Chapter V
Women and work related issues have evolved a long way since past but the issue of gender equality still remains an urgent and relevant topic in nearly all professions, especially the ones related to law and policy implementation positions. Representation of women as per recent statistics suggests that policing is still uncommon amongst the majority of working women. The boundaries that represent the basic difference between the status of women in developing countries is indeed a 'ring chasm'.

**Analysis of the Relevance of Study:**
Relevance of the present study also applies in the overall social and global context especially in the wake of increasing concern for the empowerment of women. Women at present have made their dynamic presence duly felt in certain male dominated professions. As a progressive individual she is making considerable effort to utilize the benefits accruing to her through the decline in male prejudice against women and work related issues. There are also increasing pressures on the national governments from variety of NGO'S and gender or women's organization to lend more and more space to women to develop
themselves fully as individuals and citizens. 

Till recently society seemed to ignore or undermine the necessity of incorporating women into policing. The total aura or mindset of people across the world were dominated by the existent values which saw less scope of women into policing. Secondly, public was and still not aware nor have they been exposed to the vast area of law enforcement where policewomen can and have been effective. Besides as characterized in the earlier chapters police work is considered as a 'man's work' and women are established as a biologically and emotionally unequipped to handle the job of policing. Hence, there is an alarming necessity of incorporating women in this profession as most of the time they are conditioned to fear from challenges this job entails.

A comparative analysis between the status of women in two different worlds, that is the third and the first world would help bridge a gap between the concepts of womanhood and empowerment into vastly different and differentiated contexts. Such a study would also identify mechanisms that can be successfully employed to improve the lot of women.

**Objective of the Analysis:**

In the earlier chapter on methodology a sound analysis was made regarding objective and problem statement of the above topic. Below is
a gist of the merits followed by the objective analysis. And following were the paradigm and success of the research.

- A connection was established between the theoretical dogmas that encapsulate women's issues and empowerment in both the worlds.
- A meritorious comparison between the social relevance and history of women policing in both the countries.
- The advantages of hiring and retaining more women in policing.
- A strong assessment of the presence of women in policing, analyzing their suitable functional roles.
- Observing and examining a strong connection between professional and social challenges along with certain socio-psychological dilemmas confronted by women in both the worlds.
- Suitable identification of institutional dynamics that may be of use to improve the scope of women in policing.
- Recommendations to help reduce the gap between gender inequality and progressive ethics.

**Women's Issues: New Dimensions Seeking Desired Changes**

Women all over the world form an important social category. The basis of this category is not simply the biological entity but also socio-cultural construct. Social status and roles of women are defined not only in terms of gender dimensions but also in terms of norms, values, beliefs,
traditions and customs governing different societies.

The concept of women's issues does not pertain to women alone because it neither exclusively belongs to the fate of women nor is totally an outcome of injustices meted out to them by men. It is to observe in the difference of the 'narrow social world' around them.

Several important distinctions could be made between women and empowerment between two 'different' societies. Both possess difference in cultural and social ethos though possessing a strong identity of its own. Both in India and USA heterogeneity of culture was observable, especially in the fieldwork regions assigned to me. There was strong basis of acculturation of different cultures in the regions studied. USA is a 'melting pot' of different cultures. Hence, constant mix and match of different ethnic groups have provided a varied stand to women's issues. There is a mix between 'black and white women', 'Asian and Hispanic' a strong influence of Muslim culture too. Every culture served has a distinct social identity and strong ethos for women. In India, there is a difference in socialization of women between the four major caste groups since Rig Vedic times that is classification of varna category: Brahmin, Kshatriya, vaishya and shudras. Each has a different history for women. At present, the demarcation between, Hindus, Muslims, Sikhs and Christians is further division to be reckoned with. It was a rather
difficult task to establish a connection between women of two different yet wider worlds. But one aspect that got the issue or comparison closer is the resentment of women since time immemorial against the 'discrimination and torture' meted out to her both in social and professional spheres. Rampant discrimination in workplace are a few of the notable comparative aspects that governed the ethos of my research.

Both in India and USA large volumes of literature has emerged on women studies in recent years. It has covered various aspects of women's life including their social status, economic roles in agriculture, industry, political participation in the National movements and industrial unrest. Few recent studies have also touched upon their legal and biological status but unfortunately few data's and analysis are available in areas related to 'women in the tougher profession' like women in the defense or women as police servants.

Hence it was an opportune moment for me to work on an entirely new basis of law enforcement positions, a paradigm that encapsulates the total aura of women's empowerment. As police services serves to enhance not only the fulfillment of economic freedom along with further enhancing power of community orientation amongst both male and female officers bout overall empowerment of women.
Hence, in the changing scenario, one needs to view women's issue in a broader perspective. Taking into account the changes in each sphere of the economy and then analyzing its effect on women community as a whole.

**Brief Assessment of the Four Chapters**

All the chapters included have been designed and researched with the aim of fulfilling the objectives and hypothesis relevant to women policing in both the countries. **Chapter 1** is a brief explanation of theoretical understanding on Gender and social control issues, methodical analysis of different theoretical perspectives, comparison of review of literature. My attempt was to establish a converging link between women and work related theories, especially policing on a comparative and broader perspective. The most significant aspect of this understanding is developed from the fact that almost all the theories included marked similar reasons for the basis of women's lack of empowerment and assigned similar causes in both the developing and developed region's context.

**Chapter 2** is basically a comparative, socio-historical analysis of relevance of women policing in both the societies. This structure was based on intensive research through review of literature, books, films and journals. It explains in a comparative format, how, when and why?
A need was felt to incorporate women into this rather male dominated profession. What circumstances, period gave rise to such an awakening response? Gender movements, comparison on women personality and policing images during earlier times along with recent data are a few of the significant highlights of this chapter.

Chapter 3 forms the component of my entire research. The entire structure ranging from the range and selection of fieldwork to research strategy, data collection methods, interview questionnaire and comparative analysis of the social structure of policing, women's representation, gender discrimination and empowerment and merits/demerits of a comparative analysis. The gist of the entire research and hard work is compiled in the form of this chapter.

Chapter 4 attempts to envisage the future of women policing in both the countries, dimensions of gender violence, new trends in policing, socio-psychologically and social barriers confronting the future of police officers, especially women by large. This along with certain factual and theoretical recommendations are provided as a general account taking into concern the difference of structure of society in both the countries. These recommendations are generic in nature and are applicable to both the societies especially related to social control issues.
Data Analysis

As characterized in the earlier chapter the data analysis was based on sample interview schedule. Policing is a rather steady and busy profession and requires full time commitment hence questionnaires to be self filled by the respondents was not a perfect choice. The Researcher divided the respondents both in India and USA into three sample groups. Senior, medium to recruits.

For the male respondents the researcher took a random group especially due to the lack of male police cooperation in Indian setting. Then a group of other professionals like doctors, lawyers were interviewed to get the glimpse of the overall professional status of women in other male dominated professions. Then a further analysis of a fourth group of respondents that were categorized as 'general' were formed, these consisted of men and women [mostly women] working under a policewoman or similar profession, common women and intellectuals.

Hence, the researcher believe that enough research and authentic commitment has been shown on my part. It should also be noted that this is a very broad aspect and impossible to cover even in the entire lifespan.
Final Deduction and Analysis

As mentioned in a passage in the introduction part of the thesis, there are several relevant hypothesis to be generated and tested. With the support of my supervisor Professor J.S Gandhi I was able to generate a few suitable, testable hypothesis relevant to the topic. The researcher was able to do justice to the below:

- Gender discrimination as a universal phenomenon. It extends to all domains ranging from social life to workplace and professions. During my interview schedule I was able to get a true comparative picture on the nature of gender discrimination in both the countries. The research deductions prove that at least 70% of women in policing and other male dominated professions had in some part of their careers faced some sort of discrimination based on gender. However, it has to be seen further in the light of the social structure of the two societies. In USA, gender discrimination is definitely not a common and accepted phenomenon generally in the life of a 'girl-child' as compared to developing society like India. Women could not recall any incident where their brothers were favored more than them on certain levels. There were a few instances with hispanic and black American women possessing strong cultural traits similar to India but on an average, women in USA have never gone through this aspect of hardship in the earlier stages of life. There had been
instances of child abuse and other forms of torture widely meted out to both the sexes of children. On an average nearly half the population of women in India have seen some sort of this form of discrimination earlier too in their lives. It is at the workplace situations where women in USA have to undergo the problems of this order. Whenever there is a nexus of 'power, wealth, position' women all over the world have to combat through the tides against gender discrimination. Positions of such order are jealously guarded by their male counterparts who treat the entry and sharing of such positions as alien to their interest and surely threatening. Policing is one such job that still sees lesser scope with women. Other male dominated professions too have come a long way since past.

* Discussing about certain aspects related to 'intensity of discrimination' in male dominated profession, especially policing in both the countries, my deductions were very clear. USA though being an open society has patriarchal standards at least within the professional domain. Women police officers in USA felt that they could feel some sort of 'gender discrimination' when they first entered the profession as most males are still not aware what a woman could do within a male like job. They were confused or not willing to accept women in all spheres of police activities. The intensity was more during earlier times when women were first
recruited, things have evolved a lot since then, a few senior women officials reported. Even in India, similar reactions had occurred when women first joined policing. Being a closed society, it had gone through several insurgencies before according what was 'legitimately due to its women'. But on the whole 'intensity of discrimination within the professional sphere is markedly more dominant in a country like India where majority women are still not aware of their rights in this sphere. In policing however, lower ranking women officers in both the countries face more discrimination than command positions. At every stage the powers increase and adds to the advantage of the female officers.

- The hypothesis deduction related to the nature of role conflict existent within policing as compared to women employed in other male dominated professions. Here, I had to separately interview a few female doctors, surgeons and women lawyers (mentioned in methodology). These two professions by standard are still compared to be under the category of 'male dominated professions'. Few relevant questions were asked relating to their lifetime and professional experiences, gender discrimination, role conflict, suggestions to name a few. Women represented in higher levels of medicine felt that their work was very much time consuming and they were under severe dilemma of role conflict. Most of these women were surgeons and had to compete with top
male doctors to persist in this 'hard career' hence they were caught in this situations. Women lawyers felt that at times most cases involved had to be seriously investigated and had to be a 'full time' duty. Hence, this was a major source of anxiety. Women police officers felt that they had to be on duty whenever called for, hence they were always on guard. Since, this job still is considered to be a man's domain role conflict was seen as a severe case of anxiety for many a women official. People have accepted women as 'successful doctors' to a certain extent 'lawyers' as it could gel with a women's temperament of 'strength and caring' disposition. However, policing being a tough, physical and mentally demanding job has to do with male deviants, corruption, disorder and a few notable features cannot place a woman without feeling a sense of anxiety for them. It could be further viewed by many as their direct link to patriarchal standards too which enlists women to expressive roles.

This aspect was further put to test prolonging the question to the extent and intensity of role conflict in policing in the two different countries or societies. As has been established by many researchers that women all over the world have fought a grim battle for what was legitimately due to them, especially to get a fair representation in policing. Obviously, the difference in the social structure and needs of the society are different. In India the social
structure is seen to be expressive and characterizes or places immense responsibility on a woman to fulfill the 'expressive' needs of the society which often than not clashes with her 'individuality' and independence. She begins as a daughter and ends up in different expressive roles within different phases of her life. Men too are accustomed to this aspect of her life and hence cannot appreciate anything going beyond their set parameters for their women. For an average Indian household a man's task is working outside the home and the wife or mother stays back to take care of the entire household. Many a times as per need many rural women even step out their thresholds to see if they can work on farms and produce. Hence, the nature of Indian society is patriarchal in standards; anything that provides its women 'total independence' goes against family values. Hence, even as a policewoman she has to make sure that her family is duly looked after. If not it could dismantle her entire existence. Many a police officers end up in India with either an unhappy married life or as a 'stigmatized mother'. Hence due to this pressure its hard for them to 'excel' in their fields and end up working normally as in any other job. Women in USA have some sort of equal rights as compared to their Indian counterparts. Most female cops, the researcher interviewed in USA were either single or unmarried. The most common aspect in USA is 'single parenthood' which is
common amongst both men and women officers. One parent taking care of their children. This poses a threat to the job security and their performance. Often than not they too are compelled as parents or caretakers to give in to their family's expressive demands. A few women successful in their family lives were seen to be married to policemen. This solved a big part of their problems as often husbands in the similar profession understood the nature of the work schedule and were often accommodating. But on the other hand resent reports on domestic violence suggests that both in India and USA, several cases are pending on cases of domestic violence by police officers themselves. Though it could be harder for them to do the same to their independent policewoman at home. Hence, it could be clearly seen that women in the higher stages of their career whether in India or USA have been able to combat or adjust through different role situations but often than not in the lower and middle rankers it was still a force to be battled with. As they are still in those stages where career wise they have not been able to reach up to their desired levels and family pressures are so strong that its hard to cope with the two. But clearly the nature of society in India is more pressurizing for women and till to this date cannot cope with her advancement on professional side, which they often perceive as a threat to her stereotypical image in their minds.
Testing the hierarchical standards existent with effect to structure and culture of the two societies especially within policing was a rather sensitive core to be touched upon. Policing in both the places is, to a greater extent hierarchical. In USA there is equality of opportunity in basic spheres but policing sees less scope in women. In India hierarchy is much stronger and is culturally dominated. As discussed above that society sees less talent for women in power related positions. Both in India and USA, whenever an aspect is related to power, money and authority its often considered to be into the 'man's protective custody'. In India the hierarchy could also be seen in the division of policing within ranks. There are too many divisions and very few men or women are ever reported to have risen up from the lowest position to the highest. In USA they have tried to keep many examinations to reach to the top which seemed a rather fair opportunity but it comes in the way of many women officials due to the reported biased nature of testing. Hence, existence of hierarchy in both the countries especially within policing cannot be ruled out though the extent is more in a developing country than a developed.

These were a few aspects that were tested with the aim of combining both objective and subjective analysis. Since, the topic being wider in nature and scope it was almost impossible to generate more analysis as
it could have led to more generalization.

**Comparative Tests in Methodology and Research**

In terms of objective/subjective analysis, certain comparative aspects are worth to be analyzed in broader details with an attempt towards reaching to certain more comparable grounds and relevant deductions.

**Historical analysis of women policing in India/USA**

As discussed in Chapter three on 'Methodology', it was mentioned that both the nations had historical differences in both independence and according the rights to equal opportunity to women in professional spheres. It is mentioned in the graph below that there is a difference of attaining independence in both the nations but entry of women in police services was rather more accommodating for women in India than women in USA. It is definitely a boost for an economy like India, which is known for not being fair to the female population. But if we relate to the past it did have a potential of realizing women for law enforcement positions. It employed women though not in rather significant positions when most countries developing or developed failed to do so. In terms of representation of women on an average, are represented moderately in all higher positions. India had a leading lady as the Prime Minister too like Mrs. Indira Gandhi.
There was a gap of 143 years between the appointment of first women officer in USA as compared to India. Though there are certain historical traces of women employed in USA as 'police matrons' but no proper jobs or duties comparable to recent times. Thus historically India began at an advantage by beginning to realize the potential of women better in significant positions but due to several social and economic changes in the country, mismanagement by different politicians slowed down the process of emancipation of women by large. Besides, a significant number of illiterate women are a part of villages in India which do not have access to the most basic resources for the population not to forget the opportunities for women's development.

But both the countries need to sensibly analyze the recent changes in the social structure of their societies and 'not to repeat' historical mistakes in future.

*Choice of policing as a career:*

The chapter on methodology and the fourth chapter has dealt significantly with this issue. But it needs to be reassessed in the light of current trends and new era of women's inclination towards male dominated profession. Why do women consciously choose or avoid jobs of this caliber? Basically there are a couple of differences in the structure and the way most women are nurtured in different set-ups. In USA,
the society is relatively equal to both male and female offspring, so most often the feeling is not to outshine men or fulfill a childhood dream, besides most parents nurture their children with a sense of future anticipation to be self sufficient or independent in themselves. Hence, this job is attractive to women in USA on grounds that it provides personal independence coupled with a competitive salary and job security. Most of them feel closer to the job due to 'community policing pattern' introduced which suits women's temperament to be closer to society.

Women in India obviously do not enjoy personal freedom as such and mostly are influenced typically by family desires for any offspring male or female to satiate the middle class family's dream to be powerful and notable in society. Most parents unlike in USA encourage their female off springs to take up stable government position. In India it's fairly bureaucratic and is followed by immense power and prestige to the employee and family concerned. Besides, it is community oriented, which justifies a woman's innate disposition to be in position closely attached to society and above all a secured job. Typically its different in rural India as most women who join such positions are deeply swayed by the problems of their family and community around and wish to give back their power to create a difference around them.
Salary structure is another motivation to encourage or put them on comparable platform. On an average women officers in USA obtains an attractive package of 55,000 dollars per annum which is significantly higher than average women professional in USA in other professions. Even in India women officers get paid well around Rs 15000 and receive innumerable government benefits along with power which accounts for Rs 50,000 per month with savings. Her salary with all the benefits and relatively comfortable lifestyle is comparable to most other corporate jobs in India. On the other hand the life in corporate world does not have the same security and power attached to it. These aspects are a significant boost for aspiring women to be in a career of choice along with enjoying significant material benefits.

Married Vs Single women is another comparable aspect that might encourage or impede a woman’s choice of career. This is an important aspect of research in male dominated professions.

Figure 5.1 illustrates the percentages for married women in policing services in India and USA.
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Figure 5.1 illustrates the percentages for married women in policing services in India and USA.
Most women in USA as police officers were 'single' that categorizes women either unmarried or divorced or living separately with a child. Few married were also having a hard time balancing the profession but confessed they have balanced the job well now after several years. In India most women were married and confessed having problems but went on to say that its manageable at a stage after which it becomes a part of their lives. Most of them believed that everything good in professional sphere comes at a price and like all other male dominated profession it brings in a better balance in their lives so at this point they have seemed to carve their way. Though they believed that initially the adjustment phase could be hectic for the family and individual concerned.
**Age as a factor.** By reviewing the literature it was observed that most of the women in top command in the USA were between the ages of 42 and 55. In comparison the age for women in similar positions ranged from 30 to 54 years in India. For women in a medium to low command the ages in USA ranged from 28 to 42 years, while the ages in India ranged from 24 to 40 years. In terms of older women in USA, the society encourages independence even at later stages of life with no bar to retirement age. In India its more family oriented, hence women like to retire and settle with families on the whole. But trends with the younger officers were nearly equal, most women in India especially in the lower ranks begin early to benefit the family and their aspirations as such and by 40 a few may have reached decisive positions in their career. In USA women on medium ranks begin mid adult age when they have already agreed that this job suits her disposition and a few of them probably will rise up on higher positions after 42 years of age. Table 5.1 illustrates the affect of age as a factor in policing services.

**Table 5.1. Illustration of Age as a Factor in Policing Services**

<table>
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<th><strong>TOP COMMAND</strong></th>
<th><strong>MEDIUM TO LOW COMMAND</strong></th>
</tr>
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<tbody>
<tr>
<td>USA</td>
<td>42 – 55</td>
<td>28 – 42</td>
</tr>
<tr>
<td>India</td>
<td>30 - 54</td>
<td>24 - 40</td>
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</table>
Hence, it could be ascertained that there is a sharp difference in the choice of policing career between women officers in both the nations. But most of them converge on one aspect the desire to make a difference to the world around them. There is a hope that woman as such are not as corrupted by power as their male counterparts. And before such a time arrives, there will enough diversity in the department to balance the above.

*Differences in social structure of policing*

As has already been mentioned in the chapter on Methodology Indian policing system is more hierarchical as compared to USA, which is more defined at each stage. Besides the Indian system is more bureaucratic and less transparent even for employees at different stages. There are too many designations in India and a lot of disparity as high/low position, officer and non/officer and rural vs. urban representation.

- It will take significant years or much longer period for an Indian constable to get through the position of an inspector and that too cannot achieve without going through corrupt maneuvers.
- In USA the lowest position begins as a designated officer reaching up to the chief and its fairly competitive at all stages. An officer has to pass through several exams for each promotion. This aspect has proved to be disadvantageous for their female counterparts who cannot counter the physical agility or psychological test which is
seemingly biased as proposed by reformative councils.

- In India the hierarchy has kept many a rural women from reaching up the higher positions. The examination pattern conducted by the state or the national level has no favors for women in terms of separate reservation, though reservation in the sphere of politics for women has been implemented.

- Similar is the problem with the USA, hierarchy that may not obstruct all strata of people but it does have a negative impact on recruitment of women from all spheres of community.

However it has been a great leap forward in women policing, if we compare the statistics over a period of time. Certain policies have considered women's positions in a new light and are making changes at least to accommodate them and give them a chance, but it will still be a battle to prolong over a longer span of time before women are taken as their 'worth' in male dominated professions.

**Women in Control: Combating New Insurgencies and Adopting Future Roles**

The answer to the question: 'are women now in control?' depends on the phrasing of it. There are women now quite widely employed and less widely deployed in positions of social control. Emphatically, however they are not in charge of formal control agencies. Not yet anyways. As far as this discussion is concerned, the researcher wishes to only point
out that the history and development of the participation of some women in the control process in the two nations can illuminate both the debates and the concept itself. Women's roles have changed and grown. In the nineteenth century groups of women took part increasingly in the role of activities to do with social control.

Notably, in certain parts of both the nations, women officers pursued and ran campaigns to change the law especially in USA and Britain. Along with this, they campaigned further to alter public opinion, provide welfare and improve moral standards. They joined and often founded voluntary bodies, which dispensed a variety of services as well as well as inventing an array of organizations and services to do so. In India the leading lady in police, Dr. Kiran Bedi has formed an organization known as 'Navjyoti' to counter the ills of slum life for children in Delhi. Similar organizations are maintained by many a cops for women and empowerment issues.

Women increasingly sought, won and created wider roles for themselves in informal social control. They also became frustrated at their lack of political and formal powers. Their entry into policing was, initially, one aspect of campaign to enhance their powers and protect themselves and their own sex. It could be seen as an expansionist and protectionist move.
Since more than a decade few significant steps have been put forward by women. First, women have a wider share and larger stake in the considerable range of control agencies, which now exist. Secondly, they have been assimilated into the major institutions of formal control, although in some as mere token presence. At this stage it remains an open question whether another breakthrough will ever occur. Whether, for instance women will ever comprise half or more of a large police force, or indeed a government. It is not even clear that these are a few goals of women police professionals.

Hence, there are at least two important conclusions to be drawn in this area. If women have for so long sought to be a part of this system and combated several obstacles to reach up to their position, including its most 'masculine' apparatus, then notions about the oppression about in our society have to be redrawn or at least modified. Simple notions of patriarchal oppression are already heavily criticized [Scraton 1990; Sumner 1990]. Even if we conclude that female 'controllers' are ineffective in the face of massed male power, we still need to understand their persistence in seeking such positions and their insistence that they are not ineffective but do in fact find and develop their own strategies and skills.
Changing Police and Policing Change

There are two aspects of change, which have come increasingly to affect the police of both the countries and are likely to continue in future. Policing is undergoing a period of crisis in both the countries.

Official crime rates have soared [to use tabloid terms] in the late twentieth century. India has achieved double fold violence against women in 1996/1997. USA achieved record homicide levels in the year 1991. Further a number of specific problems were associated with this. A range of 'hard' crime problems became common to both the systems: serious drug abuse, organized crime, sophisticated white collar crime, underworld crime in certain metro regions in India and parts of USA.. Fear of crime also advanced steeply. Relations with certain ethnic and caste groups and the police were well established to be poor in nature.

India has observed a dramatic decline in support and respect for police from mid-century on. Women and downtrodden consider male- police to further add to their hapless situation and have lost complete faith in the 'protective system'. USA too have focussed less on justice and more on accumulating documents of appeal, with many a case pending with the courts due to the lack of suitable investigation on the part of the police.
There are many factors, which can be linked to the state of policing in the 21st century. Many are to do with social changes, such as the greater diversity in both the societies, poverty in certain regions in India coupled with slow growth in literacy and awareness amongst the common mass and police-politician nexus. In USA these could be attributed to decline in community, authority and a dozen of other sociological common places. These according to Frances Heidensohn are not of Police's making. Very much of the Police's making are, however, the claims they have made, and have been unable to fulfill, not only to solve these problems, but, through the unique ownership of order which they claim to have and the main and key solutions to them.

Feminists contributed to two key discoveries: the gendered nature of crime in which men harm each other or damage the existence of women and children by violence, rape, sexual assault or sexual abuse. And the second part is personal crime and seriousness. Fear of crime is strongly related to gender and in order to reduce it, it is necessary to regain women's confidence in policing.

Hence, additional recruitment of women to the police and a greater role for them in the sections that handle such work has thus become an issue once again for policewomen. In both countries some women had been and are in positions of this kind and several had been involved in
setting them up. In India most senior women officers have had to go serious political confrontations like Dr. Kiran Bedi during her favorable policies in Tihar Jail one of the biggest prisons in the India.

This was less of an issue in the USA where the impetus to increase female recruitment has come more from the legal pressures for access to jobs and promotions. Concern about policies towards citizens and clients were much less apparent. Most of the women the researcher associated with did not believe that policing priorities have altered much to their effect. Highest values still attached to those who caught serious 'villains' in both the systems and 'domestics' were seen as futile work.

Even without new emphases in the content of policing there were fresh winds blowing through it. New kinds of training and new skills that incorporated both men and women were stressed upon. While carrying out this research considerable aspects of change were observed from the time of commencement of the work. In Washington D.C in USA disaster management program was introduced inviting developed/developing countries police officers to learn new combination strategies. In New Delhi [India], there was a new recruitment program to incorporate more women into various levels of Policing.
Towards the Future:

Inevitably questions about gender/policing were raised. Since it involved a comparison of women and policing in different but related societies in terms of immigration/relations, any aspects of both of these were featured. All this had to be seen in retrospect.

Some feminists have expressed anxiety about women in positions of social control [Enloe 1988; Cain 1991]. The key to their argument is that 'power corrupts', or indeed has already corrupted by its association and women should have nothing to do with it. Other writers on such themes have tackled much broader criticisms. For instance, Steihm, has argued strongly for a larger role for women in the military. She suggests that speculation could be fruitful too. What if women were given the Air force and the other three services were left to men? Steihm argues that: 'this is intellectual work that women must engage in because men are invisible to most men'. This could be applicable to policing too. Policemen and women are officers of peace by title and convention; in practice their daily routine comprises much that is mundane and peaceable: only occasionally do violence and drama intrude.

The relevance of Steihms approach is that she accepts nothing as given even in the most unconventional, non-traditional of occupations for women. Certain researches have proved that 'masculine' traits are not the only prerequisites to policing, there is a need for better
communication, verbal skills and effective managerial temperament that are a part of woman's nature.

Hence, women in both the countries may not be much in control of such situations even today, but they are much more free, have greater political and economic power and are already inside, if not on the top of the key control agencies. Their progress is a force that might lead their male colleagues into a situation of reanalysis of women and control.

Implications of This Study and Research

In the post independence era, it was assumed that economic development i.e. agriculture, development, modernization, industrialization, technological development will bring about a better life for everyone including women. The overall growth strategies especially in a developing country like India failed to take cognizance of the existing class, caste and gender inequalities, planned development in India increased socio-economic inequalities.

In both the countries especially in USA independence came long before women's independent status was even thought about. Hence, government, media, social organisations, various policing agencies should re-reflect their past performance and search for remedial measures to combat inequality against women in all spheres.
Hence, this passage entails to outline the various implications of this study and research on various important machinery of any economy and help support a cause for their reassessment of future policies.

_Government:_

Government of both the countries should reassess the thrust of their developmental policies and its affect on women. My research is to help government reflect upon their past errors and the need to see women's issues on a 'constructive' platform. This is especially true in the Indian scenario. Apart from this nature of economic development in the post independence, India benefited only a small section of educated and upper middle class women. These women who have visibility as legislators, administrators, doctors, lawyers and teachers lead to an erroneous belief that women have made great strides and achieved equality in all spheres. This was also true in USA, where women's overall independent outlook and initiative in most of the fields were considered as per the developmental success. This was their own success, a battle of long drawn success to a certain extent. The police services till now is lowly represented in numbers.

In both the countries Government have ignored the aspect of 'total empowerment' of women by large. In India the report on the committee on the status of women in India was a watershed in the debate on
women's issues in India. The committee was of the view that planners, Government officials, employers and trade union leaders perpetuated the middle class perceptions of women's secondary roles as prime breadwinners of the family. Such a view ignored the realities of millions of women in the poorer sections in the rural and urban areas who work towards the benefit of their families.

In USA the general 'mythical' perception is that they are developed society and hence have accorded the best they could have to their female section in all forms of life. But the reality is different, indeed, there are suitable policies regarding women's further empowerment but it tends to reach only the upper sections of society, the condition of millions of women from different ethnic origin are yet to be assessed and their plight rehabilitated. Government of both the countries have tried to focus on total development of the economy especially in the USA. However, they have not given serious thought to the changing power dynamics within society. Women are at present duly educated and empowered within perspective and need better insights into total empowerment. They need to be duly and fairly represented in all social, economic and political fields. Women's political representation has come a long way in India largely due to the presence of active leaders and movement. However, the matter seems to have lost a basis somewhere, women are still not represented adequately in key areas of functioning where they can help
scrutinize and rehabilitate the system from within. Adequate representation in policing could have been a step ahead. But the reality is to be implied by the most powerful agency of social control the government.

**Media:**

Media is often seen to be the 'prime movers of change in any society'. It acts as a gulf between common mass, authorities concerned and the core issue. Their agents like media-journals, newspapers, films, radio, television to name a few have been associated with the life of every single individual at some point or the other.

During my research survey on media and women policing, I came across several misunderstandings over media and women's issues by large. In India and especially in USA not a single woman interviewed by the researcher seemed to be contented with the role of media in transforming the lives of women. In fact a few of California senior officers even showed utter resentment on the part played by media in undermining their status. They have either tried to 'over glorify' an issue that was not that important or undermine the importance of a core issue, reported a senior police officer. They often take advantage of the fact that "We are lowly represented in this profession and by de-glamorizing us they are trying to satiate the psychological needs of our own male colleagues who would
in turn glamorize themselves at the cost of us", said an important authority in policing in Washington D.C. in USA.

This research is an appeal to the media to reconsider their portrayals of women and their overall personality images. They should realize that the contribution in highlighting women's problem is more a social, national concern rather than individualistic in nature. Agreed! Not all women are doing a fair job but there are a lot many male authorities who have failed to do so too. Media has always been interested in depicting the powerful role of women in both the countries, especially in a developing society like India it has catered to millions of psychological needs of women across all climes, depicting an image they would have loved to be associated with ever. Anything related to women's issue sells like hot cakes in India. There have been commendable works in glamorizing women's issue but most of the times their 'gross portrayals' have had serious effects on many an aspiring women. They should help act as a further bridge between Government and women's policy, attempt to devise suitable programs that would help eradicate the patriarchal myths about gender empowerment and give a further push to an era of equal representation of women in all spheres, especially policing.

*Education:*

An educated society and not merely literate would live to see the balance
between 'moral and material development' and this cannot be achieved without improving or improvising better strategies to educate and empower their better halves towards a more just and fair society. This research has earlier pointed at the pitfalls in 'socialization' of students within school and colleges and further universities. My research survey with a few noted intellectuals in women's development showed their helplessness in encouraging a section of students to take challenging areas of study. Right from the school days most women are oriented towards subjects that are relatively of lesser use to them in the changing scenario, their overall participation in extra curricular activities are mostly restricted to fashion shows. Indeed, we do see changes but only in certain spheres. There was not a single girl child in India or USA, the researcher informally interviewed who had interest in law enforcement. Most of them related to policing job as the dreams of their 'male fellows' in school.

In most of the colleges in India there is nothing as a separate course that highlights the true plight of women in this era. Subjects like Sociology and Psychology are restricted to a normal basic course curriculum. JNU was perhaps the only faculty where the researcher had the chance to go through women's issues on a broader platform. Even in USA only the best universities such as Stanford and Berkeley have courses related to women and law enforcement. Rest dealt with women's issues on a
general platform. Most professors reported a low enrollment rate of male students in subjects related to women. This shows the pitiable nature of education system in both the countries. Engineering, computer science, mathematics attract even women, but the most powerful aspect to be catered to has no takers. It is because the Government in both the countries have not attached significant remuneration outcomes through the enrollment in such a course. Anything related to job security and future stability sells. Hence, Educational system needs to restructure or legitimize the value of the 'core issues' and try equating it with better privileges for future. That is, encouraging aspiring students to see these issues as more of social value for future.

*National Police Commission, India:*

The question of recruitment of women police received more attention in the seventies and eighties due to the support of the National Police Commission and the Eighth finance commission of the Government of India. The eighties in particular saw a growing awareness of the need of women police and resulted in their employment in large numbers in different states.

Even after a decade of their making, the recommendations of the commission have not been implemented by most of the states. States often retaliate that for a country still reckoning with poverty, it's a too
sophisticated attempt to start working on 'overall' empowerment of women. Hence, there has been a gross under-utilization of the services of women police.

In the words of National Police Commission, "it needs however to be stated that women have until now not been given an equal share in various other areas of police work. The full extent of their role is yet to be developed." Hence, Government should realize that NPC have no separate powers to implement their strategies. Its the higher enforcing authorities who need to identify the urgency of the situation. Else such a commission will just be an instrument or another burden to cope up with.

*The Interpol:*

The role of the International Criminal Police Organization [discussed in chapter two] raised the question of women police by large. The I.C.P.C considers that it is necessary to organize women police in every country for the purpose of collaborating with the welfare services in combating the 'traffic of women' and other crimes against them. On the appeal and recommendations of I.C.P.C several women were incorporated into the police force in different countries. But the fact still remains it is hard for all countries to follow a general rule situation. There is a difference in gender and power dynamics and state of economy in different countries.
It is almost impossible for even a large body as INTERPOL to monitor the growth of women policing in all countries. Hence, the task be divided into different channels. More research and implementation strategies be reconsidered. More conventions directly related to women and policing be undertaken. Media should help highlight the powerful imagery and government needs to back the plans.

**Suggestions for Future Research**

Women and work related issues have undergone several changes since past, there is a better awakening, powerful realization, which has taken hold of many an educated women across all boundaries. There are innumerable research, statistics on women and patriarchy, women and motherhood, and other normal yet inspiring researches. But in the changing power dynamics it is important to take a step ahead in research. Often many researchers of my age and clime are unsure of their abilities to do justice to a newer area of research, hence the same old pattern is being repeated with regards to women’s issues without any contemporary modifications. Women’s total empowerment needs to be assessed at present on a more cross cultural and wider platform. We cannot continue to live and judge others world as entirely different to our own. At present there are innumerable exchange of thoughts on a wider scale across countries. These include economic exchanges, political alliances, and immigration polices which allows students moving abroad
for further studies. Hence women's issues have to be seen in a much broader horizon else gender issues and various researches in this area would no longer arouse curiosity amongst future researchers or policy makers.

Adopting a virgin area of research:
The researcher future advice to the aspiring researchers is to explore their interests in areas related to women and total empowerment by large. Indeed good researches have been conducted but limited to specific domains. A woman's life in the present day situation goes beyond mere household tasks or rearing children. Agreed, this aspect forms the basis of womanhood, but in the changing scenario women are being included in many areas of life practically unheard of in earlier times. Law enforcement and women's participation is a growing research area, many courses and curriculums have been introduced in certain top universities abroad. Practical, contemporaneous issues provide a realistic cover to the research besides seeming interesting to future researchers and policy makers. Many people are still not aware of the changing need and concern to study more vital areas at present in a woman's life. Hence, my suggestion for researchers is to go beyond Gender discrimination and see more socio-psychological disparities within women professionals. There could be a comparison of women policing in different countries, it could be between two developing
countries or between two developed countries, comparative profile of policing with other male dominated professions like medicine, law, army, navy, airforce to name a few. Researches could be undertaken on how policing has been relevant to empowerment of women and by large beneficial to society. A few socio-psychological comparisons could also be undertaken like 'Role- Conflict' and how it has or is affecting the lives of professionals in male dominated professions. It could also be cross culturally examined. Indeed these appear Herculean in nature but it depends on the positive attitude from both the researcher and the advisor. My guide Prof. J.S Gandhi was one positive force behind this endeavor.

Better research facilities:

One aspect that seemed alarming to me was the lack of awareness on the part of research authorities regarding suitable research facilities. This could also be ascertained as the lack of governmental support to 'modernize' the various libraries concerning newer research areas. The various police libraries I was associated to with regards to different regions of fieldwork were outdated and had no secondary data available or practically no guidance, the reply was that its not our fault but the government funding is blocked in such areas. Besides the entire procedure and formalities for student researchers to gain an access to the same is extremely bureaucratic in nature. A proper coordination
between research units and Universities be maintained. And government or police authorities try and update such research units for better facilities.

Research Funding:
If a newer and powerful area as women policing in present scenario cannot deserve special incentives. Even if there is funding there is a lack systemic communication between the awardees and researchers. Special funding should be instituted for research in women's empowerment issue especially if undertaken on a cross cultural platform. It is hard for a student to undertake an authentic research survey entirely on his or her own account and expenses. This is especially a constraint for Indian who wish to study and examine better research facets abroad but due to monetary constraints is unable to do so. Further many a researchers have complained of 'money blockade' halfway in their researches which have hampered the progress of many a good future research. At least, bureaucracy should spare the area of education and try and control other spheres in economy.

Research abroad:
As compared to the Indian economy many private and public universities abroad especially USA and U.K have great new researches coming up. A candidate possessing a Ph.D. from any reputed universities can try
with endeavor and luck to gain an access to professors and suitable funding. This could be done via Internet and accessing information from the various embassies concerned. Since, Law enforcement and women's issues is a newer area of research it could be opportunistic to go ahead and give it a try. But the researcher appeal sincerity and dedication that could encourage future researchers to go along even better lines and 'women's issue might see a new perspective'.

Thus, it could be assessed that women's march towards securing a permanent domain in the male bastion is accompanied by 'mixed blessings'. On the one hand it is leading towards a relatively desirable opportunity scale towards empowerment of women and on the other hand rising conflict [male/female] and prejudice within the police field. The old axiom is that 'prevention is better than cure' applies equally to the field of crime. What is needed today is not only a punitive but also a preventive and community oriented police force, given a chance women police can be a positive help in not only prevention of crimes but an answer to the 'many grieving women' a case of total empowerment. But its the women's strength across all boundaries and culture which could unite together to give it a more positive platform.

"Free will leads to emancipation,
Emancipation sustains determination
And determination paves way for positive destiny"

My best wishes and support towards future emancipation of women across all boundaries!
NOTES

1. Comparative study of women's issues across different nations is a newer approach to counter the growing disparities in women's problems across the world. In the experience of the present research the researcher found practically very few women or close to none in India and USA who had an awareness about women's issues across boundaries. Either they lived in a mythical world or had wrong notions about various issues.


5. Sample groups formed in USA with the help of Media Relations officer deployed in various departments to help media and research. In India unfortunately there was no formal setting.
6. Based on hypothesis analysis deductions, results similar to comparative deductions in Methodology, chapter 3.

7. Several aspects from Methodology are further analysed with respect to order of importance in both the settings.

8. Choice of policing is an important aspect of comparison, it reviews the nature of society and status of women in both the countries.

9. Based on open ended research in USA and India, marriageable choices restrain women in both the settings, the choices to avoid the same is more with women in USA than India. Many a women officers at present in India are either going towards single lifestyle or marrying late.

10. Disparity of high/low in terms of caste are more profound in India. Especially, the hierarchy in policing itself is an obstruction for many a lower ranking officers to stem higher on ladder. In USA, for every stage of promotion there is a written psychological exam, though often seen as a bar for women's promotion.


13. Government policies in both the countries need to reassess the 'new roles' women are adopting than just concentrating on the economic aspect of it. At present many women have come out of traditional roles to adopt future challenges and hence policies need to suit their efforts to continue the same in future.

14. One of the leading ladies in 'case study' deduction in USA happened to retort violently at the media, which she says either 'glorified their image or completely undermined their efforts'. Most officers in India and USA felt that media obstructed women in policing and encouraged 'male chauvinism'.

15. NPC or National Police Commission in India has been a failure in enhancing the scope of women and minorities in policing. At present its is an 'insignificant body'.