CHAPTER - I

INTRODUCTION

Crime remains one of the most intractable problems that face modern government, and vast expenditure on the welfare state. A higher standard of living has not brought us any nearer a solution from the problem. Alongside the progress and development of the country, crime has increased and the figures of crimes of violence, juvenile, and economic offences have been rising steadily over the years (Ghosh & Rustamji, 1993).

Today, crimes are as complicated as the conditions of life in which they occur and in majority of cases their investigation is also a complicated process. Science has been brought into police work from both sides, from that of the criminal and that of the police. With the advance of industrial civilization and the great and growing aggregations of population in expanding towns and cities not only have the incentives and opportunities for crime multiplied, but new and increasingly sophisticated types of crime have appeared. Modern conditions have given rise to organised crime on an international scale demanding an international agency, the INTERPOL to deal with it (Ghosh & Rustamji, 1993).

The police alone cannot fight crime. The police form only a part of our criminal justice system which comprises of legislature, judiciary, police, and correctional administration. But in the area of crime prevention besides the
formal agencies of crime control and prevention, the public has also a significant role. No investigation, however, efficiently done with the aid of science, cannot be successful without public co-operation and assistance. We must ensure that all parts of our criminal justice system operate in unison in the protection of society.

Policemen have existed since time immemorial. They are found most everywhere in the world. They can be seen on land, on sea and in the meet them in all countries-hot, cold or temperate. But whatever the nature, the policeman must always remain cool, courteous and impartial keep his uniform buttoned up. No country has been able to do away with the police as they are the necessary checks against the ambivalence of human nature which makes men need to live in society but want to exercise their wits breaking the most elementary rules designed to protect his fellow citizen’s life and property and to maintain order in society (Ghosh & Rustamji, 1993)

The glamorous exterior of a police job overshadows the challenges encountered in role enactment which are often life threatening and endanger the personnel in uniform, not only while on duty but even otherwise. Being the arm of law and very conspicuous in a crowd, the policemen experience a sense of authority as well as a sense of alienation. The thin boundary which demarcates the implementation of law from police excesses, is a permanent challenge every policeman encounters (Mathur, 1994)
Policing today has become an extremely difficult and delicate occupation. At any time anywhere in the world the job of a police man is not a happy one. It is aptly said that from no other profession so much is demanded with so little recompense. And particularly, in India today in the throes of transitional chaos and convulsions, the role of the cop has become unbelievably hazardous, stress-filled and thankless. Even the core functions of the police, viz., crime control and other maintenance, have acquired bewildering complexities. Maintenance of law and order is becoming difficult as political and social issues are increasingly being taken to the streets by different groups for solution. Mob violence with police as the special target has become the order of the day. As the police are becoming increasingly unable to contain large-scale and protracted disorder, the army is being called in for order maintenance. This is an ominous trend and augurs ill for a democratic society. It reduces respect for civil administration and creates an impression in the minds of people that during large-scale disorder and violence the army is their only saviour (Sen, 1986).

Therefore, for effective functioning of the democratic government in the country the police have to be strengthened and revitalised. The police today remain an alienated force—the gulf between the police and the public continues. Moreover, the police organisation also remains archaic, rigid and authoritarian and unsuitable for facing the challenges of law enforcement in modern times. It is also haunted by constant criticisms of its operational brutality and cancerous corruption. However, mere denigration and denunciation of the police without understanding its moral and professional
problems will do no good. For controlling crime and maintaining order, all the segments of the criminal justice system must work in unison. Again, mutuality of confidence between the police and the public can be restored only when there are some significant changes in the working of the police as well as the criminal justice system (Sen, 1986).

**EVOLUTION OF POLICE**

All societies need some means whereby order is maintained. Various means to maintain order which differed from time to time even within the same society had been made use of in different types of societies. In the simple and well-knit societies, in the absence of written laws and a formal agency of control, informal sanctions discouraged deviation. Under the simplest forms of state organization, the ruler had his employed agents to enforce his decisions. The large and complex societies maintain a formal agency, called police, to enforce law and order. "The term police is used to denote a body of people organized to maintain civil order and to investigate breaches of the laws" (Encyclopaedia Britannica, 1973). It is derived from the Latin work 'Politi' which stands for the condition of a 'Polis' or State. It connotes a system of administration, although in modern parlance it is generally used to indicate organized body of civil officers whose particular duties are the prevention and detection of crime and the enforcement of laws (Sharma, 1977).
A civil organisation for maintaining peace and providing security to the citizens in their lawful occupations is of great antiquity and finds a place in the Egyptian, Greek and Roman laws alike. Even in the laws of Manu, references to the police system are found, and the chief duty of the king, according to these laws, was to restrain violence and punish the evil doers.

Before Peel's Police Act of June 1829, the word 'police' did not signify an organised police force because such a thing hardly existed. It was after the passing of this Act that the word assumed its present meaning and came to imply a body of personnel which maintains civil order, enforces laws, and prevents and detects crimes. In a perfect system of civil administration, the function of police is to curb the liberty of the subjects when their behaviour degenerates into licence.

The origin of the term 'constable' also is ancient and can be traced back to the Roman days. The word has been derived from the Latin term 'comes stabuli', which means 'master of the horse' - a title given to the master of the horse of the East Roman emperors. The title was inherited by the French and it denoted a military rank. So in France the rank of constable was given to military officers. It was imported into England by the Normans with its military implications and was generally used to designate certain officers who were appointed by the king as commanders of his castle. Later on, the Normans gave this name to local officers of the township, whose duty was not only to detect and apprehend lawbreakers and bad characters but also to enroll men in the militia. The first mention of the word 'constable' is in the 1252
Writ of King Henry II (1181) known as assize of Arms, which required all men to be in possession of arms according to their rank.

Before the advent of the British rule in India, the police constable was known in different parts of the country by different names such as "piyada" and "sipahi", but these terms were also used to denote a soldier and were borrowed from the army because there was no distinct name for the lowest cadre of police employee. The words 'police' and 'constable' were introduced in India by the British but no attempt was made to define them. Even the Indian Police Act of 1861, on which the present structure of the Indian Police is based, says "The word 'police' shall include all persons who shall be enrolled under this Act." Today the term 'constable' denotes the lowest rank in the police force - the police constable. 'Police' and 'constabulary' have become almost synonymous, but the former term is more common and is gradually displacing the latter. In India, the term 'police' has the same meaning as in Britain, but, unlike its use in Britain, the word 'constable' only means a person holding the lowest rank in the police (Prasher, 1986).

POLICE IN INDIA

A semblance of the police system as we know it today existed even in ancient India. Almost from the beginning of our recorded history, we are able to identify officials vested with police functions. Even the Laws of Manu carry some vague references to the police. These laws bestowed on the king the duty to combat violence and impose penalties on evil-doers. The king was
to despatch patrols, maintain fixed police posts and also send out spies who were called upon to help him in criminal administration. In Kautilya’s Arthasastra (300 B.C.) also we find an account of the role of spies in the Maurya administration (Raghavan, 1989). Irrespective of the period when police, as a law enforcement body, came into existence, it remained a male dominated establishment ‘a vestige of male sanctity’ (Mahajan, 1982).

The British who came to India, first as traders, around 1600, gradually filled the void caused by the disintegration of the Mugal Empire. The first hundred years of their presence were spent in various administrative experiments. Initially, they were not clear as to what to do with the already existing rural police. They are equally confounded of the problem of dovetailing the twin function of maintaining law and order and collecting revenue. It was through a process of trial and error, solutions were found

Mutiny broke out in India in 1857. The British felt the necessity to create a strong civil constabulary to meet internal disturbances and to protect the British and their interests in India. Thus, on the basis of the reports of the police commission (1860) a police administration was designed for British India and in 1861 the Police Act was passed by the British Parliament.

The Police Act of 1861 was the first attempt to introduce a law enforcing agency with a uniform structure in the greater part of India. Though this Act was a major departure from the old system, it retained some of the features of the old system. The darogha for example was retained, but with a new name, the sub inspector of police.
The transformation of India from a police state into a welfare state after independence considerably widened the sphere of activities of the police, and brought within its purview those areas of administration which were not earlier in direct concern. Since the police affects the life of the individual in many ways and spends a good deal of its time and effort in working with the people, the society's expectations from it have also been steadily rising. As a result, the entire role of police and its place in society must assume a new complexion. Accordingly, the police administrators have to play the role of initiators and agents of social change.

The Police Act of 1861, while vesting all powers in the state government for superintendence over the state police, made a specific provision to the effect that no state government will empower any person, officer or court to supersede or control any police functionary except as provided in the Act. The Constitution of India, which also lists police as a state subject, created a feeling among the people that police being a state subject, the government of India had nothing directly to do with it. Therefore, the structure and organisation of police in every state is designed to cope with the changing socio-economic and political set-up of the state. The function of the state government is to see that the police force maintains law and order, creates confidence in the people, and protects their life and property.

WOMEN POLICE

The need for police women was first recognized in the United States, in the first half of the nineteenth century, when "police matrons" were
appointed in New York City, in 1845, for handling of women and girls, held in police custody, by the law enforcing agency. The earliest appointment of a police woman, as distinguished from a police matron, was made in Chicago, in 1893, in 1903, women police were officially employed for the first time in Stuttgart (Federal Republic of Germany) and in 1905, a woman was given police powers in Portland, Oregon (USA), to deal effectively with problems involving girls and children. In 1910, the first regular police women were appointed by the Los Angeles, Police Department (Rao, 1975).

The First World War provided an opportunity to women to serve as volunteer workers and part-time workers and demonstrate, in a conspicuous manner, their usefulness in police work. The Metropolitan Women Police was formed in London, in 1919.

At its convention, in 1922, the International Association of Chiefs of Police adopted a resolution that "police women were essential to a modern police department." It pointedly observed that "the primary function of women police is to deal with all cases in which women and children are involved, either as offender or as victims of offences. Crime against females irrespective of age, and boys up to the age of 12, should be the special responsibility of the police women.

The ICPO General Assembly, in 1928, unanimously agreed that "women could certainly be made responsible for the protection of children and girls, who are in danger," and again in 1957, it reiterated that "police..."
women should be regularly used in those departments, either existing or to be established, dealing with the task of reducing juvenile delinquency."

According to the Report of the Task Force of the President’s Commission on Law Enforcement and Administration of Justice, USA (1967), women can be invaluable asset to modern law-enforcement and their present role should be utilized in important staff service units such as planning and research, training, intelligence, inspection, public information, community relations and as legal advisers.

In India, the need for women police was first felt during the labour strike, in Kanpur, in the year 1938. The state of Travancore also experimented with the appointment of women as special police constables, in the year 1938 (Mahajan, 1982). One woman head constable and twelve women police constables were then appointed as special police constables. It was, however, only after independence that women have been regularly recruited in almost all State Police Departments and an organizational pattern as a specialist service has been evolved. Women police have thus come to stay as an integral part of the police forces all over the world.

**THE NEED FOR WOMEN POLICE IN INDIA**

The rapidly changing socio-economic and political conditions have added a new dimension to the problem of policing in this country. In several states, political and linguistic agitations, communal riots, student demonstrations, with increasing participation of women, have now become a
Regular feature Groups including women that were formerly silent, now demand to be heard. The ever-growing participation of women in agitations casts an extra burden on an already strained police force, particularly, in view of the delicacy of the problem of handling women, while enforcing law.

In addition to traditional law-enforcement, the Government have enacted a whole range of new Social Laws such as the Children Act, Prevention of Immoral Traffic in Women and Girls Act, the Beggars Act, the Young Persons (Harmful Publications) Act, etc, in the post-Independent years and various other measures have also been taken for the protection of the weaker sections of society including women and children. The advancement in education, growth of political awareness and increasing employment of women in diverse sections of industry and administration have brought them into the vortex of public agitations. Besides, involvement of women gives a tactical advantage to the agitations, and this fact is exploited fully by the political parties. The number of women offenders entering prisons, has steadily increased. It is clear that a larger proportion of women are now getting involved in a variety of offenses, both traditional and sophisticated.

The increasing involvement of women in crime and deviancy, the constantly rising level of their participation in socio-economic and political agitations and the need for developing in the police specialist services to deal with the sensitive problems relating to juvenile delinquency and maladjustment, stress the need for women police units suitably trained in their tasks and attuned to them (R 10, 1975)
RECRUITMENT OF WOMEN POLICE

The recruitment policy of an organisation has a direct bearing on its efficiency, therefore requires careful formulation. The eligibility criteria should be so laid down that the most suitable candidates are selected. This is all the more true of recruitment of police personnel, who are the custodians of law, and protectors of life and property of the community. Any lapse on their part can have serious repercussions on the freedom of individual citizens. The performance of police should infuse confidence in the people.

For recruitment to the women police in India, a candidate should be a citizen of India, bearing a good moral character and should be medically fit. The marital status of the candidate is irrelevant. Those who are in the age range of 18 to 30 years, relaxable up to 35 years in certain suitable cases, having a minimum height of 5 feet and 2 inches weighing not less than 100 pounds, can be recruited as police woman constable in India.

<table>
<thead>
<tr>
<th>Rank</th>
<th>Age</th>
<th>Minimum Height</th>
<th>Maximum Height</th>
</tr>
</thead>
<tbody>
<tr>
<td>Constable</td>
<td>18 to 30 years</td>
<td>5' - 5'2&quot;</td>
<td>100 lbs</td>
</tr>
<tr>
<td>Assistant Sub-Inspector</td>
<td>25 to 30 years</td>
<td>5' - 5'2&quot;</td>
<td>100 lbs</td>
</tr>
<tr>
<td>Sub- Inspector</td>
<td>20 to 30 years</td>
<td>5' - 5'2&quot;</td>
<td>100 lbs</td>
</tr>
</tbody>
</table>

In Manipur and the Hill Districts of Uttar Pradesh, women with a height of 4 feet 11 inches and 4 feet 10 inches can join the women police unit.
EDUCATIONAL QUALIFICATION

The educational qualification for a constable is SSLC in old pattern (11 year schooling) failed or SSLC in new pattern (10 year schooling) passed. Ability to read, write and speak the local language is essential.

The educational qualification for Assistant Sub-Inspectors, ranges between matriculation and graduation. In some states, knowledge of the local language is essential. For Sub-Inspectors, the educational qualification is intermediate to graduate. In this case also, knowledge of the local language is essential. Inspectors are appointed through promotion. However, in those states, where there is direct recruitment, the candidate should be a graduate with a diploma in social sciences. Ability to read, write and speak the local language is desirable. In some states, for Deputy Superintendent of Police (by promotion), preference is given to those who have a diploma in social sciences for recruitment to the higher ranks.

TRAINING OF WOMEN POLICE

The women police in India undergo basic training after selection, which includes class-room instructions and out-door training. Constables and Head-Constables of the women police unit are generally trained either at the district police lines or at the police training schools/college for a period of 3 months, in Law and Procedure, Child Welfare and Drill. Directly appointed Sub-Inspectors or Assistant Sub-Inspectors have to undergo training at the
Police Training Colleges or other suitable institutions for a period of about six months. The training policy differs from state to state, depending upon the availability of police training institutions in the State, resources, number of trainees, etc.

Classroom instructions generally includes lectures on Indian Penal Code, Criminal Procedure Code, Evidence Act, selected Minor Acts including Police Act, Juvenile Justice Act, Immoral Traffic (Prevention) Act, Arms Act, Motor Vehicles Act and many other local and special laws, Medical Jurisprudence, Criminology, Correctional Administration, Juvenile Delinquency, Psychology, Sociology, Scientific Aids including finger prints and foot prints, Road Traffic Code, Rules about searches and seizure, guarding of arrested persons, Tracing of missing girls, interview / interrogation of witnesses / arrested persons and matters of police interest / discipline, etc., besides general knowledge. In addition, they also undergo practical training in scientific criminal investigation, work in police stations, visits to institutions like Children’s Homes or Women’s Homes and undergo practical training in field duties of various types, besides basic training in musketry.

Since the strength of the women police units in several states is very meagre, the need for establishing a separate training institution for them has not yet been felt, in any part of the country.
PROMOTION PROSPECTS

All ranks are open for promotion to the women police in India, and they can reach the same ranks as men theoretically. In practice, however, there are no women police officers above the rank of Deputy Superintendent of Police except the few Indian Police Service (IPS) Officers, who have chosen the police career through competitive examinations by direct recruitment at the all India level. The main criterion adopted for promotion is seniority-cum-merit. Any constable can expect to become a Head-Constable only when she has completed 5 years, but those who are matriculates can expect to become Head-Constables, after completing two years in the department. In most of the States, about 40% of the posts of Sub-Inspectors and Assistant Sub-Inspectors are filled through promotion. However, the policy regarding this quota for promotees differs in different states. For promotion to the rank of a Sub-Inspector or Assistant Sub-Inspector the aspirant must be a matriculate and must have served in the police department at least 5 years as Constable / Head-Constable. The requirement is relaxable for those who are graduates and they can hope to become Sub-Inspectors or Assistant Sub-Inspectors after 3 years in the department.

SERVICE CONDITIONS

Women Police, in India, are generally posted in cities as well as in mofussil towns, but most of them remain in the cities. They are sent to different places from time to time depending on the requirements. In cities
or towns, generally, the women police are posted in the Crime Branch, Special Branch, Security Branch, Law and Order Branch and other similar Departments, or are kept in reserve

The women police, in India, are regular civil servants and form a part of the total Police Force of a State / Union Territory. They are required to perform the duties assigned to them, by the superior officers.

They are generally employed in the executive branch of State Police Force and could be assigned any role that a male officer has to undertake. In principle, the women and men officers of equal rank carry out the same duties and have the same working time table. They can be summoned for duty at any time. In practice, however, some concessions are generally extended to women police in regard to the working time-table and places assigned etc. Normally they work for 8 hours in a day and mostly during office hours. They are generally expected to undertake milder duties such as handling of the women or juvenile offenders / prisoners etc.

Service conditions of women police in respect to pay, special pay, allowance, pension, concessions, rights and privileges etc., are the same as those admissible to their male counterparts. They are entitled to avail of the same leave benefits as admissible to male officers. In addition, they are also entitled to 12 weeks maternity leave.

In view of the nature of their duties, the women police, generally, do not carry arms. However, they may be provided with lathis in crowd control duties, if necessary.
UNIFORMS

The women police are generally uniformed police. However, those working in the CID units, wear plain clothes. The patterns of uniform prescribed, in various states reflect both the utilitarian aspects and the regional sectorial differences.

PROBLEMS OF POLICE

Law enforcement in a democratic society is a complex and complicated job. The work of the police as the main law enforcement agency is consequently a very difficult one because the police have to reconcile the dilemma of preserving liberty and human rights of the individual on one hand and enforcing laws which aim at the preservation of society from the operations of the anti-social elements on the other. A police man, it has been said, has to function in a democratic system, 'as the battle field for tension between the state and the individual', and hence conflict situations are inescapable in his work. The police officer 'acts as a lightning-conductor for resentment against many aberrations of society for which he is not responsible' (Sen, 1986). Hence for successful performance of its multifarious responsibilities, the police will have to depend on the willing co-operation and support of the public they serve. Any successful law enforcement programme requires the backing of the informed and aroused citizenry.
Police work is highly stressful since it is one of the few occupations where an employee is asked continually to face physical dangers and to put his or her life on the line at any time. The police officer is exposed to violence, cruelty and aggression, and is often required to make extremely critical decisions in high pressure situations.

A law enforcement career is much more than a job or occupation for the individual, it is a way of life for the officer, his spouse, and his family. A police officer’s life becomes one of shared priorities between his family and the outside in which he functions on an official basis. He brings the problems and frustrations encountered on the job, home to the family. Conversely, he vents the frustration, tensions, and hostilities, engendered by an unsatisfactory home life on the public.

Apart from job-related pressures that are inherent in the law enforcement career, unusual working hours, scattered weekends, excessive overtime, court appearances, and the constant presence of a gun in one’s everyday life are enough to cause significant stresses and problems in a marital relationship (Territo and Vetter, 1981).

Some other problems which they face include poor pay, excessive paperwork, inadequate training and equipment, changing shifts, limited promotional opportunities, unfair policies, lack of administrative supports and negative public image (Wexler and Logan, 1983).
For women police, the problems they face include the problems faced by the police men and some more additional problems. They are looked upon as women first and police personnel next and they are not entrusted with normal duties which are generally discharged by the men (Saha, 1989). This induces a kind of inferiority complex in them.

The Bureau of Police Research and Development (1987), found out that the employment of women outside home has increased their duties and functions. They have to perform dual role, one in the home (traditional feminine role), the other outside home (gainful employment), (Mahajan, 1982). The employed woman has conflicting sets of legitimized role expectations or to do one alternative and sacrifice the other. Added to the above factors, for police women, the attitude of officials, resistance from the society, withholding of power and responsibility from them are some of the other problems faced by them. Strongly rooted traditional concepts of the role and status of women in society tended to preclude objective appraisal of the capabilities of women in the law enforcement field.

The unique demands of their work creates strain in the life of many police women. Hence, this study focusses on the role stress and its correlates such as social support and life satisfaction of police women.

NEED FOR THE STUDY

Crimes against women are on the increase. The police have to deal with a variety of baffling problems relating to women. Who can understand them best but women themselves? It will be easier for public to approach
women officers for the redressal of their grievances and solutions of their problems. This makes induction of women in the law enforcing machinery imperative.

Police administration like any other branch of public administration, is not static but dynamic. Rao (1975) stated that a beginning must be made to throw open the doors of police administration to researchers and experts in academic discipline to secure a suitable and stable organization to meet the challenges of future.

The sociological impact of women taking jobs within exclusively male territory had aroused much controversy. Traditionalists feel that, a woman's place is in the home. In recent years, however, society has accepted, and women in particular have gained acceptance in areas of life hitherto jealously guarded as sacrosanct to the male (Ghosh, 1981).

The induction of women in the police service is no longer a subject of controversy. While some reservations may persist among a few that, the arduous tasks of the police call for a degree of physical prowess not ordinarily possessed by the fair sex, the advent of women in the Indian Police Service and their successful participation in a common training programme, with men, at the National Police Academy, constituted a unique development in the history of the police in India. Moreover, the concept of policing has undergone a significant change and brought into its purview a series of operations, in which, the old attitudes are no longer valid and have to yield place to new ones,
particularly in relation to certain forms of emerging criminality involving women and young people. In certain spheres of police activity, the role and effectiveness of women police are well established by the successes, which have attended the pioneering efforts made by several countries (Rao, 1975).

The inclusion of women into traditionally ‘male dominated’ occupation has been opposed, resisted and undermined wherever it has occurred (Martin 1980). The police woman faces a number of dilemmas related to conflict between the norms of behaviour appropriate for a woman and those appropriate for a police officer. The result is that female officers are forced to choose between the polar patterns of behavior which Hochschild (1973) characterized as feminized and deprofessionalized. "The unique demands of their work create strains on family life for many police women. And police women have relatively high rates of divorce, suicide, alcoholism and stress related diseases (Martin 1980). Hence an objective and scientific study would enable us to understand the exact nature and extent of their problem in a better way.

The study of police woman and the problems that they face will help the Police Administrators to analyze and survey their performance, and learn and adopt a number of concepts and innovations and put whatever is applicable. It will also be of interest to those who would like to see women entering into new fields of public service. The findings of this study will be useful to the policy makers, administrators and those entrusted with maintenance of law and order in understanding the problems of police which could result in concrete remedial measures.
THE PRESENT STUDY

The broad objectives of this research is to study the role stress among women police and also to examine its correlation with social support and life satisfaction.

The specific objectives of the study are

1. to examine the profile of women police with special reference to
   1.1 Role Stress,
   1.2 Social Support, and
   1.3 Life Satisfaction,

2. to find out the differences in role stress due to other related variables,

3. to analyse the relationship between Role Stress, Life Satisfaction and Social Support,

4. to suggest a model relating to Role Stress and its correlates, and

5. to suggest measures for reducing stress, enlarging social support and improving life satisfaction.

Women Police from all the police stations within Madras city which constituted the Universe of the study were taken as the sample of this study.

As per the statistics provided by the office of the Director General of Police of Tamil Nadu, totally there were about 155 police women serving at 13 police
All the 13 police stations were visited by the investigator and the data were collected personally from the police women by means of pre-prepared questionnaires and an interview schedule.

In the present study, a set of three questionnaires along with an interview schedule containing items on certain biographic details were administered to the sample. They are:

a. Organisational Role Stress Scale by Pareek (1982)
b. Social Support Scale by Caplan et al., (1975)
c. Life Satisfaction Scale by Thyagarajan (1981) and
d. Interview Schedule on biographic details

The data collected using these tools were processed using the statistical techniques such as frequency analysis, correlation, chi-square, and path-analysis.

Earlier researches conducted in the present research area of interest are reviewed in the next chapter.