



# Women's performance in Policing: the Case of the Indian Police

Dr. V. Reeta, Assistant Professor, Department of Agriculture, Chandigarh School of Business, Jhanjeri, Mohali, Punjab, India

Dr. Arti Rani, Assistant Professor, Department of Agriculture, Chandigarh School of Business, Jhanjeri, Mohali, Punjab, India

Date of Submission: 05-08-2022

Date of Acceptance: 18-08-2022

## Abstract

With the rapid increase in the number of crimes involving many women and children as victims as well as criminals, there is a necessity and an opportunity for female police officers. Women were brought into the police force out of compulsion by the police department to ensure the safety of women and children arrested. Despite the fact that the number of women joining the police force in India continues to rise, in reality these numbers do not really compete with the definitive state affecting gender issues in Indian society. The issue of women in the Indian police force has never been the subject of a detailed theoretical survey. Aiming to balance the monosexual mindset, she tries to tell the readers the facts about policewomen in India and look at their problems from a female perspective.

**Keywords:** Police, Police of the Czech Republic, Economic changes, Crime against women

## I. Introduction

Although the performance of female police officers is varied, most international studies of their occupations have focused on the difficulties they faced in a traditionally male domain. Thus, although there is a substantial body of research on the difficulty of women as symptoms, their ranking by male peers and superiors, and the persistence of sexual harassment in police departments on female police officers in various police companies in India and around the world.

Comparable to several groups in the state and society in transformation, the Indian police force is also undergoing rapid changes. Police officers can be expected to be more professional, to be talented in a wider range of skills and to be up to date with new developments in their work as well as major changes in the wider community. This is particularly appropriate given the importance of

'customer consideration' represented by the shift from the police to the police service. Few readings are devoted to Indian policewomen.

## Performance of women in the police

Women constitute about 7% of the police force in India. This number can be predicted to grow, with many states and union territories providing 30% (and more) reservations for women in the police force in certain posts. However, this is not enough. Discourse on inclusion of women in policing through inclusive, non-discriminatory and effective policing is absent in political circles in India.

Today, it is debated whether women's policing style is similar or dissimilar to men's, and whether this can be detrimental or beneficial to policing. Many women in the police service itself are reluctant to discuss differences in style, believing it may push them back into specialist positions, which sometimes carry considerable prestige but often limit the holder's upward mobility. On the other hand, many feminist groups, notably the US-based National Center for Women and Policing, a project sponsored by Feminist Majority, an activist feminist group in the US, believe that women's difference is an advantage. Thus, they believe that in many areas of policing, women are particularly adaptable and may even perform better than men. According to this view, female police officers are particularly suited to work in special police prostitution squads that deal with migrant prostitution and women trafficking in larger cities. They are increasingly gaining experience working with police teams dealing with domestic violence and youth issues. Policewomen are generally more acceptable to women and children who have been victims of men's misdeeds. Girls and young children trust women more. At the same time, the area of crime prevention is gaining importance for police



forces, and policewomen play the biggest role here. They are usually assigned to juvenile wards and their effectiveness lies in several areas. female police officers are very adept at assessing parents and bad home situations that are not always visible. They are also gifted at gaining the trust of young children and determining whether behavior is normal or antisocial. Employing female police officers offers the best way to determine the real problem, find out what the runaway girl experienced while away from home, and determine the best course of action to take.

The study showed that there is clear evidence internationally that female officers rely on a style of policing that uses less physical force, are better at resolving and de-escalating potential violent hostilities with citizens, and are less likely to become involved in excessive force issues. In addition, female police officers often have better communication skills than their male counterparts and are better able to facilitate the cooperation and trust necessary to implement a community policing model. Female police officers often respond more successfully to cases of violence against women and will ultimately improve the response to domestic violence. A service-oriented style of policing reveals that women are less likely to misbehave or become skeptical of citizens. They are considered at least equal to men in most areas of police work. Research also shows that female police officers are just as capable as their male counterparts in terms of job performance and has shown no consistent differences in the quality of their performance in street policing. An argument based on women's lack of physical strength may be dismissed by earlier research. Bell found that no research has shown that physical strength is related to the ability to successfully handle dangerous situations. Another advantage is that the mere presence of women in the field often brings about a change in policies and practices that will benefit both men and women.

#### Status of Women in India

The role of women in the application of law reveals the social methods and customary duties towards women in the society to a great extent. It is vital to look at the history and evolution of the status of women in Indian society to understand the roles that women police officers play today: the historical social and economic status of women in society and the challenges they still face in achieving equal rights and opportunities set their goals and they achieve their human potential and their professional roles.

According to the legislation, women and men are equal in the constitution, but this equality has been limited to political slogans and in practice very little has been done to assess and improve gender equality. Absolute equality between women and men was officially declared, but the meaning attributed to this term was somewhat uneven and did not reflect the actual situation. Living under autocratic rule for half a century caused a serious gap in Indians' understanding of the nature of human rights and their defense mechanisms. With the help of violent repression against individuals and personalities and through involuntary freedom, all rights were declared to women, including the right to work in any chosen field of life.

Today, many Indian women still do not question the fairness of "men's work" and "women's work" based on biological and psychological stereotypes that have left the dual burden of national and wage labor on women's shoulders. Masculine and feminine features are stereotypically interpreted as differentiating between women and men. Epstein's (1988) perspective on sex role socialization theory focuses on the process by which genders take on different personality characteristics, skills, and preferences. This perspective suggests that cultural views about proper attitudes and behaviors for each gender are communicated to boys and girls through messages from their parents, images provided by the media, and communication from teachers and friends; these messages are then internalized with consequences for adult life. Socialization contributes to gender segregation by creating in men and women specific orientations, preferences, and competencies for occupations that have been defined as gender-appropriate, while men and women remain unsympathetic to or ignore opportunities to pursue other occupations. These views are based on the historical background of Indian society, where women had a significant influence on household management and child rearing, performed a greater workload compared to men, but had only moderate influence at the decision-making level.

Developments in gender equality in contemporary India have been made possible by major economic and political changes – independence in 1991 and the start of the transition to a market economy. Both sexes must be represented in all spheres of society and at all levels of decision-making, so that men and women can equally influence the development of society. Although contemporary Indian women have been successful in industry and science, gender stereotypes in any field still persist with the support



of public policy and public opinion. One of the most visible examples of inequality is the difference in pay rates. Although women and men must have equal opportunities to create an economically independent life, women's wages are still significantly lower than men's, although this wage gap is slowly closing. Men and women are not paid the same in any European country, with the gap greater in India, where women's wages were about four times lower than men's in the years after independence.

#### Current number of female police officers in India

Initially, police forces in India were against the recruitment of women. In 1961-1962, the Punjab Police sought the opinion of various state administrations with regard to the recruitment of women. The then Chief Secretary and Inspector General of Police did not agree to such a move as women in India were considered ill-equipped and ready to take up the difficult work as members of the police fraternity. However, due to changes in society – with crime against or against women, juvenile delinquents and domestic crimes against women, the state governments as well as the center have forced the recruitment of women police officers. However, their number is still extremely low. According to the Ministry of Home Affairs, women make up about 6 to 7 percent of the total police force in India. Tamil Nadu passed a labor law in 1997 that required the reservation of 33 percent of

jobs in all fields for women. This led to a sharp increase in the number of women in the police force in Tamil Nadu to about 12 percent. However, countries such as South Africa (29 percent), the United States (14 percent), Australia (30 percent), and Canada (18 percent), among others, have more women in the police force. In addition, roughly 80 percent of the existing police personnel in India are engaged in non-policing activities. It should also be noted that the Central Armed Police Force (CAPF) which includes: Border Security Force (BSF), Central Reserve Police Force (CRPF), Central Industrial Security Force (CISF), Indo-Tibetan Border Police (ITBP) and SashastraSeemaBal (SSB) has started recruiting women police officers very recently. There are about 17.22 million police officers in India. Women police personnel constitute roughly 6.11% or 1.05 lakh personnel in 2014. Notably, Chandigarh (15 percent), Tamil Nadu (12 percent) and Andaman and Nicobar (11 percent) have the most females. percent of police officers, while Meghalaya (3 percent), Assam (1 percent) and Nagaland (1 percent) have relatively few female police officers in their ranks. States like Meghalaya and Jharkhand have been able to double the percentage and number of women in police services in recent times. Surprisingly, Rajasthan has managed to triple its number of women police officers, but nationally, the number of women police officers is still far below the corresponding level.

Table 1. Demographic distribution of the number of police employees

Year	Police officers	Women police officers		N	N	%
1991	5393	-	-			
1992	5545	687	12.4			
1993	5821	815	14.0			
1994	5192	913	17.6			
1995	4911	972	19.8			
1996	4738	1032	21.8			
1997	4400	1013	23.0			
1998	4089	916	22.4			
1999	3584	908	25.3			
2000	3633	943	26.0			
2001	3550	978	27.5			
2002	3504	1007	28.7			
2003	3591	1074	29.9			
2004	3522	1076	30.6			
2005	3496	1095	31.3			
2006	3373	1129	33.3			

Source: Policing Council 2006



To obtain a higher position and rank, police officers, regardless of gender, must have completed a certain number of years in police service and meet the rated requirements for police officers. Today, men still occupy more respected positions of authority and power in the Indian police force, positions entirely in line with societal views of the "natural" roles of men. Women in police agencies are most often found in the lowest, support ranks and positions. In addition, male police officers tend to be promoted to higher management and top positions more often than female police officers. Women, who make up just over 33% of the nation's police officers, find it particularly difficult to rise through the ranks and reach senior positions. In 2006, women out of 302 senior police officers held only 15.6% of these positions. They are unique pioneers who managed to break through the glass ceiling. However, the majority of women in senior police positions (82.2% in 2004) are employed as commissioners – the lowest of the senior positions.

During the spring of 2002, a survey called "Personnel Barometer" took place within the framework of the Indian police in cooperation with the Finnish police, where about 1,000 female and male police officers expressed their opinion. The main factors causing women's dissatisfaction were: salaries - 49.6 percent; career progression – 38.9 percent; appreciation of work by the public – 34 percent and guaranteed employment – 27 percent. When evaluating the organizational culture, women emphasized the need to adhere to work schedules – 68.8 percent. The ability to often talk to a supervisor about work-related problems was important – 62.6 percent, and regular monitoring of the fulfillment of goals was also essential – 60 percent. The research found that Indian female police officers and employees are much more exposed to counseling than their male counterparts. The main reasons for seeking advice are work and family problems. A recent study revealed that slightly more than half (52.9%) of female police officers working for the Indian police force are attracted to career opportunities. According to a survey conducted in 2004, 76.5% of women consider their male colleagues to have better career opportunities.

So far, no measures or projects have been implemented to increase the number of women in senior positions or in senior management positions.

Since 1996, Indian policewomen have been participating in discussions and events with their European counterparts through the European Police Women's Network, although the Indian police only became a member of the organization in the early 2000s. The original aim of the network is to

optimize the position of women in European police and law enforcement organisations. In 2001, representatives of the Indian police, together with colleagues from other Nordic and Baltic countries who actively participate in the work of this network, were among the founders of the Nordic-Baltic Network of Policewomen. The main goals of the network are the sharing of information and experience, as well as the strengthening of the position of female police officers.

Although the interest in women's networking has become a subject of interest relatively recently, the first attempt to create an Indian police women's network was made as early as 1998. However, the lack of interest of female police officers as well as lack of support from the top management of police officials hampered this initiative for several years. The leadership was quite skeptical and sometimes even reserved when it came to participating in the activities of police women's networks. A lack of information and a misunderstanding of the women's movement as a "feminist club" may have been the main reasons for their initial stance. However, changes in their thinking eventually led to discussions about the creation of an association of Indian policewomen, which reappeared on the agenda in 2002. predominantly of male police officers, the Indian Police Women Association) was founded in November 2003.

The association brings together both sworn and non-sworn employees, and its founding members made up about 5% of the total number of female police officers. However, their number is constantly growing. In the first year of its existence, the association remained at a medium level, its members make up approximately 9% of the total number of women.

Although one of the main and most important goals of the association is to empower women police officers, boost their self-confidence and encourage them to take up managerial positions, it is too early to predict how the activities of the Police Women Association of India will promote the position and overall situation of police women in the future.

There are fundamental issues affecting the full integration of women into policing that transcend professional boundaries and extend to society as a whole. Although the variety of social issues concerning women has worsened, gender issues among them have not been gender differences in India under close scrutiny to date, nor are personal and public issues analyzed from a gender perspective. Police officers also lack valuable data



on women in the police service, despite the fact that they constitute a significant percentage of the Indian police force with 33.5% women. A contemporary survey of Indian women in the police force has provided a primer on modern policewomen and pioneering female police officers from the history of Indian police.

Of course, there are still far fewer women than men in the Indian police force, but their numbers are still growing. The current presence of women, so far from changing the near-monopoly of men that constituted about 88% of India's police personnel in 1992, today only shows that the police force itself is beginning to replicate the demographic structure of society and allow equal opportunities for all. .

### REFERENCES

- [1]. See M. Eichler and J. Lapointe, On the Treatment of Sexes in Research, Social Sciences and Humanities Research Council of Canada, Ottawa, 1985; they noted that studies involving only one sex are legitimate and justifiable. In particular, studies involving women compensate for the many gaps in knowledge, errors and omissions which characterize the social science and humanities.
- [2]. E. Smeal, J. Sreenivasan and J. Jackman Eds., Women Redesign Policing, *The Feminist Majority Report*, Vol. 8, #2, 1996. URL: <http://www.feminist.org/>
- [3]. K. Lonsway, M. Moore, P. Harrington, E. Smeal and K. Spillar, *Hiring & Retaining More Women: The Advantages to Law Enforcement Agencies*, 2003. URL: <http://www.womenandpolicing.org/pdf/NewAdvantagesReport.pdf>
- [4]. National Center for Women & Policing, *Recruiting and Retaining Women: A Self-assessment Guide for Law Enforcement*, 2001. URL: <http://www.ncjrs.org/pdffiles1/bja/185235.pdf>
- [5]. E. Poole and M. Pogrebin, Factors Affecting the Decision to Remain in Policing: A Study of Women Officers. *Journal of Police Science and Administration*, Vol. 16, #1, 1988, pp. 49-55.
- [6]. S. E. Martin, Women Officers on the Move: An Update on Women in Policing, in *Critical Issues in Policing*, 3rd ed., R. G. Dunham and G. P. Alpert Eds., Waveland Press, Prospect Heights, IL, 1997, pp. 363-384; M. Morash, Understanding the Contribution of Women to Police Work, in *The Police and the Community*, 4th ed., L. A. Radalet Ed., Macmillan, New York, 1986.
- [7]. A. Worden, The Attitudes of Women and Men in Policing: Testing Conventional and Contemporary Wisdom, *Criminology*, Vol. 31, #2, 1993, pp. 203-237
- [8]. D. J. Bell, "Policewomen: Myths and Realities", *Journal of Police Science and Administration*, Vol. 10, 1982, pp. 112-120
- [9]. K. Lonsway, et al., *Op.cit.*
- [10]. V. Kolga, *EU National Reports: India National Report on Law and Policy Addressing Men's Practices*, July 2001, URL: <http://www.cromenet.org/>
- [11]. U. Oksa, *Women Policing and the Transition to Independence*. Paper presented at the Third Australasian Women and Policing Conference: Women and Policing Globally, Canberra, October 2002. URL: <http://www.aic.gov.au/conferences/policewomen3/oksa.pdf>
- [12]. A. Narusk, Eestinaisedjaratsionaalsedvalikud, *Ariadne Lõng*, Vol. 1, #2, 2000, pp. 50-59
- [13]. *Ibid.*
- [14]. K. Mänd Ed., *Erinevad, agavõrdsed, ÜRO Rahvastikufondja Sotsiaalministeerium*, Tallinn, 2003.
- [15]. See for more information Purju (2004).
- [16]. Mänd, *Op. Cit.*; S. Maanso Ed., *Eestistatistikaastaraamat 2005*. Statistikaamet, Tallinn, 2005.
- [17]. M. Krikk, *Eestipolitseiloominejaareng 1918-1940*, Olion, Tallinn, 2001.
- [18]. Tallinna Politseiprefektuur, 2002.
- [19]. U.Oksa, *Op.cit.*, pp.3-4
- [20]. *Op.cit.*, pp.3-4