CONCLUSION

The main argument of this thesis is to show how women have fared in a male dominated profession like the police service and how their attitudes and thinking are part of a new professional role ‘model’. However the related argument is that although these women police personnel came in an uncommon profession where the majority of police personnel are male and physicality as well as intelligence is of great importance. The apprehension of the male dominated occupation was that policing is not an appropriate job for women. This actually relates to the common sense of patriarchy. Yet due to the pressures of a fast changing world, women had to be inducted in the police, necessitating an accommodation of ‘femininity’ in a male world.

Considering the following argument we have constructed a number of hypotheses. Now we shall analyze the present status of women in Calcutta Police in the light of hypotheses. Our first hypothesis is police is a male dominated profession. The statistical data shows that during 2004 the ratio of male police and women police in Calcutta Police are 98.72% and 1.28% respectively presented in diagram 5.2 (of page 146). The table 5.3 (of page 147) presents the picture of noticeable difference of the presence of women in law and order duty. Therefore, it is clear that Calcutta Police is a male dominated profession, where women are serving in a small percentage.

The next hypothesis is majority of women police have the will to be self-dependent but had no prior will to join the police profession. We find that 84% women personnel had an interest to become self-dependent, because their family income was not adequate to fulfill the need of the family. However, 92% women police personnel had no prior will to join in police service rather they accepted the job because it affords government related job security. Thus, on one hand it is proved that majority of women had the prior ambition to become economically self-sufficient because they experienced economic hardship. On the other hand it is also true that majority of women police did not have prior ambition to
become a police professional, rather they were compelled to join in this profession as it came into their way first.

Data indicates that 74% belong to rural areas and majority of them are from lower ranks. Majority of the remaining 26% women personnel belong to higher ranks and residents of Calcutta and its suburbs. The noticeable aspect is that irrespective of professional rank majority of women police that is 53% do have the large family background consisting of five to ten sisters and brothers.

Irrespective of rank 57.89% women police personnel are graduates and 2.63% are post-graduates. Significant to notice is that the total number of post-graduates belongs to the Constable rank only. This means majority of women is from rural areas and are sufficiently qualified irrespective of rank.

Did the majority of women police personnel face gender discrimination in their childhood? The statistical picture shows that 34% of the interviewed women police personnel irrespective of rank faced gender discrimination. They were restricted in their mobility, prohibited to stay out of home after dusk and always taught to behave according to a male instructed decency. Although 53% of the incumbents were fond of sports and games and 8% of them attained National or State level rewards. The significant thing is many of them proved their capability ignoring their parent’s wish.

We found from the statistical information that 82% women police personnel are married and having one or more children. Thus, it indicates that women personnel in police profession do have the same marital status and compulsions compared to other women in different occupations.

Another hypothesis is higher the rank more positive is the community perception. From the data we observed that irrespective of rank all the women personnel experienced encouragement, discouragement, surprise and adulation from their relatives, friends and neighbours. According to their statements, 59% feel that they enjoy more status, 37% feel
equal status and remaining 24% consider less status comparing to the women of other professions. The noticeable issue is, majority of women personnel of higher ranks that is A C P, Inspectress, Sub Inspectress and Asst Sub Inspectress feel that they possess more status in community. The women incumbents from Constable rank only experience low status in community. Academically 45% women Constables are graduates and 5% are post-graduates which means 50% Constables are qualified well above the job requirement. Here, it is notable that 45% women Constables expressed their status in community as low. This sufficiently indicates although they are educated but their ‘professional rank’ is not accepted positively in community. Hence, the hypothesis, higher the rank more is the community perception is proved true.

Do the women police personnel are imparted lighter training and lesser responsibilities?

The statistical information shows that women police personnel imparted equal training like their male colleagues according to rank. For the purpose of professional development they are also provided physical training and psychological training. They are given equal training facilities in weapon tactics, investigations, traffic etc like male police personnel and after that they are given responsibilities related with these fields which were not assigned to women personnel in the past. Women are to perform emergency duty also, which is an important part of police profession. The majority of women police that is 61% perceive that they are provided equal responsibilities to perform. However, 39% women incumbents except A C P rank feel that there is a clear difference of responsibilities between men and women personnel. The important thing is 55% women police have no clear perception about the senior’s confidence on them. Therefore, the above statistics indicates that women police imparted equal training like men but in respect of responsibilities a good percentage of women police belong to lower ranks possesses dissatisfaction about their role and responsibilities in the police and in relation to their senior’s confidence in their ability.

Do the majority of women personnel think that police service is supportive of women?

The statistical data indicates that 76% women police love their occupational responsibilities and accepted the police job as their profession. It is significant to note
that 68% women personnel were of the opinion that the working condition in police service is supportive for women. Irrespective of rank they expressed their confidence towards police profession, because they think although police is a tough job but it's versatile nature of job, discipline make women dynamic and efficient comparing to other profession. Another important thing is 58% women personnel do not feel any problem to perform emergency duty which is one of the primary responsibilities in police occupation. Remaining 42% women personnel face problem with emergency duty and majority of them belong to Head Constable and Constable rank. Therefore, it can be said that higher the rank, higher is the level of acceptance of occupational culture.

Significantly majority of women police feel that police profession provided them self-confidence, discipline, physical fitness, versatility of responsibilities, job security and the opportunity to know various problems of people and extending necessary help. The notable thing is, 89% women incumbents irrespective of rank considered self-confidence as their chief advantage. Hence the hypothesis that majority of women personnel do not perceive police profession as supportive work place for women is proved wrong rather it can be said that majority of them took their police occupation as a profession of women also.

Do the male police personnel adequately accept women police personnel in work place as their colleagues? It is noticeable that 58% women police experienced negative attitude from their male colleagues, through domination or gender attribution. The table 5.9 (of page 159) indicates that women from all ranks experienced domination from their male counterparts. The male police belief that 'women' in police are practically not needed, because they are not competent to perform law and order duty. Due to this superiority complex most of the time male colleagues neglect women and sometimes use abusive languages towards women. Therefore, the hypothesis is proved true that their male counterparts do not adequately accept women police.

Interestingly, it is found that even when they get training in weaponry tactics, majority of them expressed their reluctance to taking up of weapons. The table 5.7 (of page 156)
indicates women police belong to upper ranks are more positive to carry weapons if it is needed for the purpose of occupation. But the women personnel from lower ranks specifically ASI, Head Constable and Constable ranks are averse to carrying of weapons for the need of the service. Therefore, it can be said women personnel of higher ranks possess more desire to hold power, which signifies status is related with exercising of power.

The next hypothesis is that majority of women police face problem while maintaining the balance between home and office responsibilities. From the statistical data, it is observed that 76% women personnel feel it difficult to keep a proper balance between home and office responsibilities (diagram 5.10 of page 161). Thus majority of women personnel are facing the role conflict while performing their dual responsibilities. The diagram 5.11 (of page 162) shows that all women personnel from ACP to SI rank face no problem to keep a balance between home and office. While women personnel from Head Constable and Constable rank feels it problematic and also consider that it is not possible to be a good mother, wife and a good police person at a time. Therefore, the hypothesis that women police face problem to maintain role perfection is accepted statistically.

Do women police personnel posses a clean image in society? The statistical data shows that all of the women personnel irrespective of rank perceive that 79% women police think police service is not related with violence. They perform law and order duty with patience and take their strict measures if the situation compelled them. It is also significant to note that all of them stated that corruption is present in police service but they are completely excluded from this negative image. They explained, that women are by character keep herself away from any kind of corruption because they are fair towards their responsibilities in every sphere. They avoid any kind of illegal acts because they are more sensitive and emotional. Thus it is hypothetically true that women police personnel posses a clean image in society than that of males.

Calcutta Police is an organisation, which maintains law and order in the City. The inception of women in Calcutta Police started as long back as in 1949. The socio-political
condition of India during post-independence period created instability in law and order when the number of women criminals as well as women victims was increased considerably. To fulfill the need of the welfare state women police were employed all over in India, and Calcutta Police was the first police organisation in Bengal to adopt the policy. Here, both men and women police are given the responsibilities to serve the people. It is true that the presence of women personnel comparing to men is very small in number, but their very presence gives the impression that the women are also gradually making their space in a profession where majority are men.

The ex-women personnel of Calcutta Police mostly hailed from East Bengal (presently Bangladesh). The socio-economic condition of the displaced families due to partition of India was severely affected which compelled these women to accept the job opportunity in police without any hesitation. Their primary objective was to fulfill the financial need of their families and to live in society with dignity. This pre-condition paved the way for the women personnel to take up a non-traditional occupation like police.

Presently, the women personnel who came into Calcutta Police, majority of them are from rural areas with large parental family background who experienced economic hardship earlier. Primarily they belong to lower ranks like Constable and Head Constable. Whereas, upper ranks women personnel (like ASI, SI, Inspectress and ACP) are the people of urban areas having a good financial background. Irrespective of rank majority of women police are sufficiently educated and importantly some women Constables obtained post graduation degree. Although the majority of women personnel are well educated but the backgrounds of their coming into police occupation are different for upper and lower ranks. Almost all the women personnel of higher ranks had an ambition to be ‘self-dependent’ but the lower ranks had the desire to ‘bring economic stability to their families’.

It is generally conceived that police job is the occupation of ‘men’, and women do not ‘fit’ in it. Women police personnel had an apprehension on one side, what will be the attitude of her relatives, neighbours and friends and on the other side, what will be their...

Conclusion
nature of job in police service and how they will perform it. Importantly the upper ranks women personnel had more or less a prior concept about police job and aware of the occupational status of the rank they will be holding. But the lower ranks had no such positive points to ignore the apprehensions they had. Their challenge was against the economic hardship or unemployment, which led them to accept the police job ignoring all odds. Practically the ‘government security of police job’ played a big role to make the women personnel flexible and overcome the constraints of ‘society’ and their own ‘self’. In fact, women’s entry in a new occupational role was broadly influenced by economic reason.

The acceptance of women police personnel in their own community was an important question before them. They faced mixed attitude from their relatives, neighbours and friends. Some encouraged, some discouraged, some surprised or adulated. This preliminary experience of the women police personnel started changing after working in police service for some time when the attitude of the community gradually developed. Significantly, the experience of the majority of lower ranks women personnel remained unchanged. The women police personnel of upper ranks feel that they enjoy either equal or more status in community comparing to women of other professions. It indicates that the community accepts the women as a performer in police job in the context of their rank. It can be said that women’s presence in upper ranks of police service makes a difference in the attitude of community when they started to perceive ‘woman as a police person’ and making an understanding with the ‘social construct of femininity’.

The majority of women police personnel have the same feelings regarding their acceptance in their occupational community. Important to note that in occupational place irrespective of rank they faced the negative attitude from their male counterparts. Majority of policemen did not actually accept adequately the women personnel in police because they feel women are not competent for police job and practically not needed. The superiority feeling of men makes their attitude negative against the women police professional. It reflects the traditional concept of society where women are conceptualised in nurturing, caring role either in domesticity or in the professional role.
The poor acceptance level of women by their male counterparts symbolises the patriarchal social structure where police profession identified as ‘the world of masculine power’. Naturally women face hardship to establish the acceptance of ‘the presence of femininity in the police profession’.

Professionally majority of women police personnel feel, officially there is no difference of training and responsibilities that are given to the men and women police according to rank. However, a good percentage of women police feel there is a difference of job responsibilities assigned to men and women. Significantly half of the women personnel, primarily from lower ranks do have no clear perception about their occupational status before their seniors. They think their presence in the police profession is formal and symbolic. It delineates the fact that there is a difference between the recruitment of women in police profession and their motivation in police service with due importance. Rather it can be said that they are not provided equal responsibilities like men police personnel and their service primarily remains soft jobs. In addition, Calcutta Police remains basically the professional area of men where women are present to perform the smallest part. This is seen normally when women police personnel are not provided weapons and significantly majority was reluctant to accept weapons. Only the women personnel of upper ranks have the positive attitude towards taking weapons for the need of occupation. Because they are more interested to hold authority and power. However, the lower rank incumbents are not willing to perform extra responsibility. They perceive their status in occupational and social community as low and therefore, ‘what is the need to increase liability’. Their reluctance to perform extra responsibility may be the reason that inspite of the fact majority of Constables are sufficiently educated but their career development is very limited (this is true for upper ranks also). Their stagnation in career and consequential lack of motivation lead to these women personnel as mechanical role performer. This sufficiently indicates that status of women police personnel is related with rank and rank is related with the desire of exercising power.

Inspite of the aforesaid limitations majority of women police personnel expressed police occupation as the professional place for women also. They primarily felt government
security of police job as the main advantage, and disciplined life, versatility of responsibilities, self-confidence as the secondary advantages. This aspect reflects the prior argument that women took the challenge of police job because it provides government security and perceive it as supportive for women.

In the past, professional women particularly police women were not acceptable to the society and their marriage was practically very tough, which is evident from the statement of ex-women police personnel. At present the scenario is changed enormously when the professional career of women police personnel are being accepted by the society and majority of them are married. It indicates that the status of women police personnel is changing and their role performance as police personnel is being reconstructed gradually in the eyes of society.

Traditionally women in Indian society are ascribed the primary role ideals like mother, wife, daughter-in-law etc. and socialised with the values associated with these role ideals. When women started to come out in need of occupation, they were to accept another role involved with the profession. However, they were not excluded from their primary roles structured by the society. The experience of the ex-women police personnel identical to the reality where married women personnel accepted that they found it difficult to keep a balance between home and office responsibilities and sometimes they made lapses. The problem related with role responsibilities in domesticity and professional world was 'the state of condition' connected with the women police personnel of the past, and even today's women personnel are facing the same difficulties. They are to tackle dual responsibilities and particularly when they are involved in police profession require more challenge than any other profession. Naturally, it becomes more difficult to be a perfect role performer in every sphere of activities. Majority of women police personnel are to play the role of mother and housewife, which are very distinct for a woman and cannot be compensated in any other way. They consider that perfection at professional place will certainly hamper the balance of domesticity. Although a portion of women police of upper ranks believe that it is possible to achieve role perfection in professional as well as in domestic world. They think that it is essential to convince the family members about
their occupational culture and need to perform according to priority to keep a balance between the dual responsibilities. However, the women police personnel particularly of upper ranks are being able to make a balance while performing their dual responsibilities. Whereas, majorities are confronting to make an adjustment between their feminine roles associated with womanhood and the cultural role expectations of police profession.

In general, women are accepted in society as passive, soft, docile etc. It is a patriarchal discourse where women are attributed with feminine instincts like caring, nurturing etc. and they are expected to play such feminine-like roles. If a woman shows any aggressiveness then she would be attributed as a bad woman or one who lacks ‘femininity’. Therefore, society restricts a woman’s role with some ideals like wifehood and motherhood, which is in reality a patriarchal consideration.

Within this discourse women were not seen as violent or capable of violence whether in home or ‘outside’. However, State creates a situation, where women are provided the opportunity to play the legally sanctioned aggressive and violent role for the upkeep of law and order.

Majority of women personnel who were interviewed felt that ‘police job’ being related with the maintenance with the law and order, naturally police has to face violent situation at times. In case of extreme emergency higher authority is consulted before taking required action. It indicates that women are taking their occupational responsibilities where none of the professionals feel that they never act aggressively or violently to control unruly or violent situation. The notable aspect is, women who are taught to socialise herself to be a woman or to incorporate feminine values, are now making themselves competent to play the role of police personnel, which requires lot of intelligence, aggressiveness and dominating attitudes.

Another significant point is all the women police who are interviewed feel that corruption does exist in police service but not present in women personnel. They feel that women by character are fairer towards their responsibilities in every sphere. Because, women are
more sensitive and emotional. Women in the police feel that they do not act violently because they see themselves as acting within the remit of a legitimate moral order that may be an extension of the domestic order itself. It implies that women police personnel are constantly trying to re-negotiate their traditional role responsibilities and ‘feminine values’ or femininity with the new ‘occupational culture’.