

CHAPTER-FIVE

Commitment and Role performance

A. Commitment and Role performance

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1. Introduction:

Any job performance requires commitment for success. Commitment implies attention, perseverance, sincere involvement and result-oriented motivation on the part of a performer. More commitment is expected for highly sensitivity job. The police job is a highly sensitive job that involves security and safety of the people at large. People's wellbeing, peace and prosperity depend on sincerity on the part of a police person deputed on duty. If the police are alert, people at large may be rest assured and sleep peacefully at night. Such job expectations from a police person explain the value of commitment in his behaviour.

In the field of occupational sociology the term 'commitment' has been used to express a varied assortment of ideas. In spite of its widespread use there is a lack of consensus on its definition and criteria of measurement that may help in determining the level of commitment and the factors that promote commitment unit of observation, and individual or organizational behaviour (Abramson, 1958; Moore and Feldman, 1960; Becker, 1971). However, economists and sociologists show consensus on the use of the concept of 'commitment'. It facilitates the analysis and understanding of human economic behaviour, even though, there is no agreement on a particular procedure of the analysis. Accordingly, some economists and sociologists, ventured to study commitment on the part of Indian workers. They arrived at different outcomes conclusions chiefly because of differences in their approaches (Ornati, 1955; Prabhu, 1956; Sen, 1956; James, 1957; Hauser, 1957; Myers, 1958; Morris, 1958; Sheth, 1960; Lambert, 1963). Lambert remarks about the differences, "The disagreements reflected by these different positions are the result of taking different sub-sets of data from a variety of situations and times in India" (Lambert, 1963).

In his research on "Indian Policewomen", Mahajan writes, 'the present study cannot resolve the debate, because, it refers to women workers who are engaged in atypical sex role, a situation not dealt with before. Moreover, the time when the policewomen in the present study entered their present employment stretches back over thirty years and thus, the aggregation of their experience is not exactly the same as a cross-sectional study of the employment history at one point in time. Under these circumstances it was fruitless to speculate on the "real" meaning of commitment to the present situation '

If aspects of the environment or demands associated with multiple roles are emphasized, it may fail to take sufficient account of personal meanings of situations. Sources of pressure in managing work and the family evoke different reactions among different people. Personality and attitudinal factors are other sources to influence work orientation and sex role attitudes.

2. Commitment to the career and commitment to the police role:

Commitment is conceived as of two types: commitment to career and commitment to a particular occupation. Meyer and Allen (1991) notes that common to the various definitions of organizational commitment is “the view that commitment is a psychological state that (a) characterizes the employee’s relationship with the organization, and (b) has implications for the decision to continue membership in the organization” (pp.67). Thus, regardless of the definition, “committed” employees are more likely to remain with the organization than the “uncommitted” employees.

According to Wiener & Gechman “Commitment behaviour is socially accepted behaviour that exceeds formal and/or normative expectations relevant to the object of commitment” (1977, p.48). Wiener, notes that it is the totality of internalized normative pressures to act in a way which meets organizational goals and interests (1982, pp.421).

For the purpose of the present study a tentative definition of commitment has been worked out. According to it, ‘Career commitment means acceptance of attributes of career life, willingness to stick to career life under favourable as well as adverse familial conditions and readiness to learn appropriate behaviour facilitating occupational role performance. The term ‘occupational commitment’ means preference for a particular occupation, readiness to continue the job, in the same occupation under favourable and adverse familial situations and willingness to recommend jobs in the same occupation to near kinsmen. By implication, there may be different levels of commitment. low, medium and high. In the present context the term, ‘occupational commitment’ refers to commitment to jobs in the police force. Following the Mahajan model the unit of observation is an individual who is a policewoman and her consistency in attitudes and actions appropriate to police career expectations (Mahajan, A. 1982).

In order to assess the commitment to career life among policewomen in Gujarat, the respondents were asked the following questions:

- I. If given a chance to start your life afresh, would you take up a career in the police or devote full time to household activities?
- II. Would you continue with the police force even if your husband is well off?
- III. Suppose your husband disagree with your choice of police career, what would you do?
- IV. Would you prefer to recommend the police role to your near relatives, like daughter, sister, etc.?

Each question will be taken up separately to know the level of occupational commitment on the part of elder and young incumbents in the policewomen force. The respondents, who wish to take up a police career once again, if given a chance to start afresh, are treated as committed to career. Similarly, those who would recommend the police role to their near relatives too may be termed as committed. The respondents were placed in a hypothetical situation to find out their commitment to career life. Those who have taken up a police career motivated by adverse economic circumstances may continue in this gainful employment, not because they like to job or have accepted the career as a way of life, but only for economic reasons. In this sense, their commitment to career life can not be termed high. Committed respondents would take up a police career even if they enjoy comfortable economic resources. They develop a liking for the career and stick to it for the life time. This is the commitment on their part. The respondents were then exposed to another hypothetical situation in which their husbands dislike their taking up the police career. If they quit the job on that ground, they may not be termed as committed to career life. If they show determination and courage to join the police force despite their husbands' resentment, they are termed as committed.

The respondents were asked the first question, "would you take up a career or devote full time to household activities if given a chance to start your life afresh?" The purpose was to find out the level of commitment to the police role on the part of the respondents. If an individual is given a chance to start a career afresh prior to making a choice one is likely to keep in mind her likes and dislikes as well as her life experiences. The responses given by the incumbents are presented in the table 5 1.

Table-5.1 If start a career afresh, what choice?:

Sr. No	Career preference	Policewomen						
		PI	PSI	ASI	HC	PC	PC*	Total
1	Police career	3	11 (3*)	21	28 (3*)	34	84	181 (60.3%)
2	Career other than Police			4	8	20	46	78 (26%)
3	No job			1	2	3	1	7 (2.3%)
4	Any other	1		7	3	7	13	31 (10.3%)
5	No response		1		1		1	3 (1%)
	Total	4	12	33	42	64	145	300 (100%)

Above mentioned data reveal that about 86% of the respondents were found to be committed to the occupation. A significant difference is marked between elder and young incumbents. Some ninety-one out of one hundred forty-nine elder respondents 30.3% were found committed to the police occupation. Whereas the number of such committed incumbents among the young respondents was 30% of the total, i.e. ninety out of one hundred fifty-one. Otherwise no other difference is noticed between the two groups of the policewomen committed to the police role.

Some of the thirty-two elder respondents and forty-six the young respondents expressed that they would prefer any career other than the police. These incumbents, with good educational record tend to compare their career with other career and feel complex about them. They admitted that they had to opt for the police occupation because of they could not get an expected job anywhere else and that they desired economic independence. As a result, their performance rendered shared commitment to the police occupation. Hardly 2.3% of the respondents were found to be devoting full time to household activities alongwith their usual occupational commitment. Thus, they were committed neither to career nor were to occupation. There were 10.3% of the respondents who escaped giving responses with some other replies like:

- "Just a few years are left for me to serve. So why to think much over it"
- "Since there is no job for them and if anybody wants a job she will not get one."
- "I possess lower educational qualification so I cannot get any other government job."
- "If I get a teaching job, I am ready to leave this job at once."
- "If I get any Government job, I would better leave the police job"

- “I am ready to leave this job as soon as I get any other job.”
- “If there is any other job with fix office time for a working day, I would like to take it up.”
- “There is no chance of getting any other job”

As it is already mentioned earlier that women join the police force only because their socio-economic condition is low. Hence, the economic security remains for them the chief consideration to accept the police role. It is a state government job the incumbents are recruited on permanent basis. Here occupational commitment is not much important for them. You attend the routine duty on time, although mechanically, and that is enough to continue in the job. They are primarily committed to a career that is a personal gain and that’s why it is assumed that the commitment for the police role may not be to higher as their commitment to a career.

There are respondents, who perceive that gainful employment in the police role may elevate the status of women. Such respondents may be put under the category of committed workers. It may be, assumed that elder incumbents who have served in the police force for a longer period, would be more committed to the police career. The young respondents have yet to establish affiliation with the police environment and to adjust to the police a way of living. However, the data reveal a different picture. The young incumbents were more committed to the police role than the elder group of policewomen. On the other hand, the respondents, who have taken up a career although with comfortable economic resources, are those who develop liking for the police career and hence are committed to it. The second question was asked to the respondents in this respect to find out if they would continue with the police job if their husband’s economic position is sound.

The responses obtained from all married incumbents and also from some of the unmarried respondents from the content of the table 5.2 below

Table-5.2. Continue with the job. if husbands` sound economic position.

Sr. No	Response	Policewomen						
		PI	PSI	ASI	HC	PC	PC*	Total
1	Yes	2	4	10	19 (2*)	26	73	134 (44.7%)
2	No		5	17	17	24	28	91(30.3%)
3	Any other	2	3*	4	1	11	40	61 (20.3%)
4	No response			2	5 (1*)	3	4	14 (4.7%)
	Total	4	12	33	42	64	145	300 (100%)

The data in the above table reveal that notably 44.7% of the respondents are of the opinion that they would continue with the police force even if their husbands are well off. This does not mean that they are committed to the police career. They are aware that they cannot get any other job with equal salary and other benefits. Further, they can stay in the police force even though they possess lower educational qualifications. This makes them comfortable with the police job. But there are seventy-seven young respondents who were firm on their decision. They would continue with the police force despite their husband's sound economic position. All of them possess higher educational qualification. With it they believe they would join any career. But in the present situation, it is not so easy to get a job of one's choice. They were lucky that they got this job. In the course of working, they developed liking for it. They were also aware that large number of women wants to join the police force. But nowadays that also is very difficult. In the wake of unemployment, they face high competition to get job in the police force just like any other career. In the recent time, a number of incidents are reported of a huge mob gathering at the police recruitment fairs seeking employment in the police force. It is thus obvious that all the elder respondents opt for the police job only on economic compulsions with either no source of income or insufficient income in the family. Most of the young incumbents joined police force with motivation and ambition to be economically independent. Otherwise they would be interested in any type of job.

About 30.3% of the respondents said that they would certainly quit the police job provided their husbands are economically sound. In this respect, there were sixty-three elder respondents and twenty-eight young respondents out of total three hundred respondents who were assumed to be not committed to the occupation. They have to continue with the police force only on economic grounds. Some respondents' husbands were not doing anything and so the respondents had to shoulder alone the house hold requirements and needs of the family. Some of them are separated, widows of policemen or divorcees and hence they have no option left but to work.

The data also indicate that 4.7% of the respondents shied away from giving response to the inquiries made. They were firm of their opinion that they had no scope for it, as they have to join the police force just for their lower economic condition. If their husband had enough income to support their families they would have never

thought of joining the police force. Some of the respondents who were unmarried girls, widows or deserted women too avoided answering the question. The unmarried women told that it can be decided only when the situation arises.

Thus, the data support to some extent, the contention that a policewoman's employment is depend upon her husband's income and it is particularly in the cases if a wife takes up employment to supplement the family income. Of course, it is already established that a policewoman takes up her present occupational role for economic needs. The results, further, establish that a wife's gainful employment outside her house continues to be secondary to her role as a house-maker. However, commitment on the part of the new generation out plays the economic role and it indicates a changing trend of career discernible in established role relations in a family. By and large the social reality projects that a husband's income determines a wife's employment and perhaps her commitment.

Another variable that determines the occupational commitment of the incumbents is related again to the earlier discussion. If a husband's income determines the wife's entry in the labour force, it can be presumed that a husband's likes and dislikes too are related directly to the wife's employment and commitment to an occupation (Ramona Howell, 1970). In view of Howell's observation, Goode remarks that males usually exercise authority over females. Apparently in all societies the privilege of taking a major decision lies in the hands of men (1965). He further says that a husband's attitude towards the wife's employment has relevance to marital adjustment as well. "In families in which the wife works, but the husband disapproves, the level of marital adjustment is lower". (Goode, 1965: 76)

In a patriarchal society it is ideally expected from women to be obedient to their husbands. Women's liking and decisions of life are subservient to the husbands' likes and decisions. There are many examples in the society that women would decide about their career only on their husband's consent. Earlier police role for woman carried a bad image. It is assumed that if a woman withdraws from the police force it is because her husband dislikes the job. As a result, she does not evolve as a committed career woman or a career conscious woman

In order to collect the respondent's responses on career and commitment to the police role they were asked a question, "Suppose your husband dislikes your police

job, what will you do? The purpose was to ascertain the level of commitment among them to the police role. The responses of the incumbents are shown in table-5.3.

Table-5.3 Responses of the incumbents regarding husband's dislikes of police career:

Sr. No.	Response	Policewomen						
		PI	PSI	ASI	HC	PC	PC*	Total
1	Shall continue the job		3(1*)	11	8	13	19	54 (18%)
2	Shall persuade him	2	5	4	13(1*)	19	55	98 (32.7%)
3	Shall leave the job			3	4	7	22	36 (12%)
4	Any other			7	5	5	11	28 (9.3%)
5	No response	2	4(2*)	8	12(2*)	20	38	84 (28%)
	Total	4	12	33	42	64	145	300 (100%)

The table reflects that only 18% of the respondents held the opinion that they would continue with police force even if their husbands dislike the job. Among young respondents there are six unmarried women and fourteen married women and one unmarried, twenty-two married, seven deserted and four widows among the elder incumbents. Some of them were married, separated or divorced at the time of their recruitments. Hence, there is no question of any other thought. But remarkably enough number of respondents believed that they would persuade their husband to allow them to continue with the job. Some 12% of the respondents were so obedient that they would quit the job if their husbands do not like it. At the same time, they also would not like to continue with the job. About 9.3% of the incumbents came out with various answers, like;

- "It was already decided before the marriage and hence given the permission"
- "He agreed and liked the job"
- "There was no question of dislike because he is not working"
- "He inspired me to join police force"
- "He also liked this job because his income was not sufficient to the family's expenses."
- "I would not marry with him if he does not give permission"
- "I accepted this job after I was deserted or divorced or separated from my husband."

Other 28% of the respondents are either unmarried, deserted, divorcee or widows. Therefore, they avoided answering the question. In other words, deserted or divorcee women had to join the police force because their marriage had failed and they need to be economically independent to support themselves. Widows on the other hand, lost the source of income with a loss of husbands. Put in a pitiable condition, they had to accept the job. There are 28% respondents who too avoided answering the question. There received no response from these incumbents who are either unmarried or widows of policemen.

Woman today keeps a means of survival in their hands. This makes them free from the husbands' claim superiority in a family. It is, therefore, understood that parents, especially mothers, attach great importance to their daughters becoming economically independent. They know that in this way they can protect themselves from the pressures of the in-laws. This condition applies also to a nuclear family. In a joint family economic independence of a young wife means a potential challenge to the unchallengeable authority of the in-laws. In the nuclear family such a status on a wife's part poses a threat to the authority of the husband, who plays the chief bread earner of the family. This danger makes visible open conflicts between the spouses over economic role. Because the husband economically weaker, he has to tacitly submit to an actual reversal of roles. Today's women are aware of their improved status and know that it can be achieved only if they are economically independent.

Working in a particular organization helps an incumbent to know in greater details the pros and cons of taking up an occupational role in that organization. It is believed that the policewomen, who develop liking for the police force and find that there is congenial atmosphere would recommend to their close female relatives. On the other hand, who develop negative feeling about the job in the police force are the ones who were motivated by their near relatives. It is a different matter that the person concerned is in dire need of a job and jobs of their choice are not available at the other organizations

The respondents were asked the question if they would recommend a police role to their near relatives like daughters, sisters, or cousins. It was assumed that the respondents who seemed to recommend an employment in the police to other women

would be occupationally committed. The responses collected on the question are presented below in the table 5.4.

Table–5 4 On recommending the police role to your near relatives like daughter, sister, etc.:

Sr. No.	Response	Policewomen						
		PI	PSI	ASI	HC	PC	PC*	Total
1	Yes	3	11 (3*)	25	28(3*)	43	89	199 (66.3%)
2	No	1		4	8	18	42	73 (24.3%)
3	Any other		1	4	4	3	13	25 (8.3%)
4	No response				2		1	3 (1%)
	Total	4	12	33	42	64	145	300 (100%)

Those respondents who would recommend the police role to their near women relatives are taken as committed. They believe that the police role produces extraordinary courage in women. They can prove their efficiency in the work that is traditionally treated as a male domain. Opinion of some respondents collected present:

- “Women should certainly join the police force if there is any chance of getting it.”
- “Women can increase their self esteem and boldness. They can improve their living.”
- “Due to the police role women can create a different identity for themselves in the society and make a distinct space for them. It enhances self-esteem and confidence in them.”
- “Due to this role, women can protect themselves. They make them acquaint them with the laws.”
- “Women can render social service through this role ”
- “For last few years more and more educated young girls are joining the police force. That’s why the level of women police force is improved considerable.”

- “Yes, it is good for women. It is a government job assuring good salary with residential facility, a permanent and pensionable job, even though obtained with lower educational qualifications.”

It was assumed that those respondents who are interested only in the police career would certainly agree to recommend the police role to other women in their relation. It is interesting to note that more than 66.3% of the respondents said that they recommend their women relatives to join the police force. About eighteen years ago when Mahajan did a research study on policewomen of Punjab, it was revealed to him that only 45.75% of the respondents were willing to recommend police jobs to women who are their close relatives. Further, a significant difference has been noticed in the attitudes held by elder and young respondents. Only 31% of the elder respondents hold positive mind. About 55.44% of the young respondents held positive opinion on the point of recommending their close relative. In the study, the data show that there is no more significant difference noticed about attitude held by the two groups of policewomen.

But interestingly 24.3% of the incumbents affirm on their stand that women should not join the police force and try to seek any other job. Some of their reactions may be summed up as:

- “If economic condition is not sound and there is any other compulsion...”
- “No job is available so easily or it is not possible to get any job.. So women should accept police role if it is available.”
- “If there is any necessity or if you are fond of a police role and able to bear tough life...”
- “Women should accept any job other than the police one because with this job one cannot maintain social responsibility and she is isolated in a society”
- “No, there are many difficulties in a police job. It is only possible if one has the daring ”
- “It would better if a job is in a police station that is managed only by women”.
- “A police role would be better if a woman gets a higher position in the police force. There are many problems in lower level positions.”
- “There is much exploitation in a police job”

- “Policewomen should be alert all the time because they have to deal most of the time with bad people and law breakers.”
- “No, it is bad for women. It is not so good today as it was...”

The above mentioned tables and the four questions may not be sufficient to judge respondents’ commitment to the police role. If we study these tables separately they seem to reveal that more numbers of respondents are committed to the police role. But if the data is scrutinized carefully, the real picture can be obtained. Before we try to determine occupational commitment with the help of these questions, it would be essential to know whether these items are inter-linked and whether they measure one and the same thing, that is, occupational commitment. Here we apply McQuitty’s (1957) Linkage Analysis to carry out the purpose.

Table-5.5. Co-relation matrix:

Items	I	II	III	IV
I	-	138 (66*)	90 (47*)	58 (32*)
II	138 (66*)	-	89 (45*)	58 (34*)
III	90 (47*)	89 (45*)	-	63(38*)
IV	58 (32*)	58 (34*)	63(38*)	-

- I. Preferring police job or not, if to start afresh.
- II. Recommending police job to women relatives.
- III. Prefer a police job if husbands are well-off.
- IV. Prefer a police job if husbands dislike.

The above mentioned correlation may be reliable to find out occupational commitment among the incumbents. The item III (husband’s economic status) and the item IV (husband’s dislike for police job) form a reciprocal pair, that is, they are directly linked. A husband still enjoys a dominant position in a family. Even in the case of policewomen who venture to take up atypical sex role, the husbands enjoy better positions. In other words, a wife’s gainful employment in a particular occupation depends upon husband’s economic status and his willingness to accept his wife’s position in the police. Further, the commitment score among the respondent too help to judge the level of occupational commitment

Table-5.6. Commitment score:

scores	Policewomen.							Cumulative Frequency
	PI	PSI	ASI	HC	PC	PC*	frequency	
0	-	-	-	-	1	-	1	1
1	-	-	2	-	-	3	5	6
2	-	1	1	4	3	4	13	19
3	-	-	2	6	5	14	27	46
4	-	-	4	2	16	16	38	84
5	1	3	12	10	12	31	69	153
6	2	4	5	7(1*)	14	44	76	229
7	-	-	6	8 (2*)	7	16	37	266
8	1	4 (3*)	1	5	6	17	34	300
	4	12	33	42	64	145	300	

The policewomen, who obtained two or less score on all the four variables put together, are treated as having “low” level of occupational commitment. Those whose scores remain in the range of 3 to 5 fall in a group of those whose level of occupational commitment is of “medium” type. But the policewomen who obtained a score of 6 or more (upto 8) are treated as “highly” committed to the police role.

It is assumed that if one works continuously in a particular organization for a considerably longer time he fosters preference for the job. We, therefore, expect that elder policewomen would possess high level of commitment for a police job and young incumbents would have lower level of commitment to the police jobs.

Table-5.7. Level of occupational commitment:

Sr. No.	Level of Occupational Commitment	Policewomen						
		PI	PSI	ASI	HC	PC	PC*	Total
1	Low	-	1	3	4	4	7	19 (6.3%)
2	Medium	1	3	18	18	33	61	134 (44.7%)
3	High	3	8 (3*)	12	20 (3*)	27	77	147 (49%)
	Total	4	12	33	42	64	145	300 (100%)

The data above deny the popular assumption. Some eighty-three out of one hundred fifty-one young respondents are found to be highly committed. One PSI and three ASI are found with low commitment even though they have a long time attachment with the job.

3. Commitment to work and Family:

Like women at workplaces, women in a family and a society do not miss eyes of social researchers. Women are committed to multiple roles and expend a great deal of effort fulfilling dual role obligations (Bielby & Bielby, 1988; Gerson, 1985). Relative to male employment patterns, female employment patterns are marked with career interruptions and a greater likelihood employment (although the differences between men and women are decreasing, Blau & Ferber, 1985). Using information on female employment patterns to infer women's commitment to employment, however, would be misleading.

Researches on women's work commitment indicate that their labour force behaviour should be treated as empirically instinct and not as indicative of their social psychological attachments to employment (Angrist & Almquist, 1975; Bielby & Bielby, 1984). Female work commitment encompasses a complex life-style in which both occupational and family attachments are embedded. Consequently, inferences about women's job commitment or effort devoted to paid work may be misleading if it is based solely upon family responsibilities.

The nature of police work implies negative responses from the public in general. It demands good judgment and flexibility to deal in stressful and unpredictable situations. It further calls for maintaining a constant state of alertness and functioning in a public view. It is a question of image-building in the public eye. The police organization has quasi-military structure. It has to deal with problems concerning law enforcement, promotions, interdepartmental orders, hours of duty, etc. Policewomen are aware of such a hard life. The fact is that it occupies policemen so much that they are unable to pay enough attention to their family and attend to the responsibilities. Therefore, it would also be believed that a police role is more inconvenient for policewomen. It would not allow them enough time and energy for their families and children.

According to Gore, women's lower status in a family is related to their exclusion from economic spheres. Some of the important and closely integrated components of women's position are: ideology, role in a family, role in a society, economic role, spheres of activities and spheres of forbidden activities, etc. It is widely understood that a married women's work plans are subjected to her husband's approval and are secondary to her own plans as the main provider.

In this study, it is tried to know about the respondents' decision for the future of their own life. As mentioned earlier one hundred sixty-seven (55.7%) of the incumbents were married after their recruitments in the police force and 100 (33.3%) incumbents were already married before their recruitments in the police force. But seventy-two (19.3%) incumbents who were recruited as unmarried are still unmarried. Some fourteen of them have decided never to marry. The question was asked to the unmarried respondents whether she would continue with the job or leave it after marriage. Their responses are presented in the table 5.8 (a) below:

Table-5.8 (a) Unmarried respondents' opinion regarding continues the job after marriage:

Sr. No.	Response	Policewomen						
		PI	PSI	ASI	HC	PC	PC*	Total
1	Yes		3*			3	39	45 (77.5%)
2	No						2	2 (3.5%)
3	Depends				1*	2	8	11 (19%)
	Total		3*		1*	5	49	58 (100%)

	PI	PSI	ASI	HC	PC	PC*	Total
Unmarried respondents		3*		1*	5	49	58 (80.56%)
To live unmarried	2	-	3	1*	3	5	14 (19.44%)
Total	2	3	3	2	8	54	72 (100%)

It is generally believed that in India young girls take up gainful employment until they are married. They withdraw from the labour force once they marry. In most cases, their husbands want them not to continue the career life as well. In short, they do not seem to be career oriented. Their future rests on their husbands' will or consent. To test this contention the unmarried respondents were asked a question: "Do you want to continue in the police employment after marriage?" It was assumed that higher is the level of occupational commitment, the greater would be the chances for women to continue to serve the police force after marriage.

Table-5.8 (b). Unmarried respondents’ opinion regarding continues the job after marriage and level of commitment:

Sr. No.	Response	Level of Commitment			
		Low	Medium	High	Total
1	Yes	-	16 (14*)	29 (28*)	45 (77.5%)
2	Depends	-	1*	1*	2 (0.7%)
3	No	1*	6 (5*)	4 (3*)	11 (19%)
	Total	1*	23 (20*)	34 (32*)	58 (100%)

There are a significant number of the respondents who are treated as more committed. But most of them are committed more to the career than to the occupation. The data show that except two respondents from the ‘young’ group, most of the respondents, say almost 77.5% of them hold the opinion that they will continue with their jobs after marriage. Only eight respondents avoided answering the question. Some of them also opined that even though they are facing a problem of getting a spouse, they would not leave a job.

4. Performance of Policewomen Role:

It is in 1939, a few women were recruited to police service in India and they were not performing any police jobs worth their name or need. The women in India were not inclined to join police as constables and officers. They themselves looked down upon those who joined the service as policewomen. Marriages were really difficult for police women and people used to speak a lot of ‘stories’ about the policewomen- some of course had some truth as well. As the police women who served the police did not concern themselves with administration of justice, they could not offer gender justice to anybody. The police jobs were primarily performed by men and the policewomen were silent spectators for whatever justice was administered by the male police to women who came to police assistance in various capacities. There were criticisms against many policemen or officers of all ranks of their indecent behaviour to the women in police custody. True or false, there were allegations of sexual abuses of even prostitutes brought to police stations after raids being conducted.

Gender justice is a grave violation of the law of nature- that man and women are created alike and with equal dignity. So far, a lot of gender injustice has been committed but now it is time that the law enforcement makes a unique commitment to the ensuring of gender justice.

All over the world policing at one time was considered a man's job when women entered this field it was not to replace men but supplement their efforts to begin with. In all countries without expectation women were employed in police to deal with women criminals, victims and prisoners. They worked as social workers. Gradually their functions well extended to other areas of police work. In United States of America, the Equal Employment Opportunity Act (of 1972) helped the policewomen in claiming a greater share in police functions. The same year the Indian Police Service had its first women officer. The need to have policewomen increased with rising number of women accused criminals and victims of crimes.

There are two schools of thought about the functions assigned to the policewomen. One believes in assigning only a limited range of functions to them while the others advocate their deployment in general for all the functions that are assigned to their male counterparts. Both have strong points in their favour.

There is no doubt that the potential of women have been utilized properly. In most of the states there is too casual an approach towards the functions including interrogation and recording of statements of women accused as criminals and victims of crimes which are mostly carried out by male police. This defeats the very purpose for which women are recruited in the police service.

It is desirable to know the actual functioning of the policewomen force. A view into informally accepted and practiced procedure to execute officially prescribed duties of policewomen would help our understanding discrepancies, if any, in the role performance of policewomen. By implication, it means that informal procedures for execution of duties exist along with officially recognized procedures. The subsequent description of the normal functioning of the policewomen force is based on the secondary data obtained through informal talks with male police officers and also through observations.

The policewomen in Gujarat are posted at police stations in each district. The strength of this force in one district differs from that in another district. Each district too differs from one another in size and population. In this respect, each district varies in number of police personnel. Each Taluka in a district has minimum two policewomen on the post. The government sanctions 10% strength of policewomen. Policewomen are accommodated in the police lines. A few are, however, granted permission to live out side the police line. They have their husbands or parents residing at another place in or around city. Most policewomen are assigned duty during day, provided there is no actual work at night in the police stations regarding women or children. They are mostly engaged in office works. In no case a number of policewomen accompanying male police officials should be less than two. As they are supposed to be on duty for 24 hours, they can be asked to be on duty at any time of the day. It depends on the need. It is perhaps for this reason that they are generally housed in the police lines to ensure their ready presence. During the day roll call is taken at 8 pm. Further, to keep them physically alert, they are required to do parade and physical training twice or at least once a week. It is compulsory for all policewomen.

In Gujarat, policewomen in the last three ranks are not put on day or night patrol duty. Their services are needed for bandobast when some women are suspected of a crime or when women are likely to participate in processions, agitations, fairs, or other activities. They are needed to provide protection to women participants or to apprehend women suspects or wrong-doers. In short, their jurisdiction is confined to female section of the society. The policewomen in the ranks of PSI, PI and above however are engaged in duties at par with their male counterparts.

Policewomen's job is to arrest women or girls defaulters and to interrogate them. It includes conducting personal search, keeping a watch and warding at hospital. It as well includes escorting them to the court and keeps their judicial lock up. As policewomen are not always available at the site of crime or at the time they might reach the concerned police station later. In that case, it is policemen who arrest women also. When the policewomen were in a limited number and not available at some of the police stations, they were called from the district head quarter. Women criminals usually have some male accomplice. The male police sometimes apprehend

both the male and female suspects. They arrest them and put them in the police lock up. Policewomen's actual work starts at this point. It is because policewomen are generally not allotted field duties. Of course, when some arrest or raid is planned in advance, policewomen are sent to the place of crime as per the plan.

When it concerns to ascertain policewomen's role in dealing with women suspects, another question arises: How do the policewomen react while giving physical punishments to women suspects? It is assumed that highly committed policewomen would treat it as the duty. They would feel satisfied in giving punishment to wrong doers. Those with low occupational commitment would, however, do it unwillingly. Further, if the values held by the policewomen do not match conformity with that of work-group and their informal expectations, they would feel uneasy while performing the duty. In fact, most newly recruited policewomen in the constabulary rank are not assigned such tasks. Yet they all have given their responses on the question. Their responses and the level of commitment can be ascertained from the following table.

Table-5.9 (a) Opinions regarding the treatment are given to the offenders:

Sr. No.	Response	Policewomen						
		PI	PSI	ASI	HC	PC	PC*	Total
1	Feel happy	3	4 (1*)	7	10 (1*)	12	31	67 (22.3%)
2	It's a part of duty		5 (2*)	5	12 (2*)	16	37	75 (25%)
3	When forced, I punished		1	6	5	11	29	52 (17.3%)
4	Depends upon suspects			2	3	1	1	7 (2.3%)
5	I dislike, try to avoid	1	2	7	4	11	21	46 (15.3%)
6	Use mental treatment			4	6	6	10	26 (8.7%)
7	No powers, only watch			1		1	2	4 (1.3%)
8	No need			1		1		2 (0.7%)
9	No experience				1	2	9	12 (4%)
10	No response				1	3	5	9 (3%)
	Total	4	12	33	42	64	145	300 (100%)

The table shows that majority (25%) of the respondents opined that giving punishment to the offenders is a part of duty. Some 15.3% of the respondents opined

that they dislike punishing the offenders and they try to avoid it. It is surprising that nine respondents have no experience about it. They are only engaged in office work till they join the police force. It is vital to find co-relation with respondents' opinion regarding the treatment given to the offenders and their level of commitment. It was assumed that those respondents would dislike giving punishment and avoid it may less committed to those who enjoy giving punishment. The table 5.9 (b) reveal the fact about it.

Table-5.9 (b) Opinion regarding the treatment given to the offenders and level of commitment:

Sr. No.	Response	Level of Commitment.			
		Low	Medium	High	Total
1	Feel happy	-	24 (14*)	43 (24*)	67 (22.3%)
2	It's a part of duty	5 (3*)	32 (16*)	38 (22*)	75 (25%)
3	When forced, I punished	3 (2*)	27 (13*)	22 (14*)	52 (17.3%)
4	Depends upon suspects	-	4	2 (1*)	6 (2%)
5	I dislike, try to avoid	5 (2*)	19 (6*)	22 (13*)	46 (15.3%)
6	Use mental treatment	3	12 (7*)	12 (3*)	27 (9%)
7	No powers, only watch	1	2*	2 (1*)	5 (1.7%)
8	No need	-	2	-	2 (0.7%)
9	No experience	1	6 (5*)	4 (3*)	11 (3.7%)
10	No response	1	6 (3*)	2*	9 (3%)
	Total	19	134	147	300 (100%)

The data reveal that the ratio of highly committed policewomen is higher. Such policewomen feel happy when they punish wrong doers. The police personnel are bound to perform all police duties assigned by their officers from time to time. They cannot deny it, or the option is not left to them to choose a duty. High officials decide every thing. Each employee of the police force is duty-bound. He has to obey the orders of the high officials. In short, individual's liking or disliking for a particular duty has no room for consideration. Even though one performs different duties assigned we cannot deny that a few may like some type of duties more than the other types

The duties of the policewomen can be broadly divided into three main sub-heads: (a) Executive Duties: The duties that demand an individual's initiative to execute them effectively, like investigation, interrogation, strike, agitation, demonstration etc. are grouped together. They are called executive duties.

(b) Field Duties: The second category consists of field duties, like V.I.P. duty, fairs, patrolling, processions, etc. like men do. These are mostly peaceful aggregations. The executions do not demand an individual's initiative. For the performance of these duties, policewomen are always deployed with the men force.

(c) Civilian Duties: The third category of duties does not involve the policing work. These types of duties are not different from other civilian duties, like office work, orderly duties, wireless job and other sundry duties. These are fixed duty hours. They are normally executed during the day time and normally at the station of posting.

The purpose of grouping the duties into the above noted three categories is to differentiate the respondents according to their performance of different duties. It is assumed that highly committed policewomen would show greater preference for executive duties, whereas policewomen with low occupational commitment would prefer in-station duties of fixed hours. The respondents' preferences, responses and their commitment levels are indicated in the table 5.10 below:

Table-5.10 (a). Preference of police duties:

Sr. No	Response	Policewomen						Total
		PI	PSI	ASI	HC	PC	PC*	
1	Executive	3	8 (3*)	15	11	22	31	90 (30%)
2	Field duty		1	3	5 (2*)	8	14	31 (10.3%)
3	In station (fixed duty ours/ office time)	1	3	15	26 (1*)	34	100	179 (59.7%)
	Total	4	12*	33	42	64	145	300 (100%)

The above mentioned table indicates that only 30% of the respondents opined that they like to perform executive duties. The data reveal no significant relation between the two groups of the respondents. Only 10.3% respondents express their liking to perform field duty. But the majority (59.7%) of the respondents opined that they prefer only office time duty in the police station. The table 5.10 (b) indicates the

relation between respondents’ preference of police duties and their level of commitment.

Table-5.10 (b). Respondents’ preference of police duties and level of commitment:

Sr. No.	Responsc	Level of Commitment			
		Low	Medium	High	Total
1	Executive	7 (1*)	39 (16*)	44 (17*)	90 (30%)
2	Field duty	-	14 (8*)	17 (8*)	31 (10.3%)
3	In station (fixed duty ours/ office time)	12(6*)	81 (37*)	86 (58*)	179 (59.7%)
	Total	19	134	147	300 (100%)

According to the data above it becomes clear that highly committed respondents prefer executive duties. Other thirty-one respondents who hold medium level commitment too prefer executive role. But surprisingly seven incumbents with low commitment level too prefer executive duties. A fewer number of highly committed incumbents prefer in-station duties. Most of the respondents with low commitment prefer in station duties.

Another related question is that would happen if the respondents avoid performing some duties. All the respondents have their interest and choice for a particular type of duty. But it does not always happen that one gets duty of his choice. They have to perform the duty assigned whether they like it or not. So, the respondents expressed opinion on their disliking of particular duties that they have to perform unwillingly.

Table-5.11 (a). Dislikes of police duties:

Sr. No.	Response	Policewomen					
		PI	PSI	ASI	HC	PC	PC*
1	All duties like	3	12 (3*)	17	32 (3*)	4	81
2	Some duties dislike	1		16	10	60	64
3	Total	4	12	33	42	64	145
							300 (100%)

The table above shows that half of the respondents accepted that they like all types of duties. It is strange to note that one woman police inspector said that she doesn’t like some duties like bandobast, night duty etc. The remaining 50% respondents admitted that even though they do not like some of the duties but they cannot refuse doing it and that they are bound to perform all the duties whether they like it or not. The data indicates a significant difference between ‘young’ respondents and ‘elder’

respondents and their opinions regarding their liking of the duties. But there is not much difference in their opinions that they do not like some duties. The number of respondents in both the groups, particularly those working as police constabulary post, is almost equal. It was tried to find out the relation between respondent's likes and dislikes of duties and their level of commitment. It is hoped that the table – 5.11 (b) would make it clear

Table-5.11 (b) Dislikes of police duties and level of commitment:

Sr. No.	Response	Level of Commitment			
		Low	Medium	High	Total
1	All duties like	8(1*)	59 (23*)	82 (32*)	149 (49.7%)
2	Some duties dislike	11 (6)	75 (38*)	65 (51*)	151 (50.3%)
	Total	19	134	147	300 (100%)

The above data reveal that even with having high level of commitment, sixty-five of the respondents show preference for some of the police duties like night duty, field duty, bandobast, guard duty, station duty, wireless duty, japto etc. It is again strange to note that some fifty-two out of these sixty-five respondents want to avoid night duty. The duties that respondents would like to avoid are mentioned in the table 5.11 (c).

Table-5. 11 (c) Duties like to avoid: (Total Response= 151)

Sr. No.	Response#	Policewomen					
		PI	PSI	ASI	HC	PC	PC*
1	Bandobast		2	1	2	12	9
2	Japto		1			11	2
3	Field duty		1	6	4	5	18
4	Night duty	1	2	9	13	24	68
5	Guard duty			8	12	2	1
6	Out station		1	7	1		1
7	In station		1	5	1	1	1
8	Wireless duty					6	39
9	Patrolling		2			1	1
10	Traffic duty		4			1	1
11	Night patrolling						1

Multiple responses are accepted

It can be seen from the table that more than 30% of the respondents opined that they do not like to perform the night duty. Even though the respondents are not assigned any challenging job together with the male counterparts they are frightened to perform such jobs. They in fact expect only lighter duties. They do not show

courage to take risk. They lack confidence for it. On the other hand, there are nine incumbents who said that they do not like to perform in station duties. They are eager to perform field duties. But such duties are not assigned to them. One of the respondents expressed her opinion:

“I don’t like in station duty. I want to perform field duties. One who performs field duty can earn more from the wrong doers But there is no extra income in the office work and it is boring. Policewomen are not assigned a field duty. We, therefore, can’t get extra earning as policemen can get from the field.”

It reveals from the above opinion that consideration for field duties is not because of the thrill or adventure involved in the task, but an extra earning that one can raise through a bribe from defaulters. The police uniform of the respondents is taken as another aspect to consider judging the level of commitment with regard to the police role. It is assumed that those policewomen who are ready to wear pant-shirts as uniform would be more committed to the job than those who prefer to put on saris. Some policewomen recruited into higher ranks believed that pants-shirts can make more convenient and impressive uniform for them. But most policewomen who are recruited into constabulary ranks and carry with them traditional background would choose either Punjabi-suits or saris as uniform suitable to them to perform the police role. Of course, police department insists on policewomen to put on Punjabi-suits. The table below presents the opinions of the respondents on their uniforms.

Table-5.12. Preferring uniform and level of commitment:

Sr. No.	Uniform	Level of Commitment			
		Low	Medium	High	Total
1	Pant-Shirt	1*	18 (13*)	28 (21*)	47 (15.7%)
2	Punjabi-suit	9 (4*)	43 (26*)	45 (35*)	97 (32.3%)
3	Sari	9 (2*)	65 (20*)	63 (24*)	137 (45.7%)
4	Any other	-	8 (2*)	11 (5*)	19 (6.3%)
	Total	19 (7*)	134 (61*)	147 (85*)	300 (100%)

The data presented above reveal that 15.7% of the respondents with high level commitment would prefer pants-shirts as uniform suitable for the police role. Some 32.3% and 45.7% of highly committed respondents believed that Punjabi-suits and saris would be more comfortable for them respectively. The table further shows that

thirty-five young respondents prefer pants-shirts. While only forty-six young respondents told that sari is more comfortable to policewomen. There is as such no significant difference marked in the level of commitment among them in respect of their preference for a particular kind of uniform. But a pattern is marked among them that reveal that more committed incumbents prefer pants-shirts as ideal uniform for policewomen.

The performance is a process of internalizing an idea and then to practice it. In turn, it becomes a habit. As a result, it becomes a fundamental part of the way in which a person thinks and undertakes the work. Performance is a mirror that gives time reflection of the level of confidence and commitment that a performer holds. It becomes a base, rather on evidence to impart evaluation of a person.

When women were brought into the male dominated occupation, question arose of role performance. If women would perform all functions of the police work as equal to men, one would ask "can men really perform all the functions of the police work?" Such comparisons would be in a way extremely unfair. Historically and traditionally, law enforcement is viewed as a task meant for policemen only. It wants one to use strength, toughness and anger typical to masculine behaviour. As a result, it emerges as clear-cut role for male police officers in the criminal justice system.

The working of policewomen in various countries, however, shows that many phases of police responsibilities could be better performed by policewomen. In the enforcement phase of the work, policewomen are generally found to be more suitable to deal with women and children who are involved in sexual crime as defaulters or victims. Women police officers find it easier to extract information about offenders in cases of sexual assaults. Male officers would have failed to get in that much at interviewing or interrogating defaulters or victim. They would show more confidence in women police officers.

Runaways constitute a significant segment of the delinquency picture. In the cases of runaway girls, the role of policewomen is indispensable. Deploying women police officers to deal with such cases would prove effective to reach to the real problem and investigate the cases. To ascertain what a girl would feel while running away from her home and then to determine the best course of action to pursue would be the dealing that can best be served through policewomen. The very nature of women enables her to relate instinctively with a person in distress and, in the same

way, the affected would sense in her a kind of maternal sympathy. As Heidensohn notes in her research, "In cities where moral problems are acute policewomen are relied upon to solve them. "This is a women's work," Once said a male police officer from Britain when he brought to the station house a list of the names of young girls who were found in great moral distress on streets, "A man can do little but warn these girls, but policewomen can go much further and save them from danger." The policewomen inspected lodging houses frequented by common prostitutes and were able to save the younger ones. They did the real constructive work in rehabilitating them" (1992: p-113).

One retired I.G.P. Trilok Nath remarks in his book, "The Indian Police: A Case for a New Image", "In our country there are only a few spheres in which women in the police could be suitably employed. These are situations when only women criminals are to be tackled or when the work is on the railways involving a large number of women passengers, or when a crowd is to be controlled in sectors which are predominated by or are entirely occupied by women folk. So far control over prostitution and allied matters is concerned, their usefulness can hardly be gainsaid. However, a mixed force consisting of men and women deployed for controlling a polyglot situation would find it well nigh impossible to operate. Women, particularly in the lower ranks of the police, have therefore necessarily to play a limited role. In consequence of this contingency it would only be appropriate to have separate echelons in the police composed entirely either of men or of women, the later to deal with special situations and problems" (1978 p.93).

Looking at the difference in nature of work involved, the physical requirements prescribed for the enlistment of women in the police at various levels have to be different from that prescribed for male recruits. The educational requirement may, however, remain identical for all ranks. Women, as a head of the family, would, would be a rare phenomenon in our country. Therefore in the code for control of conditions of service, a special provision may be made for the women officers. In specific, a policewoman cannot be equated with a teacher or a nurse. Special rule for them is essential. To mention several points, the first would be beating offenders. It is not a feasible work for policewomen. If it is required, badly, it has to be performed on a special pattern, that is, women members of the police have to operate in groups. The second point would be the uniform. A sari or commonly

adopted attire would be suitable in a particular sector of the country. Such a uniform can be adopted only if the police service is organized entirely as a civil force and not an armed force. In fact, any armed wing of women police force is not required at present in our country. The third point would be a pattern of training which also has to be entirely different for policewomen. It must suit special sectors of tasks in which women police can be employed. An objective should be to utilize the potentials of policewomen to its best. They need not be viewed merely as ornament as it happens on several social occasions. The point in particular applies to the patterns of physical training and drills. Toughness has to be inculcated to some extent on their part. Yet the emphasis must be on special patterns of deploying them on duties.

To have a police station attended by policewomen would appear to some extent incongruous although it can serve as a good plank of propaganda. It can result greatly in fashioning the thinking of a common man. It will help certainly in creating a climate that may provide women an opportunity to prove their worth as effective and influential instrument of administration in the police organization.

The position of women in the police service in the United Kingdom has been reviewed on number of occasions. The progress made in this direction has been phenomenal notwithstanding the various difficulties. Some of them are adumbrated above. In this country no such review has been considered necessary. The position of women in the police in India does require review and assessment. It would include questions of personnel-placement, recruitment, physical standards, and training patterns. Special rules are needed for operation in specified spheres. It also requires a complete overhaul of the service code to which they have to be subjected. Perhaps the directorate at the central level should supervise this work of deploying women force and its potential to the best use. If it is done with honest motive and purpose it would indeed be an appropriate finale to the celebration of the International Women's Year in our country.

To suggest a few things in this regards. it may be said that strength of policewomen should be increased to the extent to reflect at the best their special position in a police set-up. They render services specifically to the woman segment that constitutes nearly the half of the country's total population. It has also to be borne in mind that they are specially equipped to deal with problems concerning children

and juveniles. They can also be entrusted with such tasks for effective results in terms of social reforms in the interest of healthy human society.

➤ **Respondents' Role in the Situation of Natural Calamities:**

Kiran Bedi defines the police function in social perspective, "Policing is also social service from a position of power." Police personnel are required to help people. An aspect of social service of the police may be viewed more distinctly in times of natural calamities. When people are in trouble they are in dire need of sympathy and support of a companion. The police can extend a helping hand and prove its worth in the social context. For instance, the severe earthquake on 26th January 2001 battered much of the state of Gujarat. Out of the 21 affected districts, the most affected district was Katchh-Bhuj, Ahmedabad, Jamnagar and Rajkot. Bhuj was the epicenter of the earthquake. Very badly it affected the social and economic life of the people in Bhuj. It badly needed psycho-social rehabilitation of the vast number of victims. It would include personal adjustment, motivation, recreation and a kind of group activities that would reduce the trauma and save people from distress and resulting psychosomatic illness. It became a role of a social worker and counselor that the people had to perform. Many centers were established. Their principal function was to provide support and services to the affected people. Policewomen were deployed on these tasks along with their male counterparts. The aim was to serve the mankind.

Some of the respondents obtained the experience to perform this role. They narrated their experiences like;

- "We looked after injured people and helped them"
- "During the training period, we stayed more than three months at Bhuj to help the people"
- "During the training period, our male colleagues went for rescue and relief work and we cooked food for them"
- "We were appointed to support the Medical team to render primary treatment to injured people"
- "We provided food to the people who came for treatment and help"
- "We were recruited for two months and assigned to guard the dead bodies with our male colleague"
- "We maintained a register of dead bodies"
- "We were employed at a 24 hours wireless job"
- "For 22 days we stayed at Morbi to help the people from Amreli."
- "We were assigned for Stand-to" duty and all time we had to stay at the police station"

- “We were 12 policewomen who were sent at Bhuj to help the people from Vadodara in the relief work”
- “For 8 days we lived at Bhachau to help the people from Amreli”

The job of a policewoman, thus, is not an easy task. Like men they also have to work on fields, like during riots to protect civilian, handling the cases of rape, suicide and unnatural death of women. They have to support male police officer in investigation, in which women offenders are to be interrogated as culprits or suspects. Policewomen can also do clerical work at police stations. Most of the respondents, who are engaged in the office work, have to attend the duty in the morning and in the after noon times. In between, they can avail a recess for three or four hours at noon.

5. Attitudes and Ambition about the Role Performance of Policewomen:

There is an unwritten law in the police force that enjoins policemen to guide and supervise their female counterparts while inflicting punishments on women suspects. It is not uncommon on the part of male police to take total charge of women detainees for the purpose of securing confession. Their harshness and indulgence in vulgar and inhuman behaviour with use of filthy language often scare policewomen of their counterparts. They usually take up a position of silent spectators. In fact, policemen would value the presence of policewomen at the interrogation of women suspects to avoid public criticism. Yet, they do prefer to securing, confession from women suspects rather than handling them over entirely to policewomen. A mere presence of policewomen ensures a kind of restriction on the part of policemen and eventually a safeguard of image from the public or judicial condemnation.

Escorting women suspects and criminals from police or judicial lock up to the court or a jail is another duty that policewomen are supposed to perform. Minimum two policewomen are put on the escort duty. One of them is usually a head constable. However, if there is serious matter, a male Assistant Sub Inspector or a Constable is deputed on duty alongwith the policewomen.

Following the legal requirements, the interrogation of a woman suspect is required to be done officially by policewomen. They are required to record statement of women suspects. But the reality says something else. The acts of interrogation and recording of the statement of women suspects are usually done by male police officials and women officials are least involved. In a few cases, when policewomen

interrogate women suspects they are supposed to do so under the guidance and in the presence of the male officials. Such informal working arrangement is accepted informally both by the male police officials and policewomen. Male officials in fact try to justify this argument for a number of reasons. One of them is that most policewomen belong to the lowest rank and so their professional abilities never stay beyond doubts. So they do not want to take risk by a chance to demonstrate their caliber. Male police officials are of the opinion that hardcore women criminals do not fear policewomen. All the time they carry a doubt that they cannot handle them “properly” and efficiently.

In this way, the prejudice against policewomen still works through imposition of superiority of men over policewomen. It is clearly reflected in the type of working arrangement that is accepted in the police organization. Policewomen too agree to work under it without any objection. One respondent from Porbandar said that she is eager to perform all duties that male officials do. But she is not allotted such duties. Once she approached DSP of Porbandar too and requested him to assign field duties. Like policemen, she was ready to receive training of interrogating suspects. In response to her request, she was put on the traffic duty. But she was not allotted to participate at interrogation and other duties that she was most willing to perform.

It does not become clear whether the male force deployed provides escort women criminal or to policewomen on duty. As doubts about the capabilities of policewomen still cloud in the minds of male police officials. Similar question may occur from policewomen’s side whether they are confident about their capabilities. In this respect, a question was asked to them, if they need policemen’s company while escorting women suspects, interrogate them, or during Japto duty or on any other occasion. The table-5.13 presents the responses imparted by the respondents.

Table-5 13 (a). Policemen should accompany policewomen at interrogation or escorts of women suspects:

Sr. No	Response	Policewomen						
		PI	PSI	ASI	HC	PC	PC*	Total
1	Yes	1	5(1*)	21	31(3*)	45	107	210 (70%)
2	Any Other	1	1	5	1	3	12	23(7.7%)
3	No	2	6(2*)	7	10	16	26	67 (22.3%)
	Total	4	12	33	42	64	145	300 (100%)

Above mentioned in the table, 70% of the respondents agree with the statement that policewomen need policemen to accompany them while performing risky duties. They explained that it is because there might be a male criminal involved with a women suspect and policewomen may not be able to handle male criminals so well. So, in such situations policewomen should ideally be accompanied by policemen to ensure that no problem arises from the male criminals. Some 22.3% of the respondents said that they are doing their jobs on their own. It is because most of them are posted at women's police stations where they have normal duties of social kinds which are relating to disputes in a family and protecting women from cruelty inflicting by the family members. Majority of the cases are settlement of family disputes through persuasion and assurances. A few of the respondents seemed to possess confidence to cope with any type of situation. Some 7.7% of the incumbents argued that they can not decide on it, as the provision is like that. Some of them even said that if a woman suspect is hardcore they would need policeman's help (page:302). Otherwise they are capable of doing the job on their own. Now the question is, 'is there any relation between policewomen's capability and level of commitment?' The table 5.13 (b) below reflects on this fact:

Table-5.13 (b). Relation between policewomen's capabilities and the level of commitment

Sr. No	Response	Level of commitment			
		Low	Medium	High	Total
1	Yes	14 (6*)	95 (45*)	101(60*)	210 (70%)
2	Any Other	3	28(10*)	36(18*)	67 (22.3%)
3	No	2(1*)	11(6*)	10(5*)	23 (7.7%)
	Total	19	134	147	300 (100%)

Surprisingly, about 50% of the highly committed respondents admitted that they would need policemen's support to deal with certain cases of women suspects. Only ten of the highly committed respondents denied receiving any help of policemen while on duty. Thus, it can be said no co-relation can be viewed between policewomen's confidence of their capabilities and the level of commitment in them.

The policewomen force in the Gujarat State under the present study, maintains a fact not that their services are required every day they are not made available on certain occasions. They are involved in the participation only in relation to the women section of a society. If there are processions, agitations, strikes or fairs in which

women are participating in majority, the policewomen force is deployed to regulate the women participants, to provide protection to them and to apprehend and check mischievous elements. In short, they are responsible for ensuring law and order situation at such occasions. Similarly, when a V.I.P. is on a visiting or addressing a public meeting, the policewomen force is deployed such, on what is generally known as the “V.I.P. duty.”

Now it is not uncommon to see policewomen in uniform in a large number to form a visible segment of the police force regulating processions of mixed population. Even when the demonstrators are only women, male police force is visible on duty alongwith a few policewomen. Thus, the presence of male police is believed to be inevitable from the point of view of effective control. It is the male force that performs all odd jobs on such occasions. The mere presence of a few policewomen absolves the police force from, the likely public criticism particularly when they have to deal with women agitators. A strategy is adopted generally to put a few policewomen in the front and getting all other duties executed by male personnel. Such a strategy is well established and it is worked out for number of valid reasons. The numerical strength of policewomen is limited and hence, they alone cannot deal with situations so effectively. Photographs published in newspaper or magazines do not focus on policewomen and their work. In some pictures, we can even see that policewomen on a bandobast do not have sticks in their hands or caps on their heads (page: 301). Moreover, male police officers often doubt the ability of policewomen to control a mob and to enforce law and order to control such situations. Considering all these facts, respondents were asked a question, whether they could perform the duties on equal with policemen. Their responses are presented in the table 5.14.

Table-5.14. Perform the duties equally with compare to policeman

Sr. No.	Response	Policewomen						Total
		PI	PSI	ASI	HC	PC	PC*	
1	Yes	4	12(3*)	32	41(3*)	61	136	286 (95.3%)
2	No			1		2	6	9 (3%)
3	Any other					1	2	3 (1%)
4	No response				1		1	2 (0.7%)
	Total	4	12	33	42	64	145	300 (100%)

According to the data, more than 95% respondents were of the opinion that they perform the same duties that their male counterparts do. In fact, the reality says the otherwise. Of course, there is a clearly informal division of work between male and female police regarding their duties. Policewomen are preferably engaged mostly in the office work when they are not required to deal with women criminals or victims. Policemen are mostly engaged in field duties. Only nine respondents expressed an opinion that policemen work harder than policewomen and they have to do the night duty regularly. Policewomen are mostly exempted from hard works and night duties.

6. Conclusion:

Though women have entered the various professions, they are still largely subservient to the tradition of subordination and inferiority in a male dominated sphere of activities. It causes to them brainwashing to get to them a false belief that their lack capacity to operate in diverse fields. In India, though theoretically women are recognized as equal to men, the institutions of caste and patriarchy, are still charged with the spirit of male dominance. This spirit undermines women's status and ignores their potentials.

The fundamental duty of any police organization is maintenance of law and order. The police in India confront numerous complex problems of law and order. Any conflicts perceptible in a society are everyday happening in our country. Widely diverse social groups are involved in them. The position of a policeman in dealing with these diverse groups of people to maintain law and order situation in a democratic society is extremely strategic. He has to honour individual freedom and allow free collective expression of public feelings. In major cases, personal interest does not match with public interest and sharp conflicts arise to disturb a society. A policeman has to ensure that the rights of innocent and unconcerned citizens are not ill-treated upon either by him or by others. Unlike in an autocracy, where a policeman is merely an agent of the government in power in a democratic society, a policeman is a public servant to ensure order situation in the land.

In order to deal effectively with diverse problems that arise from time to time to disrupt life and progress, the policeman has to be suitably equipped situation. Each police officer has to be suitably trained to tackle all kinds of situations. They should be vested with sufficient legal authority and powers and be provided with

sophisticated equipments and facilities to be quick enough in operations, and investigation and justice.

The training of a policeman should, therefore, be aimed at producing personnel who are capable of understanding the basic issues involved in crime and ensure suitable actions honouring the law effectively of the land. They should abreast themselves with psychology of crime to deal when the occasion demands. The type of training has to be different for different ranks of officers. Armed policemen should be trained in latest arms and ammunition to act on order without any hesitation, and in techniques of dealing with crowds by various methods such as persuasion, intervention of elders and leaders, eradication of the source of trouble, etc.

Intensive training in psychology of crowds is the first requirement for officers deployed on duty at public events. They have to take suitable decisions to resolve the problem amicably with participating group at conflicts. They should learn to apply methods of penetrating into psychological unity of a troubling crowd to eradicate mischievous impulse capturing their minds. Officers must be able to deal with the impulsive, irrational and irritable crowds, with due determination and cleverness. They are easily influenced by instigation of violent actions. The aim has to be of achieving the goal with minimum of force and that too when absolutely necessary. It is very essential that officers keep cool and act firmly without causing panic among people at assembly.

B. Case Studies:

I. Ideal Policewoman: Kiran Bedi

II. Case Studies:

I. Ideal Policewoman of India Kiran Bedi:

Kiran Bedi is the first women police officer of India. She possesses a tremendous strength of character and faithful to her principles.

“After all these years, I am a realist, a pragmatist”, says India’s first women police officer. Not surprising, considering the tremendous ups and downs Kiran Bedi’s career has gone through over the past twenty six years. Without a pragmatic approach, without a realistic attitude, without tremendous strength of character, surviving those twenty six years would have been impossibility. But then, that is Kiran Bedi, tough, practical, faithful to her principles, determined to reach her goals and incredibly courageous. Who else could possibly have a career graph like hers, zooming to the highest of highs, plunging to the lowest of level but holding her head high through it all?

She was born in 1949; Bedi was a former Asian Games Women’s Tennis champion. In 1972, she joined the police force, creating a record as did so, as she becomes India’s first women Police Service officer. Quite naturally, attention started getting focused on her, attention which never totally got diverted as Bedi’s strong personality asserted itself ever and ever again, winning admiration and ill feeling alike and often picking up controversies as well. But Bedi surged on.

Single handedly, she chased away sword-yielding demonstrations, armed only with a baton circle. Alone she fought fiercely against bootlegging and drug addiction. Uncompromising, she craned away offending vehicles breaking traffic rules. A tussle with lawyers then hit the headlines and when the controversy died down, she hit the news yet again when she turned around a posting, which was far from meritorious and brought around reforms in Tihar jail which are now famous.

The sheer tenacity of Magsaysay Award winner Bedi’s character is admirable, but what makes one sit up even more is her ability and determination to take the uttermost best out of each situation, while giving back to it the best she has. Shunted from department to department though she has been, Bedi never thought of transfers as

victimization. Says she,” I had the skills, I also had the ability to find contentment in whatever work was given.” But Bedi’s attitude today indicates that she not only finds positive motivation in each one, turning every difficulty into an opportunity. Her performance at Tihar suggests this. And her attitude to her assignment as principal of Delhi Police Training School does the same (#Bibliography: Women in India, Who’s Who, Bombay, National Council of Women, India, 1995).

II. Case Studies:

(1)

- Rank: D.I.G.
- Age: 46
- Address: Crime Branch, Ahmedabad

She is the first IPS in Gujarat belongs to Chennai. She belongs to Brahmin nuclear family. Her father was an employee in Indian Navy. She is Post Graduate in Chemistry. In the beginning she was working in a school in Chennai and later in a bank. She read about examination of UPSC in a news paper. She had passed the examination and chosen to join in the police force. She liked the police job. She said that this job suits my temperament. Particularly police uniform and authority inspired her to opt for this job. She watched Kiran Bedi on television and inspired to accept challenging job like police. Her mother, in the beginning was not ready to give permission for this particular job but later on she gave permission. She was 22 years old and unmarried at that time. At present she is married and a mother of two daughters. Her husband is an employee in Indian Forest Service. She was aware about policewomen during her school days. She also knew the police duties.

She was imparted training in Sardar Patel Police Academy, Hyderabad in 1982. She passed her physical tests and interview for joining the police force. During the period of training, she said that there was a little bit physical discomfort but over all there was no problem. She was happy and satisfied. She said that, during training, policewomen and policemen are mentally treated as equal but sometimes physically women are treated liberally. She has worked as a principal of training school at Vadodara. She accepts that pant-shirt is convenient uniform for the policewomen. She said that if her husband is not happy with her police role she would quit the job. But

her husband was happy with her career. She got married before she joined the police force and hence, there is no problem about it. She said that half of the population in the society consist women, therefore more women should be appointed in the police force. She opined that to give punishment to the offenders is a part of their duty and she is very strong about it. She said that due to less number of policewomen and existence of aptitude to protect women are the major factors that hinder women's personality.

She said that the strength of the police is too less with respect of the total population. The strength of police must be increase as the growth of population. Women consider as inferior to men and less capable to handle a criminal. So, male police is expected to give company to the policewomen. The societal values about the division of labour are different for male and female. So it is necessary to work together. Moreover, men do not accept easily that women can also do better in their filed. Talking about policewomen's importance regarding the crimes against women and children she said that women's role is not fully accepted even today in Indian society but on the other hand women have a mentality to escape from more or challenging work. She opined that people's role evaluation of policewomen may be positive if the people satisfy with her work.

She expressed her happiness about her police role and said that she never feel tensed and is satisfied. Of course, she is ambitious to get the promotion for the rank of I.G.P. As a married women she also performs bundle of roles, as a wife, as a mother, as a daughter in-law, as a friend and neighbour. She said that she is satisfied with all these roles. Her mother-in-law is also lives with them and hence, she has no tension about her daughters. She has servant for house-hold work. Of course, all the police personnel are unhappy as they do not get more time for enjoying life with family members. Her relationship with male colleagues is co-operative.

She remembered an experience which was published in a news paper also. Latif was a notorious bootlegger in those days in Ahmedabad. In the beginning, for the police, he was a liquor vender on a small scale. When he came in contact with Sharifkhan, another notorious criminal made him realize how great he could be. Now Latif created his identity as "Bhai". He began to force other bootleggers to buy liquor only from him. This was the reason for starting of gang wars. One day his gang had

randomly fired at one of the place of Odhav and nine people were killed. Therefore, police had to come in action.

Mr. C. D. Patel was a home minister at that time. He ordered to arrest Latif at any cost. Many other offences were also registered on his name. In fact, only few police persons were interested in arresting him because he bribed many policemen to keep his illegal activities up.

Latif had developed his network at Dariyapur area. For him, it was a safe place with the people of his community. People were loyal to Latif because they got many types of help from him. Thus, people were alert about any kind of movement of the police. If they came to know, Latif could run out easily.

The first woman IPS of Gujarat cadre, decided to arrest Latif. She had the courage and spirit to fight against criminals. She was the Deputy Commissioner of Police in Ahmedabad. Some of her colleagues (male police officers) were suspicious about her capability to arrest a dangerous criminal like Latif. The job was indeed a difficult challenge even for experienced male police officers.

On that day she was in the Police Commissioner's office. A policeman gave an information that Latif, Sharifkhan and his three accomplice had gathered at Latif's house. It was enough for her and she could not wait any more. She knew that she could not deal with the operation without her reliable partners. She had informed about the operation to her officer. She changed her police uniform and wore civil dress and reached at Dariyapur Police Station. Aniruddhsinh Jadeja, a Dy.S.P., and a Police Inspector were informed how to tackle the operation. They all were in civil dress with their loaded revolvers. They reached near Latif's house by an auto-rickshaw like common passengers. The job is quite risky and get nothing less than death as the second option.

Three persons were seated outside the house. They saw them. One of them doubted and ran away to the first floor of the house. But Dy.S.P. Jadeja chased him and caught him. At the same time she also reached to a handsome young man keeping her revolver on his head and threatened him not to move. She snatched a foreign made revolver from his waist. He was Sharifkhan. The other Inspector too cleverly caught the third person. He was Javedkhan, Sharifkhan's brother. All this happened suddenly. People were shocked watching this scene. Now people's first duty was to release both the "bhai" from the police. At once people started to throw stones on police. She and

her two partners were surrounded. There was no facility of mobile phones on those days. Moreover, they came by rickshaw and brought no police van with them, so they had no facility of wireless to send the message. But, Mr. Jadeja succeeded to call the police control room and asked for help. People were throwing bombs on the police. Many police reached to Dariyapur but were not able to enter this particular area. Messages were continuously sent asking for help. A senior I.P.S. officer surprised and decided to go there. He was shocked after watching the scene. All the police vehicles were stopped out side the dangerous zone. He at once intruded his Gipsy car among the gathering of the people. He was also attacked but luckily he succeeded to reach near her and the police inspector who stood with the two criminals. They were silently suggested to sit in the car. All the three police officers sat in the car with three criminals. They were drawn out of the area as soon as possible. At the same time a hand grenade was thrown on them but they were escaped luckily.

Thus, she is really a courageous and bold policewoman. She hardens for criminals. At present she is assigned the duty in crime branch, Gandhinagar. Before that she has performed the duty of a principal of the police training school, Vadodara. She had performed various roles in police force. Police officers are happy and satisfied with her performance.

(2)

- Rank: ACP
- Age: 43
- Address: Police Bhavan, Gandhinagar

She is the second women IPS joins in Gujarat Police force in 1987. She belongs to a town of Rajasthan state. She is M.A. in Sanskrit and was working as a lecturer in a college of Rajasthan. Then she decided to join the police force and passed UPSC examination and chosen to join IPS in 1985 at Hyderabad. She was 24 year old and unmarried at that time. Her father was a farmer. She said that she likes police job and interested in uniform service. Therefore, uniform and authority is the main attributes to opt for the police role. She came to know about policewomen's role during her school days. She knew all the police duties when she had joined the police force.

She said that during training period, in the starting, she felt physical discomforts but there was no other difficulty. She was happy and satisfied about her training. She was elder in her family and was grown up like a son. Her family members, in the beginning, were not happy with her decision of joining the police force but she had persuaded them and was given permission. During her training she felt no partiality or discrimination between male and female candidates.

She got married after she joined the police force so there is no question about his disliking for her police role. Her husband is also IPS and working as an Additional Superintendent of Police at Daman and Diu. She has two daughters and a son. Elder daughter is fifteen year old and studying in S.S.C., younger daughter is eleven year old and studying in sixth standard and a son is seven year old and studying in second standard.

She said that policewomen should be trained properly. They should develop their confidence to make her role effective. It is now that women are assigned P.S.O. duty. She said that more women should join the police force like other careers. When asking on policewomen's equal status and roles in the police force she opined that policewomen have miles to go for the equal status and role in police force. They themselves are not so eager to accept any challenge or confront to the risks of police job. Women should not use sari in police service. It is quite uncomfortable to perform the role. Pant-shirt is proper uniform for the police role and increases an impression of

a police person. To eliminate policewomen's tension, she recommends that there should be provision for day care center for children. Policewoman has to perform many roles along with the job. She is perhaps more oriented towards her family because her situation is quite critical. She bears all the family responsibility. Moreover, she does not join the police force willingly but she is forced by certain circumstances. Therefore, it is possible that she is less committed to the police job and tries to avoid work as a policeman does. She opined that the police person's salary is not less but government should provide some facilities like hospitals, schools and education and other facilities which are given to the military personnel.

She said that people have positive attitudes for policewomen particularly those who work on the higher ranks. When asking about her satisfaction she said that she experienced the values of patriarchal society in the police department. Sometimes the male police officers do not much rely on policewomen and suspect about her capabilities. Some of the officers are partial and feel hesitant to assign particular duties. She wishes to get higher rank. There is no problem in discipline expected from the subordinate policemen. She also said that there is less partiality in Gujarat in comparison to some other states. She had never felt any problem as a young working woman. She expressed her satisfaction for her various roles like, as a wife, as mother, as an in-law, as a friend and neighbour, she is satisfied but due to the shortage of time she can not able to maintain the relation regularly. They have servant for their household work and hence, she has no tension about it. She said that her little son expects that she should be with him at the time of lunch and dinner. She is also satisfied with her rank, salary and education.

She said that it was very good experience for her to control the situation during Rath-Yatra successfully, when she was deputed at Ahmedabad and given responsibility to maintain law and order. Then she was posted at Vadodara and assigned task to maintain law and order and she had done it successfully. When she was posted at railway police department she had tried to give security to the passengers by cross patrolling and also night patrolling in the train. She contributes to detain many crimes.

In short, she is enthusiastic and bold policewomen. She has performed many types of police roles in Gujarat police. At present she is assigned her duty at Police

Bhavan Gandhinagar, before that she was working at Surat as a A.C.P. She is eager to fight against crimes. Police officers are happy and satisfied with her job.

(3)

- Rank: D.S.P. (Rajpipala)
- Age: 31
- Address: Rajpipala Police station

She is the first Gujarati women IPS in Gujarat Police. She belongs to a small city of Banaskantha. By caste she belongs to a S.C. (hindu-mochi) category. She is B.A. in Psychology from Saint Xavier College, Ahmedabad. After the graduation she did enough preparation for the UPSC examination to join the IPS. She is recruited in 2000 at her age of twenty-six. After the completion of her training she was posted in Gujarat as her first choice, according to the roster system and rank. She was deputed as ASP at Bhuj. After two years she is deputed as DSP at Rajpipala district. She was unmarried at that time. Her father was a retired DSP and she was also interested in uniform service like police force. She has a good height and personality for this particular post. She said that police uniform and authority are the main attributes to opt for a police role. She said that her father has inspired her to join the police force. She was aware of policewomen's role since her childhood.

She said that after her graduation she had passed I.P.S examination and joined for training course at Hyderabad. She said that she felt no difficulty during training and was happy and satisfied. She has chosen this particular role as a career for some reasons like economic independence, social status and to enjoy powers and authority. She also wanted to do something for the society.

She got married after joining the police force. Her husband is an I.A.S. officer. Her husband also shares in the house-hold responsibilities. He is happy about her police role. She has a two year old daughter. Her mother is also staying with them and takes care of the daughter. She complained that she could not get enough time for her family due to round the clock duty. But she never feels stress in her job. She is happy and satisfied.

She also likes to recommend women to join the police force like other career. She agrees that policewomen play a vital role in the society particularly in the cases of

women and children. She opined that policewomen should wear pant-shirts as police uniform to perform the police role

She opined that people have positive attitudes about the higher rank policewomen. She is always ready to perform any kind of challenging and risky role of police like as a male police officer can do. She also said that she has never experiences any problems as a young working woman. She is more or less satisfied with her various roles in the family, society and at work place. She has expressed her satisfaction regarding her post, salary and education. She said that colleagues and subordinate policemen are co-operative in her police work. She said that feminine limitations are never a hurdle in her way.

(4)

- Rank: A.C.P. (GPSC) One year training and two years probation period: one year Junagadh and the next year at Ahmedabad Rural.
- Age: 36
- Address: L. division, Sabarmati, Madhupura Police Station and Women Police Station, Ahmedabad.

She belongs to Scheduled Caste category and was brought up at Ahmedabad. She had joined the police force in 1997 at Ahmedabad. She was graduate in science and interested to join any challenging occupational field like military or police force. She was twenty seven years old at her recruitment and was unmarried. She lived in a nuclear family. At present she is married and her husband is an engineer. Her mother-in-law, her husband and two daughters live together. Her elder daughter is studying in third standard while younger daughter is just three year old. Her mother-in-law takes care of the daughters and there is no tension about it.

She said that she read the advertisement in a news paper about Gujarat Public Service Commission examination. She was impressed by the police uniform and authority.

When she was studying in school she came to know about policewomen. She is highly impressed and inspired by Kiran Bedi. She knew all the police duties at her recruitment in the police force.

She had passed GPSC examination and chosen police occupation. She also passed her physical tests and interview for the police role. She was also encouraged to

be bold in life by her family members and no one had opposed. She said that during training period, in the starting, she had faced physical discomforts. She bore a disciplined and hard life. She was alone with four hundred fifty male police officers during the period of training. But over all there was no difficulty. She experienced human attitude of the training inspector. There was no partiality perceived between male and female. She was very happy and satisfied. She opined that pant-shirt is convenient for women to perform actual police role.

She gets enough support from her husband and mother-in-law in her household responsibility. She said that she would like to inspire women to opt for the police role as their career like any other job. She has also responsibility for the women's police station and hence, she gave her consent that policewomen perform a vital role in the police department. People are satisfied about her role and want more policewomen to perform police role.

She said that police force expect employee to be present particularly during the situation of disorder. She said that they could go home after three or four days during communal riots in 2002. They had to be on duty with necessary luggage. She never feels restraint as female police officer. She gets ready to perform any duty that a male police officer do. She opined that people would be positive about the policewomen's role if she performs her role honestly and satisfactory for the people who come in contact with them. Even though she is performing tough role of police she never feel tension in her job, she is quite satisfied in both the front of her life. She performs all the assigned duties as good as a policeman. She has never faced any problems in police job and in the society as a young working woman.

As performing aggregate roles she said that she is satisfied with all the roles she performs. She said that as a mother, she can not give enough time to her daughter. She believes that she tries to give quality of time rather than quantity of time hence, daughters are also happy and satisfied. Her mother-in-law always takes care of her like mother and never expects duties daughter-in-law. They have servant for household work and hence, they face no problem. She is quite satisfied with her rank, salary and education. She said that male police officers, superior, colleagues and subordinates, are always cooperative with her and she never face gender bias in her work place.

(5) Rashtrapati Award Winner Policewomen

- Name: Ratnamala Surve
- Rank: ASI
- Age: 52
- Address: LIB branch, Kothi, Vadodara

Ratnamala belongs to a Marathi family. She is the first policewomen who recently selected for Rashtrapati award. She studied upto old S.S.C. She joined the police force in 1975 at Vadodara. She was twenty years old and married at the time of joining. Therefore she never felt tense about the responsibility of the family. She said that her mother-in-law encouraged her for joining the police force. Her father and father-in-law were also occupied in the police force. Her husband was working in a co-operative bank. But he was not happy with his mother's decision to join her onto the police force. She said that few women were eager to join the police force at that time.

She said that she lived in a joint family. She wanted to be economically independent. She has three daughters. Her father too was occupied in the police force and thus she was familiar with the police functions. She said that the training period at that time was only for four months. She prefer sari as proper uniform for policewomen. She opined that she do not like to recommend other women to join the police force because there are much troubles in this job. In fact she opined that people have positive attitudes about the policewomen. She feels tension while performing field duties in certain disturbing situations. But overall she is satisfied with her role.

She said that she has got one hundred and forty police awards for her good performance of different police duties and in parade. Her superior was satisfied with her performance during Bandobast in the district. A complete record about her performance through out the year was sent to the state government. The state government had considered it and applied her name for the award. And on the 26th of January she read her name in a news paper for the award. She expressed her happiness that she has received remuneration with interest of her long honest performance of the police role. But she was sad too that her mother-in-law is not alive today to share the happiness. If she would alive, she would more be happy and satisfied.

She said that due to joint family she could give proper attention to her police role. In fact, she faced problem to adjust in the police department in the beginning. But later on she developed liking for the police role. She started to learn different duties. She worked in the field for five years in the starting. But after that she works in the office only. Of course, whenever it needs to arrange any type of Bandobast in the city, she is assigned this duty even today.

Generally police person is known for his anger. But she is calm and tries to cope with any tense situation. She said that she do not like to give punishment to the criminals. She prefers office work rather than perform in the field. She never faced any problem as a young working woman. She opined that woman should be strong and confident to do any thing in her life. She expresses her satisfaction of different roles. She never felt role conflict. She also said that her colleagues are also co-operative and helpful in the police functions.