

CHAPTER-FOUR

ROLE ACQUISITION AND TRAINING

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1. Introduction:

In the years following the passage of the 1972 Amendments to the Civil Rights Act, the police function made significant progress in eliminating discrimination at recruitment and promotion of policewomen. As a result the proportion of policewomen in both officer and supervisory ranks has increased substantially. Notwithstanding, with the progress, there is still much to be done to correct the overall under representation of women in policing. Since the entry of the first women into the police function in 1910 until 1972, policewomen officers were selected according to criteria separate from men. Milton views this recruitment of policewomen, as limited to working with women, children and typewriters. (1972). The effective passage of the 1972 Amendments to the Civil Rights Act of 1964, however, was extended to allow the Acts coverage to state and local government employees. It, thus, guaranteed under the law equal opportunity to all incumbents into the police function. Since that date, many departments, often under the check of a court order, have corrected the discriminatory personnel policies that they followed earlier.

The efficient functioning of any organization depends largely on its personnel. This, in turn, depends on how clearly an occupation is organized to recruit and maintain the supply of man power. There are two procedures of recruitment followed in the police force: 'formal' and 'Semi-formal'. Under the formal procedure of recruitment to an occupational role, there are prerequisites to be considered. They are formally recognized and made public in the interest of fair competition. The procedure is supposed to be objective to recruit eligible candidates. 'Semi-formal' procedure is a blend of informal and formal considerations. Usually predefined standards are followed in recruitment; they may be relaxed for some special reasons to accommodate some persons. The procedure of recruitment varies in such cases considerably from one category of occupation to another. The change in social environment, the reputation of an organization, changes in the functions of an organization, the rights and duties of an occupational role—these factors all are likely to influence the recruitment procedure. In addition, changes of political authority, the availability of labour in the market or the situation of competition are good enough not only to influence the procedure of recruitment, but also to

influence the prerequisites based that determine the recruitment (Smigel, 1960: 56-66).

The police organization in India has the chief function to maintain law and order. It is formally created and maintained to ensure peace in public life. The police are protectors of the laws. They are duty bound. They are supposed to detect wrong doers and provide security and guardianship to law abiding public. Tremendous amount of responsibility is enshrined in the police role. It is, perhaps, for this reason that enormous authority is vested in the police. Keeping in view the importance of the organization and sensitivity of their role performance, the recruitment procedure has to be made formal, precise and objective.

The selection procedure constitutes one of the crucial areas that have to be examined if the police, as an agency determine to select its recruits. It has a far-reaching and long-lasting effect. Horne opines that if the selection process is weak, the officers recruited will obviously be with poor caliber and eventually they will perform poorly in the field (1975:42).

The police in India are facing numerous complex problems of law and order. Every conceivable conflict and crime is possible in the Indian society that is composed of widely diverse social groups. The position of a policeman, while dealing with law and order situation in a democratic society like India, becomes extremely difficult or delicate. He has to ensure individual's freedom and allow freedom to collective expression of public feelings. At the same time he has to ensure that rights of innocent and underprivileged citizens are not encroached upon by an overpowering group. Unlike in an autocracy he is a servant to the constitution of the country that formulates laws for order and peace. He is never a slave to a man in rule. He is a public servant, a servant to the people of the country.

The law and order problems faced by the police may be classified as under;

1. Purely local affairs to deal with vandalism stealing, cheating, atrocious behaviour, etc.
2. Bandobast at public gatherings, meetings, festivals, processions, strikes, faction groups;
- 3 To escort V.I.P s on their visits;
4. To deal with organized political violence, communal clashes, etc;
- 5 To curb and control terrorist activities;

In order to deal with such situations, a policeman has to be adequately equipped with arms and communication and transport facilities. He has to be suitably trained to counteract all kinds of situations. Further, he has to be vested with sufficient legal authority and powers.

The training of a police person should be focused at producing personnel who would prove capable to apprehend, understanding basic issues involved in a situation and take suitable legal action suited to the occasion to resolve the problems. The type of training has to be different for personnel at different levels. Forces such as the armed police have to be trained to act on order without hesitation. Officers and policemen in the civil police have to be trained in techniques of dealing with crowds by applying methods like persuasion, intervention of elders and leaders, eradicate of problem mongers.

To be effective at the police work intensive training in mob psychology is the first requisite for officers who are involved in decision making. Various methods are needed to be applied to penetrate into the psychology of the crowd and to render their negative organization ineffective. Officers must learn to deal with impulsive, irrational and irritable responses that they face from a crowd. They should be aware and alert about violent activities that would instigate a crowd. The purpose of the training should be to achieve desired results by using minimum their force when absolutely necessary. It is essential that officers should be able to keep cool and act firmly avoiding any chance or condition that would cause panic among common people.

2. Empowerment of Women:

From time immemorial, women have been perceived as a source of tremendous life energy that constitutes power. She has been worshipped in India as "Shakti", as power incarnated almost on equal parity with the trinity of Gods, Brahma, Vishnu, and Mahesh, when these Gods are managers and caretakers of three different aspects of life – creation, sustenance and disposition or destruction. "Shakti" is the very energy that runs life. In this respect, even the three Gods respect her and pray to her for energy and success of tasks.

Besides this religious perception, socially, culturally and psychologically too women are view as inevitable for healthy living. She is perceived even as a source of

inspiration. The proverb, "Behind every successful man there is a woman" indicates her value as support mechanism for success. But that does not mean that she has been worshiped as an idol that is inspiring but inactive. As pointed out in the introductory notes, she is a participator in life on equal footing with man, a "sahadarmacharini". Thus, her power lies not only in inspiring men for success, but also to act for success. At functioning, she proves equally efficient and productive.

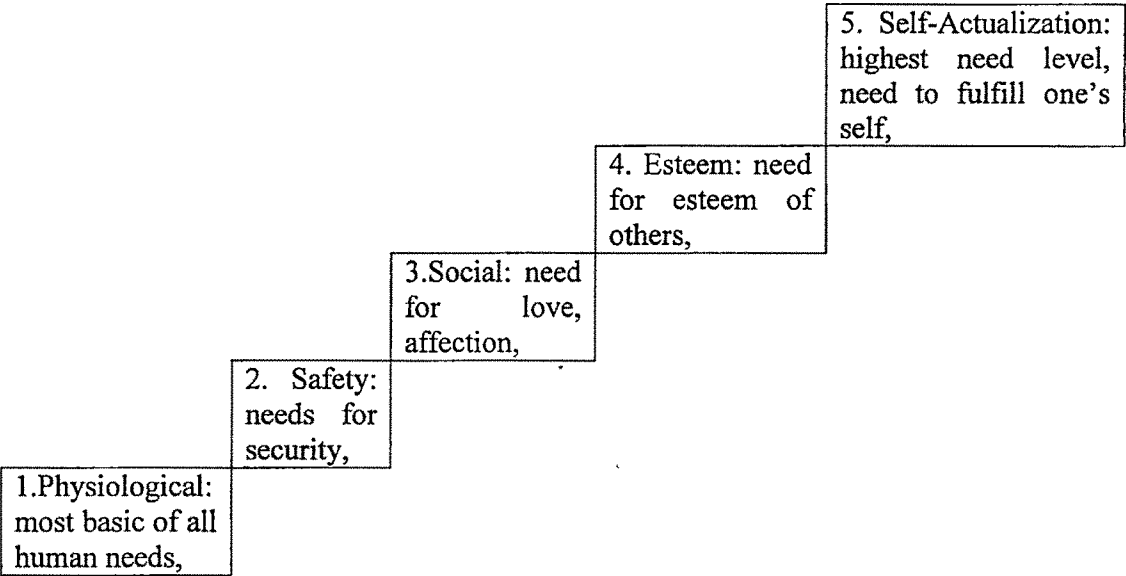
In the history of human development, women have been as important as men. In fact, women's status, employment and work performance are real indicators of a nation's progress. Without women's participation in national activities, social, economic and political progress of a country may be stagnated. There has been growing recognition to women's role throughout the world. The Human Development Report of UNDP in 1996 points out, "Investing in women's capabilities and empowering them is the surest way to contribute to economic growth and overall development." To increase national income and affect rural development in underdeveloped countries, it is essential to utilize at its maximum the potential that women too possess. In people's participation, the role of women cannot be undermined and she cannot be the total framework of functionaries.

The Indian Country Report presented at the Fourth World Conference on Women at Beijing in 1995 states:

"Making women equal partners in the national development processes and equipping them to make informed choices in order to actualize their self-worth through empowerment are goals to which the government is committed. There is a long way to go, but the endeavour is ceaseless."

Maslow proposes an interesting theory in his book, *"Motivation and Personality"* considering human needs and their effect upon human behaviours. He states, 'Man is a wanting animal' and his needs remain ever unsatisfied. The moment his one need is satisfied the next need arises and there is no end to it. According to Maslow, human needs can be classified into five main hierarchical levels. He also proposes that these needs have a hierarchy like lower order needs and higher order needs. He says that unless the need at the lower level is satisfied, the higher order need will not be operative. Once the lower order need is satisfied, it will no more motivate a person to act.

Achieved status is a characteristic of modern bureaucratic society. Applied to work organizations, the lowest order need is salary. Security is another need to imply security of job. Love and esteem are emotional needs to create bondage among persons. Self-actualization is a need of professional kind looking to achievement and success. It relates to a person's image building. Maslow's theory of motivation implicitly distinguishes between self-actualization as a need characterized by development and growth of an individual and the other needs that look to make up some deficiencies. The chart below presents a 'step-up' representation of needs in view of human growth and development:



Money constitutes a significant determination to motivate. But when one reaches financial sufficiency, money is no more considered to motivate a person. In a capitalist society, women's socio-economic position becomes more dependent on men. Stallard al. (1983) views that in absence of husbands or without access to cash economy, most women and their children will live in poverty. He believes that given the negative effects of underdevelopment on women's economic status, increasing number of women around the world must support themselves and their families without the assistance of husbands (Ward. 1987). As a consequence to it, Charlton and his co-researchers feel, women need access to their own generation projects (Charlton, 1984; Dixon, 1978; Youssef, 1979)

The transition to socialism that occurred during 1970 and 1980s would not liberate women unless the patterns of patriarchal relations would under go change.

Socialist state-inspired strategies and state-inspired projects worked to women's access to economic and other resources. Von Werlhof views that these projects too could not keep them free from the male domination inherent in human society for thousands of years (1984). Other researchers also argue that women's incorporation into the world-system help them to come up or at least place them into subjugated positions where they can acquire radical consciousness about their positions.

3. Changing Time Needs Women to Perform the Police Role:

Indian women usually keep away from the police role in so far as it demands them to compromise with their feminine traits. They are conscious that these traits earn value in the society. Social conditions in India do not favour much a woman's employment in the police force. It is stigmatized in the public eye. In this respect, Nigam points at the public perception that a police women's job sterilizes her of maiden modesty (1963: 45). When such is the public view, it is natural that there is hardly any competition among women to enter into the police force. As pointed earlier, when willing and competent personnel are not available for jobs the organization is forced to further lower the standards of recruitment. It is, thus, assumed that in the beginning not only the standards of selection were drastically lowered, but the procedure of recruitment too of this well organized body were be changed from formal to semi-formal process of recruitment.

It is still a reality that even if the standards of recruitment to the police role are lowered a police job still unattractive to women. Such a reality can be attributed to social apprehensions like:

1. Police role has certain masculine attributes.
2. Police role exposes women incumbents to situations in which they even have to deal with anti-social elements.
3. Police role exposes women to relatively frequent contacts with men at odd hours.
4. Police role interferes with familial role obligations.

There is an alarming increase in the number of cases of molestation of women at work place. The cases of mass rape by policemen often hit the headlines of newspapers. While crimes against women continue unabated, there is also continuous increase in the number of women criminals. In this respect, women's entry into the

police force is a need of the time despite doubts and apprehensions that cloud people's minds.

Policewomen are now accepted into the police force. Policewomen too carry out their duties firmly and help actively to prevent crime and punish criminals. In the police duties, they also forge upon welfare work like rehabilitation of drug addicts and spoilt youth. They can, thus, prove their capability to deal equally with cases of humanitarian ground and those of criminal nature. At one moment they act like a loving sister or mother to spoilt youth and offenders and the next moment they take up the "Kali" from of a system punishing the criminals.

Women are now appointed in the police force on regular and permanent basis. In the recruitment of policewomen, almost all the states follow the same rules, regulations and procedures. The present recruitment policy does not provide much scope of experimenting with or to improve the quality of women recruits. Policewomen are recruited as Constables and then they are promoted to Head Constables, Assistant Sub-Inspectors or Inspectors. Only four years ago for the first time women were recruited directly on the post of Police Sub-Inspector in Gujarat. The post of Inspector is gradually filled by promotion of deserving Sub-Inspectors. No fixed rules are followed to determine the percentage of direct and indirect recruits. The high level posts are filled up by the Indian Police Service Examinations. A candidate has to pass it for direct recruitment. There is basic difference in the socio-cultural background of lower level recruits and higher level recruits.

In Gujarat, each district has its own strength of policewomen. They are posted at different police-stations of the respective district. Minimum two policewomen are appointed in a Taluka police-station. They may be transferred from one taluka-police station to another.

The policewomen get salary on the parity of that of policemen. Besides, they enjoy other benefits too. They are entitled for 20 weeks' maternity leave. Their service conditions in respects of allowances, concessions, free accommodation, uniform, pension, rights and other privileges remain at par with those available to their male counterparts in the police force. The incumbent starts getting full salary and other benefits from the date of joining the police force.

The police roles demand physical fitness. The role performances pose various hazards to a police person's life. The incumbents are expected to be alert and active. They have to come in contact with law violators and criminals. In this respect, they are inclined to be harsh, cruel and dominating and authoritarian type. However, the government of Assam report of 1971 states that male officers usually decide the criteria of recruitment, the content of training, duties, rights and the procedure of promotion for policewomen. They thought that women were inferior to them and hence prescribed different standards for their recruitment.

This leads to mark difference in standards to recruit policewomen. In their cases, the recruitment of height has been reduced to 5'2" for women from that of 5'6" in case of men. Similarly, the criterion of sturdy body for men has been revised changed to physical fitness for women. The criteria of recruitment were laid down keeping in view their training and role content. It was expected that policewomen would be trained in laws. The idea of prescribing the age limit has direct relation to physical fitness so that the incumbents in the police force would stand the sturdy and strenuous nature of work performance of outdoor training and subsequent role.

4. Increasing Recruitment:

As it is already mentioned in the first chapter, the policewomen wing was started initially in the year 1948 with a staff off one sub-inspector and 9 constables in Gujarat. at that time, Gujarat was a part of the Maharashtra state. Since 1960, when Gujarat became an independent state to include Saurashtra, drastic geographical changes occurred in Gujarat. So the exact number of policewomen in Gujarat is not available even after the independence. The available figures state that 15 women were recruited and given training at Ahmedabad. Up to 1974, this strength increased to one sub-inspector, 71 head constables and 270 constables in various districts of Gujarat. For the M.Phil research conducted in 1993, the data were collected about the total strength of policewomen in Gujarat, it can be shown in the table 4.1 (page: 124).

The recent data (Table 2.2) show a significant rate of increase during last 10 years. Moreover, the available data reveal that a significant number of women's recruitment has taken place during the period of 1996 to 2000 and still there are many posts vacant for many police stations of Gujarat. Of course, overall police staff is insufficient according to the total population of Gujarat.

Table-4.1. Strength of Policewomen as on December, 1992.

Sr. no.	District	Policewomen				
		D.S.P	P S.I.	H.Cons.	P.Cons	Total
1	Ahmedabad (rural)		1	2	8	11
2	Himatnagar		1	4	12	17
3	Kheda		1	4	12	17
4	Anand		1	4	12	17
5	Gandhinagar		1	3	9	13
6	Palanpur		1	4	12	17
7	Mahesana		1	4	12	17
8	Patan		1	4	12	17
9	Surendranagar		1	4	12	17
10	Jamnagar		3	4	12	19
11	Kachchh-Bhui		3	4	12	19
12	Raikot (Rural)		1	4	12	17
13	Junagadh		2	4	10	16
14	Amreli		1	4	12	17
15	Porbandar	1	1	4	8	14
16	Vadodara (rural)		1	11	25	37
17	Surat (rural)		1	8	16	25
18	Bharuch		1	4	12	17
19	Valsad		1	4	12	17
20	Godhara		1	4	12	17
21	W.Railway		1	21	59	81
22	Ahmedabad (city)	1	11	34	119	165
23	Vadodara (city)		2	13	39	54
24	Raikot (city)		2	4	12	18
25	Surat (city)		2	26	56	84
	Total	2	46	190	541	779

Source. December, 1992 Gujarat Police Bhavan, Ahmedabad

5. Role Acquisition and Training of the Respondents:

Women desirous of joining the police force are recruited on certain parameters determined by the recruitment board of the central government of India. Gujarat follows no different parameters for recruiting the policewomen force. According to the parameters, a candidate has to be medically fit. She must possess the minimum

educational qualifications as prescribed for the post. The age, height and weight have to be as prescribed. These requirements may be relaxed in cases of widows of police employees and defence personnel, destitute women and women members belonging to the reserved categories of scheduled caste, scheduled tribes and other backward classes. The minimum educational qualification prescribed for constables is H.S.C. The height of an applicant could be 5'2". The age should be between 20 and 27 years. However, it may be relaxed upto 35 years in certain cases. The marital status of a person is not relevant. The women constables are recruited at the district level by the District Superintendence of Police.

The label of 'adventurists' is stuck to the new role of a policewoman. And she continues to perform her duties even under constrained situations. With this, she is likely to attract more and more competitors. To examine the above assumption, let us examine the source through which the respondents came to know about vacancies in the police force.

Table -4.2. Sources through which the respondents came to know about vacancies in Police force:

Sr. No.	Nature of Source	Knowledge about vacancies	Policewomen						
			PI	PSI	ASI	HC	PC	PC*	Total
1	Formal	News paper		2*	1	6 (3*)	31	130	170 (56.7%)
		Employment Exchange	1	5 (1*)	21	30	22	6	85 (28.3%)
2	Informal	Directly approached	1	1	5	1			8 (2.7%)
		Personal contact	2	4	4	2	4	9	25 (8.3%)
		Husband's death			1	3	7		11 (3.7%)
3		No response			1				1 (0.3%)
Total			4	12	33	42	64	145	300 (100%)

According to the above mentioned table, initially, the incumbents come to know about the vacancies through informal contacts. But, as the formal system of advertising the post was introduced, women job seekers were more attracted to this role. Moreover, explosion of mass-media and education have played a tremendous role. But on the more informal sources are used. During the present study it is known

that the sources of vacancies are directly related with the respondents' joining in police force.

The data show that 57% of the respondents got the information through news papers. If we examine elder and younger respondents, there are 90% of the respondents were young. But when we checked with about the employment exchange, only 2% of the young respondents received information about recruitment from that source. All the eight respondents who approached directly were recruited on or before 1975. At that time no women were eager to join a police job. The employment exchange Act of 1959 provides for registration of the educated unemployed people and for training programmes. Thus, the state has taken upon itself the responsibility of helping unemployed individuals to get jobs. However, with increase in population, the act is also of hardly any significance. The data also reveals that majority of elder respondents got the information through the employment exchange. But majority of young respondents got the information only through newspapers.

To join the police force the written examination and the interview are the two methods employed to test the merit of candidates. The written examination is more objective, the interview is considered to be more subjective. The table shows the procedure and method of the recruitment of policewomen.

Table – 4.3. Procedure and method of recruitment:

Nature of procedure	Procedure and Method of Recruitment	Policewomen						Total
		PI	PSI	ASI	HC	PC	PC*	
1. Formal	Competition in athletics, exam. and interview.	1	7 (3*)	23	36 (3*)	53	145	265 (88 3%)
2. Semi-formal	Recommendatory letters, personal contacts and meetings with officers and formal tests	3	5	9	3	4	-	24 (8%)
3. Informal	Accommodated in place of deceased primary relatives.			1	3	7	-	11 (3.7%)
Total		4	12	33	42	64	145	300 (100%)

The data reveal that few elder respondents were recruited through the informal procedure. In fact they had to go for initial recruitment training course as per rule of the police department. The formal procedure of recruitment was given not much importance in the beginning of women's entry in police force. Some 8% of the elder respondents approached to the police station directly for recruitment. In these cases,

they sought personal interviews with the district police authorities and appealed to them narrating their pitiable economic conditions. One even met earlier a political leader Morarajibhai Desai and was recommended for the recruitment. To accommodate the needy persons and in view of the non-availability of qualified competitors, minimum standards, particularly of educational qualifications and age limits were relaxed in certain cases.

With increase in the number of competitors, the authorities adopted a formal method of selection. Some one hundred thirty-five (45% out of 151) of the young respondents who are recruited after 1996, learnt about the vacancies through newspapers. All were recruited by formal methods of selection. In order to select persons with sound health, competition in athletics too were held. It was followed by the interviews. The authority has relaxed the criterion of minimum education in the case of applicant from the O.B.C., Scheduled Castes and Scheduled Tribes. As there was no other applicant from the reserve categories, those from among the present incumbents who fulfilled the conditions of age and physical standards were accommodated against reserve vacancies. But the fact remains that kinship ties still work in some respect. Lambert while analyzing the recruitment policy for workers in the factories in Poona, that for the women force in this region of India, kinship ties facilitate recruitment. Under informal and semi-formal methods of recruitment greater weightage is given to the kinship ties. (Lambert, 1963: 77-79)

It is already described earlier that Police Head Quarter is located in each district and recruitment decision is taken by the District Police Officer. Every district has its particular Range. Sometimes recruitment is done by the Rang Police Officer. The respondents are recruited either by their district or the range of their related district. They have to undergo initial recruitment training. The main objectives of a training programme are to impart knowledge and professional skills to the trainees and to inculcate in them the right attitude towards the job they are going to perform. Their training duration is eight months. Women constables receive training alongwith male constables. The course content is very hard. In fact, there is hardly any relation between the syllabus studied during the training and the functions performed by the women constables.

Each candidate is supposed to undergo training after his appointment into the police department. The Initial Recruitment Training course has been devised for constables. Women constables receive training in drill and physical training either at the police lines (head quarters) of the respective districts or at the centre of the range, provided a candidate is recruited at the range level. The content of training is divided into two parts: indoor training and outdoor training. The indoor training refers to classroom lectures on law. The outdoor training involves P.T., drill, parade, lathi charge, etc. Training in Rifle and Pistol has been withdrawn in case of women constables.

Under the Gujarat Police Rules, each police employee who are getting promotion has to undergo training. But, for policewomen in Gujarat no such provision is made even if they hold higher ranks or have long been promoted. Now the Gujarat Police realizes the deficiency and has introduced a course for policewomen who are promoted to higher ranks. Even those who have not undergone training in a promotion course are required to undergo the training immediately.

It is observed that the main emphasis of the training today is to make the individual rough and tough so that she may be able to face the hazardous task of police life. She is made tough to handle and to control the criminals. Let us have a look at the respondent's training centers for 'Initial Recruits Training Course'.

According to the data presented in the table-4.4 (page 129), there are five newly formed districts: Anand, Navsari, Narmada, Porbandar and Godhra. The respondents who were recruited earlier in their original districts are adjusted under these newly formed districts. There are 7 respondents who belong to CRPF (Central Reserved Police Force) at Ahmedabad and Vadodara. They were recruited at Mumbai because the CRPF Head Quarter is located at Mumbai. Last year the CRPF has started its Head Quarter for the Gujarat region at Vapi. Today, a few policewomen of CRPF are working only at the Ahmedabad and Vadodara railway Stations. Large number of policewomen was recruited in the CRPF last year at Vapi. According to the police rules, each incumbent has to undergo training specified and prescribed according to the rank one is holding for subsequent work. It is only after training the incumbents is regularized in the position selected for. The table below reveals the data of the training centers in which respondents imparted for initial recruitment training course.

Table –4.4. Respondents’ training centre for ‘Initial Recruits Training Course’:

Sr. No.	Districts of recruitment	Policewomen						
		PI	PSI	ASI	HC	PC	PC*	Total
1	Ahmedabad		3*	4	4(3*)	7	5	23
2	Amreli			1	3			4
3	Anand	-	-	-	-	-	-	-
4	B. K. – Palanpur		1	1	1		1	4
5	Bharuch		1		1			2
6	Bhavnagar			2				2
7	Dahod					1	1	2
8	Dang-Ahva	-	-	-	-	-	-	-
9	Gandhinagar		1*				28	29
10	Jamnagar		1		1	2		4
11	Junagadh	1		3	1	5	21	31
12	Katchh- Bhuj-	-	-	-	1	2	22	25
13	Kheda		1	4	2	1	2	10
14	Mehsana			5	8*	1	2	16
15	Narmada	-	-	-	-	-	--	-
16	Navsari					2	1	3
17	PMHLS-Godhra	-	-	-	-	-	-	-
18	Patan				5	1	3	9
19	Porbandar					2	4	6
20	Rajkot		2*	1	3*	8	20	34
21	Surendranagar	1	1					2
22	S.K.-Himmatnagar	1				1	1	3
23	Surat			4	2	7	7	20
24	Vadodara	1	1	8	9	21	18	58
25	Valsad				1	2	3	6
26	Mumbai					1	6	7
Total		4	12	33	42	64	145	300

As described earlier, the respondents are divided into two groups: ‘elder’ and ‘young’. In this division the age group is the main consideration. The reason is that if a respondent joins after the age of 30, it implies that some compulsion works in her case. Those who join before the age limits may be interested in career. It is assumed that these two groups would have different opinion regarding the police role. This is the reason that even though some respondents were recruited recently they are treated as ‘elder’ incumbents in view of their age. The data in the table -4.5 reveal these categories.

Table – 4.5. Year of recruitment of the respondents:

Sr. No.	Year of Joining	Policewomen						Total
		PI	PSI	ASI	HC	PC	PC*	
1	1965 to '70	3	4	2	2			11(3.7%)
2	1971 to '75	1	4	13	2			20 (6.7%)
3	1976 to '80		1	13	10	6		30 (10%)
4	1981 to '85			5	14	3		22 (7.3%)
5	1986 to '90				3	6		9 (3%)
6	1990 to '95				8	9		17 (5.7%)
7	1996 to '00				3*	37	96	136 (45.3%)
8	2001 +		3*			3	49	55 (18.3%)
	Total	4	12	33	42	64	145	300 (100%)

The above mentioned data indicate clearly that forty incumbents were recruited after 1996 and they all were above the age of 30 years. Some one hundred fifty-one out of three hundred respondents were recruited on or after 1996 and their ages are between 18years and 23 years. If we have a look at the percentage we find that a large number of incumbents (45% of the total) were recruited during 1996 to 2000. A small percentage of 18.3% were recruited after 2001. This is the reason that all police stations have newly recruited policewomen in large number, whereas the old recruited policewomen are in small number.

The obvious factor is the age of women incumbents for police jobs. Younger women develop a kind of fascination for a police role for the simple reason that it has thrill, adventure, power and authority, responsibility, commitment to the law of land and society and it has dynamism of role playing. This versatility brings it value in a modern society and fascinates young people to it. Nowadays, a large number of films are made on policemen's role depicting his boldness, adventurous acts and commitment and sacrifices for truth. A policemen's image emerges as a caretaker of a society and a saviour for the weak afflicted. Such role depiction attracts increasing number of youths to the police job. Recently, a huge gathering of youths is reportedly observed at recruitment fairs organized by the police department. A situation of unemployment too plays a role to cause such gathering. Youths who report at

recruitment fairs fall between the age group of 18 and 27 years. The table 4.6 indicates the respondents' age at the time of recruitment.

Table-4.6. Respondent's age at the time of recruitment:

Sr. no.	Age at recruitment	Policewomen						Total
		PI	PSI	ASI	HC	PC	PC*	
1	18 TO 20	1	4	12	10(1*)	7	67	101 (33.6%)
2	21 TO 23	3	3	16	9(2*)	4	58	93 (31%)
3	24 TO 26	-	5(3*)	5	11	20	18	59 (19.7%)
4	27 TO 29	-	-	-	9	25	2	36 (12%)
5	30 TO 32	-	-	-	3	5	-	8 (2.7%)
6	33 TO 35		-	-	-	3	-	3 (1%)
	Total	4	12	33	42	64	145	300 (100%)

Majority of policewomen were recruited before the age of 20. They make about 33.3% of the total respondents. Some fifty seven out of sixty six 'young' respondents were unmarried at the time of joining. On the other hand, some twenty three out of thirty four 'elder' respondents were unmarried at the time of joining. One of the elder respondents said that she had not even met with the minimum age requirement of 18 years at the time of recruitment. But the concerned police officer gave her a special permission and she joined the police force. As the maximum age of recruitment of policewomen was raised up, it affected the entry of married women candidates. Two policewomen were recruited at the age of 27 and 28. One of them belongs to the SC category and another is a Muslim. In 'elder' respondents' group, eight policewomen were recruited at the age of 30 or 32. There are three widows too who were recruited at the age of 34 and 35 years. The respondents who were recruited after the age of 27 were either widows or from the reserve categories. Most of them were in need because they were poor. It is a known fact that as the age grows; the stamina, physical endurance and strength of a person go down. In case of women, if by the age of thirty a woman gives birth to two or three children her physical strength decreases further.

Some relation may also be viewed between the age of a policewomen and her marital status at the time of recruitment. Of course, marital status is not a considerable criterion for recruitment in the police force but it is observed that when a married

woman joins police force there must be economic compulsion. The data in the table-4.7 reveals the fact that there are many respondents recruited after their marriage.

Table —4.7. Marital status at the time of joining:

Sr. No.	Marital Status (At the time of joining)	Policewomen						
		PI	PSI	ASI	HC	PC	PC*	Total
1	Unmarried	2	5 (3*)	12	10 (2*)	25	112	166 (55.3%)
2	Married	2	5	16	22 (1*)	25	31	101 (33.7%)
3	Separated		1	3	4	6	2	16 (5.3%)
4	Divorced			1	-	1		2 (0.7%)
5	Widow		1	1	6	7		15 (5%)
	Total	4	12	33	42	64	145	300 (100%)

Some police officers are of the opinion that a woman should be married if she wants to join the police force, or she should get married soon after she joins the police force. It is said that a police job is not suitable for an Indian women as they are expected to be housewife first and career women later. There are many other factors that cause role conflict for a policewoman. Role conflicts may disturb a policewoman's married life and it may result in separation or divorce.

The data however present a different picture. Out of one hundred forty five 'young' policewomen, one hundred eleven were reported unmarried. Two of the respondents were separated at the age of 24 and 26. Six were recruited as deserted, five were married and two were unmarried when they joined the police force. Two of the respondents were divorcees before joining the police force. There were one hundred sixty-five respondents out of three hundred, who were unmarried at the time of joining the police force and eighty-seven married later. But seventy-one of them are still unmarried. From 'young' respondents two were deserted, one was divorcee and three were widows, whereas from the 'elder' respondents, forty-nine were unmarried at recruitment.

The police role demands robust physique, and personality of dominant and authoritarian type. The pressure of the job force policewomen to curtail social interactions with other occupational groups. Lefkowitz views that whether social-occupational isolation is attributed to the demand of a role or policemen's personality

is a debatable issue (1975). Nevertheless, the role of police involves curtailing of social interaction with other occupational groups and separation from the general civilian groups. Keeping in mind these attributes of the police role one may think that it remains unattractive to women. It involves compromise of feminine traits of the Indian women. It was in this context that only those women would take up the policewomen's roles that are forced by 'special circumstances'.

The government has made some special efforts to open up new avenues of employment for women particularly in administrative, banking and insurance sectors. Also several other occupations like teaching, community and social services, telecommunications, etc. allow women's entry on an increasing level. It may be the result of the expansion of government sponsored activities.

Poverty remains the most daunting of all the challenges we face. Since the seventies, the eradication of poverty and a special focus on women in all poverty alleviation programmes remain a major strategy. Almost all programmes in the social sector keep a special segment for women workers. Some specific agenda has been worked out for action in the coming century. For instance, in the case of women workers as against men workers the minimum age limit to enter the public service should be higher. The reason is that they have to play dual productive roles, as unpaid workers at home and as paid workers at work places, to take care of children at home and to earn at work places.

When an individual decides to apply for an occupational role, its rationality and the availability of other alternatives is taken into consideration. However, we must not overlook the possibility of a forced choice. The respondents in the present study were asked to account for the circumstances under which they opted for policewomen's role. The circumstances that were reported by the respondents can be grouped into three sub heads: (i) compulsion, (ii) interest in a career, and (iii) liking for police role. The table-4.8 presents a picture about the circumstance that worked on the respondents' choice of a police job. The circumstances enumerated from serial number one to four indicate that the respondents made a forced choice. The compulsion was: no source of income, loss of the bread earner or the meager economic resources to support the family.

A few studies were conducted in some states that reveal that lower socio-economic condition happens to be the chief factor for women to accept the police role. In the present study, it is assumed that women police of the lower ranks hail from the lower-middle class.

Some studies on policewomen reveal that in the beginning economic compulsion was the main reason to join the police force. Here it is tried to find out the situation whether it has changed or even today economic compulsion is the main reason for opting the police role. Table-4.8 reveals the fact.

Table – 4.8. Showing the Circumstances under which the respondents have opted for police role:

Sr. No.	Factors responsible for opting the role	Policewomen						
		PI	PSI	ASI	HC	PC	PC*	Total
1	Economic Compulsion, No source of income	1	2	17	18	14	23	75 (25%)
2	Father/Husband died, father/husband deserted		1		6	6	3	16 (5.3%)
3	Father retired, father /husband sick, not working			1				1 (0.3%)
4	Divorced/ strained relation with husband/ no support	1	1	2	1	5	2	12 (4%)
5	Wanted to be economically independent, was interested in any job	1	4	12	14 (2*)	31	81	143 (47.7%)
6	Liking for police job/ got NCC training, interested in active and disciplined life	1	4 (3*)	1	3 (1*)	8	36	53 (17.7%)
	Total	4	12	33	42	64	145	300 (100%)

It was assumed that more women belonging to economically and socially lower classes entered in the police force. The available data support the assumption. Those who opined that they wanted to be economically independent were also in need for their livelihood. Other respondents who gave the reasons shows in the table serial 2, 3 and 4 are also related to the serial one. Thus, the data show that many other factors influence the respondents' decision to accept the police role. But for the respondents the chief factors remain economic and social compulsion. In the present socio-economic situation, most women have little to choose but to reduce the burden of livelihood on the chief earner in a family.

The circumstances in the second category indicated at serial number 5 in the table pertain to those persons who were interested in making a career. Such respondents had registered their names with the employment exchange bureau. Most of them registered belonging to the 'general category'. Under the general category, a job seeker does not show any preference for a specific job. Some of the respondents were even unaware of the nature of the job for which they had received the interview letters from the employment exchange. It is a common practice not to indicate an employer's name in the interview letter. The incumbents would be interested in any job just because they can be economically independence. Some of them were not interested in the police job, but they had no option left but a police job and so they were compelled to accept it.

Some respondents joined police primarily because they had developed liking for the police role. Majority of these respondents are new incumbents. They had high exposure to sports and games, or had undergone N.C.C. training at schools and colleges. Some incumbents were brought up in families of policemen or of defense personnel. All such factors instill in them a liking for the police role. These are the persons who have joined police force willingly and voluntarily. Two respondents expressed a desire for social service to help people. Some respondents imparted opinions that may be summarized quoting a few of their words:

- "When I was studying in school, we went to Bapunagar Police Stadium on 26th January, to watch the police parade. I saw that policewomen were also there with policemen. I saw them and decided to be policewomen and joined police force."
- "I was married and had no economic problem. But in my father's family there were no bread earner. My brothers and sisters are too young to do any job. They were studying. I requested my in laws to allow me to join the police force to help my family. They agreed and I joined the police force. Thus, I now help my brothers and sisters Now I don't think of leaving the job."
- "There was no source of income in our family. I knew that women can be recruited in the police force. So I went to the employment exchange and registered my name with the police symbol 'P'. After a few days I got an interview call and was recruited in the police force"

- “After my marriage I observed that my husband was not interested in me. He had relations with other woman. One day he left home. I was left with a three year old son. I came to know that there was a scope to get job in the police force. I had no option but to join the police force.”
- “My father was working in the police force and we lived in police line. I was running a nursery there. One day the D.S.P. came to visit the police line. He met me and gave advice to join the police force. On his advice I joined the police force”
- “My husband was a driver in S.T. When he was suspended and there was a big problem to maintain our family. When it came to know about the recruitment in police, I applied and got the job”

Some of the young policewomen described reasons for opting for the police role. They may be summarized as:

- “I did not like to study but wanted to enjoy economic independence. There was no government job except the police force, so I had joined the police force”
- “I liked a police job in the beginning”
- “I liked police job and wanted to serve the people.”
- “I was fond of sports and interested in a police job”
- “I had received the N.C.C. training at school. Therefore I was interested in a police job.”
- “I had registered my name in the employment exchange. Soon I received the interview letter for a police job. I thought it is a government job. I got it easily, so accepted it.”

The above discussion supports the contention that in the beginning only these women had opted for police roles that were in need. Once this role earned reorganization in a society it attracted those women who had developed liking for the police role.

This point may lead us to refer to the attributes of a police role that attract women to opt for it. Each role has its attributes. These attributes are the rights and duties associated with the role. The label of ‘police’ carries with it its prehistory as a brutal and corrupt force using harsh and coarse language. It is identified by its

uniform, authority, power, pay and other benefits. The role performance involves different hazards to life in maintaining law and order. The duties demand apprehending criminals, keeping peace, protecting property, checking indecency and immorality and enforcing laws. It means to be on duty for 24 hours and to remain generally in contacts with law breakers. Further, as Nadel mentions, "Individuals might opt for playing a particular role for a specific period, or continue not because the whole role is attractive. Rather he may do so for the sake of some attributes in the series they consider desirable" (Nadel, 1956). Economic security is another attribute that may attract some women to a police role. Some other policewomen were attracted to it for reasons like free uniform, authority, promotion, government job or liking for all the attributes of police role. The respondents were asked to indicate the attributes of policewomen role that attracted them to opt for this role. Their responses are summed up in the table-4.9.

Table – 4.9. The Role Attributes which have attracted the respondents to become police women:

	Role Attributes	Policewomen						
		PI	PSI	ASI	HC	PC	PC*	Total
1	Economic Security / Government job			3	9	14	26	52 (17.3%)
2	Social – economic security/ free house, promotion.	4	9	30	30 (3*)	46	91	210 (70%)
3	Authority & Uniform/ social service		3*		3	4	28	38 (12.7%)
	Total	4	12	33	42	64	145	300 (100%)

The majority of respondents held an opinion that socio-economic security is the only attraction for the police role. The fact is that it is a government job and the respondents have been recruited on a permanent basis. Regular salary, free accommodation and free uniform are added attraction for a young man wandering on road in search of a job. A few respondents have attraction of a police uniform and the authority that it carries. Of course, all policewomen who appointed on lower level can not enjoy their authority or power. Only those women who are appointed on higher posts of I.P.S and G.P.S have the power and authority to enjoy. Policewomen at lower

ranks carry some powers over general public. In the police station of Surat, it was found that an elderly woman promoted to P.I. had to depend for any decision on a young woman who was directly recruited as P.S.I. Some of the respondents expressed that they were interested in active and disciplined life. Of course, many incumbents were complaining of not getting promotion in time. There were two ASI policewomen too who expressed displeasure over getting reversion from the promoted post of PSI. They had performed duties as P.S.I. for about three years. Then they were given reversion and their salary of P.S.I. grade too was reverted accordingly. They complained about deduction from the present salary. One policewoman's father was serving in the Indian army. She was motivated to join a disciplined force. Another policewoman was serving in Home Guard before joining the police force. She had also received training at an Army camp in Valasad.

Thus, it can be assumed that when in the beginning atypical male role of the police was offered only those women who are forced by 'special' circumstances venture to accept it. If policewomen accept 'adventurists' new role and continue to perform duties even in constrained situations, they are likely to attract more and more competitors. An empirical study that analyzed the source of inspiration to motivate them for career in the police force proves that economic compulsions and familial affiliation with the police occupation facilitate 'adventurists' women to act as 'role innovators'. Further, recruitment to the police was sought widely by members of the same occupational group or those of lower prestige. Once an emerging typical sex role is established the other formal institutions like schools and colleges may recognize it to accommodate in their curriculum. It would create congenial atmosphere and motivation for 'others' to opt for these roles. During the transitional period prior to the appointment, incumbents' kinsmen play an important part in influencing her occupational choice.

An attempt was made to know what prompted recruits to assume this role. Was there anticipatory socialization for this occupational role in their families? It is implicit in this type of enquiry that prior knowledge of the privileges and obligations involved in an occupational role would facilitate the role training. It is through in-service training that a policewoman learns about different duties and the techniques of performing them.

Psychologists are concerned primarily with behavioural processes. That includes learning, motivation and perception. Radelet views that behaviourists, psychologists and phenomenologists may have different perspectives, but all agree that these processes are closely related (1973). These processes, however, have to be considered and analyzed in the cultural context. If cultural definitions restrict an entry of a woman into the police, women who venture to assume police roles, are likely to receive negative apprehension undermining their strong motivation or economic consideration to assume this role. Such negative apprehensions would render the police role as unattractive to women. There are, however, exceptions to it. Negative apprehensions do not apply that severely to women belonging to families of policemen, widows of policemen and women of lower economic strata. They have no choice but to work. As this new role for women gain recognition in a society, although partially, other women wishing to work too were attracted to the police role even though even though it has limited attributes to its credit.

Women assume police roles, but they may not have appropriate knowledge of the obligations involved in the role. They are likely to experience problems of varied kinds of embarrassment during the in-service training. In turn it adversely affect not only their role commitment, but also their role performance. After having discussed the factors prompting the women to opt for police role, it would be useful to analyze how they perceive the police roles in view of their decision to join police and their actual experiences during the training. What do they learn with regard to the role obligations? Their perceived role expectations have, in fact, a bearing on their role commitment and role performance.

Role perception is a fore-knowledge that an individual aspiring for a position holds. "Correct role perception" implies complete and thorough knowledge of all the attributes of a role and awareness of implicit and explicit consequences of that role. The attributes of the police role are the rights and duties associated with it. The privileges are the power and authority that it entails. Economic security and other benefits like free accommodation in the police lines, uniform, medical facilities, pension etc. are added attributes. But when an incumbent is recruited she has to undergo an ordeal of tough training. It involves her acquaintance with the system of laws, and strenuous physical exercises to make her physically fit, alert, active and robust. They have to learn to deal with hazards of police life. The reason is that the

police-role often brings them to confront the law violators and hardcore criminals and an incumbent has to act as a determined crime fighter. During the training police persons are taught to detect wrong doers and how to manage, control processions and agitating mobs, maintain law and order. They have to be well-equipped with different methods of apprehending culprits, methods of investigations and interrogation and sometimes using the third degree treatment to extract truth from suspects. To be able to perform these different duties effectively they have to be trained in handling fire arms and baton (lathi charge) and techniques of self-defense. They have to cultivate discipline and norms of secrecy. An incumbent's 'anticipatory socialization' to take up an occupational role, helps her to cultivate aptitude for the job and facilitate her to acquaint herself with all implications of a role performance. The fore-knowledge also implies one's awareness of the rights and duties of the police role. This helps an incumbent to perceive role expectation correctly. It as well facilitates the training and the subsequent role performance.

However, the significance of 'conditioning factors' should not be overlooked. The reason is that a woman incumbent might have opted for the police role not with aptitude or fore knowledge of the role, but purely on the compulsion of economic circumstances. She may develop liking for the police role with her acquaintance and involvement with the role and other incumbents. There is another possibility of her staying in the police force. She derives certain benefits from the job. In most cases, a police person gets relatively high salary and other benefits which one may not get in other jobs and organizations. The 'label' that a policewoman carries, however, arouses apprehension and 'stigma' in social circle around her. She may not get a spouse outside the police force. So it was observed that the fore-knowledge of an incumbent has some brighter and fascinating aspects of the role of policewomen and it also has depressing notion to discourage a person. This implies that a woman who aspires for an adventurist kind of role performance in the police force has to be ready to face the negative aspects and be determined to confront them bravely.

The respondents were asked to indicate the period when they first came to know about the role of policewomen. The table 4.10 presents their responses on the point.

Table-4.10. Indicating the period when the incumbents came to know about policewomen force:

	The period when came to know about policewomen force	Policewomen						Total
		PI	PSI	ASI	HC	PC	PC*	
1	Since Childhood			3	4	9	22	38 (12.7%)
2	During school/college days	1	4(2*)	5	13*	24	84	131 (43.7%)
3	After completion of studies	1	2	6	5*	7	21	42 (14%)
4	When searching for job	1	6(1*)	18	18*	19	18	80 (26.7%)
5	No response	1		1	2	5		9 (3%)
	Total	4	12	33	42	64	145	300(100%)

The data mentioned in the table reveal that only 12.7% incumbents did not have relatives in the police force at the time of recruitment and despite that they possessed good fare about policewomen in the force. Of course they all hail from the city and were recruited after 1990. One elder policewoman, who was recruited in 1976, too was aware of policewomen in the force. Some twenty of the young policewomen, who are recruited after 1996, were educated yet they did not have any knowledge about policewomen. They all hailed from the rural background and learnt about the job only through the advertisement published in newspapers. Six of the 'elder' incumbents and twelve of the 'young' incumbents received the information about the police role only at the time they received the call letter for the interview. Now they face a dilemma about the job. They are, in fact, searching another job but it is not possible to get any job other than the police, and they have no option left but to continue with the police role even if they do not like it.

During the last four decades policewomen performed several duties for the general public. Further, general public know about the job through increasing advertisement by the police department. This encourages competition for vacancies for the post of policewomen. It no more remains confined to the members of policewomen's families. About 30% incumbents who had familial affiliation with the police force were aware of the fact that women are also working in the police. It seems that the relatives never suggested them for the police role. Three of them said that they were actually afraid of the police before they joined the police force. They had registered themselves for other jobs, but did not get any other job. They were

informed about the police role. One of the old respondents said that she had enrolled her name in employment exchange and after three days she got an order from social welfare department to be present within 24 hours.

A recruited policewoman is supposed to acquaint herself with the nature of work she is expected to perform. A role is a behavioural aspect of a related status. Every candidate may have more or less knowledge regarding the role he/she is supposed to play. The knowledge may be prior to one's entry into an occupational role or obtained at the time of acceptance of the job. Prior knowledge helps the new recruit not only to calculate the benefits, but also helps in her subsequent training and acceptance of the norms governing the occupational role. It was in this context that enquiries were sought from the respondents, whether they acquired the knowledge prior to the recruitment or at the time of recruitment in the police force. The respondents' responses are presented in the table-4.11.

Table- 4.11. Sources of Prior Knowledge with regard to Policewomen's Role:

Sr. No	Prior knowledge and source	Policewomen						Total
		PI	PSI	ASI	HC	PC	PC*	
1	Primary relatives (Father, mother, brother, sister, husband)		4	9	12	23	45	93 (31%)
2	Other relatives	2	4	2	5 (1*)	10	18	41 (13.7%)
3	Policeman/ Policewoman	2	2*	12	16 (2*)	17	53	102 (34%)
4	Home-guards, TV serial, Movies, Magazines etc.		1*		2	4	22	29 (9.7%)
5	No knowledge		1	10	7	10	7	35 (11.7%)
	Total	4	12	33	42	64	145	300 (100%)

According to the table it is obvious that the majority of respondents were acquainted with the nature of policewomen's role. The data reveal the fact that kinship ties still work in some respect Lambert observes while analyzing the recruitment policy for workers in factories in Poona, that with the policewomen force in this region of India, kinship ties facilitate recruitment. Ninety-three respondents (31%) opined that either their father, mother, brother, sister or husband were working in the police force. that was the reason that they were aware of the

role of policewomen. Forty-one respondents said that their other relatives were working in the police force who was not their primary relatives but gave information regarding the policewomen role and their percentage is not significant. A significant number of incumbents opined that they got prior knowledge from policemen or policewomen. The number is one hundred and two and which make 34%. Few respondents had worked in home guard before joining the police force. The explosion of mass media has occurred during the last twenty years. Further, women watch movies and television serials in large numbers. Some respondents said that they were regularly watching the T.V. serial titled 'Udan'. Some watched movies like 'Phool Bane Angare', 'Tejaswini' etc. which inspired them to opt for a police career. One respondent admitted that Kiran Bedi was her ideal. Some respondents said that they had seen some of their senior policewomen during bandobast duty on religious and political occasions. They said they got inspired by such policewomen on performing the police role. It was surprising that, thirty-five respondents quite ignorant about the role of policewomen. They came to know about the policewomen role only when they got interview call letter from the employment exchange.

In short, under informal and semi-formal methods of recruitment greater weightage is given to the kinship ties. It was noticed that the young incumbents were better equipped with the knowledge than the elder respondents. It appears that most of young respondents never thought of taking up a career in the police. It was economic compulsion that forced them into this occupational role. Some 11.7% of the respondents did not have any knowledge regarding policewomen before they were recruited in police force. But there are about 88.3% of the incumbents were having some knowledge regarding policewomen.

The respondents were also asked about the content of their prior knowledge that they obtained at the time of assuming the policewomen role. To phrase differently, what types of duties were you expected to perform as policewomen? The data present their replies in the table 4.12.

Table – 4.12. Respondents' Awareness about the Nature of Duties:

Sr. No.	Nature of duties	Policewomen						
		PI	PSI	ASI	HC	PC	PC*	Total
1	No knowledge	2	6 (1*)	21	26 (3*)	38	93	186 (62%)
2	To escort women convicts				2	2	5	9 (3%)
3	To deal with women procession, meetings, etc.				2		11	13 (4.3%)
4	To deal with women	2	5 (1*)	12	12	23	35	89 (29.7%)
5	Office work					1	1	2 (0.7%)
6	No response		1 (1*)					1 (0.3%)
	Total	4	12	33	42	64	145	300 (100%)

The data reveal the picture that majority of the respondents were not fully aware of the duties of policewomen. It is obvious that the policewomen's perceptions about duties sound pretty good. Significant majority had sufficient knowledge about the type of work they were expected to do as policewomen. The table reveals that the significant number, one hundred sixty-two respondents (62%) had no knowledge regarding the policewomen's role. It is surprising that ninety-seven out of one hundred fifty-one of young respondents shown their ignorance about the policewomen's role. Only eighty nine (29.7%) respondents opined that they were aware that they have to deal with women related task as policewomen. It is, thus, clear that the respondents had obtained at the time of their recruitment enough information about the exact nature of the duties expected of a policewoman.

The efficiency of an organization, among other things, depends chiefly upon its personnel, as to how well they are trained and how far they are committed to their roles. The individuals are prepared for an occupation right in their families and at schools, colleges, and other vocational and professional institutions. For some specific occupational roles, the incumbents are put through in-service training which is not available outside the organization. In short, the training works as 'shock-absorbing' mechanism to help a trainee to equip him/her further adequately for the expected occupational role. This helps him/herself to re-adjustment during his/her working in the organization. Even if he/she joins without any aptitude or prior knowledge, he/she eventually settles in the work environment in the organization.

There are different procedures adopted for training. There may also be differences in the content, period, time and place of training in different occupations. The procedures of the training may be put broadly under three types:

- (i) Informal: Under this system an individual learns the skills or tricks of the trade through long association with his 'master', who may even be his elder, or kinsmen and who possesses long experience and insight into the trade. He learns through trial and error method. There is no syllabus prescribed or no timings fixed or no specialization to be determined. As it happens in traditional occupations in a family; one is oriented towards learning through regular work at the trade, craft or vocation,
- (ii) Formal: Formally established institutions require formal procedure to follow for an incumbent's training. There are technical institutes, vocational schools and colleges and professional courses run by different institutes, colleges and universities. They impart occupational training to trainees to equip them adequately for an occupation.
- (iii) In-service training: There are certain occupations, like various branches of military and police, where specialized training is needed only when an individual is selected. The in-service training varies according to the requirements and ranks. It is a short term mandatory programme for a new appointee. However, this in-service training is not confined to the first training after the entry. It is imperative on the part of an incumbent to undergo further training when he is appointed to a higher rank. There are provisions in some types of occupations for refresher courses periodically to equip an employee with the latest techniques and keep him abreast with current development and trends in the field of work.

So far as the police force is concerned it is the last procedure that helps in the appointing of new personnel. The purpose is to train the personnel and to acquaint them with the work procedures and environment in which he is going to work. The training for women incumbents in the police force has its special significance. Majority of women opt for the policewomen's role carrying partial perception about it. The in-service training helps them to clear their perception and go on a job with full mental readiness.

There is a significant correlation among the factors that impelled women to join the police profession. Among them, a person's interest level, prestige of the profession, assurance of independent life, opportunities to help others and assurance of better prospects appear to be more important factors. Familial affiliation with the occupation helps a new aspirant to be mentally prepared for the role. As mentioned earlier, due to stigma attached to the police role, most parents are not ready to impel their daughters to join the police force. The research data reveal that 70% of the respondents joined the police force on their own choice. Nobody inspired them for the choice. Some 28% of the respondents had to face opposition from their first relatives for their decisions. There are only 25.7% respondents whose first relatives agreed to their choice and encouraged them to join the police job. There are six of the elder incumbents who were impelled to join the police service by another policeman or policewoman. The table-4.13 presents the statistical data to that effect:

Table-4.13. Motivation for Joining the Police Force:

Sr. No.	Motivation	Policewomen						
		PI	PSI	ASI	HC	PC	PC*	Total
1	Self	3	8 (3*)	26	25(3*)	45	103	210 (70%)
2	First relative		2	6	11	13	22	54 (18%)
3	Other relative		1		1	5	13	20 (6.7%)
4	Friend, teacher, neighbour				1	1	4	6 (2%)
5	Policeman / policewoman	1	1	1	3		1	7 (2.3%)
6	No response				1		2	3 (1%)
	Total	4	12	33	42	64	145	300 (100%)

The table reveal the data that two hundred and ten (70%) respondents, from both the group opined that they have joined the police force on their own. No one had motivated them. They also said that though their relatives were not happy with their entry into the police force they decided to join the police force. They wanted to become independent. Only 18% respondents said that their first relatives like, father, mother, brother, sister or husband had motivated to join the police force. Few incumbents were inspired either by their friend, teacher, neighbour, policemen or policewomen.

No significant correlation can be established between elder and young incumbents as regards to the source of motivation. 8 out of 10 widow incumbents

who were recruited in place of their husbands. They said that the decision to join the police force in place of their husband was their own choice and no one opposed it. Two of the incumbents said that when they were given a chance to join the police force in place of their husband, their in laws opposed it their entry into the police. This data indicate that most incumbents opted for the police role on their own choice.

The majority respondents admitted that they were made aware of their expected duties. Yet it was surprising to find that most of them were ignorant about the exact nature and types of duties. It may be assumed that they lacked prior knowledge pertaining to their role expectations. As a result, the incumbents may have faced embarrassing situations during their training. According to the police rule women are equally trained with male counterparts. There is no excuse and partiality in training. All the recruits are treated equally. Many of the respondents expressed that they faced a much difficulty at the training centre in the beginning The incumbents were asked a question, “What experience you had during training?” The experiences narrated by the respondents are presented in the table-4.14.

Table -4.14 Respondent’s Training Experience:

Sr. No.	Training experiences	Policewomen						
		PI	PSI	ASI	HC	PC	PC*	Total
1	Physical discomfort	1	3	7	9 (1*)	12	14	46 (15.3%)
2	Disciplined & hard life			1	3 (1*)	4	17	25 (8.3%)
3	Embarrassment	1	1	3	3	2	6	16 (5.3%)
4	Physical discomfort & strange atmosphere				2	4	14	20 (6.7%)
5	Difficulty to understand law		2	4	2	10	16	34 (11.3%)
6	No difficulty / happy	2	6 (3*)	18	23 (1*)	32	78	159 (53%)
	Total	4	12	33	42	64	145	300 (100%)

The above mentioned table indicates that forty-six (15.3%) respondents complained of physical discomfort Twenty-five said that during training they were expected to be disciplined and tough life Few of them feel embarrassed due to the

new and strange atmosphere. Those respondents who were less educated opined that they were facing a problem to understand the laws. While majority, one hundred fifty-nine (53%) respondents were happy and satisfied during their training period.

The preliminary training of police constables involves great deal of physical exercises, like drill, P.T., parade, games and sports. It makes an incumbent physically fit and alert. The duration and strictness in case of female constables is not the same as it is prescribed for male constables. Even then some the respondents complained about swollen legs. While on parades they were expected to be in proper uniform which many did not like. The respondents felt bad about use of harsh tone and rough language on the part of their instructors. Of course, rough words were spoken to the male constables and not to the female constables. Living with men, although in separate barracks, and getting training on the same grounds, provided a strange and quite new atmosphere to some of the policewomen. Some respondents faced problem during the menstrual cycle. They had to report about it to the instructor concerned and request him to allow exemption from P.T. and other physical exercises. Subsequently the authorities allowed each policewoman a three days leave from physical exercise. One elder respondent even complained that her instructor was cruel. If policewoman asked for three days' rest, the instructor suspected her of telling a lie and threatens her that he would put her to medical check up which is quite embarrassing. With such experience, some incumbents avoided asking for leave on that ground. But after ward as the number of women incumbents increased, they asked for leave boldly and the authority had to grant them a leave on that ground as routine arrangement. As a result, some of the new incumbents do not have to face embarrassment of this kind. The other things like physical discomforts, punctuality and strict discipline irked most of them. They infect did not have prior apprehension of such things and hard training before they joined the police department.

The instructors were relatively considerate and sympathetic to the incumbents who were widows of policemen. Some incumbents found the atmosphere at the training centre quite congenial. Six of them, who had received the N.C.C. training, said that for them it was just like being at a N.C.C. camp. They enjoyed training and life at the training centre. This is attributed to two things. firstly, they already had this

type of training at schools and colleges and secondly, they were aware of the nature of training they took their role of policewomen as natural way of life.

By now the women have been in the police force for last thirty years. The police organization and male officers in the organization have accepted their presence. In fact, the organization itself has undergone certain structural changes. In the beginning, no clear cut programme was chalked out for the training of policewomen. Previously the training was meant for six months only. It did not include training in handling fire arms. Now the training period has been extended to nine months and it includes training of using a rifle and pistol and judo and physical fights like karate etc. Further, the officials have introduced changes in the manner of the training. Majority of incumbents said that the instructor was old in age and they saw a father in him. He was very co-operative whenever they were in problem, they added. Some of them even said that many women enter the field of police occupation, but it is a surprising thing that there is no provision made for female instructor to train policewomen. In this respect, an enquiry was made to collect their preferences, 'whether they would like to be trained by a male instructor or female instructors. The table-4.15 shows the responses of the incumbents.

Table —4.15 Preferences of being trained by a male instructor or a female instructor:

Sr. No.	Preference	Policewomen						
		PI	PSI	ASI	HC	PC	PC*	Total
1	Male	3	4 (2*)	12	15(1*)	17	46	97 (32.3%)
2	Female		4	11	13(1*)	26	52	106(35.3%)
3	Any other	1	4 (1*)	10	14(1*)	21	46	96 (32%)
4	No response						1	1 (0.3%)
	Total	4	12	33	42	64	145	300 (100%)

The data show that no significant difference is marked in the preference for a male or female instructor. Some ninety-seven (32.3%) respondents held the opinion that male instructor can give better training. Another one hundred and six respondents (35.3%) show a clear preference for a female training instructor for policewomen. Some eighty-five respondents said that although they had no experience of female instructor, they perceive no difference between male and female instructors. They always tried to train them properly. Only twelve incumbents said they would not mind

a male or a female instructor for the training. One respondent opined that training should be given by both male and female instructor. It is interesting to note that policewomen who had themselves opted for atypical sex role indicate a preference for female instructors. They, thus, seem to endorse sex-typing socialization even in “male-occupations”.

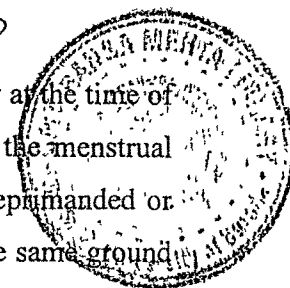
In this way, it is noticed that policewomen in Gujarat, even though they expect free environment to work and in that respect would prefer a female to train them, but they do not possess real aptitude for such an environment. As a result, they face a dilemma rendering their irresoluteness to affect their performance adversely. Hence, it would be good if they overcome the dilemma and concentrate more on role performance. That is where their real value lies.

As there is no provision made for female instructor, all the respondents were trained by male instructors. It would be useful to look at types of difficulties they faced when they were trained by male instructors. Hence, it was tried to know whether the respondents had faced any difficulty while they were taking training from male instructor. A question was asked, “What kind of difficulties had you experienced while getting training from male inspectors?” The table-4:16 presents the responses given by the incumbents.

Table -4.16 Difficulties faced by policewomen while getting training from male instructor.

Sr. No.	Difficulties	Policewomen						Total
		PI	PSI	ASI	HC	PC	PC*	
1	Punctuality & disciplined life	1		1	2	3	16	23 (7.7%)
2	Filthy language						1	1 (0.3%)
3	Liberal with ladies			7	10	17	18	52 (17.3%)
4	No liberal				1		2	3 (1%)
5	Feel hesitation if any problem		2	7	4 (1*)	13	20	46 (15.3%)
6	No difficulty / happy & satisfied	3	10 (3*)	18	25 (2*)	30	87	173 (57.7%)
7	Any other					1	1	2 (7%)
	Total	4	12	33	42	64	145	300(100%)

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The table reveals that about 50% respondents faced no difficulty at the time of training. The kind embarrassment they faced included that related to the menstrual cycle, feeling uneasiness during P.T., exercises or parade and being reprimanded or receiving punishment in front of other male constables who were on the same ground for training. Some incumbents felt ashamed, when they had to inform their instructor why they should be excused from P.T., parade or drill etc. They were required to remain present on the ground even if they were exempted for physical exercises. It was quite humiliating and embarrassing for them. A typical feminine reason meant to be restricted to women's knowledge was made to expose to other male constables. The secret becomes public. Thus, the procedure puts them to shameful condition. They have to cast off womanly modesty just to avail three days' leave from physical exercise. To avoid comments, or gestures from the male counterparts, some of them continue doing physical exercises even during the menstruation. They might attract the attention of other policewomen who would not hesitate to make undesirable comments. One elder policewoman and three of the young policewomen received shocks at the filthy language used by the male instructors. Further, a few could not cope with an expectation of punctuality as regards to timings and general 'discipline' that was strictly enforced by a male instructor. Only three respondents said that their male instructor was partial in treatment to the trainees.

The difficulties experienced by the respondents while receiving training from the male instructor can be elaborated further. In that respect, more information was sought on why they prefer female instructor. The respondents were asked to indicate how they perceive differences if they were trained by a female instructor. Table-4.17 indicates the responses.

The table 4.17 (page: 152) shows that the majority of respondents said that they would feel free to talk to a female instructor. Even those respondents, who contended that they would face no difficulty while receiving training from a male instructor, mentioned that there were "certain things" which they would not mention to a male instructor. They would rather talk freely with a female instructor. They were obviously referring to menstruation. They also felt that female instructor would be more considerate and sympathetic to them as compared to a male instructor.

Table -4.17 Perceived differences if trained by female instructor:

Sr. No.	If trained by Female Inspector	Policewomen						Total
		PI	PSI	ASI	HC	PC	PC*	
1	Can talk freely with the inspector		4	16	19(2*)	34	80	153 (51%)
2	More considerate & sympathetic	2	1	2	2	4	15	26 (8.7%)
3	Less strict / cannot train properly		3	2	7(1*)	4	17	33 (11%)
4	Cannot discipline					1	1	2 (0.7%)
5	No difference	2	4(3*)	11	10	14	25	66 (22%)
6	No apprehension and embarrassment			2	3	6	6	17 (5.7%)
7	No response				1	1	1	3 (1%)
	Total	4	12	33	42	64	145	300 (100%)

Parsonian thinkers talk about dichotomy between 'instrumental' roles and 'expressive' roles. The policewomen are of the view that the female instructor can not play an instrumental role. According to the respondents it is the domain of the male. Female instructor rather played expressive roles. Another significant difference that the respondents perceived was with regard to the ability of a female instructor to impart training. Many incumbents who agreed that they could talk freely to a female instructor believed at the same time that a female instructor would not be able to impart training as efficiently as a male instructor. They were of the opinion that a female instructor would not be able to inculcate discipline among incumbents. She would be too soft to be of authoritarian type. Women recruits would not show equal respect to her just because she is a women instructor. It has been observed that women constables do not show the same type of respects to women sub-inspector as they show to a male head constable. It is interesting to note that policewomen themselves hold doubts about the ability of a female instructor to impart training to them or to inculcate discipline in them.

Four of the incumbents indicated a preference for a male instructor. The reason is to work alongwith the male counterparts. They felt that training received from a male instructor would help them to perform their role with much efficiency and greater effectiveness. They are, however, required to deal mostly with women

FIGURE:1 Factors Influencing the Integration of Women in Police Force:

<div>1. Police Force<ul style="list-style-type: none">• Changing Images of Social Control• Police Missions• Combat to support ratio• Organized Structure• Level of women’s integration• Leadership• Interaction</div>		<div>2. Society<ul style="list-style-type: none">• Demographic Trends• Structure of working Population• Gendered Segregation of Professions• Economic Development• Family Patterns</div>	
<div>3. Politics<ul style="list-style-type: none">• Political System and Leadership• Politics on Race, Ethnicity, Gender and Sexuality• Political Ideology• Organised interests• Law• Media• Police-Public Relation</div>	<div><i>Women in Police force</i></div>		<div>4. Culture:<ul style="list-style-type: none">• Social Construction of the Society• Social Construction of Gender Roles• Discourse on Gender Roles in Society• Key Social Values, Power and Equality</div>
	<div>5. International Environment:<ul style="list-style-type: none">• Security• Women Empowerment</div>		

population only, they perform duties alongside the male police or under their supervision. There are seven police stations in Gujarat that are looked after by policewomen only. 'Women Protection Cells' too are also run by policewomen only. They are set-up in those cities where women police station is not available. But their jobs are transferable and they are supposed to perform all the duties given by the officers time to time.

7. Conclusion:

The numbers of women who come to police attention either as crime-doers or as victims of crime are not many when one compare the same with the number of men who are handled by police. A few decades ago, the number of women was practically nil. There is a view that the women were never doubted as crime-doers and that was the reason why they were not suspected as crime doers. When police dogs came to the scene of crime, they mercilessly caught hold of women crime-doers and further investigations proved that they were directly or indirectly involved in the commission of crimes. Today, more and more women are found to commit crimes and resultantly they are handled by police. While they were dealt with, the police were accused of involving themselves in violations of gender decency. The concepts of gender justice thus received more and more importance-and resultantly, more and more women were recruited into the police force. As James Vdackumachery notes that today, there is an argument that $33\frac{1}{3}$ percent of police personnel in all categories must be women. The women in All Women Police Stations handle cases relating to women and children.