CHAPTER IX

FINDINGS AND CONCLUSION

This chapter summarises the findings drawn from the analysis of data collected from 211 sample police women working in Tamil Nadu police force.

9.1. SAMPLE CHARACTERISTICS

A little more than 75 per cent of police women interviewed belong to the young and energetic age group of 19 to 35. It is because the absorption of women in police force has taken place two decades ago. As they are young they are competent to withstand all the odds of the job. At the time of entry into job all have remained unmarried. At the time of interview sixty four percent have become married. They are contributing nearly 44 per cent of household income.

9.2 HOUSEHOLD CHARACTERISTICS

The incomes of parental households of both married and unmarried women justify their entry into job. The average household size is 5. The proportion having this household size is more than fifty per cent of the total respondents.
It is interesting to note that 31 per cent of them are from police families. This would have been an other cause for entering into police job. The spouses of eighty four per cent of married women bring in less than Rs.3000 p.m. as their earnings. This is the reason for police women to continue in job even after marriage.

9.3. JOB MOTIVATION

Economic reasons form the causes for the selection of the job in the case of 84 per cent of respondents. Out of this, 5 per cent are contributing the whole income of the household and others are contributing the insufficiency and only 16 per cent have selected the job out of interest and service attitude. Thus the first hypothesis that economic causes form the major reason for selecting the job is proved.

9.4 HOUSEHOLD ECONOMICS OF POLICE WOMEN

The household economic issues analysed are levels of living of households of respondents, economic dependency and expenditure pattern.

9.4.1. LEVELS OF LIVING

The Physical Quality of Life Index constructed, shows that none of the households of respondents is poor. The $x^2$
test confirms the positive association between contribution of respondents to household income and PQLI. Thus the second hypothesis is also proved.

9.4.2. ECONOMIC DEPENDENCY RATIO

An attempt has been made to find out whether the respondents are depending on households. Even though they are working and contributing on an average 44 per cent of income to the households, it is surprising to note that 54.50 per cent of them are depending on households. It implies that this group is not contributing substantial portion of household income but draw from it.

9.4.3 EXPENDITURE PATTERN

Expenditure of households is divided into food expenditure and non-food expenditure. More than 50 per cent of total expenditure of the households is spent on food in the case of 73 per cent of respondents. Among non-food items of expenditure, expenditure on education and clothing constitute higher proportion. Higher expenditure on education can be attributed to the provision of expensive English medium education to children. Expenditure on clothing is also high because they want to identify themselves with their reference group. Each household has a
reference group with whom it wants to maintain its standard of consumption. It may be a neighbour of same income group, or household occupying same economic position. It is a general phenomenon that as one climbs up the economic ladder, he imitates the behaviour of the upper group. In the case of respondents, they compare themselves with two earner families in the neighbourhood. All these have their effect on the educational and clothing expenditure of the households of respondents. It is heartening to note that only a very small proportion have spent more than what they have earned. Adequate data on savings and borrowing have not been provided by the respondents. However, it is proper to point out that the respondents are saving 5 to 10 per cent of their salary every month in the form of Provident Fund, LIC, CTD etc.

The regression results show that the household size does not influence the total expenditure. Therefore, it is presumed that the socio-cultural factors such as behaviour of reference group, social trend etc., influence the expenditure pattern especially expenditure on non-food items. This influence has been reflected in the modernization of kitchen, provision of English Medium education to children and buying fashionable ready-made garments for the children and purchase of TV, two-in-one
9.5 OTHER ISSUES

The other issues analysed are sociological and psychological matters such as Decision Making Power, Time Use Pattern and Role Conflict. These are the non-economic issues but they bear some economic implications.

9.5.1. DECISION MAKING POWER

Households have to make decisions regarding earning financial resources, real estates, providing education to children and arranging their marriage etc. These are the areas of decision making. The role of women in household decision making had been minor as their financial contribution to household had been limited till recently. By entering into labour market and accepting a job they have become earners and their financial contribution has become substantial. This has an impact on their role in household decision making. The analysis of data shows that police women have freedom to earn but no freedom to spend. Their earnings are pooled along with other incomes. The decisions to spend from the common pool and invest in real estate are taken by male members. Women can spend only as per the directions given by men. Women are free to take decisions on non-economic issues such as job related matters,
household related matters and child care matters. This implies that the households are tradition bound and women's access to household financial resources is limited. There is power imbalance between sexes within the households.

It has been hypothesized that the decision making power of respondents is associated with their contribution to household income. The $x^2$ test proves this. Their age also bears positive association with decision making power.

9.5.2 TIME USE ANALYSIS

The analysis of time use pattern of a household must take into account the time distribution made by different members of the household. As household work is not priced, it is considered as non-market activity. The household work includes cooking, child care, dish washing, washing clothes, cleaning the house, shopping and gardening. No respondent is doing gardening work. Hence it is deleted. All members of a household in general perform any or a part of these works. But in a tradition bound society, household management is a function of female members of the households. Therefore, the contribution of male members is insignificant. This general trend is reflected in the households of the respondents. Only occasionally, the male members take the children to school and bring them back and
go for shopping to buy groceries and vegetables. Therefore, concentration is laid on the time use pattern of women respondents alone.

Through observation and discussion and through analysis of data the researcher has inferred that the police women sacrifice their personal care time and household work time for performing official duty whereas non-police women sacrifice their personal care time for the same purpose. To cope with such a situation both type of respondents have a relative with them or employ servants or buy kitchen equipments.

But the regression equation worked out for police women and non-police women separately indicate that in both cases, educational attainment of respondents and the age of the youngest child have positive association. Educated women take interest in the studies of their children. They sit with them when they do homework and supervise when children play. So educational level of respondents has positive association with time allocated for household work. Similarly there is positive association between time allocated for household work and presence of the youngest child below three years, as the child requires mother’s attention and care if it is an infant. Household
size in the case of police and non-police women bears a negative association with time allocated because there is a possibility for sharing of household work. Possession of kitchen equipments has negative association with time allocated in the case of non-police women but positive association in the case of police women because the latter are not using them often. Thus the hypothesis framed for the time budget analysis that there is association between time allocated for household work and educational attainment, age of the youngest child, household size and possession of kitchen equipment is partially proved.

The value of time allocated by police women to household work is 79 per cent of the value of non-market activities of non-police women. This non-market contribution of police women constitutes nearly 40 per cent of the household income. But this has not been recognised. As market earnings are greater than non-market contributions, they continue in the job.

9.5.3 ROLE CONFLICT

Role conflict arises when one finds it difficult to play more than one role simultaneously. The respondents are playing dual roles as working women elsewhere. But the difference is that unlike the working women in other
departments, the time available to the police women is uncertain and hence they face the problem of role conflict.

The hypothesis framed is that role conflict level is associated with the household size, possession of kitchen equipments, help from other members, educational attainment of respondents and marital status. $x^2$ test shows the association between all these except household size. Household size is having a negative association. Therefore, it is concluded that this hypothesis is partially proved. The presence of role conflict, high or low, indicates that the division of labour within the household is favourable to men and weights against women. The household is tradition bound and place the whole workload of the household on women. Man is still viewed as potential and primary earner and woman as secondary earner how much great her contribution may be.

9.6 POLICY IMPLICATIONS

This study throws light on the economic and non-economic issues of households of working women. In its course of highlighting these issues, it has indicated that women's education and employment have been instrumental in increasing household earnings and in adoption of small family norm so as to suit their gainful employment outside
home. Therefore, women's education and women's employment are to be considered more important than other factors by policy makers while formulating population control policies.

As working women perform productive functions in domestic front and on economic front, it is essential for the employers as well as the government to liberalise or relax working conditions and provide facilities for them. The time allocated by women for household work is important, the productivity of women in non-market household activity should not remain invisible because it subsidises production of the nation and therefore it should be assessed and added to GDP.

As they play dual roles and share the financial burden of the households, it is essential for male members of the households to come out of the traditional shield and extend a hand in sharing some of the household chores and it is essential for the society or government to provide more health facilities to working women at concessional rates as improving their productivity is a social obligation.

As for police women's official work, the case studies and reflections of others on police women indicate that they are underutilised in police force in two ways: women with higher qualification occupy jobs which require lower
qualification. This amounts to underutilisation.\textsuperscript{1} According to Cole (1979)\textsuperscript{2} there is sex discrimination package in each institution. This package in policing is in the form of assigning duties. They are assigned duties which relate to women and children and counselling them. There is no gender equity in jobs assigned. The traditional sex role differentiation is reinforced in police force. Though counselling should not be under estimated, women are generally considered as tokens and therefore only light duties are assigned to them. In an interview with the researcher the present woman D.I.G. of Police Ms. Thilagavathi I.P.S. has accused the male officials for assigning duties which have feminine touch and not challenging duties to women police due to their chauvinistic attitude. They are utilised for office work as typists and their working time is time bound whereas those who work as constables suffer due to lack of time and overwork. This is discriminatory and favours some while all have been recruited on the same condition for the same job. It also deprives other men and women to get selected for typist

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posts. This also would imply surplus of women police staff in police force. Thus police women do not come to the front zone but remain in the rear zone and their participation is considered marginal.

The present All Women Police Stations deal with women and do counselling work. From the informal survey it is inferred that these police stations should be empowered to function like the present other police stations headed by male S.I. or male Inspector. That is, All Women Police Stations should be given powers to check any unlawful activity in its jurisdiction and to maintain law and order instead of simply solving women’s problems as a social service organisation.

Police women feel that they suffer due to uncertainty of working hours and they wish that they should be brought under shift duty of 8 hours a day basis. They also want to have proper accommodation with toilet facility, if they are drafted for duties outside head quarters. They want their outstation allowance to be raised and seats should be reserved for their children in educational institutions and job opportunities as is done for ex-servicemen. They want to receive better treatment from their immediate male superiors. Male superiors suggest that they should live in
the nearby area so that their services could be used during odd hours when women are taken into custody. Public suggest that there should be atleast three police women in each police station so as to avoid custodial crimes.

CONCLUSION

Women in police force have transformed police force into police service by their very nature. The first woman I.G. of India, Kiran Bedi's work in Tihar Jail, Delhi, as jail authority is an example for this. She has treated the jail birds as a service minded social worker and not as a police officer and has made them take up education and learn a profession. This kind of attitude and actions would improve the image of the department.

The issues of households of working women highlighted so far show that in India the non-economic characteristics namely socio-cultural characteristics are more dominant in households than the economic characteristics. This feature is reflected in the expectations of the household members that women should take up the household responsibilities eventhough they have become earning members and also in the role they play in household decision making. Due to their education and employment, women are able to influence the non-economic decisions. Despite their contributions to
household earnings, they are not able to influence financial
decisions. At the same time it is interesting to note that
the education and employment of women, have changed the
attitude of society towards education and the discriminating
wall between boy's education and girl's education has been
shattered by the employment of women outside home. This
implies that the households will become instrumental in
bringing about a change in attitudes in favour of women by
shaking off its male bias in future.

It is proper to quote Barnell and Baruch (1978)³. According
to them women tend to underestimate themselves. The society has oriented women so far to virtues and acceptance and not toward power and competence. So once chances are given to them, they can act as agents of social change and bring about changes in households, society and economy in the right direction. The engine of social change has been put into operation with bogey of women in defence and para-military forces. This will strengthen the hope that in the near future women will acquire everything just as a man gets and there will be no discrimination on account of sex. Then the household will become egalitarian in

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respect of access to resources-financial and material and in respect of distribution of power and duties among its members.

This study points out that in Tamil Nadu, women have the right to go for a job and supplement household income and they are expected to perform all household chores. But they do not have the right to spend what they earn and are in secondary position within the household and in society. This is because the society is patriarchal and the household is tradition bound and women themselves are more influenced by customs and conventions than by rational views. To gain a treatment on par with men, the educated working women have to bring about a radical change in the attitude of their own and of the people. That is, a social change is more powerful than a mere right to earn an income. In other words, the household should be egalitarian and not male biased. This necessitates a synthesis of approaches to household issues and women’s issues.

This report may not be an instrument in bringing about a social change. It is expected that it may be instrumental in bringing about a change in the attitude of those who have a chance to read it.