Chapter III
CHAPTER 3

METHODOLOGY, DATA AND DATA ANALYSIS

This chapter consists of cross-cultural analysis of women policing in India and USA, along with exploring and analyzing the problem statement, research questions, assumptions, objectives, sample and sampling procedure used, tools of data collection, organization of the final study and the procedure and methods of statistical analysis.

Problem Statement

This is an inquiry into the status of women police officers in India and U.S.A. Analyzing the comparative status, gender bias, male attitudes and reviewing performance and future of women policing in India and U.S.A.¹

Objective of The Study

To explore and investigate the status and nature of women policing in India and U.S.A, considering social factors, professional challenges and social changes in both the countries.

On the basis of this brand objective, the following sub-objectives, were laid down for the present study.

• To examine the status of women officers in police services in India
and U.S.A.

- The social relevance of perception of women as police servants in both the countries.
- Comparison of women officers perspective about being a police officer in India and U.S.A and highlighting certain notable features
- To review their job nature, rewards and performance in comparative setting of a developed /developing country
- To examine the attitudes of male officers and their perspective on women officers in both the countries
- To establish the presence of gender bias in many aspects of police job and perceptions of women officers and civilian populations
- To study various aspects of professional, socio-psychological barriers and constraints that poses a challenge to women police officer in both the settings
- To examine family or parental support, role conflict and various other aspects significant to women officer in both the settings
- To examine the nature of sexual harassment prevalent within policing in both the settings
- To explore difference in experience of women officers in both the settings and recommending a common line of action
Organization of The Present Study

This aspect consists of identification of sample fields or sampling method, formation and categorization of respondent groups.

*Identification sample fields or selection of the areas*

This study is a cross cultural comparison of women police officers in a developed and developing country. The regions surveyed are listed in Table 3.1.

**Table 3.1. Survey Regions. (conducted from 2001 May – 2002 Dec)**

<table>
<thead>
<tr>
<th>DEVELOPING COUNTRY (INDIA)</th>
<th>DEVELOPED COUNTRY (USA)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Areas in Jharkhand state including Jamshedpur, Ranchi.</td>
<td>Regions in California including San Jose, Los Angeles, San Diego.</td>
</tr>
<tr>
<td></td>
<td>Selected areas in Washington D.C.</td>
</tr>
</tbody>
</table>

Cross-cultural comparison especially concerned with 'gender-sensitive' issue is descriptive in nature and analysis hence several limitations can occur. Therefore, the researcher has concentrated on those areas in both the countries, where she could effectively generate and analyze data objectively. Fortunately, the presence of her husband and relatives in U.S.A. gave her a certain edge over conducting practical field work in
U.S.A. itself which otherwise is ‘an expensive and time consuming’ task for a common student.

Secondly, these were identified as ‘focal areas’ of her fieldwork as she had relative familiarity with these places. The conducive atmosphere in these regions along with the commercial and social orientations of women and the empowerment issues, thereby providing a ‘stable basis for comparison’. For instance, New Delhi equates to a lifestyle prevalent in a few parts in Washington D.C. and ‘Silicon valley’ in California, especially in the ‘dynamics of job and gender representation’ in workplace.

Other regions like Jharkhand regions of Jamshedpur and Ranchi, recovering from a transition from being a part of Bihar and adapting to new socio-cultural dynamics, similarly regions like Hawaii and a few smaller regions in California are nearly similar in ‘social dynamics’ and ‘transition’.

The populations in regions like Delhi, Jamshedpur are culturally vast and diverse, similarly, USA too is known for its diversity and accommodation of different cultures. Thus, a difference and similarity in women’s issue within ‘certain’ social and professional spheres could be studied on a comparative platform. Women from black, Asian and native
American population have observed and experienced 'relatively' similar socio-psychological transition as women in modern India. These, I felt could be effective and substantial areas for comparison.

**Selection of Respondents and Sample Unit**

For the present study, the researcher had divided the respondents into three specific categories. With the support of media relation’s officers in various police departments in USA and certain higher police officials in India the task was accomplished more systematically. Table 3.2 illustrates the sample size chosen for the present study.

**Table 3.2 Size of the Sample Chosen for The Study**

<table>
<thead>
<tr>
<th></th>
<th>India</th>
<th>United States of America</th>
<th>Grand Total</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Delhi</td>
<td>Jharkhand</td>
<td>Washington D.C.</td>
</tr>
<tr>
<td>Female (police)</td>
<td>20</td>
<td>30</td>
<td>14</td>
</tr>
<tr>
<td>Male (police)</td>
<td>22</td>
<td>28</td>
<td>8</td>
</tr>
<tr>
<td>Public</td>
<td>25</td>
<td>25</td>
<td>15</td>
</tr>
<tr>
<td>Total</td>
<td>67</td>
<td>83</td>
<td>37</td>
</tr>
</tbody>
</table>
The female police officers were divided into 3 different categories or positions. In USA, the divisions included senior police officers, sergeant ranking and officer level. In India, female police officers ranged from 2 different levels: Senior level - IGP, DCP, SP and medium to lower ranking from Inspector to Constable.

In both the countries the crucial criteria for identifying specific individuals both in police and public turned out to be the availability of the respondents and their willingness to talk to their investigator. The general public consisted of employees under police women, doctor, lawyers, media persons and educated women.

**Tools for data Collection**

A semi-structured, open-ended interview schedule based on insights gained from the literature review and also from some exploratory interviews was used for the study. The experiences and perceptions of male and female police officers regarding their status, attitudes, relationship and performance were collected with the help of an extensive, self-constructed interview form.

Case study method and comparative method analysis was also included when designing certain informal question that depicts the personality
and integrity of the person concerned in comparison to a person with similar characteristic in the comparative fieldwork.

The interview schedule was divided into 2 groups. [attached form in appendix 3 and 4] Part, A which consisted of question for female officers or the post concerned only. Part B was designed especially for male officers. A third ‘Interview form’ was of a general nature to be interviewed from general yet educated population. This group consisted of ‘employees under policewomen (non-policewomen), media group and women from different service groups.

Survey form or questionnaires could not be used for this project as the interviewees are from medium to high profile background who have lesser time due to constraints of busy work schedule. Hence, my interview questions could not exceed above 30 questions due to lack of time allotted and the descriptive nature of the questions. Mostly, the respondents allotted me half an hour to forty five minutes each in USA and in India twenty minutes to half an hour each. In USA, the interview was conducted in groups of 3 in panel discussions room especially for media and research personnel. In India, the interview for higher ranking officers was conducted in private, while the interviews for the lower ranking officers was conducted in groups of three or four.
Research Questions and Assumptions

As mentioned in the preceding paragraph, the research questions were intensive in nature and deductions primarily based on ‘direct interview’ with the respondents chosen. Following important aspects and issues were dealt in the interview schedule.

**General background:** This aspect consisted of name, marital status, rural / urban origin, position of parents whether they were a part of policing or not. This background check was the starting point of the whole analysis.

**Perception about job satisfaction, salary:** This consisted of a general enquiry into how they felt about their job, if they were satisfied with their salaries or income level.

**General perception about motivation to join policing, good or bad experiences in policing:** Questions pertaining to the reasons or motivation for joining the service were discussed. Comments related to their general experiences encountered was also documented.

**Enquiry into sexual harassment or other forms of harassment:** There was a separate question pertaining to their experiences in terms of sexual or non-sexual harassment especially in the workplace.

**Relationship and perception about male/female officers:** Questions were put forward to both male and female officers with regards to their communication, relationship and temperament. Questions such as acceptance by the department for the worth and talent were also
discussed.

**Gender discrimination and functional roles:** This aspect was dealt very carefully in the Interview schedule. Question such as, have you ever felt discriminated as a female officer or to male, have you discriminated consciously/subconsciously against any female officers or assigned them duties in terms of their gender. Then a further inquiry into the nature of duties, policewomen’s performance and their satisfaction with their functional roles.

**Perception and experiences regarding family support and role conflict:** This was a psychological assessment and marked as the point of all barriers that confront women by large especially in ‘male-dominated professions’. These questions were personal in nature, an inquiry to investigate if ‘policing’ ever did effect their role as a mother, wife, daughter, friend and the mechanisms they employed to cope with this dilemma. Second aspect dealt was their family support in ‘confronting’ situations, thirdly, if they were willing to allow ‘female’ members of their family to join policing.

**Perceptions about other female colleagues from different ethnic and caste groups:** To investigate or examine their relationship with other female groups especially from a different ethnic (USA) or caste (India) group and if they perceived their work to be equal or superior to theirs.

**Perceptions about role of Media and government towards women policing:** These questions got better reviews as they pertained to their
perceptions or expectations towards media and government in enhancing women’s issues to a broader platform.

**General:** The questions of general nature were put forward to get a glimpse of ‘true reality’. For example, how would they rate their present job? If they strongly felt that presence of women might change the nature of police job and future expectations from male colleagues. These were designed on the assumption that ‘most’ women police officers have inquired upon these aspects before taking this challenging profession and hence would provide a more vivid and honest glimpse into the ‘status and nature of women policing’ as they perceive to be or expect in nature and performance.

Specific questions were also asked to the general public, which consisted of educated masses, women doctors, women lawyers, media and government officials. The questions were regarding the comparative perspective of their job as against policing, about the relevance of women policing, role-conflict and general suggestions.

**Analyzing The Comparative Structure:**

Through relevant fieldwork and data analysis following were considered in the light of comparative structure.

a) Social structure of policing in both the countries: comparisons and contrasts.
b) Representations of women police officers in both the countries - background check, salary, aptitude and involvement of ethnic groups.

c) Social and historical relevance of women policing - motivation for joining policing, experiences, duties, expectations and history of women policing (comparison).

d) Sexual harassment: workplace situations, by colleagues, by authorities, relevant action.

e) Gender discrimination: promotions, training, duty allotment, pregnancy rights, uniform and others.

f) Attitude of male police officers: bias, treatment, expectations and general relationship.

g) Future of women policing: barriers, discord, recommendations, strategy of media, government and other agencies of social control.

The comparative analysis is illustrated graphically.

**Social Structure of Policing in India and USA**

The above aspect posed several limitations in comparisons due to significant differences in the structure of policing at both the settings.

*United States of America*

Designation/Positions: Ascending order - officer, sergeant, lieutenant, captain, deputy chief, assistance chief and chief or sheriff.
India

Designation/positions: Ascending order - constable, head constable, sub inspector, inspector, deputy superintendent of police, superintendent of police, deputy commissioner of police, assistant commissioner of police and inspector general of police.

Table 3.3 illustrates the pattern of examination in both the countries.

**Table 3.3 Recruitment Analysis.**

<table>
<thead>
<tr>
<th>PATTERN OF EXAMINATION</th>
<th>INDIA</th>
<th>USA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Competitive at a National level for both senior and subordinate positions. State level jobs have separate examination.</td>
<td>Positions: Constable, Head constable, Sub Inspector, Inspector, Deputy Superintendent, Superintendent, Deputy Commissioner, Inspector</td>
<td>Competitive at all state level for both senior and subordinate positions. Every state has a different parameter of competition. Positions: Officer, Sergeant, Lieutenant, Captain, Deputy chief, Assistant chief, Chief or Sheriff.</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>METHOD OF EXAMINATION</th>
<th>INDIA</th>
<th>USA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minimum Qualifications: Compulsory Bachelors degree in any subject</td>
<td>Written Test: Mainly two compulsory exams (a) Prelims: objective type (b) Mains: descriptive type All India Entrance. Viva Voce: Compulsory after passing the above</td>
<td>Minimum Qualifications: Minimum credits in any subject from undergraduate level. Graduate degree preferred.</td>
</tr>
<tr>
<td>Written Test: Consisting of both objective/subjective questions Viva Voce - compulsory</td>
<td>Physical Agility test: Compulsory after selection training [mental/physical]</td>
<td></td>
</tr>
<tr>
<td>Physical Agility test: Compulsory after clearing the above. Most important to pass in this.</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>RECRUITMENT/TRAINING/PROMOTION</th>
<th>INDIA</th>
<th>USA</th>
</tr>
</thead>
<tbody>
<tr>
<td>Indian Police Academy, Hyderabad</td>
<td>Academies located outside each county state for more focus training. No separate training for men/women. Compulsory passing.</td>
<td>Promotion based on Examination at every stage Written/Psychological.</td>
</tr>
<tr>
<td>No separate academies for Men/Women. Equal opportunity training at all levels. Compulsory passing to be designated. Promotion based on Merit and seniority</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Explanation for the pattern of examination and recruitment analysis:

Recruitment:
In USA there is a state level examination followed by an oral examination and a psychological examination and fitness test.
In India, for constable position there is direct recruitment, but for medium levels there is a state examination for inspectors and sub-inspectors. For higher levels, there is again a state services examinations and all India competition conducted by the UPSC - Union Public Service commission, New Delhi. It depends more on the quantitative scores followed by an extensive interview with the selected candidates.

Promotion:
In general promotion in USA for higher police services is rigorous. For every higher promotion there is a written and oral examination. In India, it mainly vests upon seniority and good work performed while in duty.

Hierarchy in Policing
A brief analysis of the above pertains to the 'hierarchical order' of policing in both the countries. The denominations of hierarchy are more in India where there are minute stages in employment and promotion. However, for the higher officers level promotions are governed by well-set norms which essentially include time-period, though coupled with performance
also. Hierarchy is extremely rigid and nearly closed in India as compared to US.

Through the interview conducted in U.S, we found out that nearly 14% had risen up from the ranks of an officer to assistant chief. It is extremely flexible and affords mobility. However, the examination system at each stage makes it difficult for ‘women’ to compete, especially the psychological and fitness test. In general, the attempt is to provide ‘promotion accessibility’ to all grades and stages.

**Representations of Women Police Officers in Both The Countries:**

*Historical Representation:*

While, there are no unofficial estimates of women’s representations in India during the 1800s, there is documentation illustrating women appointed as “Matrons” in 1845 in New York and certain regions in Chicago. It was only in 1916 that Alice Stebbin Walls was appointed as the first full fledged policewoman in Los Angeles Police department. In India, there are certain partial explanations of women being unofficially used for “espionage” or spying which co-relates to some aspects of policing job. This aspect dates back to 310 B.C.

In India the need to incorporate women was felt in erstwhile Kanpur
district in 1938 during a labour strike; where women protestors were required to be lifted up physically. Hence, from 1942 onwards women were regularly incorporated into “lower ranking” police jobs. Though there are certain controversies regarding women being a part of policing before Independence in part cities in India like Bombay (Mumbai), Calcutta (Kolkatta) Madras (Chennai). The first women to be inducted for elite Indian Police Services was appointed only in 1972, recipient being Dr. Kiran Bedi.

Assessment:

Considering the nature and history of Independence of both India and U.S.A. it could be a point of controversy that India attained Independence much later (15 August, 1947) than American Independence on (4th July 1704). Even disregarding the gap of 243 years it may be pointed out that women policing in a developed society as U.S.A have nearly battled similar courses and phases like India. The history of several acts passed for the benefit of women’s empowerment at large, challenges the myth of developing/developed society and the freedom of rights a developed countries has had an easier passage.
POLICING 'A CHOICE FOR WOMEN':

As mentioned earlier several questions were framed with regard to the prime motivations of women to be a part of policing, their duties, experiences and expectations as a police officers.

Figure 3.1 illustrates the various factors that motivate women to join the policing services.

![Graph illustrating various factors motivating women to join the policing services.]

Explanation

According to a recent survey conducted in USA/INDIA amongst women police officers regarding the choice of joining the police services following deductions were made
• Both in India and USA women converged on one aspect of 'personal independence', they felt that the nature of job required independence and provided a great deal of independence at all levels.

• Family pressure according to the survey was most unique to Indian women as compared to independent women in USA. This pressure was most often confronted by only 4% of women in USA who belonged to different traditional groups or ethnic backgrounds, majority white Americans were resisted to parental pressure. In India, it is most often parents dream to promote power related jobs amongst their female offspring to regain their lost hope in the system and promote high ideals amongst the entire family. Besides, women in such positions have a better standard of living for the family and end up marrying without dowry.

• Personal satisfaction was an important aspect of women joining police services, most of them felt that being a part of police services adds to their esteem and confidence to deal in life and provide some psychological relief at various stages in life. It was stronger amongst Indian women officers due to the vagaries they face within the constraints of being raised as a woman.

• Community orientation was felt nearly equally amongst the entire women force in both the countries. Most of the Women officers in USA felt that they had never realized that they had community orientation till they joined this profession. For Indian women officers
they believed that this was one of the important reasons they joined the force.

- As compared to only 8% of women officers in USA 12% of women officers in India felt that they needed power dynamics in their social and personal lives and policing in India provided that in plenty. Women officers in USA felt that in USA citizens have precedence over any form of police powers, police had no right to infringe on minor details of USA citizens lives. Power is present in the police career along with certain additional benefits to their joining the job. In India most often middle class to lower middle have often faced minor/major form of atrocities in the hands of male officers by large. Therefore, any representation of women from these strata often traces its emotion to revenge or the desire to use power to the advantage of their family and society. In fact, women from minority communities in USA felt the same need due to similar excesses inflicted on to their family/ancestors during the myth of an equalitarian society as USA in the past.

- In terms of financial incentives and benefits, for most women officers in USA, the financial remuneration was more than compensatory along with stability of being in a Government job. The benefits accredited to all ranks of women officers were nearly equal in benefits though salaries may differ in terms of position but enough to live a decent well to do life in USA. In India salaries were just
adequate to live an average life but the system as such has in the long run produced bureaucratic malpractices such as bribery because the employees are not satisfied with the salaries so they take benefits from the public for a favor. But women overall till to this date are not much exposed to it, they however [with their husbands as prime bread-winners] end up with extra purchasing powers for their family. On the whole in India. Most government jobs with one earning member in the family is not lucrative enough but benefits are many along with a permanent job status or stability.

Women interviewed on the researchers list were not practically very concerned with salaries they were more concerned with the fact that they deserved to be treated and accepted equally by the department and society should view their contributions as important for their benefits.

**Background/ Ethnicity/Caste Distribution Amongst Women Police:**

The data were constructed interviewing 25 women officers from India and 25 women officers from USA. These women were selected randomly from all positions in policing. Table 3.4 illustrates the affect of various factors on career choices amongst ethnic women.
Table 3.4 Factors Influencing Choice of Ethnic Women in Policing Services.

<table>
<thead>
<tr>
<th>COUNTRY</th>
<th>INFLUENCE OF PARENTS AND FAMILY</th>
<th>INFLUENCE OF PEER GROUP</th>
<th>OTHER FACTORS</th>
</tr>
</thead>
<tbody>
<tr>
<td>INDIA</td>
<td>65%</td>
<td>20%</td>
<td>15%</td>
</tr>
<tr>
<td>USA</td>
<td>35%</td>
<td>25%</td>
<td>40%</td>
</tr>
</tbody>
</table>

Explanation

- In the light of representation of ethnic women in USA and different caste groups in India, especially the disadvantaged castes in India, following conditions were taken into account. Parental influence is more pronounced in India where women are nurtured to be more dependent on family values or opinions for any decision that is vital to her. Hence 65% of the respondents were influenced by their parent's wishes and 20% of the population surveyed were influenced by their friends, boyfriends, relatives, neighbours, classmates or any role model. The rest 15% could be accounted for personal choice or factors independent of family/peer influence.

- In USA parental dominance is not much accounted for. Most parents themselves are persuaded to raise their child as an independent human being, who can decide the best for himself/herself after
reaching adulthood. Hence, the influence of family as it was recorded was more dominant amongst ethnic population, black American women, Hispanic women or Asian women, as they were still closer to family influence. White American population was by far most independent in women’s category in terms of independent decision-making. Hence only 35% accounted for parental influence usually Ethnic/racial groups and 25% were influenced by their friends, teachers, classmates or role model, so, it could be assumed that more than 40% of the women interviewed had their own choice in joining policing and retaining it.

- Policing was often viewed as an opportunity to compensate for an individual’s “lost dream, redeemed life and hope for a relatively secured world around them, along with implementing the powers to address and create new domains in society. Hence, most parents/families in a developing society like India views it as an ‘end to future struggles by the family’ and encourages sons/daughters to enjoy a better life and shower these benefits on the family too. In USA its popularity with racial and ethnic groups is again similar to India as the long drawn oppression of different racial and ethnic group sees power and prosperity as intertwined concepts. Above all, the desire to raise standard of living in terms of mental, financial and social health seems desirable to all thinking persons. Women are no exception to this.
Representation of Women in Policing

Ranks of Women Cops in India

Table 3.5 illustrates the various ranks of women cops in Delhi. It is observed that higher representation of women cops is still a rather unobserved phenomenon. However, the appointment of a large number of female cops in a major metropolitan area is definitely a welcome change.

Table 3.5 Number of Women Police Officers of Different Ranks in Delhi Police

<table>
<thead>
<tr>
<th>SERIAL NUMBER</th>
<th>RANK</th>
<th>NUMBER OF EMPLOYEES</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Assistant Commissioner of Police</td>
<td>5</td>
</tr>
<tr>
<td>2</td>
<td>Inspector</td>
<td>63</td>
</tr>
<tr>
<td>3</td>
<td>Sub Inspector</td>
<td>191</td>
</tr>
<tr>
<td>4</td>
<td>Assistance Sub Inspector</td>
<td>402</td>
</tr>
<tr>
<td>5</td>
<td>Head Constable</td>
<td>736</td>
</tr>
<tr>
<td>6</td>
<td>Constable</td>
<td>1017</td>
</tr>
</tbody>
</table>

The statistics on strength of women police in the respective field areas in India (Delhi, Jharkhand: Jamshedpur and Ranchi) seemed to reflect in varying proportions and the unequal distribution of female officers within this profession. Women in these regions do not represent higher levels of policing. The statistics by bureau of police research and development seem to be incomplete at various levels. Table 3.6 illustrates the rank of female cops in certain areas of Jharkhand state.
Table 3.6 Ranks of Female Cops in Different Regions of the Jharkhand State.

<table>
<thead>
<tr>
<th>RANK</th>
<th>JAMSHEDPU</th>
<th>RANCHI</th>
</tr>
</thead>
<tbody>
<tr>
<td>Assistant Commissioner of Police</td>
<td>1</td>
<td>3</td>
</tr>
<tr>
<td>Inspector</td>
<td>22</td>
<td>46</td>
</tr>
<tr>
<td>Sub Inspector</td>
<td>52</td>
<td>68</td>
</tr>
<tr>
<td>Assistant Sub Inspector</td>
<td>35</td>
<td>N.A</td>
</tr>
<tr>
<td>Constable</td>
<td>66</td>
<td>89</td>
</tr>
<tr>
<td>Total</td>
<td>176</td>
<td>206</td>
</tr>
</tbody>
</table>

(Courtesy: women's library/ Tisco)

Jamshedpur region had a lower number of women police at higher levels but significant representation is present at lower rankings. Still there needs to be more awareness about women’s role in policing in this region. However, Ranchi, which is the capital of Jharkand at present has significant representation of women at lower levels of policing. Due to lack of updated data it can be added that the numbers could have increased but there still needs to be growing awareness to implement more policies for women’s representation of women at all levels of policing. According to the research survey, these two regions especially Ranchi had a representation coming from tribal societies like 'adivasis,
mundaas' community and it's a relief for the women's emancipation.

**Ranks of Women Cops in USA**

Table 3.7 illustrates the positions of various female cops in the regions included under the field work areas.

**Table 3.7: Illustration Of Female Cops In Various Regions Of USA.**

<table>
<thead>
<tr>
<th>AGENCY</th>
<th>TOTAL WOMEN OFFICERS</th>
<th>TOTAL SWORN WOMEN OFFICERS</th>
<th>% SWORN WOMEN OFFICERS</th>
<th>% WOMEN AT TOP COMMAND</th>
<th>% WOMEN SUPERVISORY</th>
<th>% WOMEN LINE OF OPERATIONS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Los Angeles Police</td>
<td>9,392</td>
<td>1,626</td>
<td>17.3%</td>
<td>3.3%</td>
<td>10.2%</td>
<td>18.5%</td>
</tr>
<tr>
<td>San Diego Police</td>
<td>1,802</td>
<td>300</td>
<td>16.5%</td>
<td>15.4%</td>
<td>15.9%</td>
<td>16.8%</td>
</tr>
<tr>
<td>San Jose Police</td>
<td>1,312</td>
<td>110</td>
<td>8.4%</td>
<td>6.3%</td>
<td>3.3%</td>
<td>9.8%</td>
</tr>
<tr>
<td>Washington Police</td>
<td>3,628</td>
<td>898</td>
<td>24.8%</td>
<td>11.5%</td>
<td>23.1%</td>
<td>25.4%</td>
</tr>
<tr>
<td>Honolulu Police</td>
<td>1,716</td>
<td>142</td>
<td>8.3%</td>
<td>3.8%</td>
<td>5.4%</td>
<td>10.4%</td>
</tr>
</tbody>
</table>
The data illustrated above is made available by the National center of women policing located in Washington D.C, USA. This entails a clear account of distribution of women officers across USA.

Areas studied:
Los Angeles Police department, San Jose police department, San Diego, Washington region and certain regions of Hawaii.

Los Angeles Police Department
In the graph the total sworn officers 9.392 out of which women are 1,626. 3.3% are on top command positions, 10.2% of women on supervisory level and 18.5% women in line operations. Los Angeles represents women of ethnic backgrounds especially black men/women officers in highest capacity.

San Diego County Sheriff
Total sworn officers are 1,802 out of which 300 are total sworn women officers. Hence, 16.6% of sworn officers out of which 15.4% of women in top command positions, 15.9% in supervisory positions, 16.8% of women in line of operations.
San Jose Police Department
Total sworn officers are 1312 out of which 110 are sworn women officers, out of 8.4% of sworn women officers, it consists of 6.3% of women in top command, 3.3% at supervisory level and 9.8% in line of operations.

Washington Police Department
Total sworn officers are 3628 out of which total sworn women officers are 898 out of 24.8% sworn women officers, 11.5% are in top command positions, 23.1 at supervisory level and 25.4% in line of operations

Honolulu Police, Hawaii Region
Total sworn in officers being 1716 out of which total sworn women officers are 142, Sworn women 8.3%, top command 3.8%, 5.4% at supervisory levels, 10.4% at line of operations.

Comparative Profile of Women's Representation in USA/India

Between regions studied in USA
The most well represented areas being San Diego and Washington regions. Credit could be accounted to San Diego region in southern California, which even after limited resources have accorded good positions to women. In a way Hawaii region is performing a sound task too. San Jose police department at present is implementing direct strategies to employ more women in policing. Los Angeles police
department has a good representation of women from ethnic/racial backgrounds.

Between India and USA

Not surprisingly though the above graphs pose the ‘pattern and influence of culture’ in according the rights to women in profession, such as policing. In India, women are still not adequately participating in ‘active’ policing due to patriarchy and male dominance, which seldom allows women to confront in the more dangerous situations.

Line of operations suggest that women are more actively involved at line of defence situations like patrolling, combating and working hand in hand with male officers. USA has involved more women officers to work at relatively dangerous situations. Due to personal/professional rights to women in USA, some measures have been implemented but it still hasn’t reached a state where it can claim to accord what is legitimately due to women in a relatively equitable society. Statistical details are better organized in USA than in India due to better funding availability and nature of work ethics involved. Poor economy like India has lesser resources for data adequacy.

Diversity of Women Cops in Both Countries

The following graph (Figure 3.2) represents diversity and inequality of
representation of women police officers in both the settings. In USA it is established that women from white American population are dominating in most higher profile jobs especially policing. Representation of black American women amongst minority women or women of color is the highest followed by latino-hispanic women and finally native Americans and Asians.

**Figure 3.2 Diversity of Women Policing in USA.**

![Graph showing representation of women in different races in USA](image)

The most important question at this stage is the 'adequate representation of women on the whole which is very less as compared to the male counterparts'. Thus various police departments even in USA have not taken this aspect rather seriously.

Figure 3.3 illustrates the diversity amongst Indian women. In India
however with the reservations for certain lower caste groups or disadvantaged population there has been an increase in the representation of women from minority or disadvantaged groups. Yet the overall imbalance between different groups or communities is also representative of the fact that there is a growing concern both in India and USA to follow up both with the adequate representation of women in policing and the need to represent minority women in these positions.

Figure 3.3 Diversity of Women Policing in India
Sexual Harassment:

This question seemed rather perplexing or uncomfortable to a lot many leading policewomen. Figure 3.4 illustrates the responses to this concern in both the countries.

**Figure 3.4 Graph illustrating Sexual Harassment in India and USA.**

![Graph illustrating Sexual Harassment in India and USA.](image)

To further evaluate this concern 50 women police officers were interviewed in India and USA. While only 16% reported this issue in India, about 20% reported this concern in USA. It was observed that these figures may not be an actual representation of the facts as this is a very sensitive and personal issue affecting a women’s reputation in society.

Based on information from the media in both settings it is inferred that
sexual harassment remains a concern in both India and USA. In most instances, women who have reached the "pivot" of their careers are not comfortable enough to recall their gory past.

**Gender Discrimination:**

This question was put formed including aspects on promotions, training, duty attachment, pregnancy rights, uniform and general scenario. Figure 3.5 illustrates the gender discrimination affect studied in both the settings. 50 women officers in both India and USA were interviewed to examine this concern. While, 45% of the respondents in India expressed this as factor as a concern, only 25% of the women cops in USA viewed this as an concerning issue. This issue may also be related to the social structure in both the countries. In USA, women experience a greater degree of freedom and are more aware of their rights in comparison with a developing country like India.
This issue was further discussed with the male counterparts in a different manner. Nearly 32% of both male and female officers intermixed agreed that there are some difference in duty allotment due to the protective nature of the system. Rest felt that it is upto the officer to accept certain duties. In India nearly 42% of male and female officer felt that there was difference in duty allotment to male and female officers duty they certainly felt that it was their duty to protect women officers from certain hazardous jobs.

In terms of promotional standards, both the societies were hierarchical. But all were of the opinion that at present they do follow an “equal award” pattern.


Pregnancy rights

In U.S.A this aspect has seemed controversial and sexual litigation's and lawsuits have been reported to be filed against several police departments. At least 52% of the women cops in U.S.A felt that the system was definitely discriminating for pregnant women that they had no "lighter roles" for pregnant days, most of them even reported to have quit the job or being replaced.

In India, this is not the case as pregnancy is considered to be an important aspect in women's lives whether professional or non-professional. Fortunately, the provisions for government employee are manifold and it does at present contain a valuable packages for pregnant policewomen.

Policy on Uniform

Initially women in both countries were made to dress in clothes designed for men. Today most of the female respondents seem satisfied with what they are wearing. However, they feel better relaxed clothes could be introduced for pregnant officers. This was a concern highlighted by female cops interviewed in USA.
Gender Discrimination in ‘Other’ Male Dominated Profession

This aspect or comparison has been elaborated further on account with 50 respondents together from women doctors and women lawyers. Both these profession has been viewed as ‘male dominated’ and the intensity of dominance and their overall status was measured as compared to women police officers. Indeed, it was not possible to level the interview with the number of respondents interviewed as women police officers but a general level was reached.

Figure 3.6 illustrates that gender discrimination is most prevalent in policing services in comparison with other male dominated professions such as lawyers and doctors. This data was obtained by interviewing 25 women lawyers and 25 women doctors. This data is further supported by study of published literature.

**Figure 3.6 Gender Discrimination in Various Male Dominated Professions.**
Not surprisingly though at least 26% of women doctors felt that discrimination against gender was present especially women doctors were mostly seen to be best with children or old age problems but not trusted on 'Surgery or cardiovascular' situations. 30% of women lawyers felt that there was discrimination especially in criminal cases or matters related to complicated areas and they had a harder time to prove and easily maligned by their clients incase they were not able to win a case. But more than 44% women police felt that policing is most male dominated and public or system itself still has to reckon with women in leading law enforcement roles.

**Presence of Role Conflict in Policing**

(Sample Size: 50 respondents each from India/USA) Respondents: Senior and Subordinate level women officers

Table 3.8 illustrates the role conflict concern studied in both the settings.

**Table 3.8 Role Conflict Concern in India and USA.**

<table>
<thead>
<tr>
<th></th>
<th>AGREED</th>
<th>DISAGREE</th>
<th>NO COMMENTS</th>
</tr>
</thead>
<tbody>
<tr>
<td>USA</td>
<td>21</td>
<td>18</td>
<td>11</td>
</tr>
<tr>
<td>INDIA</td>
<td>26</td>
<td>10</td>
<td>14</td>
</tr>
</tbody>
</table>
EXPLANATION:

Amongst the 50 women police officers both senior/subordinate level officers in India and USA nearly half of the number agreed there was some kind of clash between their professional and personal lives. As per my research women of higher positions were more open to commenting about this conflict, as they had nothing to lose and were already in a stable professional life.

Whereas in both the countries recruits as well as mediocre officers were intimated about openly addressing it to a researcher so a few of them resorted to not commenting on the above. They addressed the above question as 'we are not too sure, we still have a long way to decide' or 'it happens in every job' But most of them however agreed that at times mostly policing duties did interfere with their familial obligations and they were already aware and prepared to manage it.

Assessment: Women represented in policing in both the nations converge on this aspect their temperament to deal with Socio-Psychological stress was nearly alike whether be it sexual harassment, Pregnancy rights, role conflict and other issues

Attitude of Male Police Officers:

This section of the thesis comprises of interviews to evaluate the acceptance of women cops by their male counterparts. Table 3.9:
illustrates the views reflected by male cops and general public regarding the acceptance of female cops.

Table 3.9 Acceptance of Female Cops

<table>
<thead>
<tr>
<th></th>
<th>MALE POLICE OFFICERS</th>
<th>PUBLIC</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Always</td>
<td>Under Certain Conditions</td>
</tr>
<tr>
<td>USA</td>
<td>15</td>
<td>33</td>
</tr>
<tr>
<td>India</td>
<td>18</td>
<td>31</td>
</tr>
</tbody>
</table>

Explanation

According to interviews conducted in April 2002, the above aspects were investigated and the conclusion are documented below:

- The attitude of male police officers is still considered to be of glaring concern in both the countries. It still exists to be the main barrier in the current scenario.
- Public on the whole seemed to be more accepting for women officers, it could be due to the experimental attitude of public for sometime or they were simply alarmed by the growing atrocities by the male officers at large.
- Few of both Police/Public ratio accepted that they were willing to at least try out women's potential in certain situations, but they were not really sure if they were completely in favor of women performing hazardous tasks.
There was a group in both the cases who were not okay with women officers and most of them covered their dissatisfaction in the garb of protecting women from trying out something not fit or apt to their nature.

'Under certain conditions' also characterized the answer to the question on whether male officers would be accepting women officers on 'supervisory' or top command positions. Hence even if honest answers were not implied there was a seemingly change in the attitude of male officers since I first began my interview. Most of them 'on face' were already prepared or have been a part of it.

However, most male officers I interviewed in India/USA seemed really 'uncomfortable' with answering questions related to women on large. They said they were trying to maintain 'caution' so as not to hurt gender sensitized atmosphere.

Interviews conducted in April 2002 in the city of San Jose, CA and in New Delh in July 2002 regarding the attitude of male officers. At least 32% of female respondent felt that they have developed better communication skills with their male collogues or authority. Rest were divided into differing opinions. They felt it was more professional than social.
Nearly 16% of the newer recruits have reported into posses better understanding with than was the case with the earlier women officers, its also because times have changed and women are taking up better positions and working equally towards the rehabilitation of the society.

In U.S.A women officers were happy with the progress made in the thought process of men in policing. U.S.A is more open when it women's to interactions with males of all ages climes, designations. In India the concerns of a “closed Society” are many and accords certain ethics to be maintained between a women and man in all spheres more often than not the motivations of the above in a “closed society” is done in some secrecy.

**Future of Women Policing:**

With respect to the future of women cops, both media and the government provided valuable feedback. There was widespread dissatisfaction across both the ends. There seemed a great deal of discontent over the strategy of media and government towards tackling or resolving women issues. Nearly 62% of female respondents in U.S.A felt that media have given them a “raw deal” and spoilt their image in public rest felt media could do better. In India, 42% felt that media has planned well but has failed to take account of the role played by women as law enforcement officers. With regards to government policy, both the
countries female respondents felt that governments need to be more alert regarding women's issues. U.S.A, women seemed to be overall against their freedom.

This question marked several similarities with women's issues all over the world. This helped to explain all the above secondary questions. The dissatisfactions with the system itself is the "beginning" for convergence of women's issues on a under and more resourceful platform

**Case Studies**

In light of the field report, examinations and studies certain relevant case studies were developed and used for comparative perspective. In order to maintain confidentially of the persons concerned, their names have not been cited but their positions are mentioned.

Below, are a few highlights or case studies to demonstrate that the major crux of the methodology was based on 'active research' and additions of several case studies like the ones mentioned to deduce the final analysis of this research.

**CASE A: On Choice of career-policeman**

During discussions, a high ranking male police officer in India mentioned that he never wanted to be a part of police force, he was forced by his elder brother to take the examination, he was happiest as a school
teacher. This person happened to do rather well for his career and community. Hence, he felt that in order to be a police servant it's not always a childhood dream but a kind of inner motivation that can emerge at any point in one's life.

CASE B: On choice of Career-policewomen

During one of my formal interview scheduled with a higher authority in San Jose police department U.S.A, she honestly admitted on "why she was motivated to be a police woman?. She has served the police department since last 18 years and had the chance to observe the best / worst of both the worlds.

As an ordinary schoolteacher, she felt, she was always being watched. A single woman, living alone was really difficult and to top the above she was nearly raped and molested by high school guys nearly considered "men" in Indian standards. Besides there was hardly any "income" for teacher, a very close relative gave her this idea to "take the gun". Hence she preferred this job, which offered both "Money and Security"

CASE C: Attitude of male police officers

I had a very interesting and enriching talk with a former police person and at present a police lawyer. A dynamic and confident woman by temperament she sketched the nature of police job since the time she
began as an investigating officer. During earlier days she recalled the “attitude of male officers and supervisor” being beyond tolerance at some stage. She recalled in the question on sexual harassment, how her boss tried to molest her. She was called to his office at an odd hour and he called her close to his body and tried running his fingers over her body and asked her to stop him whenever she felt it was enough. But she was to keep in her mind that he was acting like an “ambulance” in emergency. So, when he reached down to an objectionable spot, she tried to stop him, then he retorted- “in U.S.A an emergency vehicle never stops.

CASE D: On training

Two leading ladies one in India and the other in USA recalled their “formal” police training in academies. The policewomen posted in India remembered how she was laughed at due to her height 5 feet one inches And how she managed do pass the entire test despite of all odds. Similarly in U.S.A, a senior officer stated that she too was an object of mockery due to her comparatively shorter height and her personality and how during and informal boxing tournament her male colleague (purposely) knocked her down to show his expertise.

CASE E: On Uniform

When questioned on uniforms a senior policewomen laughingly recalled
how in earlier times in the policing job in U.S.A they were allowed to wear sky blue tops with a below knee length floral dark blue shirt with ‘high-heeled’ boots. They usually had to carry guns in their purses. Another newly recruited policewomen in U.S.A felt another ‘She found it difficult to use the bathroom’ in an emergency, as the entire dress had to be removed.

CASE F: On Media

As a retort against Media and government, Most of the policewomen I had interviewed were of the opinion that Media has either 'overdone or underdone' their case.

One of the senior leading ladies in India feels that ‘Media’ does not entertain any women’s issues without being called over for atleast “Biscuits and tea or coffee”. She felt that half of her resources are drained on addressing these social issues with the media.

CASE G: On Male Vs Female relationship.

During one of my significant interview with a higher male authority, he happened to act really sophisticated and interested in women empowerment issues.

When I kept pestering him as to why he can’t write articles or do good
work on women police officers he retorted, "I am off it, can’t do anything related to women’s issues".

Case H: On policewomen and sex discrimination

It is indeed surprising to account that in a society like USA women officers do not often get the right deal or respect they deserve. Two State officers of Massachusetts filed discrimination suit with the state’s discrimination agency in which they allege that their department deliberately hindered women’s opportunity for promotion. The two Lieutenants claim that after being notified by police officials that they had passed the Captain’s Promotional examination and had been promoted, they were later informed that the promotions had been put to a hold and that they should return to their studying. Despite overwhelming evidence that women and men are equally capable of police work, widespread discrimination in police hiring and promotions keep the numbers of women in command positions lower.

In India these suits often take 10 years to be decided upon. A Lady inspector filed a lawsuit against a senior for treating her unfairly after her promotions using wrong words against her. He claimed that she got it by unfair means. This stigma is often associated to women of all higher ranks, which is the gross reality of the system all across the world.
Case I: On Male police brutality in India/USA.

Probably, in both the countries police is often associated with increasing misdemeanors in society. Especially in India no other factor has been primal in tarnishing the image of the police in this country as much as their alleged involvement in several incidents of brutality. The problem is of glaring concern in both the societies with concern to women and minorities. In India two policemen allegedly disrobed women in Hyderabad. The policemen suspected them of stealing gold jewelry and after making false charges disrobed them and beat them up. These women belonged to Muslim community in India.

In a horrifying incident in Los Angeles police department in California USA, a senior investigating officer was heavily charged on choking a black woman to death on suspecting her to organize mass anarchy in that region. Later it was found out that the woman was mentally disturbed. This constituted grounds for further actions against the officer in picture.

Assessment:

These case studies are a few of interesting expertise on my part to get minor details on nature and status of women policing. I could not find much difference in the ‘Male attitude’ and history of women’s discrimination in both the countries. U.S.A being a freedom oriented
society has seen several transitions. However, how far an 'open and somewhat motivated society' is able to give to it's women is still a matter of further investigation.

India at present is caught between the tides of 'modernity and tradition'. It will rather take long before women get what they deserve.

**Merits of Comparative Analysis**

The above are ascertained to the 'importance of cross-cultural preparation'. One major feature of the world today, as we have noted, is that increasing numbers of people at sometime during their lives will have extensive interaction with cultures other than their own. Difficulties inevitably arise whenever there is extensive cross cultural interaction. People are socialized within their own culture to accept as 'proper and good' relatively differing ranges of behaviour.

The above greatly divided the gulf between women's improvements across different nations. We are still living in the "Myth" created dubious patterns of different societies and further widened the gulf between the narrow realm of 'developing/developed' region myth.

The merits of comparative analysis will help in providing women's issue a wider platforms and gender issues across different nations unveiled to a
brighter reality.

**Difficulties in Comparative Analysis**

The 'prime' difficulty in comparative analysis is trying to wedge the gap between a developing and developed countries social structure and cultural paradigm. It cannot be condensed into a 300-page thesis. Hence, only certain comparable aspects could be measured. Beside, the Social structure of Policing, nature of violence confronted by women is by large different. In India we come across several 'dowry deaths' and torture cases which is practically unheard of in developed country like U.S.A. Hence, I had to take into account the 'converging' points in domestic violence cases like homicide, wife battering, rape, molestation common to all cultures. Then another converging point was slight "cultural and socialization" similarities between. Indian women and Black women, Hispanic and other Asian women residing in U.S.A.

Women all across the world are still not comfortable with the idea of recalling past mishaps such as domestic violence, misconduct, rape, gender discrimination. Fewer women till to this date possess the courage to face the realities. This could be ascertained to the fear of the 'after math' of their retaliations. Fear of losing their dignity, job and stable family life is a lurking fear common to most progressive/non progressive women in all countries.
Indifferent male attitudes all over the world the biggest obstacle to women’s progress has been the ‘callous male attitude; society has till to this date justified this ‘Andocentric’ feeling. Even in an ‘open and equal society as in U.S.A women are given freedom in all spheres that is within their interest, glamour jobs, stereotypical roles to name a few. But the position that serves manifold purposes like Independence, power and money are still under direct control of men who jealously guard them.

Even in India this relative male insecurity has from time onwards posed problems to women across time. There has been some ray of hope but often it comes as a ‘splash’ of thin wave and disappears in eternity.

**Final Analysis of The Data**

Women’s issues often get caught in the battle between objective/subjective. Hence, most of the data being descriptive in nature was subject to content analysis, which was later quantified. I have used quantitative analysis for the greater part of my research. My endeavor has been to combine both qualitative and quantitative analysis using either percentile calculations or plain figures out of respondents interviewed. I have attached most of the relevant data in the appendix and significant chapters ahead. Women’s issues pertaining to law enforcement areas is an upcoming approach and hence maintaining ‘perfection’ in all stages of my research was definitely not very close to
the objective approach. By far, I have incorporated and analyzed different topics with relevance and availability to the topic of my research leaving ground for future researches.
NOTES

1. Topic of research duly passed by the faculty of JNU, ICSSR under the supervision of Prof J.S Gandhi. Research is based mostly on 'primary data collection'.

2. The regions surveyed for the study were chosen with lieu to certain similarities between the two otherwise different worlds. The listed region was also in consonance of availability of more research facilities and issues for systematic study.

3. There are more divisions of designations in India as compared to USA. The closed nature of Indian hierarchy in most power related jobs such as policing makes it difficult for lower ranking officers to climb up the ladder, especially women.

4. Interviews conducted with 'All Women Doctors federation" in USA and doctors organization in India based in New Delhi. For lawyers it was mostly random and quick survey results.

5. Semi-structured, open ended questions were asked which provided more options for the respondents concerned. The above was used also due to lack of time available by the police respondents to answer 'self' questionnaires'.

6. Refer to 'appendix' for the sample of interview questions.

7. Survey forms to be self filled are time consuming and are not
popular for researches as sensitive as 'women policing'. Hence, open ended interviews provided better scope and edge to the research.

8. 'Salary levels' have been further discussed in the 'Conclusion' part of the thesis. This is under the main heading of comparison of methodology. Indeed, its hard to determine salary structure due to differences in income levels in both the countries but could be backed by supportive evidences of 'Government job' incentives overall in both the countries, evidences provided by a survey by S.K Ghosh in 'women policing'. For 'salary structure' see appendix for a brochure on recruitment of officers in USA.

9. 'Recruiting and retaining women: A self guide for reassessment of women in police services', designed by NCWP (National Center of women policing) based in Washington D.C USA, for India a systematic report by the government of India on police recruitment was analyzed.

10. Levels in hierarchy for both the settings have been discussed further in the 'Conclusion' and final assessment of the thesis.

11. Choice for women in policing is also based on other factors like salary, age and psychological motivation (discussed in further details in subsequent chapters).

12. In nearly all the countries government jobs provide more than
compensatory benefits and in India and USA it was co-incidental that equal remuneration act was passed in 1976 according men and women equal salaries in similar jobs.

13. Jharkhand in India is seen as a 'transition' point and a ground adapting to further social and economic changes. Ranchi being the capital and Jamshedpur as the 'developed town' seemed as converging links to different regions for my fieldwork in USA such as, Hawaii and Silicon valley in California.

14. The population in USA is 'melting pot' of different cultures with all white, black, Asian, Latinos as immigrants and 'Native Americans' as the original inhabitants of the nation. At present their situation is definitely not in positive consonance with the progressive atmosphere of the nation. They too are surrounded by many a handicap socially and economically.

15. Most women interviewed regarding 'sexual harassment' in workplace came under severe pressure to answer, hence its more an estimation and based on evidences from literature on women policing.

16. 'Recruiting and retaining women: A self guide for the reassessment of women in policing in USA' accounted that the most obstructive factor in promoting women in police services is the attitude of male police officers. Similar such instances were found in certain settings in India.
17. 'Active research' meant that case study method was used and chosen for most of the fieldwork technique to add to authenticity of the research and find better leads.