CHAPTER I

INTRODUCTION

Security of human life and property is the prime function of a government. A nation has to maintain two types of security, namely internal and external. Any disturbance or trouble created from inside a nation endangers its internal security, whereas the external security is threatened by a foreign nation in the form of war, etc. Terrorism, riots, anti-social activities, and so on are some of the internal security problems. While the external security problem is taken care of by the army, navy and air force, the internal security is maintained by the police. For the development and prosperity of any nation, police have got very significant role. As Nehru puts it: "The major problem in India is that of development, we must never lose sight of this objective. The army and the police only provide the background because they create the conditions in which that development is possible" (Bharadwaj, 1978, 15).

The formation of police first took place in England. In London in the late eighteenth and early nineteenth centuries there was a small experimental group of mounted patrollers called the bow-street runners. The first paid police force in Britain was the metropolitan police of London, formed in 1829, with
headquarters at Scotland Yard (Shane, 1980).

The history of police in India was heavily influenced by developments in Britain. India was at least partially part of the British empire for 250 to 300 years. During British rule, the deteriorating social control and the ineffectiveness of the native ruling classes to maintain social order and conditions fit for commercial growth, led to the formation of police force in India (Shane, 1980, 18). The working of police in India is governed by the Police Act (Act 5) of 1861 which established the police on state basis (Bharadwaj, 1978, 14-70).

The principal function of the police is to maintain law and order. To perform this function, they have to deal with different types of people in the society. According to Shane (1980, 40) police have mainly two functions: support function and control function. In developed countries the support function (helper role) is emphasized, whereas in developing countries like India the control function has got more importance. For control one must be strong and resolute, whereas for support one must learn to be compassionate and understanding.

Police organization consists of male as well as female police personnel. Male police deal with male criminals whereas woman police are concerned with women
criminals. Women's entrance in police is viewed with contempt, particularly in Indian context, as the movement of women out of her house and mingling with general public are opposed by a majority of the people. It is believed that women should look after children and household works only. To go out and earn bread for the members of family is the responsibility of males. With the passage of time, with the spread of education and industrialization, various changes in the life of women have come about enabling as well as compelling them to move out of house and to enter job market. However, they face various kinds of problem due to the conservative attitude of males and the custom that had been prevailing in our society since time immemorial. Before going further it is necessary to have a look on the status of women in our traditional society.

WOMEN IN TRADITIONAL INDIAN SOCIETY

Sex and age were the two prominent factors which decided the authority of an individual in our society. Gore (1965, 216) mentions that the men have more decisive authority in the traditional Indian family as compared with women, and elders have greater authority as compared with young persons.

In a Hindu family, a husband used to treat his wife as his own property which he could use according to his liberty. She could not think of living independently. She had to live under the umbrella of a
man all her life. It was believed that she was part of her husband's personality. Her own will had no value, and she had to act against her wishes, many times, for the happiness of her husband. She should be a pativrata who always submits to the authority and will of her husband. She must always give top priority to her lord's necessities and likings. Her needs have got very less importance. During the whole life she must be under the shadow and control of a man - of the father in the childhood, of the husband in youth, and of the son when widowed. Some of her daily chores were: doing household works, cooking, looking after children, taking care of guests, being sex partner to her husband, obeying the commands of the husband and in-laws, etc.

According to Mandelbaum (1984, 38), "A husband is expected to be his wife's superior and to receive symbolic and actual deference from her. The devotion of Indian wife, both in legend and in fact, is one of the proud values of family life. It is to say that the roles of man and woman are markedly different. A woman moves about within her household and perhaps in those fields where she may work, not often going beyond these limits. A man has a much wider ambit in space and among people. A married couple may not meet often in the course of the daily round. At meals the women customarily serve all the men first and eat only after the men have finished and risen. When the two happen to
walk together, she customarily follows him; she scrupulously avoids uttering his personal name, and greets him ritually with gestures of respect and deference".

While discussing the role of traditional Hindu wives, quoting Srinivas, Mandelbaum (1984) writes that the sacred and secular writings of Hindus have many more allusions to the wife's role than to that of the husband. She had to adhere to a set pattern laid down for her. A wife's prescribed role was more definite and her duties more specific than those of the husband.

The custom of purdah existing especially among North Indian women is aimed mainly to cover their face and to maintain a distance from the male members. This custom is still strictly followed in Hindi-speaking belt, whereas such distance is not observed in South India. There, generally, her movement in in-law's house and mingling with male members are not highly controlled.

In the traditional Indian society, the husband was the final authority in domestic matters. His orders were faithfully obeyed by the wife. By and large, she had no authority to take independent decision on any matter.

In comparing the division of labour and authority in Indian families, Dube (in Mandelbaum, 1972)
identified three main types: tribal and lower strata, rural and urban families, and progressive urban families. Dube’s observations with regard to authority and decision making in the three types of families are as follows.

In the first type authority is shared jointly by husband and wife, the former being regarded by tradition as superior. Minor day-to-day decisions are taken by the husband and wife individually, and the more important decisions must be taken by them together.

In the second type, male dominance is more pronounced through division of authority and decision-making determined by age, kinship structure as well as sex.

In the third type authority is shared more or less equally by the two sexes. Day-to-day decisions and control over purse are vested in both, but minor decisions are taken independently and the more important are taken by consultation and discussion.

The birth of a child is generally considered less auspicious if the new born is a daughter. It is the mother who is responsible to give her proper training and to mould her character in a good way, so that she turns into a good daughter-in-law after marriage. Her future life as well as the prestige of her family depends on how she demonstrates these virtues at her
husband's house. The status of a newly wedded woman is the lowest at her in-law's house, and she is blamed for anything that goes wrong in the family. She has a very minimal communication with her husband's father and elder brothers.

A young wife is not allowed to go to her childhood home and meet her relatives and friends very often, where the custom of village exogamy prevails. She is under the control of her husband's family, and it is the mother-in-law who exerts highest authority on her. A wife who does not bear a child has to face lots of hardships and scoldings from her in-law's family. Even if the drawback is on the husband the finger of blame swings toward her. If she gives birth to a child, especially a son, her status goes up. It is not because of her, but due to the son that her status moves high. Such is the discrimination in the status of a boy and a girl that exists in our society.

With these background it was unimaginable for an Indian middle class woman to move out of her house and to enter the job market. In the initial stage, males raised stiff objection to allowing females to go out for work. At the workplace they faced non-cooperation from their male counterparts, especially if they entered a field which was dominated by males.

Spread of education, development, industrializa-
tion, and so on resulted in various changes in society which enabled as well as compelled women to take up jobs in different fields. Some of the fields which they dominated were teaching, nursing, telephone operation, clerical works, and so on. It was considered proper that women take up only these types of jobs, due to the delicateness of their physical structure. Thus they preferred to confine themselves to such fields only. They enjoyed various benefits from the government or their employers and their work has got special characteristics compared to that of their male counterparts.

Caplow (1970, 234-240) has classified various special conditions of female employment as given below.

(1) The occupational careers of women are not normally continuous. While it is the expectation that a man will be at work from the termination of his schooling until his death or retirement, the women are expected to work between the termination of their schooling and marriage, or may work until the birth of their first child. Thereafter they are likely to return to the labourforce in case of financial need, divorce or early widowhood, excessive leisure, etc. In general, the higher the class status the higher the probability that work will be interrupted at marriage, and lower the chance that women will return to the labour force after
the birth of the children.

(2) Most employed men support the family group which they belong, but most employed women are secondary breadwinners. Either their earnings are used only for their own support, or they supplement the earnings of parents, husband or other family members.

(3) Women tend to be residentially immobile. Their residence tends to be determined by the occupational exigencies of the principal breadwinner if they belong to a household, and non-occupational considerations if they live alone. This immobility is a particular disadvantage at the higher occupational levels, where almost all positions involve the possibility of a change of residence.

(4) Women everywhere are confronted with a vast network of special status, rules, and regulations - some designed for their protection, some intended to reduce their effectiveness as competitors, and some adroitly contrived for both purposes at once. Most of the states, and many cities have enacted legislation to limit the hours of women's work, to forbid or restrain night work, to prohibit their holding jobs which are especially strenuous, to require higher standards of health and hygiene in shops employing women, to permit or to require a reasonable adaptation to the requirements of pregnancy, and so forth.
In general, the reluctance of men to serve women colleagues as assistance makes it almost impossible for a woman to perform her duties satisfactorily.

Past two-three decades have witnessed an explosion of work opportunities for women in various fields. Today more and more young women have a chance to work with a competitive edge and prove that their abilities are on a par, if not better, with those of their male colleagues.

Introduction of females in the male-dominated field creates various problems. If a female is introduced in a male field, the latter would protest the move. They would not like females among them because women performing a work which was so far considered could be performed by males only would signify a degradation of their status. This loosens their authoritarian attitude. Secondly, the strength, power, co-operation, etc., are considered to be weakened due to the entrance of women. They also view the presence of women as a threat to their own existence. Due to these reasons, a female entering a male’s field faces opposition as well as non-cooperation from the latter. If she is a married working woman, these problems at workplace would become a barricade on her way of satisfactorily executing her job, as well as doing the
household work and taking proper care of family members. On the other hand, if she is a spinster, she is regarded as unsuccessful in becoming a full-fledged woman, particularly in Indian context, where her life is considered to be 'full' only if she gets married and leads a proper family life.

Absence of competitive pressures and tension are some of the important factors essential for smooth running of a family. A married woman entering a job market could not offer enough emotional support to her family members. This happens principally, due to lack of time, tension of workplace, etc. This may result in an uncordial relationship between husband and wife and a tense atmosphere in the house. There is a possibility of such a situation limiting her participation in outside work. Quoting Parsons, Caplow (1970, 245) mentions that the system of motivations which ties the male breadwinner to his family obligations implies the elimination of competitive pressures within the family. The existing system of class stratification with its strong current of upward mobility requires that members of a family household have identical status. Both of these conditions are threatened by the serious involvement of the wife in the occupational world. Though woman had such problems in family as well as at workplace, she had succeeded in exclusively dominating various fields such as nursing, etc., whereas in some
fields she had partial control. However, there were various fields which women did not enter like pilot, army, navy, air force, etc. Such jobs were exclusively performed by men. Policing was another such job.

Issues of gender, attitude, acceptance, etc. were some of the problems which women faced in policing. They had to be accepted not only by their male counterparts, but by general public also.

There was a time when only males were used to maintain law and order and to deal with criminals. Women were considered physically unfit for this job, and it was believed that their modesty was jeopardised if they had to deal with general public, particularly with criminals. Apart from this, there was a notion among the people that women can and should take up only such jobs which are delicate and need minimum physical strength. Caplow (1970, 233) observes that in general men are preferred for jobs which are dirty, strenuous, or mobile. In theory, women are preferred for work which is precise, delicate, or especially monotonous. But as often as not, these are rationalizations after the fact. Any job for which women are employed is likely to be classified as delicate or even as monotonous, because it is women’s work.

Andiappan (1980, 15) confirms that jobs are classified as men’s and women’s job and a majority of
the women prefer to go for 'women's job.

Thus it was something strange to think of a woman working in police.

However, various changes in society resulted in increase of women criminals and juvenile delinquents, which necessitated the recruitment of women in policing. In olden days women criminals had to remain in police custody even during night time, and there had been many instances in which those women were sexually ill-treated by the male police personnel. These incidents and the increasing volume of women crimes necessitated the setting up of women police cell. Thus, the job of policing which was exclusively taken up by males, started to be performed by females too.

HISTORY OF POLICEROWEOMEN

The entrance of women in police department took place due to the growing demand by the National Council of women of Great Britain, and the National League of Women Voters and other social and civic organizations in the United States of America for the protection of young girls and women, and the International Council of Women that whenever women and children come in contact with the law enforcement agencies they must be handled by women for which woman police officers should be appointed in every police force (Ghosh, 1981, 14).

The working of policewomen in various countries
shows that many phases of police responsibilities required could be better performed by women. In the enforcement phase of the work, policewomen are generally more acceptable to women and children who have been victims of sexual crime. Woman police officers find it easier to get leads about the offenders in cases of sexual assaults which male officers have failed to get in interviews because the victims have more confidence in women (Ghosh, 1981, 43).

Before moving further, let us have a glance on the policewomen in some countries.

United Kingdom

In London, for the first time, twenty policewomen were appointed as constables in 1923. Earlier, voluntary woman patrols were created in London on 27 October, 1914, but they were disbanded in 1918 (Ghosh, 1981, 14-16).

As far as the function of policewomen was concerned, the Royal Commission on police recommended in 1928, "All statements from young women and children in sexual cases should be taken up by women. For dealing with offences against public decency the employment of policewomen in considerably greater numbers than at present is essential. Policewomen should also be
employed whenever available in the escort, searching and supervising of woman prisoners. The time was ripe for a substantial increase in the number of policewomen, for patrol work in uniform" (Ghosh, 1981, 18).

Policewomen who received 95% of the male officer's pay till 1973, started to get equal pay from January 1974 after the implementation of a new legislation. Now, irrespective of sex, all are eligible to compete for promotion and to hold any post in the Metropolitan police as well as in other police forces. Today, policewomen also hold key positions in administrative ranks, such as, commanders, chief superintendents, superintendents, chief inspectors, etc.

U.S.A.

The first city in the U.S. to appoint a matron was New York. This was in 1845. Between 1877 and 1890 matrons were appointed in most of the larger cities responding to demand by women’s organizations (Ghosh, 1981, 19).

New York and Massachusetts, through a law in 1888, made it mandatory for all cities with a population of over 20,000 to hire police matrons to take care of female prisoners. Some of their duties were to remain at the lock-up or place of detention, assure safe...
custody and physical well being of the prisoner, searching of the prisoner during booking process, serving food, accompanying the prisoner to court etc. (Ghosh, 1981, 20).

The Los Angles police department appointed the first policewoman with full police powers, in 1910. The number of cities where policewomen were appointed rose to 25 by 1916. Today, policewomen have been merged into the unisex title 'police officer' and compete in unisex promotional examinations, from which a single promotion list is announced (Ghosh, 1981, 20).

JAPAN

On March 18, 1946, for the first time, 63 women officers were appointed in the Metropolitan Police Department in Tokyo. Their conditions of recruitment, rank, allowances, education, training, etc. were similar to that of male police officers. The number of woman police officers in Japan was 1,173 in 1947 which rose to 2800 in 1974. Salary received, rank that can be achieved, powers exercised, etc. by female officers are the same as their male counterpart. However, female officers are prohibited to work during night time, particularly between 2200 hrs. and 0500 hrs. (Ghosh, 1981, 26).
The strength of 24 policewomen appointed in the Swedish police department on 1 August 1957, rose to 350 in 1978. As far as their function is concerned female officers are expected to perform all duties that are being performed by male officers (Ghosh, 1981, 29).

The appointment of women in Israeli police started in 1960. Five hundred women from the army were assigned to the police to form a special unit in 1969 for patrolling the main roads and borders of Israel. Today 90% of the traffic police force are women (Ghosh, 1981, 31).

As mentioned earlier, increasing number of women criminals as well as occurrence of various incidents of ill-treatment of them compelled the government to think of the formation of female police force to deal with the female criminals and victims. Apart from this, since legislation and police procedure emphasize crime prevention and solutions to social problems, policewomen have significant role to play in the areas of police work.
Women in police department were first used in India in 1938 in Kanpur, U.P. In 1939, the erstwhile state of Travancore appointed one woman head constable and 12 women constables as special constables. All these special women constables were absorbed in the regular strength of police force in 1942. Increasing crime rate among women and children necessitated the setting up of women police in Indian states at different time periods. The first-ever all women police station, perhaps the first of its kind in the world, was started in Calicut (Kerala) on October 27, 1973, with one woman sub-inspector, two woman head constables and 10 woman constables. In 1978, the strength of policewomen was 0.22% of the total police force in India (Ghosh, 1981, 92-96).

Some of the duties of policewomen are to deal with juvenile delinquents and woman criminals, their interrogation, escorting them to rescue homes, courts, hospitals, jails, etc., investigation of offences involving women and juveniles, collection of intelligence, security check on women and their belongings at airports, keeping a watch at airports, railway stations, bus terminals, fair and festival places, etc., dealing with women agitators and satyagrahis during demonstrations, in women’s meetings,
VIP and other security duties, manning police telephone exchanges, assisting women police organizations, conducting search on women on border check posts, etc.

GUJARAT POLICE

In Gujarat, principally, there are two kinds of police, viz. Civil Police and Armed Police.

CIVIL POLICE (UNARMED POLICE): The Civil Police are uniformed and attached to all police posts, chowkies and stations that spread throughout Gujarat state. In normal circumstances these are the police with whom the population comes into contact. They are to be found in big and small cities, towns and villages. They are identified with the name of the district or city with which they are assigned. Civil police constitute males as well as females.

The head of the police of a district is District Superintendent of Police (DSP) who is generally from Indian Police Service (IPS) cadre. However, departmentally promoted person can also be a DSP. The ranks below DSP are: Deputy Superintendent of Police (DySP), Police Inspector (PI), and Police Sub-Inspector (PSI). Below this comes constabulary cadre which consist of Head Constables (Grade I & II) and Constables.
Looking to the population, crime, and area some of the districts have been divided into two police districts. Thus there are 23 police districts and 4 Police Commissionerate cities in Gujarat state.

Many districts constitute a range and Deputy Inspector General of Police (DIGP) or an Inspector General of Police (IGP) is the head of a range. There are five ranges in Gujarat viz. Gandhinagar, headed by an IGP, and Ahmedabad, Baroda, Rajkot and Junagadh which are under the control of DISGP.

A city which has population of more than ten lakhs will have Commissioner of Police (CP) as head of city police. He has the powers of a District Magistrate. While the CP of Ahmedabad is holding the rank of Additional Director General of Police (ADGP), his counterpart at Baroda and Surat is IGP and at Rajkot is DIGP. Subordinates of a CP are Addl. CP, Dy. CP, Superintendent of Police, Deputy Superintendent of Police, Police Inspector and Police Sub-Inspector. The constabulary cadre consists of Head Constable (Gr. I & II) and Constables.

**ARMED POLICE :** Armed Police of Gujarat is known as State Reserve Police Force (SRPF), which is somewhat a paramilitary in model. SRPF is kept in reserve when there is no emergency. They have less contact with
people. When law and order problem arises, and civil police fail to control it, the SRPF is called on the scene.

According to Shane (1980, 87), the Armed Police were developed after the major development of police forces in the sub-continent, as a direct response to the resistance of the population to the colonial system. They are more closely after military style than the civil police. Their areas of concern are security and defence. They resemble the troops in the army, and have little contact with the people except in cases of civil disorder.

There are eleven units of SRPF in Gujarat, stationed at various places. The head of an SRPF unit is Commandant, whose rank is equivalent to SP. A Commandant can be a departmentally promoted officer or from IPS cadre. A Commandant can be assigned the charge of DSP and vice-versa.

The subordinates of a Commandant are Assistant Commandant (DySP), Battalion Quarter Master (DySP), Company Commander (PI), Platoon Commander (PSI), Section Commander (HCs I & II), and Constables. There are only males and no female in SRPF. A SRPF Unit is also known as a Group. The headquarters of SRPF groups are at
various places as mentioned below.

SRPF Group I - Baroda   SRPF Group II - Ahmedabad
" " III - Gondal      " " V - Godhra
" " VII - Nadiad      " " VIII - Gondal
" " IX - Baroda       " " X - Ukai
" " XI - Vav          " " XII - Gandhinagar
" " XIII - Rajkot

All the SRPF units are functioning under an Additional Director General of Police (Arms Unit). The head of the entire police of Gujarat is Director General of Police. The whole police department comes under Home Ministry.

Some of the important branches of police department are Criminal Investigation Department (CID) Crime & Railways, Intelligence, Anti-Corruption Bureau, Communications, Vigilance, and so on.

POLICEWOMEN IN GUJARAT

In Gujarat, the women police wing was started in 1948, with a staff of one sub-inspector and nine constables. This strength was increased to 1 sub-inspector, 71 head constables and 270 constables in 1974, against which the sanctioned strength in 1992 rose to 1 DySP, 1 PI, 46 PSIs, 184 H.Cs. and 544 Constables.
The break-up of women police in four major cities of Gujarat is as given below.

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<td>Baroda</td>
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Review of literature is an essential part of any research as it helps the researcher to acquaint himself with the subject he has to deal with. This process includes the referring of various books, journals, weeklies, articles, newspapers, etc. Literature on women, family, occupation, and so on are available in sufficient numbers. A few readings are available on the function of police which discuss about police in general, and most of them are written by ex-police officers or social workers. Some of them are:

"Police in Ferment" written by S.K. Ghosh (1981), which deals with the expansion of duties of police, various problems police personnel face and the emergence of dissatisfaction, various police agitations, political interference in police affairs, etc.

"What is wrong with Indian Police" written by D.N. Gautam (1984) has dealt with the legal and political framework under which the police function. Various cases have also been mentioned to justify his arguments.

Another book written by R.K. Bharadwaj (1978) entitled "Indian Police Administration" discusses the model and role of police during colonial rule, inability of police to compet with the post-independent changing
These studies are based either on secondary data or on the author’s experience while working in police or on both. However, these writings only give an overview of the police in general, and lack the sociological perspective.

A comparison of police of five countries has been done by Paul G. Shane (1980) in his book "Police and People: A comparison of five countries". He discussed in detail how police were first formed in Britain, and the theory of collective responsibility of security on all people living in a community that existed prior to the formation of police. He has identified two main functions of police i.e. support function (helper role), and control function (control role). Some of the developed countries give more importance to support function, whereas many developing countries like India, emphasizes on control function. Shane has compared the development and function of police in five countries, viz. Britain, India, Israel, Netherlands and U.S.A.

"Women in Policing" by S.K. Ghosh (1981) deals with policewomen in India. Personal experience as well as secondary data are the main sources of this book. Brief account of women police of many American, European,
Australian and Asian countries have been provided. Going to its history, Ghosh (14) puts that the entrance of women in police department first took place due to the growing demand by the National Council of Women of Great Britain and the National League of Women Voters and other social and civic organizations in the United States of America for protection of young girls and women, and the International Council of women that whenever women and children came in contact with the law enforcement agencies they must be handled by women for which women police officers should be appointed in every police force. He has dealt with the duties of Indian policewomen as well as the year in which women wing were formed in police of various states. However no light has been shed on her family life and the problems she faced due to her dual role.

The only book which (the research student could locate) deals with policewomen, their occupation, family, and her problems with a sociological perspective is "Indian Policewomen" written by Dr. Amarjit Mahajan (1982). The study was conducted on policewomen of the states of Punjab, Himachal Pradesh and the Union Territory Chandigarh. While Structured interview schedule was the important method used to collect data, observation, questionnaire, case-history and secondary informations were also used to supplement the interview.
The book is principally concerned with the history of policewomen in India in general, and of Punjab, Himachal Pradesh and Chandigarh, in particular, their training and occupation, interest in job, problems they face, and so on.

In "Women in Modern India" Neera Desai (1957) examines various problems Indian women had to face due to different faiths and opinions that existed in traditional Indian society. She mentions (235) that women moving out of her house and entering the job market was opposed due to the perception that women would be distorting her feminine nature and betraying her womanly mission if she did outside work. According to Desai this is an undemocratic conception. She positively believes that if equal opportunity is provided to woman, she can rival man in efficiently doing outside work and contribute to the advancement of mankind in all spheres of creative work. Pointing out the cause of backwardness of women, she argues that it is not due to any innate lack of capacity but is the result of centuries of suppression which she has been subjected to. She (236) firmly believes that woman has the capacity for outside work and praises the industrial revolution which enabled woman to move out of house and enter the job market. This enlarged her vision, widened
her outlook, and developed her social personality.

David Mandelbaum's (1970) book "Society in India" was written on the basis of field work conducted in India at various periods between 1940-60. This book has been divided into two volumes in which the first mainly discusses with the concepts of social system, roles and relations of different individuals in a family, inter and intra relationship among jatis, etc. The second volume dealt with social changes that took place in Indian society.

"Regional Differences in Family Structure in India" by Pauline Kolenda (1987) is a collection of papers on Indian family structure which were prepared after conducting anthropological field work in various parts of India. This book mainly deals with the typical Indian family, correlation of joint family with high and landed castes and Nuclear family with low and landless castes, occurrence of high and low proportions of joint families in different regions of India, etc.

Theodore Caplow's (1970) book "The Sociology of Work" has made a detailed examination of various aspects of occupation in American society. It has dealt with, apart from many other issues, occupational status, occupational mobility, occupational ideologies, women's occupations, occupation and family, etc.
"Sociology of Occupations and Professions" of Ronald Pavalko (1971) mainly discusses the necessity of study of work, occupational choice, occupational socialization and identification, mobility in occupational careers, etc. As far as occupational socialization is concerned, Pavalko (82) mentions that it occurs in two distinct settings - in formal training situations and in the actual performance of occupations.

"Occupations and the Social Structure" by Richard H. Hall (1975) is divided into three parts. First part deals with the context of contemporary occupations, occupations and individual, whereas second deals with different types of occupations like professional work, managers, proprietors, white collar workers, craftsmen and foremen, semi skilled and unskilled workers, etc. Third part discusses on occupations and the social structure like social stratification, mobility, family and education, technology and occupations and the political system, etc.

A book entitled "Women and Work: Overseas Practice" was published by the department of Employment, London (1975). It examines job opportunities and changing roles of women, discrimination they are facing at work place, laws enacted to remove sex discrimination, role of women in family and work place,
and condition of women and work in various countries, viz. the U.S.A., Canada and Sweden.

"Sociology of Women" by Sara Delamont (1980) provides an excellent sociologically and biographically organised picture of women in modern Britain, from a feminist perspective. She (3) complains that all Social Sciences are male-dominated occupations and the bodies of theory and research they have accumulated systematically neglect women and their place in the world. The book has been principally divided into two parts of which the first deals with the childhood and adolescence of a girl whereas the second part focuses on adult lives of women, e.g. work, motherhood, old age, etc. Delamont (225) concludes that a greater understanding of the world view of women and an incorporation of that world view into sociology are badly in need, which involves more research into women's lives.

"The Family" by William J. Goode (1965) provides various perspectives of family like biological bases, functions, types of family, socialization, relationship of members in family, changes in family patterns, etc. Theories relevant to family with many examples have been illustrated in this book.
While studying the type of family, G.P. Murdock (1949, 1-2) in his "Social Structure" stated that 'nuclear family' is a composition of a married man and woman with their children, if any, and 'extended family' is composed of this nuclear family plus lineal and collateral kinsmen.

However, this definition of Murdock has been opposed by Robert Winch (1953) in his book entitled "The Modern Family". Winch (16) argues that in terms of Murdock's definition a married couple without children would not constitute a nuclear family. He defines an extended family as "two or more nuclear families affiliated through an extension of the parent-child relationship". This appears to require a minimum of two married couples with their children and some bond of kinship between the two nuclear families. This book has been organized with a conception that the family is a basic social institution.

"The Family" by Mary Farmer (1979) sheds light on the social structure of family in modern Britain. This offers an analysis of family, kinship, status and role of individual, socialization, employment of women in job market, the problems working women face, etc.

A cross-cultural survey of families of different societies has been done, based on review of literature,
by William N. Stephens (1963) in his book "The Family in Cross-Cultural perspective". After analysing a large number of studies Stephens (288) summarizes that in most societies, wives do more than "keep house" and "mind the children"; they also contribute to the subsistence economy. In quite a few societies the wife's subsistence work is more important than the husband's. With regard to work segregation, he mentions that in some societies men help their wives with household work, whereas in other societies they never do this or would be "ashamed" of doing it.

Analyses of literature available show that the subject of work and welfare of policewomen has remained unexplored. While talking on policewomen, Shamin Aleem (1990) mentions that the information on policewomen is not much available.

So far, not a single work has been done on the policewomen of Gujarat. It is due to this reason that this subject has been taken up for the research.

Human resource management is an important topic that falls in the purview of labour welfare department. This is concerned with the work and welfare of people working in different fields. Human beings face various problems in life which is ultimately related to their
welfare. Since this study is dealing with all those aspects of policewomen, it (the study) has been taken up in the Department of Labour Welfare.

The subject of labour welfare, as such, is not an independent one, but is inter-disciplinary in nature. This is also a reason for carrying out this research in the Labour Welfare Department.

Research Problem
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Work has always been the major preoccupation of human being. The work and life of an individual is so interlinked that it will not be wrong to say that both are dependent on the other. To draw a line between these two is almost impossible. And hence, there are all possibilities that the ups and downs in an individual's work have their own impact on his living condition. Similarly, the culture as well as the position of an individual in society compel him to go for a particular type of job, which he feels suits his position. And he considers himself lucky if he gets a job which he wished. However, many times the existing conditions, especially economic, play a vital role in influencing an individual to accept a work unwillingly. A comparison of both these situations show that in the latter case the individual faces more problems in adjusting to the occupational culture, as they have to
confront with new values, concepts and prejudices during their work.

It is a common phenomenon that an individual generally prefers to go for a work which holds a high status in the society. People have predetermined concepts and regards towards a particular work, depending upon their visualization, earlier experiences, propaganda, etc. And thus their likings and dislikings towards a job. Whether a person has accepted a work willingly or unwillingly, the occupational culture has its impact on his social life, however good or bad. Similarly, there are so many problems an individual faces at home since much of the time is spent on work. The individual could not accomplish all the work of house satisfactorily, and in time. Moreover, giving proper care to other members of the family, particularly children, also becomes very difficult. The problem becomes more complicated if the individual going out for work is a woman. If she is taking up a job which has got bad reputation and has odd working hours, then the quantum of problem becomes limitless. Thus question of this research is whether a woman would like to get enrolled in police department, if she has an alternative. If yes, why, and if not, then again why?

Since a woman seeks employment in a traditionally
masculine position she is faced with various sorts of dilemma. Her entrance in police department brings about various changes in her living and behavioural pattern. Earlier her contacts with people were limited. But now at workplace she has to mingle with males during day and night, irrespective of their good or bad character. Friendship with male police personnel whose character is often doubtful could have its adverse impact on female's character. Abusive and harsh words find place frequently in her language. When she questions women criminals, obviously, the talk becomes filthy. Hence it is possible that such usages unknowingly occur while she talks with family members.

A policewoman have to work in peculiar circumstances. Due to her odd timing and long hours of work she cannot take proper care of her children and husband, which many times results into quarrels at home.

Doubts about her character, extra-marital relations, if any, etc. many times create tension in the house which leads to conflict. There are also instances in which husband goes to check the whereabouts of his wife while she is at work because of his doubts on her character.

Since police in general have to be strict with the
criminals, that habit gets involved in their character. This knowingly or unknowingly is betrayed in their behaviour with family members and neighbours which many times results into quarrel. Similarly there are chances of use of vulgar words in talks with family members and neighbours, the habit which they pick from their job and place of work.

When a woman works in police, there are chances that her in-laws and other relatives compel her to resign the job.

It is a general belief that a policewoman neither likes to take her children/relatives to her work place nor does she feel happy to see her children/relatives entering the police department.

Financially, her income has definite contribution in household expenses. Instances can also be seen in which the house runs only with the salary of policewoman, whereas her husband is unemployed. Quarrel on money matter also occurs, which results into divorce and she alone has to take care of her children.

It is generally believed that police personnel get illegal income. Due to policewomen's contact with public and criminals there is a possibility that they get some favour in any work, or gift during festivals or
any social function in their family.

In spite of facing so many problems at home and doing household works, she is expected to be ready for duty with utmost sincerity, whenever called. However, they feel that they are not being appreciated for their sincerity.

An individual or group whose culture does not emphasize to keep a distance between male and female, would not find much difficulty to get adjusted to the police culture. If their culture does not conform to that which exists in police department, they have to depart from their traditional values and get adjusted to the new way of life.

In a nutshell it can be said that the nature of duties she has to perform, the problems she faces at work, the difficulties she has to confront at home due to her job, her welfare, and so on are of much significance in this research.

Objectives of the study
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Present study is concerned with the work and welfare of policewomen in Gujarat. When a woman intends to enter the police department, the field which was once dominated by males, she faces various hardships while entering in. What was the cause for taking up this job,
who opposed as well as supported her in taking up this job, what did she feel at the initial stage about the job, etc. are some of the areas of this research.

The background of policewomen, with special reference to her occupation, education, income, husband's occupation, etc. are of interest.

The types of work they do, its timings, atmosphere at work, relation with male colleagues/seniors, problems they face at work place, problems they face at home due to job, her authoritarian role, etc. also come under the field of study.

Because of her job in this field, whether her relatives had any doubt on her morality, if yes, whether it resulted into quarrel/conflict, etc. are also important parts of this study.

Also it enquires who has more authority in the house, who takes important decision, etc.

It is also the interest of the researcher to know her opinion about taking her children/relatives to her work place, regarding her children/relatives entering the police department, and so on.

The general public opinion is that the police get gift in cash or kind, in one way or the other. Are
policewomen not an exception to this?

In brief, the objectives of the investigation are as follow:

(A) To examine the social composition of the policewomen — the age, religion, caste, education, period of service, marital status, husband's occupation, economic background, etc.

(B) To find out the circumstances that led to her entrance in the police, the problems she faced, and training.

(C) To find out the type of work, atmosphere at workplace, relation with male colleagues/seniors, problems she faces at workplace.

(D) To find out the difficulties she faces at home due to her work.

(E) To find out the welfare measures she enjoys in various fields, e.g. workplace, home, monetary, and so on.

(F) To examine children's care, marriage, decision making, preference for residence, etc.

(G) To know her opinion regarding her occupation.

METHODOLOGY

This is an exploratory study. Area of the study is Gujarat state. Four cities viz., Ahmedabad, Baroda,
Surat and Rajkot have been selected for this purpose. These are the four metropolitan cities in Gujarat which have Commissioner of Police as head of the city police. These cities are having sizeable number of policewomen. Policewomen are the unit of study, which consist of Constables, Head Constables, Sub-Inspectors and Inspectors.

To begin with, various books, journals, dailies, weeklies, pamphlets, and so on published on women, work, police, etc. were referred. Unfortunately, work on policewomen is scarce.

After collecting the available secondary data, questionnaire was framed in local language, i.e. Gujarati. With that questionnaire a pilot study was conducted. During the course of the pilot study, it was found that the questionnaire was lacking in various aspects. Some additions and delitions were made in the questionnaire to elicit required data. A few questions were kept open-ended so that the respondents were free to answer in their own way. The questionnaire comprised various questions pertaining to policewoman's work, welfare, behavioural pattern, and so on.

For the field work, all the four cities (Ahmedabad, Baroda, Surat and Rajkot) were visited.
The present strength of policewomen in the four cities and of the four railway stations of those cities as on 28/2/95 is as mentioned below.

<table>
<thead>
<tr>
<th>Place</th>
<th>*W.P.C.</th>
<th>W.H.C.</th>
<th>W.S.I.</th>
<th>W.I.</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ahmedabad City</td>
<td>84</td>
<td>29</td>
<td>8</td>
<td>2</td>
<td>123</td>
</tr>
<tr>
<td>Baroda City</td>
<td>45</td>
<td>37</td>
<td>-</td>
<td>-</td>
<td>82</td>
</tr>
<tr>
<td>Surat City</td>
<td>37</td>
<td>45</td>
<td>2</td>
<td>1</td>
<td>85</td>
</tr>
<tr>
<td>Rajkot City</td>
<td>11</td>
<td>3</td>
<td>2</td>
<td>-</td>
<td>16</td>
</tr>
<tr>
<td>Ahmedabad Rly.</td>
<td>7</td>
<td>2</td>
<td>-</td>
<td>-</td>
<td>9</td>
</tr>
<tr>
<td>Baroda Rly.</td>
<td>7</td>
<td>2</td>
<td>-</td>
<td>-</td>
<td>9</td>
</tr>
<tr>
<td>Surat Rly.</td>
<td>3</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>3</td>
</tr>
<tr>
<td>Rajkot Rly.</td>
<td>3</td>
<td>-</td>
<td>-</td>
<td>-</td>
<td>3</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>197</strong></td>
<td><strong>113</strong></td>
<td><strong>12</strong></td>
<td><strong>3</strong></td>
<td><strong>329</strong></td>
</tr>
</tbody>
</table>

* W.P.C. (Woman Police Constable)
  * W.H.C. (Woman Head Constable)
  * W.S.I. (Woman Sub-Inspector)
  * W.I. (Woman Inspector)

After collecting details of the strength of policewomen at various places, it was found that the total comes to 329. It was decided to select 30% of the respondents from each place keeping in mind to include all ranks in the sample. While doing so some adjustments with the numbers of ranks were done by including those ranks which were less in number and thus reduced those ranks which were more in number, e.g. in Ahmedabad city there were only two Women Inspectors and both were included in the sample. In Surat city there
were two Sub-Inspectors and one Inspector, and in Rajkot city two Sub-Inspectors, and all were included in the sample. Obviously, the number of samples from other lower ranks were reduced. In this way efforts were made to include all the ranks in the sample by picking 30% samples from each place. No doubt, a little variation did take place at some places, like Ahmedabad Railway (including Sabarmati) where the total strength was 9, out of which 4 were selected. The non-availability as well as unwillingness of some of the policewomen have compelled the researcher to make small variations in selecting the ranks. Thus, by and large, 30% policewomen were selected from each place. In this way the sample comprises 36 policewomen (out of 123) from Ahmedabad city, 25 (out of 32) from Baroda city, 25 (out of 85) from Surat city, 5 (out of 6) from Rajkot city, 4 (out of 9) from Ahmedabad Railway (including Sabarmati), 3 (out of 9) from Baroda Railway, 1 (out of 3) from Surat Railway and 1 (out of 3) from Rajkot Railway. Thus the total number of sample comes to 100.

For selecting the sample, the list of the policewomen was collected. From the list, every third policewoman was picked up as a sample. Where a policewoman was not available or was not willing to be interviewed, the fourth name was choosen. There were
three instances of policewomen refusing to be interviewed. In those cases, the fourth name was selected. Similarly, as mentioned earlier, care was also taken to see that a majority of higher ranks (Sub-Inspectors and Inspectors), though few in number, were included in the sample so that the study represented all the ranks. While giving place to the higher ranks a meagre number of lower ranks from the sample were deleted so that the researcher could stick to the thirty per cent sample from each place.

The findings can be applied to all the policewomen who work at district level or those who are working in an almost similar atmosphere.

A few books were available on the function of police in general. However, literature on the nature of investigation the researcher intended to conduct was very scarce. Hence much of the study depended on primary data which were collected from the field. Due to this reason the study has become an exploratory one.

Since this is a study to explore her experiences at work and the problems she faces at home, interview method was preferred for data collection. Interview schedule was prepared in Gujarati language.

The data were coded and computerized for preparing
the final analysis of the study.

Given the nature of the study, one of the important problems faced by the researcher was the non-cooperation of the respondents at the initial stage. Secondly, many respondents emphasized that they would co-operate only if their immediate boss gave consent without which, they believed, they will be harassed by their superiors. Hence at various places the researcher had to convince the respondents that he is also working in the police and nothing related to official secret would be asked. Moreover, this is an academic study and their names and identities will not be revealed in any circumstances.

Queries on moral character, illicit relationship, and so on, were some of the areas where it was difficult to elicit detailed information. Obviously, nobody would like to tell an unknown person the negative side of their character. Taking the respondents into confidence was the only way to get correct information.

Another problem was to locate the respondents. Some of the respondents selected from the list were not available at their work place (due to off-duty). They had to be contacted on the next day. Those who were on leave were contacted at their home after collecting their residential address.
DEFINING TERMINOLOGY

From time immemorial, communities have been helping their individual members when they were in trouble and in need of help. With the advent of time, it was observed that the responsibility of assisting individuals in need was shared by community and the rulers. Apart from this, joint family system, caste system, village panchayats, etc. were also principally meant for looking after the welfare of people.

With the rapid industrialization and urbanization various types of problems have started to crop up. The age old social institutions found themselves incompetent to deal with such issues. However, the development of social sciences and systematic study of the problems convinced us to make more efforts for the welfare of human beings.

Welfare: The term 'welfare' has much broader concerns. As far as a working individual is concerned, it is the facilities/services that are available at work place, medical care, social services, retirement insurances, housing assistance, education, care for children and adults, and so on. It may also include hygiene and sanitation at work place, creches for care of children of working mothers, transport facilities, fair price shops, regular medical check-ups, providing safety
equipment (mask at traffic junction, etc.) during work, recreational and cultural facilities, co-operative credit societies, and so on.

The concept of 'welfare' suggests many ideas, meanings and connotations, such as the state of well-being, health, happiness, prosperity and the development of human resources. It is a desirable state of existence involving the physical, mental, moral and emotional well-being. These four elements together constitute the structure of welfare on which its totality is based.

The social concept of welfare implies the welfare of man, his family and his community. There is interconnection among these three aspects, in the sense that all the three aspects, work together, or individually supplement one another, in a three-dimensional approach, each mutually serving as ends and means.

Welfare is called a relative as well as a positive concept. It is a relative concept because it is related to time and space, changes in which have an impact on the system of welfare, too. As welfare is growing and dynamic, the welfare potential changes as a result of which its content keeps on varying and has to keep pace with the changing times. Also the characteristics of
welfare vary, for it depends largely on the conscience of the community, the scientific advancement and the development of a nation in all fields. Thus, its meaning and components differ from country to country and from place to place. Welfare is also a positive concept because, in order to establish minimum level of welfare, it demands certain minimum acceptable conditions of existence, biologically and socially. This positive nature calls for setting up of minimum desirable standards necessary in regard to certain components of welfare, such as health, food, clothing, housing, medical assistance, insurance, education, recreation, job security and so on (Punekar, Deodhar, Sankaran, 1984, 34).

Welfare is a social concept. The term 'social welfare' has been defined by social welfare boards as 'a set of social services intended to meet the special needs of individuals and groups, who, because of social, economic, physical or mental handicaps, are unable to make use of services in the community, or have traditionally been denied the use of these services' (Chaudhary, 1981, 2).

The essential object of social welfare is to enable the individual to lead a decent life in society along with his family with satisfying standards of life
Thus it can be observed that for the welfare of individual or group, aids are provided to them which will help them to achieve a particular standard of life and health in addition to a sound personal and social relationship. This will further enable them to bring out their latent capabilities and to develop their career, which will brighten the future prospects of their family and community. This will boost their self-respect, give chances to think freely, and to act without interfering in others’ personal rights.

Thus the term ‘welfare’ has got a variety of meanings. In nutshell it is the various measures that are adopted to promote the physical, psychological, social, and general well-being of the working population. It aims to improve the working and living conditions of the employees concerned and their families.

In the present context, since the study is on policewomen, focus will be on their work, problems that are being confronted at work place, facilities/services they get at work place, difficulties they face at home due to job, and so on.

**Hygiene**: The science of the preservation of health and
prevention of disease. It is chiefly concerned with such external conditions as the purity of air and water, physical cleanliness, cleanliness in the home and work place, and so on (The Hutchinson Encyclopaedia, eighth edition, 1988, London).

The term 'hygiene' embraces all the factors, environmental and personal, which affect the physical, mental and emotional health of the individual or the community (Everyman's Encyclopaedia, special edition, 1978, London).

Housing: The provision of residential accommodation. It is a dwelling; a building for human habitation. The term therefore embraces every form of dwelling from a palace to a peasant's hut (Everyman's Encyclopaedia, special edition, 1978, London).

It could be government accommodation or personal. Allocation of House Building Advance will make the recepients easy to go for their own house.

Creche: A place where parents can leave their kids when they go for work and where children are being taken care of.

Transportation: Means provided to move from one place to another, motor vehicle, in this context.
Education: In the widest sense the term 'education' may be held to include the whole process of development through which a human being passes from infancy to maturity, gradually adapting himself to his physical and social environment; but the more definite sense in which the term is ordinarily employed is restricted to those influences which are designedly brought to bear upon the younger by the adult portion of the community for the purpose of maintaining and, if possible, of raising the level of culture attained (Everyman’s Encyclopaedia, special edition, 1978, London).

In this fast changing society, education is very essential to every individual to acquire new skills and techniques relevant to their work. Keeping them abreast with the new methods used in policing will help policewomen a lot in performing their job efficiently and satisfactorily. Similarly, good education is a must for their children too, for a brighter prospects.

Safety Equipment: Equipment used for protection at work place. It will depend upon the nature of the job, e.g. mask, helmet, etc.

Co-operative credit society: The banding together of groups of people for mutual monetary assistance, usually by agreeing to pay interest.
Recreation: To provide diversions or amusements, refreshment of the strength and spirit after toil (Webster’s Third New International Dictionary, London).

This is a leisure time activity which is a healthy way of diverting mind. This releases mental tension, develops personality, and refreshes the individual.

Culture: The way of life of a particular society or groups of people, including patterns of thought, beliefs, behaviour, customs, traditions, rituals, dress, and language, as well as art, music and literature (The Hutchinson encyclopaedia, eighth edition, 1988, London).

Quoting Herskovits, Sinha J.B.P. (1990, 13) mentions, ‘culture is the man-made part of the environment. It reflects the way of life of a people, their traditions, heritage, design for living, etc. Culture is the very air they breathe and the spirit which permeates their life. It is the totality of beliefs, norms, and values which is related to the patterned regularity in people’s behaviour’.

Work: It is an activity in which one exerts strength or faculties to do or perform.

‘Work’ is bodily or mental effort exerted to do or make something.
Police : According to K.M. Mathur (1987, 2) the term 'police' designates to the civil force of a state to which is entrusted the duty of maintaining public order and of enforcing regulations for the prevention and detection of crime. Police refer to an organized body of civil officers engaged in the preservation of peace and order, the enforcement of laws and the prevention and detection of crime.

Shane P.G. (1980, 4) defines the term 'police force' as an agency within the social system that is charged with particular tasks. This charge is usually given by the legislative or executive agents of the society. The charge varies from society to society but is usually a wide ranging and relatively undefined one of enforcing law and maintaining peace and order. Police forces are organized and paid for by the legally constituted government. They are organized with a standard bureaucratic structure. By designation the police force is part of the system of law and justice in the geopolitical area, with close ties to the judicial and correctional subsystems.

The term 'police' is now used to denote a body of people organized to maintain civil order and to investigate breaches of the law (The new encyclopaedia britannica, vol.25).
'Police' are agents of a government or other authority who are in charge of enforcing laws and keeping order (New Standard Encyclopaedia, vol. 10).

'Police' is a body of civil officers who are charged with the duty of maintaining order and enforcing the existing law of a community (New World Encyclopaedia, vol. 11).

Force entrusted with the protection of life and property, the preservation of law and order, and the apprehension of offenders (Hutchinson Twentieth Century Encyclopaedia, seventh edition, 1982, London).

Policewoman: A woman who is employed in the police department and entrusted with powers of a constable/officer.