CHAPTER VII

SUMMARY AND RECOMMENDATIONS

The theme of this research was to find out whether a girl/woman would prefer to enter the police department if she has an alternative for any other job, and its causes.

Police department has got its own image among general public due to their (policemen and women) behavioural pattern, language used while dealing with public, and so on. They are looked at by general public with a degree of awe and hatred.

While this is the condition of police in general, the position of policewomen is worse due to various reasons: (1) They are considered as physically delicate (2) They are taking up a job which was earlier exclusively dominated by men (3) In Indian society, females are generally kept away from general mass to keep up their modesty. Taking up a police job which has already got bad reputation, coming in contact with public, especially with criminals, and so on attracts adverse remarks on their modesty. The relation with their male counterparts, dealings with criminals, and so on, could have its impact on their family and social life.
The important issue is whether a woman would prefer to accept such a job.

To understand the problem in depth it was necessary to study the nature of work of policewomen, problems they faced at workplace and home, attitude of their male counterparts, reputation, welfare measures, their training, and so on.

The interview schedule which was administered to the respondents has yielded significant results in the various areas of investigation. The findings of the enquiry have been analysed and discussed systematically and elaborately in the preceding chapters.

The universe of the study consisted of the policewomen of Gujarat. Four police commissionerates, viz. Ahmedabad, Baroda, Surat and Rajkot were selected for this purpose.

This is the first time such a study is being undertaken on the policewomen of Gujarat.

**SUMMARY**

1. A substantial number of respondents (47%) entered in police department because they had no alternative owing to their low level of education. Job security was an important factor to thirty-three per cent of the respondents for taking up police job which included 15% of the respondents who had left another job to join the
2. About one-third (32%) of the respondents were discouraged by their relatives from entering the police department.

3. Women generally enter the police in the rank of Constable. Here, almost all the respondents (99%) entered in the Constable rank.

4. Though meagre, one-tenth of the respondents pursued their studies after enrolling with the police. This shows that there are career conscious individuals amongst the policewomen.

5. A majority (69%) used abusive language at work place when they talked.

   However, when it comes to the talk at their home it was revealed that only a meagre number of respondents (7%) used vulgar words.

   As opined by the majority (94%) of the respondents, there was no custom of using vulgar language amongst their caste people.

   From the above mentioned factors, it can be concluded that the practice of using abusive language had got into their habit due to the work environment.

6. The duty timing of a majority (89%) of the
respondents was during day and sometimes during night.

7. A majority (87%) of the respondents performed more than 12 hours of duty daily.

8. A majority (57%) of the respondents were not happy with the promotion opportunities available to them.

9. A meagre (7%) number of respondents admitted that there had been political interference in their work.

10. A substantial (83%) number of respondents opined that their salary was less, taking into account the nature of work they performed.

11. The respondents had various complaints against their job. Some of them were:
   - Male police do not give proper respect.
   - Duty time is much more on many occasions.
   - They do not get leave when it is needed.
   - Male/Superiors harass in many ways to establish illicit relationship.
   - No separate place of convenience for policewomen at work place.

12. There are policewomen who have the habit of using drugs, liquor, eating pan, smoking and playing cards for which they hold their work environment as the responsible factor.

13. Due to excess/odd time duty hours, some of the
problems they faced at home were:
- Could not take proper care of kids due to which they are misguided and thus adopt wrong path in life.
- Could not take proper care of husband/relatives.
- Could not attend social functions.

14. Daad-Fariad-Samiti was not capable of solving the problems of policewomen, according to a majority (97%) of the respondents.

15. It was both the husband and wife together that important decisions were taken in a majority (68%) of the cases.

16. A substantial number (43%) of the respondents believed that they should be helped by their husbands in household work as they too had equal status with their husband or as they were also earning members.

17. There is no Child-Care centre run exclusively by the police where policewomen can leave their kids during day while they go for job.

18. Only a few (13%) respondents have school in their police line, and its education standard is 'medium'.

19. A majority (87%) of the respondents did not have recreation club in their police line.

20. A majority (90%) had never taken part in any sports.
21. A majority (63%) of the respondents did not have police credit society at their headquarters.

22. Policewomen also get illegal income, according to forty-two per cent of the respondents.

23. While twenty-two per cent of the respondents have no saving of money, the remaining used different methods, e.g. bank, post office, LIC, share, etc. for money saving.

24. Only a meagre (5.5%) number of the respondents had luxurious items in their house. Though refrigerator and washing machine are very essential for a working woman, only 19% were having those items.

25. All the respondents had male police as their instructors during their training.

26. A few (13%) were of the opinion that the character of the instructor was 'bad'.

27. They (13%) also opined that the instructor used abusive language during the training period.

28. A majority (78%) of the respondents did not get refresher training after appointment, whereas it is essential for the women police, to keep themselves abreast of the latest developments and trends to keep themselves active in their profession.
29. Thirty-three per cent of the respondents opined that some of the policewomen had illicit relationship with their male counterparts/seniors.

30. Five per cent of the respondents revealed that they knew policewomen who were divorced due to doubts of illicit relationship.

31. A majority (69%) of the respondents did not like to take their children/relatives to their work place. Maybe, they did not like their dear and near ones to have first hand knowledge of the atmosphere at work place.

32. Only three per cent of the respondents preferred policemen as life partners for their children.

33. A sizeable (35%) number of respondents did not like their son/daughter getting enrolled in the police.

34. While twenty-three per cent of the respondents believed that they got 'good' respect from their relatives, only 8% were of the opinion that they commanded 'good' respect from the male police.

35. Only two per cent of the respondents believed that it was the policewomen who commanded higher respect in the society, than the civilian working women.

36. Even after putting so many years of service in the police department, eighteen per cent of the respondents
replied that they would quit their job, provided they got a civilian job with the same salary.

37. A majority (68%) of the respondents said that they would have gone for a civilian job had there been an opportunity at the time of their entering the police.

38. With all these analyses, it is not surprising to observe that the first preference of an equal number of respondents (38% and 37%) was the job of teacher and clerk. Only 9% of the respondents said that their first preference was the job of the police.

From the aforesaid findings we can conclude that a woman generally would not prefer to enter the police department if she has a chance for another job. This is due to the bad reputation the department possesses owing to various factors that revealed in the preceding pages.

RECOMMENDATIONS

There are provisions by which male police can appear for the departmental examination of Sub Inspectors, provided they fulfil the requirements. This provision is not available to policewomen. Many of them expressed their dissatisfaction over this. Hence, not only the provision be made available to policewomen, the eligible be encouraged to appear at such examinations.

As male Sub-Inspectors are directly recruited in
the police, so policewomen also be recruited in the rank of Sub-Inspectors. For this, high educational standard be prescribed and publicity be given through media so that there could be tough competition amongst the candidates and the fittest can take up this job.

Strength of policewomen should be increased so that more than eight hours of work should not be given to an individual.

A time-bound promotion system should be evolved to eliminate disparities in promotional chances and thus the discontent.

Some concrete steps should be taken to minimise political interference in the work of policewomen.

As in any government or private firm, there should be separate place of convenience for policewomen in all police stations.

As far as the sexual harassment is concerned, first of all the policewomen should be bold enough to oppose such moves instead of succumbing to them. Secondly, they should have enough courage to lodge their complaints with a senior officer (maybe a woman IPS officer or a woman magistrate, or someone of their rank) in whom the complainant have faith. Once such a complaint is made, it is the moral as well as lawful responsibility of the officer concerned to make discreet
inquiry into the matter and take proper action. The action taken should be such that it should act as a deterrent to others also.

Not less than two policewomen together be assigned the duty at any work place. This will boost their morale and will discourage their male counterparts from daring to insult them.

Police department should initiate steps to give promotion to efficient, qualified and willing candidates and they should be made to undergo rigorous training so that they can be posted at different places as instructors to give initial as well as refresher training to policewomen.

Now-a-days the number of policewomen being recruited at a time is very less. In such a case if there is an illegal harassment by the instructor, the trainees do not dare to oppose. Instead, if more policewomen are recruited together, the instructor would not dare to harass them, and if he does harass them, the trainees would have the moral courage and support to oppose such moves and complain to the higher authorities.

Making efforts to improve the status of the existing policewomen and to expect them to work with higher efficiency, may not yield the desired results.
Reasons being their low education level, low level of self-respect, the pale respect they command from their male counterparts as well as general public, the negative attitude as well as the behavioural pattern imbibed in them during the last so many years of service, and so on. Out of these reasons, education plays a prominent role.

The best way to improve the status of policewomen and make them work in a professional way is to form a new set-up in which the minimum requirement for appointment should be graduation. Certificate holders of NCC may also be given preference. The responsibility of recruitment should be in the hands of such senior officers who are competent and honest so that only qualified and efficient candidates get the chance to enter it. Corruption should not be allowed at any cost. Qualified, competent and willing candidates from the present set-up may also be given chance in the new force. They should undergo rigorous training under woman police instructors. Apart from other lessons, they should be trained in self-defence, yoga, dealing cases independently, keeping high moral values, ethics, sincerity, abstaining from corruption, and so on. High salary can be proposed to the new force.

After the completion of the training they should be posted in different police stations and important branches, on experimental basis, to make them work
independently. Enough number of policewomen should be posted at each place so that they could leave their impact on the existing policewomen, and not vice-versa. The new incumbents should undergo refresher trainings very often. After successful experiments, the strength of the new force should be increased invariably by conducting new recruitments and posting them at new places. Or else, the new incumbents can be posted with the senior policewomen who had undergone the same training and are in the new set-up. In this way, over a period of time, the strength of the new set-up would go high. Strict monitoring and evaluation of the function of policewomen belonging to the new set-up should be made continuously. Though in the initial stage there will be adverse remarks from some quarters of the police, as the strength of the new set-up increases, it will start to deliver good results, make good impact on the public and thus can command greater respect from their male counterparts and general public. No doubt, there could be black sheep anywhere, but then they will be considered as exceptional cases.

The present Daad-Fariad-Samiti’s function is not satisfactory. Most of its work is just an eyewash. Policewomen have no faith in this Samiti. Steps have to be taken to create awareness among the policewomen regarding the Samiti. Serious thought be given to the complaints lodged with the Samiti and be redressed.
There should be Child-Care centres run by the police in major cities where the small kids of the police can be kept.

Efforts should be made to raise the standard of education of schools in the police lines.

Establishment of recreation club in the police line and motivating policewomen to take part in its activities would be interesting. Similarly, policewomen should be motivated to take part in sports.

Police Credit Societies may be set up at all police headquarters which will be a great help to the policewomen in emergency. They should also be made aware of and motivated in different methods of money savings.

Refresher training must be given to policewomen at regular interval so that they will acquire knowledge on the latest skills in their job which will boost their morale and interest in their profession.