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- The paper leverages rich qualitative data from the shadowing of 56 police officers (male and female) in Madhya Pradesh (India) including 6 focus groups and 168 interviews
- The author combines a thick description of qualitative findings with analysis and synthesis, connecting field observations to theoretical contributions – all very transparently.

#### **Points for discussion**

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Framing

Situating the case

Performing additional analyses

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- Discuss the costs to the top-down and exclusively formal approach to inclusion:
  - higher rates of burnout / turnover / health problems among female entrants?
  - differential career trends?

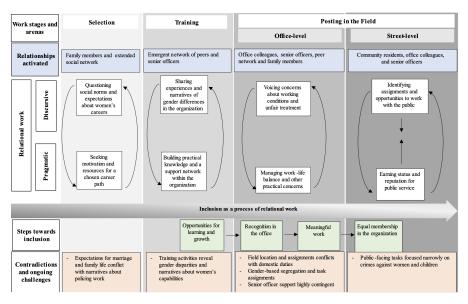
 Are the obstacles and the relational strategies identified in the paper common in other settings?

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- police forces in other settings, including in the global north?
- Why is the India context useful to learn about female inclusion and empowerment in other bureaucracies?
- In what contexts, if any, would this not be likely to apply?



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  - Comparisons of male officers as they become more aware of gender issues (or not) through contact with female colleagues

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  - Politicians
- The paper would be stronger if it combined highlighting the relational work by women with ideas on how the formal and informal institutions of male domination can be reformed