CHAPTER IV
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EVOLUTION OF POLICE FORCE AND WOMEN POLICE WINGS

The term 'POLICE' stands for 'Protective Organisation for Life and Investment in Civil Establishment'. The term 'Police' is derived from the Latin word 'Politia' which connotes a system of regulation of the state. It implies 'maintenance of public order and the protection of persons and property from the hazards of public accidents and commission of unlawful acts'. Encyclopaedia Britannica1 points out that the term police in early periods refers to such limited activities as street paving and lighting or scavenging and sanitation. 'Polēs' are the department of government that enforce law.2 Police are specially concerned with halting crime behaviour that is unlawful. They may also perform such public services as controlling traffic, helping the injured and finding missing persons. They are the agents of the authority who is in charge of enforcing

1. Encyclopaedia Britannica (-) vol.18.
law and keeping order. Police or 'Polizei' first turned up during the last quarter of the fifteenth century, especially in urban states and had the meaning: first, it denoted a condition of good order in public realm and in common weal; secondly it denoted regulation.

4.1 EVOLUTION OF POLICE FORCE: GLOBAL PICTURE

The police force, though the term is one of recent origin, probably evolved from the customs by which the kin groups of tribes exercised control. It is not known who started the system of using police to protect the people but it is believed that it was started in 800 AD. The Encyclopaedia refers to the system of ten English families in a county forming a "tithing" (something like a group) and ten became hundred and hundred elected a 'reeve' and the 'reeve' became a constable ... several hundred in a settled community became a 'shire' and the head of the shire became a 'shire reeve' (later sheriff) ... The tithing man was responsible for keeping watch and ward ... watch was a night guard and ward was a day guard. As population increased more watch and wards were appointed. This was in practice

for centuries. Only in 1829, the Metropolitan police of London was organised. The colonial people brought the English system of policing to other countries.

4.2 INDIAN PICTURE

There was no unified single country called as India before English rule. There were many kingdoms in different parts of India. There was no independent department called as police department in these kingdoms. In Northern part of the country, the Mauriyan and the Gupta kingdoms were famous as per the pages of history. The 'Artha Shastra' written during 310 BC mentions about the investigation process, punishments, vice control devices and spies of Mauryan period. (Sharma: 1984). (Misra: 1987) tells that in ancient India, the name of the post of the police officer who protected the city was 'Nagar Pala'. During Sultanese regime the police work was done by 'Muhtasib' and 'Kotwal' former was the censor of public morals and the latter was the key police officer. The Kotwal maintained a register of all inhabitants of his


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area and patrolled the streets at nights (Sarkar: 1961). During Moghul period officials called as Fauzards were appointed to guard high ways, arrest robbers and to control rebellions. A Fauzdar had his subordinates known as Thanedars (Sharma: 1984). The Ain-i-Akbari written during Akbar’s period tells about police and revenue administration during Moghul period. In 1672, a special militia was set up in Bombay to keep night watch. In 1779, during British regime, the Joint Lieutenant of Police was appointed and he drafted 41 regulations as code of conduct for police officials. In 1793, the post of Lieutenant was abolished and the post of Superintendent of Police was created (Sharma: 1984). In 1846, a ‘Police Force’ was organised in Sindh Province on the model of Royal Irish Constabulary (Vasanthi: 1990). Other Provinces followed this. The first All India Police Commission was appointed in 1861 to look into the problems of police administration and to

9. Ibid.
suggest measures to improve its efficiency. The recommendations of this commission were incorporated in the Police Act of 1861. The basic structure of police administration provided by this Act has become the cornerstone of police administration till today.

As per the Act, with the exclusion of Bombay, all other presidencies had Inspector General of Police who took up the command of the police administration with a body of trained personnel with the exclusive duty of prevention and detection of crimes. Gradually the post of Deputy Inspector General of Police was created and DIGs took up the charge of police divisions. As per the recommendations of the 'Police Commission of 1902-03, a Criminal Investigation Department and Railway Police Organisation were set up. Only in 1912, the senior posts in Indian Police Force were made accessible to Indians and till then only Britishers were allowed to hold these posts. Thus the period of British rule saw the emergence of a centralised police force based on provinces not on villages. The British Government also enforced a number of penal laws to maintain its supremacy, most of which are still in practice.

After Independence, under Federal Government set up, the powers have been divided into three categories -- Union List, State List and Concurrent List. As per this
classification and as per the Art.246 of the Constitution of India, policing became a state subject.

But at the sametime, the centre has the duty to protect a state against internal disturbance under Art 355 of the Constitution. It significantly retains and administers number of sensitive and critical areas that have their ultimate bearing on the administration of law and order. Assam Rifles, Central Reserve Police Force, Border Security Force, Intelligence Bureau and Indo-Tibetian Border Police are some of the paramilitary police organisations under the Ministry of Home Affairs to provide support structure to police administration of the state. (Mathur: 1989). Under the provision of Armed Forces (Emergency Duties) Act 1947, any troop can be employed by the centre for maintenance of law and order. The central government trains senior police officials (IPS) at S.V.P National Police Academy, Hyderabad (Mathur: 1989). As per the All India Services Act of 1951, these senior police officers are recruited by Union Public Commission. At the state level, Home Ministry is


12. Ibid.
responsible for maintenance of law and order within the state. It is supported by the professional wing of state police. By and large the basic structure is the legacy of British rule. The Independence of the country has not resulted in any change in police structure and procedures. There has been no induction of any democratic process in the functioning of the 'force' which is sought to be a 'service'. (Triloknath: 1978).13

Bureau of Police Research and Development was established in 1970 to take up research and development work throughout the country and to co-ordinate police training and administration. It is under the control of Ministry of Home Affairs. It publishes periodicals such as Police Research and Development Journal and Indian Police Journal. It has also devised modern equipments like bullet proof vehicles, traffic radar etc.14 Still it is considered that police force has to be modernized to suit the scientific advancement (Ramachandran: 1989)15 is of the opinion that a


thorough professionalisation of the police is a paramount need since the speedy changes that science and technology have brought about have placed new tools in the hands of the criminals.

4.3 TAMIL NADU PICTURE

There are references about the system of protection and maintenance of order in society in Tamil poems. Purananuru - an anthology of Tamil poems - dating back to BC 300 to 300 AD tells about night watch duty performed by soldiers with lantern in their hands. People had given them coins, grains and land willingly as rewards for their duty. Silapathikaram - an epic of the same period - describes that there were two types of police officials. One doing police duty in towns and the other in rural areas. There were police people on highways to guard the men and materials passing through the state highways. They were called as "Valambars". Those who did the night watch went round the town with lights, bows and arrows and sticks. (longer than the one a police has now). Chola period stone inscriptions stand as evidence for police duties performed by Government officials and others. The night watchmen were called as Thalaiyaris. This system of "Thalaiyaris" doing night beats continued till 1861 when Police Act was implemented.
In Madras Presidency, the process of police reorganisation commenced with the enactment of Regulation XI of 1816 and only in 1856 a separate department of police came into existence. With the passage of Police Act of 1861, police administration became uniform throughout the country. The unarmed wing is in charge of maintaining law and order and armed wing is used during emergencies.

The Police Act of 1861, led to the establishment of provincial police with an Inspector General of Police (IG) as the head. The Police Commission of 1902-03 recommended that larger provinces could be divided into Ranges and each Range should be controlled by Deputy Inspector General of Police (DIG); a Superintendent of Police should be in charge of a district; each district should be divided into circles and each circle should have 5 to 8 police stations and an Inspector should be in charge of each circle and he would be responsible for law and order in his jurisdiction. The average area of a police station should be 160 square miles; a Sub-Inspector should be in charge of a police station; there should be at least one Head Constable who would act as the writer and register cases; the number of constables could vary depending on occurrence of crime and
population (Ghosh: 1973),^16 (Triloknath: 1978).^17 The same procedure is followed in Tamil Nadu. The Chief Minister holds the portfolio of Police Administration and Home Department holds the responsibility for maintenance of law and order. The Director General of Police (instead of IG as stated in the Act 1861) is the head of Police Administration and is responsible for efficiency and discipline of the force. The state is divided into seven ranges and each range comprises 3 or 4 revenue districts. Each range is controlled by a DIG and each district by a Superintendent of Police (SP). DIG tours round the districts and guides the SPs and ensures discipline and maintains law and order within the range. There are three commissionerates - Madras, Madurai and Coimbatore - and each one is under the control of a Commissioner of Police.

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17. Trilonath (1978) op.cit.
The following is the hierarchical set up of Police Administration in Tamil Nadu.

Director General of Police (DGP)

 Inspector General of Police (IG)

 Deputy Inspector General of Police (DIG)

 Superintendent of Police (SP)

 Assistant Superintendent of Police (ASP)

 Deputy Superintendent of Police (DSP)

 Inspector of Police

 Sub Inspector of Police (SI)

 Head Constable of Police (HC)

 Constable Grade I(PC)

 Constable Grade II(PC)

The rank of DGP was created in 1985 and the rank of Additional Director General of Police in 1992 below the rank of DGP. Over and above the rank of DSP, the officials are either promotees from state cadre or officials selected by UPSC on All India basis. DSPs and officials below this rank are selected at state level. Tamil Nadu is considered as
one of the most enlightened states in the country from the point of view of police administration. (Raghavan: 1989)\textsuperscript{18}

Fees collected by the police department from other departments such as Railways, fines and forfeitures, receipts under Arms Act and others are the sources of revenue to police department. The department incurs expenditure on providing training after recruitment, in crime investigation, pay and allowances paid to police officials, clothing, department construction, maintenance of quarters, mobile squad, police band, contribution to Tamil Nadu Police Benevolent Fund, payment to disabled officials and on supply of essential goods to police men at subsidised rates.

Out of the total receipts of the police department 62.46 per cent comes from the contributions made by other governments to Tamil Nadu Police department. This indicates that the department is performing a significant role in protecting the properties of other governments functioning in Tamil Nadu. The fees collection made within the state constitutes the lowest share of the total. (2.5 per cent of the total revenue).

\textsuperscript{18} Raghavan R.K. (1989) \textbf{Indian Police} New Delhi, Manohar Publication.
Salary paid to police and ministerial staff constitutes the major item of expenditure of the department. The expenditure on modernization of police force has been increasing substantially since 1991-92.

Table 4.1 Receipts and Expenditure of Police Department in Tamil Nadu

(Rs. in Lakhs)

<table>
<thead>
<tr>
<th>Year</th>
<th>Receipts</th>
<th>Expenditure</th>
</tr>
</thead>
<tbody>
<tr>
<td>1989-90</td>
<td>1025.63</td>
<td>17317.77</td>
</tr>
<tr>
<td>1990-91</td>
<td>1000.00</td>
<td>18332.16</td>
</tr>
<tr>
<td>1991-92</td>
<td>1100.00</td>
<td>23363.24</td>
</tr>
</tbody>
</table>

* Budget estimates.

The expenditure has been in excess of receipts. It confirms that police department is a spending department due to the nature of duty.

4.5. WOMEN POLICE: GLOBAL SCENE

Deployment of women in law enforcement and maintenance of order is a recent phenomenon as far as Tamil Nadu is concerned. But it dates back to early eighteenth century
when USA appointed Police Matrons in New York in 1845 (Saha: 1989). They did only selected duties and till second world war, policing was a masculine domain. Today women are not only helpful but also are absolutely essential (Sharma: 1984). It was made compulsory in USA to appoint police matrons to take care of female prisoners in all cities having a population of 2000 and more. In 1905, a woman was given policing powers to deal with women. In 1963, the Newyork court removed all impediments in career advancement of police women. In USA there is no discrimination against women in the matters of salaries and duties. They perform night patrols, vehicular patrol etc. like men (Ghosh: 1981). In 1981 there were 6000 women police officials in USA. (Lokamuda: 1981).

With the outbreak of world war in 1914, women patrols were created in London. This spread to other parts of the country and finally resulted in setting up of Metropolitan


Women Police. The 1918 Sex Disqualification Removal Act made it legal for women to be appointed as constables. In 1923, the first batch of women constables were sworn in. Since Second World War women have been holding the posts like Commanders, Chief Superintendents, Chief Inspectors, Deputy Commissioners etc. In 1981 there were 4500 police women in England (Lokamuda: 1981).\(^{23}\) (Ghosh: 1981)\(^{24}\) points out that there is no discrimination between men and women in police force regarding salary and duties.

The following table shows the year in which women were inducted into police force in different countries.

**Table 4.2 Women Police Force in Different Countries**

<table>
<thead>
<tr>
<th>Country</th>
<th>Year of Induction</th>
</tr>
</thead>
<tbody>
<tr>
<td>Australia</td>
<td>1915</td>
</tr>
<tr>
<td>Canada</td>
<td>1973</td>
</tr>
<tr>
<td>Israel</td>
<td>1960</td>
</tr>
<tr>
<td>Malaysia</td>
<td>1960</td>
</tr>
<tr>
<td>Nigeria</td>
<td>1955</td>
</tr>
<tr>
<td>Poland</td>
<td>1925</td>
</tr>
</tbody>
</table>

\(^{23}\) Ibid.  
\(^{24}\) Ghosh (1981) op.cit.
### Country | Year of Induction
---|---
Singapore | 1949
Sweden | 1957
Japan | 1946


#### 4.6 WOMEN POLICE: INDIAN SCENE

Women were used for the first time as police officials to control women labourers who blocked the entrance to textile mills during a labour struggle in Kanpur in 1938. In 1939, the Princely State of Travancore made use of women in police duty. In 1947 with Partition of India, misery and moral degradation became eminent due to heavy influx of refugees from Pakistan. To protect women and children, the Ministry of Relief and Rehabilitation used the services of women police (Bhardwaj: 1970). Their services were mostly utilised in relief camps.

After Independence, social legislations such as Hindu Marriage Act (1956) were passed to protect women.

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Implementation of such legislations required the services of women police. They have to deal with delinquents, protect girls and women from committing crimes, from dowry deaths and from other social evils. It was pointed out in Chief Ministers' conference in 1991 that rape had been taking place in every 52 minutes. The dowry deaths increased from 4195 in 1989 to 4837 in 1990 and to 9793 in 1991.  

The occurrence of crime against women is of the following nature:

- Rape - Every 54 minutes
- Molestation - ' 26 ''
- Kidnapping and abduction - ' 43 ''
- Eve teasing - ' 51 ''
- Dowry death - ' 102 ''
- Cruelty Act - ' 33 ''
- Criminal offence - ' 7 ''

In five years (1987-91) rape and molestation increased by 26 per cent and dowry deaths by 170 per cent.  

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26. -------- (Sep.1992) Mahalir Kural

27. -------- (March 1994) "Clocking Violence Crimes Against Women" Indian Express, 16.

28. Ibid.
The concern of the government to prevent all these crimes against women has necessitated the induction of more women in police force and to set up All Women Police Stations. The increased female criminality and juvenile delinquency and involvement of women as offenders or victims are the causes for introduction of women in police force. The purposes for introduction of women in police force are: to search and interrogate women suspects and criminals; to arrest and escort them; to help victims of crimes; to guard women in police custody; to deal with juvenile delinquents and to protect girls from immoral activities.

The following table shows the years in which women were inducted in police force in different states of India.

**Table 4.3 Women in Police Force of Different States of India and Their Strength upto 1975**

<table>
<thead>
<tr>
<th>State</th>
<th>Year of Induction</th>
<th>Strength upto 1975</th>
</tr>
</thead>
<tbody>
<tr>
<td>Andhra Pradesh</td>
<td>1952</td>
<td>39</td>
</tr>
<tr>
<td>Assam</td>
<td>1967</td>
<td>17</td>
</tr>
<tr>
<td>Bihar</td>
<td>1952</td>
<td>43</td>
</tr>
<tr>
<td>Delhi</td>
<td>1948</td>
<td>140</td>
</tr>
<tr>
<td>Gujarat</td>
<td>1948</td>
<td>342</td>
</tr>
<tr>
<td>Haryana</td>
<td>1966</td>
<td>35</td>
</tr>
<tr>
<td>Himachal Pradesh</td>
<td>1975</td>
<td>not available</td>
</tr>
</tbody>
</table>

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<table>
<thead>
<tr>
<th>State</th>
<th>Year of Induction</th>
<th>Strength upto 1975</th>
</tr>
</thead>
<tbody>
<tr>
<td>Jammu &amp; Kashmir</td>
<td>1965</td>
<td>36</td>
</tr>
<tr>
<td>Karnataka</td>
<td>1952</td>
<td>94</td>
</tr>
<tr>
<td>Kerala</td>
<td>1939</td>
<td>194</td>
</tr>
<tr>
<td>Madya Pradesh</td>
<td>1959</td>
<td>56</td>
</tr>
<tr>
<td>Manipur</td>
<td>1961</td>
<td>37</td>
</tr>
<tr>
<td>Maharastra</td>
<td>1952</td>
<td>409</td>
</tr>
<tr>
<td>Megalaya</td>
<td>1972</td>
<td>8</td>
</tr>
<tr>
<td>Nagaland</td>
<td>1968</td>
<td>9</td>
</tr>
<tr>
<td>Orissa</td>
<td>1961</td>
<td>43</td>
</tr>
<tr>
<td>Punjab</td>
<td>1948-49</td>
<td>52</td>
</tr>
<tr>
<td>Rajasthan</td>
<td>1955</td>
<td>24</td>
</tr>
<tr>
<td>Tamil Nadu</td>
<td>1973</td>
<td>22</td>
</tr>
<tr>
<td>Tripura</td>
<td>1961</td>
<td>43</td>
</tr>
<tr>
<td>Uttar Pradesh</td>
<td>1950</td>
<td>7</td>
</tr>
<tr>
<td>West Bengal</td>
<td>1963</td>
<td>26</td>
</tr>
</tbody>
</table>

Source: Bureau of Police Research and Development (1975) Govt. of India, Ministry of Home Affairs.

In India, in 1981 there were 2250 police women as against 700000 police men. Women police do not even constitute 0.5 per cent of total police force of India. Whereas in Argentina the percentage was 11, in England 7, in USA 15 and in Singapore 12.
The first high grade women police officer (on IPS Cadre) was appointed in 1972. In 1988 there were seven women in a group of 125 IPS trainees at Hyderabad who underwent the same rigorous training as men. At present India is having 30 and odd women police officers belonging to IPS cadre discharging responsibilities in different states. They have proved their hilt that they can take up any onerous job normally considered to be tough and challenging (Ravindran Nair: 1989).  

A police station fully manned by women police alone was set up in 1973 in Kerala. It was the first of its kind throughout the world and it was functioning with one Sub-Inspector, two Head-Constables and ten constables. It was inaugurated by the then Prime Minister of India, Mrs. Indira Gandhi. Its main duty was to tackle dowry cases especially dowry deaths. The Jurisdiction of thirteen police stations came under this police station. On an average 600 petitions per year were enquired by this police station. The second All Women Police Station was set up in 1989 at Jaipur (Gopinath 1989).  

4.7 WOMEN IN OTHER PROTECTIVE FORCES IN INDIA

The increasing participation of women in strikes and violent agitations in North East and in Assam and the attack by women on security personnel during anti-reservation agitation in early 1980s compelled the government of India to form a fullfledged para-military battalion of women under Central Reserve Police Force (CRPF). A women’s wing of CRPF called as Mahila Battalion - the 88th Battalion of CRPF - was set up in 1987. Eight hundred women belonging to different regions of the country were recruited. The minimum educational requirement was fixed as eighth standard pass. But graduates and postgraduates also had applied and got selected. The training offered to them was not different from that given to men in CRPF. They had served in Sri Lanka as a part of the Indian Peace Keeping Force. (Sethi: 1989).31

The first batch of 25 women army personnel completed their training in 1992 and in 1992 women were recruited for Air Force and Navy.

4.8.1. WOMEN POLICE: TAMIL NADU SCENE

While addressing the first batch of Police women on the completion of their training in 1974, the then Chief Minister of Tamil Nadu had stated that the Government of Tamil Nadu had introduced women in police force because there had been a persistent demand for women police wings. (Kothandam: 1981). 32

This implies that the first women police wing was set up in Tamil Nadu in 1973. It was started in Madras on 27-12-1973, with one Sub-Inspector, one Head Constable and twenty women constables. After an year of training the first batch of 22 women police personnel joined service. Their services have been recognised and there had been a great demand for the services of women police personnel in other parts of the state. This compelled the state Government to expand the strength of women police.

4.8.2 RECRUITMENT, TRAINING AND DUTIES OF WOMEN POLICE IN TAMIL NADU

The recruitment procedure varies slightly from state to state. In Tamil Nadu, the recruitment rules and regulations


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are the same as is followed in the case of recruitment of men with minor adjustments in physical requirement on account of biological difference.

For cadres other than constables and Sub-Inspector direct recruitment is done or the posts are filled by indirect method that is through promotion. For the posts of constables and SIs direct recruitment is undertaken. The condition or eligibility criteria are: (i) the applicant should be an Indian (ii) the age and educational qualifications are as follows: 33

<table>
<thead>
<tr>
<th>Rank</th>
<th>Minimum required</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Age</td>
</tr>
<tr>
<td>--------------------</td>
<td>-----</td>
</tr>
<tr>
<td></td>
<td>kgs</td>
</tr>
<tr>
<td>Constable</td>
<td>18-30</td>
</tr>
<tr>
<td>Head Constable</td>
<td>18-30</td>
</tr>
<tr>
<td>Sub-Inspector</td>
<td>20-30</td>
</tr>
</tbody>
</table>

As they are recruited at a younger age, there is a possibility to work for a longer period and they are in a position to face the challenges of the job enthusiastically. The age limit, educational qualification and physical requirements can be relaxed by higher authority for the widows of employees of police department or defence personnel and women belonging to SC, ST, BC and MBC.

There are three stages of recruitment—Physical Efficiency Test, Written Test, and Interview. Running, Long Jump, High jump and Throw Events are conducted to test the overall physical capacity of the candidates. Those who possess physical efficiency test take up written test. The test for constables is conducted to test their general knowledge and their proficiency in Tamil. The test for Sub-Inspectors has two parts— to test their proficiency in English, to test their knowledge of history of the state and economic development of Tamil Nadu. The second part is a test on general knowledge. The candidates should get not less than 40 per cent in written test. Those who come out successfully in written test will be called for the interview. This is conducted to test general knowledge, and to assess their personality and interest in extra curricular activities and police functions. The candidates selected in the interview, will have to undergo medical examination by
medical officers. Those who are physically fit will get their appointment. Reservation policy is followed in the appointment of police women as 18 per cent for SCs, 1 per cent for STs, 30 per cent for BCs and 20 per cent for MBCs. The constables are selected at district level by Superintendent of Police and is approved by higher authorities. The Sub-Inspectors are selected by Range Selection Board consisting of DIG of the Range and two Superintendents or a Police Commissioner and a Deputy Commissioner of Police.

For the recruitment of D.S.Ps the Tamil Nadu Public Service Commission is responsible. Recruitment for All India Police Service is done by Union Public Service Commission on the basis of a common competitive examination. This examination is conducted on unisex basis. The eligibility criteria for men and women are the same except physical requirements.

<table>
<thead>
<tr>
<th>Rank</th>
<th>Age</th>
<th>Height</th>
<th>Education</th>
</tr>
</thead>
<tbody>
<tr>
<td>IPS</td>
<td>21-32 Years</td>
<td>157 cm</td>
<td>University Degree</td>
</tr>
</tbody>
</table>

The candidates have to appear for written examination which is divided into three stages - Preliminary test, Main
test and interview. Those who have passed in preliminary, take up main examination. They are allowed to take their examination in any language approved by the VII schedule of the Constitution.

All the ranks other than constables are open for promotees. This gives the opportunities for the lower rank officials to climb up on a career ladder and motivate them to work hard. The criterion for promotion is seniority. Sometimes they may be asked to pass certain departmental tests.

Imparting professional skill and to inculcate team spirit and right attitude are the objectives behind training programmes. The Training period and training contents are the same for women and men recruits. Constables and head constables are trained at Police Training Schools at Vellore, Coimbatore and Madras. SIs and DSPs are trained at Police Training College at Madras. The duration of training for the constables is ten months and for SIs and DSPs, it is one year. For the IPS officers the National Police Academy, Hyderabad gives training. They undergo the Foundational training for 4-1/2 months, the Institutional training for 8-1/2 months and practical training for one year in the states to which they are posted. They undergo exercises in horse riding and handling of weapons etc.
The constables and SIs and DSPs undergo indoor and outdoor training. Road walk, running, routine march, rock climbing, race, swimming, life saving, karate, judo, drill, map reading, training with rifle and gun, crowd control using tear gas, first aid, fire fighting, traffic control, and elementary motor mechanism are the outdoor training procedure.

Indoor training includes, saluting, respecting elders, answering phone calls, police administration, causes of crimes, juvenile delinquency, public relation, Indian Penal code, criminal procedure code, Evidence Act, Minor Act, Psychology, constitution and police duties. For DSPs and constables in addition to their training forensic science, maintaining records at police stations, writing case diaries, developing skills of investigation, photography, finger print, foot print, packing exhibits etc. are given. Tests are conducted at the end of second, fourth, sixth and eighth month. Final examination is conducted at the end of training period. Medals and prizes are given to those who secure highest marks in the final test.
The cost of training of 100 constables for six months is given hereunder: 34

Table 4.4 Cost of Training 100 Women Police Constables in 1991

<table>
<thead>
<tr>
<th>Details of Expenditure</th>
<th>Amount</th>
<th>Percentage of total Expend.</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Rs.Ps.</td>
<td></td>
</tr>
<tr>
<td>Recruitment expenditure</td>
<td>7000.00</td>
<td>1.19</td>
</tr>
<tr>
<td>Accommodation</td>
<td>30000.00</td>
<td>5.10</td>
</tr>
<tr>
<td>Amenities</td>
<td>6000.00</td>
<td>1.02</td>
</tr>
<tr>
<td>Mess (Vessels repairs and Hue)</td>
<td>15000.00</td>
<td>2.55</td>
</tr>
<tr>
<td>Cost of Uniform and Kit</td>
<td>88000.00</td>
<td>14.97</td>
</tr>
<tr>
<td>Pay and allowances for Instruction staff</td>
<td>270840.00</td>
<td>46.08</td>
</tr>
<tr>
<td>Honourium for Karate and Yoga instructors</td>
<td>3000.00</td>
<td>0.51</td>
</tr>
<tr>
<td>Pay and allowances of ministerial staff and menials</td>
<td>131964.00</td>
<td>22.45</td>
</tr>
<tr>
<td>Training Materials</td>
<td>36000.00</td>
<td>6.13</td>
</tr>
<tr>
<td></td>
<td>587804.00</td>
<td>100.00</td>
</tr>
</tbody>
</table>

Source: Information obtained from Additional Director General of Police, Madras.

34. Before 1993 the constables were given training for a period of 6 months.
The pay and allowances of all connected with training programme constitutes more than 50 per cent of total cost of training. The per capita training cost is ₹5878.00 for six months.

As stated earlier, the posts in higher cadres other than constables have been sometimes filled by promotion. There is no hard and fast rule regarding the proportion to be filled by direct recruitment and that by promotion. So the policy changes often. Police women except IPS officials do not compete with men for promotion.

Promotion Among Police Women

<table>
<thead>
<tr>
<th>Grade I Constables</th>
<th>Head Constables</th>
<th>sub Inspector</th>
<th>Inspector</th>
</tr>
</thead>
<tbody>
<tr>
<td>10 years of service and availability of vacancy</td>
<td>Four years without punishment and availability of vacancy, should appear before board</td>
<td>10 Years without punishment</td>
<td></td>
</tr>
</tbody>
</table>

District Level | Range Level | State Level

The minimum educational qualification prescribed for women is SSLC whereas it is VIII standard pass for men. Therefore, the scale of pay varies between them as women are
appointed as Grade I constables and men as Grade II constables. The scales of pay as per Government of Tamil Nadu norms are:

Grade I Constable - Rs. 950 - 20 -1150 - 25 - 1526
Head Constable - Rs.1200 - 30 -1560 - 40 - 2040
Sub-Inspector - Rs.1600 - 50 -2300 - 60 - 2660

Theoretically, duties of police men and police women do not differ. But in practice police women are drafted for some specialised duties for which they are considered to be more suited and some concessions are given to them such as relieving them from night patrols and vehicular patrols.

Women in police force perform the dual duties of women in society and women in police department. The former has the image of a social worker and latter is the work of a police officer. As social workers they protect the honour of women and help women and children in their rehabilitation centres. They try to prevent crime occurrence, dowry deaths, harassment of women, eve teasing, immoral activities and deal with juvenile delinquents and implement social laws. They get the help of social service organisations in discharging the duty.

In the department, they supplement men police. They
search women criminals and suspects; investigate women accused; detect crimes committed by women; escort women prisoners to the court or to the jail; interrogate juvenile offenders; help girls and women passengers at bus stand, railway station and airport; check and rescue women; protect women during processions, meetings, fairs and festivals; regulate traffic; advise women addicts and ‘runaways’, and provide security to women VIPs during functions and public meetings.

4.8.3 PROGRESS IN TAMIL NADU

Only two years after the introduction of women in police force in 1973, women’s wings were set up in Madurai, Trichy and Coimbatore. Women Sub-Inspectors were appointed in Trichy, Madurai and Coimbatore airports in 1976 and women’s wings were established in other districts in 1977. Recruitments were made in 1977, 1981, 1990 and 1991. There are at present (in Jan 1993) 70296 police officials of which women constitute 1275 (10 Inspectors, 110 SIs, 103 Head Constables and 1052 Constables). Some have left the job after marriage and some have been promoted to the next higher cadres.

129
<table>
<thead>
<tr>
<th>Recruitment Year</th>
<th>Cadre</th>
<th>No recruited</th>
</tr>
</thead>
<tbody>
<tr>
<td>1973</td>
<td>SI Head Constable</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td>Constable</td>
<td>1</td>
</tr>
<tr>
<td></td>
<td></td>
<td>20</td>
</tr>
<tr>
<td>1977</td>
<td>SI Head Constable</td>
<td>77</td>
</tr>
<tr>
<td></td>
<td>Constable</td>
<td>60</td>
</tr>
<tr>
<td></td>
<td></td>
<td>660</td>
</tr>
<tr>
<td>1981</td>
<td>SI Head Constables &amp; PCs</td>
<td>77</td>
</tr>
<tr>
<td></td>
<td></td>
<td>64</td>
</tr>
<tr>
<td>1990</td>
<td>Constables</td>
<td>400</td>
</tr>
<tr>
<td>1991</td>
<td>Constables</td>
<td>389</td>
</tr>
</tbody>
</table>

In 1976, two IPS officers were allotted to Tamil Nadu. They are now occupying the rank of DIG of police. In 1980, 1986 and 1989, three more women IPS officers were allotted to the state. There are now (1993) only five IPS officers and one DSP selected by TNPSC. The number of women in police force of Tamil Nadu is not proportionate to total number of men police. It is interesting to note that All Women Police Station was set up in 1992 at Madras with one Inspector, 2 SIs, 2 head constables and 22 police constables. This station deals mostly with the problems of women and children and do counselling service to solve familial problems. They settle the problems of women such as strained relationship between husband and wife and settle
the marriage of lovers. On an average in a month, they are settling 45 to 50 cases amicably and only 5 to 10 cases are filed in the court of law. The success of this experiment has encouraged the Government of Tamil Nadu to open up All Women Police Stations in all district headquarters. The Tamil Nadu Police Commission of 1990, has recommended that the strength of police including women should be increased once in four years. It has also suggested that the District Superintendent of Police should be empowered to select men and women for police (law and order wing) and for Reserve Police Stations.

The ratio between male and female constables is 1:27. The ratio between total population and women police constables is 1:5200 and that between female population and women police comes to 1:26000. According to Mrs. Thilagavathi I.P.S. the ratio between police strength and population stands at 1:4000. which implies that one police man has to perform the duties of three more men. This affects his health, physique and character and conduct. The above data indicate that there is scope for increasing the strength of police force including that of women.

According to the latest state Administrative Report available, that is, the SAR for 1986-87, the incidence of crime including murder had declined by 0.1 per cent over the
previous year. Between 1.1.85 to 31.3.1986 the number of crimes were 27941 and between 1.1.86 to 31.3.87 it stood at 27918. The rate of decline appears to be insignificant, but from the point of view of public welfare it is significant. The contribution of women police in checking the occurrence of crime cannot be assessed separately since it is a collective work. Yet the decline in crime occurrence however small it may be is an indication of the efficiency of police department to which women police have contributed their mite.

Women having problems come to their houses to seek their advise. The Police Women take personal interest and see that their problems are solved outside court. Therefore, the police women do not find time to concentrate on household chores. Hence, it would be interesting to analyse the issues relating to their households and issues relating to their role in their households.