CHAPTER - III

WORK AND WELFARE

More and more women are seeking employment in different sectors of employment on account of a number of reasons. The economic constraints are powerfully dominant, and compelling the women, married or unmarried, to go for employment. Secondly, Indian society is also rapidly undergoing enormous changes and the concept of women employment and elevation of living standard are also getting social recognition. Therefore substantial emphasis is given upon education of women and more and more employment sectors are being opened for the employment. Hence the stigma against the employment of women is vanishing as a result of social transformation and value system. Women are also getting education and seeking employment in different government, corporate bodies, service sectors and industrial organizations where they are required to work shoulder to shoulder with their male colleagues.

Employment of women particularly in the police department is opening up a new chapter in the history of female employment in India. The employment and the nature of work in police department is quite challenging to them. On account of their inherent capacities they are shouldering the multiple responsibilities - home maker role and career role. The increasing income has
brought with it various problems in the home as well as at the work place. Here efforts have been made to pose a picture of the work and culture of policewomen, which is cosmopolitan in nature and needs further serious thinking.

III.1. Chart showing efforts made by the respondents to secure any other job before entering the police department

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Efforts made</th>
<th>%age of respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Not made any effort</td>
<td>56</td>
</tr>
<tr>
<td>2</td>
<td>Made efforts, but did not succeed</td>
<td>29</td>
</tr>
<tr>
<td>3</td>
<td>Left another job and entered in police</td>
<td>15</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>100</td>
</tr>
</tbody>
</table>

As the table shows, majority of the respondents have not made any effort to secure a job elsewhere before entering in police. This may be due to their lower level of education, for we have seen earlier that nearly half of the respondents are under matric.

A small number of respondents entered the police after quitting their previous job due to the job security. This shows that the security of job is a prime consideration while taking up a job, as the following table reveals. The same motivation theory has
been established by Herzberg (1959) and Sinha (1990) in their studies also.

III.2. Table showing the causes for preferring police department

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Causes</th>
<th>%age of respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>As no other job was available due to low level education</td>
<td>47</td>
</tr>
<tr>
<td>2</td>
<td>As there is power and authority in police</td>
<td>1</td>
</tr>
<tr>
<td>3</td>
<td>Due to job security</td>
<td>33</td>
</tr>
<tr>
<td>4</td>
<td>As it is a challenging job</td>
<td>11</td>
</tr>
<tr>
<td>5</td>
<td>As relatives are in police</td>
<td>8</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>100</td>
</tr>
</tbody>
</table>

We have seen (chapter II) that a substantial number of respondents (49%) are non-matric. Due to their low level education they were not in a position to attempt for any other job. It is evident from this table that the above factor is an important reason for the respondents' (47%) entrance in police department, for they have no any other alternative.

That job security is another important factor which is considered seriously while going for a particular job. This is established in the table, since 1/3rd of the respondents have gone for this job due to job
security. This include those 15% also (chart 3.1) who had left another job and entered in the police due to its security nature.

In abroad, particularly in European and American countries people very often change their jobs. However, the situation is different in Indian society. Quoting his earlier work, Sinha (1990, 57) mentions that because of a high rate of unemployment in the country and a low rate of spatial mobility, Indians generally stick to the same or similar jobs in one or two organizations.

In earlier days police department was manned exclusively by males. Entrance of females in a male dominated job needs unusual courage. Thus fascination towards challenge has also encouraged some to get enrolled with the police, though few in number.

Earlier, we have seen that 40% of the respondents had relatives working in police department. However, it can be observed from the table that only 8% of the respondents had replied that they had taken up the police job, as their relatives were working in the police. A contradiction of figures is visible. The reason is, the remaining (40-8=32%) did not give much importance to the influence of their police relatives as a cause of taking up police job.

III.3. Chart showing whether anybody has discouraged the respondents from entering the police
While a majority of the respondents replied in the negative, 32% said that their relatives discouraged them from joining the police, by passing adverse remarks about the job.

We have seen above that though 32% of the respondents had their relatives in the police, they did not give importance to their influence. The reason is evident here as they (32%) opined that their relatives in the police discouraged them from entering police department.

Nobody said that their friends tried to discourage them from entering in the police.
III.4. Chart showing how the respondents felt after entering the police department

Seventy-seven per cent of the respondents replied that they felt good to be in the police than in any other job. However, 23% were of the opinion that they would have been happier, had they been in any other job.

III.5. Chart showing the rank in which they have got enrolled with the police

As the table shows, while 99% of the respondents entered at the rank of constable, only 1% entered as a
Head Constable. None of the respondents entered the police as a Sub-Inspector or Inspector.

III.6. Table showing whether the respondents studied further after entering police department

Education is an important factor which helps in
the personality/career development of an individual. It enables an individual to easily analyse/grasp a particular situation, widens the horizon and opens new scope and prospects in the life. Here, as is clear from the graph, a majority (90%) of the respondents did not study further after entering the police. However, one tenth of the respondents were interested in pursuing their studies after enrolling with the police. The silver lining in the cloud is that there are optimistic and career conscious individuals amongst the policewomen, though a few in number.

III.7. Table showing the number of years put in the police

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Service Years</th>
<th>%age of respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>&lt; 5 yrs.</td>
<td>13</td>
</tr>
<tr>
<td>2</td>
<td>≥ 5 yrs. and &lt; 10 yrs.</td>
<td>5</td>
</tr>
<tr>
<td>3</td>
<td>≥ 10 yrs. and &lt; 15 yrs.</td>
<td>20</td>
</tr>
<tr>
<td>4</td>
<td>≥ 15 yrs. and &lt; 20 yrs.</td>
<td>26</td>
</tr>
<tr>
<td>5</td>
<td>≥ 20 yrs. and &lt; 25 yrs.</td>
<td>18</td>
</tr>
<tr>
<td>6</td>
<td>≥ 25 yrs.</td>
<td>18</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>100</td>
</tr>
</tbody>
</table>

A majority of the respondents have put '15 and above but less than 20 years' in the service. This is
followed by 20% of the respondents who have put '10 years and above but less than 15 years' in the service. There are also respondents who have put less than 5 years in the service.

Interviewing policewomen having different span of service enables us to know their different views about the job.

III.8. Do you use vulgar words while talking at your workplace? If yes, when?

As the chart shows, 31% of the respondents replied in negative, while a majority replied in the positive.

Out of those (69%) who replied in positive, 87% said that they used vulgar words when they got angry. However, there were a few respondents who admitted that they used vulgar words in normal circumstances, too.
It is to be noted here that those who use abusive words during normal course of talk will obviously use the same language, sometimes more harsh, when they get angry. Hence they fall in both the categories.

Thus majority of the respondents admit that they use abusive language when they talk at work place. This is one of the reasons the police have got a bad image amongst the general public.

As Kuldip Sharma (1995) puts, it is a well known fact that the treatment meted out to a citizen in a police station is so harrowing that he feels more like an accused than a complainant. Public apathy - turned into antipathy in extreme circumstances - towards the police therefore is natural. Perhaps Syed Zubair Ahmed (1992) has rightly said, most policemen themselves privately admit to a tarnished image.

III.9. Do you use vulgar words when you talk at your home? If yes, when?

Chart 3.9
Usage of vulgar language at home

<table>
<thead>
<tr>
<th>No</th>
<th>93%</th>
</tr>
</thead>
<tbody>
<tr>
<td>Yes</td>
<td>7%</td>
</tr>
</tbody>
</table>
A majority of the respondents did not use abusive language when they talked at their home. Why is it so? In the house they have their family members and close relatives in front of whom, they consider, using abusive language would lower their status. Moreover, there is a possibility of their children picking such a habit.

Out of those (77%) who replied in positive, 52% said that they used abusive language at home when they got angry. Remaining 42% admitted that they used abusive language at their home even during normal course of talk.

III.10. Whether the custom of using vulgar language prevails amongst your caste people?

As the chart shows, a majority (94%) of the respondents replied in negative, while 6% of the respondents admitted that the custom of using vulgar
language prevailed amongst their caste people.

From the analysis of the above mentioned three questions and their responses, it is clear that abusive language is used more at work place than at home or by caste people.

A substantial number of respondents (69%) said that they used vulgar language at their work place. Similarly, there is no custom of using vulgar language amongst the caste people of 94% of the respondents. From this, inference can be drawn that using abusive language has been got into their habit from the workplace.

III.11. Do you talk to others arrogantly when you are at workplace?

Chart 3.11
Arrogant talk at workplace

No 44%
Yes 56%
Forty-four per cent of the respondents replied in the negative while 56% said that they talked with authority to others when they were at work place.

III.12. Do you talk with authority to others at home? If yes, do you believe that you got this habit due to your occupation?

A majority of the respondents answered in the negative, while 12% admitted that they talked with authority to others at home.

Out of those (12%) who replied in positive, 24% respondents did not believe that they got this habit due to their occupation. But, the remaining 76% believed that they got this habit due to their occupation.
When we look to the nature of work of policewomen, in general, it can be mentioned that any law and order problem in which a woman is involved is their area of work. If we take a broader look and try to find out what is happening around the globe, we can see that many phases of the police responsibilities are being better performed by the policewomen. Women and children who are victims of sexual crime prefer policewomen to express their problems, and it is they who can make easy breakthrough in such cases. In Great Britain, in the Metropolitan Police women work in the C.I.D., and on the Fraud Squad. They handle drug dogs, take part in raids, patrol the streets on foot, in cars and on horse back; in Washington, Indianapolis, Miami and Pretoria uniformed policewomen perform foot and motor patrol with their male colleagues and it is now impossible to determine any difference between the two sexes, either on patrol or taking part in other operational police work; and Israel has an unusual female traffic corps, capable of cheerfully tackling all the tasks which fall upon traffic police. They are not content just to deal with parking - the Israel Traffic Police, 90 per cent of whom are women, is recognised by experts as the best in the world (Ghosh, 1981, 45).
Things have not so much advanced in our country. Here, though on paper, policewomen are supposed to do all work that are being done by male police, in practice it is observed that they took the help of male police in many cases. A similar phenomenon was observed by Mahajan (1982, 141) also in his study. He puts, "The male police officers are of the opinion that policewoman cannot perform all the duties officially assigned to them...As officially policewomen are required to interrogate the women suspects and if need be to give punishment, they are also assigned this duty. However, the male police officers get it done by the male police or ask the policewomen to interrogate women suspects in their own presence simply because they are doubtful about the ability of women to perform this duty. This arrangement has been unofficially made because more than four-fifth of the male officials do not feel that policewomen are trained enough to perform this duty".

It is not that our policewomen cannot do all work that are being done by male police. We can see recently inducted policewomen in CRPF who perform their duties very efficiently. Policewomen of Gujarat can also do the same work, provided, their educational qualification is high and they are made to undergo rigorous training. In the present situation, our policewomen do face lack of training, confidence, respect, and so on.
<table>
<thead>
<tr>
<th>Sr No</th>
<th>Nature of work</th>
<th>No. of respo.</th>
<th>%age of respo.</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>PSO, investigation, apprehending women culprits, juvenile delinquents, interrogation, preparation of charge sheet, taking them to court, security of women culprits in lock-ups, various bandobasts, messanger, etc.</td>
<td>34</td>
<td>34</td>
</tr>
<tr>
<td>2</td>
<td>Try to bring settlements in the conflicts between husband and wife, if no compromise then forward the case to court, various bansobasts, duty in jail &amp; court, etc.</td>
<td>22</td>
<td>22</td>
</tr>
<tr>
<td>3</td>
<td>Work in Traffic office</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>4</td>
<td>PRO/Receptionist Commissioner of Police, (CP) office, in branches of CP office (typist, computer), messanger, etc.</td>
<td>12</td>
<td>12</td>
</tr>
<tr>
<td>5</td>
<td>Guard duty, bandobast, taking women prisoners to court/hospital running police welfare activities for women (tailoring, making agarbatti, etc.), duty in police hospital(preparing case papers, money receipts, typing reports), etc.</td>
<td>3</td>
<td>3</td>
</tr>
<tr>
<td>6</td>
<td>Airport security check up of passengers, luggages, etc.</td>
<td>5</td>
<td>5</td>
</tr>
<tr>
<td>7</td>
<td>Duty in Railway Police Station (work in R.P.Stn., duty on rly. platform, keeping watch on suspects/objects, apprehend women suspects from rly. premises, interrogation, their security in lock-up, etc.)</td>
<td>9</td>
<td>9</td>
</tr>
<tr>
<td>8</td>
<td>Communication (telephone optr. in various police telephone exchanges, in city control to attend telephone, receive/pass messages and inform higher authorities, wireless/VHF operator, etc.)</td>
<td>13</td>
<td>13</td>
</tr>
<tr>
<td>Total</td>
<td></td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>
From the table it can be observed that only a meagre respondents (2%) are working in traffic, that too in the traffic office. Previously, policewomen were deployed on roads for traffic regulation. However, now they are working only in the office. An incident in this relevance was cited by one of the respondents.

"In 1983, myself and one of my colleagues (another policewoman) were on traffic duty. While I was standing beside the road, my colleague was standing on the traffic beat and controlling traffic. Some people, in drunken condition, came in a rickshaw and started to tease my colleague. She shouted, and on hearing this, I rushed there, caught hold of the rickshaw driver, beat him up, called the on-looking public, all the drunkards were caught and taken to the police station, and case was registered against them under section 110, 85(1)(3) of the BP Act. I made a report to the Police Commissioner requesting him to make available equipment like wireless set, helmet, etc. to policewomen on traffic duty which will be of much help particularly, during any emergency. Since that time, however, policewomen were excluded from the traffic regulation work"

Important duties of our policewomen in police stations (where male police also work) are Police Station Officer (PSO), investigation, apprehending women culprits, interrogation, preparation of charge sheet,
taking them to court, security of women culprits in lock-ups, various bandobasts, messenger, etc. in which one third of the respondents (34%) are engaged. This is followed by the work in woman police stations (22%) wherein mainly they are engaged in bringing settlements in the conflicts between husband and wife and its relevant further actions.

From the above table, we can make out that policewomen have to do almost all duties that are being performed by male police. It can also be seen that many categories are having same duties. They can be transferred from one branch to another easily and they have to perform new duties. So, nobody can say that she has been doing only a particular kind of work. An individual today working in police station may be in telephone exchange or in airport next day. Similarly, their duty timings also change with their changing duties. Hence, to divide individuals performing different duties is impossible. The place where they are posted has been looked into in the beginning. Here attempt has been made only to find out their present nature of work, during the course of my field work.

Above facts show that nature of duty of maximum number of respondents are such that they have to come in direct contact with criminals and general public. There are only a few who do not have direct public contact,
i.e. those who work in communication.

When they have to deal with public day in and day out, a cordial relation between those two is expected. However, its absence is observed throughout.

III.14. Chart showing the duty timings

<table>
<thead>
<tr>
<th>Sr No</th>
<th>Duty Timings</th>
<th>No. of respondents</th>
<th>%age of respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Only during day time</td>
<td>11</td>
<td>11</td>
</tr>
<tr>
<td>2</td>
<td>Only during night time</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>3</td>
<td>Some times during day &amp; sometimes during night time</td>
<td>89</td>
<td>89</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

A maximum number of respondents have day duty as well as night duty. Those who have small kids (many have) faced much hardships during their night duty as they often have to take care of the household chores and attend to the children's parental needs.

A few have performed only day duty so far. This is because they are posted at office branches and do not require night duty.
III.15. Chart showing the working hours

Chart 3.15
Working Hours

<table>
<thead>
<tr>
<th>Sr. No.</th>
<th>Working Hours</th>
<th>%age of respondents</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>8 hrs.</td>
<td>10</td>
</tr>
<tr>
<td>2</td>
<td>12 hrs.</td>
<td>3</td>
</tr>
<tr>
<td>3</td>
<td>More than 12 hrs.</td>
<td>87</td>
</tr>
<tr>
<td></td>
<td>Total</td>
<td>100</td>
</tr>
</tbody>
</table>

Chart shows that a majority of the respondents have more than 12 hours of duty daily. How does this happen? Once they finish their duty and come home, they will be called back, if situation warrants. In such a situation they cannot refuse to report for duty again. Similarly, when they are sent for any bandobast duty, they have to be there till the function is over.

A respondent narrated one of her experiences as follows. "I was out for official work for 24 hours. As soon as I returned home, even before taking food, I was called again to the police station. When I protested that I was out for 24 hours, I was told that I should report for duty again, or else proceed on sick leave or resign the job"

In disciplined forces an individual is duty bound for 24 hours. They have no right to question their higher authority for ordering them to work for more than
8 hours. If they work on a holiday they get double the salary of basic pay and dearness allowance for that day.

III.16. Chart showing whether the respondents are happy with the promotion opportunities available to the policewomen

This shows that more than half of the respondents are not satisfied with the promotion opportunities. Many of them complained that unlike male police, eligible women police are not allowed to appear at the direct examination for the rank of Sub-Inspector. This blocks their chances to move up the hierarchy ladder and forces them to stagnate in a particular rank for a considerably long period. This may also be resulting in frustration among the deserving policewomen. Though there is provision for direct recruitment of woman sub-inspector, not a single selection has been done in Gujarat police so far.
III.17. Chart showing whether there had been any political interference in their work

As can be seen from the chart 93% of the respondents replied that there was no political interference in their work.

But 7% said that there had been political interference in their work. Those who replied in the positive were in the officers category. It is also a fact that political interference comes in the work of officers.

III.18. Chart showing whether the respondents were satisfied with the present salary they got.

While 17% of the respondents were happy with the
salary they got, 83% replied that their salary was less considering the nature of duty they perform, as they have added time duty, no fixed duty hours, different type of duties, and so on.

Earlier, we have seen the nature of work policewomen do, its timings, and its duration. They have to perform all type of duties, its timings are day and night, and a substantial number (87%) of respondents are performing more than 12 hour duty. Considering the nature of work, it is obvious that they expect a hike in their salary.

III.19. Chart showing the type of complaints the respondents have against the job.
Chart 3.19
Complaints against job

<table>
<thead>
<tr>
<th>Complaints</th>
<th>NO</th>
<th>NO</th>
<th>YES</th>
<th>YES</th>
<th>TOTAL</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Salary is less in view of the nature of duty</td>
<td>17</td>
<td>17</td>
<td>83</td>
<td>83</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>B. Male police (including officers) do not give proper respect</td>
<td>31</td>
<td>31</td>
<td>69</td>
<td>69</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>C. Could not take food in time</td>
<td>20</td>
<td>20</td>
<td>80</td>
<td>80</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>D. On many occasions the duty time is much more</td>
<td>10</td>
<td>10</td>
<td>90</td>
<td>90</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>E. Have day &amp; night duties</td>
<td>11</td>
<td>11</td>
<td>89</td>
<td>89</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>F. No govt. vehicle to go to duty place. Hence we depend on municipal bus service. This results in late reporting on duty/late returning to house</td>
<td>16</td>
<td>16</td>
<td>84</td>
<td>84</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>G. Does not get leave when it is needed</td>
<td>42</td>
<td>42</td>
<td>58</td>
<td>58</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>H. Superiors harass in many ways to establish illicit relationship</td>
<td>76</td>
<td>76</td>
<td>24</td>
<td>24</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>I. General public look with contempt as we come in contact with male/criminal</td>
<td>27</td>
<td>27</td>
<td>73</td>
<td>73</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>J. Talks with dual meanings take place at work place</td>
<td>34</td>
<td>34</td>
<td>66</td>
<td>66</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>K. Rest room at work place</td>
<td>100</td>
<td>100</td>
<td>0</td>
<td>0</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>L. Separate toilet for women police</td>
<td>76</td>
<td>76</td>
<td>24</td>
<td>24</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

This was an open-ended enquiry and the respondents were asked to give their complaints against the job.

89
Those complaints were later on put into separate categories.

More than three-fourth of the respondents believed that the salary was less looking at the nature of work they were performing.

A little less than three-fourth (69%) of the respondents believed that they were not given proper respect by male police (including officers).

It is a pathetic condition that their male counterparts do not give them proper respect, leave alone the respect from the general public. As far as their way of work is concerned, we have seen earlier, that in many of the cases they were not able to fulfill the responsibility alone, and hence they took the help of their male counterparts. This inability to do a work independently could be one of the reasons for the poor respect they got from male police.

However, some of the respondents admitted that there were officers who gave due respect to policewomen and considered their grievances. One such respondent said, "I was working in the police station. As my two children were very young and as there was nobody to look after them, I requested the Inspector of the police station not to give me night duty. However, he did not consider my request. During those days I knew that
there was a vacancy of an English typist in the police hospital. I joined the classes for English typing and after its completion, I met a high police officer and explained my problem and requested him to give me posting as typist in the hospital. He considered my case and posted me in the hospital as a typist."

Another respondent narrated her experience, "I was working in a police station. I joined a computer course in a nearby institute and I was having morning class. During those days I was transferred to Police Commissioner's office and hence I could not finish my course. I met higher authority and explained my problem that my study had been disturbed due to the transfer. He promised me to consider my case. After two months I was transferred to the computer section which helped me to complete my course."

Such incidents show that there are high ranking officers who give respect to policewomen and show interest in solving their problems.

A majority (80%) of the respondents said that they could not take food in time due to the variation in their duty timings.

A majority (90%) said that they were performing excess time duty during many occasions.

An equal number (89%) of respondents said that
they performed day and night duties, as we have seen earlier.

A majority (84%) replied that they depended on municipal bus service as no government vehicle was provided from the department. As a result, many times, they could not reach the duty place in time and could not return in time. Some of the respondents also opined that the situation becomes worse during communal riots when the duty is over at late night and no vehicle is available to reach home.

More than half (58%) of the respondents said that they did not get leave when it was needed.

About one-fourth (24%) of the respondents said that their superiors harassed them in many ways to establish illicit relationship with them. It is a very serious matter that so many respondents had bitter experience from their superiors.

One of the respondents related, "Once me and a Sub-Inspector (male) were sent to Delhi for an investigation. On reaching Delhi, he started to behave indecently, initiated loose talks and pressed me to act according to his wishes. Even though I protested he continued with his demands. It was only when I threatened that I would make a hue and cry and the matter would be reported to the higher authorities on
returning to Gujarat that he stopped behaving like that”.

Informal talks with policewomen revealed that it was their poor financial condition that compelled them to continue in police department despite such experiences. Interestingly, it was those male police officers who had attempted to establish illicit relationship with policewomen who were found more interested to pass adverse remarks about the character of policewomen, according to the respondents. This must be an important reason for the scant respect that the policewomen (69%) got from their male counterparts, as we have seen above.

Similar reality was brought out by Mahajan (1982, 149-50) who stated, "Generally when policewomen are recruited they are not bad, but are made bad. Most of the women join police force because of their adverse economic background and having no alternative of livelihood they sometimes fall prey to the sexual lust of the male officers. To be young and beautiful is a curse for girls and women in the police organization".

Referring to a committee established by the state of Maharashtra to examine the problems facing female employees holding government jobs, Andiappan (1980, 68) mentions that the committee reported instances where female employees were harassed and molested by senior
male official staff.

Wherever men and women work together, reports on increasing sexual assaults have been coming out very often. Policewomen at the central jail, Bangalore have alleged that they were being subjected to sexual harassment by their higher officials (Indian Express, 1995).

A Deputy Inspector General of Rajasthan Police was reported to be absconding after allegedly raping the wife of a police constable (The Times of India, 1997).

Many such examples can be cited which show that this phenomenon has become a universal thing wherever men and women work together.

Increasing sexual assaults were being reported in the army of U.S. which is being considered as a highly advanced nation (The Times of India, 1997).

Former British Prime Minister John Major was alleged to have had illicit sexual relationship, the publicity of which had embarrassed him for a long time. U.S. President Bill Clinton also was in the cloud of publicity of illicit sexual relationship with Paula Jones (Newsweek, winter 1997).

With these type of illicit sexual relationships coming out day by day, it is being felt that these type of incidents have become a global phenomenon.
About three-fourth (73%) believed that general public looked with contempt as they came in contact with males/criminals.

About two-third (66%) of the respondents said that talks with dual meanings took place at work place. A respondent narrated her experience, "After my training I got posting in a police station. Here my male colleagues, during their talk, very frequently used such words which have got dual meanings which I did not like. Now, I got acquainted with this culture and I used to retort in the same way". This shows that over a period of time, even if an individual does not like a particular behaviour, she/he gets acculturated with such a situation.

All the respondents said that there was no rest room for them at the work place.

More than three-fourth (76%) said that there was no separate toilet for policewomen. About one fourth (24%) who replied in the positive were working in Office of the Police Commissioner or in Woman Police Stations. The hygiene and sanitation of toilets of police stations are very poor. In police stations (where male police also work) policewomen use the toilet which are also being used by male police. Those who work in Police
Commissioner’s office used those ladies toilets which were meant for civilian women.

III.20. Chart showing, due to job, whether the respondents have any of the below mentioned habits?

Chart 3.20
Habits due to job

<table>
<thead>
<tr>
<th>Habits</th>
<th>NO</th>
<th>NO %</th>
<th>YES</th>
<th>YES %</th>
<th>TOTAL</th>
<th>TOTAL %</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Using drugs</td>
<td>100</td>
<td>100</td>
<td>0</td>
<td>0</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>B. Taking liquor</td>
<td>98</td>
<td>98</td>
<td>2</td>
<td>2</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>C. Eating pan</td>
<td>92</td>
<td>92</td>
<td>8</td>
<td>8</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>D. Smoking</td>
<td>99</td>
<td>99</td>
<td>1</td>
<td>1</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>E. Playing cards</td>
<td>91</td>
<td>91</td>
<td>9</td>
<td>9</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

It is evident from the above table that a few (8% and 9%) of the respondents have the habit of chewing pan and playing cards, due to their job. Two per cent and one per cent of the respondents have the habit of taking liquor and smoking respectively, for which they held their work environment as the responsible factor. They would have got those habits either from their male counterparts or from their female colleagues.

Since this was a direct question, looking to its nature, there was possibility that some of the respondents would not have revealed the truth. However,
we have to rely on them.

III.21. Chart showing whether the respondents have knowledge of any other policewoman who has below mentioned habits

<table>
<thead>
<tr>
<th>Habits</th>
<th>NO</th>
<th>NO</th>
<th>YES</th>
<th>YES</th>
<th>TOTAL</th>
<th>TOTAL</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Using drugs</td>
<td>99</td>
<td>99</td>
<td>1</td>
<td>1</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>B. Taking liquor</td>
<td>96</td>
<td>96</td>
<td>4</td>
<td>4</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>C. Eating pan</td>
<td>91</td>
<td>91</td>
<td>9</td>
<td>9</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>D. Smoking</td>
<td>98</td>
<td>98</td>
<td>2</td>
<td>2</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>E. Playing cards</td>
<td>91</td>
<td>91</td>
<td>9</td>
<td>9</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>

To make the picture more clear, this (indirect) question was asked about other policewomen. Here 1% of the respondents also admitted that she knew other policewomen who used drugs. The increase in the knowledge about other women's habit is explicit in the table.

III.22. Chart showing the problems faced in the home due to excess time/odd time duty hours

Inability to take proper care of kids, husband/relatives owing to excess time/odd time duty is
of principal concern to the policewomen. Equally they are concerned that they could not do the house-hold works satisfactorily.

Education and future prospects of the kids are of utmost importance to every parent. Absence of love, affection, care, etc. fosters the children to move in wrong path. Here we can see that three-fourth of the respondents faced this problem. Similarly 62% of the respondents complained that they could not take proper care of their husband/relative. This problem created tension/quarrel in many of the respondents’ house. This had its adverse impact on their job efficiency.

Chart 3.22
Problems faced in the house due to excess time/odd time duty hours

<table>
<thead>
<tr>
<th>Problems faced</th>
<th>NO No.</th>
<th>NO %age</th>
<th>YES No.</th>
<th>YES %age</th>
<th>TOTAL No.</th>
<th>TOTAL %age</th>
</tr>
</thead>
<tbody>
<tr>
<td>A. Could not take proper care of husband/relative</td>
<td>38</td>
<td>38</td>
<td>62</td>
<td>62</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>B. Not able to do house work properly</td>
<td>13</td>
<td>13</td>
<td>87</td>
<td>87</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>C. Could not take proper care of kids and consequently they are misguided and adopt wrong path in life</td>
<td>25</td>
<td>25</td>
<td>75</td>
<td>75</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>D. Could not attend social functions</td>
<td>51</td>
<td>51</td>
<td>49</td>
<td>49</td>
<td>100</td>
<td>100</td>
</tr>
<tr>
<td>E. Other problems</td>
<td>57</td>
<td>57</td>
<td>43</td>
<td>43</td>
<td>100</td>
<td>100</td>
</tr>
</tbody>
</table>
During his research on policewomen, Mahajan (1982, 137) observed that majority of his respondents were not able to give proper attention to their children and husbands. Due to their long hours and varying duty timings this was an important problem they faced at their house. He further stated that the policewomen who experienced incompatibility between home-maker role and occupational role exhibit inter-role conflict. It is due to the conflicting values underlying the expectations of police role and home-maker role that they are not able to fulfil the obligations of both the roles.

Aruna Srinivasan (1992) has rightly said that the domestic responsibilities obstruct women's concentration at work and thus they are not able to do justice to both - the home and the career. Quoting a thesis done by Muthu Chidambaram, she points out that the cause of this lack of commitment is a forced situation. In the absence of reliable persons to look after the home and children many educated and professionally qualified women opt out of a career and prefer to attend the house.

III.23. Chart showing whether the respondents had applied for House Building Advance (HBA) and if applied, its present condition
As the chart shows, while majority of the respondents said that they have not applied, 12% said that they have applied for HBA.

Out of those (12%) who applied, 67% said that they did not get HBA so far, while the remaining 33% replied that they got HBA. Informal chat with them also revealed that there is much red-tapism at every stage of forwarding HBA application. And the inability to face such problems had discouraged many from applying for the HBA.

III.24. Chart showing whether the interviewees have ever applied for money withdrawal from General Provident Fund (GPF) and if applied, whether they faced any difficulty in getting the money
About one-third of the respondents replied in the negative, whereas 66% said that they had applied for money withdrawal from GPF.

Out of those (66%) who applied for GPF, 47% said that they did not face any problem in getting the money.

Remaining 53% said that they faced difficulty in getting the money from GPF.

III.25. Chart showing whether the Daad-Fariad Samiti is capable of solving the problems of policewomen.
As chart shows, a majority (97%) of the respondents believed that the Daad-Fariad Samiti was not capable of solving the problems of policewomen.

Three per cent of the respondents believed that the Samiti was able to solve the problems policewomen faced.

Some of the respondents were not even aware of the existence of Daad-Fariad Samiti. Even those who were aware were not at all happy with its way of functioning.

It was after the disbanding of police associations in 1988 that the Daad-Fariad Samiti was set up at district/city level to represent the grievances of police personnel to the department and the government. However, the activities of the Samiti remained by and
large on paper only, according to the respondents. It must be noted that while the association of the rank and file has been banned, that of the Indian Police Service (IPS) officials very much exists till date.

III.26. Chart showing whether they had ever felt that their life was in danger as they had taken action against criminals.

While 98% of the respondents replied in the negative, 2% said that they had felt that their lives were in danger as they had taken action against criminals.

Out of those who replied in negative, many mentioned that it was not possible to work in police if they were afraid of the criminals.
III.27. Chart showing the decision maker in the respondents' house.

In majority of the respondents' families, it is both the husband and wife together who take important decisions.

III.28. Chart showing whether the husband helps her in household works.

Those who have husband, majority of them are being helped by their husband in household works.

Help from the husband would relieve a working woman from tensions and can use time for other work or rest. As Aruna Srinivasan (1992) puts, with dual responsibilities expecting women to be more committed to
a career without men coming forward to share the chores at home is like putting the cart before the horse... what is required is a regular sharing of responsibilities by menfolk with absolutely no inhibition. Only this kind of openness can help women to fulfil her responsibilities satisfactorily at work... most developed countries tackle this problem by allowing long maternity or paternity leave to the parents - a few years - after which they can resume work.

III.29. Illustration on whether the respondents believed that their husband should help them in household works and if yes, its reasons.

Thirty-five per cent of the respondents replied in the negative, while 43% of the respondents believed that
their husbands should help them in household works. This question is 'not applicable' to 22% of the respondents as they are either unmarried, widow or divorced.

Out of those (43%) who replied in the positive,

\[ \text{Chart 3.29} \]

Why husband should help?

(A) = as I too have equal status/respect with husband
(B) = as I am also an earning member

23% believed that they should be helped by their husbands as they too have equal status/respect with their husband. Remaining 77% believed that since they were also earning members they must be helped by their husband.

III.30. Chart showing whether there is any childcare centre run by the police department where the policewomen can keep their kids while they go for their job.
Only a very few answered in the positive. The child-care centre about which they are talking is a centre where the women employees can leave their kids during day time and can go for job. This is run by the government and not exclusively by the police department.

Thus, if we try to find out whether the police department is running a child-care centre at any of the Commissionerate cities, the answer is a flat 'no'. Absence of such a facility puts a working mother in unexplainable hardships. One of my respondents narrated, "I got the job in police department on compassionate ground due to the in-service death of my husband who was in police. During the training period,
I had to be in the parade ground early morning. There was nobody to take care of my two kids aged three years and one and a half years. Everyday early morning, I prepared food for the kids, kept in the room and locked the kids inside the room. The kids started weeping and when tired fell asleep. Many times, when I returned from the parade ground they would be in urine and stool, and the food I had put in the plate would be scattered in the entire room. After the completion of my training, I got posting and as there was nobody to look after my kids, the same situation continued for a long time till they grew up". From this we can understand the mental trauma a working mother undergoes when there is nobody to take care of her young children.

The bare necessity of a working mother who has a child is a place where she can keep her child where the child will be looked after properly when she goes out for work. This will give her mental peace and enable to her to concentrate on work.

III.31. Chart showing the existence/non-existence of government dispensary at their police line.

Out of those (74%) who replied in the negative, almost half are living outside police line, i.e. either in private rented houses or in their own houses.
Remaining have no government dispensary at their police line. 26% of the respondents have government dispensary at their police line.

III.32. Chart showing whether they undergo medical check-up every year.

There is no rule in police department which makes compulsory for policewomen to undergo medical check-up every year. The 2% who replied in the positive admitted
that they went for medical check-up every year as they were physically not well.

III.33. Chart showing the existence/non-existence of a school in their police line and if it exist, its educational standard.

Eighty-seven per cent of the respondents said that there was no school in their police line. Amongst them, some of them were living outside the police line. Only 13% of the respondents have a school in their police line.

Out of those (13%) who replied in the positive, a majority (85%) believed that the education standard of school in their police line was 'medium'. Nobody was of
the opinion that the standard was 'good'.

Education for the children is a prime concern of all the parents. It is really pathetic that not a single policewoman has the opinion that the educational standard of the school in their police line is 'good'.

III.34. Chart showing the existence/non-existence of recreation club in their police line.

Recreation refreshes the mind and helps to bring out the hidden creative qualities in an individual. It is a fact that generally policewomen do not get time to go to recreation club. Even if they have time, as clear from the chart, only 13% of the respondents have such facility in their police line. It is not such that
only policewomen can use the recreation club if it exists. Their husband/children can also take advantage of such facility. Eighty-seven per cent, including those staying outside police line, did not have such facility.

III.35. Chart showing whether the respondents have ever taken part in any sports.

Participation in sports helps an individual in maintaining physical fitness. This not only refreshes the mind and help one stay physically fit but encourages good relationship between individuals also.
SUMMARY

While analysing this chapter it has come to our notice that one after another male bastion is falling to women of late. Women have stormed the male-dominated professions such as aviation (particularly pilot's job) and locomotive driving. Police too seems to be one such profession which attracts women for the sheer challenge the job offers. In fact, compared to these profession, women have entered the police much earlier.

A common perception is that the police department does not have a good reputation. In such a situation there are chances that the relatives/friends of the policewomen would have discouraged them from entering the police department. However, it was observed that the relatives and friends of an overwhelming majority of the policewomen did not discourage them from entering this profession. Thus it could be said that not much importance should be attached to the above perception.

Another reason for the policewomen not being discouraged from entering this profession could again be their low education level.

However, the fact that one-third of the respondents had to hear adverse comments of their relatives should not be overlooked while assessing the reputation the profession commands.

It is a fact that an angry person generally tends
to lose control of his self. This leads to his losing control of his language. Work environment also affects one’s behavioural pattern. Regarding behavioural pattern, it was found during the analysis that since almost all (93% & 96%) agree that they do not use abusive language at house or there is no custom of using abusive language amongst their caste people, it can be assumed that the habit of using abusive language at work place, has got into their habit from work place itself. This is clear from the fact that a majority of respondents have admitted that they use abusive language at work place. Their interaction with criminals is the principal reason for this.

Often people use abusive words while talking to each other. So why blame the police alone? It should not be forgotten that the harshness and excessive use of such language is due to the frequent interaction with anti-social elements.

Perhaps political interference in the day to day work of the law and order enforcing machinery is the most important reason for the bad name the police have come to acquire for themselves. While many wrong decisions such as going slow on arresting an anti-social element or setting him/her free even if he/she requires detention are taken at the behest of the political class, it is the police who have to shoulder the blame.
for such decisions. If the pristine glory of the police department is to be restored ways must be found to stop political interference in the day to day functioning of the system.

Dissatisfaction with the salary drawn is a major reason for the corruption that is supposed to have taken roots in the system. The low salary forces many to accept bribe. Besides, it (the law salary) induces inefficiency among the rank and file. The lack of adequate compensation for the rough and tough duty performed leaves many demotivated and discontented. And it is an accepted fact that a contented worker tends to be efficient and more productive.

Regarding the complaints against job, the table more or less sums up the plight of policewomen. The entire police force is a very important limb of the modern nation states. Law and order, so important for the survival of nation states, is taken care of by the police. Despite this yeoman service they end up being criticised more often than not. The plight of policewomen is worse. They suffer from two disadvantages: first, they are in the police department which has got a bad reputation; and second, they are women. They have to live with all the disadvantages of a police personnel’s life, and adding to their woes are the snide remarks and attempts by their male colleagues to embarrass and harass them.
According to the respondents, not only male colleagues deny them proper respect (69% said so), but they (the women cop) have to put up with talks with dual meanings by their colleagues at workplace (66% said so). As if these were not enough; nearly one-fourth of the respondents reported that their superiors harassed them to force them into establishing illicit relationship with them (the superiors). Indeed junior policewomen must be finding it very difficult to resist such pressures from their superiors.

So here is a case of facing humiliation/harassment from both direction - from their fellow professionals and from the rest of the members of the society (73% reported that general public looked at them with contempt as they came in contact with males/criminals quite frequently).

Indeed the problem of non-existence of such basic amenities as separate toilet for policewomen paled before the above mentioned harsh realities. Little wonder 23% of the samples say they would have preferred to be in some other profession.

It could be seen that a majority of the policewomen never applied for the House Building Advance (HBA). The size of those applying for withdrawal of money from the General Provident Fund (GPF) is also
substantial if not very large. It came to light during talks with the respondents that most of them did not bother to avail themselves of the facilities extended to them simply because the delay in clearance of files is maddening. The fate of the applications of their colleagues discourages them. There are cases of such applications gathering dust for more than 15 years. We have already seen that more than two third of those who had applied for the HBA are still awaiting a favourable response. Some of the lucky ones to whom the HBA was sanctioned admitted that they had to grease the palm of the persons concerned to have their money released. It, indeed, is a sad commentary on the welfare measures initiated for the police. They are not benefiting from the measures created specifically for them.

A silver lining in the cloud is that those who hold a 'green card' (a green card is extended to a person if he or she has not more than two children and he or she or his or her spouse has undergone family planning operation) get a preferential treatment during the disposal of their application for HBA.

In fact, many respondents appeared quite incensed on the question of withdrawal of money from the GPF. Their argument that the money in the GPF is their very own cannot be overemphasized. Besides, people withdraw money from the GPF when they are in dire need of it. A
way must be evolved to facilitate quick disposal of the subscribers' application in this regard.