CHAPTER V

TRAINING

Training constitutes an important parameter of the smooth functioning in any organization. It also helps the people and the organization to understand their jobs in a better way and to adjust with each other. Training also helps the people to develop their skill, efficiency, and productivity which in the long run yields good results.

Training is very essential among the police personnel in order to better understand their jobs as well as for broadening their own perceptions. Training also helps them to understand the implications of their behaviour upon the smooth functioning of their own role, their department as well as the community at large. Training is indispensable as these personnel are the custodian of law and order. It is also very essential as their role at home and at the workplace are different and sometimes conflicting. Training is highly indispensable to policewomen for physical fitness because much of their job needs physical toughness.

V.1. Who was your instructor during your training?

All the respondents had male police instructors during their training period. A majority of the
respondents admitted that they would have preferred women police as their instructors.

V.2. Chart showing the character of the instructor during the training period.

Eighty-seven per cent of the respondents replied
that the character of the instructor was 'good'. However, 13% replied that the character of the instructor was 'bad'. Some of them also disclosed that they had bitter experience with the instructor as they (respondents) had refused to 'act' according to the requirements (wishes) of the instructor. Such an experience was narrated by a respondent as follows:

"While I was undergoing training, our instructor used to harass me. He used to invite me to go with him for movie, which I objected. Many times I had seen him going for outing with other trainee colleagues. Since I refused to go with him, he started to keep a watch on me by sending somebody behind me, whenever I went out. Hence I used to take one of my woman trainee colleagues with me whenever I went out".

V.3. Chart showing whether the instructor used abusive language during the training period.

![Chart 5.3: Usage of abusive language by instructor](chart.png)
Eighty-seven per cent replied in the negative, while 13% of the respondents replied that the instructor used abusive language.

V.4. Chart showing whether the instructor used to expect cash/kind from the respondents.

![Chart 5.4: Instructor's expectation for cash/kind](image)

Ninety-eight per cent of the respondents replied in the negative whereas 2% said that their instructors expected (demanded) cash/kind from them.

V.5. Chart showing whether the respondents got refresher training after appointment.

Seventy-eight per cent of the respondents replied in the negative whereas 22% said that they got refresher training.

Refresher training keep policewomen abreast with
the latest developments and trends and keep them active in their profession. It also inculcates self-confidence and interest in the profession. So frequent short term refresher course is a must for policewomen. However, here we can see that such a training is organized very rarely.

SUMMARY

While analysing the training part of the respondents, it was found that many had faced bitter experiences during the training period itself.

The researcher recognises the fact that 'good' and 'bad' are relative terms and their definitions vary from person to person and society to society. The intention
of asking a question on the character of the instructor during the training period was to find out whether the policewomen suffered any gender discrimination or sexual harassment at the hands of the instructor. During the course of talks with the respondents it came to light that most of those (13%) who found the character of the instructor 'bad' had suffered sexual harassment.

In Chapter III we have seen that many respondents are harassed by their male superiors. Indeed it could be said that harassment at the hand of the opposite sex begins quite early in the career of some policewomen. Is it that policewomen are trained for 'all circumstances' at the initial stage itself?

In Chapter III we have seen that 69% of the respondents used abusive language at their work place and some of them (7%) used such language even at their home. Exposure to abusive language right from the training stage must be playing a role in policewomen picking up such language.

Personal observation as well as informal talk with male police/officers made it clear that the policewomen are not being given as tough and rigorous training as male police get. Such a negligence and shortcoming in the training is an important reason for the policewomen's inability to perform all types of work independently. Mahajan (1982: 143) has rightly found in
his study that the training given to policewomen was inadequate. Even male police officers were of the opinion that there was an urgent need for improvement in the training of policewomen and demanded intensive training on a par with male force.

As opined by Kiren Bedi, a senior woman IPS officer, the policewomen must undergo tough and rigorous training on par with male police. There should not be any discrimination as far as training is concerned. Undergoing such training would undoubtedly boost their morale.