

CHAPTER – EIGHT

Summary and Conclusion

1. Significance of the study:
2. Findings:
3. Conclusion:
4. Recommendations:
5. Suggestions for the further Study

Indian woman is likely to be least attracted to the police role in so far as it demands compromise with their feminine traits. Further, the social conditions in India do not favour much a woman's employment in the police. Even today belief prevails in India that a woman who accepts the job of a policewoman sterilizes maiden modesty that is inevitable to her feminine grace. Yet some studies reveal very clearly that the economic compulsion plays its role against such social notions. In the present socio-economic situation majority of women have little to choose but to think about lessening the burden of livelihood.

Under social considerations there would hardly be any competition among women to enter into the police force. In this condition, as willing and competent personnel were not available initially to join the police force, the organization was forced to lower the standards of recruitment for women. It can, thus, be assumed that in the beginning not only the standards of selection were lowered drastically but the procedure of recruitment too was revised from formal to semi-formal or informal process of recruitment as the time demanded.

The Independence of the Indian Republic marked the beginning of a new era for Indian women. The emergence of new socio-economic pattern and the privilege of new politico-cultural rights have affected revolution in traditional thinking about women in the Indian Society. Yet the status, importance and role of the Indian women are still far from satisfactory. Still great discrepancy prevails between the idealized version of women and the real life situation. An ideal woman is conceived to be loyal, faithful, passive, submissive, self-effacing and self sacrificing. The institution of marriage defines her so and modulates her life accordingly. A woman becomes a respected wife, mother, and home-maker, like an idol in a temple. But she is denied the right to act. In that sense she is deprived of right to life, as passivity and submissiveness turn out for her conditions of lifelessness.

In the new age and sweeping minds of revolution women start entering various professions. Yet they are still largely conditioned with the tradition of subordination and subservience that brainwashes their capacity to operate in diverse fields. The Indian philosophical tradition recognizes women as equal to men as potential partner to man to run life and its functions. However, the institutions of caste and patriarchal family still enforce the spirit of male domination. It makes a women's status all the

more pitiable and trivial in front of that of a man. It gives rise to discrimination against women.

Discrimination against women may occur in any of the following ways:

- (a) Fewer women are employed in jobs.
- (b) Women are restricted to jobs having lower level of security and relatively less opportunity for upward movement. Women in labour markets and in the home/family are not different persons. They are still subordinate to men. Men are still considered as the chief bread earner and women are destined to low ranking housekeeping. The women may be allowed to enter labour market under the conditions like:
 - I. There is no man to earn for the family,
 - II. A man may be too weak or incapable to earn family requirements.
 - III. A man may not be ready to share his income for the family and leave his woman and children in starvation.

Women are now aware about their newly given rights. But the condition of double role for women, as homemaker and worker, is still not recognized fully in a society. Conflicts of roles and consequent feeling of guilt is the pinch that mothers and working women still suffer actually. Thus, though women's status seems to have changed, it does not render conditions of benefit for mother-cum-working women.

1. Significance of the study:

There are a few studies conducted in the area of women's police role in India. The present study hopes to impart an insightful perspective on policewomen in view of a women's emancipation. Today, increase in education and economic independence has revolutionalized the traditional status and role of women. With change in status and role women can change the scenario in the society too. More and more educated women today prefer to join the police force. It shows that the police function seem to arouse interest among educated women. It gives a positive sign in view of feminine potency.

In the present study, the selected respondents are divided into two groups according to their age and association with the police function. They are identified as 'elder' and 'young' respondents. An attempt is made to establish relation or correlation between some variables and the age of the respondents.

Although initially women were allowed entry into the police organization on relaxed terms and that indicates a sign of favour for women's preference into the police force, the acceptance of women is still a condition to a wait. Gender practice continues to keep women police in subordinate positions. It gives rise to conflicts and discontent. The present research seeks to assert that without acceptance of the doctrine as women are different and more humanistic than men no vital change may be affected for women in the police. The police organization may not consider the issues of women and children that are principally the issues of social service as police responsibility. Women police may be assigned lower ranks in the organization. The present study investigates the phenomenon of stress among policewomen in India. It as well works on the perception of different ranks of police personnel regarding their occupation.

The policewomen's role is conceived keeping in view a need to meet new situations that were created after India's independence. They include enactment of social laws and participation of women in public domain of activities like economic, social and political and also crime. These developments demand drastic changes in the traditional structure of the law enforcement agency. They pave the way for women's entry into the police force. However, the field of activities in the policing remains restricted for them to rather protective and preventive functions pertaining to women offenders and victims.

The discussion makes it clear that the actual conduct of educated working women in the situation of stress throws upon new dimensions of her beings. Conditions of stress are caused to them by contradictory demands or expectations raised by their confliction role of a homemaker and a worker. They are determined not only by external circumstances. They emerge from perceptions and interpretations of the concerned parties, that is, policewomen, their relatives, their male-coworkers and the society at large. The colour of stress and its identity are determined with how they interpret and evaluate the situation.

Most disturbing situation arises when knowledgeable, capable and competent women professionals are deprived of legitimate and well deserved promotions and they are made to work under average and incompetent male superiors. Consequently, she suffers beyond tolerance with psychological depression. The reason is it would not allow her professional interactions on similar wave lengths of thinking bring her

sense of job satisfaction. It becomes another big set back in her career. In the process, the male ego is satisfied beyond measure. But a few can see that it harms the organization in the form of losing one competent professional. The country as a whole too loses one contributor of promise.

The police in India popularly mean a policeman or a male police officer. A policewoman or a woman police officer hardly figures in a traditional view held by most people when they speak about Police-Woman Interaction. Today women appear in large numbers at public events like processions, demonstrations, dharnas, road blocks, agitations, strikes etc. They involve themselves in larger number in crimes of various types. Increasingly women become victims of crime. They are seen often as offenders, petitioners and victims. The law enforcement would be infective without taking into account this reality. In such multiple dimension of the crime world the police-women interactions too are multiplied. In this respect, a solely male dominated police organization would be effective to generate results of curbing and eradicating crimes in the society. Women may be considered as weaker section of the society. But they can certainly prove a vital component of the police function to enhance their image and reputation. Honouring this truth duly, the police have to devise new strategies and policies, in view of the policewomen's status in the organization.

The findings of the survey conducted for the present study suggest that in the past decade there has been a positive change in the status of women in policing. The proportion of female officers has increased in the police departments in each category of population and geographic region. By the end of 1986, women made up nearly 9 percent of the existing police officers. The pace with inlock the change takes place is, nonetheless, relatively slow. Women still constitute significantly less number of all police personnel and fewer at the supervisory level. According to the police data, the total strength of policemen in Gujarat police force is beyond sixty-six thousand, and only one thousand five hundred sixty-one are policewomen. Thus, the policewomen make up hardly less than 3%. They still continue to face problems experienced so far like performance pressures, heightened boundaries against outsiders, and entrapment in stereotyped roles.

The rate of recruitment, selection, retention, and promotion project an equivocal picture of women's status in police work. The respondents informed that in the police organization, there does not seem to be systematic discrimination against

them. There may be wide variation among departments, in both application and acceptance rates. It points to the fact that some agencies attract women, leaving considerable room for more effective recruitment efforts. Such efforts are important because women have higher turnover rates than men. More women are needed to enter the police force to maintain current gender ratios.

Policewomen as such are promoted at a slightly higher rate than proportion among the eligible candidates. Yet current trends indicate that women are not likely to assume the departmental leadership or hold policymaking positions for many years to come. They will have to wait for such opportunity. Their performance, determination and commitment to the police job would make them deserving for such opportunities.

The law enforcement has ever been defined as masculine occupation. The police culture values a good pinch and backing fellow officers in dangerous situations of fitting against crime. Such tasks demand aggression and physical strength with high levels of competency, and technical abilities. One social worker associated with the police department reveals the secret that 80% time of a police officer's is spent on jobs of social-work kind, such as domestic disturbances or violence, disturbances of the peace, and traffic control. The remaining 20% of their time is spent on fighting crimes, like homicide, narcotics, kidnapping, and armed robbery etc. Yet, the police culture is such that recruits that come out of the police academy hold the 80-20 belief that is the opposite. According to it, 80% of the police work involves the police in crime fighting, whereas 20% of the work allows room for social-work-type jobs. In the context of the real picture as reported by a social worker and not 80-20 type make belief, policewomen's presence and active participation would inevitable and supportive to the police function.

2. Findings:

The findings of this study reveal a positive picture of policewomen's status though with incomplete changes. Before conducting the research, some assumptions were derived on the ground of prevalent notions. Then they were put to tests in the light of the collected data. On analysis of the data some findings are derived. They may be summed up as under:

1. Woman is biologically different from man. But the modern trend emphasizes rightly the similarities rather than the dissimilarities. With scientific and technological advancement physical labour is considerably reduced and more mental labour is applied. This makes a favourable aspect paving the way for women's equality in professional fields.
2. For majority of respondents, chief motivation of police job remains to provide livelihood to their families. No difference is observed in responses of different groups of the respondents.
3. Working conditions for policewomen are not satisfactory. But their relation with colleagues in the department is reportedly satisfactory. Majority of the respondents belongs to both the groups seemed to be satisfied with their co-operative relationship with their male colleagues.
4. In the beginning women opted the police role by force or compulsions of special circumstances. The compulsion is chiefly economic, that is earn livelihood for the family. Socio-economic security is the main expectation for them. But in recent years more and more women come forward for the police job for the sake of enjoying economic independence.
5. The samples of the respondents represent different castes and religious groups. It is noticed that the government policy of the reservation allows the numbers of candidates belonging to S.C., S.T., and O.B.C to form a good number over those from other castes and religious sects. It is observed that the ratio in the policewomen force is similar to that in the population in real.
6. Explosion of education motivates more and more women to seek career in good profession. When other jobs are not easily available the police job is preferred by most respondents. In this way, the police role does not get priority in their occupation preference. The choice is by compulsion to save one from an abyss of unemployment clouding an aspirant's mind.
7. In fact, about 35% respondents were inspired for the police job for their specific socio-economic situations. But it is observed that those who wished to be economically independent too belong to the lower economic strata. More than 80% of the young respondents said that they just wanted to be economically independent.

8. The data reflect that once policewomen join the police force, it is in a few cases that a person does not want to continue. Yet, she can not leave the job because it gives her economic benefits of various kinds.
9. The research analysis shows a relation with the hypothesis that a policewoman's role is related to her father's or husband's role and their social-economic status. Majority of the respondents' fathers or husbands' had insufficient earning to meet the needs of the family. In the case of only three respondents' that the husbands were making good income from their occupation.
10. Limited duties are assigned to policewomen. Suspicions are raised by male officials about policewoman's ability to perform all police duties. These two facts suggest that the role of women police is thought to be less effective than male police's role. It is observed that most policewomen do not seem to be ambitious about the police role. They accept less risky jobs like office duties. They shy away from adventures or risky jobs.
11. According to the available data, 56.7% of the respondents do not agree that policewomen are more oriented towards family than their occupational role. However, all the other 43.3% expressed that as women they have to take care of their family and household responsibilities. So, they are always in hurry to go home.
12. Generally all working women face role conflicts. In case of policewomen, there are some adverse situations that add to the role in conflict that they confront. As compared to other occupations, it becomes more acute with jobs like night duty, bandobast, escorting women suspects, guard duty, japto, and 24 hour bound to the duty, no holiday, etc. all these duties are time consuming and keep away policewomen from their families for long hours.
13. There was an assumption that male police are prejudiced against policewomen. But the research data reveal that duties assigned to the policewomen are different from those assigned to male police officers. In fact, there are no differentiation formally observed in role performance by the male and the female. But informally there are clear cut divisions noticed in performance of the police role. Most policemen believe that policewomen have certain physical limitations to restrict them for certain jobs. Policewomen

too are of the opinion that due to biological differences they would not be able to perform all duties that men can perform. Hence, it does not count for prejudice against policewomen. It is in fact a type of chivalry shown to them by their male counterparts.

14. It may sound true that policewomen are good for roles like witness for women suspect and other for policemen. In detection of crime, a male police officer finds it difficult to deal with women suspects or criminals practically at a stage of interrogation, search or arrest. Further, when the suspects are kept in the police lock-up over night, there are the chances of either policemen misbehaving with them or of women criminals taking advantage of the situation and alleging even a well-behaved policemen. Thus, it is believed that policewomen play a supportive role to arrest police officers in detection of crimes.
15. There are a few respondents, 6.7% of them, who opined that the quality of working condition and inter-personal relationship at the police organization are not much suitable to women. Yet the remaining incumbents are happy with their working condition. They believe that more and more educated women enter the police force and therefore particular behavior is given importance in the job.
16. There was a hypothesis that Indian women of different background possess unique personality traits. The data reveal that this is very much true if she belongs to socially and economically sound family back-grounds. In some cases, high education and boldness make more significant personality traits.
17. It is also true that in the organization double standards exist. It may be the outcome of the ill-defined role for women in the policing. It is quite natural. Generally male police is labeled as vigorous, and women are believed to be as inferior to them. While most policewomen do not accept the police role as challenge but try to escape hard duties on the excuse of being feminine, they are bound to suffer with lower status.
18. It is believed that women are not emotionally and physically equipped to handle the police job with efficiency. It is noticed that to the some extent it may be true, but not always. Some policewomen are eager to perform all types of police duties. But they are not assigned those duties. We have examples of

successful policewomen like Kiran Bedi (Delhi) and Githa Johri (Gujarat) who have proved them efficient and effective by undertaking adventurous jobs on police.

19. Evaluating policewomen's role, 56% of policemen believed that policewomen are dependent and inferior to them in police work. While 68% policemen considered policewomen equally to male police.
20. It is surprisingly found that policewomen who had themselves opted for atypical sex role, about 35.3% of the respondents indicated a preference for female instructors.
21. The data reveals that the occupational commitment is not much important for policewomen. But to attend the routine duty on time and that is enough to continue in the job. They are primarily committed to a career that is a personal gain.
22. The data support to some extent, the contention that a policewoman's employment is depend upon her husbands' income and it is particularly in the cases if a wife takes up employment to supplement the family income.

Initially, the police role remained unattractive for women. However, the research data reflect that for last ten years, many women seek jobs in the police force. Even then the fact remains even today that the police role is not the first choice for many career women except those employed in higher ranks.

The facts of concerned remain that policewomen are not trained to enforce law and order nor are they trained to act as social workers or public servants. In fact no training has been imparted to them to deal with juvenile delinquents effectively. Their training subsequent training and experience subsequent to it in policing give them realization that they are required to play only a secondary role in policing like that of regulating processions and other gatherings in which women also participate.

Most working women face role conflicts. The police role and the working conditions are different from other professions. Much inconsistency remains between nature and structure of policewomen's role and of traditionally defined roles for women. Particularly policewomen belonging to lower and middle classes and employed in lower ranks in the police force are unable to fulfill duly their household responsibilities. The role conflict in their cases is rather more acute that for other

working women. Their opinions regarding the role conflicts and job satisfactions may be summarized as follows:

1. Lack of attention to domestic duties and family members: - Policewomen feel that they are not able to pay enough attention to their domestic roles. The respondents expressed that their children are not getting enough attention. They ever feel the absence of the mother when they have to stay away from homes for long hours. Some even feel that such problems arise in case of policemen too.
2. Excessive burden: - Some 78% of the policewomen feel that they are overburdened with double responsibilities at home and at work places. They do not get relief from the household work and responsibilities even if they are working for the major part of the day. This results in too much strain on them. Sometimes the family members do not realize their constraints. As a result psychological torture increases on working women. About 79% of the policewomen feel that the job is affecting their efficiency adversely. There prevails common feeling among all working women that men are not willing to shoulder their household responsibilities. They do not show sensible gesture of help and support to the overburden and time constraints that they ever experience. This intensified stress on their minds and hearts.
3. No entertainment opportunity with family members: - Some respondents said that they cannot afford a servant to help them in their household work. So the house hold work occupies their complete time. Due to the lack of time, they have to cut down hours on entertainment and reduce other social activities for themselves. Even on holidays they have to perform double police duty. They cannot enjoy holidays with families. To a lesser degrees policemen too face similar problems. Films, festivals and social gatherings remain mere dreams for them, as their need on duty constantly hovers over their minds.
4. Transferable job: - One more problem for married respondents is that they constantly live under phobia of transfer. They said that if a husband and a wife are posted at different places, the family gets disturbed and even shattered with separation of members. It exerts adverse effect on children's education

and peace and prosperity in a family. The problem would not arise if a woman is not working or she does not have to undergo transfer.

5. Inconvenient working hours: - About 90% of the respondents complained that night duties are much inconvenient for women. They said that office duty is more convenient with fixed hours of working during the day. But they have to report on night duty at times. It is one of the chief reasons that they recruited in the police force.
6. Co-operation of men colleagues: - Some 86.3% of the respondents reported that their male colleagues are co-operative in their work. Some 12% of them said that they are cooperative some times. Only 1.67% of the respondents complained that the male colleagues feel jealous of them, especially when they are juniors, and have to work under women supervisors. After all this is a male dominated world and male dominated society.
7. Stigma and Resentment in: - Women in the police force are being looked down upon in the society for the police job. They do not get desired respect and appreciation like other women in occupations like teaching or other professions. These women have to move constantly under the public eye of suspicion and resentment. It puts them in embarrassing position in front of the members of their families. It makes them to live constantly under the feeling of guilt. This may count as the biggest psychological damage to their psyche.
8. Facilities arising out of job: - Some 91% of the respondents feel that the police job is capable of providing them better economic conditions, better standard of living and better facilities to the members of their family. Their lower level of education may obstruct their way of getting other government jobs. In this respect, about 79% of the respondents feel satisfied working in the police force.

Previously women in the police department were not respected Parents would not prefer their daughter to opt for this job. But now the trend is changing fast allowing women to get into the police jobs. Majority of respondents said they joined the police job out of personal interest. They perceived some beliefs about themselves. Women did not think that the policing was a masculine occupation. Men thought so because policewomen are asked to perform those police duties which are related to

women and children. Policewomen sense discrimination against them and policemen claim there is no discrimination against them. The fact is, they say, that they can not perform equal duties like policemen do. Policewomen also feel they are not rewarded duly with promotions and incentives like their male counterparts are. Policemen, on the other hand, said that no extra work is assigned to a policewoman even if she is promoted to the higher rank. Once they join the police force they do not want to leave it. Most of the respondents fear that public would not appreciate their work. But those in higher ranks believe that if the police work better and with honesty people will certainly appreciate them. The police have a big responsibility to undertake to improve their prestige.

➤ Gender discrimination in job: Views of Policemen:

1. Some male officials feel that there is no need to integrate women into the main stream. They want them opt for soft and less risky jobs or female related jobs.
2. Men feel that women are less enthusiastic or less conscious about their career.

➤ Gender discrimination in jobs: Views of Policewomen:

1. Policewomen find their job interesting and challenging.
2. They find the work environment at the police organization very friendly and encouraging.
3. They prefer other clerical type of work at police station but do not like to perform the wireless job.

➤ Views of senior level officers:

1. The I.G. and other senior level officers agree on a point that policing is not necessarily an exclusive masculine job.
2. Police women expect to perform less risky jobs.

➤ Weaknesses of policewomen:

1. Overburdened with family responsibility.
2. Lack of self-confidence and assertiveness.
3. Problems due to lack of amenities like vehicles, rest rooms, toilets etc.
4. Lack of training efforts to focus on developing traits and attitudes like assertiveness, self confidence, initiative and punctuality, etc.
5. Career is the main reason for them rather than the police role.

3. Conclusion:

There seems to be no consensus on the question of women's role in the police. The negative attitude is partly due to cultural bias. Strongly rooted traditional concepts of role and status of women in a society tend to preclude objective appraisal of true potentialities and capabilities of policewomen in the law enforcement field. Policewomen play a 'quasi-role' even today in policing. They wear uniforms. They are granted ranks in the police, they get equal salary and other benefits and yet they play subservient roles in the police function. Their work is restricted mostly to defaulting women or children in the society or victims of their kind.

As such no difference has been noticed in the nature of functions performed by policemen and policewomen in the ranks of the I.P.S. The women I.P.S. can be compared to their counterparts in the United States. However, in the U.S., very few women police are placed in supervisory positions, like Chief of Police. The women I.P.S. are better off in this respect. One policewoman is the Chief of District Police (D.S.P.). Three others occupy other important positions like Assistant Commissioner of Police, Commissioner of Police and Assistant Superintendent of Police. They have made a good name in the police department. They prefer to work in notorious areas rather than be confined to the desk work. In Gujarat police too, such steps are initiated and separate women police station is set up – at Ahmedabad. Policewomen are mostly deployed to the work at that women police stations. A women I.P.S is put in charge of that particular police station.

Except women in the cadre of the I.P.S. and G.P.S., other policewomen are hardly recognized as reliable workers in the police organization. They are not allocated any serious roles. Recently, of course, some incumbents directly recruited in the rank of P.S.I. are also assigned some field work like male police do. However, delicate issues are always handled by the male police. There are reasons, like organizational apathy and lack of committed policewomen that do not allow women to occupy positions of authority in the police organization.

Indian women do not get attracted to the police role for the simple reason that it demands compromise with feminine traits for which women are valued in a society. Further, the social conditions in India do not sanction a women's employment in the police. It received wide resentment from the people. Even today it is generally

believed that a woman who accepts a job of a policewoman, which is usually in lower ranks, has to compromise with moral values. Under such unfavouring circumstances one may expect hardly any competition or keenness among women to enter into the police force. Since willing and competent women do not come forward to join police organization the standards of recruitment have to be relaxed further specially to recruit women. It can, thus, be assumed that in the beginning not only the standard of selection were lowered drastically, but the procedure of recruitment too in this well-organized body was changed from formal to semi-formal to even informal process of recruitment. In the present research, three respondents had convincing statements to this assumption.

Another obstacle in the way of development of police women is that, historically and conventionally, the law enforcement has been viewed as crime suppressive task to be performed normally by men. The police are supposed to appear at the scene of crime after it is committed. Though since the 19th century, the philosophy of prevention of crime and reformation of criminal has been accepted on principles in law enforcement agencies many police officers still view the police role as suppressive in nature. They still imagine a policeman with “a club in his hand and gun on his hip, out knocking down bad people”. They also feel that police job is a dirty job and it hardens police women. Not many corrective measures are adopted to rectify this wrong thinking and attitude that prevail among policemen and people. No serious efforts are made to expose people to the vast and varied area of law enforcement in which police women can play an effective role.

Another dimension of the problem is an image of police women as “half masculine, half feminine, individual,” or as “bull dyke” or “super masculine, who goes around belting people.” It is people’s fanciful thinking which results from lack of knowledge about women police and their functions. It is hurting, humiliating and embarrassing to the person concern tarnishing her social prestige. It needs to be changed with improved knowledge of people about them. If the public is made to know about the real nature of work that police women perform and its significance for social well-beings’ positive attitude may be inspired in them. In fact, a woman has to be seen as a less threatening authority to generate better understanding and rapport with women convicts and juveniles with feminine softness. Being a female representative of the police agency, she is less burdened with public resentment of her

authority. Further as a woman, she tends to safeguard the social consciousness which is so essential to allow dialogues and interactions between the police and the public. Such a role would help to generate good understanding in the society for collective conscious against crime.

One of the important factors in the whole concept of women police is far, lack of due recognition and under utilization of her potentials by the law enforcement agency. Practically no experiments or studies have been carried out on adequate utilization of women in the policing. In absence of comprehensive national policy and lack of determination among superiors to make greater use of the potentialities of women, the police too develop conspicuous view about them.

Further, there is no clear perception of the role expected from policewomen in the law enforcement department. Some are of the view that women police should deal principally with the problems of women and children. Some others view that policewomen should be ready to play a role similar to their counterparts in Western countries. But perhaps the more important aspect of their role performance, at least in the present context would be to act as 'Specialist'. Today, generalist administration seeks to acquire focused dimension of management with a more specialized 'knowledge'. Specialist within generalist administration is the need of the day. Policewomen have this Specialist role to perform. Her feminine softness would help a lot to create confidence among woman or child offenders or victims and to establish rapport with them. In a more socialized environment, they would help to retrieve required facts on crime from them. This is a specialist's role that she has to perform. The police department has to recognize this possibility and incorporate into the procedure of selection and training of women police. It is high time to integrate women into the police force in this manner. A large number of women in a society expect more help and guidance from women police. They would dare to enter a police station with more assured and relaxed mind. Thus, a policewomen's presence enhances the image of a police station as a less fearful and friendlier place to approach.

The Indian women are passing through a period of transition. Hence, turmoil is well expected to occur. She needs to be strong and positive in her struggle to acquire the desired status in the society. Such support may be inspired by a strong, determined and effective policewoman. In this respect, she has to act as an instrument

of social change to raise the status of women in the society. Her courageous role performance and determination to live through role conflict would pose a good example to women in general.

In the Indian context, the approach to the role of policewomen is ambiguous. Denying policewomen an equal share in the responsibilities of law enforcement does not seem to have rational ground. Here, there is need to pay sensible attention to such treatment of policewomen. Otherwise, it would cause to them distress and demotivation to affect their job performance. Low income of a family is a chief reason for women to join the labour market. Generally women have to take up unskilled, insecure, inferior, part-time and low waged jobs. With low income and insecure jobs and low education, women are marginalized in the development process. Labour market is segmented along many dimensions of which sex or gender is an important criterion. It restricts women's access to promising employment. The restrictions on women may be self-imposed or imposed externally in which their husbands and in-laws play a major role. They again prove to be demotivating to working women.

The status of women in a family is determined by the kind of job she is doing. The changes in her status may be assessed by three variables which are important determinants of status within a family, these variables are:

- 1) Extent of power of decision-making in a family;
- 2) Extent of freedom to spend the family income; and
- 3) Extent of help that a woman receives from her husband in discharging household responsibilities.

This study tries to provide ample evidence on the fact that employment of women outside the home leads to a reshuffling of the power structure in their families in favour of employed women. It means that a promising employment contributes significantly to raise the status of women in the family.

The practice of difference is apparent in cases of women police who display feminine-role styles. It is also apparent in the tasks assigned to policewoman at work places. Many researchers have observed that irrespective of what behaviors women police display or what tasks they accomplish, they are criticized even if they do it well or they don't do it at all. The conflict would not be resolved duly with revaluation of women's orientation. The structure of the police organization needs to acquire new

forms. Revaluing women's orientation may challenge even the structure of the organization to some extent. One should learn to accept differences and maintain the norms within work cultures.

There prevails fear that if one seeks to transform the world and wish to work through the lens of female self-interest he may create devalued version of men's orientation. It is just like devalued version of women's orientation that occurred in the past. It is like a shoe put on the other foot. Inequality still prevails. A feminist theory that upholds women's cause keeps a primary condition for its adequacy like that it should represent the world from the stand point of women. However, as difference exists in sex, race, age, and class, the revamping of the world in the eyes of women's interests still creates inequality for women. The reason is not all women keep the same interests.

Doing gender is a phenomenon that occurs within the police academy and also within the police department on a wider scale. It resembles the practice of doing gender in every other occupation. Women are perceived generally as delicate, emotional supporters, and nutrients. It is apparent when one looks at the duties assigned policewoman like, issues of women and juveniles. This is also apparent when one looks at a climate of conflict that is caused in the police department by the presence of women police. If a woman acts too feminine, she is criticized for not being suitable for the job. If she acts too masculine, she is criticized for not acting like a woman. This puts her in a dilemma.

Wexler's (1985) study observes that policewomen who displayed feminine roles in the police function were doing gender. They experience a low amount of stress and frustration. Yet the fact is that they are not respected as professionals. The women who did not do gender (i.e , the neutral-impersonal, the semi-masculine, and the mixed style) too experienced stress and frustration, although with different degrees. Yet the fact remains again that of all these women, no one is respected as a woman or as equal. This conflict is the outcome of their choice of a male occupation. Ultimately doing gender is a kind of rejection.

4. Recommendations:

On the ground of observations and analysis presented in the present study and on the ground of conclusions drawn from it, the following recommendations are framed to help further penetration into the area of research. It is hoped to fulfill this function duly. The recommendations may be laid down as under:

1. In future proper modus operandi should be worked out for inducting more women in the police.
2. Salwar-kurta should be allowed for RPF policewomen.
3. Women should not have a chance to complain of gender discrimination. Yet they may ask for relaxation from night duties and patrol on valid grounds, etc. Women should be provided support services to be integrated into mainstream of police force.
4. Work environment should be built upon afresh to provide free and friendly work culture to policewomen.
5. Superiors need to change the mind to be bit considerate in allotting responsibilities.
6. The existing police staff is insufficient. So more employees should be recruited in the organisation.
7. Frequent training programmes should be arranged during the job or separately to help women constables in personality development. Enhancing the knowledge base and potentials of individuals is essential the over all development of policewomen and especially in their work area.
8. Policewomen should be given opportunities for career advancement. It will increase in her confidence to perform her role as a responsible person in the police service.
9. Better facilities should be provided to the female police. Their living conditions should be improved by offering them better housing and emoluments.
10. The inadequacies should be avoided in the transport facilities during the job hours like curfew hours, bandobast hours, procession hours, or during riots time. They should be properly organized to help female police officers to perform their duties in a better way. With it they may help the public by giving security to them.

11. The police organization also needs to tackle issues concerning women in a more sensible way. The future of women police depends on the seriousness with which the central and the state government consider her issues. Failure or lethargy to do so would cause national loss in the form of wasting talent and potentials of women police officers. .
12. Awareness programmes may be organized for people to bring about changes their attitude towards working women, especially in the field of policewomen. A society should change its attitude towards policewomen so that more and more enthusiastic and capable women would be encouraged to opt for the police role.
13. Police department should consider policewomen as an important force and should plan a programme to motivate them. The policy of promotion and incentives or rewards needs to be modified.
14. To make policewomen free from the anxiety for their children, some recreational activity may be arranged by the police welfare board. They may have boys club, sports room, library, etc for the use of police employees.
15. Societal attitudes are slow to change. Crucial intermediate goals may be identified with effective coping strategies and the design of stress management programmes.

5. Suggestions for the further Study:

In order to further research in the area of policewomen some suggestions are furnished. It is suggested that the police function should be treated as social service function. It should be integrated with an overall plan of development. In this respect, number of questions may come to mind. They are;

- Will the presence of a woman help to diffuse the potential for physical and give way to other methods of resolving conflict?
- Will she be capable of handling violent or potentially violent situations, if necessary, without always requiring assistant?
- What benefits in the improvement of police protection services will be realized from the utilization of women in policing?

Based on the above questions, the areas may be identified to indicate direction to further research. They may be mentioned as under:

1. Examine the attitudes of the policemen in junior positions towards the policewomen in higher positions.
2. Examine the fact that personality traits of Indian women are valued in our society and are associated with womanhood.
3. Women with what kind of personality are more likely to opt for police roles?
4. Is the police personality distinct from the personality structure of other members in the Indian society?
5. A question for future research may concern with the impact on children of working couples. The conflicts and pressures of an emergent life-style that these working parents have to undergo while raising their children.
6. Comparative study may be carried out on personality traits of policewomen who perform limited police roles and those who are eager to perform roles similar to male counterparts.

These different areas of research would, it is assumed, widen the horizons of knowledge and understanding of policewomen who form the most sensitive segment in the Indian society. The studies that would be explored will, like the present study, contribute to the development of strategies and schemes by which such a precious treasure of human potentials may be explored, preserved and enhanced with suitable growth in the interest of adding to the countries human wealth. If this is done, the study would have its worth in working out sociological concerns for the target group of policewomen.