

## **CHAPTER-VII**

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## **CHAPTER-VIII**

### **CONCLUSION AND SUGGESTIONS**

#### **8.1 The Beginning of the End Matter**

This chapter sums up the study along with conclusion and suggestions. The objectives of this piece of research are studying the socio-economic condition of the women employed in the Police, to delve deep into their pre and post-entry job challenges and coping, studying the nature of their job performances and satisfaction at different levels of police hierarchy, inquiring into the gender aspect of policing, examining the Govt. Policies and praxis for them, studying their role in social control and how they cope with their job and personal lives. The thesis has been broken into eight chapters. The first three chapters are General Outline, State of Art Review and Methodology. The other chapters have been designed on the basis of the objectives of the study.

Attempt has been made in the first chapter to present an over view of policing and women's entry into and retention in it globally, nationally and locally. The second chapter discusses the literature available on the problem. Methodology, the broad frame of the research process that elucidates the theoretical orientation with which the research process is to be carried out that guides the choice of methods and techniques to be used, has been mapped out in the third chapter. Chapter IV deals with the first objective of the study i.e. studying the socio-economic condition of the respondents. Chapter V of the report discusses job performances, challenges and satisfaction. Chapter VI deals with gender and job-life balancing including the Govt. Policies and praxis for women police. The penultimate Chapter discusses the roles of women police in social control. The last chapter summarizes the conclusion and suggestions as follows.

#### **8.2 Summarizing the Findings**

The first chapter draws a historical stock taking of the problem i.e. policing, women's entry into it in global, Indian and in the context of Odisha. Women entered into policing firstly in the USA in the year 1845, lastly as per the available data in West Germany in 1993 and they made inroads to Indian police in 1938. In the context of Odisha their entry was in the year 1961. So far as Policing in India is concerned the chapter highlights the history of police in ancient, medieval and modern India. Policing in modern India has been discussed with special reference to post-mutiny developments, Second Indian Police Commission (1902-1903) and policing in post-independent India. Features of Indian police have been also emphasized in this part. So far as policing in Odisha is concerned, the chapter has dealt with the history of Odisha Police. As the study concentrates on the Commissionerate of Bhubaneswar-Cuttack, the Commissionerate system has been discussed with its origin, Mission Statements and Organizational Structure. The cream part of the chapter discusses the nature of police job, sex division of labour, education & employment opportunities for women, factors behind women employment, growth and development of women police, the factors behind entry of women into policing with state wise years of induction in India. Actual Strength of Women Police (Rank-wise) in India as on 01.01.2008 (55,466), Odisha as

on 21.5.2011 (3281) and Cuttack and Bhubaneswar as on 27.09.2010 (367), has been presented in this chapter.

The second chapter discusses the literature available on women police. One of the essential preliminary tasks for the researcher in this study was to go through the existing literature on the problem studied. The review was needed to be acquainted with the problem and to find the research gap. The literature reviewed, has been categorized into theoretical, methodological and substantial parts to meet the need. In its theoretical part the chapter has discussed Functionalist Theory of Stratification, Human Biogrammar Theory, Gender Schema Theory, Theory of Cultural Feminism, Ethnomethodological Theory of Gender, Marxist Feminism and Radical Feminist Theory of gender. This task has been taken up to see if the applicable components of the theories are either corroborating or contradicting with the findings. This task has been taken to generate new knowledge.

Gender, independent of transsexuality, is a biologically determined social construction, grounded on genetically preprogrammed aggressive masculinity and passive femininity. It takes its root when a mother unknowingly responds differently to a boy and a girl child, as studies suggest and spreads its wings on all the aspects of social life through socialization. Thus it stands as a complex social phenomenon. Employing a single method is scarce to study the phenomenon. Thus, the researcher has taken interest in the feasibility of mixing methods in the process of triangulation after investigating the philosophical and methodological rationale for the practice to study it. Mixed methods to most of the social scientists mean combining qualitative and quantitative paradigms in a single piece of research. The methodological part has discussed Triangulation Method and Ten Seed technique. The concept of triangulation, qualitative and quantitative paradigms, rationale for triangulation, types of triangulation and its advantages and disadvantages have been discussed. The substance of the literature has concentrated on the major job challenges faced and the coping mechanism followed by women police. This part has been discussed theme wise such as economic conditions, job performances, job-family conflicts, feelings with police status, stress, discrimination, post entry job challenges, organizational challenges, training and career advancement, positive arguments for women in police, mentoring, leadership, role of police women, gender, government policies and praxis for women police and women police as change agents of social control. It has been found that most of the studies on this aspect of women police have been conducted in different places of India like Punjab, Andhra Pradesh, Delhi, Nagpur, Chennai etc. and nations of the world like USA, Hungary, Scotland, England, Amsterdam, Germany, Denmark and Australia. But no such remarkable studies have been conducted on women working in Odisha police. This prompted the researcher to look into the issue. Another reason behind taking it up is that women police are primarily needed to handle crime against women. The rate of crime against women is rising in Odisha as it was 5,357 in 2001 which rose to 8,501 in 2010 excepting exceptional fluctuations. This has created a need for the involvement of women in Policing.

The third chapter maps out the methodology used in the study. This chapter also highlights the broad objectives of the study. The present study has used an exploratory-cum-descriptive research design. Under universe or population Odisha, Cuttack and Bhubaneswar have been presented in brief. The study employs both

census and sampling methods to select the respondents. Census method has been used to study the high ranked police officers such as DSPs, Inspectors and Assistant Sub Inspectors whose number in the population is too less (08), to satisfy the research objectives from their stand point. Proportionate stratified random sampling has been used to select samples from Sub-Inspectors and Constables because their number is higher in the population. Both primary and secondary data have been collected for the study. The study has used triangulation method to collect primary data. Under the qualitative paradigm techniques such as observation and Focused Group Discussion through Ten Seed Technique have been used. Tools used under the method are ten black colour seeds and pink colour velvet handkerchief. Under the quantitative paradigm the tool and technique used are Interview Schedule and interviewing. The study has used Methodological, Investigator and Social Environmental Triangulation to bring completeness, abductive inspiration and confirmation to the study. Triangulation method has been used to cross check data collected through interviewing, by observation and FGD in the benefit of doubt to increase the reliability, validity or accuracy of the findings. Social Environmental Triangulation is a new method which the study contributes to social research. The ten seed technique has been used because:

1. The technique is much uncomplicated to understand and learn and is easy to be put into practice for the researcher as well as the respondents during FGD.
2. The technique became useful to involve respondents of different age, sex, educational levels and mixed groups in FGD.
3. As the technique is visual and like a game, encouraged all the respondents to contribute meaningfully to the discussion.
4. Specificity of the number of seeds enabled the group to make reasonable comparisons leading to determine approximate percentage and the resultant visuals were easy to explain, understand and discuss about.

Secondary data have been collected from Reserve Police Offices, Cuttack and Bhubaneswar, Odisha State Police Head Quarter and Crime Branch in Cuttack and DCP Offices, Cuttack and Bhubaneswar through the recommendation from the Commissionerate office. The other sources include The Indian Police Journals; Indian Police Academy Journal; White Papers of Ministry of Home Affairs, Government of Odisha; Compendium of Proceedings and Souvenir of the 4<sup>th</sup> National Conference for Women in Police organized by BPSPA from 15<sup>TH</sup>-17<sup>th</sup> September, 2010 held at Bhubaneswar. Along with all these the chapter discusses the field experiences, tabulation, analysis of data, chapter plan and limitations of the study.

Chapter IV deals with the first objective of the study i.e. studying the socio-economic condition of the respondents. The findings of the study on the basis of the parameters taken are discussed here. Mid aged, physically fit and experienced women are chosen for policing in the capital cities in Odisha to successfully maintain law and order. Generally the Hindu women from SEBC category are working in policing due to 33% reservation and non-preference of this traditionally stigmatized, male dominated job needing to work with male colleagues and public even at odd hours, by high caste Hindu and Muslim women in the fear of losing feminine chastity. According to radical feminist theory disallowing Muslim women to policing by their culture and community in the name of the tyrannical ideal of chastity is violence against them though not overt. So the findings of the study corroborate with this component of the theory. This gender

violence can be addressed by providing Muslim men and high cast Hindu women liberal education and creating awareness among their religious leaders.

Married women are working in the organization in general. So they are experiencing job-family conflict but are still continuing in the job to satisfy their economic needs by putting both the responsibilities into strict schedule and taking the cooperation of their family members. They are staying in functionally joint but structurally nuclear families because they fail to afford their joint families with low income and high cost of living in urban locations.

They are staying in cheaper rented small houses due to two reasons: Personal and Official. Personal reason is economic incapacity to construct own houses. Official reasons are fixed charges of rent of Govt Quarters, its scanty availability and apprehension of more work load. The distance between their residence and office varies from 2-5 kilometers. They are choosing to stay at such distance because the distance is easily commutable which gives them some time to do domestic works due to less time taken to commute to office.

Hindus of Odisha treat Lord Jagannath as their *Aradhya Devata* (Main deity). Thus all the women police belonging to Hinduism worship Him as they believe that their problems, both occupational and personal find solutions simply by this. They adore God and Goddesses at home because their dual responsibilities allow them to go places of worship only on special occasions. Besides they believe in religious personality such as Sai Baba for mental peace. Thus people in scientific age are also cherishing theological thinking. This finding of the study thus contradicts with the theory of "Law of Three Stages" developed by Auguste Comte.

Their parental education is low. This leads the parents to go for conventional agriculture which results in low family income and weak economic condition. As a result they allow their daughters to enter policing, though it is traditionally avoided by women. So they are working even in low ranks though they are highly qualified. They do so to avail employment to be self sufficient to fill the gap. So women are not entering policing out of interest but are making inroads for meeting economic needs and self sufficiency due to scant availability of other employment avenues. But their monthly salary is much less than the service they render because their rank is low. Low income leads them to borrow loan from banks for the purposes of meeting family emergencies such as marriage and medical expenditures of family members. They are borrowing from banks as banks lend them loan without surety with easy terms of repayment. Still their economic support to the family is greatly considerable.

But the reserve army of labour argument of contemporary Marxist feminist approach considers women as a part of the reserve army because they are generally engaged in economically unproductive household activities, relying on the income of the male members of the family and are engaged in economically productive pursuits only periodically. But women police were members of such army before entering into policing, not afterwards. They have been providing their family, economic return of their labour till death in the form of monthly salary and pension since entry. More to the point, they are also carrying on the unproductive household tasks as before. As such their contribution to the family is more than even the male earning members. So the findings of the study contradict with this component of the theory. As such they should not be

looked down simply because they are women and should be given equal opportunities and facilities in the mainstream activities of the family as well as society, a step towards gender equality and equity. In spite of that, low income is a disincentive for the entry of more women into policing. So the Government should look into this matter carefully to expedite their entry in high number.

Chapter V discusses job performances, challenges and satisfaction. It deals with the second and third objectives of the study. The findings of the study in terms of the parameters taken are discussed here.

The first part of the chapter discusses their job performances. The highest numbers of women police are entering into the organization in the rank of constable because the organization needs them in good numbers to apply physical force, one of the primary necessities for maintaining law and order. They are also working as constables at present due to lack of proper promotional avenues. Another reason is, police organization is giving emphasis to effective role allocation and performance in terms of functionalist theory of stratification. As women police are not fit enough to play all police roles effectively due to masculine nature of the job, round the clock accountability, insufficient training and lack of being properly rewarded, they lack bureaucratic and political confidence for working in higher ranks.

So far as their duties are concerned, they are engaged in maintaining law and order and doing office work. They are chosen for maintaining law and order because their appealing approach is very convenient to handle deviance smoothly through counseling. They are given desk work because they are mentally well equipped. But they are generally uncomfortable with field duties because field duties are not specialized, assigned all of a sudden, need more physical engagement and create food and ablution related problems. They prefer desk job to escape such problems. But what they want, contradicts with police job culture. So the solution is specialization of field duties, more emphasis on physical training and making arrangements for proper ablution facilities while on field duties.

Policing needs round the clock accountability. So police women are working at both night and day time. Their timing of duty is quite tortuous because of dual responsibilities. Still they compromise it for economic reasons.

Almost all the women police are facing sexual harassment such as physical contact and advances, sexually suggestive tainted remarks, unwelcome physical, verbal or non-verbal conduct of sexual nature at work places, as they work and deal with police men and male criminals at odd hours and sometimes at odd locations. According to radical feminism this sexual harassment is a tyrannical ideal of covert and complex violence against them. So the findings of the study corroborate with this component of the theory. They want the strict implementation of Vishaka Guidelines and working in company of female colleagues to escape such eventual harassment.

They are chosen to play lead roles in dealing with atrocities against women, juvenile delinquency, child abuse or crimes in which women and children are involved because these cases can't be properly dealt with by police men on humanitarian grounds. Keeping this in view five Women's Police Stations in Odisha-one each in Cuttack, Bhubaneswar, Berhampur, Rourkela and Sambalpur and Mahila and Sishu Desks in the remaining 537 Police Stations have been set up to help rape, domestic violence, dowry

victims and to deal with child related cases. But on the other hand their leadership is always guided by police men and authority due to masculine mind set. This is antagonistic to mainstreaming women in policing and is a cruel instance of gender discriminatory practices. So they want women SIs to be posted at Police Stations immediately after training, postings as SHO, CBCID and SDPO, programmes for sharing experiences and guidance, mentoring and forums at state and national level that can help them to escape this discriminatory practice.

Training is a prerequisite for working in police organization. So they are given basic physical training during their entry along with policemen in the police academy. But specialized training is getting back seat. As a result, imparted training is becoming insufficient to deal with sophisticated crimes. The reason behind such gap is that Odisha Police is giving more emphasis to traditionally designed basic training. This is leading to increasing sophisticated crimes such as cyber crime in Odisha. Women trainers/instructors, crèche and family accommodation facility at training centers and relaxation in physical training, necessary for them, are not available. So they experience job-family conflict, failure to express training related problems and sexual harassment during training. Sexual harassment is the most vital problem from amongst these. Thus to solve training related problems, they need overseas and computer training; training in unarmed combat, self defence, empowering skills; innovative training methods; more and skilled women in the training staff; outdoor training and separate modules for men and women; "Training of Trainers" (TOT) programmes; online and frequent in job training; child care facilities at training centers, Training Needs Analysis (TNA) and strict implementation of the Vishaka Guidelines.

Generally women police are not having mentors due to departmental bossism, male dominance and unavailability of higher ranked women officers. Those who are having mentors are taught how to be consistent, hard working and multi tasking. So mentoring should be institutionalized in the police organization to make it vibrant and mainstreaming women in policing.

The second part of the chapter discusses challenges, pre and post entry and coping. Women are entering policing having no ambition for it because of the masculine nature of the job, need for more physical strength, round the clock accountability, need for being associated with men at odd hours and society treats the job as filthy. Still they have entered into policing to escape economic constraints under the inspiration of family members in the face of being discouraged by their friends and relatives on social grounds. Generally they were not discriminated at the time of entry into policing. But some of them have faced it in the form of disfavor shown by anti-feminist officers in the selection board, nepotism, and political support to their competitors and corruption in the selection process that they have escaped by fighting legally because of their higher education. Still there is need for the strict implementation of the principles of The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), 1979 for this purpose.

Generally women enter into policing before marriage because they treat self sufficiency as a necessary precondition for marriage. They face no problem to marry for job involvement because their partners and in-laws are also treating them as assets as Government officers with economically secured life. But some of them are experiencing

the disinterest of their parent-in-laws and spouses due to unfair attitude of the society towards the job, but were convinced on economic fronts and importance of a Govt. job.

The percentage of women in policing is quite less. They think that presence of at least one woman in the selection board, making the physical test qualifying for women and relaxed physical criteria in terms of height are necessary for the entry of more and more women into policing. But round the clock accountability, inconveniences during training, negligence of family members, problems of not leaving womanly lives and social stigmatization of the job are impediments for it. In spite of all that they don't want to leave the job because it is ensuring economic security to their lives through secured employment avenue.

They are facing critical incidents like attack from the hard core criminals both verbally and physically. They are coping with it by taking suggestions from their authority. But in some cases they are feeling assaulted when their authorities are showing favours to criminals against their decision under political pressure because higher level police actions are mostly patronized by political heavy weights under duress of transfer to risky locations. They manage such assault by acceding to the demands of the situation that means bending their ways of dealing with the law violation as per the whims and attitude of the authority. They are not suppressed for working with work ethics because the police authorities develop a sense of respect towards them for this. As a result policing takes a human face. But those who are suppressed, solve that by intimating the authority before working on an issue, securing the support of the colleagues in favour of such actions and convincing the authority the causes of the manner, they act.

Almost all the women police feel that the attitude of society towards them is bad because they deal and work with the unsocial elements and males even at odd hours. Their male counterparts and criminals have no remarkable degree of respect and fear towards them. Thus the traditional concept of people towards women police also continues to these days. Still they continue in the profession due to their economic needs and feeling of being empowered. Along with that, they also experience job stress due to dissatisfaction in the job performances, handling heinous crimes like rape and murder, authority's excessive strictness, dissatisfaction for not living womanly lives properly and problems in carrying job and family responsibilities simultaneously. But mainly stress is experienced for failing to live womanly life. The reasons behind it are round the clock accountability to the job, lack of holidays on need, lack of woman friendly work environment in terms of sanitation and coming in contact of antisocials and male colleagues even at odd hours. The effects of such stress are irritation on family members and depression. They reduce it to a manageable degree by engaging themselves in the activities they like, spiritual life style and/or meditation, sharing the stressful experience with close friends and family members and taking leave for some time if possible. Sharing the stressful experience with close friends and family members works more because close friends and family members know their strength and weaknesses and can best counsel them in the right ways. The police authorities also try to counsel such stress by showing them friendly attitude for the smooth functioning of the police system. Normally they do not experience stress for being scolded by their authority. Some of them who are experiencing this are managing it by sharing it with their family members close friends, relatives and spouse. There are some areas of police activities like dealing with hardcore criminals, night duty, imbalanced family-job



responsibility and visiting critical spots that breed more stress in women than policemen. But they mostly feel so due to night duty & imbalance between domestic and job responsibilities. They manage that by being counseled by family members, friends and relatives. So the role of family members, friends and relatives in the management of job stress proves quite meaningfully vital.

The attitude of their families towards job involvement is friendly for economic security and social empowerment of the family for their involvement in policing. In some cases the attitude is unfriendly because in those instances the families are economically sound and the members dislike policing for societal outlook is lackadaisical towards the women in police. Still they continue in the job convincing the family members.

Women police are facing job–family conflict in three fronts i.e. child care and job responsibilities, participation in family occasions during severe law and order disturbances and responsibility towards family members and job responsibilities. But the conflict is the most acute in case of the first and the third ones. They resolve the job–family conflict by putting both the responsibilities into strict schedule, though it is quite a hard nut to crack as a result their family ties are not affected to such a remarkable extent. One respondent said at the time of Focused Group Discussion that *“If a woman goes for police job, she should not marry and if marries, should not have children”*. As the human Biogrammar theory suggests women are programmed by their biogrammars to reproduce and care for children and the basic family unit consists of mother and child. The close emotional bond between mother and child is a genetically based disposition for both the parties. Unless this close emotional bond obtains, the child will be unable to establish successful relationship in later life. So gender role of women police is abolished to some extent which is a go against the nature. This component of the theory goes out dated in terms of the finding of the study. It is because the relationship of women police with their children is not affected to such a remarkable extent due to job involvement.

Policing has some positive impact on its women incumbents. They feel empowered, self sufficient and secured for working as police officers because this makes them fearless and self sufficient. So they are satisfied with police status. Moreover police uniform empowers them socio-psychologically and police actions capacitate them for making sound decisions and handling critical situations even in their personal lives. Police uniform creates a psychological sense of power, people develop fear towards them and as a result it secures them respect. In the theory of Marxist feminism Tong notes that work shapes consciousness, and women's work shapes her status and self-image. The work of women police is to control people of the society using law, in the era of rule of law. This creates consciousness in them to feel more powerful than the civilians. So they feel satisfied with police status, though they are looked down in the police organization on the ground of gender. Organizational discrimination does not hold much water in the face of their socially recognized power. So this component of Marxist feminism corroborates with the findings of the study. As a result the induction of women into policing is increasing annually.

Chapter VI discusses gender and job-life balancing including the Government policy by dealing with the fourth, fifth and seventh objectives of the study. The findings of the study in terms of the parameters taken are discussed here. Women police in general are experiencing incompatibility between job and family roles throughout their job life as

a persistent problem. This is experienced at two levels, within their body of roles and between their own roles and those of other actors. The first one is the discrepancy between their perception of their role as police officers and the perception of their actual role behavior due to unawareness of masculine police roles before entry which also continues due to insufficient and sexually embarrassing training. The second one occurs when the way they perceive their role differs from the definition of their role by the police men and authority.

One of the components of the Gender schema theory is that once the schema is developed, children are expected to behave in ways consistent with traditional gender roles. Under the gender schema developed in their childhood, they learn caring family members, children and home making but not police roles. Thus women police experience conflict between alien job roles and learnt family roles. Due to this also there arises a conflict within their body of roles. Another conflict arises when they prefer to carry on police roles such as doing desk job that corroborates with their childhood schema but are compelled to go for field duties. So they fail to perform police roles as it is expected from them by their male counter parts and the organization which is another type of role conflict. So the findings of the study corroborate with the theory of role conflict. But they are standing against such conflict putting both the commitments into strict schedule, adjusting with the unspecialized and hectic nature of the job and making up mind to be deployed for night duty and field duties.

Almost all the women police are not having role models because there are rarest of the rare women in police who have excelled in Odisha Police. It is because they are not personally interested in policing but are entering into it under financial constraints. This stands against their mainstreaming in policing.

They need to work with police men for the pursuance of police duties. It is because they are still treated as weaker sex by society, police authority and colleagues and to handle hard core criminals because handling them is a hard nut to crack for which women are not relied upon by the authority. But they are personally reluctant to work with male colleagues for police men accuse them for inefficiency if they are passive and unfeminine if they are aggressive. This problem can be solved through giving women front line roles.

Almost all the women police are facing gender discrimination such as being subject to offensive or unpleasant jokes, remarks and teasing from male colleagues; denial of deserving awards and important tasks. But the most vital one is denial of important tasks only because they are women. The overt causes are that, they are physically not capable with men at par, they can't give time for policing whole heartedly like men due to their double responsibilities and male domination in the police organization. They are still continuing in the profession due to their need for the job on economic grounds and are fighting against gender discrimination.

This can be explained in terms of the gender suppression dimension of radical feminist theory. As per the theory, through participation in male dominated organization, police men learn how to hold women police in contempt, to see them as subordinate, and to control them. Within police organization, police men see and women learn what subordination looks like. So the patriarchal or masculine mind set is the most significant structure of inequality in the organization. So this component of the theory corroborates

with the findings of the study. As the theory suggests this inequality can be bridged through a basic reworking of women police's consciousness so that each of them recognizes her own value and strength; rejects police men's pressures to see her as weak, dependent, and second class; and work in unity with other women, to establish a broad-based fellow feeling of trust, support, appreciation, and mutual defense. This component of the theory contradicts with the findings as the number of women in comparison to police men is arbitrarily low. The solution in terms of radical feminism is to increase the number of police women in the organization by securing them their need for entry of more and more women into policing. But the practical ways to escape such discriminations from their points of view are taking positive actions for equalizing them at par with men as per the constitutional norms, gender audit, gender budgeting, gender sensitization training for men and women, equal and open opportunity for recruitment and job roles and equitable recommendation for awards, medals and appreciation by the organization. The solution in terms of the theory contradicts with the solution, the finding suggests. Thus this component of the theory is out dated as per the findings.

They feel that police men disapprove their involvement in violent situations. The reasons behind it are they think women as inefficient for policing, hard core criminals disobey women, they lack necessary courage and physical capability to control violent situations and are treated as weaker sex by the society. But the most vital reason of such condemnation is that women police lack necessary courage and physical capability to control violent situations. Police men treat women police as inferior and unequal to police men due to lack of necessary courage and physical capability. In spite of all that, they show masculine behaviour for successful policing. So they are treated as a sexual class. This finding can be explained in terms of Marxist feminism in which Eisenstein views that women are a sexual class to be engaged in reproduction, child rearing, nurturing, consuming and domestic labouring. So class consciousness should develop in them to fight against these discriminatory practices. Along with this a modification in their training should take place to make them psycho-physically stronger by separate training modules.

Women police are showing masculine behavior for successful policing. It is because in most of the cases showing masculine behavior is a need of the situation without which police actions can't be carried on properly. According to the ethnomethodological theory of gender, masculine traits are accomplished by women police in the situations, demanding that for carrying out police activities successfully but they are feminine in their personal life as it has been observed. As per Zimmerman's proposition these traits are objective, factual and transsituational and are actually managed accomplishments or achievements of the process of policing. These gender traits are achieved after their interaction with police culture designed to control violent situations. Male behaviour is situationally activated in them because policing puts demand on them for that and for the recognition of such behaviour by the public and their male counter parts because both the parties accept and conform to normative expectations in the police organization. So the findings of the study corroborates with the theory.

Women police are behaving in a very determined and forceful way as it is needed for policing. The Human Biogrammar theory of Tiger and Fox argues that compared to women, men are more aggressive and dominant. It is due to differences in male and female hormones and genetic inheritance. But women police are more aggressive than

civilians (both men and women) for successful policing though not so in comparison to police men, as the study found. This has occurred due to their exposure to police job culture that demands aggressiveness. So this component of the theory contradicts with this finding of the study.

They are failing to balance life and job mostly due to lack of proper on field ablution facilities. It is so because women unlike men can't relieve themselves at any time, surrounding and place on need, on the grounds of feminine chastity. So they are suffering from urine infection and gastric problem. The only way they are following to escape these problems is drinking less water and eating less food before going to field duty. So for healthy life-job balancing, they need minimum field posting, at least one day off duty per week, assignment of home based work during period of menstruation or any personal problem, provision for child care & health leave and most of them need proper on field ablution facilities. Proper on field ablution facilities means setting up toilets near the traffic posts, separate toilets in police stations and availing mobile toilets in police vans. Womanly traits do not fit with policing. So they are experiencing changes in their womanly traits due to their involvement in it. It is because police organization expects an incumbent to be male, robust, fighter, tough and authoritarian.

The findings of the study relating to Govt. Policies and praxis towards women police (the fifth objective of the study) are discussed hereunder. All the women police are benefiting from the Maternity Relief Scheme of the Government because all are eligible to avail it. But a good number of them are benefiting from the reservation scheme because they have entered policing by dint of the scheme. Some of them are benefiting from the Vishaka guidelines designed against the sexual harassments at work place, though almost all of them are experiencing such harassments in some way or other. It is because they fail to use this deterrant due to the lack of proper forum. Another reason is apprehension of dissatisfaction of authority for such initiatives. So they view that the govt. policies designed for them are not sufficient enough to serve their purpose because even the most landmark policies such as Maternity Benefit Scheme and Vishaka guidelines are not strictly and carefully implemented. So they need the policies to be made on the basis of research recommendations to best locate and solve their problems. Issues on women police such as recruitment practices, education and training, sexual harassment, promotions, transfer, flexible working practices, career development and performance planning and assessment should be assessed and reviewed through continual research. Another effective step is including women police in National Police Mission as a subject that can equip them with the necessary material, intellectual and organizational resources. Along with that, posting at least four women officers in each police station and pair posting during night duty, field posting in initial stages and effective human resource management etc. are needed.

According to their view point the facilities given under the Maternity Benefit Scheme do not benefit women police adequately because 12 weeks of paid leave as maternity leave and 6 weeks in case of miscarriage or termination of pregnancy is not sufficient; those who work on the field and traffic are not given light work; they are compelled to undertake hard labour during advanced pregnancy and the working condition for women police is not human and humane before and after child birth due to lack of proper ablution facilities and round the clock accountability. So the needs to address the problem are maternity leave of 6 months for taking proper care of themselves and their

breast fed children, paternity leave of 15 days to their husbands if they are service holders, day care centers and crèches in police stations and training centers, permission to wear Saree/ Salwar Kameez during pregnancy and for Saree till 1 year after delivery, trainees to be sent home up to 1 year after delivery with seniority remaining unaffected and earmarked specified dos and don'ts for pregnant women. So far as reservation is concerned they think that 33% reservation is sufficient for women's entry into policing in good numbers.

Chapter VII discusses the role of women police in social control to satisfy the sixth objective of the study. An attempt has been made to find out what role women police play for social control. The findings from the parameters taken into account are discussed here. Women police cooperate with the victims of domestic violence for fearless allegation, help them for exact expression of the incidents, contribute towards formulation of pragmatic policies to control it and convince the parties to amicably settle conflict by compromise through counselling. But almost all of them convince the parties to domestic violence for compromise through non violent counselling because the quality of understanding and patience are generally found more in women than men. So their role in counselling of domestic violence is useful. The theory of cultural feminism argues that the virtues of women such as cooperation, caring and non violence in the settlement of conflicts are needed in the governing of the state society. These qualities of women police are being capitalized by the police organization in the settlement of the domestic violence. So the findings of the study corroborate with this component of the theory. The most vital positive argument concerning women in police is that the deviance involving women and children can be best solved by women police. So the police organization has institutionalized that women victims and accused would be dealt with by the police women. Thus the roles of women police towards women and children as discovered in this study are the eufunctions for the police system and the society. In spite of this, the police response to domestic violence continues to be grossly inadequate and inappropriate. As the women police say, unquote, the reasons behind are increasing workload, lack of resources, pressure of political bosses to maintain manipulative crime figures doctored at a low level and mal-practices in the organization.

Generally police women are not being involved in the awareness campaigns for guaranteeing safety and security of the community, a step for community policing, because neither the Govt. nor the police organization introduces any initiative in this direction besides hectic and busy job schedule and family responsibilities disallow it. As a result community policing is not successfully achieved. So the need of the hour is to make provision for such campaigns officially and involving women police in active participatory programmes.

What more they need for it are to increase their number which can ensure the increased interaction between public and police, spreading safety and security campaigns in school and colleges because in these institutions the future of the society is build up and improving the overall image of police to secure public support in core police functions.

They are not creating awareness among the public regarding law and order through media because writing for any print media needs reading and writing which takes much time. But women police are overburdened with their job and family responsibilities which deny them their interest in these fields. So the solution is giving them at least one

holiday a week. They work in red light areas because women and young girls in these areas are the worst victims. As women police are mainly employed to work for women victims/accused, they are to work in these areas because these women and young girls can't express their problems to police men as most of their problems are related to sex and how indecent a woman may be, can't be expressed to a man for the sake of saving her decency. So the deployment of women police in red light areas protects the womanly decency of the sex workers. But some of them do not like to work in these areas as people of the society think that these areas are notorious and filthy and thus working in these areas would defame police women's womanhood. But still they work in those areas under the demands of the job and need of the hour.

### 8.3 Actionable Suggestions

The conclusion on what job challenges are faced by women police, whether they can cope with it, if cope, how do they cope and if they fail the suggestions of the researcher for their coping are presented in the table below.

Table 8.1 Job Challenges, Coping and Suggestions

| Job Challenge                             | If Coped by them, How?  | If Not, Suggestion.   |
|---|---|---|
| Job-family role Conflict                  | Putting both the responsibilities into strict schedule; Taking the cooperation of family members ; Staying near the office. | Family accommodation and child care facility in training Centers; Counselling in family matters; Ensuring clarity of roles; Training through shorter and frequent Modules; Housing facilities close to the work place as feasible; Flexible restoring facilities; Crech in police stations; Job sharing facility; Posting near the place of work of the husband; Dual role not to be considered with negative connotations; flexi timing.   |
| Low income                                | Borrowing   |   |
| Low Rank                                  | NO  | Reservation in and equitable Recommendation for Promotion; Common cadre for Promotion.  |
| Unspecialised duties                      | NO  | Duty specialization ; Emphasising field Activities in Training; Allotment of desk Jobs.   |
| Inadequate Ablution Facilities            | Drinking less water and eating Less food  | Mobile Latrines and toilets in police vans and Traffic posts; Separate latrines and toilets in police stations.   |
| Round the clock accountability            | NO  | Shift Duties  |
| Sexual harassment From male colleagues    | NO  | Paired posting during out station and night duties; Strict and sensitive implementation of Vihaka Guidelines i.e. a. Spreading awareness on Vishaka guidelines, b. Maintaining sufficient secrecy of the complaints, c. Complaint committee for time bound handling of complaints, d. Complaint committee's working to be monitored by calling reports at quarterly intervals, e. The perpetrator to be transferred during pendency of inquiry. punishment with provision for privacy; Women trainers; Separate training modules for men and women; State level forum for grievance redressal; Setting up state level forum including all of them to take up their issues; at least four women police in each police station. |
| Sexually Tainted remarks from bike riders | NO  | Noting the bike number and filing non-bailable Cases after proper inquiry.  |

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|---|---|--|
| Guided leadership                           | NO  | SIs to be posted at Police Stations immediately after training, posting as SHO, CBCID and SBCD, programmes for sharing experiences and guidance, mentoring.  |
| Training Insufficiency                      | NO  | common and combined overseas and computer training; empowering skills like training in driving, management and coping skill; training in unarmed combat and self defence; innovative training methods; outdoor training by women trainers; "Training of Trainers" (TOT) programmes; online and frequent on job training; Training Needs Analysis (TNA); motivational training; training in self defence and ease in handling all weapons, management and coping skills; Gender sensitization training; More women trainers; training to develop right attitude, ethics and social responsibility; Out sourcing professionals for psychological Training; Introduction of specialized courses on meditation and communication skill enhancement; Specialized training such as anti sabotage, Anti insurgency, bomb disposal, investigation, Weapon tactics and traffic; training for personal and professional development e.g. spring board programmes; motivational training. |
| Attack from the hard core criminals         | Taking suggestions from their authority   | Women Specific bullet proof jacket and helmet.   |
| Organizational assault                      | Compromising their ways of dealing as per the whims and attitude of the authority                           | Counseling the police authorities  |
| Negative and Derogatory attitude of society | NO  | Making propaganda on the usefulness of women For Policing; recognizing their merit through Rewards and medais, term like women constable should be replaced by lady police.  |
| Job stress                                  | Sharing the stressful experience with Close friends, relatives and family members, Counseling by authority. | Counselling by professional counselors, Availing reasonable leave during chronic stress  |
| Gender discrimination                       | NO  | Taking positive actions for equalizing them at par with men as per the constitutional norms, gender audit, gender budgeting, gender sensitization training for men and women, equal and open opportunity for recruitment and job roles and equitable recommendation for awards, medals and appreciation by the Organization and strict implementation of CEDAW.  |
| Job-Life Imbalance                          | NO  | Minimum field posting, at least one off duty day per week, home based assignment during personal problems, provision for medical leave and proper ablution facilities, uniform/ turnout as per women's biological Need, climate, age and changes in the body, counseling on personal Matters, flexible working condition; rest rooms in police station.  |
| Insufficient Govt. Policies                 |   | The policies to be made on the basis of research recommendations; Issues such as recruitment practices, education and training, sexual harassment, promotions, transfer should be addressed as per research  |

|                                |    |   |
|--------------------------------|----|---|
|                                |    | recommendations; career development and performance planning and assessment should be assessed and reviewed through continual research; including women police in National Police Mission as a subject; posting at least four women officers in each police station; effective human resource management; appointment of a lady nodal officer to handle women related issues and a policy body with the representation of senior woman to suggest policy and procedure for induction, training work environment and deployment.   |
| Insufficient maternity benefit |    | Maternity leave of 6 months; paternity leave of 15 days; day care centers and crèches in police stations and training centers; permission for saree/ Salwar Kameez during pregnancy and for Saree till 1 year after delivery; trainees to be sent home up to 1 year after delivery with seniority remaining unaffected; specification of dos and don'ts for pregnant women; Provision for career interruption and suitable exit policies; No out station duties for nursing mothers.  |
| Marginalization                | NO | Increasing their number in policing; state level forum for Mentoring on positive aspects of police career; counseling facilities on Professional matters; state and central level forum for mentoring/networking; career planning according to life stages; Equitable, common and combined recruitment with suitably differentiated physical standards in terms of height etc.; Women officers in the selection board and promotion recommendation committees; Use of the term lady police instead of constables; common cadre for men and women; involvements in crime prevention and investigation; Efforts by them to be sincere and committed for policing; 50-50 distribution of IICs in each police district; Equitable recommendation for promotion, rewards and medals; Field posting just after training; Posting as SHO, SDPO, CBCID, and CBCD and SDPO; resource center to provide career information and those information to be available at police internet; state level conference at every 2 years; Setting up state level forum including all of them to espouse, network, learn and share experiences; open recruitment for all ranks; state police website and news letter; deploying senior women to guide younger officer. |

The major job challenges faced by women police, the ways they follow to cope with the challenges and the researcher's suggestions for the coping are presented in the above table. The major challenges, they face are job life-imbalance, low income, unspecialized field duties, ill health, round the clock accountability, sexual harassment, insufficient training, attack from criminals, organizational assault, derogatory attitude of society, job stress, gender discrimination, marginalization, apathetic government policies and maternity benefit. They are coping with some of those though not successfully but fail to cope with most of them. So the researcher is proposing the above suggestions for coping with those challenges.

The researcher has interpreted the findings on the basis of the Human Biogrammar, Gender Schema, Cultural Feminism, Ethnomethodological, Marxist Feminism, Radical Feminist theories of gender in order to generate new knowledge. The findings of the



study have been interpreted on the basis of two components of the Human Biogrammar theory. One component of the theory suggests that females are less aggressive than men due to differences in male and female hormones and genetic inheritance. But women police are showing more aggressive behaviour than men (civilian), though not more than police men, if needed. Another component of the theory argues that unless close emotional bond obtains, the child will be unable to establish successful relationship in later life with the mother. But the emotional relationship of women police with their children is not being affected to such an extent, although they are failing to take sufficient care of their children due to dual responsibilities. So both of these components of the theory are contradicted as per the findings of the study. The role conflict experienced by women police has been interpreted on the basis of the Gender Schema Theory and has been found that women police are facing role conflict due to the schematic gender roles developed from their childhood and does not change after entering into policing. So the theory is confirmed on the basis of the study. One component of the theory of cultural feminism has also been confirmed in the study as it says that virtues of women such as cooperation, caring and non-violence in the amicable settlement of conflicts are needed in the smooth governing of the state society and in practice these qualities of women police are being capitalized by police organization for settling women and child related cases. The ethnomethodological theory of gender assumes that gender is done by accomplishment by actors in various situations. Women police also show masculine behaviour that they learn in the process of policing, if needed. So the findings confirm the theory. The findings of the study have been interpreted on the basis of three components of Marxist Feminist theory of gender. One component is that men treat women as a sexual class to be engaged in household and childcentric activities. As the study finds police men think women inferior for policing. Another component of the theory is that women's work shapes their status and self-image. Women police are satisfied with the police status for working as torchbearers of law because it creates a feeling of power. The reserve army component of the theory treats women's work as economically unproductive and as such they rely on men's income. But as the findings suggest, their work is productive and they remain a reserve army no more. The first two components of the theory are confirmed and the last one is rejected in this study. Some of the findings of the study have been interpreted on the basis of three components of Radical Feminist Theory of gender. One component of the theory asserts that disallowing women into patriarchal police culture in the name of chastity is violence against them. High caste Hindu women and Muslim women are not allowed for policing in the name of chastity which is a culpable violence against them. Another component asserts that sexual harassment at work place is tyrannical ideal of covert and complex violence against women. As the study suggests almost all women police are facing sexual harassment of some sort or the other. The gender suppression component of Radical Feminism speaks that when women participate in male dominated organization men learn to make women subordinate and women see how subordination looks like leading to gender inequality which is discrimination. So the findings of the study corroborate with all these three components of the theory.

Four theories of gender i.e. the Gender Schema, Human Biogrammer, Marxist Feminism and Radical Feminism Theories have been interpreted in terms of the findings on the challenges. Gender schema theory is corroborating with their Job-family

role conflict. The Human Biogrammer theory is contradicting in respect of sound mother child relationship and aggression. Marxist Feminism is contradicting in terms of its reserve army component in spite of low income. Another component of the theory in terms of their self image is standing true according to the findings. Inferiority of women in the eyes of police men is also corroborating with the findings and as such this component of the theory is validated in the study. Radical feminism has been interpreted in terms of sexual harassment, bossism and gender discrimination. The theory is corroborating on the fronts of sexual harassment, bossism, gender discrimination and derogatory attitudes of society.

So the components taken from Gender Schema, Cultural Feminism, Ethnomethodological and Radical Feminist Theories are confirmed in the study. Majority of the components of Marxist Feminism are confirmed. But the Human Biogrammer theory is invalidated in terms of the study on women police.

#### **8.4 Modular Representation**

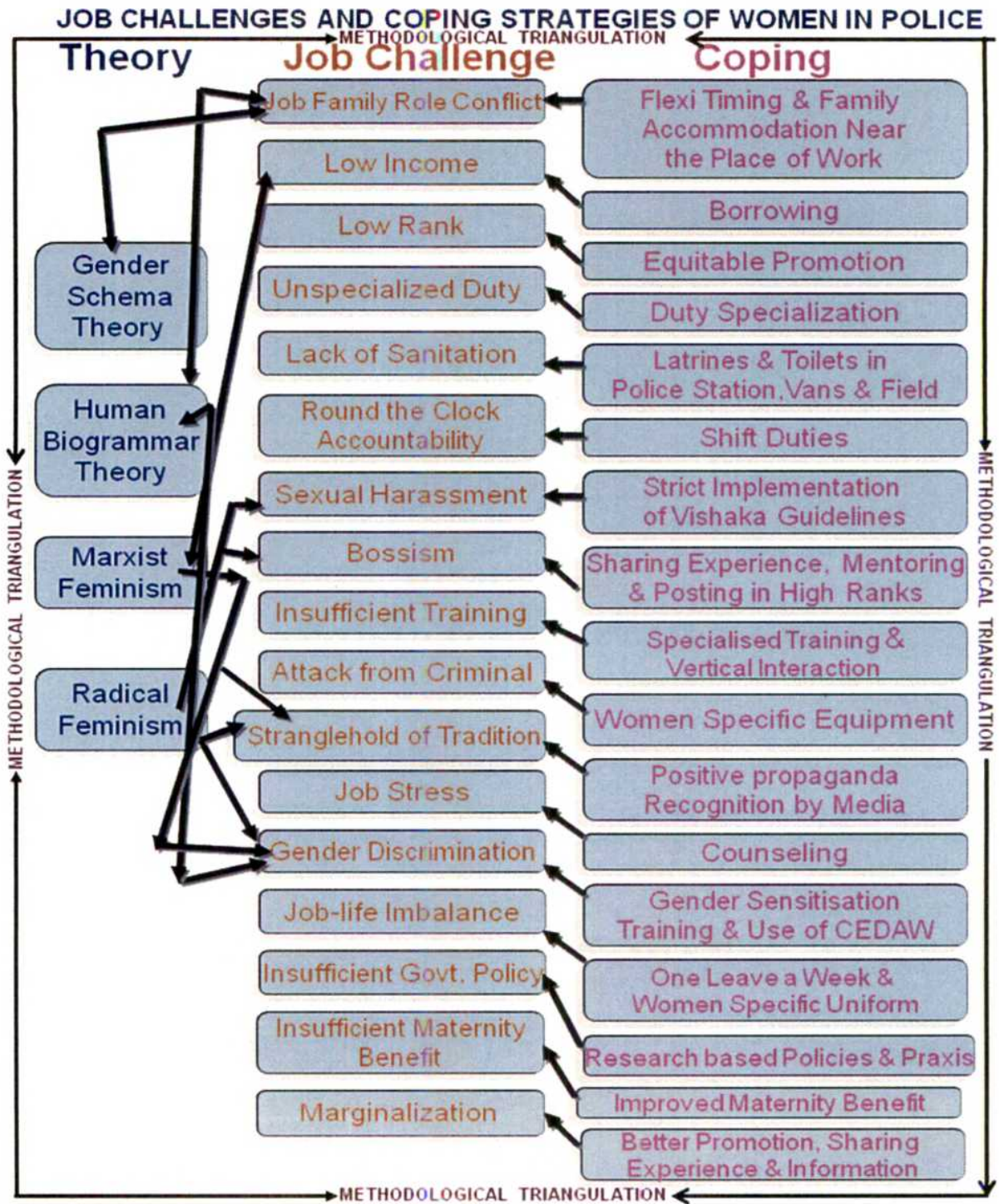
The major findings of the study have been presented in the model. Along with the findings the method used to conduct the study is also symbolically presented in the following page.

The said model given at the end represents the methodology used in the research process, Job challenges faced and suggestions to cope with such challenges. The arrow covering the outer boarder of the model symbolizes that the study has been carried out with the application of Methodological triangulation. The left column shows the theories applied on the findings. The middle part shows the major job challenges faced by women police and the right part shows the coping of such challenges by them and the suggestions of the researcher for such coping.

#### **8.5 Policy Implication**

So conclusively the status of women in policing is not so rosy and encouraging at the movement. They are continuing with the job mainly for economic reasons. Their problems can be solved if there will be the cooperation of their family members, police organization and the government at large. The suggestions given in the study for reducing the job challenges of women police from a pilot micro pocket should be implemented on macro basis in India and abroad. The Ministry of Home Affairs (MHA) may monitor the implementation of the suggestions through BPR&D and Government of Odisha in a decentralized manner. Before formulating the policies, the formulating agencies should set up a general body of women police represented by women police from all ranks and all police stations of Odisha. The body can at its discretion decide the manner of implementation. Funds can be shared by MHA, Government of India and Government of Odisha. A core committee can be formed by taking small number of women police from the general body by free and fare election to look into the process of implementation. The DGP should act as an advisor to the general body and the core committee, his advice not being mandatory. The Commissioner of the State Human Rights Commission and the President of the State Mahila Commission should be made available to the core committee for aid-and-advice on different matters as and when required, though their suggestions will be accepted after due discussion and deliberation among the core committee, MHA, Odisha and the DGP.

Chart-8.1



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