**ABSTRACT**

Women in the workforce are struggling, particularly when it comes to balancing their multiple obligations to their families and careers. Five distinct and heterogeneous cases of female officers from Thiruvananthapuram Corporation were chosen for the research. This qualitative study set out to characterise and comprehend the complex experiences of female police officers as well as the obstacles they encountered in the course of their work. Purposive sampling was used to choose female participants from five police departments, and in-depth, unstructured interviews were used for the interviews. The three main themes, namely gender-based barriers in the women police workforce, work-life balance among women police officers, and health considerations of women police officers, served as the basic foundation for the study. The corresponding conclusions and recommendations were discovered and developed through these main themes. The results could help lawmakers and police managers draft rules and regulations that take the requirements of female police officers into consideration.

Keywords: Women, workforce, Occupational challenges