Chapter IV
Integration of Women and their Role in Public Services:

There are similar social concerns related to the overall stature of women in high ranking professional services in both the settings. In the Indian domain, the most unlikely aspect of human life was considered as their female counterpart stepping out of the narrow threshold of their social arena. And society always found and justified its act by repressing even their basic minimum freedom, and equality to address independence [a right guaranteed even to miniature creatures]. It is, however, a significant concern that a developed society as USA too has shown less likelihood of encouraging female participation in most male dominated spheres.

A UN body, the center for social development and humanitarian affairs, is collecting evidence to illustrate the plight of women, especially in developing countries. For millions of families who live at or barely above the subsistence level, the role of women is vital. Therefore, the role of women should also be encouraged outside the traditional realm.

Besides, a re-conceptualization of the issue of violence against women
has emerged, which dominates women's issues both in India and USA with probably less enforcement in India. This has also been observed in relation to the intra and extra family household gender relations and the role of state in somewhat trying to undermine the prevalent patriarchal oppression in both the societies. The march of history contains certain glimpses about the representation of women in public administration, which could be both like touching a new peak and total turnabout.

As has been discussed in earlier chapters both in India and USA, women had to fight a grim battle to obtain what was legitimate to them in social and economic spheres. Both in India and USA, women formed a smaller percentage of sworn personnel, who worked almost exclusively in women's bureau, but these often did not allow for any promotion. Kiran Bedi was the first leading lady in the higher-ranking police services in 1972. Similarly, in USA in New York City police department, women had to sue the city in the courts before being allowed to take the sergeants' exam. Hence, this often meant that they were moved about to provide matron services and thus could have very little career development.

While police organizations in both the countries are hierarchical and bureaucratic, with relative patriarchy as a key feature, all these are probably more marked in a developing society as in India. It is, however, interesting to note that in India [as available from historical sources]
there was not even a single woman employed in the entire civil services during the 'British Raj', though instances of women being appointed to the unconvenanted service are available.

However, in India it is interesting to note that initially it was the European and Anglo-Indian women who were preferred in comparison to Indian women and re-oriented in large numbers by the military and Para-military organizations for jobs in which smartness and the ability to read and write in English were required. Though after Independence ranging to present-day scenario and with certain legislation enacted, accorded the right to equal opportunity in the workplace to Indian women. However, the contradictory nature of legislations led to the failure in enacting the final laws to women's effectiveness. The struggle has acquired differing socio-political dimensions at present and given the entire women's revolution a broader platform.

Social Trends and The Necessity of Policewomen: Analysis in Terms of their Social Economic and Political Violence in India/USA

For more than a decade, India/USA have been engaged in a debate with the state and society over the forms and nature of violence against women. Violence against women, like all other historical phenomena,
has to be seen in the socio-economic and political context of power relations. It is produced within class, caste and patriarchal social relations in which male power dominates.

**Trends of violence against women in India:**

Violence includes exploitation, discrimination, upholding of unequal economic and social structures, the creation of an atmosphere of terror, threat or reprisal and all forms of religious cultural and political violence. In India, it has been observed that the state apparatus not only tends to overlook social violence against women that probably happens to under-powered women behind the walls of her home but surprisingly also help perpetuate them in the name of upholding 'cultural legitimacy' and 'law and order'. Moreover, the coercive arms of the state [police and army] often have known to use forms of sexual violence in the garb of caste and communal clashes and against women in police custody. Violence against women have known to be observed in three domains: social, economic and political.

Of all the three, social violence is seen to have gone unreported in many cases due to the nature of society involved.
Social violence:

Women specific violence has the function of keeping women where they are, that is, within the house in powerless positions. And women become instruments through which social system reproduces itself and through which systemic inequality is being maintained and this is further reinforced due to a common woman’s helplessness over emotional and economic dependency. Patriarchal nature of the social structure within Indian families especially in rural India embodies hierarchic relations to such an extent that women have little or dependent social existence. This further tends to establish the control rights over women, which men have as husbands, fathers or any older male relations. Such rights appear as the exchange of a promise of protection, whether actually fulfilled or not in return for submission and exclusive use. Hence, women being encouraged to be a part of policing might slowly begin to change the typical mindset of patriarchy to a certain extent. But, total acceptance is still a force to reckon with.

Economic violence:

Women are, at present, undergoing a phase of dilemma. Her total dependency in this not so secure a domain has rendered her economically barren to progress beyond. Besides, there have been significant assaults meted out to her both mentally and physically in the workplace. Though Supreme Court of India has passed a decree
economic, political, economic and social structure that is unjust to its
the revolution is not a battle solely against a man but the different
by their dumb silence over different areas of women exploitation. Hence,
many a victims of this heinous crime. This has been further aggravated
upholders of our constitution, especially the state breaches the faith of
In the ongoing battle against domestic violence, we tend to observe that
abrogated the same.
repeated cases by the perpetrators of human rights to have vociferously
of upholding cultural legitimacy and law and order. There have been
forms of violence against women but also perpetuates them in the name
down modern. The state, however, not only tends to overlook nearly all
to be perpetually violating their powers especially against women and
human beings. Often, the state and its agencies are observed
constitution and to exist with equal rights as decried essential to every
This refers to barring her individual rights as per guaranteed in the

Political violence:

privileges in the long battle against economic exploitation.

bureaucratic maneuvers. Yet, it goes a long way in reassuring her loss
to ride through the crisis due to her helpless appeal and corrupt
against sexual violence in the workplace, when the male owners are able
Violence Against Women in USA

According to Mercury news times, in San Jose, California, violence against women in USA has doubled over the recent past. Domestic violence coupled with rape, murder and prison violence has shaken the existence of an otherwise independent women race. Every ten seconds there is a report on the horrifying or gruesome torture of women behind the confines of their homes or within their communities.

Recent survey on diversity and women population have emerged with nearly half of the statistics on women population as belonging to different ethnic origin, each possessing strong cultural ethos and diverse structural and social life. Each ethnic group has different set of expectations from women but they converge on one aspect, refusing to accept women as 'strong equal partners' in all walks of life. The walls between developing and developed societies is definitely not a stronger component anymore. A report from social and non governmental organizations in USA have reported the number of calls by battered women on an increase since recent past along with a lack of space for their security shelter homes. Police, on the other hand, have become used to a section of battered women complaining, so its just a matter of time when only murderous complaints would be taken care of ignoring the steps that lead towards such an act in future.
Remissa Gosalez, a home maker, recently lodged a complaint on domestic violence in a police station in California. According to her reports to the press, this was the third time she had lodged a complaint against her husband and his mistress for gruesome torture on both her child and herself. Police, at first, made it out as a normal case getting swayed by her husband’s dramatic statement, later accused her of misleading the cops. This time she has sought help from a nearby home organization for deserted women and is hopeful of justice. There are yet a few women even in a relatively alert society for women as in USA, who could voice their grievances without the feeling of pressure and insecurity, a fear that this voice could aggravate their plight.

Hence, women all over the world are fighting a grim battle against a tide that seems to more often turn against their sides. Hence, the focus on women’s issues should be seen from an overall emancipation of women beginning from four walls of their homes to leading up in higher domains of life. There is hardly a balance for women ’unsafe’ in their so called sheltered walls to step out into probably the most unsecured outer world and battle the terrain of both the lives. Thus, any research on women’s issues should not be misled on account of the stereotypes followed by comparative research especially in terms of developing and developed countries.
Domestic Violence and Role of Women Police

Domestic Violence is the most widespread ‘disease’ prevalent amongst 75% of the households both in India and USA. This usually is a pattern through which one partner tries to control the other through emotional, verbal and physical abuse. Several questions emerge as to who the victims are? Who are the abusers? How widespread it is? How could effective policing reduce its dominance from both social and personal spheres?

Who are the victims?
Cutting across married and unmarried, wealthy and low income groups, straight and lesbian, young and old, spanning all religious, ethnic and racial groups. 95% of the reported victims are women; that’s why abusers reported are usually referred to as males.

Who are the abusers?
According to various reports on domestic abuse, the culprits range from a simple family person to a successful professional to avid churchgoers. It is, however, alarming to identify male police officers too as perpetuators of domestic violence within both their own domestic confines and often serious callousness towards reports on domestic and social violence. Red flags include: jealousy, explosive temper, constant criticism, difficulty in expressing feelings, controlling behaviour,
childhood exposure to abuse, destruction of property, threats and physically abusive acts.

How widespread is it?

A woman is assaulted by her partner every nine seconds in U.S and every two seconds in India. There are at least four million victims a year and 30% of all female murder victims are slain by their male partners. One in three Americans says they have witnessed some form of domestic abuse. Nearly one out of every two Indian interviewed reported having seen domestic violence, that is nearly every Indian has observed some form of domestic abuse sometimes in their lives. There is no exact patterning of domestic violence categories. They range from simple to complex verbal abuse, emotional abuse, like threats, jealousy, and controlling behaviour. Economic abuse that traps a partner in debt, prevents a partner from working, and access to money. Sexual abuse, including forced sex, sexual criticism, and flagrant public cheating. Physical abuse like hitting, strangling, pinching, hair pulling, arm twisting, restraining, shoving or using a weapon are some other forms of violence meted out against women. Most domestic violence of households have reported child abuse and pet abuse incidents too.
Violence against women has to be observed in the wake of modern policing and its role in society. In both the societies male policing has changed in strategy but not much in ethical and moral aptitudes. During serious confrontation with female issues and cases of domestic violence, they however prefer not being a social part of the problem concerned. In most developing to underdeveloped societies, police is seen as an active agent to perpetuate what is termed as most heinous crime on mankind that is exploitation of women within or to the extent of their power. Hence, the power of women could be employed to combat the insurgencies in society.

According to Dr. Kalpana Sharma, a renowned sociologist, there has been an increase in violence against women especially in the Indian settings like rapes, dowry, murders, sexual and murderous attacks on young and pregnant women, women of religious minorities, ethnic groups, and dalit agricultural laborers. But, the attitude of police and other state authorities of eminence have effectively formed nexus with the victimizers.
Cases on Dowry and Rape in India:

According to Govind Kelkar [Ph.D.], the official dowry murder toll has risen steadily from 2,209 to ground 5000 by 1995. According to various women's organizations on violence issues, several burning/suicide cases go unreported mostly on account of the refusal of police to register cases or when finally a case is registered the callousness by authorities to take suitable actions against the culprits. Police officials in India admitted to the press in August 1990 that changes in the law related to rape have not been able to combat or check the incidence of rapes and other forms of violence against women. It was noted that 42.5% of rapes committed in rural and tribal areas were by policemen, army personnel and forest guards.

In February 1988, for instance, a group of 14 police men assisted by home guards and security men plunged the village Pasaria in Bihar into a terror of looting, destruction and mass rape. This was done in order to avenge an earlier assault on two of their colleagues. However, a more far fetching illustration of the patriarchal crippling of women was the 72 page judgment delivered by Justice O.P Sinha in march 1989. He had acquitted the policemen, accepting the defense council's argument that these women could not be equated with such ladies who hail from decent and respectable families as these women victims were engaged in menial work and were of questionable character. For the past few years in Delhi
and other major cities in the country, women’s organizations and housewives have held sporadic demonstrations against husbands, in laws, lawyers and several police officers involved in cases relate to violence against women.

On the night of December 13, 1990, Suparna Sengupta, mother of a three year old boy was burnt to death in the Chittranjan park of New Delhi. This murder triggered off a unique community action against the crime. The local police officer had been allegedly bribed and no arrest or investigation was made on the day following the event.

There is, hence, an urgent need to incorporate more women in this field, especially in developing societies like India which is emerging through different socio political crisis and the need to safeguard their women and children through turbulent phases.

**Women an Endangered Species: Prison Violence in India and USA**

In recent times, women inmates in prisons have nearly quadrupled in both the societies. As crime against women too has nearly increased two fold and the nature of society seems more transitional for women, prisons seem to have a major influx of women from all quarters of society.
According to a recent survey report on 'crime and women' by police research bureau in New Zealand, often than not jails are full of prisoners [men or women] who are either involved in petty crimes as thefts, robbery, family disputes or minor quarrels or being tried on cases where the guilt has yet to be proved. Indian society, since long, has been a victim of over-powering dichotomy as far as gender is concerned. The most degrading and dehumanizing aspects of such a dichotomy was manifested in Tihar Jail. Here, women prisoners were subjected to the most humiliating experiences, which robbed them of that little dignity and self respect she was capable of being accorded in an otherwise normal society.

According to the first woman police officer in India, Kiran Bedi in her doctoral thesis on prison reforms stated that “it must be some sort of a miracle that these women managed to cling on to their sanity despite the overwhelming odds they faced.” A majority of women inmates in India as in USA landed up in prison for committing minor crimes like thefts, drug trafficking, murder, atrocities against other women, swindling and prostitution. To recall the events of a famous Mathura case in India, the high court of Bombay had convicted two policemen of raping a minor tribal girl called Mathura in the middle of the night. The Supreme court revised the judgment of the Bombay high court and acquitted the policemen. It dismissed Mathura’s testimony as a ‘tissue of lies’, arguing
that while there was no clear evidence that she had actively resisted the intercourse with the two men, there was also a proof that she was not a virgin. There was a great furor over this unjust case. The women's movement demanded that a new offence of 'custodial rape' be recognized, as sexual aggression have become a common part of most police stations, remand homes, hospitals, schools or by government employees. An analysis of the crime situation in the country reveals that there have been a rapid increase in the number of socio-economic crimes. These include a large number of women, victims as well as offenders who are often involved in cases of rape by policemen, hence often just become the focus of newspapers as everyday news.

It further speaks volumes about the gross injustice of the Indian judicial system most of the times, turning its tides against the not so privileged section of Indian society. Besides, it proves the unsafe conditions of millions of women in most developing societies who are not able to voice their grievances as the victimizers are often the protectors of our sacred law designed for public service.

In USA, however, the department of justice in 1997 sued the states of Michigan and Arizona for having failed to protect women from sexual misconduct. In some cases, rape and sexual abuse have persisted because inmates fear retaliation from state authorities and are aware of
the fact that justice might take a longer course.

Abusive conduct by guards in US prisons have been reported. The threat of such abuse was acute usually in ‘Supermax’ prisons that is compact prisons designed to further alienate and torture unruly prisoners. In most of these prisons guards of opposite sex were allowed to impinge upon the privacy of women inmates through conducting some sort of searches by touching their private body parts. Sexual and other forms of abuses continue to be serious problems for women incarcerated in local jails, state and federal prisons along with a few INS (Immigration and Naturalization Service) detention centers. Along with physical searches often male guards perform or desire for sexual favors, unwarranted visual surveillance, abusive pat frisks and a few other forms of misconduct.

There are many such instances of ‘Juvenile abuse’ within different jail units, where the male guards torture inmates and forced homosexual sex has been reported with many cases pending in the local and federal courts.

It is however surprising to note that more than fifteen states in USA still do not possess clear guidelines or criminal laws prohibiting custodial sexual misconduct converging with the likes of Indian justice system.
Thus, it could be analyzed from the prison violence in both the countries that women policing could serve as a positive factor in reducing the gender violence in such prisons. There is a need to dignify the jails by providing sane treatment to the women and child prisoners so that they lead better lives after acquittal.

**Concept of Gender Discrimination and Human Rights Violation:**
Gender discrimination refers to violations of basic rights guaranteed by the constitution against a specific gender. Gender discrimination is understood to be a universal phenomenon. It has been a part of mankind in terms of oppression and discrimination beginning from the narrow confines of the four walls to workplace and positions of authority and dominance.

**Gender Discrimination in the Workplace:**

*The UN and Intersectional Discrimination:*
Central to the realization of human rights of women is an understanding that women do not experience discrimination and other forms of human rights violations solely on the grounds of gender, but for a multiplicity of reasons, including ages, disability, health status, race, ethnicity, caste, class, national origin and sexual orientation. Various bodies and entities within the UN have recognized the intersectional of discrimination in women’s lives. However, the structures of the UN do not necessarily
support the implementation of such an understanding.

The core elements of an intersectional approach have been articulated in the Beijing platform for action and in the outcome document from the special session of the general assembly entitled "Women 2000: gender, equality, development and peace for the 21st century." The Beijing declaration calls for the government to intensify efforts to ensure equal enjoyment of all human rights and fundamental freedoms for all women and girls, who face multiplicity barriers to their empowerment and advancement because of such factors as their race, age, language, ethnicity, culture, religion or disability or because they are indigenous people.

An intersectional approach to analyzing the disempowerment of marginalized women attempts to capture the consequences of the interaction between two or more forms of subordination. It addresses the manner in which racism, patriarchy, class oppression and other discriminatory systems create inequalities that structures the positions of women race ethnicities and like.

*Gender discrimination and other male dominated professions:

Gender discrimination is prevalent in other male dominated professions considered unlikely for women in the past but recently seen a great
influx of women. It is important to provide a comparative framework with major professions to obtain a clear glimpse of the overall status of women in several male dominated professions. This would further help in a more genuine research providing apt data reflecting upon the state of women in police services in comparison to medicine and legal professions.

The above aspects would be developed further as a solid parameter of placing the position and status of women in professional and social life. The researchers fieldwork fortunately consists of unbiased and systematic interviews from females from various professions.

**Gender Discrimination and Medicine:**

The first woman to become registered as a doctor was Elizabeth Blackwell [1821-1910], who graduated in New York in 1849. The following year the first women's medical college opened in Philadelphia. She was unable to do any hospital training in US however and studied further in Paris and London before being the first woman to be registered by the British medical association. However, the following year the BMA restricted registration to those who had studied at a British university which were open only to men.

In 1865, a post mortem revealed that Dr. James Barry, a medical
graduate from Edinburgh who had served with a distinction at the Battle of Waterloo was in fact a woman. In the same year, Elizabeth Garret Anderson fought a long battle securing a good position in medicine thereby becoming the first woman mayor in Britain.

Similarly in India, women had to undergo a strenuous battle to secure a permanent position in medicine. Though higher medicine still needs to secure a fair place for women. Most medical schools whether in India or US are at the forefront of the increasing wave of medical women. Currently in both the places the recent statistics show a rise of women in medicine. It is currently better positioned for women than law and policing.

**Position Statement on Gender Discrimination and Sexual Harassment:**

The American medical women's association is an organization of women physicians and medical students, which values equality for women and equal opportunity for women to achieve their full professional and personal potential. Sexual harassment and gender discrimination fundamentally precludes these key objectives via multiple routes.

**Examples**

- Interference with the quality of learning.
- Interference with both quality of practice of medicine and the
performance of other professional activities.

- Negative impact on morale.
- Interference with opportunities for promotion and career development.
- Negative impact on women's physical and psychological well being.
- Interference with opportunities to assume leadership positions within medicine.

Hence, in the light of these considerations, the American Medical women's association has adopted the position to oppose all forms of sexual harassment and gender discrimination against women in medical academia, organizations, hospitals, clinics, private practices, publishing endeavors and any other professional activities.

Gender Bias in the Legal Profession:

Nature of gender bias in legal profession: Survey study results.

Recent studies tend to indicate that there is an undercurrent of gender bias in legal profession. Findings of the survey conducted by the women in law committee of the state bar of California and her brief survey report with due co-operation by the employment law centre, legal aid society of San Francisco which produced interesting results concerning gender bias.

Summary of the findings:

- Gender bias: 85% of the women lawyers surveyed perceive a subtle
but pervasive gender bias within the legal profession. Almost 2/3 agree that women lawyers are not accepted as equals by their male peers.

- The greater number of women lawyers in a particular workplace, the greater the perception of gender fairness by women attorneys in that workplace.

- According to one of the leading researchers assisting us the "old boys network", that is, a common feature where most male colleagues unite against female colleagues over regular gossip and other discriminatory aspects. One respondent commented that young male associates trying to prove their points produced physically threatening behavior when no one else was present.

- "Double bias": Women minority lawyers view themselves as being subjected to both ethnic and gender bias and a number of respondents suggested the rules of professional conduct be amended to prohibit both gender and ethnic bias by male lawyers.

- Satisfaction in the practice of law: While 76% of the respondents expressed that they are willing to combat various odds in the profession, hence a resolution to be a part of this profession against all tides. However, it is significant to note that 24% would rather choose another profession. Over 55% have some preference for working with other women lawyers, while 62% believe that they do not have as much opportunity for advancement as male lawyers.
Negative bias: 76% reported feelings of negative bias from opposing counsel, 64% from clients, 48% from superiors and 43% from peers.

In both the "Indian and Western setting" about 62% of female respondents felt that they are not accepted as lawyers by males in their legal profession, while 38% felt that there is a subtle but pervasive gender bias in the legal profession.

Sexual harassment: nearly half of the respondents reported experiencing sexual harassment at their present or previous jobs or in the legal profession generally. Only 13% reported significant decrease in sexual harassment over the preceding five years.

Hence, over the past several years various laws have been enacted to serve against gender discrimination but there still needs to be better guidelines to effect the same. The above analysis was an attempt on the researcher's my part to help view the position of women in workplace environment and how far the rights guaranteed to her has proved effective in serving her purpose as a positive and confident contributor to society.

Equality Denied: The Status of Women Policing in India and USA

In order to monitor the growth of women in law enforcement, the National Center for Women and Policing has completed a study on
status of women in the largest Law enforcement agencies in the country. This report examines the gains and gaps in the numbers of women in policing and provides a clear picture of women's status in policing at present. The report further presents the major barriers preventing women from increasing their numbers in law enforcement and lists the detrimental effects of continued under-representation of women in police departments.

Since its inception in early 1995, the national centre of women and policing has been a leading force behind the increasing numbers of women in policing. The positive impact of women in policing including the reduction of police brutality, the increased efficacy in police response to domestic violence and the increased emphasis on conflict resolution over force mandates that we still keep striving for gender balance in policing.

But this study shows not the increase of women in law enforcement remains struck at an alarmingly slow rate. At the present rate of growth, women will not achieve equality in law enforcement agencies. Furthermore the data listed after the analysis reflects clearly that there has been progress only where women law enforcement officers and women's organization have taken legal action to fight the discriminatory hiring and promotion practices and where the court order decrees
consent have forced agencies to increase the numbers of women or minorities hired and promoted.

**Barriers to Women in Policing: A Socio-Psychological Analysis of Women Police Officers in India and USA.**

Various studies undertaken by different scholars and researchers in India and USA maintains that barriers are deeply ingrained both within the societal structure and the professional setting of police job. This creates numerous socio-psychological trauma or challenges for women officers in both the settings.

Social barriers which includes the patriarchal setting of the society further aggravated by the difference in 'Gender Socialization' deemed essential for socio-economic survival of any average human being. The respondents as analyzed in the methodology were women police officers from India and USA and Male police officers in both the settings along with general population consisting of women from other male dominated profession.

*Policing as a socio-psychological threat to society:*

She begins with the case study of a 17 year old girl named Jasmeet Matharu an Indian finally settled in USA. She quotes, "I belong to an
East Indian family. I want to build and pursue my career in law enforcement. When I tell people that I want to become a police officer, they look at me with a weird grin on their faces. I suppose it's really hard for them to understand or accept this because of the culture I come from is very male dominated. When it comes to these kinds of choices it is strictly a 'male profession' and women are not made for it. In other words, don't even think or dream about it. After coming to this country with some dreams I could see it dashing ground as my grandparents in Canada had plans and expectations about my marriage and wanted to put a halt to my further studies. Though it never happened, thankfully and she is at a much better situation than an Indian woman, who's allowed to study either for a prospective match or barred from taking jobs after marriage. I think that when you enter policing its the same everywhere, chauvinism is a part not restricted to India alone, USA/Canada is not devoid of it.

It has been six years since the researcher started volunteering with the Ottawa Carleton Police service. I have been consistently working on upgrading my skills, education and physical fitness. Disappointments on her path have been many, but I have been able to remain focused and undeterred."

The life of an aspiring woman can be summed up nearly, though it might
differ in degree and content. Even in USA, most ethnic women have
to combat this battle due to traditional stereotyping of them to be in
expressive roles. Most often I see it as society's defense mechanism to
prove their rules as legitimate and binding by females as such, failing to
do so might severely obstruct the law or functional role distribution in
society. In Indian society its mostly 'what will the society say' if our
daughter takes up policing and remains unmarried for long. Other
societies too cannot identify with a woman's personality to go ahead with
success in this profession. How can a woman combat with 'deviants' or
with tough males, they can try other jobs are often to be encountered. It
will take long whether in India or USA to narrow down the path towards
obscurity to gradual definition or acceptance by society at large. It is a
strong threat to the till many a battles have been combated by aspiring
stronger women.

Following table denotes the intensity of patriarchy experienced by female
police officers, women lawyers, women doctors in India and USA.

Total number of respondents: (50 each in India/USA)
Table 4.1

Intensity of Patriarchy in Male Dominated Profession

<table>
<thead>
<tr>
<th></th>
<th>WOMEN POLICE</th>
<th>WOMEN DOCTORS</th>
<th>WOMEN LAWYERS</th>
</tr>
</thead>
<tbody>
<tr>
<td>USA</td>
<td>22</td>
<td>16</td>
<td>12</td>
</tr>
<tr>
<td>India</td>
<td>27</td>
<td>10</td>
<td>13</td>
</tr>
</tbody>
</table>

Explanation:
In this research the researcher tried to test the biases against women within patriarchal set up, questioning their socialization, relationship with male colleagues, family and acceptance in their profession. Over the course of the three year research, approximately 50 women each from different professions interviewed responded to the above. 22 out of 50 women agreed that there were certain biases that they had to challenge in the form of patriarchal mindset in USA. Most felt that their parents in USA had a negative opinion about this job for their girls as in a society like USA there exists opportunities in nearly all professions, so why policing? Besides the negative image portrayed by society also played a role in dissuading the aspirants. In India, this was generally experienced during the time of allotment of positions in policing and attitudes by the male colleagues in the beginning.
On the other hand, women doctors felt that excepting cases like surgery or cardiovascular diseases there is a general acceptance by the colleagues and public by large so patriarchy did confine them in the beginning, but at present its on an easier sale. Women lawyers were mostly of the opinion that its hard for them to take up the challenges by male colleagues and client interest on the whole. ‘you have to win the case’ to combat this patriarchal mindset. Once you achieve a series of successes its balanced, But what seems more perplexing is the pressure to maintain one’s position after success seems more taxing and is fiercely competitive.

Hence, most women from all these spheres felt that patriarchy is indeed a part of most male dominated profession and if not combated with rightful strategies can result in drop outs from the profession. Most women drop out in the early childhood especially the ones who do not receive adequate family/financial support to prolong with this dream. This is especially true for a developing society like India, where the career prospects of the male sibling is considered a 'fortune' and cannot be sacrificed for a bright female child. In USA it is usually an expensive affair to go for higher education. Besides different cultural groups have also different sentiments attached to certain male dominated profession.
Psychological Barriers: Inherent Gender Psychology and Women in Policing in India and USA.

This aspect is deeply ingrained within the patriarchal set up or social settings as discussed above. But the psychological strength of dealing with numerous problems can only be achieved if the women concerned have enough courage and farsightedness to deal with these challenges.

The following graph denotes women in policing from 3 categories, 50 each from India and USA.

a. Senior Police Officials
b. Middle ranking
c. Recruits

They were questioned with regards to psychological trauma experienced both within and outside profession and on Role conflict. Following deductions were reached.

<table>
<thead>
<tr>
<th>Table 4.2</th>
<th>Psychological Barriers within Policing</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>COUNTRIES</strong></td>
<td><strong>RESPONDENTS</strong></td>
</tr>
<tr>
<td>USA</td>
<td>21</td>
</tr>
<tr>
<td>India</td>
<td>28</td>
</tr>
</tbody>
</table>
Explanation

It may be said that 21 out of 50 women officers in USA felt some sort of psychological trauma faced within and outside the profession along with some role conflict. Rest either denied completely or did not respond positive/negative to this question. It is interesting to note that 28 out of 50 in India experienced this aspect strongly but it is hard to believe the better half who either negated it or did not respond anyway to it. Although in India most respondents could not deny it.

Significance of Socio-psychological Analysis of Women Police Officers:

Women all over the world even at present have continued their fate against tide i.e. trying to secure a small share in this so called ‘male bastion’. To sustain herself in this bastion she has to equip herself both emotionally and physically to tackle the incongruencies. By analyzing the above it could help future researchers develop better strategies and policies to recommend a future course of action for women officers. Besides it could help the officers or educated women to analyze the situations before taking the plunge and be prepared to tackle situations effectively.

The analysis could help them answer or introspect three important aspects before entering the profession and during earlier stages in their
career.

a. Motivation to join policing/ choice of this career
b. Enduring the odds in policing/role conflict
c. Future of women policing.

The first aspect [as been discussed in methodology] has relatively different connotations to women in both the settings. In short, most Indian women felt that motivation was from childhood and family support followed by independence, job security and finally community orientation. For women in USA it was personal choice, independence, various benefit attached to the job and finally community orientation. Most ethnic women do give credits to their family and peer groups but on an average it was not ingrained in childhood dreams.

Hence, any recruit or aspirant should reflect upon her aspirations to avoid too many confrontations psychologically in terms of expectations versus goal attainment. Secondly, the above will greatly increase her chances of combating odds of all kinds within and outside professional domains especially the psychological trauma of facing deviants every day and the dominance of male colleagues. The most of all ‘Role- Conflict’ situations which can be totally incompatible with her mental system.
Role Conflict and women policing:

It is to be recognized that the individual is likely to encounter tensions in coping with the requirements of the clashing of goals between expressive and instrumental [Parsons], i.e. the roles of worker and mother or family person. Society especially in India and also for most cases of ethnic women in USA has established her roles in congruence with 'expressive' or family roles. Her social conditioning could enhance her dilemma due to clashing of the above with her professional wants. Police duties also interfere with familial obligations. Amarjeet Mahajan has in her study on 'Sociological study of her new role' has highlighted the individual caught in the web of different role expectations and each role demands to be met sincerely.
This graph denotes the case of role conflict and highlights how the individual is divided between expectations both within formal and informal set up. Policewomen are no exception to this rule.

The cultural mandate has relegated her to 'expressive roles' which gives rise to cultural dilemma in case the obligations are not met by her in the course of expected duties. Formal setup poses or generates new conflicts to do with patriarchy, deviants and attitude of the system as a whole. Informal mostly demands that her personal aura be maintained to go on finely with friends, family, peer groups which so often clashes with the nature of her job as a policewoman.

Besides in the sphere of labour market, there is a growing competitiveness and her psychological stress to prove herself. Police services being a 'socially stigmatized' profession is again a force to reckon with. In India and USA many a constitutional mandates have created suitable pathways but have not been able to completely do away with the existing ills within the profession or general incompatibilities to do with women officials at large.

Future of women policing can be seen in light of all the above. We will discuss future changes and pathways for women officers in relevant passages to be followed. But it has to be a conscious decision by women
officers to take this job for future as society vests too many expectations especially during her beginning stages of career. Present officers have a lot to create for stable women policing in future.

Recent Trends in Women Policing: Towards a More Positive Future:

Women officers all across India and USA have evolved a long way since battling with the odds of being accepted as equal to their male counterparts professionally. Instead most of them have diverted their positive energy towards greater good of humanity around them and have paved a more positive ground for women to follow upon.

Prison reforms:

Many a leading ladies in India and USA have either gained limelight in the event of their good deeds or have just gone ahead with their noble task of a reformative era within prisons without bothering too much about material focus.

In India Dr. Kiran Bedi evolved a new set of reformative disciplines for the largest prison in India ‘Tihar’, known for its countless initial failures to reform criminals, it finally saw a breath of relief under the wings of Dr. Bedi. She initiated a series of reformative programs for the prisoners, which included a set of meditation and yoga practices
known as 'Vipassana', indoor game activities, creative feats and many such events to prevent the criminal from growing further. A library was created to honor many an educated souls within the prisoners with not so 'criminal' a background or inclination. Her recent contribution to the society is successful launch of 'Navjyoti', an organization to benefit the slum kids in Delhi.

In USA, these aspects were always a part of many a prisons in Washington and a few more areas with better resources and stability. In fact, the state of California probably did not have enough facilities initially due to inclusion of new regions in the period of last five years but their new facilities have come about the same as any other region in USA. Many a women are appointed in higher positions and a few of them have atleast prolonged with the good work of their other counterparts. Many a cells both in India and USA have or are about to launch a few internet facilities for certain prisoners. Many a women officers have been a part of women’s organization like National Center for women policing, women tech organizations, feminist.org to name a few that help in highlighting the good work of women officers in and outside prison and encourage women to see beyond.
Community policing and women police:

A more recent development in policing has been ‘Community policing’ i.e policing for people, in partnership with the people. It has been experimented that effective community policing especially by women officers has had a positive impact on reducing fear of crime and enhancing the quality of life in the community around them. Most researchers feel that women officers have a ‘way to get into the heart of the problem’ and hence most victims/victimizers relate to them better. In fact their work credibility is seen more in comparison to their male counterparts.

In general whether in India or USA police agencies have neither actively recruited women nor have they valued their contributions to law enforcement. With the advent of community policing and the public’s expectations that it will continue, this must change. Citizens today want communication, cooperation, and responsiveness to their concerns from their local police agencies. They want a community oriented style of policing, where the community has a voice and is an active partner in a problem solving process to address crime and quality of life problems. They want officers, who are sympathetic, will listen, understand them, and who will meet with them on equal basis. Today public wants a police agency that is a part of community and operates interdependently not independently.
Intimacy is a key world of connections where individuals negotiate complex networks of friendship, minimize differences, try to reach consensus and avoid the appearance of superiority which would highlight differences.

Most women officers in USA get ‘hands on training’ with their male counterparts as ‘ride along’ technique. This is their practical training where they get to ride along with their superiors and take a note of different situations. It helps them to get accustomed to more practical aspects to their jobs and use their talents more efficiently. However, in India such a strategy was tried for in regions of 'Kerela' in southern India. But due to police and public disparities it failed. Corrupt bureaucratic practices in India can see less of scope with such noble practices. Women are well represented in South India in Policing but there still needs to be a brighter signal before women can actively take part in such policies.

Cyber age and women cops:

In this new age of computers more women cops are being given adequate training in computers to help make lives easier and more informative for their profession. In the age of Cyber crimes Indian government has introduced new training décor for all officers and women are reaping most by it as they are being employed on 'traffic monitors' and detective
monitor jobs. USA had long realized this but it wasn't more effective till the last few years, where a need was felt to follow pace with the modern technology.

**Future of Women Policing in India and U.S.A**

Women of the 21st century have emerged from a long narrow path from obscurity towards gradual definition. At present, women are being recognised as important, powerful and meaningful contributors to the list of men. Future of women in the police service is synonymous with women viewed as prime movers of change in any society'. Hence society should include the social structure, government and media relations to double the efforts towards re-structuring their policies towards women and total empowerment issues.

*Education and future of women police*

Education is a powerful motivator in the life of every individual. It should be so designed to meet the current need of not merely ‘educating women’ with the power of mathematics, grammar or logic but designed to improvise a better strategy to tackle their current situation.

An educational pattern not in consonance with the recent trends has the ‘most fatal repercussion Especially in India the texts and teaching are fashioned to the extent as to ‘re-strengthen’ the patriarchal set-up.
U.S.A has seemed to realize the current situation. Under the present system or pattern they have introduced a wide range of course curriculum from gender and society to gender and law enforcement. Indian education system too has introduced or designed courses ranging to the above but is 'localized' at a few prestigious universities or good colleges inaccessible to the 'Majority population'.

**Media and future of women policing**

The gradual changes viewed in the current light accords one of the highest motivator in women's issues ranging to the media-Journals, Newspapers. The contribution in highlighting women's problems as more of a social and national/international concern rather than individualistic in status media has always been interested in depicting the 'Powerful role of women' across all social and cultural boundaries. Media can help overcome the doubts in public's mind and highlight the real potential of women and their role in law-enforcement positions.

**Role of youth and future of women policing**

Expansion of equal work opportunities and their overall empowerment vests in the suitable implementation of policies specially designed to help in the enhancement of women's power. Youth actually possesses the power to 'Implement and proceed' from a certain point. Better strategies to help device recruiting of women in large number, a friendly
social set-up that encourages women to seek new avenues and perform better. Above all, equal social, economic and political rights 'in practice' can help instil faith in the otherwise diminishing system for them.

**Recruiting and Retaining Women: Suggestions, Guidelines for Future Course of Action.**

In today's economy, law enforcement agencies are facing enormous challenges recruiting and retaining qualified candidates; yet traditional strategies for recruitment frequently overlook an entire pool of potential applicants - women. Hence, the purpose of clear blueprint for addressing this historic neglect is by removing the many built in obstacles: To hire and retain more women in law enforcement. First, however, let me outline that there are many advantages that women officers bring to law enforcement agencies.

Law enforcement today is facing a crisis - a crisis of public confidence and trust in the wake of police corruption scandals that is unparalleled in recent history. Highly publicised incidents of police use of excessive force have generated headlines in cities around the country. Police brutality and corruption lawsuits are costing tax-payers million of dollars each year and their numbers and costs are only increasing. Money paid out in settlements and judgements is money that could otherwise be spent on crime prevention and treatment programs, on schools, social
services and other community programs that reduce crime.

At the same time, police leaders and executives are under pressure to implement community or service oriented policing, transforming the very nature of the relationship between law enforcement and the communities they serve. Nation wide communities are demanding a shift in locus from their law enforcement agencies towards a more modern approach that emphasizes communication and co-operation with citizens as well as informal problem solving.

The following needs to be re-assessed and re-formulated to meet the standard needs of both India and U.S.A law enforcement agencies.

The few notable aspects are:

- Beginning from roots of educational and vocational training system.
- Developing a job description.
- Recruiting quality candidates.
- Removing obstacles in the selection process.
- Designing quality recruit academies and field training programs.
- Mentoring to increase retention.
- Implementing family friendly policies.
- Monitoring performance evaluations.
- Assignment and promotions.
- Ensuring impartial internal investigation and discipline systems.
Developing lifetime rewards and recognition programs:

**Elaborating briefly upon the above:**

As has been discussed earlier adequate educational and training faculties are 'prime-movers' of change in any society. Hence, both in India and U.S.A there is a need to introduce law-enforcement introductory courses, gender-friendly issues and a better awareness of current problems within the system.

Within the schooling system, good emphasis should be placed on vocational training programs, introducing of compulsory martial art classes and other sports activities which help enhance the prowess amongst individuals especially women.

**Developing a job description**

This aspect is greatly neglected within the 'Indian governmental sphere, that does not emphasize upon the need to place direct responsibility on women. During the researcher's seven years of higher educational experience, she has not come across a 'job description’ Performa for any government service that helps attract women. Similarly within U.S, there is a need to place greater emphasis on 'attracting' and welcoming women to this otherwise not so encouraging a profession for women. Hence, the keys to developing the best job description for law enforcement officer or
to emphasise the value that the organisation places on ‘community policing’ and detail the skills and duties required to successfully implement community oriented policing practices.

For example, the job description should attempt to highlight skills such as the ability to de-escalate violent situations, communicate with diverse groups of people., Mediate disputes and the capability to co-ordinate with other government and social service agencies. In India, especially in consideration with the ‘budget’ concerns, it can be done at smaller levels of recruiting sessions instead of an ongoing process and developed into a ‘short media related program’ due to the effect visual/print media has on middle/high income groups.

**Recruiting quality candidates**

Problem of recruiting women and minorities are even more severe and represent major challenges to most agencies. In order to recruit more women into policing, law enforcement agencies must overcome and try to minimize the common perception that policing is a “male dominated profession” limited to duties that require only physical strength.

It has to be understood that commonly recruitment candidates will comprise of women from ages 21 to 36 years in the initial period. It can vary in terms of culture and independent values accorded by the society or families as such. They will be moderately to highly educated. Most of
them will have an ambition and will possess a certain image of the job. Women from rural area could be the most ambitious and driving force for the betterment of the system. Hence, with right strategies recruitment can be modified to accommodate more quality women candidates into this profession.

**Removing obstacles in the selection process**

The entry level selection process poses a great potential for liability on issues of discrimination. It is very important that the process be thoroughly reviewed to ensure that it is fair and job related and to avoid the expense and negative publicity resulting from litigation.

**General - Applicable to all selection components**

Selection criteria should be placed above race, caste, sex and physical disability. A comprehensive record keeping system is in place to gather information about performance on each component of the selection process by applicant gender, race and caste.

**Physical abilities test**

This aspect is a separate test in U.S.A, In India it is a part on training routine and medical examination. A separate charter for measuring upper-body strength due to inherent physiological differences between man and women. It is well-established in scientific research that tests of
upper body strength typically have an adverse impact on women—hence the passing point of test to be set to measure the minimum amount of characteristic necessary to perform the job successfully. Fitness vs. job performance - No research shows that physical performance in the job of the community police officer. Agencies that desire to improve fitness levels for their employees may implement programs that encourage physical conditioning.

**Psychological Evaluation**

This is the most common aspect of recruitment in USA. It also offers an area where women may be disqualified because of bias on the part of testing psychologist. One area of possible bias is when the woman has been the victim of sexual assault or domestic violence. One in every six women in the sexual assault or domestic violence in her lifetime. This should not be an automatic disqualifier. In fact women who are victims of the above may possess a greater understanding and compassion for dealing with other victims of these crimes. Hence, the emulators be trained and newly oriented to suit the recruitment procedure.

**Medical Evaluation**

Medical personnel (India/USA) should have been screened for gender bias and any history of improper behaviour with patients. Medical personnel have a thorough understanding of the job description and the physical requirements of the job and understand the requirements of
Indians or Americans with disabilities act.

Woman are not screened out due to height requirement as in India or cancer as unique to women (USA) or any non-communicable diseases. Medical personnel are required to submit and verify a written report, documenting the reasons for rejection of any candidate, a copy of which is provided to the candidate.

*Implementing family friendly polices*

Many law enforcement administrators are worried about retaining qualified women officers. Women cited family-related issues as the main reason they left policing. The issues of pregnancy and childcare will effect many women in law enforcement at some point in their careers.

*Pregnant Woman Laws*

Some agencies especially in USA [rarely reported in India] have unlawfully discriminated against pregnant employees. There are sometimes no effort to find light duty positions for pregnant women. Hence the eligibility for and duration of childcare leave be extended depending on the patient.

Light duty- one of the most critical components of a pregnancy policy is inclusion of a light duty policy. Many pregnant women both in India and
U.S.A will want the option of moving to a light duty assignment at some point in their pregnancy. Uniforms—Providing pregnant employees who wear uniforms on a day-to-day basis with maternity uniforms is critical to making pregnant women felt valued by their department.

**Monitoring Performance Evaluation and Promotion/Rewards Category**

Performance evaluations systems are often problematic for law enforcement agencies many agencies that have adopted community oriented policing have not yet updated their performance evaluation system. As noted by Trojanomicy and Bucquieroux [1992], “Often formal evaluation over values those who ‘play the game’ by generating the numbers. Indeed, too many performance evaluations penalize those who innovate”.

Performance evaluations have been used as a tool to discriminate against or harass women employees. Women may be held to a higher standard of performance then their male peers or be expected to generate more activity than their peers in order to be considered equally competent. Since performance evaluations are frequently used as the basis for making decisions on transfers, specially assignments and performance a fair and unbiased performance system is absolutely necessary to law enforcement agency
• Hence, evaluators should be trained and there should be reviews conducted for Evaluations over ‘bias’ litigation cases.

• Preparing women for the promotion process - women need to gain experience in units such as SWAT, street crimes, gangs, motorcycles, narcotics, vice and as field training officer.

• To make certain that assignments are awarded fairly, the head of the organization should develop an objective, written assignment plan with criteria for obtaining specialized positions within the organization

• A strategy in India to help, lower grades of women police officers with better rewards and promotional facilities.

PREVENTING SEXUAL HARASSMENT OR GENDER DISCRIMINATION

• Sexual harassment is precedent in most law enforcement agencies. Over the years, numerous studies have been conducted to determine the extent to which women officers are subjected to sexual gender harassment.

• Determining a suitable policy: nearly all law enforcement agencies have a sexual harassment police. Hence, it needs to be more scrutinised with special emphasis on ‘total punishment’ from lower to higher level authorities involved.

• Training- a part of the training program should be improvised in mentoring all ‘quality’ male and female candidates to be aware of
'gender-respect' and women be aware of 'conceptions and misconceptions' about sexual harassment and the manner to tackle the effect.

- Reporting: Women victims to be able to tackle victimizer's retaliation adequately.

**Role of Policeman vs. Policewomen**

My research conducted on male, female police officers both from India and U.S.A provided me with a broader perspective than the earlier vision.

The older version of the fact remains that women police's persistence and stable future to greater extent depended on to her adapting to the 'stereotypical' roles performed by her male counterparts. In a profession where she existed as a minority could prove threatening to her overall basis if she countered the above.

But as critics and reformers have pointed out that to from her 'own stable basis' her role should be different. The question emerges what are the kind of new roles she should employ or adopt? Even in U.S.A gender integration and the opportunity in forming police policy has peer strongly resisted. Schulz has observed that women have transformed their original social worker role in policing because of their own determination and struggle. She argues that women changed their police role
throughout history by drawing out on outside social forces and in recent times by relying on the law to enable then to work as police officers. However, acceptance by their male peers has yet to occur. Women receive, at best a cool reception from male officers and at worst a hostile reception (Worden 1993:229).

The research literature reveal that in entering police work, women have encountered enormous difficulties, primarily as a result of negative attitudes of the men. Male officers anticipate women failing (brookshire, 1980). They doubt women can equal men in most job skills (bloch and Anderson, 1974). They do not see women officers as doing "real police work", and they perpetrate myths about women’s lack of emotional fitness (bell 1982). Hunt (1990) concluded that women police were harassed and resisted by the male officers because they feared that women would narrate departmental (actually, their own) secrets about police corruption and violence.

Role of policewomen has been unimaginatively defined to that of 'violent police personnel'. A women officer can possess twin combination of 'empathy and sympathy' in discharge of her duties. Sometimes combining policing efforts with a 'tint' of social worker attitude could be reasonable as to what they might be handling could be sensitive issues. Women police officers find it easier to get leads about the offenders in
cases of sexual assault, which male officers have failed to resolve due to the ‘opposite nature of sex’ and a women’s inability to confide in a man most of the times.

In India, an officer remarked that, “It may not be practical or expedient to put women in the firing party of a riot squad, similarly it would be impractical to put men at work handling a group of protesting housewives or women”. Most policewomen are hence trained unimaginatively to ape their male colleagues, tending to think that behaving like ‘male colleagues’ would ensure their greater acceptance into the professional mainstream. If this were the case, then the ‘future of women policing’ is indeed bleak. They should possess the psychology and dedication of a social worker and determination of a police personnel to obtain sound results.

Most women officers have done powerful jobs in the recently adapted ‘community policing ‘works. They have found to get better leads than their male officers in cases of ‘neighbourhood violence’. Public on an average especially women and kids relate to them better and hence the positive step has already being acknowledged. How far they leap forward is a something we can hope for the best in future.
Black vs White Women Officers; Higher vs. Scheduled Caste Women Officers.

The issue of ‘high or low’ is a never ending debate. The present research on the above aspect proved a detriment factor on gender, race, ethnicity and discrimination. Most black women are considered more work oriented, and better zeal than white officers. Women are here for both emotional and financial security. Black women officers are adjudged to be stronger in nature and physique.

There was not much hierarchy as far as scheduled caste women and high caste women were concerned. As ‘gender’ issue as such is a focal point of wholesome discussion. Women on the whole in India are a ‘segregated’ group. Hence, divisions of high vs law are not very popular with women as such excepting marriage ceremonies.

Hence almost all of the past research on women police has focused on the capabilities of women to perform police work; virtually all conclude that women, indeed, do have such as ability. This capacity includes physical as well as mental and emotional fitness.

Studies demonstrating women’s capabilities have covered the areas of patrol work (Block and Anderson 1974, Sherman 1975, Tourney 1982) citizen satisfaction, police chief evaluations, academy academic
performance, physical capability and physical training receptivity (Moldon, 1985) and the handling of violent confrontations. The future lies in better community participation and rendering the entire system ‘towards’ a more gender-sensitized approach”.

**Recommendations for Deployment of Ethnic/Racial Women in India and USA.**

This aspect had not received serious thought till the advent of this new era of reform. Most researchers argue that women as such need to be represented adequately first, then arises the need for proper representation of women from all climes in India and USA. Agreed! But it has to be kept in mind that racial or minority issue is the core concept of social problems in both the countries and it has to go hand in hand with all further reforms and developments, else the cycle continues.

**Strategies for USA:**

Amongst all the recommendations above its important to monitor the representation of women from minority communities too. Though most states like California are strong advocates of 'equal opportunity employment' and cannot favour women over men. But it needs to review if its actually being fair to the women by large especially women from minority communities like latinos, hispanics, native americans, asians
and black americans. The graph of 'working women' in nearly all occupations show a rise in the growth of working women from minority communities in USA but there still needs to be an awareness amongst minority women to seek more motivation for joining this service.

Phase 1
Identifying the need to develop a suitable program to deploy women of color. It is important for state and federal government to seek the need of contribution of women from all sections of society. The difference that equal representation of women could bring about to the system in which the policing works.

Phase 2
Design a program that attracts women of color by having more banners that possesses women of color working hand in hand with the white women or male officers. Written samples or better circulation of the achievements of women in policing especially women of color.

Phase 3
Flexibility in examination pattern for women- If this is implemented women from minority communities who are otherwise not well educated or fluent verbally will have the courage to step out and use their other skills to contribute to policing. The biggest weakness of the test is
the psychological examination, which bars many a minority woman to face the routine. Most minority women have gone through more problems and hence this test which requires 'honesty' on the part of strong character disposition is a complete failure for women as such.

Phase 4
Most women from minority communities are still emerging from the aftermath of radical changes in life. Their strong affiliations towards their families often impede them from taking up law enforcement jobs as it might interfere with this familial role obligation. Hence, if the system encourages a place for married women or pregnant light duties for women with better salaries it might help women from all walks of life to identify with the job.

**Recommendations for India**
Phase 1, 2, 3 and 4 remains the same with addition of phase 5 that should implement reservation of minority women Muslims, scheduled caste women, tribal women with better reservations and benefit to serve with their home areas to which they can make a difference at least initially.
Conclusion

Thus it could be assessed that in the light of all social and professional barriers there are certain forces that needs to be combated by women through will power and positive decision alone. It is only with gradual passage of time that the influence of strong patriarchy can take a significant turn to vest some sort of privilege to our women. Its with the combination and co-operation of Media, Government and power of education that we can take future steps with more endurance and courage. Thus in the 'concluding' part of chapter 5 is an approach to sensitise the above towards better understanding of women and current trends on the whole.
NOTES


3. Kiran Bedi was appointed as the first female high ranking officer in 1972. She has been a tremendous guiding force to the policing policies in India.


5. Internet resources *Human Rights Research and Education center*, web link through American Sociological Association, USA. 2002.


8. Internet resources on 'juvenile delinquency and police abuse report in USA prisons' April 2002.

9. INS or Immigration and Naturalization services is a government
body with aid to policies for migrants to USA. Recently, with the wake of September 11 2001 incident of plane crash in twin towers in New York city, it has come under severe restructuring to scan the policies better.


11. On 'Women in Medicine', internet resources, National Center of Women policing, Washington D.C, USA.

12. National Center of Women and Policing is a non-profit sector that incorporates women's issues from across different boundaries. Its designed to spread awareness on women's issues through media and conferences. The representation of women heading the committee is from higher to medium ranks in policing and academics sphere in USA.

13. Article by Jasmeet Matharu 'Policewomen from diverse cultures'
Human Rights Research and Education Center.

14. Discussed in further details in the 'Conclusion' part of the thesis.

15. Mahajan, Amarjeet, Indian Policewomen: A Sociological study of a new role. (Deep Publisher, New Delhi) 1990

16. Policing is stigmatized due to crime and deviants generally and overall the system has failed to mete out to people the security they deserve.

17. Dr.Kiran Bedi is recently a part of UN peace keeping force,
a great honor for a woman from India.

18. 'Community policing' is an upcoming concept in both India and USA that aligns police with people to serve their areas better. It works on the principle as 'you help us we help the entire community'. An era of reform within policing, period.


20. Psychological evaluation test in USA has considered to be an 'obstruction' for women candidates in USA for policing. It expects unrealistic demands for psychological perfection which majority women do not possess. It requires a woman to have never gone through any sort of mentally/physically tormenting abuse, practically impossible for any woman.

21. Racial discrimination and stereotypes in USA and Caste discrimination in India are still present in many regions that bar many a talent women from taking the initiative in social and professional sphere. In USA most black American communities have undergone periods of suffering due to social and physical prejudice. Hence, a need for a better deal in present era of equality.