INTRODUCTION

This study is a comparative profile of women policing in India and USA, with the major focus on the status of women officers in both the countries and suggesting further better avenues for their overall emancipation. In fact women policing are an 'untapped reservoir' of strength and purpose in both the countries. In fact, this has since long been a neglected research area and hence the researcher has devoted her time, effort and finances in order to obtain familiarity with the problems and concerns faced by women, particularly in this area, i.e, both in developing as well as developed societies.

To conduct research in this area with a comparative perspective is slightly difficult in the sense that USA is an advanced country in all walks of life and India being a developing country in many areas of social and national life. To be more evident, India's political stability was achieved on the foundation of western model of democracy and thousand of years old cultural heritage of India and its social stability. However, attempts have been made to study the subject matter with a comparative perspective and bring to light several research questions that have been formulated for the research

Before introducing the objectives of the study, assumptions, hypothesis,
method of enquiry and finally the focus of research in each chapter of the thesis, it would be worthwhile here to introduce in brief the 'significant fieldwork areas'. Firstly, the area of study in the USA would be presented before sketching and giving an idea of field of survey in India.

In the USA, the following are the areas where field survey has been conducted: regions in California including San Jose, Los Angeles, San Diego, Regions in Hawaii, Maui island, Haleakala National Park and selected areas in Washington D.C.

The selected areas for fieldwork in India are certain important areas in Jharkhand state including Jamshedpur(Tatanagar) and Ranchi and the Union territory of Delhi. In USA itself the areas where field study has been conducted there are variations and differences in terms of Socio-cultural and many related aspects of social and national life. For obtaining a vivid glance of selected areas of field study, Hawaii is focused first. It may be noted that certain regions of Hawaii like Honolulu and Maui island studied are in the process of social transformation and it is struggling to achieve women's position in society and in policing. Looking at this perspective, Hawaii can be compared to any regions like Jamshedpur and Ranchi in India. In fact, Hawaii is a tourist centre and focal area for future investment in USA.
Attention is paid to focus on California and another area of study of present research. California has a lot of potential in almost all walks of life for further development. It is a cosmopolitan state where all cultures have been under a process of interaction, leading to the emergence of a multi social, multi religious, multi linguistic and multi racial society. In short, it may be called a 'pluralistic society', where one may experience the emerging trends of multi socio-dimensional structure affecting women and minorities by large. However, it may be brought to light that women are under-represented especially in politics and other professions, not to forget mentioning the 'arena of policing'.

Some background of Washington, another area of the present study will be given attention in brief. Washington being the capital of USA, is similar to Delhi in many respects. Being a well established metropolis and meeting place of people from diverse cultural backgrounds, Washington has its own merits to be specified in this context. It is the citadel of the political headquarters as well as other intelligence agencies such as FBI. Many international organizations of repute are also located here. In comparison to other areas of the present study, especially that of Hawaii, Women are represented more in numbers in politics, other professions and particularly in policing, though the so called representation is not adequate enough to give proper perspective or definition to the system.
It would be ideal to have a look at the different areas of study in India. First, an effort is made to give a comprehensive picture of the Jharkhand state, my next area of study which has become a separate political entity a few years back after having a long historical struggle of almost a century starting from 1910, in order to have separate political identity. It is a well known fact that Jharkhand had been a part of Bihar till recent times when the National political leadership took the decision of bifurcation of Bihar and creating a different polity called 'Jharkhand state'. As a matter of fact, it is an area of social and cultural transformation. Basically it is a tribal state, many of whom have converted to christianity, followed strongly in USA too. Jamshedpur, my home area of research is developed industrially. The region itself is gifted with innumerable natural resources. As a new state of multi-racial and multi linguistic Indian, federal polity, Jharkhand has to its credit, many advantages, although it is not highly represented and developed in the sphere of social empowerment of women and minorities. Women are not enjoying equal representation especially in the sphere of policing. Besides there is increasing crime rate and the loss of law and order in certain remote regions of the state. But there are certain investments and developmental policies for the state which is comparable to Hawaii in the United states.
Delhi being a metropolis and a centre of political mobilization has been taken as the next area of study in my research. In many respects, Delhi is similar to Washington, however, Delhi in comparison to Washington presents problems of paradoxes and many controversies. One negative aspect to be observed is that crime against women has increased in particular, and 'male policing' has emerged to be a near to total failure in terms of probing and resolving crimes against women. Although Delhi has been a centre of melting pot of different cultures and heritages, yet it has not been able to accord its women, social and physical security. Many newspaper reports and other documents or sources reveal that women in Delhi have been subjected to immense torture, domestic abuse, kidnapping, rape and other related violence. In this context, it can be assessed that the existing women policing in Delhi is not sufficient enough, so as to provide security for women in Delhi. Hence, there is a necessity of recruiting more female officers to the police, especially the 'Women's crime branch cell', which looks into the crimes against women in all aspects of life.

While analyzing the various dimensions in the areas of study concerned with this research, especially with regard to women policing in India and USA, there are various similarities and differences. It is to be noted with this effect that though USA has been a world power for quite sometime, women are not being given due representation in various professional
spheres, particularly in women policing. And India being a 'developing country' and underdeveloped in many respects especially in the sphere of women policing, the areas chosen are suitable enough for comparison at the micro level.

To further explain the above, at the macro level, the comparison becomes superfluous. This kind of comparative study was conducted by Aristotle, two thousand years ago. It was emphasized by him in his speeches, especially in his university called 'Lyceum', which was dedicated to goddess 'Appollo' that any study worthwhile, for having an intense understanding of the subject matter, is to be carried out at the micro level. In this sense, this study may be called a study at the micro level in comparison to different systems. In this context, the relevance of such a comparative study is justified and can be said to possess wider scope in approaches and perspectives for future studies of similar kinds.

Before providing a focus on the objectives of the study and assumptions being formulated for the present study, it would be worthwhile on the part of the researcher to give a small account of the personal feelings and experiences of the researcher, which has been an incentive to carry out the research further. The researcher took personal interviews in the field areas in USA , mainly due to her husband's employment affiliations in USA and other related factors. The researcher had perhaps some kind of
feeling and concept of status as an Indian while interviewing the respondents in the areas of study. It is a fact to be noted here that the present research had received great co-operation from the U.S police departments. Another encouraging aspect to be noted is the background of the researcher's intense understanding on current issues related to women helped more or less to highlight the capabilities of Indian women at par with the women in the western world.

In this context, attention may be focused on the nature and dimension of the present study. What the researcher wants to highlight here is that the present study may be compared to the study carried out by the Greek philosopher 'Aristotle' who is also known as the father of comparative studies. Aristotle, basing on the actual data, had analyzed things at the micro level by choosing his area of study, may be developed, developing or underdeveloped. While focussing and examining things at the micro level, he gradually comes up with his generalizations and maxims. Similarly, the present study is focused at the micro level and emerges with clear perspectives gradually. The comparison can be made at macro level depending on the kind of evidence available and the conclusion therefore arrived at.

While interviewing the respondents in these two diversified countries in various multi dimensional aspects, the researcher has come
to understand and experience many a perplexities and paradoxes. The researcher was fully convinced that the more challenging question facing her was to successfully highlight the issues and problems of women in both the countries and bridge the gap between the problems and ignorance about womens issues including the data collected from the respondents in the field areas and the data collected from other primary documented evidence. Before proceeding for research in USA, the researcher had a very gloomy picture about USA mainly because of the 'superfluous' ideas she encountered in the texts studied. Over a period of time, coming closer to the problems of women at micro level, the researcher was fully convinced that the problems of women in the USA and India are similar, irrespective of development both the countries are sharing in many aspects of social, cultural, economic and political life. Moreover, the researcher has come to deduce that any research study carried at macro level is superfluous and the real intentional study is to be carried out from the bottom at the micro level by analyzing multi dimensional facts and issues at various levels.

Further observation and research shows that there are differences and similarities between the two different countries and the issues and problems facing women at various levels. Another significant development in the research areas in both the countries is to give an eminent weightage to the research on women's issues related to law
enforcement and empowerment positions. In the context of women's political reform and emancipation in many parts of the world, it is a point to note here is the perspective of empowering women in all spheres of life and a necessity to balancing the forces at work, particularly in the overall policing system.

As it has been discussed earlier in this section, that though USA is a melting point of different cultural heritages, it has not accorded a sufficient share to women in its power dynamics. Besides, democracy has taken place at the cost of women's rights, their freedom, their justice and their social position in various walks of life. The researcher could further understand the levels of differences and unequal treatment meted out to ethnic and other women in USA, which may be comparable with under-privileged women in various parts of India. One of the major objectives of the present study has been to minimize the myth being cherished by both the nations with regard to women's issues and problems and finally give a social account of broader problems faced by women in both the countries.

It has been realized that this method of comparative investigation could help the concerned authorities dealing with women's problems and issues to enhance social, economic and political empowerment of women across different boundaries
Finally, after having explained the above stages, attempts are being made to give a comprehensive look into the objectives, assumptions and the hypotheses of the present study before highlighting various chapters in the present research assignment.

**Objectives of the research**

My attempt in this thesis will be to first question and explain the status of women policing in both the countries and Secondly, to provide a detailed report of my fieldwork along with an objective/subjective study of the same. Thirdly, the researcher attempts to present a case study for analysis of barriers faced by women police officers along different lines with comparative differences with other male dominated professions like 'law and medicine'. Lastly, the study is proposing detailed suggestions for a suitable course of deployment strategies for policewomen along with analysis of their future.

**Assumptions:**

- The theoretical/historical background and necessity of deploying women officers.
- Providing a comparative survey of India and USA on differences and similarities on women policing and relevant issues.
- Exploring the future possibilities of women policing in terms of
barriers, newer issues, favorable/unfavorable situations and psychological motivations.

- Comparing women policing to the status of women doctors, lawyers and other relevant male dominated professions.
- Recommend strategies and a course of action for future employment and sustenance of women in policing
- Suggestions for better research on similar areas.

**Hypothesis**

- Gender Discrimination as a universal phenomenon. It extends to all domains ranging from social life to work place and professions.

- Intensity of discrimination in male dominated professions in both the settings.

- Nature of role conflict existing within policing as a profession.

- Comparison of nature and intensity of role conflict with other male dominated professions such as medicine and law.

- The extent of hierarchy present within the social structure of policing in both the settings.
Method of enquiry

The method of enquiry is based on primary evidences surveyed both in India and USA. Methods used were primary deductions based on research interview through ‘open ended personal interview technique’. This was coupled with an intensive review of secondary literature available on women policing and related issues with details from newspaper clippings, journals, books and slides. The researcher has also reviewed several documentaries on women and law enforcement with the assistance of media shows and relevant movies. Following is a brief account of the method of ‘primary data collection’. Approximately over a hundred male/female officers were covered in both the settings.

Phase 1

- Taking appointments from secretaries in Indian police department from different headquarters in Delhi and Jharkhand regions
- Taking appointment and permission from ‘Media relations officer’ posted at every department for such purposes in USA. Fortunately, the researcher was allowed conveniently at nearly all areas for research even after the September 11 incident that had re-enforced security at all points.

Phase 2

- Forming a sample group for convenience of this broad research.
• In India it was usually random [due to lack of structure and cooperation] but generally my sample size was reduced to two groups, male officers and the available women officers [lower and higher positions]

• In USA it was more structured with interviews conducted in the 'conference rooms' of each department concerned and sampled into three smaller groups of higher authorities, middle and recruits.

Phase 3

• Compiling the following studies and managing the coded data

• Obtaining professional help for organizing statistics for research.

Phase 4

• Analysis of the above with the help of my supervisor professor Gandhi.

Highlights of the thesis

The highlights of my thesis are objectively divided into the contents of five relevant chapters. My attempt is to classify the research into a combination of objective and subjective values.

Chapter 1 is a theoretical understanding of women and work related issues that strengthen the necessity of women in policing and argues for
value of 'women's labour' in law enforcement and other related positions.

Chapter 2 gives a socio-historical relevance of women policing in India and USA and their historical and social value in law enforcement positions.

Chapter 3 forms the 'core' of my research that is 'Methodology' construction and analysis. I have attempted to tabulate and include various facets of my research statistically and explanatory.

Chapter 4 is based on more groundwork analysis on present trends in violence, socio-psychological barriers faced by women police officers comparable with women doctors and lawyers. It also provides significant strategies for stable future of women policing in India and USA.

Chapter 5 is the conclusion and final analysis of my thesis. It consists of an overview of all the chapters and research concerned and elaborates on significant issues more comprehensively especially methodology aspect. Its highlights are the recommendations for media, government, educational and social agencies along with suggestions for future research.
My attempt all along in this research was to incorporate a balance between 'core and sensitive' issues related to women's empowerment all across the world. The idea for such research areas is never perfection (which indeed is not possible) but creating suitable field for other such researches in future.