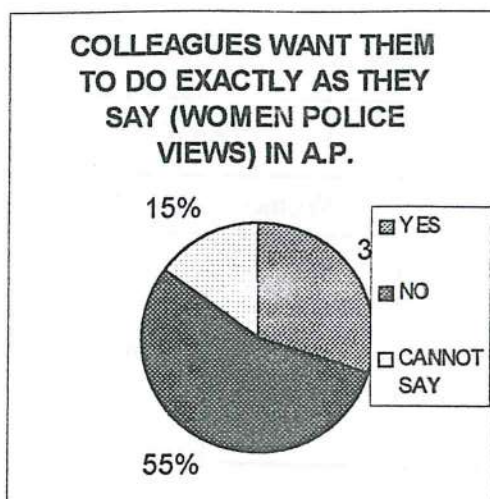


In A.P. majority of our women respondents 36.4% thought that their position was neither good nor bad in comparison with men, majority of men respondents 58% felt that their position was good. In U.P. also while majority 37.5% women felt their position was neither good nor bad majority of the men 42% felt that their position was good when compared to their women colleagues.

If their colleagues wanted them to do exactly as they say, we got the following.

Table 36
Colleagues want them to do exactly as they say

| Response | Andhra Pradesh | | Uttar Pradesh | |
|------------|----------------|------|---------------|------|
| | Women | Men | Women | Men |
| Yes | 30.0 | 18.4 | 32.5 | 33.5 |
| No | 55.2 | 68.0 | 51.5 | 57.0 |
| Cannot say | 14.8 | 13.6 | 16.0 | 9.5 |



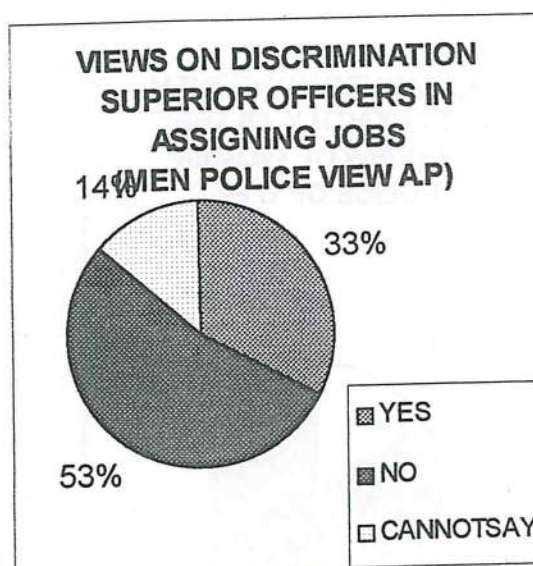
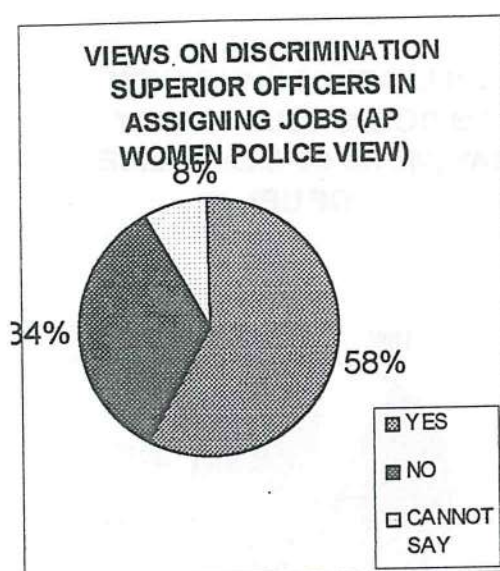
So we found that majority of women and men in both the states had a lot of freedom to do things the way they wanted. The colleagues never expected each other to do what they stated blindfolded. There was enough space to accommodate each others views and ideas.

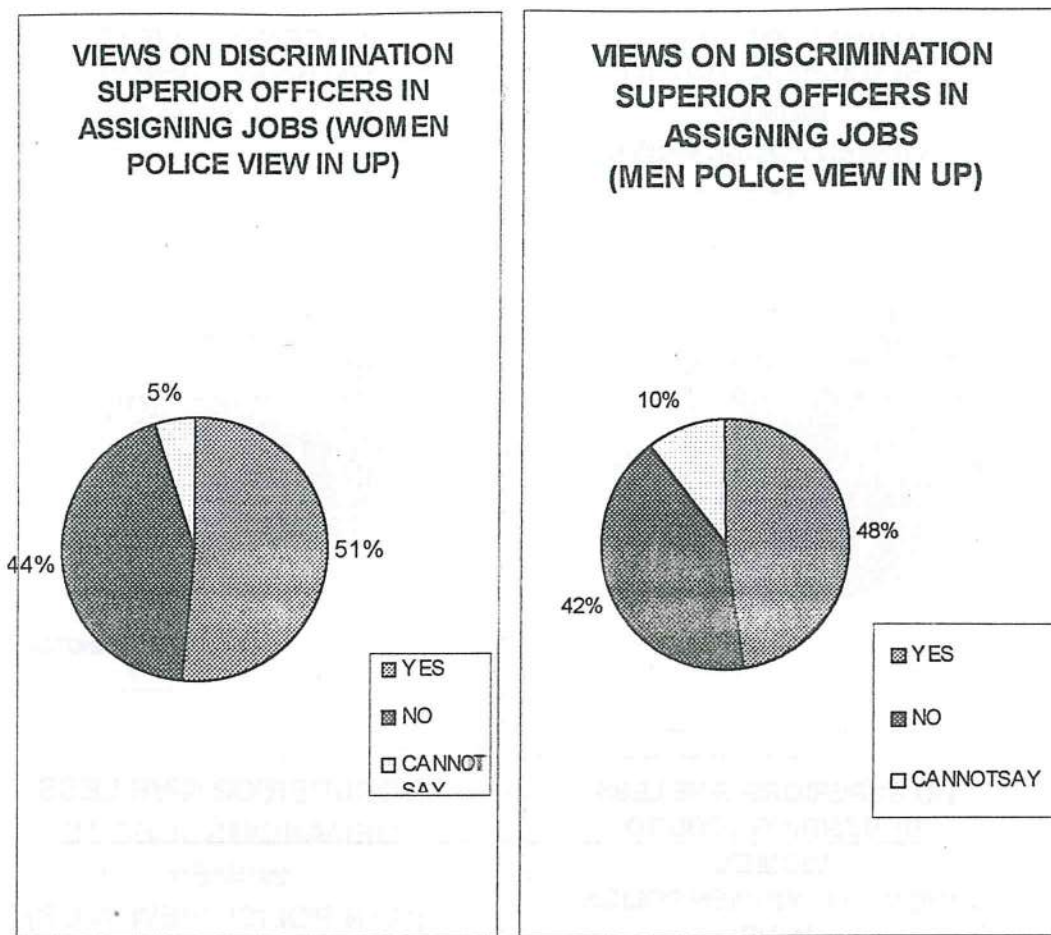
When we asked the women if their male colleagues accept their suggestions, majority of the women in A.P. 55.6% and 66% in U.P. said sometimes.

We wanted to assess women and men's perception of superiors attitude towards them. When we asked if the superiors were selective in assigning jobs to females, we got the following response.

Table 37
Selective Attitude of Superiors

| Response | Andhra Pradesh | | Uttar Pradesh | |
|------------|----------------|------|---------------|------|
| | Women | Men | Women | Men |
| Yes | 51.6 | 32.8 | 51.5 | 50.0 |
| No | 30.4 | 53.6 | 43.5 | 44.5 |
| Cannot say | 7.2 | 13.6 | 5.0 | 11.0 |





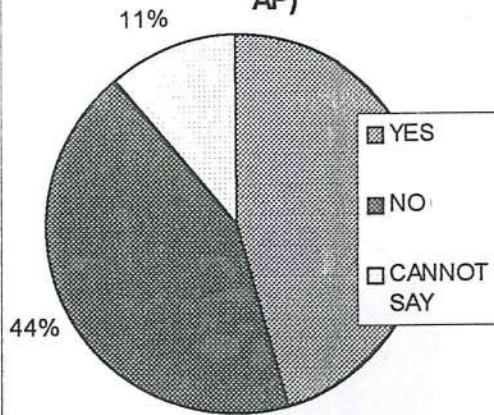
Therefore while majority of women in A.P. felt that superiors were selective in assigning jobs to them majority of the men 53.6% did not think so. In U.P. majority of both women 51.5% and men 50.0% felt that the superiors were selective in assigning jobs to women.

When we asked them, if their superiors under-estimated their capacities, for they thought they were a weaker sex and hence gave them less demanding jobs, we got the following response.

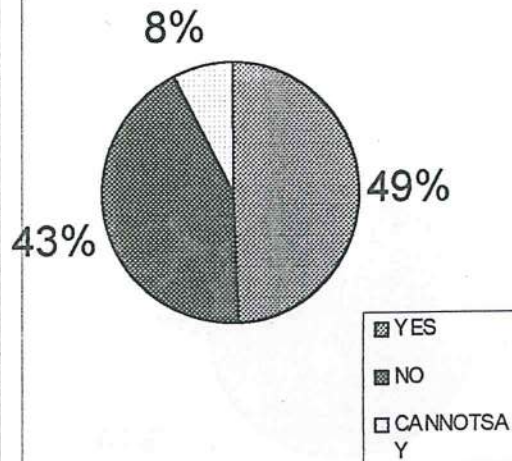
Table 38
Superiors under-estimate women's capacity

| Response | Andhra Pradesh | | Uttar Pradesh | |
|------------|----------------|------|---------------|------|
| | Women | Men | Women | Men |
| Yes | 54.4 | 49.2 | 45.5 | 60.5 |
| No | 35.6 | 43.2 | 43.5 | 34.5 |
| Cannot say | 10.0 | 7.6 | 11.0 | 5.0 |

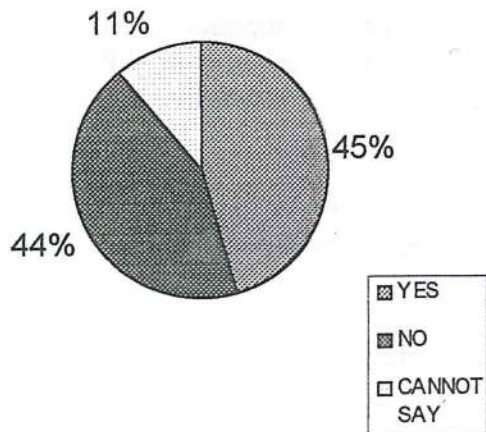
**DO SUPERIORS GIVE LESS
DEMANDING JOBS TO
WOMEN
(WOMEN POLICE VIEW IN
AP)**



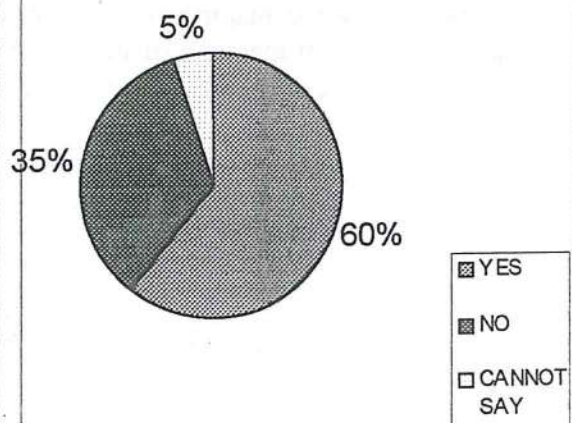
**DO SUPERIORS GIVE LESS
DEMANDING JOBS TO
WOMEN (MEN POLICE VIEWS
IN AP)**



**DO SUPERIORS GIVE LESS
DEMANDING JOBS TO
WOMEN
(VIEWS OF WOMEN POLICE
IN UP)**



**DOSUPERIOR GIVE LESS
DEMANDING JOBS TO
WOMEN
(MEN POLICE VIEW IN UP)**



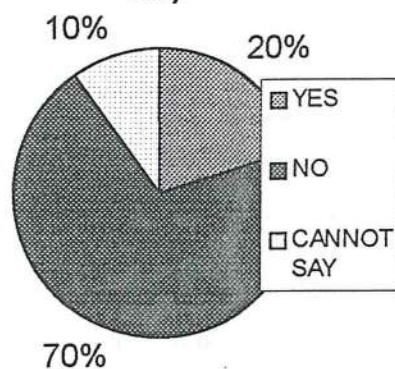
Majority of our respondents both men and women felt that the superiors underestimated women's capacity and thought them to be weaker sex and hence gave them less demanding jobs.

On the question of if women police be given general duties on par with men including night shifts and all other aspects of patrol.

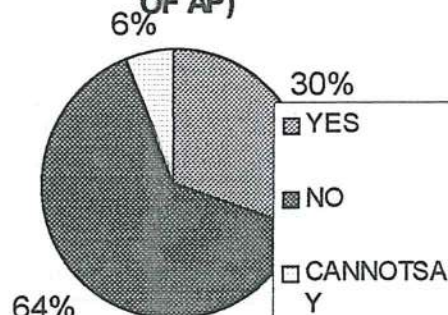
Table 39
Women's duties at par with men

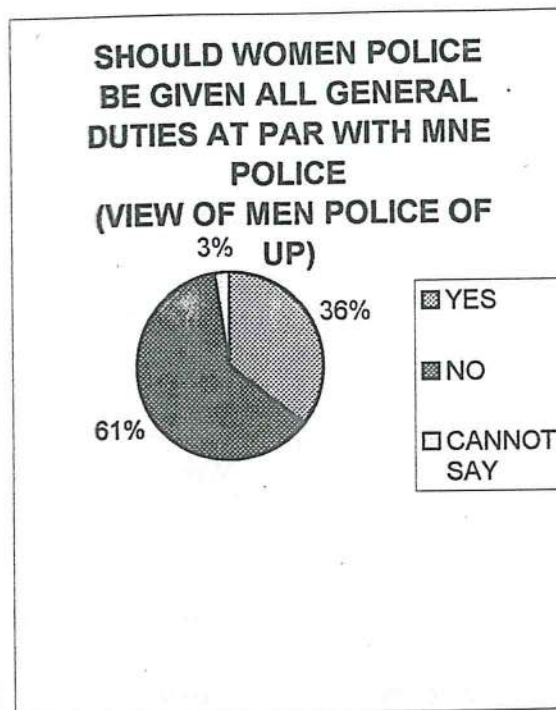
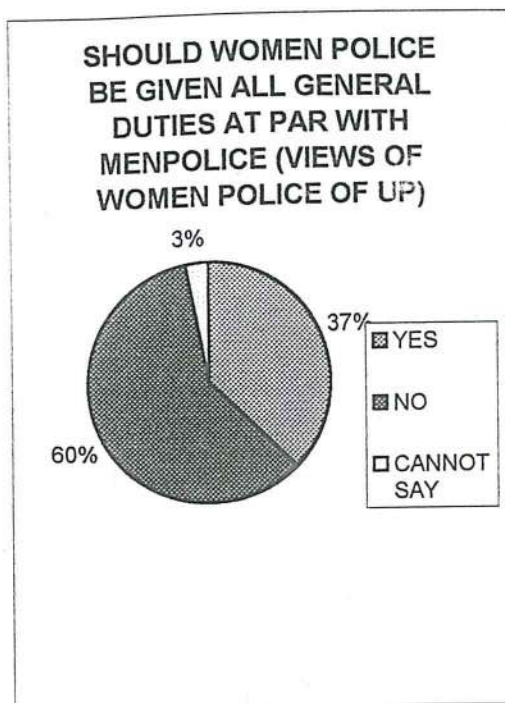
| Response | Andhra Pradesh | | Uttar Pradesh | |
|------------|----------------|------|---------------|------|
| | Women | Men | Women | Men |
| Yes | 20.4 | 30.4 | 37.5 | 35.5 |
| No | 69.6 | 63.6 | 60.0 | 62.0 |
| Cannot say | 10.0 | 6.0 | 3.0 | 2.5 |

SHOULD WOMEN POLICE BE GIVEN ALL GENERAL DUTIES AT PAR WITH MEN POLICE (VIEW OF WOMEN POLICE IN A P)



SHOULD WOMEN POLICE BE GIVEN GENERAL DUTIES AT PLAR WITH MEN POLICE (VIEW OF MEN POLICE OF AP)



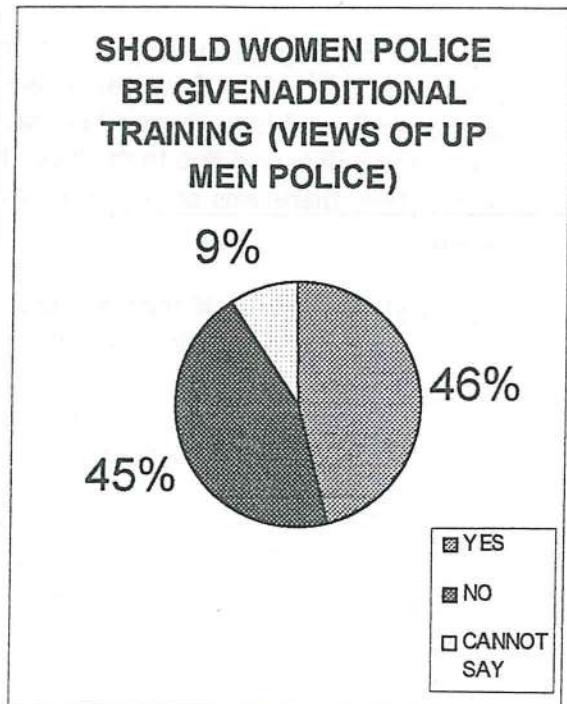
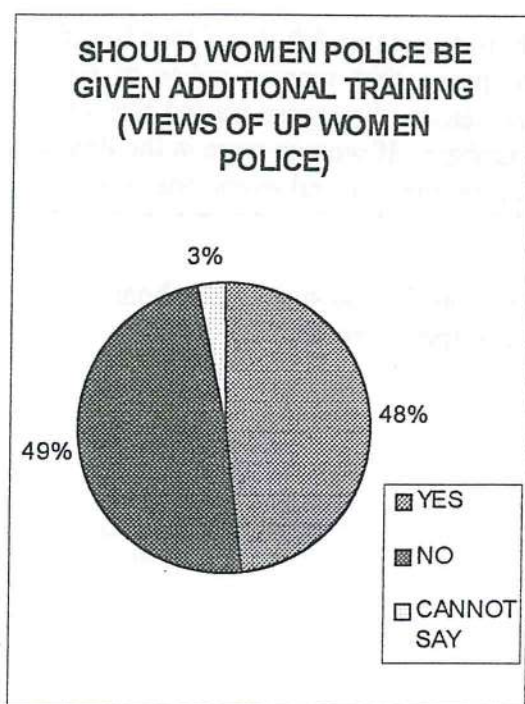
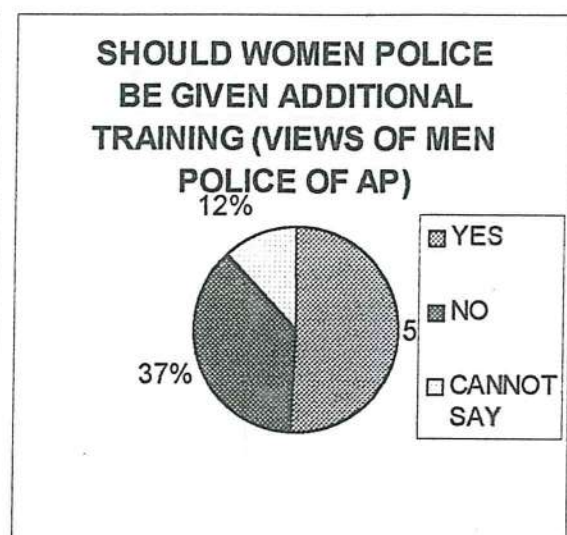
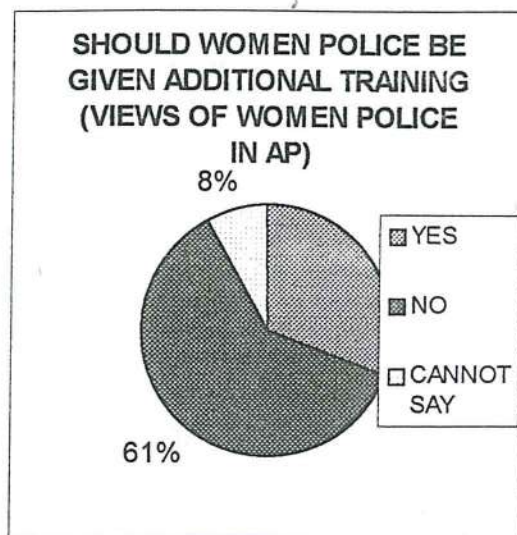


Majority of men and women did not want the women to be given general duties on par with men, including night shifts etc.

When we asked if women should be given additional training to bring them at par with men we got the following answers.

Table 40
Additional training for women

| Response | Andhra Pradesh | | Uttar Pradesh | |
|------------|----------------|------|---------------|------|
| | Women | Men | Women | Men |
| Yes | 30.8 | 50.6 | 48.0 | 31.6 |
| No | 61.2 | 37.3 | 49.0 | 31.0 |
| Cannot say | 8.0 | 12.1 | 3.0 | 6.5 |



Thus the majority of the women in A.P. and U.P. did not want any additional training. They felt that they were in no way inferior and hence did not require any additional training. They felt it was the attitude of society towards women, which was an impediment and not their lack of training. They felt men need to be made more aware and gender sensitive.

We asked the women that at present the police force is dominated by men and if all of a sudden the vice versa takes place and women police becomes a majority, then what they would do.

Table 41
If women became a dominant force in Police what the women would do.

| Response | Andhra Pradesh | Uttar Pradesh |
|--|----------------|---------------|
| Avenge the earlier Domination by men. | 2.0 | 14.0 |
| Prove that women police Are equally capable as men Police. | 50.0 | 53.5 |
| Revamp the society and the Police force. | 43.2 | 30.5 |
| Don't know. | 4.8 | 1.0 |

Therefore majority of our respondents in both the states felt that if they become a dominant force in the police they would like to prove that women police as equally capable as men police. Many women felt that the reason they were treated like second rate citizens in the police was due to the lack of numbers. If women were in the Police in large numbers then, there was no way they could be ignored and every one would feel their presence.

We asked the women if they encounter any on the job problems whom do they prefer to approach for help and also asked the men on their perception.

Table 42
Help taken from by women

| Response | Andhra Pradesh | | Uttar Pradesh | |
|-------------------|----------------|------|---------------|------|
| | Women | Men | Women | Men |
| Male colleagues | 4.4 | 16.4 | 6.0 | 12.5 |
| Female colleagues | 10.8 | 17.6 | 21.5 | 56.5 |
| Superiors | 80.8 | 60.0 | 63.0 | 29.5 |
| Extra Dept. help | 3.2 | 2.8 | 4.0 | 1.5 |
| Cannot say | 0.8 | 3.2 | 5.5 | -- |

Therefore majority of the women took help from their superiors. Many women told us that for any work place problems, they could only turn to the superiors for help and it did not really matter if that superior was a man or woman. Gender did not come into this aspect because only a superior could help them in this situation. The majority of men in Andhra Pradesh thought that if women had a problem at the workplace, they would turn to their superiors for help. Therefore the men also thought like the women. However in Uttar Pradesh majority of the men thought that the women would turn to women only. We got different kinds of answer stating that women were comfortable with women and only the female colleagues could help them to get out of the situation.

When we asked the women if they encountered any job problems or personal problems what was the attitude of their male colleagues, we got the following responses.

Table 43
Attitude of male colleagues

| Response | Andhra Pradesh | Uttar Pradesh |
|---|----------------|---------------|
| Normally supportive and actively helpful. | 36.0 | 44.5 |
| Sympathetic but not helpful. | 28.8 | 42.0 |
| Hostile. | 16.8 | 7.0 |
| Indifferent. | 12.8 | 2.0 |
| Cannot say | 5.6 | 4.5 |

So generally the male colleagues were normally supportive and actively helpful.

We asked three questions only from the men and wanted to know that if they saw the women police exposed to a dangerous and violent situation, what would they do.

Table 44
When women exposed to dangerous situation.

| Response | Andhra Pradesh | Uttar Pradesh |
|--|----------------|---------------|
| Immediately go to her aid. | 71.2 | 86.5 |
| Insist on her departure and Substitute yourself. | 25.2 | 12.5 |
| Indifferent | 3.6 | 1.0 |
| Do not know. | -- | -- |

So majority of the men would immediately go to the aid of the women and help her in dealing with the problem. We found that in spite of all the fears that men had about women and their dismissive attitude towards them, they showed a lot of comradeship whenever the need arose. This, we attributed to the very congenial and healthy environment, wherever women were posted.

On being asked how the men would feel if they were to work under a female police officer, majority of the men in both Andhra Pradesh (74.8%) and Uttar Pradesh (59.5%) felt that it made no difference to them as long as they were able officers. Only 18.8% in Andhra Pradesh and 35.0% in Uttar Pradesh said that they would feel happy, because generally women are not harsh. In A.P. 5.6% and U.P. 3.0% said they would curse their fate and 0.8% in A.P. said they would immediately apply for transfer and 7.0 in U.P. replied 'Don't know.'

On the question of what the men thought was the image of the women police we got the following :

Table 45
Image of women police

| Response | Andhra Pradesh | Uttar Pradesh |
|------------|----------------|---------------|
| Gentle | 65.2 | 86.5 |
| Harsh | 9.2 | 8.5 |
| Cannot say | 25.6 | 5.0 |

Hence majority of men in both the States thought that women had a gentle image. In our visit to the various police stations we saw a lot of difference in the male police stations and the women police station. Even in police stations where few women were posted we found a very different environment. All women police stations were very friendly and there seemed to be lot of life in them, when compared to all men police stations which seemed very formal. Even when few women were posted, the environment was quite lively and friendly.

To conclude, the following points emerged from our study.

- In UP, men and women police personnel appeared to be comfortable with each other, while in AP they appeared to be comfortable only sometimes.
- In AP, majority of women respondents felt that their position was neither good nor bad as compared to men, while majority of men respondents felt that their position was good as compared to their female colleagues. The feeling was somewhat similar in UP.

- Majority of men and women police personnel in both the states had a lot of freedom to do things the way they wanted.
- In AP, majority of women felt that superiors were selective in assigning jobs to them but their male counterparts did not agree with that. In UP, majority of both men and women felt superiors were selective in this matter.
- Majority of respondents of both states felt that the superior officers under estimated women's capacity and hence gave them less demanding jobs.
- Large majority of men police personnel felt that they would be comfortable working under female police officers.
- Majority of both the sexes did not want women to be given general duties on par with men, including night shifts etc.
- Most of the women respondents preferred to approach their superiors to solve their on the job problems.
- Majority of women police felt that if police became a female dominated occupation, they could prove that women police are equally capable as men police.

On the whole, our study has shown that there exists a lot of camaraderie among male and female police personnel at the grass-root level and the atmosphere is healthy and devoid of bitterness.

THE STATE OF NEW YORK
IN SENATE
JANUARY 10, 1900.
REPORT
OF THE
COMMISSIONERS OF THE LAND OFFICE
IN RESPONSE TO A RESOLUTION
PASSED BY THE SENATE
MAY 1, 1899.
ALBANY: J. B. LIPPINCOTT & CO. PRINTERS.
1900.

CHAPTER IX

POLICE PERCEPTION OF SOCIETIES' ATTITUDE TOWARDS WOMEN POLICE

In the present chapter, we will look into the police perception of the society's attitude towards women police.

The Public often comes to the Police in times of crisis both at the Police station and in duty hours. When we asked our respondents if the public which came for help during traffic duties or at the police station opened up to a lady officer or constable better we got the following responses.

Table 46
Public open up to Women Police Officers/Constables.

| Response | Andhra Pradesh | | Uttar Pradesh | |
|------------|----------------|------|---------------|------|
| | Women | Men | Women | Men |
| Always | 5.2 | 19.6 | 59.0 | 46.0 |
| Sometimes | 80.4 | 54.6 | 31.0 | 39.0 |
| Never | 12.8 | 16.4 | 4.5 | 8.5 |
| Cannot say | 1.6 | 9.2 | 4.5 | 6.5 |

Hence in Andhra Pradesh while the majority of the respondents both men and women stated that the Public came to the Women Officers or constables only sometimes, in Uttar Pradesh majority of respondents both men and women stated that the public always preferred the women police personnel only. When we asked if during law and order problem the public took women police more seriously or not, we got the following answers :

Table 47
During Law and Order problems women taken seriously or not.

| Response | Andhra Pradesh | | Uttar Pradesh | |
|---------------------------------|----------------|------|---------------|------|
| | Women | Men | Women | Men |
| Men police taken more seriously | 78.8 | 49.2 | 35.5 | 55.0 |
| Women more seriously | 14.0 | 13.6 | 16.0 | 39.0 |
| Men and women equally. | 5.6 | - | 33.5 | -- |
| Women less seriously | 1.6 | - | 10.0 | -- |
| Cannot say | -- | 37.2 | 5.0 | 8.0 |

Therefore majority of the Police personnel thought that the public takes the men more seriously. It was interesting to note the complexity in the situation. While the men and women in U.P. both thought that the public came to the women more frequently for help, they both felt that the men police were taken more seriously. A number of women in U.P. tried to explain to us the situation stating that while the public could easily approach the police through the women, they used them only as an entry point. The public felt that women could not help them in solving their problem because they were powerless.

In case of crime against women, when we asked if the women victims related better with women officers or constables we got this response.

Table 48
Public relate better with women.

| Response | Andhra Pradesh | | Uttar Pradesh | |
|------------|----------------|------|---------------|------|
| | Women | Men | Women | Men |
| Yes | 84.4 | 48.4 | 84.0 | 76.5 |
| No | 5.6 | 40.0 | 10.0 | 22.0 |
| Cannot say | 14.0 | 11.6 | 6.0 | 1.5 |

Therefore majority of our respondents agreed that in cases of crime against women the public takes the women police more seriously. It was interesting to note that in A.P. while 48.4% men said yes, 40% of them said that the public did not take the women seriously. Many women told us that because of their personal experiences in the family and society they took the complaints of the women more seriously and tried to help them in whatever way they could whereas men tried to solve the problem only

within the context of the legal framework and rules without understanding the reality. A lady inspector gave us an example. Just before we met her, she was talking to a young girl and boy. She told us that this was her fifth meeting with them. The boy had promised to marry the girl but now he was backing out under the pressure from his family. When the boy's marriage was arranged somewhere else, the girl had had come to her and complaint. The Inspector told us that instead of booking a complaint as a rape or scolding the girl for getting involved (as many men police personnel would do), she had tried to speak to both and change the boy's mind. If the boy agreed, she would just close the case, but if he did not then she would officially file the complaint of the girl.

We asked the men police if women should be appointed to the Police.

Table 49
Women should be appointed in Police.

| Response | Andhra Pradesh | Uttar Pradesh |
|------------|----------------|---------------|
| Yes | 29.6 | 49.0 |
| No | 31.2 | 46.5 |
| Cannot say | 39.2 | 4.5 |

Therefore while in A.P. majority of the men were not sure, in U.P. majority of the men 49% said yes, while 46.5% said no.

When we asked the men who wanted more women to join the Police force as to what steps should be taken to make the women join the police in large numbers, we got the following.

Table 50
Steps to be taken to make large no. of women join police.

| Response | Andhra Pradesh | | Uttar Pradesh | |
|---|----------------|------|---------------|------|
| | Women | Men | Women | Men |
| Make reservations | 18.4 | 17.2 | 62.0 | 60.5 |
| Increase salaries | 6.1 | 11.8 | 8.5 | 16.0 |
| Provide challenging job responsibility. | 13.2 | 29.6 | 15.0 | 10.5 |
| Flexible duty hours. | 55.6 | 41.4 | 13.5 | 13.0 |
| Any other | 18.4 | -- | 1.0 | -- |

Therefore while in U.P. majority of the men and women wanted to increase the number of women in the Police by making reservations, in A.P. the women (55.6%) and men (41.4%) wanted flexible duty hours for the women.

We asked the women, how other women looked upon them in their interactions with them outside duty hours.

Table 51
Other women's attitude to Women Police

| Response | Andhra Pradesh | Uttar Pradesh |
|-------------------|----------------|---------------|
| With admiration | 40.0 | 32.0 |
| Maintain distance | 7.2 | 17.5 |
| As one of them | 44.0 | 35.0 |
| Indifferent. | 8.8 | 15.5 |

Therefore outside duty hours many women interacted with the women police on equal terms. They hardly felt they were police personnel, because they discussed the same kinds of issues and had to deal with the same problems at home and in the family.

On being asked if the women would advise their relatives and friends to join the police, we got the following answers.

Table 52
Would you advise your friends & relatives to join the Police.

| Response | Andhra Pradesh | Uttar Pradesh |
|------------|----------------|---------------|
| Yes | 55.6 | 68.5 |
| No | 30.0 | 15.5 |
| Cannot say | 14.4 | 6.0 |

Therefore majority of the women would advise their friends and relatives to join the Police. Many woman told us that in spite of all the problems, they were very happy with their jobs because it gave them a lot of meaning and they felt fulfilled at a personal level.

To sum up, the following are the main points emerging from our study:

- In the cases of crime against women, the respondents generally felt that the public takes the women police more seriously.
- Among the suggested actions to be taken for a larger number of women to join the police force, in AP majority of police personnel wanted flexible duty hours for women, while in UP majority of respondents advocated reservations for women in police.
- Majority of women police personnel in both the states felt that other women interacted with them normally and on normal terms.
- Majority of women police personnel in both the states were willing to advice their friends and relatives to join the police.

CHAPTER X

PUBLIC PERCEPTION OF GENDER ISSUES IN THE POLICE.

We wanted to get a feed back from the Public about gender issues in the Police. Hence wherever we administered our questionnaire to the men and women police, we also handed over questionnaires to the general public. It was very difficult to decide what the public was. So we just followed snow ball sampling keeping the age factor in mind, to see that people from different age groups are covered. In all we had a sample of 350 from each state of Andhra Pradesh and Uttar Pradesh.

Table 53
District-wise data covered of the General Public in A.P.

| | | |
|---------------|---|-------|
| Warrangal | : | 45 |
| Guntur | : | 40 |
| Kurnool | : | 40 |
| Srikakulam | : | 30 |
| Visakhapatnam | : | 40 |
| East Godavari | : | 40 |
| Hyderabad | : | 55 |
| Chittoor | : | 30 |
| Rangareddy | : | 30 |
| | | ----- |
| Total | : | 350 |

The following is the district-wise data in Uttar Pradesh.

Table 54
District-wise data covered of the General Public in U.P.

| | | |
|-----------|---|-------|
| Agra | : | 21 |
| Aligarh | : | 20 |
| Ghaziabad | : | 20 |
| Kanpur | : | 14 |
| Lucknow | : | 20 |
| Mathura | : | 20 |
| Meerut | : | 41 |
| Moradabad | : | 32 |
| Nainital | : | 48 |
| Jhansi | : | 30 |
| Varanasi | : | 34 |
| Allahabad | : | 20 |
| Sitapur | : | 30 |
| | | ----- |
| Total | : | 350 |

The age of the public which we interviewed was as follows :

Table 55
Age of respondents

| | Andhra Pradesh | Uttar Pradesh |
|------------------|----------------|---------------|
| Twenties & above | 25.5 | 56.0 |
| Thirties & above | 43.8 | 23.9 |
| Forties & above | 16.7 | 12.5 |
| Fifties & above | 7.8 | 7.6 |
| Sixties & above | 6.1 | -- |

Therefore in Andhra Pradesh majority of our respondents were in the thirties bracket and in Uttar Pradesh they were in the twenties bracket.

The sex of the respondents was as follows.

Table 56
Sex of Respondents

| Andhra Pradesh | | Uttar Pradesh | |
|----------------|--------|---------------|--------|
| Male | Female | Male | Female |
| 62.5 | 37.5 | 66.4 | 33.6 |

The jobs of our respondents would broadly fall in these categories :

Table 57
Job of the respondents.

| | Andhra Pradesh | Uttar Pradesh |
|------------|----------------|---------------|
| Government | 23.1 | 12.5 |
| Private | 27.1 | 13.0 |
| Business | 20.9 | 23.4 |
| Unemployed | 10.9 | 13.0 |
| Student | 18.0 | 38.1 |

These are the details of where our respondents were living for the last fifteen years.

Table 58
Stay of our respondents during last 15 years

| | Andhra Pradesh | Uttar Pradesh |
|----------------------|----------------|---------------|
| Mostly urban areas | 57.1 | 41.3 |
| Mostly rural areas | 18.9 | 32.6 |
| Both urban and rural | 24.0 | 26.1 |

This is the marital status of our respondents.

Table 59
Marital Status

| | Married | Unmarried |
|----------------|---------|-----------|
| Andhra Pradesh | 69.3 | 30.7 |
| Uttar Pradesh | 53.2 | 46.8 |

On the question if policing was a masculine job, this is what are our respondents stated.

Table 60
Is policing a masculine job

| | Andhra Pradesh | Uttar Pradesh |
|-----------|----------------|---------------|
| Yes | 30.4 | 39.1 |
| No | 62.6 | 46.2 |
| Can't say | 7.0 | 14.7 |

Therefore there is a perception among the majority of the people whom we interviewed that policing is not a masculine job in principle.

When we asked if there was a good career for women in policing, we got the following response.

Table 61
Is there a good career for women in policing.

| | Andhra Pradesh | Uttar Pradesh |
|------------|----------------|---------------|
| Yes | 59.3 | 39.1 |
| No | 25.8 | 46.2 |
| Cannot say | 14.9 | 14.7 |

Therefore while majority of the people in A.P. thought that there was a good career for women in Police, the people in U.P. did not think so. We found U.P. to be very much steeped in patriarchal values and this came as a surprise because majority of our respondents in U.P. were in their twenties.

When we asked them to give reasons as to why they did not think women were fit for policing we got the following response.

Table 62
Women are not fit for Policing.

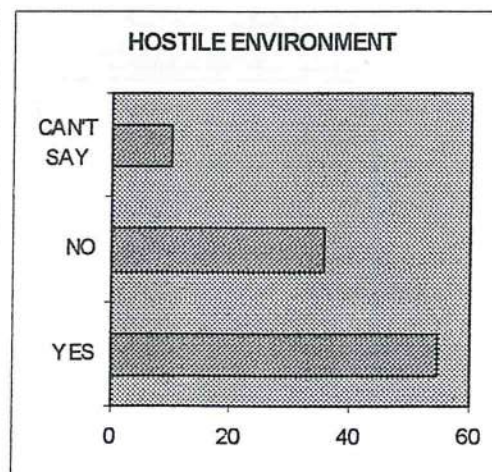
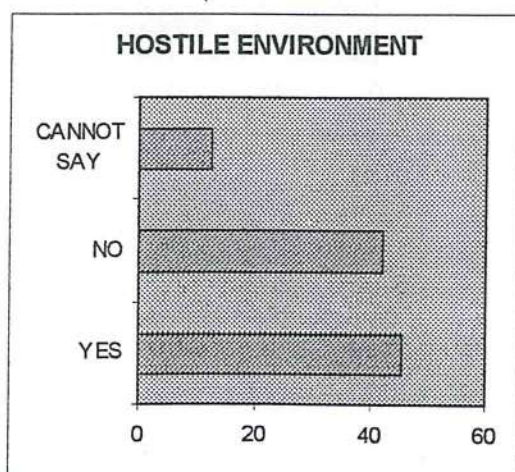
| Response | Andhra Pradesh | Uttar Pradesh |
|--|----------------|---------------|
| Do not think so | 62.6 | 46.2 |
| Being less competent Than men. | 6.0 | 21.2 |
| Being weaker in all respects to perform a job | 4.1 | 6.2 |
| Given opportunity might Outplace men. | 19.8 | 11.7 |
| All the above. | 1.9 | 3.1 |
| No comments. | 5.6 | 11.7 |

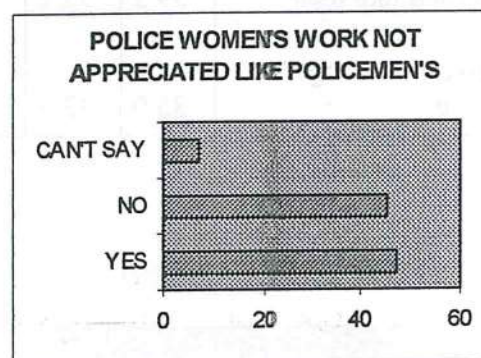
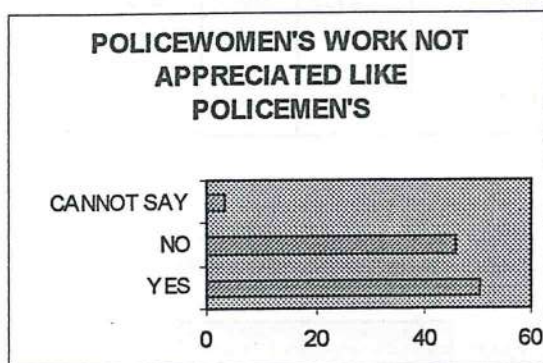
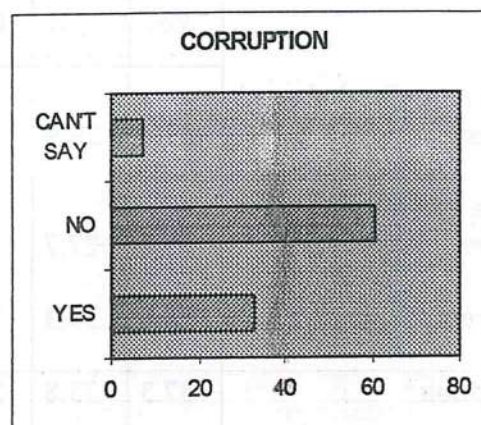
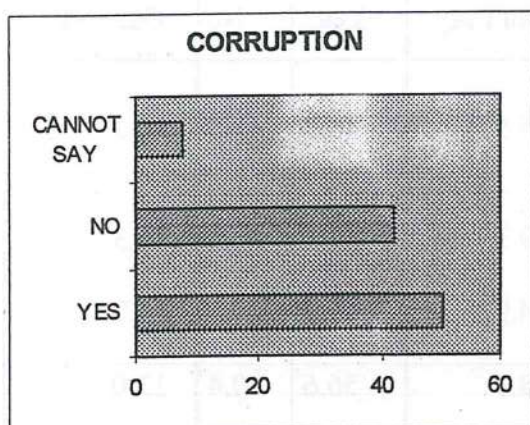
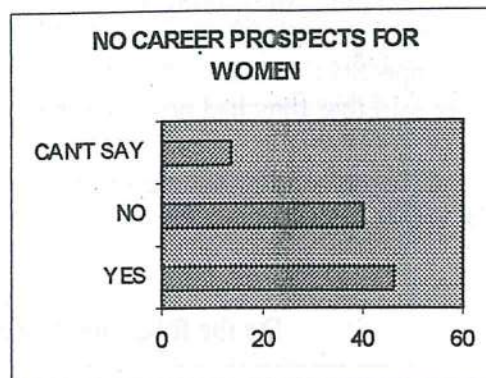
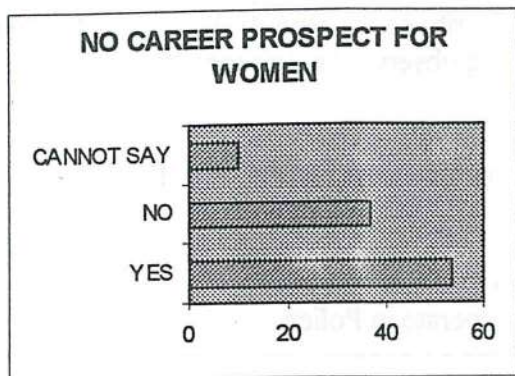
Of the people, who thought women were not fit for policing in A.P. 19.8% feared that women might outpace the men. In U.P. majority of the men 21.1% felt that women were less competent than men. Another interesting observation was that in U.P. 11.7% of these people said that they had no comments.

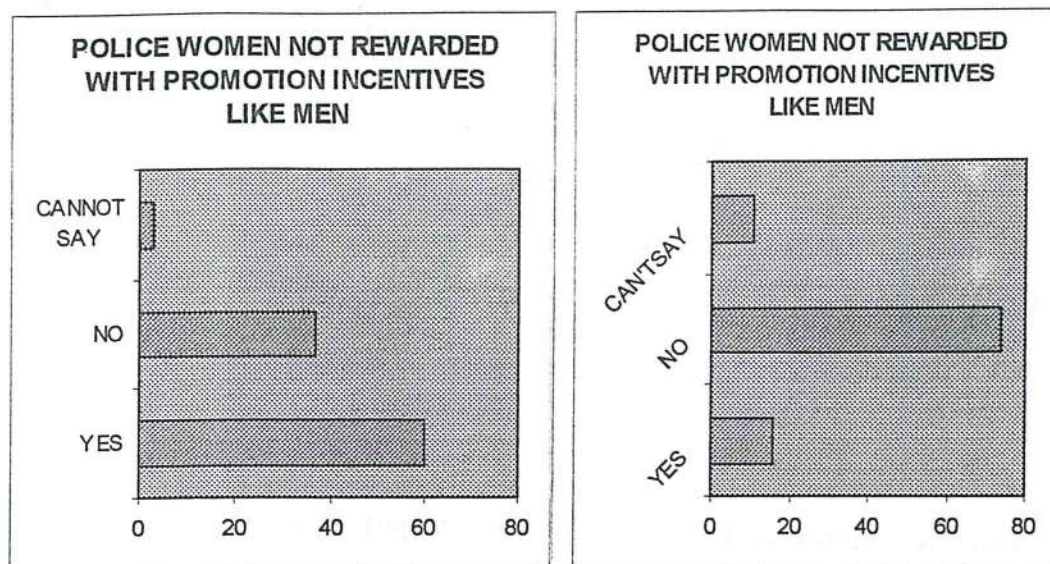
When we asked the people to tell us if the following factors operate in the Police we got the following response.

Table 63
Do the following factors operate in Police.

| Response | Andhra Pradesh | | | Uttar Pradesh | | |
|-----------------------------------|----------------|------|-----------|---------------|------|-----------|
| | Yes | No | Can't say | Yes | No | Can't say |
| Women are discriminated Against. | 55.6 | 28.9 | 15.5 | 46.2 | 43.5 | 10.3 |
| Hostile environment for Women. | 53.2 | 27.7 | 19.1 | 47.3 | 36.4 | 16.3 |
| No career for women. | 25.8 | 59.3 | 14.9 | 46.2 | 39.1 | 14.7 |
| Corruption | 37.3 | 33.8 | 28.9 | 56.6 | 30.4 | 13.0 |
| Policewomen not Rewarded like men | 39.2 | 32.2 | 28.6 | 31.5 | 60.3 | 8.2 |
| Policewoman not given Her due. | 35.9 | 33.4 | 30.7 | 30.4 | 58.7 | 10.9 |





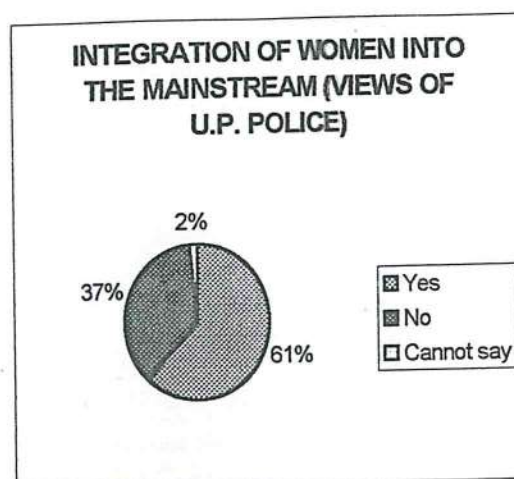
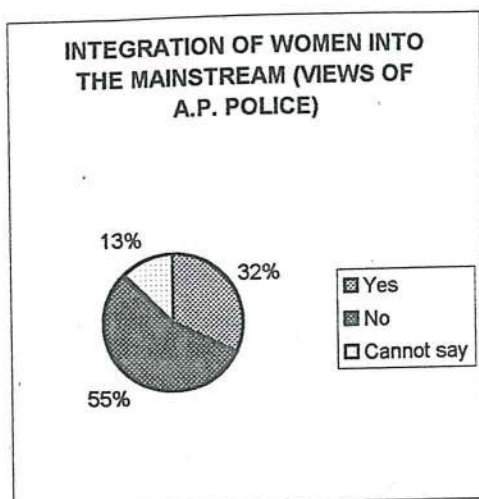


Majority of our respondent felt that women were discriminated against in the police. They also felt that there was a hostile environment against women in the police. As stated earlier majority of the people in A.P. felt that there was a career for women in the police but majority of the people in U.P. did not think so. Majority of the people felt that there was corruption in the Police. While majority of the people in A.P. felt that police women were not rewarded like men, in U.P. the majority did not think so. We had a almost similar response on the question if police women did not get their due and the majority agreed in A.P. while they did not in U.P.

When we asked the people if women police should be fully integrated into the mainstream of general duties including night shifts and all aspects of patrol we got the following response.

Table 64
Should women be integrated into mainstream.

| | Andhra Pradesh | Uttar Pradesh |
|------------|----------------|---------------|
| Yes | 32.2 | 61.9 |
| No | 55.3 | 36.5 |
| Cannot say | 12.5 | 1.6 |



Therefore majority of the people in Andhra Pradesh thought that women should not be integrated into the mainstream the majority of the people in Uttar Pradesh did not think so and wanted the women to be integrated into the mainstream.

When we asked them to tell us on what they thought were the kinds of jobs which women performed when compared to the men, we got the following response.

Table 65
Types of job performed by women.

| Response | Andhra Pradesh | Uttar Pradesh |
|-----------------------|----------------|---------------|
| Similar type of jobs. | 31.6 | 25.0 |
| Less risky jobs. | 21.3 | 15.2 |
| Female Deptt. Jobs. | 39.2 | 54.9 |
| Don't know | 7.9 | 4.9 |

Therefore majority of the people thought that women performed only female department jobs. Though many of these people had seen women at traffic duties, at processions and other places the image that was there in their mind was that women were mostly employed in the police to deal with women and crimes related to them.

When we asked the people what they thought were the reasons that women generally abstain from the police we got the following response.

Table 66
Reasons women abstain from policing.

| Response | Andhra Pradesh | | | Uttar Pradesh | | |
|------------------------------|----------------|------|------------|---------------|------|------------|
| | Yes | No | Cannot say | Yes | No | Cannot say |
| Low salary | 25.5 | 54.1 | 20.4 | 23.9 | 70.1 | 6.0 |
| Low prestige | 55.0 | 36.8 | 8.2 | 50.6 | 40.2 | 9.2 |
| Male dominated job | 76.3 | 13.0 | 10.7 | 54.9 | 42.9 | 2.2 |
| Low social acceptance | 50.8 | 34.7 | 14.5 | 38.0 | 53.3 | 8.7 |
| Poor working conditions | 57.4 | 27.4 | 15.2 | 55.5 | 35.3 | 9.2 |
| Highly dangerous job | 48.6 | 38.0 | 13.4 | 45.1 | 47.3 | 7.6 |
| Very little time for family. | 66.6 | 20.1 | 13.3 | 72.8 | 18.5 | 8.7 |

Thus majority of our respondents did not feel that women did not join the police in large numbers due to less salary. Majority felt that the reason women did not join the police was because it had a low prestige and it was a male dominated job. While majority of the people in Andhra Pradesh felt that policing had a low social acceptance, the people in Uttar Pradesh did not think so. In both the States, people felt that the reason women did not join the police was due to poor working conditions. While people in Andhra Pradesh felt that women thought policing to be a dangerous job, the people in Uttar Pradesh did not think so. However, both agreed that the reason women did not join the police jobs was because there was very little time for the family in this job.

When we asked them, what they thought was the image which the people had of the police, we got the following response.

Table 67
Public's image of the Police.

| Response | Andhra Pradesh | Uttar Pradesh |
|---------------|----------------|---------------|
| Authoritarian | 21.6 | 17.9 |
| Rude | 11.9 | 7.6 |
| Insensitive | 20.0 | 13.0 |
| Corrupt | 17.0 | 38.7 |
| Friendly | 7.9 | 3.8 |
| Helpful | 21.6 | 19.0 |

Therefore while 21.6% the people in Andhra Pradesh thought that the police was authoritarian, 21.6% also thought it was helpful. In Uttar Pradesh 38.7% thought it was corrupt, but 19.0% people thought it was helpful. Thus there is no one image which the people have of the police. If some think its image is of being authoritarian, insensitive or corrupt it also has an image of being helpful. Hence there is no one major image which the police has.

When we probed further and asked what they felt were the reasons for the public to have a bad image of the police, we got the following response.

Table 68
Reasons for bad image of the Police.

| Reason | Andhra Pradesh | Uttar Pradesh |
|-----------------------------|----------------|---------------|
| Acute corruption | 16.7 | 25.0 |
| Arrogance of the Police. | 27.7 | 20.1 |
| Misbehaviour by the Police. | 39.5 | 44.0 |
| Do not know. | 16.1 | 10.9 |

Therefore the reason people felt that the police had a bad image was due to their misbehaviour. People interpreted misbehaviour to include arrogance, power and a show of authority all combined into one.

We then asked if the public accepts the women police as they do the men police, we got the following response.

Table 69
Does the public accept women police as they do men police.

| Response | Andhra Pradesh | Uttar Pradesh |
|-----------|----------------|---------------|
| Yes | 59.9 | 41.3 |
| No | 28.3 | 51.6 |
| Can't say | 11.8 | 7.1 |

Therefore while the majority people in Andhra Pradesh thought that the people accepted the women police, as they did the male police in Uttar Pradesh people did not think so.

When we asked if they thought the women police enjoyed an equal status to that of men, we got the following.

Table 70
Women Police's status equal to men police.

| Response | Andhra Pradesh | Uttar Pradesh |
|-----------|----------------|---------------|
| Yes | 42.6 | 33.2 |
| No | 39.2 | 60.3 |
| Can't say | 18.2 | 6.5 |

Hence while majority of the people in Andhra Pradesh thought that the women police enjoyed the same status as that of men, people in Uttar Pradesh did not think so.

On being asked what kinds of jobs they thought women should perform, we got the following.

Table 71
Types of job women police should perform

| Response | Andhra Pradesh | Uttar Pradesh |
|------------------------------|----------------|---------------|
| Similar jobs as men | 36.2 | 44.5 |
| Difficult jobs but not risky | 67.8 | 19.6 |
| Easy jobs | 25.5 | 30.5 |
| Do not know | 29.5 | 5.4 |

Therefore while the majority of the people in Andhra Pradesh thought that women should perform difficult but not risky jobs, in Uttar Pradesh they felt that women should perform similar jobs as men.

On being asked if they thought public had more confidence on women police than men police, we got the following.

Table 72
Public has more confidence in women police than men police.

| Response | Andhra Pradesh | Uttar Pradesh |
|-----------|----------------|---------------|
| Yes | 48.9 | 44.0 |
| No | 25.3 | 42.9 |
| Can't say | 25.8 | 13.1 |

Hence majority of the people felt that the public had more confidence on the women police than the men police.

When we asked them whom they thought was more committed to the police job, we got the following answers.

Table 73
More commitment to the job

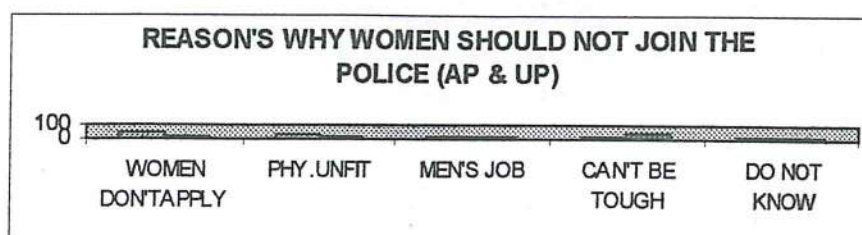
| Response | Andhra Pradesh | Uttar Pradesh |
|---------------|----------------|---------------|
| Men Police | 19.7 | 24.5 |
| Female Police | 17.9 | 13.6 |
| Both | 34.0 | 47.3 |
| None of them | 23.2 | 9.8 |
| Do not know. | 5.2 | 4.8 |

Thus in both the States majority of the people felt that both men and women were equally committed to the job. Sex did not have any bearing on the commitment of a person and it had to do with an individual.

When we asked, to state the reasons why they think women should not join the police we got the following response.

Table 74
Reasons why women should not join the police.

| Reasons | Andhra Pradesh | Uttar Pradesh |
|------------------------------------|----------------|---------------|
| Does not apply. Women Should join. | 48.0 | 12.5 |
| Physically she is unfit. | 22.5 | 14.7 |
| Policing job is meant for men. | 7.6 | 12.5 |
| Women cannot be tough | 9.7 | 40.2 |
| Do not know. | 12.2 | 20.1 |

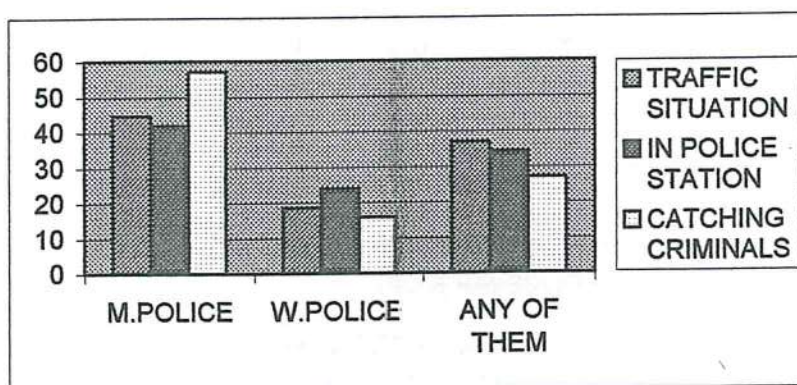
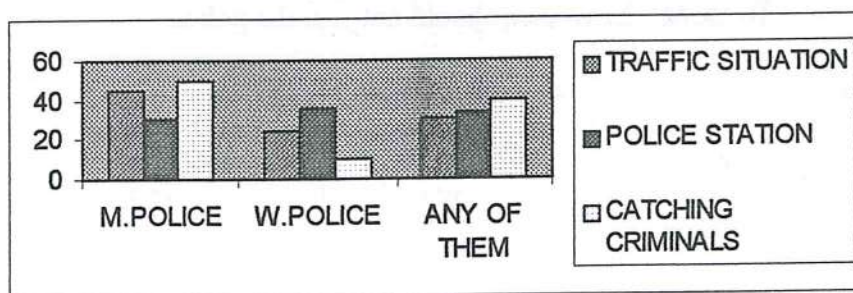


Hence while majority of the people in Andhra Pradesh thought women should join the police, majority of the people in Uttar Pradesh thought that women cannot be tough.

On being asked for their preference in different circumstances we got the following.

Table 75
Preference in different circumstances.

| Response | Andhra Pradesh | | | Uttar Pradesh | | |
|---------------------|----------------|--------------|----------------------|---------------|--------------|----------------------|
| | Men Police | Women Police | Whoever is available | Men Police | Women Police | Whoever is available |
| Traffic situation | 44.7 | 24.6 | 30.7 | 44.6 | 18.5 | 36.9 |
| In Police Stations | 30.7 | 35.9 | 33.4 | 41.9 | 23.9 | 34.2 |
| Catching criminals. | 49.5 | 10.6 | 39.9 | 57.1 | 15.8 | 27.1 |



Hence the public in both these states prefers male police in traffic situations. In Police Stations while in Andhra Pradesh majority stated, whoever is available, in Uttar Pradesh we got a majority response stating men. In both states people preferred male police for catching of criminals.

On being asked whom would they feel more comfortable in dealing with, we got the following response.

Table 76
Feel more comfortable with

| Response | Andhra Pradesh | Uttar Pradesh |
|--------------|----------------|---------------|
| Men Police | 30.4 | 36.9 |
| Women Police | 22.5 | 19.0 |
| Both | 47.1 | 34.3 |
| Cannot say | -- | 9.8 |

Therefore majority of the people in Andhra Pradesh would be comfortable with both men and women, in Uttar Pradesh majority of our respondents stated male police.

When we asked if their daughter wanted to join the Police, would they allow her to do so, we got the following response.

Table 77
Will allow daughter to join the police.

| Response | Andhra Pradesh | Uttar Pradesh |
|------------|----------------|---------------|
| Yes | 34.9 | 37.0 |
| No | 27.1 | 50.0 |
| Cannot say | 38.0 | 13.0 |

In A.P. the public did not mind their daughters joining the police, while in U.P. the majority of the men did not want their daughters to join the police.

When we asked if they thought women police were less corrupt than men, we got the following response.

Table 78
Women Police less corrupt than men.

| Response | Andhra Pradesh | Uttar Pradesh |
|------------|----------------|---------------|
| Yes | 36.5 | 53.3 |
| No | 15.2 | 30.9 |
| Cannot say | 48.3 | 15.8 |

Hence while people in A.P. said they were not sure, majority of the people in U.P. agreed that women were less corrupt.

Thus to conclude, we found a lot of difference in the perception of the people about the police in both the states. We found the people in U.P. to be very patriarchal and very conservative in their views. This was surprising because majority of these people were in their twenties. We do recognise that our sample was limited and it was dominated by the male sex, and primarily the views reflected were of the male sex. We had not taken any interviews of housewives. We are not sure how the response would have been if we had an equal distribution of male and female respondents. While the people in A.P. were more liberal in accepting the women police and appreciating it, in U.P. while the people recognised the need for the women police, their views are very stereo-typed and very male biased.

CHAPTER XI

VIEWS OF SENIOR INDIAN POLICE SERVICE OFFICERS OF I.G. RANK AND ABOVE

The senior I.P.S. Officers of I.G. rank and above are very crucial in the Police Department and would play a major role in any policy decision. We, therefore, also interviewed twenty I.P.S. Officers from different parts of India to find out about their views on women in the police and assess their attitudes.

57.9% of these officers were in their fifties and 42.1% were in their forties. Of these 57.9% were Hindus, 10.5% Muslims, 10.5% Christians and 21.1% from Sikhism and other religions. Majority of these people 94.7% had served for 20 years and above and 5.3 % had been in service for 16 to 20 years. Of these 36.8% were graduates, 47.4% were post graduates and above and 15.8% had acquired some special degrees. For the past 15 years majority of them 84.2% were living in urban areas and 15.8% had lived in both urban and rural areas. All these officers were married. Of these officers 19 were males and 1 was a female.

Majority of these I.P.S. officers 63.2% agreed that policing was not a masculine job while 31.6% felt that it was a masculine job. 73.7% agreed that there was a good career for women in policing while 26.3 % did not think so. The reason they felt that women were not fit for policing was that they were weak in all respects 10.5% and given the opportunity they might outpace the men police 21.1%, 14.8% did not give any comments.

On being asked if the following factors operated in the Police Department such as women being discriminated against 36.8% stated that it was so while 63.2% did not feel that women were discriminated against. 57.9% felt that there was corruption in the Police, 26.3% did not think so and 15.8% refused to comment. Majority of these Police Officer 73.7% however said that it was wrong to say that Police women were not rewarded. 15.8% said that it was so. Majority of these officers (78.9%) stated that women police should be integrated into the mainstream policing, while 10.5% did not agree with this and another 10.5% were not sure. On being asked what kinds of job women police performed, 36.8% felt it was a similar kind of job, 47.4% felt they performed less risky jobs, 10.5% felt that they performed Female Department jobs.

On being asked about the various factors responsible for women abstaining from joining the Police, 84.2% felt that it was not due to low salary, or due to low prestige, 63.2% and 47.4% did not think it had low social acceptance, while another 47.4% felt it had low social acceptance. Majority however felt that the reason women did not join the Police job was because of the poor working conditions 42.1%, highly dangerous job 57.9% and 68.4% felt that there was very little time for the family. Majority of these officers 78.9% felt that the public has a very bad image of the Police, while 15.8% felt it has a good image and 5.3% did not give any comment.

Women Police at work

On being asked how difficult it was for women working in the Police to cope with their job of policing and their lives as ordinary women 63.2% felt it was difficult and 15.8% felt that it was very difficult. 68.4% of these officers felt that women were not given the same kind of responsibilities as men in performing their duties and 21.1% felt that they had the same kind of responsibilities. 63.2% of these officers felt that the talent of the women police officers was not being utilized properly and 26.3% did not think so. The reason why women's talents were not being fully utilized in the Police was due to biased superiors 31.6%, gender discrimination 15.8% and 47.4% felt that there were more than one reason.

Majority of these officers 52.6% found the Police Women to be enthusiastic, and 31.6% found them career minded. 15.8% of our respondents found women to be disinterested in their jobs.

Majority of these officers 52.6% felt that Policewomen should be given similar jobs like men and 15.8% felt they should be given female department jobs and 31.6% felt they should be given less risky but competent jobs. 94.7% of these officers felt that women should not be given the same kinds of jobs as earlier during pregnancies. They 94.7% also felt that women should be given some concessions for child rearing. Majority of these 89.5% did not feel any difference while working along with a female colleague.

On the question, as to what kind of duties women police should perform 94.7% felt that they should escort female prisoners, 21.1% felt that they should escort male prisoners and 78.9% did not want women to escort male prisoners. 63.2% felt that they should perform sentry duties at the Police Station and 63.2% felt that they should not do so. 100% of our respondents felt that women should do scriptory work at Police Stations, accompany search parties and take personal search of female suspects and prisoners. 94.7% felt that she should do traffic duties and 52.6% did not want her to summon warrants, while 47.4% did not mind this. As far as attending to telephones at Police Station or residences of officers is concerned 57.9% did not mind it, while 42.1% did not want this. All 100% agreed that they should handle media and public relations job. 89.5% wanted them to do desk jobs in offices, 94.7% in Control rooms and 94.7% performing job of Forensic Science Experts. While 68.4% wanted women to do patrolling duty in Control rooms/vans, 31.6% did not want this. 68.4% of these officers were against women participating in operations against militants, extremists and insurgents but 31.6% were against this. 89.5% wanted women to be involved in intelligence collection duties and 78.9% on V.I.P. Security duties. 84.2% of these officers did not want the women to work as Cooks in Police messes and 78.9% did not want them to perform other menial tasks at the residences of officers.

Attitude of Female Colleagues :

89.5% of the Police Officers in our sample felt comfortable with their female colleagues. Only 15.8% accepted what their colleagues said and 84.2% accepted their suggestions sometimes. 57.9% said that they always differed from their female colleagues views while 42.1% did not think so and felt that they differed from their female colleagues views only sometimes. 57.9% felt that their position was neither good nor bad when compared to their female colleagues, while 36.8% felt that their position was fairly good when compared to their female colleagues. 63.2% did not think that their female colleagues wanted them to toe their line and do things in exactly the same manner as they stated. 63.2% felt that the seniors were selective in assigning jobs to the women. 42.1% however felt that the reason why women were given less demanding jobs was not because the superiors under-estimated women's capacity and considered them a weaker sex, but 36.8% thought this was the reason for superiors assigning less demanding jobs to women. 84.2% felt that women police should be given general duties on par with men including night shifts and all other aspects of patrol, but 15.8% did not agree with this.

26.3% felt that lack of physical stamina was the reason for women not being equated with men, 21.1% felt that it was due to lack of emotional stability and 15.8% felt it was due to less tolerance for stress and strain. 47.4% felt that when women encounter on the job problems they prefer to approach their superiors, 15.8% felt they preferred to approach their female colleagues. 73.7% felt that if special training is imparted to women they can reach at par with men 15.8% said they cannot say and 10.5% did not agree. 94.7% said that if they saw a woman police exposed to a dangerous and violent situation, they would go to her aid and help her deal with the problem. 89.5% did not mind working under a woman officer, as long as she was an able officer. 57.9% thought that the women police's image was gentle and 26.3% said they could not say anything.

Attitude of Society towards Women Police :

73.7% of the Police officers felt that the public opens up to lady officer or constable only sometimes, while 15.8% felt it was always so. 52.6% officers felt that during law and order problem members of the public do not take women police seriously and 26.3% said, cannot say and 21.1% felt that public took women seriously. 84.2% agreed that in case of crime against women, women victims relate better with lady officers and constables 84.2% felt that more women should be appointed in the police. Regarding the measures to be taken to make more women join in Police in large numbers, 26.3% felt reservations should be followed, 42.1% felt this could be done by providing challenging job responsibilities and 31.6% felt that this could be done by having flexible duty hours.

Therefore to conclude, an analysis of the views of senior I.P.S. Officers of the rank of I.G. and above shows –

- Senior officers agreed that policing was not a masculine job.

- They felt that women were not discriminated against in police.
- They agreed that there was corruption in the police.
- Police women were rewarded in a similar fashion to men.
- Police women performed less risky jobs.
- The reasons women did not join the police was because it was a highly dangerous job and women had very little time for the family.
- Public has a very negative image of the police.
- They wanted women to be integrated into the mainstream and be given similar job responsibilities like men.
- They wanted women to do scriptory work at Police Stations, accompany search parties, handle media and public relation jobs and control room jobs.
- They did not want women to work as cooks in Police messes or perform other menial tasks at the residences of officers.
- They agreed that seniors were selective in assigning jobs to the women.
- They felt that during law and order problem the public took the women less seriously when compared to men police.
- In crimes related to women, women police were taken more seriously.
- They wanted more women to join the police and this could be done by providing challenging job responsibilities and flexible duty hours.

CHAPTER XII

VIEWS OF INDIAN ADMINISTRATIVE SERVICE OFFICERS

There is a close relationship between the administrators and the law enforcement organisations. Unless the administrators are gender sensitised, we cannot expect the women to become a part of the mainstream policing. Keeping this in mind we wanted to find out the views of the administrators on women police. We therefore took a sample of 15 I.A.S. Officers each in both the states of Andhra Pradesh and Uttar Pradesh.

Demographic Profile

Our sample 46.7% were in their forties and 53.3% were in their fifties. About 80% of our sample were male and 20% were female. Of our respondents 6.7% were graduates, 86.6% were post graduates and another 6.7% had special degrees. Of these I.A.S. officers 73.3% had lived mostly in urban areas during the last 15 years and 26.7% had lived in both urban and rural areas for the past fifteen years. 80% were married and 20% were unmarried.

Views on Policing for Women :

Of our respondents 33.3% thought that policing is a masculine job while 66.7% did not think so. Majority of these 66.7% felt that there was a good career for women in the Police, 33.3% did not think so and 6.7 did not say anything.

On being asked why they thought that women were not fit for policing 13.3% felt that women were less competent than men, 33.3% felt that they were weaker in all respects to perform the job as compared to men and 6.7% felt that given the opportunity they might outpace the men and 46.7% mentioned all these reasons, for women not being fit for policing. Majority of our respondents 73.4% agreed that women were discriminated against in policing, 13.3% answered cannot say. 53.3% stated that the police environment was hostile for women but 40.0% did not agree with this. On the question if police women were not rewarded with promotions and incentives like the men 26.7% answered yes and 33.3% stated no, while 40.0% did not give any comment. 33.3% agreed that police women were not given their due and 26.7% did not agree and 40.0% did not give any comments.

73.3% of the IAS Officers felt that women should be integrated into the mainstream of Policing with general duties like night shifts, patrolling etc. 20.0% did not think so and 6.7% were undecided.

On being asked as to what kinds of jobs women generally perform in the police, 33.3% said similar type of jobs to men, 40% stated they did less risky jobs and 26.7% answered female department jobs.

Majority of these respondents 80% did not feel that there was low salary in the Police and women did not join the police for this reason. 66.7% however felt that women did not join the Police because it was a male dominated job and 40.0% felt that there was low social acceptance. 60.0% however did not think policing had a low social acceptance. Majority of these 53.3% thought policing to be a highly dangerous job and therefore women did not join it. 73.4% felt that since there was very little time for the family women did not join this. As far as the image of the Police is concerned, a large number of our respondents 40% felt that Police had a corrupt image, while 20.0% felt they had an authoritarian image and 26.7% insensitive and 13.3% felt they were rude. The reason why Police had this bad image was because they misbehaved (40%) they were corrupt (40%) and they were arrogant (20%).

Majority of these people felt (66.7%) that the public accepts the women police as they do the men police. 46.7% felt that women police enjoy an equal status as that of men police while 40% did not think so. 60% of these respondents felt that women should perform similar jobs like that of the men. 46.6% of our respondents felt that the public has more confidence in women police than in men Police while 26.7% were undecided.

6.7% respondents felt that men were more committed to Police job and 20.0% felt women were. 26.7% felt both men and women were more committed to the police job and 33.3% felt that none of them were committed and 13.3% did not know.

Many (73.3%) agreed that women should join the Police but 13.3% felt that policing job is meant for men and 6.7% felt women were physically unfit while 6.7% did not respond.

66.7% of our respondents did not mind their daughter joining the Police and 13.3% did not want this while 20.0% were undecided.

40% of the respondents preferred a men police in traffic situation and would prefer them while other 40% stated whoever was available and 20.0% preferred women Police. In Police Stations 46.6% stated whoever was available while 26.7% said men and an equal number 26.7% stated their preference for women police. In catching criminals 66.7% preferred men police and 6.7% preferred women police while 26.6% did not mind anyone.

26.7% respondents felt they were more comfortable with men police and 33.3% felt they were comfortable with women police and 40.0% were comfortable with both. 26.7% of our respondents felt women police were less corrupt than men 20% did not agree with this while 53.3% did not agree with this. Thus the views of these IAS also are similar to the public at large.

- They do not think policing is a male job and agree that there is a good career for women in policing but agreed that the environment was hostile for the women police.
- All agreed that women should be integrated to the mainstream of policing.
- They agreed that women did not join the policing because there was very little time for the family and it was a male dominated job and not because there was low prestige or less salary.
- They felt that police had a corrupt image and were insensitive.
- They agreed that the public accepts women police as men police. Women should be encouraged to join the police by making the job more challenging.

CHAPTER XIII

CASE STUDIES

During the course of this project we traveled in different districts of the two States and visited various Police Stations and Women Police Stations and Cells. We also recorded a number of interviews with different women in these States so that we could get a glimpse of their daily routine, their job demands and hopes, aspirations and their frustrations. We met very interesting women, from whom we learnt a lot and got an insight into their world. Here were present a few case studies so that we are able to move beyond more numbers to real people. The names, places of postings and stations names have been changed to protect the real identity of the respondents.

CASE STUDY - 1

Ms S. Saxena is 35 years old and is posted as an S.I. in the Mahila Police Thana at Almora. She has eight years of service having joined the Police force in 1989-90. She is a post graduate having done her M.A. in Political Science. She has consciously taken a decision not to marry and will continue like this for her whole life. She comes from a family, where her father has retired from service and now two of her brothers and one sister are married.

When she made her desire to join the Police force known to her family, there was a lot of resistance from her parents. She had always been fascinated with the police uniform and much impressed by the discipline of the police force. Much against the wishes of her parents she joined the police force. She has worked in three postings prior to her posting here. She comes across as a very bold and strong person for she says, "I am in this chair due to my psychological strength".

Initially there were a number of marriage proposals, but she was so engrossed in her work that she did not think she would be able to fit in a married life in her agenda. Then her family started pressurizing her to get married to some one from the police only. This also she felt was not possible. She was trying to make a dent in a man's world and she felt that she could do this and be with them in equal terms, if she did not have problems of home. Over the years she has built up a reputation for herself and she feels her 'family is also proud of her' and had she married and settled down she would have also been like the "thousands of other women who are always overburdened with their personal problems and not able to do justice to their work or to their homes".

She feels that the police have a very negative image amongst the public and so many people think that the women would also be bad. "Women are generally more creative, loving and gentle by and large but can be ferocious also as and when required" so she feels that the job of the Police is well suited to women. However she also feels that women have a responsibility to society and all women cannot take a decision like her of not marrying. Therefore, women need to be given some facilities if their capabilities are to be explored to the fullest extent. She feels that the efficiency of women will

increase manifold if they are given houses near their work place. If women have some kind of a community crèche facility then also they will be able to do their work with full dedication. Women are excellent Public Relation Officer for this is a God's gift to them and this can go a long way in improving the image of the police. Women have problems in going to field work. She feels women police should do all the work specified for the men Police except in escort duties for male prisoners and doing odd jobs in officers' houses.

She feels there is no problem as far as pay is concerned, though the 5th Pay Commission did not do justice to them, when compared to other services and categories. "Their Provident Fund was cut to about Rs.1000/- " so they did not gain much. She feels they should be provided with vehicles and other subsidies.

She feels her main problem is with in the police force where men can never accept her in equal terms. She thinks "women officers can handle women better than male officers"" A women is never given charge of Thanas independently. You need the strong backing of a man to support your case. There is a lot of political interference also in their jobs and caste considerations also play a major role. There are hardly any avenues for timely promotion and she strongly feels that there should be time bound promotions and charges given on their basis of sincerity, irrespective of caste and gender. The work in the Mahila Thana is quite a thankless one she feels. "Men have a psychological problem with Mahila Thanas". Generally men feel that Mahila Police Thanas do no work but whenever there is a case involving women, they are called. They do not even get the facility of a vehicle and often their vehicle is used by other police thanas on slight pretext. The men thanas are controlled by either an S.S.P. or S.P. or C.O. in hierarchical order but the women police under the Mahila Thana are under the control of all. In their own Thana there is a posting of 7 men but only one old man is posted. The men are called back whenever there is a shortage of men because there is a general feeling that there is not much work in a Women Police Thana or women can manage.

They deal with a variety of cases involving women. Generally women do not like to come to the Police Station and if they do it is as a last resort. However, once a case comes and they feel it is a genuine one, they make all efforts to help the women. She feels more and more women should come to the police, to improve its image. She feels women have an inherent internal power and once they recognize it, with a little help from the establishment, they can work wonders. She feels that when she moves out in the public and she finds a respect for her and they recognize her work, this to her is her greatest award.

CASE STUDY – 2

Ms. Itul is a young girl of 23, who is working as a Police Constable in Kurnool. She has just finished her training and this is her first posting. She had completed her Intermediate and was doing B.A. when her father died. Her mother had to struggle a lot to get her father's pension. She had a brother who was studying, but now is a chemist. She then started looking for jobs to ease out the financial position of her family and when she got

selected in the Police, she felt elated. At that time she only felt that she had got a Government job and this was more than she could have asked for, knowing the unemployment situation in our country. She had no idea about what the job required and how it would influence her. She had a very nice time during the training and had to undergo a lot of physical training. She also made some good friends. She is very optimistic about her future in the Police and feels that if she works hard she will be able to reach places. The uniform gives her immense pleasure and she feels that there is a change in the attitude of people when she is in uniform. When she looks at her college going friends who are doing post graduate she finds a lot of difference in their world view and hers. Though she is only intermediate she is today much more confident and poised than many of her friends who now look upon her with envy. In fact she tells us "I feel my greatest security is my uniform and I feel very safe even while travelling alone at night" She has this confidence that nobody dare come near her or misbehave with her when she is in her uniform.

She does not think that her being in the police will be a hindrance in any way to her getting married. She would definitely like to get married in a year or two. She thinks that if she is able to get married to a person from the police only, then it would be better, because police job is not a '9 to 5' kind of job like other jobs. If her husband were also from the police, he would be able to understand her job responsibilities and encourage her and help her in the performance of her duty. She thinks women can perform all the kinds of duties in the Police, though she does not like to work in the Police Mess or work in officials' houses. The only problem she has is that "men colleagues use very vulgar language". But then she herself justifies it stating that they are always dealing with the worst element in society. If every one was good and law abiding there was no need of the Police at all. So one has to use rough language to deal with the rotten elements of society and this becomes a part and parcel of their daily life. She finds a very cordial work environment. Even the men are very friendly and helpful" they are quite protective towards the woman force", she feels more and more women should join the police if they want to do something in life. It is only when women have this urge to make something out of their life, that they should join the Police force, otherwise this job is not for all. There are a number of challenges thrown in from time to time and women have to be strong to deal with these. A weak woman can never be a successful police personnel. The work environment is quite challenging and very adventurous. She enjoys the adulation she thinks she gets. People are always in awe of anyone in uniform and it does not matter if it is a man or woman. She thinks that women Police are also taken very seriously by the Public. They have a good image amongst the people. Ms. Itul has just started on life as a Police personnel and is very optimistic about it.

CASE STUDY – 3

Ms. Badola is the Station in charge of the Mahila Police Thana at Kanpur. She is 39 years of age and is lightly built with a lean figure. She has been in service for nine years and has done her graduation. She came into the police force after she was married and had two younger children a girl and a boy who are today 18 years and 14 years respectively. She was married to a police personnel and he encouraged her to study and

apply for the job. Initially she had a lot of problems in managing her job and her family. She received a lot of support from her family. Her mother stayed with her for quite some time to look after her house and family. After her mother left, her sister in law stayed with her. So she never had the tensions of looking after the children and home. Since these were taken care of, she could concentrate on her job and work more efficiently. Today, her children are grown up and she does not have anyone to stay with her, but she is able to manage on her own. She runs her house independently, because often her husband is posted at some other place. Presently he is in Meerut working as a Sub Inspector.

Ms. Badola, thinks that the Police force is a male dominated force and women are often not given their due for men do not take them seriously. She asks me to go to a Male Police Thana and see the kinds of duties the men perform and compare them to the duties the women perform and points out that it is going to be more or less the same. In fact, even in the overall male police thanas, if there is a case concerning a woman then their help is sought so they even work more than the men do. But since our society is a male dominated one, the same image is carried on to the Police force. She thinks that unless women are given proper facilities of accommodation near by, they will not be able to perform their duties properly because they would always be overburdened by the tensions at home. She points out that theirs is a 24 hours job and one can be called for duty any time, depending on the situation. If a woman has small children, then she is often forced to make some kind of internal arrangements or shirk her duty. She points out that at the lower level of constabulary, there are few women, who are dedicated but the rest of the lot do not take their job seriously. She was clear that once they had opted for service in the police, they should start with the assumption that this was a 24 hours job and everything else came second. She did not however blame only the constables for the state of affairs. She pointed out that some times there was so much of frustration, because of stagnation that this became a big stumbling block for their performance. If a person felt that how much ever effort they would put in, they would continue to be in the same position, with out any upward mobility, this comes in the way of efficiency. If there were time bound promotions with time to time upward mobility this would make a person more efficient. To prove her point she illustrates the cases of a number of women who have been in the constable rank for 10 - 15 years.

She finds the environment at work very friendly and no interpersonal tensions with male colleagues. She feels that compared to other Departments, the Police Department is very safe for women. There is no question of any kind of sexual harassment, because "nobody can touch me against my will". She finds a lot of strictness and discipline in the Police and this works to the advantage of women. Men dare not misbehave for fear of a disciplinary action. She does not find it any problem to command men, because due to the discipline, what ever the men may feel internally they do not show their feelings openly. This goes a long way in having a very cohesive and friendly environment. In fact, when ever women have any family problem, the men often come up to help and also offer their services as a substitute. She feels that more and more women should be brought into the Police and there should be some kind of reservation

for women. If women enter the police force in large number, this would be good for both the women and the police department. The women would become a strong and confident person. She could then never be harassed by her family, neighbours or society. If more women join the police, then the overall image of the police would be one of being sensitive to issues because generally women are more concerned caring and loving.

CASE STUDY -4

Ms Deepa is about 40 years of age and is a Police officer with 14 years of service. She has two children, a son aged 10 years and a daughter aged 5 years. Her husband is also in the Police, but due to the nature of their jobs, they have mostly been posted at different places. She did not have any background of service in the police department so it was due to her own decision and fascination with the police service, that she joined the police force and then married a police officer also.

Today, she feels that women have a bright future in the Police. But women have to be prepared to accept the fact that they will not be able to do justice to their families. She points out that all working women undergo this feeling of guilt "of not being able to do enough for their children", but the feeling is more so with the women police, for theirs is not a 9 to 5 kind of job like others. Theirs is a 24 hours job and it has its own problems. She thinks that since there are so few women in the police especially at the officer level they have to work doubly hard to prove themselves. Since there are few women, it is, always easy to pin point at mistakes, and attribute it to their sex. If women get applauses in the police, it is more because they work doubly hard than men. Whereas for men success comes easy, and applauses more quickly the woman have to work doubly hard to get them. She says it is like the Chinese proverb, "You have to keep running to reach the same place." Woman have to be more than equal to prove themselves.

Her husband being in the police department, has definitely helped her, because he understands the demands and frustration of the services. When ever her husband is posted at a place different from hers, she keeps the children with her and manages the home front.

On the question of "are women less corrupt than men", she strongly feels that corruption is not gender biased. This is a very personal attitude to life and what meaning one attaches to life. A woman could be equally corrupt and a man equally honest, because it all depends on, "what you feel you want to do with your life."

She points out that their working conditions are bad, because the overall environment in which they work is bad. They deal with the worst elements in society. She recognizes the fact that the cutting edge level is different for persons in the lower rank and those in the officer cadre. The problems faced by the lower ranks who are more in direct touch in dealing with the negative elements of the society should be very

different from those at the supervisory level, but then the people at the lower level can escape some responsibilities which people at the supervisory level cannot. Another big problem in their work is that it is not development oriented. It may lead to overall development in an indirect way by creating an environment of peace and security, but it is not seen by the public as leading to direct development the way electricity, or water could be seen. These are some of the "professional hazards" which they normally face. So people have very different images of the police. The problem is more so with women police, because the public still does not know how to deal with them.

She feels that both outside and within the Department which is but a reflection of society at large, women are either idolized or condemned easily. What is needed is that, "they should be looked upon as normal human beings and treated as such". She also points out that perceptions differ from person to person and how one treats women comes as a result of your background, education, attitude and tradition.

She finds a general bias among men. She feels that women are not taken seriously, when they are not very efficient and hardworking. She feels that though many women may have worked doubly hard than men to prove themselves, they would never be given the independent charge of a "district" because the general feeling would be that women will not be able to handle this. Unless more and more women come and join the police force, things will not change easily. She has herself worked very hard cutting out on her sleep, her family, her own happiness to prove herself and she has had no time for herself. Only then she feels that today she is accepted as an able and an efficient officer. She strongly feels that more and more women should come and join the Police force and prove themselves. She thinks women can perform all kinds of duties, as and when required, depending on the situation and availability. It is only during pregnancy that women require a special treatment but otherwise they should be treated as only normal human beings.

CASE STUDY - 5

Ms. Sadguna is a sub Inspector in the Mahila Police Thana and is 34 years of age. She has been in service for 8 years and is educated up to the Post Graduate level. She has mostly served in urban areas. When she was looking for a job she came across an advertisement and took a sudden decision and joined the Police force. Her family consists of a mother, who gets her father's pension and a brother who has an electronic goods business and a sister in law who is teaching.

She finds her work very challenging and interesting and gives away her whole self to it. Her working colleagues are friendly and cooperative. She finds that the women are not taken very seriously in the performance of their duties by senior male colleagues and this disturbs her a lot. She feels that since she has now joined the police, she should not be given any concessions for being a woman "except those which are naturally required". When we ask her to explain, she states that when women are pregnant and have young children, they cannot be treated at par with men. She also states that she has no problem in undertaking any kind of work. She does not mind going into remote

districts and Thanas to carry warrants, but some provisions for their stay should be made, so that they feel secure. The only work she does not want to handle is taking phone call messages or performing some menial task in the houses of the police officials.

She also explains in detail about some of the problems women face, while on duty. When a person or any one like her is given the duty to guard a VIP, who may be coming to address a large gathering at about 3 O'clock, she would start with other girls quite early around 11 O'clock or so and be in their places till about 2 O'clock. Often the VIPs hardly come on time and they may reach at 4.30 or 5 or even 6 O'clock. Then by the time the VIP leaves and the crowds move out it is often seven and by the time they are home it could even be nine o'clock. The whole day there is no place where the girls can relieve themselves. There are hardly any public toilets for women and the few that exist, the less said the better. Even the Pant and Shirt worn by the girls becomes a little difficult to handle on certain days, but she feels that women should be given the freedom to either wear a salwar kurta or pant shirt according to their comfort. She however strongly feels that the concept of dressing in the police force is not something that should be enforced, but the girls made to realize that wearing Pant and shirt gives them more smartness and a tidy and neat look. She personally always prefers a pant and shirt and when we enquire she answers "as it is we are not seen as capable and efficient by the men, and if we start wearing only salwar kurtas and sarees, then nobody will take us seriously. Dress is an essential part of discipline and smartness. Unless, under a special circumstances, women should opt to wear it."

Ms. Sadguna has taken a decision not to marry because she feels that having joined the Police she has made a conscious decision to give all her time to work and so there is no place for a family, a husband or children here. She has seen a number of her female colleagues always bogged down with thousand and one problems of children and family and therefore they always try to shirk work. Because of their family responsibilities women have created a bad image in the Police force. This is a reality she feels, and if she wants to perform her job seriously and rise up, she will have to sacrifice by not marrying.

When we ask her if she had marriage proposals in the beginning she replied that she did get some but not many like a girl with her background but not in the police force would get. The people have a very low image of the Police and generally they feel that the police is corrupt and ill-mouthed so they don't want to have anything to do with the police. Naturally, if this is the image people have of the men police, it would be even worst for the women. Nobody according to her would want to marry a women police personnel or get one as a daughter-in-law. They would always feel that the woman would be too independent and dominate them. When we ask her if this was true she replies that as far as she is concerned, she does not find any change in herself and thinks she is the same, but obviously her friends points out that her way of talking, walking and even interacting with others have changed. She is no longer the shy, indecisive person that she was and looks very much in control. However, her biggest grouse is that generally people who join the lower ranks do not come from good economic and social backgrounds. The superiors also treat them in a similar fashion. So she feels that joining

the Police force has brought in a decline in her status. If she was a teacher or in an office, she feels she would have commanded more respect than she does now. We try to tell her that she does command respect because people listen to her but she feels that this is more due to the fear of uniform rather than any genuine respect. "A person just becomes a category, a rank rather than an individual and is treated as such" she states emphatically and also recognizes that this is necessary to maintain discipline.

We find Ms. Sadguna very responsive to situations and often very contradictory, but this was probably the reality with which she was living in her day to day life. She wanted to achieve things and be like a man and, she has taken many decisions to this effect, but being a women and in the police force, does have its ifs and buts and she has been trying very hard to resolve them.

CASE STUDY - 6

Ms. Abha is a constable of 36 years and posted at Moradabad Thana. She has been in service for 14 years and has four children, three girls aged 10, 8, 7 and a boy aged 2 years old. Her husband is a Havaldar in the Army and presently posted in Jammu & Kashmir. She had applied with her friend for this job and when she got this job, she found it like any other job. She is only a High School as far as her educational qualifications are concerned and she feels that with her qualification this is the best job she could have got. There is a lot of unemployment, in our country and she finds girls with graduate and post graduate degrees also just roaming around waiting for marriage. She feels happy that she has a good job and a good income.

She does not have anyone to help her at home and often when she is on duty or has to go out, her neighbours help her and she makes her elder daughter miss school to take care of the boy. She is always looking for an excuse to be let off and hardly reaches for any meeting or any appointment in time. She was supposed to meet us at 9 O'clock, but could come only at 12.30 and gave an explanation to the Station in charge that her son was having loose motions and so she could not reach on time as she had to rush to the Doctor. When we asked that we would meet her the next day at 12 O'clock, she agreed and said that she would be at the Station. However, during the next hour she brought in another constable, a younger girl who stated that the next day she would be present instead of Ms. Abha with all the required facts. We then again called for Ms. Abha and spoke to her at length. She found her colleagues both men and women very helpful and always trying to accommodate her. She was also very grateful that she had very good neighbours with whom she would interact a lot and who would always come to her aid. Ms. Abha would get up in the morning, do all the household work, clean the house, and send the children to school and leave her son with a neighbour and then come to the police thana around 11 O'clock to find out if there was any work for her. Often when there was work for her at odd times, her neighbours would come to her rescue and take care of her family or some other colleague would go out and help. Every one addressed her as "Didi" and we found her to be a very soft spoken, and shy person but very popular and unlike the others we had met during the course of our project. To Abha this was a job which gave her money and good money at that and she had no complaints

whatsoever. Her only problem was that she did not have any one to take care of her family and she could not afford a servant. In fact she found the idea of having a servant very amusing and said that she really does not need anyone except perhaps when she is out of the house to take care of the child. But now she feels her child is growing up, so all her problems would come to an end. She felt that being in the police made no difference to her life style or attitude. She got along very well with the wives of other colleagues and neighbours. Nobody looked upon her in "awe" she felt, because the moment she is out of uniform she is an ordinary person like any of them. She has found her superiors very helpful and adjusting to her problems. When we ask her what are the chances of her husband being with her, she tells us that they are very remote and he comes home only during his annual leave. Now she has got used to this kind of life, she is quite capable of managing her family life and children.

CASE STUDY - 7

Ms. Rajyamma is a Constable at a Police Station in Charminar, Hyderabad. She has been in service for eight years. Her husband is a S.I. posted in a different district. She does not have any children. She is educated till Intermediate and has no background of any other member of her family being in Police.

She was married to a sub inspector seven years back when she was posted in the same station as him. Rajyamma's life became very difficult from now onwards. She was harassed a lot by her mother-in-law and two sisters-in-law who were staying with her. They were very unhappy with her because she had not brought the dowry they had expected and her father had gone back on his word of giving a certain amount in cash. She tells us that, "my mother-in-law did not realize that I was working and getting a salary which could in the long run add to more than any dowry she could get." Rajyamma continued like this for three years. She tells us that she tried her best to be a good wife and daughter-in-law. She took extra care to become an ideal daughter-in-law because she did not want anyone to think that just because she was working and that too in the Police, she was any different from other girls. "Madam if you would have seen me then at home you could not believe I am the same Police Constable. At home I hardly spoke a word and here in the office I was a different person in uniform very much in control. I was leading two lives", she tells us.

This went on according to her for three years and then one day she realized that she could no longer continue like this. Besides she felt what right did she have to solve women's problems when she could not solve her own. So one fine morning, she came to the office, drafted a complaint letter against her husband, charged him for harassment for dowry and filed it. Since her husband was also in the Police he was suspended and remained so far quite some time. She could not explain her position to her mother-in-law and so moved out of the house. She did not want her marriage to break down and so met her husband and initially he even refused to talk to her, but slowly understood her point of view. When her husband promised to speak to his mother and sisters and did so and they promised that they would not harass her, she withdrew her case and her husband was reinstated and she moved into his house.

We were very curious to know if life was now smooth sailing for Rajyamma and how did her husband react to her. "You know men, madam, do you think any man can forgive what I have done. So he has also not forgiven and I am often ridiculed and made a butt of taunts, but I do not mind them for I am really not being harassed now." She thinks that her mother-in-law is a little scared of her, though even today at home she behaves like a good daughter-in-law. We try to tell her that may be time would be a healing factor and people would forget the past. She seems to be more down to earth when she remarks, "Nobody forgets the past, more so if it is a woman's doing – they learn to adjust with it." We ask her if she has any regrets and she tells that she has none because her life today is much better than what it was in the past. She also feels that had she not been in the police, she would have just committed suicide because she never had the courage to leave her husband and her old father would never have accepted it. Being in the Police gave her a new confidence and today she is more receptive to problems of harassment faced by women and tries her best not to deal with these issues in a routine manner but attempt at a solution which is best for both.

We were very impressed with Rajyamma for she comes across as a sensitive cop who has used an incident in her life to her advantage and brought in a new meaning to her job.

CASE STUDY - 8

Ms. Ashapura is a S.O. in-charge of Lucknow Mahila Thana and is 38 years of age. She has 15 years of service and is very stunt to look at and moving around on her motor cycle comes across as a "no non-sense type" of personality. She has done her graduation and has obtained a series of diplomas in music. She also is well versed with Yoga and practices Judo. She was married at the age of eight years old and her husband died within two years of marriage before she had even reached maturity or had a "Gowna" ceremony (a ceremony when the child bride goes to the home of her husband after attaining the age of puberty). Since she belonged to a very orthodox Brahmin family, there was no question of remarriage and she had to accept her destiny as a "child widow". However, her uncle (Father's brother) was a very progressive views and did not believe in accepting many of the traditions without questioning. He encouraged her to study and under his guidance she took up her studies and she developed a lot of interest in music, she had been gifted with a beautiful voice. She did a diploma in classical music and then went on to get training in Yoga, Judo and Physical fitness. After having passed her B.A. she joined as an editor in a magazine from Saharanpur. She worked for 1-1/2 year in this position. This period made her realize that "pen could not solve many of the problems in society unless one had a stick in hand". She narrates many incidents when she felt totally powerless and could not do much. She then saw the advertisement of the Police Department and joined as a Sub-Inspector. She topped in her batch in her training at Muradabad. She was given her first posting as a Sub-Inspector and was in-charge of Narcotics. She never felt uncomfortable with men and soon proved her mettle. Due to her physical fitness, she could even beat the men many times. She tells us that, "if we keep thinking we are women, then we get bogged down with a lot of self pity. But if we

think of our selves as a capable and efficient officer there is nothing to stop no. She has also worked with the railways and did a lot of good work with her flying squads. She also worked with C.I.A and has worked in both rural and urban areas.

She feels that she is an exception because due to her interest and training in sports she is very strong psychologically and physically and this always works to her advantage. She recognizes that all women cannot be the same, but we have to insist on physical fitness and training. She feels that even at the constable rank we need to make one women tough through a well designed training. She remarks that many women enter the police at the constable rank, but due to lack of proper training and motivation many do not have any change in their world view and they become a liability to the police force. She feels there is a need to bring in more and more efficient and dedicated people to the police force to improve its image. Efficiency and dedication can come only with a proper training and timely incentives in the job. Some time women face a lot of problem due to men's inferiority complex, when they find a woman more efficient and capable. Then the woman's total physical and mental strength is sapped in dealing with this problem and she is hardly able to do justice to her work. She feels women often get a raw deal because men have an 'image' of woman and her capabilities and they do not usually give her any work which would bring out her hidden qualities to the forefront. She feels that women should be given quarters near their work place, because of the added responsibility of family which they have. No woman can give her self to her job completely if she has problems at home and she is not assured that her children are taken care of in her absence. She feels Indian women are not less than any one and if more and more women join the police force and develop a strong physical and mental fitness, half the problems of our society would be solved .

We find Ms. Ashapura a model to be emulated. She started on life with a big negative mark and could have been lost in the vast sea of humanity but with a little family support she has risen up and is a very confident person totally in change of her destiny. She roams around in a motor cycle and speaks in a very land voice which force on one to pay attention to her. She offers to take me to Kanpur on a motor cycle stating that we could continue to talk on the way.

CASE STUDY - 9

Ms.Prabha is 39 years of age and is a very lean and thin person. She is a Sub-Inspector at present and has been in this job for the last four years. She was happily married and with three children and a husband in the Police, she did not have any time to look at the out side world. She was leading a very secluded life as a housewife and all her interactions or her husband's friends wives. Her world came crashing down when during the riots in Badayun, her husband died. She was now left with the problem of braining up her three children. She applied for the police job but could not qualify in 1991. She then qualified in 1995 and joined the training course. She got a lot of support from her mother who looked after her children. She does not have a father and today also

her brother stays with her. He works in a private firm and she because of the support of her family, she is able to manage her job.

It was due to peculiar family circumstances thrown into the job of Police but over the years she has slowly come out of her shell. She tells me very clearly, "I am only a Police person when I am in uniform, at other times I am like any other ordinary women". It is amazing to see how Ms.Prabha has kept her two lives separate and feels one does not interfere with the other. We keep coaxing her and asking her many questions as to how her attitude, her way of taking, dealing with people must have changed, but she refuses to accept any such explanation. To her the police job is like any other job which she is doing for the salary which she is getting at the end of the month. She is clear that she had to have finances to take care of her family and she had not been in the Police Dept. She would have been in some other job. She does not like the Police job, but is forced to do this due to the circumstances. She feels women are not given any importance by either the male colleagues or the public. Women are made to do much more work than men and men often find fault in the way then carry out the work. She does not find the police job either interesting or challenging and is often bored by it. She feels she would have been better off in an office or in a school, because at least there, "it would be a nine to five job and we would be free after that". She does not find her work environment friendly, or encouraging. In fact she often finds it very monotonous and boring.

She has a lot of problems with societies behaviours also towards women police. She tells us that generally people like to keep their distance from the police and more so with women. So she hardly has any friends outside the police force. Only women police colleagues or men's wives of police personnel are willing to interact with her. She feels other women maintain their distance from her because she is a police person. She certainly will not encourage other women to join the police force. She feels a woman's place is at home first and foremost and once women enter the police they do not have any time for their children and families. She tells us that she wished the Police Department could be structured in such a way that they do their duties in shift. After being on duty during their shift period, women should then be let off to perform their other duties.

We found Ms.Prabha to be least motivated and treated this job like any other job. Given the choice she would definitely like to switch over to some other job. She does not feel that being in the police has in any added to her power or prestige.

CASE STUDY -10

Mrs.Leela is a Head Constable of 35 years and has been in service for 14 years. She is presently posted in the Mahila Police Thana, Lucknow. She has studied up till Intermediate and is married to a army Havaldar. She has two children, a boy aged eleven years and a girl aged ten years. After marriage she found a log of time at her disposal and wanted to work. Having come from a family a Police personnel, the Police Dept. was her first choice. Her sister is also a Constable and of her two brothers, are is a Station Officer

(S.O) and the other is a Constable. Her sister in-law stays with her to look after her children and her family.

Though Mrs. Leela often had problems to deal with she never thought of resigning from the Police. Having come from a background with members of the family in the Police, she knew what was expected of the job and her own responsibilities. She thinks the Police job is a male oriented job and the few women who have entered it are not given due recognition, for it is always assumed that women are less capable than men. She does not find anything interesting or challenging in her job and keeps repeating that it is routine like any other job. She has managed her household mostly by her self because in the fourteen years of her service her husband is hardly posted at the same place where she is. She hardly gets leave etc. and so often it is her husband who comes and spends his annual leave with them. She has a son of her sister in-law aged about fifteen studying with her and she finds a lot of moral support in him being with her. He also helps her in doing till he errands for the home and she feels she does not have so much of a botheration about home like many other colleagues of hers who do not have any one to help her. Mrs. Leela tells us about the work in the Mahila Police Thana and how women are no less than men. She tells us about how last week she caught hold of a man's collar and showed him into a rickshaw along with his wife when he refused to take her back. When we ask her as to what is the guarantee that the man would treat his wife better, she responds with a volley of abuses for the man and tells us he better not ill treat her because she would monitor the family for a month or so. Besides she is sure the man is scared of her to attempt anything, because he knows for a fact that all the man does reach her through various channels. Mrs. Leela uses a very rough language in dealing with sub-ordinates. She tells us that many of the girls do not have confidence to deal with rogues being too meek and humble. A toughness is required for this job and unless women learn to be tough nothing much can be achieved. She ordered tea for us and having had a sip, sent back the four glasses telling that this tea was no good and a new tea be made with ginger in it. When two constables come from a different police station. She also asks them what time it was and why did they reach at 12 O'clock when they were asked to reach at 10 O'clock. She tells us that many constables do not have any sense of responsibility and take their jobs very lightly only as a source of additional income to the family and this gives all the women in the police service a bad name. She feels that there should be a more vigorous training for women, in order to identify, as to which girls would be able to bear the responsibility of police duties. The rest of the girls should be given some other kinds of jobs but not jobs in the police. She wants the pay also to be improved so that good people enter the service and it can have a bright future.

CASE STUDY - 11

Ms. Sugandha is 28 years of age and is in service for the last five years. She has done her B.Ed and LL.B. and is at present Chowki-in-charge. She could also become a lawyer or a teacher but she prefers the Police job because it gives her a distinct identity. She feels she can be a little different from the others because many women do not take up policing as their first choice, unlike teaching or being a lawyer. She tells us that a girl should recognize that this was a twenty four hours job and one has to survive in a male

dominated field. If a girl decides to go in for marriage and family, then she cannot give in her best. So if a woman wants to make a mark and achieve something, she has to sacrifice a marriage and a family. It is precisely for this reason that she does not intend to marry. Initially her parents had put a log of pressure on her and a log of good proposals had come, but she stuck firm to her decision and now her parents have also given up. She tells us clearly, a Police job is not for a married woman. Women who are married and with children are always making excuse cannot do justice towards their job. So if a woman wants to marry and have a family she should not opt for a police job. We try to tell her that this was not fair because when men can have a family and serve, why not the women? What was needed was not that women opt out of police but be provided with better infrastructural facilities like creches, houses near the work place etc. So that they can perform their dual responsibilities of the job as well as the home. Ms.Sugandha however does not agree with us and has rather firm views on the subject.

When we try to talk about the women in the service, Ms.Sugandha just dismisses them saying they were not at all serious about their work and treated this only as a part time job. She does recognize that women have problems, and it is difficult for them to travel and go on duties at odd hour but if the women inform their superiors earlier, the superiors do make arrangements so that they do not face any hardship, but women hardly inform their superiors. She tells us that the moment women are given a job which is little out of the way, like reaching a summon, or a warrant or escorting a prisoner or an eyewitness, the first reaction of a woman is trying to escape the work or seeing if some one else could do the work for her. She only goes as a last resort and there is hardly any time to inform superiors to make some arrangements and then women complain. She feels that if women do not have the added responsibility of children and family then they can perform very well and being in a lot of credit to the Police Dept. But this hardly happens, unless women decide to remain single. Such women can then complete with men and also perform their job to every one's satisfaction. It is only these women who are in no way less than men and bring credit to the police force, because the public according to her takes "the women police much more seriously". She feels that women would be less corrupt and more sympathetic to the public's problems, so the public at large would have a better image of the women police. She feels that women are not given due respect by the superiors (for which she blames the married women) and this situation needs to be improved. Women have to prove that they are as efficient as men and do not stick their work. We try to tell Ms.Sugandha about women's social responsibilities and what would happen if all women had to remain single to do a job. She clarifies telling us that if women want to marry and have families they should enter into other jobs but entering the Police Dept. would involve a sacrifice, because "this is not a job for a woman with small children and a family". To be different she feels and has to make sacrifices like she has done.

We found Ms.Sugandha to be very insensitive to Gender issues and very firm on some of her views and beliefs.

CHAPTER XIV

WOMEN POLICE STATIONS AND CELLS

There are various Women Police Stations established in both Uttar Pradesh and Andhra Pradesh. There are manned exclusively by women and deal with cases pertaining to women. Often these Police Stations work as lock up Cells women suspect and also provide due protection to women suspects during their detention. However, we cannot call these as Women's Police Stations because they do not perform the usual functions of a Police Station, namely registration of cases, handling of suspects, arrest of offenders.

In Andhra Pradesh, the need for the establishment of a Women Police Cell was felt after the incident of a women suspect Ramizabi was raped by police men, while in police custody. This soon received a political line and both politicians and antisocial elements used this incident to their own advantage leading to a flare up in the city resulting in a lot of violence and damage to public property. This incident made the authorities to look into the whole question of handling of women suspects and criminals. So two Police Stations were established at both Hyderabad-Kachiguda and Secunderabad-Maredpally in September 1980. However, these two Police Stations did not really serve any purpose. They were housed in very poor building, had no general amenities like vehicle, telephone or even a toilet. Many Sub-Inspectors attached to these Police Stations were promoted from Constables recruited during the 1950's and 1960's and had very low educational qualifications. They did not have the necessary training or skill to deal with the complex issue and could not take up the challenge. Many women did not even wear the official dress prescribed for them and soon these two Police Stations were abolished without giving any satisfactory explanation.

WOMEN'S PROTECTION CELL

Crime against women and harassment of women is a world wide phenomenon. There has been increasing awareness among the people and the government to provide remedial measures to tackle this issue. In Andhra Pradesh also in 1986, a committee known as Dowry Death Investigating Committee, Hyderabad and Secunderabad was appointed. The committee made various recommendation with an important one being the setting up of a separate cell to investigate the crimes against women. The government examined the suggestion in consultation with the Director General of Police, Director of Information and Public Relations and Director of Women's Welfare and through the Home (Police) G.O. MS. No.453 dated 26-07-1986 decided to create a separate cell in the C.B, C.I.D. It was sanctioned a staff of 1 Superintendent of Police, 1 Dy. Superintendent of Police, 2 Inspectors and 2 Sub-Inspectors and a clerical staff of 3. It was entrusted with:-

1. Monitoring the progress of investigation and prosecutions and take follow-up action.

2. To maintain liaison with social workers representing various social organizations. These organizations can record the statement of the factual nature and these statements can be given alone weightage as per the provisions of evidence act.
3. To coordinate the press releases of the cases.

Through another circular by D.G. & I.G.P, A.P dated 27-09-1986, it was provided that the cell will take up investigation cases, when they are entrusted by the Govt. D.G.P, Spl. I.G.P (Crimes) and when requested by the S.P's or suo mottu matter, when ever it is necessary. This circular also provided that :-

1. The Radio Messages now being sent in cases of rapes and dowry deaths, should be marked to S.P., Women's Protection Cell, C.B, C.I.D, Hyderabad.
2. A copy of the F.I.R in all cases of rapes, dowry deaths, demands for dowry, harassment for dowry and child marriage should be sent to the cell.
3. A detailed report of the action taken in the cases referred to above, along with facts and proposed action should be sent within a month of the reporting of the offence, by the Superintendents of Police.
4. Monthly progress reports of the investigation and trial of the offence should be sent till the cases are disposed off finally by the Superintendents of Police.

The cell was responsible for investigating cases under:-

1. Section 3 – Dowry Prohibition Act (Penalty for giving and taking dowry).
2. Section 4 – Penalty for demanding dowry.
3. Section 498A, IPC (Husband or relative of husband subjecting a women to cruelty).
4. Section 306, Indian Criminal Procedure Code (Abatement of suicide).

The cell also has to monitor the activities of different Police Stations when dowry, rape, harassment cases are reported and a copy of the complaint given to the cell.

In Uttar Pradesh, the first Women Police Station was established in Lucknow in 1995. In U.P. the first Women Police personnel was appointed in 1938 to deal with labour issues. The Women Police Station had 17 Sub-Inspectors, 1 Head Constable and 39 Constables.

The main objectives of these stations and cells are to protect the legal rights of women, to provide them social justice and give free legal aid and consultations regarding family issues. Since women would often not have the courage to walk to an all male Police Station, these stations, cells were established to give confidence to women especially of the middle and lower class families to walk down to the station and discuss their problem.

However, we found two very divergent views on the existence of these stations / cells. Women who were posted in these stations felt they were over burdened with work and had to do much more than the other Police Stations, but received a very shabby treatment at the hands of senior officers who did not give any importance to their work. Many women who were posted in other (male) Police Stations, looked down upon the Women Police Station and felt that it was a punishment to be posted there and it was generally women who were not very efficient or good at their work who were posted here. Women in the all Women Police Stations complained that they received a very shabby treatment, while the Men Police Station always had more force and facilities, very few were granted to the all Women Police Stations. In fact at one place we found two male constables, who were to retire in a year or two posted to the all Women Police Station. Most of these Police Stations were located in very shabby buildings and without a phone. The vehicle which was delegated to them was often recalled on the slightest pretext. The women here performed all the duties Sentry duties, Night duties, taking people to court and do the writing jobs. We found a very friendly and homely atmosphere in some of these all Women Police Stations, and found women talking to the Women Police in a very open manner. Their general complaint was that hardly any officer visits their station to find out about their problems. They dealt with women related crimes no doubt and were also asked to handle investigation of crimes related to women in male police stations. When ever there was any case related to women and she had to be escorted, sent in lock up, or even to stop women demonstrators, the services of the all women police stations was used. They did not have proper accommodation facilities. They contribute some money towards a club but no club facilities are available for women. Many important information does not reach them especially when it is related to vacancies and promotions. Many women cite many cases when the Male Police Stations had information and they did not have any information. They also complained that they hardly had any facilities for games etc. Most of the women had to make their own arrangements to remain fit. They pointed out that while unmarried girls could do so, married women with children really had problems and so some arrangements for games should be made near their work place or housing areas.

We found the Women Police Station also playing the role of conciliator. Many cases relating to petty disputes between husband and wife or differences with the in law were brought to them. In these cases the women police would call the two parties and talk to them.

We were witnesses to one such case which was being dealt by them. Here a wife was unhappy with her husband and had gone to her parents place. The police women was talking to the women and probing the reasons as to why she had left the house. The women was telling her that the husband had beaten her when she refused to wash clothes on one particular day. The police women took the side of the male and harped at length on the duties of the housewife. She kept telling the woman "What else do you expect if you do not do your work - keep the house clean look after his comforts". She then went on at length about how though she was a police woman she too did all the work at home including cooking and washing and then came for a job. It never occurred to her even for a moment that a woman has a right to say no and one should not right condemn the male for beating the wife. The woman was made to realize her mistake and sent back to the husband and they ticked off the case stating that it had been solved. This made us really think if the all women police station could bring any changes without the environment around them being changed.

Most of these Women Police Stations carry on their work in a very routine manner. They are very particular about noting down the details of the case and maintaining statistics. Most probably this is required to answer to authorities. Many of the cases which related to disputes between husband and wives, or with in-laws hardly need any detailed registration and can often be solved at the preliminary stages itself if the women police have proper training to handle delicate gender issues. They could act as counsellors or social workers with a proper training and really help in explaining an issue to both the husband as well as the wife or the in-laws. However, without proper training, and since the women here are very much a part and parcel of the large social system, they deal with many issues in a very routine manner. They call both the parties, talk to them and try to patch up. They try to keep a tab on both the parties by calling them to the Police Station once a month, and soon wind up the case till it comes again.

CHAPTER XV

SUMMARY AND CONCLUSION

I. Personal and family background of the respondents

1. Our study was conducted in the two states of Andhra Pradesh and Uttar Pradesh. We had a sample of 350 male police and 350 female police in each state. We had a sample of 350 from the public in both states and a small sample of 15 Indian Administrative Service Officers (I.A.S.) in both these states.
2. In our study among the Police Women in A.P. 98% were from the Non-gazetted category and 2% from the Gazetted. In U.P. 93.5% were from the Non-gazetted and 6.5% from the gazetted. Among the men in A.P. 93.5% were from the Non gazetted category and 17.6 from the gazetted. In U.P. 80.4 were from the non gazetted category and 19.6% were from the gazetted category among the males.
3. We got most of our information by administering a formal questionnaire. We also used interviews, group discussions and field observations. Informal discussions and limited observation whenever possible were done. We spent considerable time in the All Women Police Stations and Women's Protection Cells in order to understand their working. We had translated our questionnaire in Telugu for Andhra Pradesh and into Hindi for Uttar Pradesh.
4. The Police Department is a pyramidical structure and there are very few women at the gazetted level.
5. Majority of our respondents were Hindus. Very few muslim women entered this profession.
6. While most of the men were educated up till High School women were intermediate and above at the same level.
7. Majority of the respondents among the women in A.P. had been in service for 6-10 years and up to 5 years in U.P. Among the men majority of them in A.P. had been in service for 16-20 years and 20 years and above in U.P.
8. The place of residence of majority of our respondents had been in an urban area.
9. Most of our respondents were married, but when compared to men most of the women in both the states were not married.

10. Many women in A.P. came from better economic background than men. The same was not the case in U.P. where men came from a better economic background than women.

II. Attitude towards the Police job

1. Many women had joined the police force because of their personal interest. They were very fascinated by the uniform as it signified a total control over one's life and an overall smartness.
2. Many men felt that policing was not a masculine job. Women however were best suited to investigate cases dealing with vice or sexual offence or crimes against women.
3. Majority of the men and women agreed that in principle there was a good career for women in the police.
4. Women felt that they were discriminated against, while the men did not think so. The women stated that they would never be given the same kind of job responsibilities like men, while the men felt that women took the same pay, but did not work equivalent to the men.
5. Majority of the women in both states felt that as of now there was no career prospects for women in the police. While the men in A.P. did not agree with this, the men in U.P. agreed with this.
6. Majority of the men denied that there was corruption in the police department. The women in A.P. agreed with this, while the women in U.P. did not agree.
7. Majority of the women, and men in U.P. agreed that a woman's work in the police was not appreciated. Police women in U.P. did not agree with this.
8. While the men did not agree, the women felt that they were not given similar incentives and promotions like men.
9. In spite of various problems, majority of the women did not think of resigning from the police force. The job scenario in India was stated to be the main reason. The women though in minority, who thought of resigning stated that they found it difficult to cope with their responsibilities at home and at work.
10. Though the men did not agree, women felt that the Police job involved a low prestige. We found a lot of difference in attitude among the old and the new recruits. Many new recruits came from middle classes in urban areas and were highly educated and felt that they had a low prestige, when compared to a teacher or any office employee. Women felt that there was a low social acceptance of women police.

11. Majority of the women complained of poor working conditions.
12. The men and women agreed that the reason many women did not join the police job was because they thought it was a risky job.
13. Another point on which both the men and women agreed was that the reason why many women did not prefer to join the police was because it left very little time for the family.
14. While the men felt that their jobs were not appreciated by the public, the women felt that their jobs were appreciated.

III. Gender discrimination in jobs.

1. Majority of the men felt that there was no need to integrate women into the mainstream but give them specific tasks related to women and children.
2. Men agreed that women mostly performed female departmental jobs.
3. While majority of the women in both the States did not find coping with their job difficult and managed it to the best of their ability, the men thought that it was very difficult for the women to cope with both.
4. The women thought that they were given the same kind of job responsibilities like men but the men did not think so.
5. The men and also the women in A.P. felt that their talent was being utilised properly but the women in U.P. did not think so.
6. The men and women both agreed that there was a lot of gender discrimination in the Police.
7. The women found their jobs challenging and interesting but the men felt that women were not enthusiastic or career minded about their jobs.
8. The men felt that women should primarily handle female departmental jobs. They could handle less risky departmental jobs. The men however did not want the women to handle only departmental administrative jobs and waste their talent.
9. The work environment was found to be very friendly and encouraging by both men and women.
10. The men and women were quite comfortable in working with each other.

11. Majority of the men and women agreed that women should not carry on the same kind of job responsibilities as earlier, when they are pregnant.
12. All the men and women agreed that women should be given some concessions for child rearing.
13. Majority of the men and women were not averse to women performing different kinds of duties but they were very much against women attending telephones at police stations at residences of officers or performing patrolling duties in control rooms or vans.
14. Women were very much against working as cooks in Police mess, while men did not mind women working as cooks. So while women were trying to move out and away from their traditional occupations, the men still wanted them to follow the same.
15. Majority of the women in both the states did not mind escorting male prisoners, but men thought they should only escort female prisoners.
16. While majority of the women in both the states did not mind participating in operations against militants, extremists and insurgents, majority of the men did not want women to do these.

IV. Attitude of male colleagues :

1. The men and women got along very well and there were no visible tensions.
2. The men and women in U.P. were very comfortable with each other, whereas in A.P. this was only sometimes.
3. A large number of women thought that their position was neither good nor bad in comparison to the men, the men felt that they enjoyed a better status in comparison to the women.
4. There was enough space in the work environment to accommodate each other's ideas and views.
5. Women thought that their superiors were selective in assigning jobs to them, men did not think so.
6. A large number of men and women felt that their superiors under-estimated the capacities of women and thought that they were a weaker sex and hence gave them less demanding works.
7. Most of the men, including women did not want the women to be given general duties at par with men, including night shifts.

8. Majority of the men felt that women should be given additional training to bring them at par with men. The women however did not agree with this and felt that they were in no way inferior or required special training. The women felt that the problem was more of an attitude rather than training.
9. The women felt that if women would become a dominant force in the police, they would not try to avenge the earlier domination by men but try to prove that women police are equally capable as men police.
10. While a large number of women stated that if they had any problem while at work, they would turn to their superior for help, the men especially in U.P. felt that women turn more towards their female colleagues.
11. Women agreed that if they faced any job problem, their male colleagues were normally supportive and actively helpful.
12. If the men saw the women being exposed to a dangerous situation, they immediately went to her aid.
13. A large number of men stated that working under a female officer made no difference as long as they were capable officers.
14. Men thought that women police had an image of being gentle.

V. Police perception of society's attitude towards women police :

1. In both the states men and women agreed that the public opens up to women generally more easily than it does to the men police.
2. A large number of men police however felt that public takes men police more seriously.
3. In cases however related to crime against women, every one agreed that the public took women police more seriously.
4. We had a mixed response to the question if women should be appointed in police and the male police were not sure.
5. In U.P. the men and women police personnel wanted to encourage a large number of women to enter the police by having reservations for them, while in A.P. they wanted flexible hours of work for the women.
6. Outside duty hours other women interacted with the women police on equal terms. The women police never felt that they were different from other women.

7. Women would encourage their women friends and relatives to join the police because it gave the woman a sense of personal fulfillment.

VI. Public response to gender issues in the Police :

1. We had a sample of 350 from each A.P. and U.P.
2. In A.P. majority of our respondents were from the thirties and above age bracket and in U.P. they were in the twenties and above age bracket.
3. In A.P. 60% of our respondents were male and 40% female. In U.P. 66% of our respondents were male and 34% were female.
4. Our respondents were from government, private sector, business, students and unemployed.
5. Majority of these people had stayed in urban areas during the last fifteen days.
6. While 69% of our respondents were married in U.P. 31% were not married. In A.P. 53% of our respondents were married and 47% were not married.
7. A large number of people felt that policing was not a masculine job in principle.
8. We found a lot of difference in attitude in the two states on the issue of women police. We found Uttar Pradesh to be very much steeped in patriarchal values, though a majority of them were in their twenties and above.
9. Of the people who thought women were not fit for policing 20% in A.P. feared that women might outpace the men. In U.P. 21% felt that women were less competent than men, while 12% said that they had no comments.
10. Majority of the respondents felt that women were discriminated against in the police. They felt that there was a hostile environment against police.
11. People in A.P. thought that there was a good career for women in policing and people in U.P. did not think so.
12. A large number of people in A.P. thought that women in the police were not rewarded enough, the people in U.P. did not think so.
13. People in both the states agreed that there was a lot of corruption in the Police.
14. Majority of the people in A.P. did not want the women police to be integrated into the mainstream, the people in U.P. did not think so and wanted women to be integrated into the mainstream of policing.

15. Majority of the people thought women performed only female department jobs and were employed to deal with women and crimes related to women.
16. The reason women did not join the police in large numbers was because it was a male dominated job and it had low prestige.
17. People in A.P. felt that policing had a low social acceptance but people in U.P. did not feel so.
18. In both the states people agreed that the working conditions of the police was bad and therefore women did not join it in large numbers.
19. In A.P. 22% of the people had the image of police being authoritarian and 22% felt it was helpful. In U.P. 39% felt it had an image of being corrupt and 19% people thought it was helpful. Hence there is no one major image of the police and there are mixed kind of responses.
20. People felt that the reason the police had a bad image was due to misbehaviour. People interpreted misbehaviour to include arrogance, power and show of authority all combined in one.
21. In A.P. people thought that the public accepts the women police as they do the male police, but in U.P. people did not think so.
22. In A.P. majority of the people thought that they enjoyed the same status as that of men police, people in U.P. did not think so.
23. In A.P. people felt that women should perform difficult but not risky jobs and in U.P. they felt women should perform similar jobs as men.
24. People agreed that the public had more confidence in the women police than the male police.
25. In both the states people felt that men and women were equally committed to the job. Commitment had nothing to do with sex but depended on individuals.
26. Majority of the people in A.P. thought that women should join the police, people in U.P. did not think so and felt women cannot be tough.
27. People prefer male police in most of the situations (traffic, catching criminals). In police stations, people in A.P. did not mind any one, or who ever was available in U.P. they preferred men police.
28. People in A.P. felt that they would be comfortable with both male and female police, people in U.P. felt they would be comfortable with men.

29. In A.P. people did not mind their daughters joining the police, while in U.P. people would not prefer their daughters joining the police.
30. People in A.P. were not sure if women were less corrupt, people in U.P. felt that women were less corrupt when compared to men.

CHAPTER XVI

RECOMMENDATIONS

Generally the representation of women in police is on increase. The performance of women in the field has removed many doubts and reservations regarding their role. However, our study has shown that a lot needs to be done to remove the prevailing gender bias in the organization against women. We hope that a proper assessment of our findings and implementation of our recommendations will go a long way in bringing about the desired changes. It is heartening to note that the number of women in I.P.S. is increasing every year. This will result in more women reaching higher ranks, the consequent higher public profile of senior policewomen. Perhaps this alone will encourage not only more female recruits, but also give a louder voice for other cultural changes to take place in the entire police organization. Until their career aspirations are met, and the pace of organizational change within the police is able to allow women to play an integral role, it is impossible to determine the impact – this may have on the quality of service delivered. It is to be hoped that women's mental and moral capacity are such that they can accomplish what is required of a professional police officer. Today we have come a long way from the times when it was being asked "Can women do police work?" to "Can the police do work without women?"

- I. **Demographic and occupational details :**
 1. Our study clearly shows that the police department is a pyramidal structure, with very few women at the gazetted level. We strongly suggest that for the next ten years the government should work out a modus operandi, for the proper development of women police.
 2. Proper publicity should be given to the post of women police at different level, so as to attract the right kind of candidates.
 3. The growth of women police is not uniform in both the states and there is a lot of ad hocism and lack of a proper policy regarding the growth and development of women police. Therefore it is recommended that during the next decade a special drive should be taken up at the central and state level to increase the representation of women in the police.
 4. Most of the women police are concentrated primarily in urban areas, in the capitals or at headquarters in the districts. It is recommended that women be concentrated in big cities as well as in other rural areas. There should be a rationality in their distribution.

5. There is no clarity in the administration and supervision of women police in each state. The women are attached to different branches and units of the police organization. Therefore it is recommended that a separate cell or unit be established to ensure proper career planning, training and development of the women police in each state.
6. We also recommend that due representation should be given to the various minority communities.
7. We strongly recommend that there should be a national consensus on the functions and role of women police. There is no proper evaluation on the functioning of women police. Our study was limited in scope but a detailed study of other states and at a much larger level is required so that women police do not just remain a show piece and perform marginal functions but contribute to the society to the best of their abilities.

II. Attitude towards police job :

1. Our study clearly shows that in principle policing was not recognized to be a masculine job and every one agreed that there could be a good career for women in this, but this was not so. We recommend that attempts be made to integrate women to the mainstream policing.
2. We recommend that a proper promotional policy be worked out for giving promotional avenues at all levels. The percentage between direct recruitment and recruitment by promotion should be worked out with care.
3. There should be a short term training course for both men and women at regular intervals at all levels and emphasis should be placed on sociology, psychology and just human values.
4. There is no problem with the dress and women should be in pants and shirts during official duties. However if the woman, wants to wear a salwar-kurta due to a natural problem or for a short duration it should be allowed. Sarees should not be allowed during office hours.
5. Working conditions need to be improved. It should be seen to that wherever women police are employed there are proper toilets and change rooms.
6. Women police need to be given independence and autonomy in investigating crimes like dowry deaths, bride burning etc. They should not be used only to supplement the man power.
7. Many men and women complained that policing left very little time for the family, due to the nature of the job and in principle being a twenty-four hours job. Some kind of a shift system needs to be evolved so that women work in shifts.

III. Gender discrimination in jobs :

1. Our study clearly shows that there is a lot of gender bias in the police. Police is but a part of society and they carry on many of the attitudes learnt earlier.
2. We strongly recommend awareness raising, sensitization and orientation regarding gender and women's issues. The beginning of a change process has to be made from where people are and where they can negotiate the space for change. We therefore suggest training programmes which mainstreams a gender perspective, which assesses the implication of any planned action, of legislation, programmes and policies for both men and women.
3. We found that women police often do not perform all the functions as laid down by the department but are allotted duties depending on the individual controlling officer. This should be changed and women police should be integrated into various phases of law enforcement.
4. Women police also need to recognize this. They cannot complain of gender discrimination on one hand, and state that they do not want to do patrolling duty at night on the other. We do recognize that women have an additional burden of the home and availability of crèches for children can relieve the burden of women with infants to some extent. If women are patrolling at nights, this could provide courage and support to women victims.
5. Women's job in the police should not become an extension of their jobs at home. Women should not just be employed for working as cooks, office clerks, but they should be encouraged to actively investigate crimes, participate in law and order duties and even operations against militants, extremists, and insurgents.
6. The mind set of the men needs to be changed and this can be achieved by making men and women work together, rather than segregating them.

IV. Attitude of male colleagues:

1. Our study clearly shows that there is a very good work environment and there are no visible tensions between men and women in the police, in their working with each other. This is a healthy sign with many bright possibilities.
2. Our study shows that men feel women need to be given additional training to bring them at par with men. The women do not think so. We do not recommend individual training but combined training for both.
3. The superiors also need training to change their mind set about women and give them opportunities.

4. Women, especially at the lower level and women employed on compassionate grounds need extensive training. Police personnel should not expect top performance by women, when they do not get the same from male.

V& VI Police perception of societies' attitude and societies' attitude towards police :

1. Our study shows that people open up to women police more easily and therefore we need to make their presence felt in all walks of life and not just areas related to women and children.
2. People generally take the male police seriously. This is a large question of society's attitude towards women and this can be changed only through awareness building and giving women more independent charges.
3. The public at large has the image of police being corrupt and misbehaved. The first step has to be taken by the police itself. Training inputs on gender and human rights are essential to understand the changing face of our society and the power dynamics.
4. Today women in police are a reality and they need to be integrated into the mainstream along with performing specialized jobs for women and children with complete powers to investigate.

The evidence from this study is consistent with trends observed from research in other countries also that increasingly women seek a fully integrated role. There would appear to be a diminution in the proposition of policewomen who lack career ambition, avoid promotion and seek only to undertake traditional feminine policing tasks. Our study has shown definite evidence for aspirations by women to specialist careers in police. Most of the women officers of the rank of Sub Inspector or above interviewed by us felt that policemen had more career opportunities than policewomen.

We discussed our findings with a group of senior male police officers (IG/DIG level) who were undergoing a course at the National Police Academy. We asked them to identify the strengths and weaknesses of women serving in the police. The following 5 main domains were identified :

Strengths :

- Patience
- Feminine traits like kindness, helpfulness, fairness and cool temperament.
- Better behaviour as compared to their male counterparts, less corrupt and greater acceptability.

- Better empathy with women and weaker sections.
- Dependability, sincerity and determination.

Weaknesses :

- Physical weakness
- Overburdened with family responsibilities.
- Lack of self confidence and assertiveness.
- More impressionable.
- Unsuitability for night patrols, hazardous assignments, etc.

These officers visualized the following roles for women police in the near future :

- Administration, record keeping, office duties, etc.
- Investigation of crimes against women, harassment at work place, dowry cases and handling of all 'women matters'.
- Computerization and Control Room functions.
- Intelligence collection and analysis work.
- Handling juvenile delinquency and counseling in domestic disputes.
- Traffic management.
- Public relations
- Community policing.

These officers felt that to train and develop women police more effectively,

- In-depth handling of cases to give more confidence to women police personnel.
- Their initial 'on the job' training must be systematically planned and they should be put under very capable and experienced officers.
- There is need to develop ethos for women police.

- Treating them equally with men in police.
- Senior women police officers would be asked to identify the weak areas and their likely solution.
- Change the mindset and encourage greater gender sensitivity within the department.
- Provide better amenities such as crèches, rest rooms, toilets, etc. at work place.
- Training efforts should be focused to develop the following traits / attitudes in women police –
 - Self confidence
 - Assertiveness
 - Initiative
 - Punctuality
 - Tactfulness
 - Helpfulness
- Some of the performance areas which will require more training inputs were identified as –
 - Investigation of crimes.
 - Prevention of crime through cooperation with other agencies.
 - Counselling
 - Conflict resolution
 - Apprehending offenders and participating in legal proceedings.
 - Providing other appropriate services and affecting relief to people in distress situations.

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GUIDELINES FOR FILLING IN THE QUESTIONNAIRE

- 1) *Please read the questionnaire carefully. All columns should be filled.*
- 2) *Please do not enter anything in the box given ☐ in the right side. Mark only on the left side.*
- 3) *Please do not use tick marks (X). Circle your answers. ☐ or ☐ or ☐*

15
The first of these is the fact that the
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Number Code : _____

ONLY FOR RESEARCH

CASE STUDY ON 'GENDER ISSUES AND THE POLICE IN INDIA'
(A STUDY OF WOMEN POLICE IN ANDHRA PRADESH AND UTTAR PRADESH)

QUESTIONNAIRE FOR WOMEN POLICE

I. PROFILE

1. Name :
2. Age : _____ years
3. Religion :
 - 1) Hindu
 - 2) Muslim
 - 3) Christian
 - 4) Others, specify
4. Rank :
 - 1) Non-Gazetted Officer ☐
 - 2) Gazetted Officer
5. Length of Service : _____ years
6. Educational Qualifications :
 - (1) High School
 - (2) Intermediate
 - (3) Graduate
 - (4) Post Graduate and above.
 - (5) Special Degrees. ☐
7. Where have you been living for the last 15 years?
 - (1) Mostly urban areas.
 - (2) Mostly rural areas.
 - (3) Both urban and rural areas. ☐

8. Marital status. 1) Married
2) Unmarried. ☐

9. Household profile:

| S.No. | Relation with respondent. | Age | Sex | Education | Occupation | Income |
|-------|---------------------------|-----|-----|-----------|------------|--------|
|-------|---------------------------|-----|-----|-----------|------------|--------|

10. Why did you join the police force ?

- (1) Personal interest
(2) Long-term job security
(3) Random decision.
(4) Influence of friends
(5) Influenced by parents
(6) Any other, specify.

☐

11. Do you think there is a good career for women in the police force ?

Yes / No / Cannot say.
1 2 3

☐

12. Did you ever regret joining the Police force ?

Yes / No / Cannot say.
1 2 3

☐

13. Do you think the following factors operate in the police service ? :

(a) Women are discriminated against Yes / No / Cannot say
1 2 3

☐

(b) Hostile environment Yes / No / Cannot say
1 2 3

☐

- (c) No career prospects for women in police force Yes / No / Cannot say
1 2 3 ☐
- (d) Corruption Yes / No / Cannot say
1 2 3 ☐
- (e) Police-women's work is not appreciated in the same way as policemen's work. Yes / No / Cannot say
1 2 3 ☐
- (f) Policewomen are not rewarded with promotions, incentives in the same way as men. Yes / No / Cannot say
1 2 3 ☐

14. Did you ever seriously think of resigning from the police service ?

Yes / No / Cannot say ☐
1 2 3

15. If yes, why have you thought of resigning from the Police ?

- (a) Inability to cope up with your work. Yes / No / Cannot say
1 2 3 ☐
- (b) Feeling that your talents are under-used. Yes / No / Cannot say
1 2 3 ☐
- (c) Not able to get along with superiors. Yes / No / Cannot say
1 2 3 ☐
- (d) Inadequate pay. Yes / No / Cannot say
1 2 3 ☐
- (e) Rude behaviour by your men colleagues. Yes / No / Cannot say
1 2 3 ☐

16. Do you think the following are some reasons why women generally abstain from joining the police?

- (a) Low salary Yes / No / Cannot say
1 2 3 ☐

- | | | |
|----------------------------------|--------------------------------------|--------------------------|
| (b) Low prestige. | Yes / No / Cannot say 1 2 3 | <input type="checkbox"/> |
| (c) Male-dominated job | Yes / No / Cannot say 1 2 3 | <input type="checkbox"/> |
| (d) Low social acceptance | Yes / No / Cannot say 1 2 3 | <input type="checkbox"/> |
| (e) Poor working conditions | Yes / No / Cannot say 1 2 3 | <input type="checkbox"/> |
| (f) Risky job | Yes / No / Cannot say 1 2 3 | <input type="checkbox"/> |
| (g) Very little time for family. | Yes / No / Cannot say 1 2 3 | <input type="checkbox"/> |

17. Do you think that the public appreciates the work of the police?

(1) Yes

(2) No. If no, please elaborate.

☐

II. GENDER DISCRIMINATION IN JOBS

1. How difficult it is for women working in Police to cope up with their job of policing and their lives as ordinary women?

1-Very difficult,

2-Difficult,

3-Neither difficult nor easy,

4-Easy,

5-Very easy.

☐

2. Do you think that the Police women are given the same kind of responsibilities as men in performing their duties ?

Yes / No / Cannot say

1 2 3

☐

3. Do you agree that women are treated in the same way as men regarding postings or jobs that they perform in Police ?

Yes / No / Cannot say

1 2 3

☐

4. To what extent do you think the talent of women police is utilised ?
- 1) To a great extent
 - 2) To a lesser extent
 - 3) Cannot say.
5. What do you think are the most important reasons for the talents of women not being fully utilised in police ?
- (1) Under-estimation of women's capabilities.
 - (2) Biased male superiors;
 - (3) Underqualified and or physically weak;
 - (4) More than two of the above ☐
6. How do you view your job ?
- | | | |
|-------------------------|-----------------------|--------------------------|
| (a) Interesting | Yes / No / Cannot say | |
| | 1 2 3 | <input type="checkbox"/> |
| (b) Challenging | Yes / No / Cannot say | |
| | 1 2 3 | <input type="checkbox"/> |
| (c) Dull and monotonous | Yes / No / Cannot say | |
| | 1 2 3 | <input type="checkbox"/> |
7. How is your job environment and working conditions?
- | | | |
|-----------------|-----------------------|--------------------------|
| (a) Friendly | Yes / No / Cannot say | |
| | 1 2 3 | <input type="checkbox"/> |
| (b) Encouraging | Yes / No / Cannot say | |
| | 1 2 3 | <input type="checkbox"/> |
| (c) Hostile | Yes / No / Cannot say | |
| | 1 2 3 | <input type="checkbox"/> |
| (d) Monotonous | Yes / No / Cannot say | |
| | 1 2 3 | <input type="checkbox"/> |
8. Do you think police women should continue with the same job responsibilities as earlier during pregnancy ?
- | | |
|-----------------------|--------------------------|
| Yes / No / Cannot say | |
| 1 2 3 | <input type="checkbox"/> |
9. Do you think police women should be given some concessions for child rearing ?
- | | |
|-----------------------|--------------------------|
| Yes / No / Cannot say | |
| 1 2 3 | <input type="checkbox"/> |

10. Have you faced the following situations from your male colleagues in your work in the Police ?

(i) Eve-teasing:

- (1) Often
- (2) Sometimes
- (3) Rarely
- (4) Never.

☐

(ii) Use of foul language and dirty jokes in your presence :

- (1) Often
- (2) Sometimes
- (3) Rarely
- (4) Never.

☐

(iii) Deliberate unwanted physical contact :

- (1) Often
- (2) Sometimes
- (3) Rarely
- (4) Never.

☐

11. Given below are some of the duties which women police in general have to perform. Please indicate the duties which you think women police should perform, and should not perform but are being asked to perform.

| <u>Duties</u> | <u>1 Yes</u> | <u>2 No</u> |
|--|--------------|--------------------------|
| Escorting female prisoners. | | <input type="checkbox"/> |
| Escorting male prisoners. | | <input type="checkbox"/> |
| Performing sentry duties at Police Station. | | <input type="checkbox"/> |
| Scriptory work at P.S. | | <input type="checkbox"/> |
| Accompanying Police Search Parties. | | <input type="checkbox"/> |
| Taking personal search of female suspects/prisoners. | | <input type="checkbox"/> |
| Traffic duties. | | <input type="checkbox"/> |
| Service of summons/warrants. | | <input type="checkbox"/> |

| | 1 Yes | 2 No |
|--|-------|--------------------------|
| Interrogating female suspects. | | <input type="checkbox"/> |
| Attending to telephones at P.S./residences of Officers. | | <input type="checkbox"/> |
| Handling media and P.R. job | | <input type="checkbox"/> |
| Investigating crimes. | | <input type="checkbox"/> |
| Desk job in offices. | | <input type="checkbox"/> |
| Control Room. | | <input type="checkbox"/> |
| Patrolling duty in Control Rooms/Vans. | | <input type="checkbox"/> |
| Duties | | |
| Performing job of Forensic Science expert. | | <input type="checkbox"/> |
| Performing law and order duties. | | <input type="checkbox"/> |
| Participating in operations against militants/extremists/insurgents. | | <input type="checkbox"/> |
| V.I.P. Security duties. | | <input type="checkbox"/> |
| Intelligence collection duties. | | <input type="checkbox"/> |
| Working as Cooks in Police Messes. | | <input type="checkbox"/> |
| Performing other minial tasks at residences of officers. | | <input type="checkbox"/> |

III. ATTITUDE OF MALE COLLEAGUES

1. Do you feel comfortable among your male colleagues ? ☐
- 1) Always
2) Sometimes
3) Rarely
4) Never
2. Do you always accept what your male colleagues say ? ☐
- 1) Always
2) Sometimes
3) Rarely
4) Never
3. Do you differ from from your male colleagues views ? ☐
- 1) Always
2) Sometimes
3) Rarely
4) Never.
4. How would you compare your position with that of your male colleagues ? ☐
- (1) Fairly good
(2) Good
(3) Neither Good nor Bad
(4) Bad
(5) Very bad.
5. Do you think your male colleagues want you to do things exactly as they say ? ☐
- Yes / No / Cannot say
1 2 3
6. Do your male colleagues accept your suggestions? ☐
- 1) Always
2) Sometimes
3) Rarely
4) Never.

7. Do you think your superiors are selective in assigning jobs to you?

Yes / No / Cannot say.

1 2 3

☐

8. Do you think your superiors underestimate your capacity (because they think that you are a weaker sex) and hence give you less demanding jobs?

Yes / No / Cannot say.

1 2 3

☐

9. Do you think women police should be given general duties on par with men, including night shifts and all other aspects of patrol?

Yes / No / Cannot say.

1 2 3

☐

10. Do you think women police should be given additional training to bring them on par with men police?

Yes / No / Cannot say.

1 2 3

☐

11. At present, majority of police force is dominated by men police, if all of a sudden, the vice versa takes place that is women police become majority of the police force, then what will you do ?

(1) Avenge the earlier over-domination by men

(2) Prove that women police are equally capable as men police.

(3) Revamp the society and the police force.

(4) Don't know.

☐

12. When you encounter on-the-job problems whom do you prefer to approach for help ?

(1) Male colleagues

(2) Female colleagues

(3) Superiors

(4) Extra-departmental help

(5) Cannot say.

☐

13. When you encounter job problems or personal problems your male colleagues are
- (1) normally supportive and actively helpful;
 - (2) sympathetic but not helpful.
 - (3) hostile
 - (4) Indifferent
 - (5) Cannot say.
- ☐

IV. ATTITUDE OF SOCIETY TOWARDS WOMEN POLICE

1. In a situation where members of public come to you for help in Police Station or during traffic duties, do you think the public open up better with a lady officer/ constable ?
- (1) Always
 - (2) Sometimes
 - (3) Rarely
 - (4) Never.
- ☐
2. During law and order duties do members of public take men or women more seriously.
- 1) Men police more seriously.
 - 2) Women more seriously.
 - 3) Men and women equally.
 - 4) Women less seriously.
 - 5) Cannot say.
- ☐
3. In case of crime against women, do you think the women victims relate better with lady officers/constables.
- Yes / No / Cannot say.
1 2 3
- ☐
4. How do other women look upon you when you are off duty ?
- (1) With admiration
 - (2) Maintain distance
 - (3) As one of them
 - (4) Indifferent.
- ☐

5. In your opinion what steps should be taken to make women join the Police in large number ?

- (1) Make reservations
- (2) Increase salaries
- (3) Provide challenging job responsibility.
- (4) Flexible duty hours.
- (5) Any other (specify).

☐

6. Would you advise young women among your relatives and friends to join the police ?

- (1) Yes
- (2) No
- (3) Cannot say.

☐



Number Code : _____

ONLY FOR RESEARCH

CASE STUDY ON 'GENDER ISSUES AND THE POLICE IN INDIA'
(A STUDY OF WOMEN POLICE IN ANDHRA PRADESH AND UTTAR PRADESH)

QUESTIONNAIRE FOR MEN POLICE

I. PROFILE

1. Name : _____
2. Age : _____ years
3. Rank : 1) Non-Gazetted Officer ☐
2) Gazetted Officer
4. Religion : 1) Hindu
2) Muslim
3) Christian
4) Others, specify.
5. Length of Service : _____ years.
6. Educational Qualifications :
 - (1) High School
 - (2) Intermediate
 - (3) Graduate
 - (4) Post Graduate and above.
 - (5) Special Degrees. ☐
7. Where have you been living for the last 15 years?
 - (1) Mostly urban areas.
 - (2) Mostly rural areas.
 - (3) Both urban and rural areas. ☐

8. Marital status. 1) Married ☐
2) Unmarried. ☐

9. Household profile:

| S.No. | Relation with respondent. | Age | Sex | Education | Occupation | Income |
|-------|---------------------------|-----|-----|-----------|------------|--------|
| | | | | | | |

10. Do you think policing is a masculine occupation ?

Yes / No / Cannot say
1 2 3

☐

11. Do you think there is a good career for women in the police force ?

Yes / No / Cannot say.
1 2 3

☐

12. Do you think women are not fit for policing due to ..

- 1) Being less competent
- 2) Being weak in all respects to perform a job
- 3) Given an opportunity they might outplace men police
- 4) Question of male ego.
- 5) More than two of the above reasons.
- 6) No comments.

☐

13. Do you think the following factors operate in the police service ? :

(a) Women are discriminated.

Yes / No / Cannot say
1 2 3

☐

(b) Hostile environment

Yes / No / Cannot say
1 2 3

☐

(c) No career for women in police force

Yes / No / Cannot say
1 2 3

☐

(d) Corruption

Yes / No / Cannot say
1 2 3

☐

(e) Policewomen are not rewarded with promotion in the same way as men.

Yes / No / Cannot say
1 2 3

☐

- (f) Policewomen are not given what is due to them. Yes / No / Cannot say
1 2 3 ☐
14. Do you think women police should be fully integrated into the main stream of general duties including night shift and all aspects of patrol?
Yes / No / Cannot say ☐
1 2 3
15. When compared to you what type of jobs do women police perform?
1) Similar types of jobs
2) Less risky jobs
3) Female department jobs
4) Don't know. ☐
16. Do you think the following are some reasons why women generally abstain from joining the police?
- (a) Low salary Yes / No / Cannot say
1 2 3 ☐
- (b) Low prestige. Yes / No / Cannot say
1 2 3 ☐
- (c) Male-dominated job Yes / No / Cannot say
1 2 3 ☐
- (d) Low social acceptance Yes / No / Cannot say
1 2 3 ☐
- (e) Poor working conditions Yes / No / Cannot say
1 2 3 ☐
- (f) Highly dangerous job Yes / No / Cannot say
1 2 3 ☐
- (g) Very little time for family. Yes / No / Cannot say
1 2 3 ☐
17. What in your opinion is the general image which the public has of the police?
(1) Good
(2) Bad
(3) Cannot say ☐

II. WOMEN POLICE AT WORK

1. How difficult it is for women working in Police to cope up with their job of policing and their lives as ordinary women?

1-Very difficult,
2-Difficult,
3-Neither difficult nor easy,
4-Easy,
5-Very easy.

☐

2. Do you think that in Police women are given the same kind of responsibilities as men in performing their duties ?

Yes / No / Cannot say
1 2 3

☐

3. Do you agree that women face lot of discrimination in the kinds of postings or jobs that they perform in Police ?

Yes / No / Cannot say
1 2 3

☐

4. Do you agree that generally the talent of women police is not properly utilised?

Yes / No / Cannot say
1 2 3

☐

5. What do you think are the most important reasons for the talents of women not being fully utilised in police ?

(1) Gender discrimination;
(2) Biased superiors;
(3) Under-qualified and or physically weak;
(4) More than two of the above

☐

6. How do you find women police in her job?

1) Enthusiastic
2) Career minded
3) Disinterested in her job
4) Do not know.

☐

7. What types of jobs do you think women police should be given ?

- 1) Similar jobs like men.
- 2) Administrative jobs
- 3) Female department jobs
- 4) Less risky but competent jobs
- 5) Do not know.

☐

8. Do you think police women should continue with the same job responsibilities as earlier during pregnancy ?

Yes / No / Cannot say

1 2 3

☐

9. Do you think police women should be given some concessions for child rearing ?

Yes / No / Cannot say

1 2 3

☐

10. How do you feel when you are supposed to work along with female colleagues ?

- 1) No difference and hence comfortable.
- 2) Ill at ease
- 3) Personally you dislike interference and hence angry.
- 4) Ashamed to work with women
- 5) Do not know.

☐

11. Given below are some of the duties which women police in general have to perform. Please indicate the duties which you think women police should perform, and should not perform but are being asked to perform.

Duties

1 Yes

2 No

Escorting female prisoners.

Escorting male prisoners.

Performing sentry duties

at Police Station.

Scriptory work at P.S.

Accompanying Police

Search Parties.

Taking personal search of

female suspects/prisoners.

Traffic duties.

Service of summons/

warrants.

☐
☐
☐☐
☐☐☐

Duties

1 Yes

2 No

Interrogating female suspects.

☐

Attending to telephones at P.S./residences of Officers.

☐

Handling media and P.R. job

☐

Investigating crimes.

☐

Desk job in offices.

☐

Control Room.

Patrolling duty in Control

☐

Rooms/Vans.

☐

Performing job of

Forensic Science expert.

☐

Performing law and order duties.

Participating in operations against militants/extremists/insurgents.

☐

V.I.P. Security duties.

☐

Intelligence collection duties.

☐

Working as Cooks in

Police Messes.

Performing other minial tasks at residences of officers.

☐

III. ATTITUDE TOWARDS FEMALE COLLEAGUES

1. Are you comfortable among your female colleagues ?

(1) Always

☐

(2) Sometimes

(3) Rarely

(4) Never.

2. Do you always accept what your female colleagues say ?

(1) Yes

☐

(2) Sometimes

(3) Rarely

(4) Never.

3. Are there occasions when you differ from your female colleagues views ?
- (1) Yes
(2) Sometimes
(3) Rarely
(4) Never.
- ☐
4. What do you think of your position when compared to your female colleagues?
- (1) Fairly good
(2) Good
(3) Neither Good nor Bad
(4) Bad
(5) Very bad.
- ☐
5. Do you think your female colleagues want you to do things exactly as they say ?
- Yes / No / Cannot say
1 2 3
- ☐
6. Do you think your superiors are selective in assigning jobs to women ?
- Yes / No / Cannot say.
1 2 3
- ☐
7. Do you think your superiors underestimate women's capacity (they think they are a weaker sex) and hence give them less demanding jobs?
- Yes / No / Cannot say.
1 2 3
- ☐
8. Do you think women should be fully integrated into the main stream of general duties on par with men, including night shifts and all other aspects of patrol?
- Yes / No / Cannot say.
1 2 3
- ☐
9. Do you think women police should be given additional training to bring them on par with men police?
- Yes / No / Cannot say.
1 2 3
- ☐

10. What factors do you think prohibit women police from being equated with men police ?

- 1) Physical stamina
- 2) Emotional stability
- 3) Less tolerance of stress and strain
- 4) All of the above
- 5) Cannot say.

☐

11. When women encounter on-the-job problems whom do they prefer to approach for help ?

- (1) Male colleagues
- (2) Female colleagues
- (3) Superiors
- (4) Extra-departmental help
- (5) Cannot say.

☐

12. If special training is imparted to women police do you think she can reach at par with men?

- 1) Never
- 2) Certainly
- 3) Cannot say.

☐

13. If you see a women police exposed to a dangerous and violent situation what will you do ?

- 1) Immediately go to her aid and help her deal with that problem
- 2) You will insist on her departure and substitute yourself for her task
- 3) It is not your duty and hence you are indifferent
- 4) Do not know.

☐

14. Suppose you were to work under a female police officer, how would you feel?

- 1) No difference under whom you work as long as they are able officers
- 2) Feel happy because generally women are not harsh
- 3) Curse your fate
- 4) Immediately apply for transfer
- 5) Do not know.

☐

15. What do you think of the women police's image ?

- 1) Gentle
- 2) Harsh
- 3) Cannot say.

☐

IV. ATTITUDE OF SOCIETY TOWARDS WOMEN POLICE

1. In a situation where members of public come to you for help in Police Station or during traffic duties, do you think the public open up better with a lady officer/ constable ?

- (1) Always
- (2) Sometimes
- (3) Never
- (4) Cannot say.

☐

2. During law and order duties do members of public take women more seriously than men?

Yes / No / Cannot say.

1 2 3

☐

3. In case of crime against women, do you think the women victims relate better with lady officers/constables.

Yes / No / Cannot say.

1 2 3

☐

4. Do you think more women should be appointed in the Police ?

- (1) Yes
- (2) No
- (3) Cannot say.

☐

5. In your opinion what steps should be taken to make women joining the Police in large number ?

- (1) Make reservations
- (2) Increase salaries
- (3) Provide challenging job responsibility.
- (4) Flexible duty hours.

☐

1. The first part of the report deals with the general situation of the country and the progress of the work during the year. It is divided into two main sections: the first section deals with the general situation of the country and the progress of the work during the year, and the second section deals with the results of the work during the year.

2. The second part of the report deals with the results of the work during the year. It is divided into two main sections: the first section deals with the results of the work during the year, and the second section deals with the results of the work during the year.



3. The third part of the report deals with the results of the work during the year. It is divided into two main sections: the first section deals with the results of the work during the year, and the second section deals with the results of the work during the year.

Number Code : _____

ONLY FOR RESEARCH

CASE STUDY ON 'GENDER ISSUES AND THE POLICE IN INDIA'
(A STUDY OF WOMEN POLICE IN ANDHRA PRADESH AND UTTAR PRADESH)

QUESTIONNAIRE FOR PUBLIC

I. PROFILE

1. Name :
2. Age : _____ Years
3. Sex : 1) Male ☐
2) Female
4. Job : 1) Government
2) Private
3) Business
4) Unemployed
5) Student. ☐
5. Educational Qualifications :
(1) Illiterate
(2) High School
(2) Intermediate
(3) Graduate
(4) Post Graduate and above.
(5) Special Degrees. ☐
6. Where have you been living for the last 15 years?
(1) Mostly urban areas.
(2) Mostly rural areas.
(3) Both urban and rural areas. ☐

7. Marital status. 1) Married
2) Unmarried. ☐
8. Do you think policing is a masculine occupation ?
Yes / No / Cannot say
1 2 3 ☐
9. Do you think there is a good career for women in the police force ?
Yes / No / Cannot say.
1 2 3 ☐
10. Do you think women are not fit for policing due to ..
1) Being less competent than men.
2) Being weaker in all respects to perform a job compared to men.
3) Given an opportunity they might outplace men police
4) All of the above. ☐
5) No comments.
11. Do you think the following factors operate in the police service ? :
- (a) Women are discriminated against. Yes / No / Cannot say
1 2 3 ☐
- (b) Hostile environment for women. Yes / No / Cannot say
1 2 3 ☐
- (c) No career for women in police force. Yes / No / Cannot say
1 2 3 ☐
- (d) Corruption Yes / No / Cannot say
1 2 3 ☐
- (e) Policewomen are not rewarded with promotion and incentives in the same way as men. Yes / No / Cannot say
1 2 3 ☐
- (f) Policewomen are not given what is due to them. Yes / No / Cannot say
1 2 3 ☐

12. Do you think women police should be fully integrated into the main stream of general duties including night shift and all aspects of patrol?

Yes / No / Cannot say ☐
1 2 3

13. When compared to men what type of jobs do women police perform?

- 1) Similar types of jobs
- 2) Less risky jobs
- 3) Female department jobs
- 4) Don't know.

☐

14. Do you think the following are some reasons why women generally abstain from joining the police?

- (a) Low salary

Yes / No / Cannot say
1 2 3

☐

- (b) Low prestige.

Yes / No / Cannot say
1 2 3

☐

- (c) Male-dominated job

Yes / No / Cannot say
1 2 3

☐

- (d) Low social acceptance

Yes / No / Cannot say
1 2 3

☐

- (e) Poor working conditions

Yes / No / Cannot say
1 2 3

☐

- (f) Highly dangerous job

Yes / No / Cannot say
1 2 3

☐

- (g) Very little time for family.

Yes / No / Cannot say
1 2 3

☐

15. What in your opinion is the general image which the public has of the police?

- (1) Authoritarian
- (2) Rude
- (3) Insensitive

- (4) Corrupt
(5) Friendly
(6) Helpful. ☐
16. Why do you think there is such a bad image about the police?
 1) Acute corruption.
 2) Arrogance of the police.
 3) Misbehaviour by police
 4) Do not know. ☐
17. Do you think public accepts women police as they do men police?
 Yes / No / Cannot say
 1 2 3 ☐
18. Do you think women police enjoy equal status as that of men police?
 Yes / No / Cannot say
 1 2 3 ☐
19. What kinds of job do you think women police should perform ?
 1) Similar jobs with men
 2) Difficult jobs but not risky ones
 3) Easy jobs
 4) Do not know. ☐
20. Do you think public has more confidence in women police than men police ?
 Yes / No / Cannot say
 1 2 3 ☐
21. Whom do you think is more committed to the police job ?
 1) Men police
 2) Female police
 3) Both
 4) None of them
 5) Do not know. ☐
22. Why don't you think women should join the police ?
 1) Does not apply women should join the police.
 2) Physically she is unfit.
 3) Policing job is meant for men.
 4) Women cannot be tough
 5) Do not know. ☐

23. If your daughter wanted to join the police will you allow her to do so?

Yes / No / Cannot say

1 2 3

☐

24. Whom will you prefer in the following situations ?

a) Traffic situation

1) Men Police 2) Women Police 3) Whoever is available. ☐

b) In Police Stations

1) Men Police 2) Women Police 3) Whoever is available. ☐

c) Catching criminals.

1) Men Police 2) Women Police 3) Whoever is available. ☐

25. Whom will you feel more comfortable in dealing with

1) Men police 2) Women Police 3) Both 4) Cannot say ☐

26. Do you think women police are less corrupt than men police ?

Yes / No / Cannot say.

1 2 3

☐

Annexure - 2**LIST OF GAZETTED WOMEN POLICE OFFICERS IN ANDHRA PRADESH
AND UTTAR PRADESH**

| S.No. | Name of the officer | Present Rank |
|-------|---------------------|--------------|
|-------|---------------------|--------------|

ANDHRA PRADESH

| | | |
|-----|-----------------------------|------------|
| 1. | Smt. Aruna M. Bahuguna, IPS | I.G.P. |
| 2. | Ms. Tejdeep, IPS | D.I.G. |
| 3. | Smt. A.R. Anuradha, IPS | S.P. |
| 4. | Smt. Anjana Sinha, IPS | S.P. |
| 5. | Dr. Soumya Mishra, IPS | Addl. S.P. |
| 6. | Smt. Abhilasha Bisht, IPS | Addl. S.P. |
| 7. | Smt. Shikha Goel, IPS | A.S.P. |
| 8. | Smt. Swati Lakra, IPS | A.S.P. |
| 9. | Ms. Charu Sinha, IPS | A.S.P. |
| 10. | Smt. Ritu Mishra, IPS | A.S.P. |
| 11. | Smt. Bhavana Saxena, IPS | A.S.P. |

UTTAR PRADESH

| | | |
|----|--|--------|
| 1. | Smt. Kanchan Choudhary Bhattacharya, IPS | I.G.P. |
| 2. | Smt. Renuka Mutto, IPS | I.G.P. |
| 3. | Smt. Sutapa Sanyal, IPS | S.S.P. |
| 4. | Smt. Anju Gupta, IPS | S.P. |
| 5. | Smt. Renuka Sastry, IPS | S.P. |
| 6. | Smt. Tilotama Varma, IPS | S.P. |
| 7. | Ms. Tanuja Srivastava, IPS | S.P. |
| 8. | Smt. Jyoti S. Belur, IPS | S.P. |

| | | |
|-----|------------------------------|-----------|
| 9. | Smt. Purnima Singh | Addl.S.P. |
| 10. | Smt. Bina Bhukesh | Addl.S.P. |
| 11. | Ms. Rakesh Pushkar | Dy.S.P. |
| 12. | Smt. Sudha Singh | Dy.S.P. |
| 13. | Ms. Gita | Dy.S.P. |
| 14. | Ms. Kalpana Saxena | Dy.S.P. |
| 15. | Smt. Rita Rai | Dy.S.P. |
| 16. | Smt. Sunita Singh | Dy.S.P. |
| 17. | Ms. Sadhana Goswamy | Dy.S.P. |
| 18. | Smt. Vimla Gunjyal | Dy.S.P. |
| 19. | Smt. Poonam Srivastava | Dy.S.P. |
| 20. | Smt. Ruchita Choudhary Bhola | Dy.S.P. |
| 21. | Smt. Bharthi Singh | Dy.S.P. |
| 22. | Smt. Kamaleshwari | Dy.S.P. |
| 23. | Smt. Abha Singh | Dy.S.P. |

