Chapter II
Recent years have marked a gradual awareness towards women and their representation in the spheres of social control. Initially, neither historians nor social scientists realized policing issues as vital to research discipline. Hence, the question of women studies have started appearing recently as a rather insignificant matter. The changes in the new era, ushering from the turbulent socio-historic past and recent amendments towards empowering women created an entirely new wave of reform. Before dwelling further into the question of women policing it is important to view the trends of general policing in both the societies.

The Origins of Women Policing

*Indian Women, History and Warfare*

Indian society during ancient times accorded women the highest prestige in all social and political spheres. The gradual passage of time and the assimilation of different cultures marked different boundaries and etiquettes governing women. But a brief glimpse into their political lives would help weaken the myth of their total absence in political positions.

Since the Rig- Vedic times women were imparted adequate training not
only academically incorporating Vedas and deeper knowledge but even in areas such as self defense and warfare. Innumerable instances could be cited from the Indian history supporting the above\(^1\). Though, an indirect connection to policing as a whole, it celebrates the power and contribution of women in male related bastions. This could further provide a relevant information to support the cause of women policing in most developing societies.

In our most coveted treatise ‘Ramayana’ King Rama’s step mother Kaikayi seems to have played an important role in warfare supporting her husband’ Dashrath’ to save his life in the battlefield. And as a reward got a few unbreakable wows to her credit.

Worship of goddesses like Durga, Maha kaali with lethal swords commemorates the faith in the goddess of power at large and respect for power oriented women. Even during the Medieval India, empress such as Noor Jahan, Razia Sultan were adequately trained in armoury and could perform successful feats during warfare. Other women include Jhansi ki Rani whose unforgettable epic warfare and undaunted participation sent the entire male armoury defense in to utter shame.

Similarly, the participation of women revolutionaries to redeem India her independence from slavery cannot be undermined. They proved their
with no less than their male counterparts even in ‘extremist’ situations. During India’s struggle for independence from the foreign rule especially the phase from 1919-1939, there was a large scale participation of young women especially under Surya Sen who conducted the movement\(^2\). These women provided shelter, carried messages and fought with guns in hand. Prominent women being Pritilata Wadedar, Kalpana Dutt, Shanti Ghosh and Suniti Chanderi to name a few.

**History of Women Policing in India:**

Utilization of the services of women for police activities is as old as the recorded Indian History. Kautilya’s Arthashastra written in about 310 B.C presents a vivid account of the utilization of services of women for espionage and spying. However, there is no record to suggest that women were inducted on a regular basis in uniform as policewomen.

The Institution of Women Police in India is a recent phenomenon. In India the need for women police was felt during the labour strike in Kanpur in the year 1938. The police faced a really delicate situation of physically lifting the women workers\(^3\). Hence a need arose to incorporate women into police in order to encounter to sustain the force regarding any such future emergencies.
The state of Travancore in Southern India also experimented with the appointment of women as special police constables in the year 1938. However, from 1942 onwards all the ‘special police constables’ were appointed as temporary women constables on the regular strength of the police force. Nigam[1982] contends that much before independence women police were in existence in port cities like Bombay, Calcutta, Madras though represented in meager numbers.

**Entry of Women Policing in India:**

The realization of the need to have women in the police force can be attributed to the following four conditions which emerged during the national struggle for independence and post independence period respectively:

i) The partition of the country resulted in large scale influx of refugees from Pakistan to India in the wake of communal frenzy. There was a rush of grief stricken and distressed women who were approaching the prime minister on a regular basis. Therefore, purely for security reasons a need was felt to have women in the police force which at that time consisted of men only.

ii) The recently acquired independence, large scale movement of
population in search of work and shelter and rapidly changing socio-economic conditions created a new dimension of policing in India. In several states political agitation, 'bundhs'[lockouts], strikes, linguistic and communal riots were becoming a regular feature. The participation of women in these agitations was increasing daily which created a new dimension for law enforcement agency particularly in lieu of the delicacy of the problem of handling women agitators.

iii) The traditional law enforcement agency was confronted with the problems of bringing about drastic changes in the attitudes of its personnel in their behavior patterns and method of functioning.

iv) In the post independence years the government enacted a number of social laws, such as children's act, suppression of immoral traffic in women and girls act, the beggars act, the untouchability act, and had taken various other measures for the protection of the weaker sections of society including women and children.

**History of Women Policing in U.S.A:**

The large and complex societies too maintain a formal agency called the **police** to enforce law and order. 'Police' is used to denote a body of people organized to maintain civil order and to investigate breaches of
law. The term *police* in the sense of an organized civil force doing police duties was first used in connection with the marine police which was established in 'England for Thames in 1798-1800'. Irrespective of the period when police as a law enforcement body came into existence, it remained a male dominated establishment 'a vestige of male sanctity'.

The United States of America was perhaps the first country in the world to recognize the need for police women when 'police matrons' were appointed in New York city in the year 1845, their prime duties being to deal with women and girls held in police custody by the law enforcement agency. Amongst the women's organizations the 'women's Christian, temperance union' was particularly active in this field. Through the efforts of this organization other cities also started appointing police matrons.

The year 1829 is regarded as a key date in Anglo American police history. In this year, Robert Peel introduced the Metropolitan Police act in the British Parliament, and in September the first recruits began walking their beats in London. This was the culmination of a series of failure to legislate and set up new police; at least eight previous abortive Acts, enquiries and committees had failed. The U.S.A was also a turbulent society at this time with the particular problems of a new and frontier society, expanding its boundaries and drawing its migrants with diverse
Miller [1977] highlights a number of novel reforms undertaken in the wake of several legislations in British parliament. These were sought to be incorporated in the U.S.A policing domain. He makes a mention of delegation from New York visiting London in 1833 to assess the requirements for a new force and eventually after a decade in New York marked by social disorder and increasing discussion, of adopting 'London-model police force'. This was finally achieved in 1845. Although Boston had the first preventive police in 1837, their numbers were being small and insignificant for the working of a stable policing system.6

**The Entry of Women into Policing [U.S.A]**

Women have been in policing throughout the USA since 1910, when a social worker Alice Stebbins wells became the full fledged policewoman in the LAPD [the Los Angeles Police department], though the New York police department hired women as jail matrons as early as 1845. Until the mid seventies, when the application of civil rights legislation put women on patrol, police women were largely confined to two assignments: Youth Division or to the Jail. According to captain Diane Harber, who joined the LAPD in 1957, “We had two choices: Go to the Youth Division or to the Jail, most of us went directly to the jail”7.
As policewomen they did what male officers couldn’t do [conducting searches on female suspects, prisoners or corpses, working as decoy prostitutes or girl friends] or didn’t want to do as typing report, changing diapers, dispensing baby bottles, baby sitting. They weren’t eligible for promotions or the same pay as male officers. They were trained separately from men. They were barred from roll call. They were banned from elite units like ‘homicide’ [though some women work in this area, unofficially and at policewoman’s pay]. Many of them had to use their own cars or take public transportation to their assignments outside the station house. If they were black women they were not allowed to work with white women.

All this was in response to legislation requiring police forces to treat and hire women as equals. The mid seventies saw the passage of equal remuneration act 1972 Equal Employment Opportunity act [EEO], which applied Title seven [Prohibiting employment discrimination on the basis of race, color, religion, sex or national origin] of 1964 civil right act to state and local Governments. Following a host of legal skirmishes and delaying tactics, women police had been legislated into equality with male police officers.

Susan Martin, in her study of the role of women police officers in
Washington D.C, distinguishes two phases in the early history of women in US policing: the specialist first phase and the latency period of the 1930's. A similar distinction can be usefully made for Britain. Frances Heidensohn further adds stages to Martin's preliminary examination: 8

3. Latency and Depression [1930-45]
4. Informal Expansion [1945-70]
5. Integration and Afterwards [1970 to present]

While the history of the origins of female participation in policing is quite distinct from that of male, it is equally true that the course set by the pioneer policewomen determined the direction and form of the enterprise for many years to come, as did founding fathers of policing.

1. Moral Reform, Rescue, and Matrons

According to Feinman's version of women's role in law enforcement with the description of Nineteenth century women's moral rescue movement, especially the introduction of prison matrons. In 1845 the women's prison association and the American female moral reform society succeeded, against much opposition, in having six matrons hired to supervise women prisoners in the gaols. Their primary aim in their associations and in this project was clearly moral rescue.
Although the police matrons were concerned with homeless and drunken women, their prime interest centered on eliminating prostitution. Arguing that police matrons were necessary to prevent sexual abuse and attacks upon arrested and incarcerated women by policewomen and male prisoners and to protect young girls and first offenders from hardened women criminals. [Feinman 1986:80-1]

This impetus spread with several major cities recruiting matrons. As Feinman notes, ‘The Police Matrons movement coincided with the professionalization of social work, and many women applied social work concepts and methods to their matron duties.[1986:81]

After the exhibition closed, Baldwin was retained by the city government as the director of the department of public safety for the protection of young girls and women. Neither she nor the police department wanted women to be called ‘policewomen’, because neither wished to associate women with the concept or job of policemen. The women called ‘operatives’ or ‘safety workers’, considered themselves social service workers.

Several events followed which strengthened the resolve of women’s participation in these services. Firstly, a pressure in England for the appointment of matrons to attend women prisoners in police stations.
This pressure came as in U.S.A from the alliance of Evangelical, temperance, and moral reformers who had already been heavily and successfully involved in voluntary work.

In another instance Feinman narrates briefly about a female revolutionary in this field. Louisa Twining was one of the investigators of this project, she worked her way up from a typical middle class reformer to championing the rights of the women. She gave evidence to the Royal Commission on Education in 1860 and made clear her view that women should be involved in staffing all aspects of institutional care.

How could men alone be fit judges of what went on there (?). Results would be far different if the influence of women of feeling, and education were introduced. This would inevitably help to counteract the fatal effects of life in an institution and in a mass for girls.

Hence, these events indicate the seriousness and strength of purpose amongst women’s moral reforms and voluntary efforts in U. S.A.

**Specialists and Pioneers:**

In the U.S.A there was no comparable central activity, nor was there any concerted opposition to policewomen’ in the U.S. Instead, there was a strong policewomen’s Movement, led by Alice Stebbins Wells, based on
International Association of Policewomen which Wells helped to found in 1915.

Achieving the appointment of women as police officers both in Britain and U.S.A took nearly the same time about fifteen years, involved numerous organizations, of central and local government, the press, the public, as well as remarkable array of groups who sought this end persistently and campaigned and politicked for it. The story is worth telling in its own right and has no real parallel in the U.S.A. Nevertheless, the outcome for the role of women in policing was remarkably similar in both countries.

Carrier's account [1988] of the whole history is based on the original sources[ and including government papers] and is remarkably detailed and precise. The First World War provided the catalyst for women and their male supporters, who wished to see women as police. At the outset, it provided the occasion for a truce for those women who had been campaigning for the vote and who suspended this while hostilities lasted and turned to war work.

While the outbreak of the war was the immediate occasion for recruiting women police volunteers, this was by no means a new idea. A delegation of womens’s groups had already approached the home secretary in June
1914, before the war began and there had been a conference. Owings notes that the vigilance and purity movements were behind this pressure and that their aim was the appointment of ‘women police constables with powers equal to those of men constables in all country boroughs and the metropolitan boroughs of the county of London.’ [Owings 1925:4-5]

War had brought enormous social change. Thousands of men were congregated in army camps, women were working in munitions and in novel occupations. Refugees had flooded in from Europe. Dawson and Boyle were already recruiting volunteers, known as women police volunteers, in 1914. All were volunteers, but received some training and had the permission of the commissioner of police of the metropolis to patrol.

In 1916 women police volunteers were contracted by the Ministry of Munitions to provide female police to handle the policing of munitions factories where thousands of women were now being employed. Women police volunteers wore uniforms and were often of middle class background with good education. Their work was clearly control and protection of women and children. Damer Dawson a noted police volunteer notes the element of hypocrisy within the system meted out to women police volunteers.
Throughout the war, Damer Dawson had persistently used all her skills and tried to achieve a more permanent and institutionalized basis for policewomen. At the end of the war, the munitions police were disbanded and the demand for wartime patrols might seemed to have faded, but supporters of women, of women in policing were determined to persist. Prostitution and protection were once again major social issues. Moreover, women had proved themselves effective in policing and chief constables and some other policemen, who had experience of the women patrols had changed their initial hostility to support women’s cause in policing.

*Latency and depression:*

Once women’s entry had been secured in USA there was considerable expansion and confidence. In 1922 there were more than five hundred female police officers, by 1932 more than 1,500. The depression is blamed by Horne for the stagnation which then followed but it is also clear that the terms on which women had entered US policing were insecure and a poor basis for expansion. The creation of separate women’s bureaus had been a national goal of policewomen, but this tended to restrict and isolate policewomen from the rest of the department.
The separate ‘women’s precinct’ set up in New York in 1921 and planned for the characteristic protection and rescue work closed after a very short time for political and legal reasons. Thereafter, in New York as in many other departments, women officers had no base; they were temporarily assigned and were often redeployed at a short notice when a woman was needed for search or interview purposes. Their entry was controlled by tiny quotas, and educational and age-standards were higher than for men and promotion chances nil. In 1930 Massachusetts recruited women to the state police, but it was only in 1943 that Connecticut, the second state to do so followed them [Mishkin 1981]

**Informal Expansion:**

The Second World War in the USA, as in the UK, gave some thrust to the expansion of opportunities for women. Marriage bars, requiring women to resign on marrying, were removed in England and Wales in most occupations. [But not in Scotland, where they remained in force until 1968].

Recruitment in the USA, which had been almost stable, rose after the war. In 1950 there were about 2,610 female officers, in 1960 5,617 and in 1970 11,234. In 1966 for example, there were 4000 women out of 95000 officers.
More significantly, perhaps, in 1968 Indianapolis Police department became the first municipal agency to assign women formally to patrol by delegating two women to traffic and patrol duties in 1968. At its inception, the women police movement had been innovative; by the 1960's the moralistic, philanthropic roots from which it had drawn its strength had withered or were transplanted into the fields of professional welfare.

This time major changes came from outside the police for most part, although individual officers in the USA did use the new climate, and the new laws, to alter their own and their colleagues' opportunities. A combination of a new approach to civil rights and of second wave feminism shifted women's role in the police – that most conservative of control agencies, in surprising ways.

Integration:

Women police are now integrated into the mainstream of policing. They no longer have their own bureaus and most discriminatory recruiting practices are or are being removed. More problematic of course is their acceptance in practice by their male colleagues.
Women and Historical Evidence of Image in Policing

Women and Personality Images:

Policing and women images have long received focus by many researchers and sociologists. Every society whether developing or developed expects a certain degree of 'image uniformity' for both male and female within set societal standards.

Women policing marks a direct contrast to the above societal standards both in image and performance expected of the female section of population. These consist of social, physical and economical images of women within professions. Hence the theories on how a women ought to present herself physically before her male counterparts, the degree of autonomy she exercises within professional spheres and her entire social image has been the object of controversy since their representation in male-dominated professions.

Discrimination within profession is a way to complement the above. Ranging from various ethical dressing controversies to her alliance with a male colleague on professional ventures, issues of Black/white women within U.S policing to differences in the pay scale levels, all speak of image typecasting and ranges of expectations from women police. Firstly, social surrounding within policing domain was of the consistent belief of the typical delicate women image even as a police officer. Often
their protective instincts for the delicate counterpart gave rise to serious misunderstandings amongst women police professionals.

According to Connie Fletcher, a famous police officer and author she rose up against a typical image typecast for women within policing. She gave up her job as a schoolteacher to go for a 'safer job' as policing. In her perspective, she needed a job that allowed her to carry a gun because where she taught was a large, overcrowded, inner city, two hundred kids in this elementary school, she almost everyday underwent physical molestation every single night as she headed towards her home place. Once a seventh grade guy trying to physically assault her dragged her into the first floor washroom. This incident alarmed her with a sense of fear and her inclination towards 'a job with a gun'.

But her male counterparts viewed this in a different light altogether, an unsafe and unfit profession for their female colleagues. According to different historical sources within women policing, the biggest fear was that women were out on the roads controlling, not only the decorum of the society but controlling their own fear and emotions. This was not very typical of women and social image within any society. According to Connie Fletcher, a policewomen, "The supervisor in my old building always used to say that anybody who has not been on the job for 10 years and any woman- not in the department, they cannot be cops
in a real sense."

U.S policing viewed physical and social differences between black and white women police officers. They often adjudged the physical prowess of black women officers to be greater than that of white women officers. This was further aggravated by the rigid rules following the fact that on different policing ventures a black woman cop cannot partner with a white, and segregation was therefore, a necessary aspect to women policing and ought to be maintained by police officials.

Women and image typecast within Indian policing deserves a special consideration. Dr. Kiran Bedi a renowned Indian police officer recalls how in the past she was exposed to a considerable amount of gender and class bias. Men were always paid more than women, they were not allowed to daunt the daring arenas and even then women had to assert themselves to obtain what was legitimately due to them. Right from her representation as first women police officer in higher ranks of policing she had to prove her mettle. She faced severe confrontation with male panelists selection for police officers. They felt 'policing seemed an unsafe and unfit profession for women', but she had her guts to go ahead and become the first Indian police officer.
History and Women Support Services:

More systematic evidence of the support services women provided for the police comes from the work of Florence Bulgarian, [1984] of the British women's Temperance Union [BWTA]. Disturbed by what is called or identified as 'scandalous proceedings in our metropolitan police department' referring to the holding of women under arrest in custody in police stations under the supervision of male police officers, she launched a campaign for the employment of women police matrons, women to guard female prisoners in police stations. As a part of this campaign she undertook a comparative study of the availability of police matrons in London, U.S.A.

The WEF's call for Women Police

Another development in the campaigning strategy occurred in June 1914 when Mrs. Nott Bower argued for the appointment of women in the police services. It is significant that this call for women police was made by a militant feminist organization, whose members had experienced a rough face of policing themselves as well as witnessing the court's treatment of women targeted for sexual evidence.

The WEF was however not alone, in September 1914 Margaret Damer Dawson began recruiting for an independent women's police
organization. Thus, International perspectives reflect a total social scenario of the emergence of rights of women in this male-dominated arena and acquired a significant place within this domain.

The Role of International Criminal Police Organization [Interpol]

The question of "women police" was discussed at the International level as early as 1926. The third session of the general assembly of the International Criminal Police commission [I.C.P.C] held at Berlin from 27 to 30 September, 1926 recommended, "This question needs to be brought to the attention of all governments and police administration as it considers the collaboration of women in different activities most appropriate for public welfare". At its 4th session of the general assembly of the I.C.P.C held at Amsterdam, Netherlands from 6-8 July, 1927 the following resolution was passed. "The I.C.P.C is unanimously of the opinion that women are of great use in the practical care of children, girls and young women in moral danger and that women have for some considerable time worked with the police in this way with good results"

The woman police movement in the British Empire owes its origin primarily to two groups of women workers namely the women police volunteers and the women patrols of the national union of women
workers of Great Britain and Ireland.

It was however in 1916 that a few women were selected from the National Union of Women workers for employment as Policewomen in the Metropolitan police. The sex disqualification [remand] act parliamentary December 1919 established the legality of women as members of the police force.

In the same year, 'Baird Committee' was appointed to investigate the question of employment of women in the police force. Baird committee reported that experience of war had proved that women could be employed with advantage to the community, for the discharge of certain police duties. However, the committee left the question of employment to the discretion of the respective police authorities. This could not facilitate the consistent growth of women police force in the country.

By 1930, most of the European countries had women in their police force. Though for them, 'it was no easy sailing.' The general feeling was and still is among majority of the male officers that, 'police work is a man's work'. Women are not emotionally and physically equipped to handle this man's job of policing.

In 1920, while commenting on the entry of women in police, an M.P in
England called it "as an extravagant eccentricity upon whose entertainment public money should not be wasted". In the same year, Mr. Mead commented, "A woman who accepts the job of a police woman, sterilizes any maiden modesty that she might have had." He further adds: "Such women suffer from moral obliquity and as such it is not safe to entrust women and children to abnormal women". During the initial period, the policewomen played only peripheral role in law enforcement and did not enjoy equal rights with their male counterparts. Their role was largely limited to police protective and preventive functions as they pertain to women, teenaged females, youngsters and infants.

Hence, the complex and contested origins of women police, their struggles for official recognition and their incorporation into the 'mainstream' police force demonstrate that the acceptance of women as police officers was never a indebitable reform but an issue that has been struggled over half a century, from before World War One until well after World War Two. It was a struggle waged overwhelmingly by women against active resistance from parliament, the home office, the male police force and the general public.

According to Envolve [1983], military has depended on women as gendered subjects. Women, she argues have been used as military prostitutes, rape victims, wives, widows, social workers, nurses, loaders,
defense workers and mothers. Hence, if military an archetypal male institution has relied heavily for its survival on women, it is reasonable to look at the history of the police and explore the nature of any role played by women.

**International Perspectives and Country wise Comparison on Women Policing:**

The following are the country wise tabulation of historical placement of women in police.¹²

**Australia**

Each of Australia’s six states, if new South Wales Queens land, Victoria, South Australia, Tasmania and the Australian capital territory and Northern Territory is Independent and has its own police force. In the Northern territory of Australia, there is a common wealth police force. This force acts as a national agency for the collection and dissemination of criminal intelligence.

**Germany**

Germany was the first country on date to have a government employee called ‘police woman’. In the beginning policewomen were delegated the supervision and the enforcement of laws concerning prostitution.
**Great Britain**

In the United Kingdom, with the outbreak of First World War the voluntary women patrols were created. The war years emphasized the need to have gender reinforcement with regards to female protection. Baird Committee reminded the whole position in 1920 which came to the conclusion that there was not only scope but urgent need for employment of policewomen in this country.

**Israel**

Policewomen have functioned in Israel since 1960. Women perform a variety of police tests, as well as providing security patrols for airports, hospitals, markets and schools. Women police officers comprise 90% of the excellent traffic police force.

**Japan**

Only after the world war II when the social conditions of Japan turned upside down the first body of women police officers in Japan was appointed at the Metropolitan police department, Tokyo on March 18 1946 when 63 women officers donned their uniform for the first time. The Introduction of women police officers so well matched social conditions at that time and was so warmly welcomed by the general public that the then ministry of home affairs stipulated that women police departments should be established throughout Japan and gave
such institutions to All National Perpertual Authorities.

**Indonesia**

The Indonesian women police came into being during the early days of the struggle for Independence of the Indonesian people, when there was no need to use all the forces available.

**Nigeria**

Women were first recruited into the Nigeria police force in October 1955, when 20 young Nigerian girls between the ages 19-25 years, who were selected after a rigorous physical and educational tests from amongst a large number of applicants, began training at the police college at Ikya near Lagos the capital of Federal Republic of Nigeria.

**Singapore**

The history of Singapore women police began on March 1st, 1949 in the extra constabulary taken known as special constabulary. The need for women police servants arose because of the outcome of social conditions prevailing at that time. The living conditions were hard, women and children, ill destitute, drunken, insane, and homeless fought hard for their living. Women in police force continued to expand and today it constitutes nearly 12% of the total force.
But above all, the role of feminist movement in rekindling the spirit of progress cannot be undermined within women policing.

Table 2.1 shows the graph illustrating the year of entry of women in policing services for various countries.

### Table 2.1 Year of Entry of Women Police in Different Countries.

<table>
<thead>
<tr>
<th>COUNTRY</th>
<th>YEAR OF ENTRY</th>
</tr>
</thead>
<tbody>
<tr>
<td>Australia</td>
<td>1915</td>
</tr>
<tr>
<td>Canada</td>
<td>1896, 1974 (First batch of women policing)</td>
</tr>
<tr>
<td>France</td>
<td>1969</td>
</tr>
<tr>
<td>Great Britain</td>
<td>1907 (Police Aid) 1916 (Police Women)</td>
</tr>
<tr>
<td>Guyana</td>
<td>1953</td>
</tr>
<tr>
<td>India</td>
<td>1938</td>
</tr>
<tr>
<td>Israel</td>
<td>1960</td>
</tr>
<tr>
<td>Japan</td>
<td>1946</td>
</tr>
<tr>
<td>New Zealand</td>
<td>1942</td>
</tr>
<tr>
<td>Norway</td>
<td>N/A</td>
</tr>
<tr>
<td>Poland</td>
<td>1925</td>
</tr>
<tr>
<td>Sweden</td>
<td>1957</td>
</tr>
<tr>
<td>USA</td>
<td>1845 (Police Matron) 1893 (Women Police)</td>
</tr>
<tr>
<td>West Germany</td>
<td>1903</td>
</tr>
</tbody>
</table>

**Comparative Analysis In Indian States**

Compared to the developed countries in the world, the entry of women policing in India was rather delayed [1938 in Kanpur, Uttar pradesh]
**Andhra Pradesh**

Around sixteen women designated as ‘Aseels’. Aseels were usually illiterate. They were used for search and arrest of women criminals and paid rupees 251 per month each.

**Assam**

Government of India had in 1967 sanctioned on an experimental basis enlistment of women police. This was increased in 1971.

**Bihar**

Introduced in 1952- the need for women police was especially felt in the government Railway police namely N.E Railway Esteem, S.E Railway for the purpose of assisting women and children commuters. The use of women policing was started in effect from January 1948.

**Chandigarh**

When Chandigarh was given the status of Union Territory in 1966, it had no policewomen of its own. Only during the first half of 1977, ten women were recruited as constables who had undergone training at Chandigarh.

Thus it could be assessed that women and law enforcement had to tide through different phases from times they were incorporated into policing. What is interesting to observe is that there are congruencies in both
India and the USA as per historical basis of women policing. Both USA and India had less scope for women in policing, carving a path for women in this profession was kind of enforced and seemed more of a social necessity rather than giving women their fair share in law enforcement positions. Times are observing changes in nearly all-professional fields but women and their placement in law-making positions still seems a rather formidable venture.

**Haryana**

The state of Haryana came into being in 1966. Since 1966, when the state of Haryana got its share of one reserve of police women at Ambala, there has been practically little employment of women in these services.

**Himachal Pradesh**

Before Himachal Pradesh came into existence as a full-fledged state in 1966 a few of its districts were converged under the territory of the Himachal. It was in the month of November 1966 when two women constables were recruited for the security duty for the Dalai Lama who had settled down in the district of ‘Dharmasala’ after migrating from Tibet. In 1973 when the Bhutan airport was thrown open to civilian air passengers need was felt to have women in security branch of police to make security checks on women passengers. However, it was not until 1975 [December], the International year of women, that 27 women were
formally inducted in H.P Police force.

Table 2.2 illustrates the recruitment year for the various women in police in states of India. It should be noted that data was only available for the states listed below.

**Table 2.2 Recruitment Table for Various States.**

<table>
<thead>
<tr>
<th>NAME OF THE STATE</th>
<th>YEAR OF INITIAL RECRUITMENT</th>
</tr>
</thead>
<tbody>
<tr>
<td>1 Andhra Pradesh</td>
<td>1952</td>
</tr>
<tr>
<td>2 Arunachal Pradesh</td>
<td>1977</td>
</tr>
<tr>
<td>3 Assam</td>
<td>1969</td>
</tr>
<tr>
<td>4 Bihar</td>
<td>1952</td>
</tr>
<tr>
<td>5 Delhi</td>
<td>1948</td>
</tr>
<tr>
<td>6 Himachal Pradesh</td>
<td>1975</td>
</tr>
<tr>
<td>7 Karnataka</td>
<td>1960</td>
</tr>
<tr>
<td>8 Kerela</td>
<td>1943</td>
</tr>
<tr>
<td>9 Mizoram</td>
<td>1987</td>
</tr>
<tr>
<td>10 Meghalaya</td>
<td>1976</td>
</tr>
<tr>
<td>11 Sikkim</td>
<td>1970</td>
</tr>
</tbody>
</table>

**Summary**

It could be assessed that women and law enforcement had to tide through different phases since the times they were incorporated into policing. What is interesting to observe is that there are congruencies in terms of history of women policing in both the countries. Both US and India had less scope of women policing initially and had to battle several
phases to place women cops in the position they truly deserve. Times are observing changes in nearly all professional fields, but women and their placement in law enforcement positions still seems a rather formidable venture. Besides, it is virtually left to the individual women police officers to make appropriate job-adjustments with their male-colleagues. This means both presenting and maintaining appropriate image on the job and also finding wider social acceptance for their role and function.
NOTES

1. Instances from 'Bipin Chandra' on Modern History, 1999, several women participated to redeem India her lost glory. It is important to observe this with support of women's participation in 'powerful positions' which may not always be a 'man's job'.

2. Surya Sen was an 'extreme revolutionary' who aligned with both men and women's power to free India from the British dominance.

3. Cited by S.K Ghosh in 'Women in Policing', Light and Life publishers, India.

4. The Post independent period in India and Pakistan was associated with squalor and oppression against women in the form of rape and gruesome torture especially while migration to Pakistan. Hence, the country needed women to take charge of certain divisions related to women that time.

5. Policing is accounted by many researchers as being in the 'vestige or purview of males'. It is accounted as 'male bastion'.


8. Captain Diane Harber who has retired, serves at present as a consultant with the women's advisory board to LAPD (Los Angeles police department, California, USA)

9. Heidensohn Frances has provided a complete background on stages of women policing in USA and U.K over a period of time. Its reflective of the long drawn battles women had to fight to get what was legitimately due to them.


11. The I.C.P.C or International Criminal police organization is policy making body for countries across the world, it questions and amends the existing policies by different policing systems and provides as a check for policing in different countries.