CHAPTER IX

SUMMARY OF FINDINGS & POLICY RECOMMENDATIONS

9.1. Introduction

This chapter presents a summary of the findings, conclusions and recommendations in the domain of Women in police service in the state of Karnataka. The earlier chapters in this research work have discussed in detail about sociological, gender and developmental issues in the above context such as representation of women in the police service, their socio-economic profile, work and challenges faced, parameters of empowerment like access to resources, and patterns of decision making, perceptions about work, autonomy in decision-making at home and at work, and some of the hazards they encounter in their profession, etc.

This chapter summarises the findings of the study presenting them in three major sections. These are as follows:

Section I contains the statement of problem, importance of women's work, efforts by the government and civil society to improve their participation in work, etc. It also discusses issues relating to women and work in the police service within the Indian context and presents a summary of review of literature based on various studies carried out in the area of women, work and associated issues.
Section II presents a summary of socio-economic profile of the respondents, their perceptions about work and the challenges faced, occupational hazards and support from family and colleagues.

Section III offers a few suggestions and recommendations based on the findings. A Gender Policy Frame work for Women in Police and Structural modifications to be formulated by the Government; regular Gender research and Audit, and action on findings; ongoing compilation of Best Practices and Mentoring systems; Gender sensitization modules for all ranks, from top to tail; systematic and planned training Interventions for skill development and to keep up with modifications in Law, modernisation of investigation and combat tools; aligning the norms of recruitment, training and uniform to accommodate more inflow of women into Police are broadly the focus areas.

Section- I

9.1.1. Gender Equality and Empowerment

Over the past few decades, gender equality and women’s empowerment have been widely recognized as part of social and economic development. The promotion of Gender equality and women’s empowerment is one of the eight Millennium Development Goals (MDGs) to which India is a signatory. In this background it is felt that this study contributes to the understanding of gender equality and empowerment of women in the country in general and in the state of Karnataka in particular.
9.1.2. Gender & Millennium Development Goals

The pairing of the two concepts of Gender into one Millennium Development Goals (MDG) implies that Gender Equality and Women’s Empowerment are two sides of the same coin. Progress toward gender equality requires women’s empowerment. Similarly, Women’s Empowerment requires a climate of Gender Equality. The concept is multi-dimensional. Since indicators of gender equality/inequality are designed to compare the status of women and men on particular characteristics of interest, indicators of empowerment/disempowerment tend not to be relative. The indicators are designed to measure roles, attitudes, rights, power and control over societal and household resources and decisions, pursuit of knowledge and career, cultural and religious ideology.

Women’s empowerment is also the process by which those who had been denied the opportunity to make life choices attain that ability (Kabeer, 2001). Kabeer’s definition is especially attractive because it contains two elements which help distinguish empowerment from other closely related concepts, like the idea of process or change from a condition of disempowerment, and secondly, that of human agency and choice, which she qualifies by saying that empowerment implies choices made by the individual from the vantage point of real alternatives, without being trapped into a single option, and without very high cost to the individual.

Thus questions to evaluate that process become relevant. Does she have to struggle to attain that ability? After attaining it, is she able to sustain it? Does the ecosystem permit her to stay empowered? Investigation into all these become vital when we analyse the status of women entering the Police service. Also important to the study of empowerment are the questions on whether the policewoman is able to
stay comfortable in the new reality and whether she feels more strengthened or feels disempowered as the years go by.

The review of discussions based on available literature pertaining to the major strands of theoretical, methodological and empirical studies on empowerment from the fields of economics and sociology showed that Gender Equality and Women’s Empowerment are well recognized universally as attainable goals with Women moving towards this equality in many spheres, and in most countries, including India.

The historical valour of women elite and ordinary Indian women is well recorded. Women have led armies and faced strong opposing forces. Rani Jhansi Bhai, Begum Hazrat Mahal and Karnataka’s Kittur Rani Chennamma are household names. India’s history of freedom era has witnessed many courageous women demonstrating exceptional bravery and intelligence who walked shoulder to shoulder with the male leaders of their times. Indian women have fought for Independence in the Indian National Army formed by Netaji Subhash Chandra Bose; with, Janaki Nahappan and Lakshmi Sehgal commanding women’s battalions. Gandhi’s non-violent struggle for Independence was co-led by women such as Sarojini Naidu, Sucheta Kripalani, Aruna Asaf Ali, Kasturba Gandhi and Kamala Nehru.

Policing as a profession evolved later as far as women are concerned. In the USA women were called upon to discharge Security, Intelligence and Escort duties, by the latter half of the 19th Century, where most of them were styled as Matrons. Canada, UK, Australia and the European countries were quick to follow the lead of the USA. Women were recruited in USA (1845: New York), Canada (1896 as Police
Matrons), 1974 (RCMP), UK (London 1914, as Voluntary Women Patrols), Australia (1915 New South Wales) and Poland (1925). The women who were called upon to perform the uniformed job felt a sense of dignity and pride in the profession, as is seen in UK, women were coming forward to do voluntary Police jobs.

Internationally, women entered the Police in response to the requirement of their times; when duties arose to reduce crimes or the fear of it, when women took to crimes, or started taking part in agitations; or when society felt that morality had to be policed. These pioneers in the Police did not face smooth sailing. They were treated differentially and were restricted to specialised duties. Numerous studies conducted in the developed countries show that they struggled, to access the freedom to function efficiently and lacked their rights to amenities and facilities in the workspace.

In India, women entered the Policing jobs, in the 1930s in various princely states. They seem to have been satisfied with their jobs and appear to be well taken care of. Large struggles of emancipation as in the western countries either did not take place or were not recorded in the Indian context.

It should be mentioned that evidence of Women in policing duties in India are also evidenced in ancient myths. Within the great Indian epic of 4th Century BC, the Ramayana, King Ravana deployed Women Guards when he imprisoned Sita in Ashokavana. The origin of Police in recorded history dates back to Kautilya’s Arthashastra of the 4th Century BC. Women were trained and deployed as police guards of women’s quarters, access areas as well as for sensitive spying assignments. Women were also used in close circle personal security duties for the Queen and Princesses.
The history of women police in the modern Indian context can be traced back to the Princely states and Presidencies. Princely State of Travancore (1933) appointed women as Special Police Constables, Kanpur had women in their force by 1938-39 and in Bombay Presidency women were used for Ports Duty from 1939. Kolkata and Chennai followed. Punjab, Delhi and Gujarat appear to have had inducted policewomen by the time of Independence. Karnataka State was born in 1960 and inherited women police from Mysore Princely State. The present study is the first of its kind to be undertaken on the Women in Police of Karnataka.

It has been widely acknowledged that women in police have certain definite advantages. Data from the US, validated by the discussions in the National Conferences of women in Police in India, reveal great similarities in both the problems and the contributions of women in police. The findings are that women officers are equally capable as their male counterparts, and “even have some unique advantages that offer to the contemporary field of law enforcement.” Morrison (2004) documented the contributions of Women Police. The study finds that Policewomen do differ from policemen in the quality of their responses, women who are assuming positions of power, authority and responsibility in policing, are demonstrating their capabilities and commanding respect from members of the communities that they serve. That women are bringing a distinctive style to policing is evidenced in studies focusing on gender difference in policing styles. A study of Los Angeles Police Department probationers found women to be the subject of significantly fewer citizen complaints (Prenzler, 1993).
Six highlighted advantages are

1. Women officers are proven to be as competent as their male counterparts, found to be more flexible, emotionally independent, assertive, self confident, proactive, and creative than their male counterparts. Male police executives, on the other hand, were authoritarian and prejudiced when compared to the women studied.

2. Women officers are less likely to use excessive force, with research showing that women are less probable than their male colleagues to be involved in fights or other physical assaults on the job.

3. Women officers implement community-oriented policing, which is the cornerstone of the new approach to modern law enforcement, emphasizing communication and cooperation with citizens as well as informal problem-solving.

4. Greater numbers of women officers improves Police response to violence against women.

5. Increasing the presence of women officers reduces problems of misbehavior or sexual harassment in the Police premise or within the Police.

6. The presence of women can bring about beneficial changes in policy for all officers. The introduction of women creates an incentive to examine management practices, which is beneficial for men and women alike. This may result in the development of improved selection criteria, performance standards, and infrastructural amenities for all officers (Lonsway, Moore, Harrington, Smeal, & Spillar, 2003).
The increasing recruitments of women both in the State police to perform civilian duties and in the Central Armed Police for specialized Internal Security (IS) duties prove that women have a vital role to play in the security scenario of the country in the present globalized world. The presence of policewomen is required to reduce the vulnerability of women becoming victims of crimes. There is improved safety and handling of accused women and children. Women help improve the Image of Police in Public in handling of agitators including women. They facilitate Law and Order maintenance duty at religious places, schools, public fairs and railway stations/bus terminus, etc. where large numbers of women are present.

Adequate number of women are essential in Police for other duties, as people in distress approach the Police, a chain of procedures are to be attended to, like medical examination, examination of victims and witnesses, arrests, etc. wherever women are involved, the presence of Police women is essential. It is also necessary to have women at cutting edge of public interface, to instill confidence in women victims and witnesses. Presence of women is statutorily required in investigation, arrest and trial of crimes involving women and children, either as victims or offenders. Increasing the presence of women in Police is particularly relevant when we study the statistics of Crimes against women and Juveniles and the way these crimes have been increasing.

According to the report of NCRB (National Crime Records Bureau) ‘Crimes in India 2013’, "Out of a total of 66, 40,378 reported cognizable crimes, 3, 09,546 cases are of crime against women were reported in India (both under various sections of Indian Penal Code and Special & Local Laws) during the year 2013 as compared to 2, 44,270 in the year 2012, thus showing an increase of 26.7% during the year 2013". These crimes have continuously increased in reporting during 2009 - 2013 with 2,03,804 cases in 2009; 2,13,585 cases in 2010; 2,28,649 cases in 2011; 2,44,270 cases in 2012; and 3,09,546 cases in the year 2013. A total of
58,224 cases of crimes against children were reported in the country during 2013 as compared to 38,172 cases during 2012, showing an increase of 52.5%. Some IPC crimes have shown a substantial increase during 2013 as compared to 2012. These crimes were kidnapping & abduction (54.2%), procuration of minor girls (51.3%), abetment to suicide (49.3%) and rape (44.7%).

In most of the States, women police officers used to perform only specialised duties - helping in the investigation of offences involving women and juveniles, assisting the police in tracing missing women and children, keeping watch over the places of ill-repute, recovering minor girls from brothels and escorting them to rescue homes, courts, hospitals, jails, recovery of women and girls involved in abduction and kidnapping cases, collection of intelligence, interrogation of juvenile and women offenders, under-trials and women witnesses, assisting in the investigation of rape cases; arrest, search and escort of women and juveniles; Security check of women at airports, assisting women and children commuters at airports, big railway stations, bus terminus etc., conduct search on women on border check posts, looking after women and children in big fairs, festivals and places of pilgrimage, dealing with women agitators and Satyagrahis during protests and demonstrations, keeping order at women’s meetings and processions, VIP and other security duties, family investigations involving women, assisting social organizations and probation officers in the rehabilitation of runaway women and young girls and prostitutes.

Police women are also given public relations work which they have performed with credit. In states like J&K, Chhattisgarh, Orissa and Tamil Nadu they have been working creditably in anti-terrorism operations and anti-Naxalite activities. With the women reaching senior positions as Dy.SPs and SPs rising from the ranks as well as through direct recruitment as Dy.SPs more and more states have
women holding charge of sub-divisions, circles & Police Stations as Station House Officers in addition to performing routine traffic, law & order & crime investigation duties. Their strength has been increasing not only in the state police forces, but also in the police paramilitary forces.

As on January 1, 2014, the women Police strength in the country is 1,05,325 showing an increase of 7807 (8%) over the strength of 2013, which was 97,518. There are 518 women Police stations in India. 199 of these (38.42%) are functioning in Tamil Nadu. Karnataka has 10, with 2 in Bengaluru City, one each in Mysore City, Mangalore City, Hubli-Dharwad City, Belgaum, Shimoga, Gulbarga, Udupi and Davangere. The percentage of Women Police in comparison to actual strength of Police is 6.11%, the total strength of Police being 17,22,786 and women’s strength of 1,05,325. Karnataka has a women force of 5.11%, with a total number of 3682 women as on 1.1.2014 out of a total strength of 72,011.

Of the 8 Central Armed Police Forces that India has CISF (Central Industrial Security Force) and CRPF (Central Armed Reserve Police) have the largest women contingents, with a strength of 5896 and 5857, respectively. BSF (Border Security Force) has a women component of 2640 women. Railway Protection Force, SSB (Sashastra Seema Bal) and ITBP (Indo Tibetan Border Security Force) have 1177, 1174 and 1128 respectively. Assam Rifles have 470 women and NSG (National Security Guard) have 470 and 52 respectively. (Source ‘Data on Police Organisations in India as on Jan.1, 2014. BPR&D).

9.1.3. The Present Study

This study is undertaken to get an understanding of the situation concerning the status and working condition of women in the police sector in Karnataka state. It is a study of the socio-economic profile of the households from where these women
have joined Karnataka Police Service and attempting to determine whether these women underwent a process of empowerment by their choice. It also inquired into the motivational factors and educational backgrounds of the women police that enabled them to join the Karnataka Police Service. It has made an effort to assess the extent of empowerment and entitlement among the women police personnel (in their social, economic, political and cultural dimensions) over a period of their employment, both at the household (private sphere) and societal levels (public sphere). Based on the study, it suggests a viable policy framework to strengthen the position of women police in the system and society.

The Government of India has taken initiatives, the most important being the policy guideline of increasing the strength of women in Police with an indicator of 30% in recruitments. Karnataka though having done special recruitments to increase the percentage of women is still at the level of 10% in all-state recruitment.

Table 9.1 Statistics of Karnataka State Police (2014 data)

<table>
<thead>
<tr>
<th>Rank</th>
<th>Men</th>
<th>Women</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>SP (KSPS)</td>
<td>81</td>
<td>9</td>
<td>90</td>
</tr>
<tr>
<td>Dy.S.P</td>
<td>320</td>
<td>15</td>
<td>335</td>
</tr>
<tr>
<td>Police Inspector</td>
<td>1022</td>
<td>28</td>
<td>1050</td>
</tr>
<tr>
<td>PSI (Civil)</td>
<td>1879</td>
<td>108</td>
<td>1987</td>
</tr>
<tr>
<td>ASI (Civil)</td>
<td>3995</td>
<td>259</td>
<td>4254</td>
</tr>
<tr>
<td>Head Constable</td>
<td>12152</td>
<td>388</td>
<td>12540</td>
</tr>
<tr>
<td>Police Constable</td>
<td>25232</td>
<td>2926</td>
<td>28158</td>
</tr>
</tbody>
</table>

A comparative chart of the representation of women in police in India as on 01-01-2014 is presented in Table 9.2.
Table 9.2 States having higher representation of Women in Police in India as on 1.1.2014

<table>
<thead>
<tr>
<th>Sl. No.</th>
<th>States/UTs</th>
<th>Total Sanctioned Strength</th>
<th>Actual Women Police</th>
<th>Women Police as % of total Police</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Chandigarh</td>
<td>7873</td>
<td>1017</td>
<td>14.16</td>
</tr>
<tr>
<td>2</td>
<td>Tamil Nadu</td>
<td>1,35,683</td>
<td>13,842</td>
<td>12.42</td>
</tr>
<tr>
<td>3</td>
<td>A&amp;N Islands</td>
<td>468</td>
<td>445</td>
<td>11.27</td>
</tr>
<tr>
<td>4</td>
<td>Himachal</td>
<td>16,209</td>
<td>1552</td>
<td>11.07</td>
</tr>
<tr>
<td>5</td>
<td>Maharashtra</td>
<td>1,84,856</td>
<td>17,957</td>
<td>10.48</td>
</tr>
<tr>
<td>6</td>
<td>D &amp; N Haveli</td>
<td>328</td>
<td>26</td>
<td>9.96</td>
</tr>
<tr>
<td>7</td>
<td>Daman &amp; Diu</td>
<td>422</td>
<td>34</td>
<td>9.12</td>
</tr>
<tr>
<td>8</td>
<td>Uttarakhand</td>
<td>21,030</td>
<td>1528</td>
<td>8.40</td>
</tr>
<tr>
<td>9</td>
<td>Orissa</td>
<td>58,413</td>
<td>4,381</td>
<td>8.52</td>
</tr>
<tr>
<td>10</td>
<td>Sikkim</td>
<td>5390</td>
<td>333</td>
<td>7.78</td>
</tr>
<tr>
<td>11</td>
<td>Delhi</td>
<td>82,242</td>
<td>5,413</td>
<td>7.15</td>
</tr>
<tr>
<td>12</td>
<td>Rajasthan</td>
<td>1,18,833</td>
<td>6,568</td>
<td>7.11</td>
</tr>
<tr>
<td>13</td>
<td>Haryana</td>
<td>61681</td>
<td>2734</td>
<td>6.65</td>
</tr>
<tr>
<td>14</td>
<td>Punjab</td>
<td>80,064</td>
<td>4761</td>
<td>6.44</td>
</tr>
<tr>
<td>15</td>
<td>Kerala</td>
<td>51,701</td>
<td>3,067</td>
<td>6.42</td>
</tr>
<tr>
<td>16</td>
<td>Goa</td>
<td>7118</td>
<td>366</td>
<td>6.18</td>
</tr>
<tr>
<td>17</td>
<td>Lakshadweep</td>
<td>349</td>
<td>16</td>
<td>6.06</td>
</tr>
<tr>
<td>18</td>
<td>Puducherry</td>
<td>3951</td>
<td>165</td>
<td>5.25</td>
</tr>
<tr>
<td>19</td>
<td>Arunachal</td>
<td>12764</td>
<td>582</td>
<td>5.17</td>
</tr>
<tr>
<td>20</td>
<td>Jharkhand</td>
<td>73,707</td>
<td>2906</td>
<td>5.15</td>
</tr>
<tr>
<td>21</td>
<td>Karnataka</td>
<td>1,06,785</td>
<td>3,682</td>
<td>5.11</td>
</tr>
</tbody>
</table>

However it can be noticed that when we consider numbers at the States/UT levels, the maximum of 17,957 women police personnel are working in Maharashtra,
which is 17% of the women police strength in the country, followed by 13,842 (13.1%) in Tamil Nadu and 6,568 (6.2%) in Rajasthan. The strength of total women police is 1,05,325 as on 1.1.2014 in India, showing an increase of 7,087 (8%) women police personnel over the strength of 97,518 as on 1.1.2013.

The target audience in this study is drawn from the women in police force, all recruited in the state cadre of Karnataka. The time of their entry spans a period of 4 decades, i.e., from 1970 to 2010. All ranks from Constable to SP have been considered.

The 818 interviewed are from the selected Districts and Bengaluru City. In addition, PIs, Dy.SPs and SPs who are not borne on the District strength are also included.

While making the target District selection, the criteria on which the selection was made was regional representation as well as the size of the unit. Karnataka's police administration bears a diverse imprint of the British colonial system, that of Madras Presidency and Bombay Presidency, the traditions of Mysore Royalty, the Nizam of Hyderabad and the territory of Coorg. Prior to the State's reorganization on the basis of the language Kannada, the areas that we today call Karnataka were under different administrative units including the Princely state of Mysore under the Wodeyars, Hyderabad region ruled by the Nizam, the independent territory of Coorg (Kodagu), the British colonial rule of Bombay and the Madras Presidency. The Belgaum region was derived from the Bombay Presidency where Marathi was the official language, Bidar- Gulbarga came under the Nizam where Urdu was prevalent and the coastal region of South and North Canara (modern Dakshina Kannada and Uttara Kannada) came from the Madras Presidency that used Tamil as the official language in addition to English. Practices, traditions and procedure as well as laws differed in essence and therefore the attitudes and service delivery system varied. In the selection of target group these have been taken into account.
Besides, when within the state, the Districts were formed and split again for administrative ease and Political expediency, the size of the population and the area varied, rendering some districts small and some large. In target selection, this has also been kept in mind.

9.1.4 Karnataka Scenario

Today, in Karnataka and all over India, women are entering mainstream policing under special recruitment and general recruitment schemes, in markedly larger numbers than ever before. The fact that they continue to enter the field in increasing numbers is a very positive sign from the point of view of Empowerment. The history of women in policing all over the world is one of struggle. In the initial years of their tenure in law enforcement, women have found themselves placed in roles based on an assumption of their gender. In the west, whether matrons or officers, women served as agents of morality entrusted with the duty of saving wayward women and children, or tasked with those crimes that the department felt needed a woman's touch, such as the handling of sex offense victims, traffic duties, and clerical work (Garcia, 2003; Grennan, 2000). Women among the police still struggle to obtain equal treatment in the workplace, to be seen by their fellow officers not as policewoman but as police officers (Grennan, 2000).

9.1.5 Women in the Police Force

In short, in the developed countries like the US, the growth of women in the police force has been organic and it very slowly tore down the male-oriented, male dominated fabric of Police administration to create a new policing culture that is
better in tune with the community policing philosophy than traditional policing has been (Sklansky, 2006). It is observed that the Indian scenario is not much different. Instead of the patrol and watch and ward duties which women were confined to elsewhere, in the states of India, including Karnataka, they were utilized for soft and insignificant duties like that of the receptionist or telephone attendant in addition to the prisoner escort duties for women and children. Though a slow process, steady increase in the numbers of women in police have played a role in reshaping the police culture. Although the history of women in Law enforcement has been riddled with challenges they have boldly and patiently trodden the path strewn with difficulties and overcome them one by one.

Section - II

9.2.1. Arenas of Study

The areas taken for evaluation have been broadly,

i. Socio economic profile of the women in the police force

ii. Perception of job performance of women working in the police

iii. Personality Traits of women in the police force

iv. Job satisfaction of women working in the police force

v. Occupational stresses faced by women working in the police force

vi. Marital status

vii. Education of the children and aspirations for the children

viii. Role of women in police in their household decision making

ix. Direction of Lifestyle changes after joining the police force
x. Aspirations set to achieve by women in the police force

xi. Satisfaction derived from the work

xii. Policy recommendations can be made to improve the situations

**Socio Economic Profile**

The study has been carried out to understand the socio-economic profile of women in the police force, those who have been recruited in Karnataka. The target sample showed that women from all parts of the Districts have come forward to join the force. Rural upbringing or education in rural areas do not appear to hinder the entry of women into Police. Most of them came from middle class backgrounds, with low levels of parental education and income.

Women are entering mainstream policing in markedly larger numbers than ever before, on equitable recruitments and under reservation quotas. Numbers, however, do not reveal the changing nature of the work itself, the job environment, and treatment by others on the job, internal support for career development, promotion and other rewards. One objective of the research has been to examine these topics. The women’s responses during interviews help to support and give meaning to statistical data on women’s uneven distribution throughout police ranks. Studies abroad find that women in policing face considerable discrimination. (Hamilton 1971; Price, 1996; Price & Gavin, 1981; Robinson & Arentsen, 2011; Spasić 2011; Raganella & White, 2004; Brown, 2000). The respondents in the study did respond about the discrimination in promotions and that much improvement to working conditions can be brought about if superiors interact with them. They generally appear to be in a safer environment than available elsewhere in Karnataka.
and are perhaps supported by the system checks in case of infringements to their private space.

Social scientists continually argue as to whether structural and technical changes or attitudinal changes must occur first in order to bring about social change. A case can be made that both must occur - and in relation to one another, before gender equality will be achieved. This is as true for policing as for other aspects of our social and occupational lives. Yet, it is clear from the studies that the structural changes in the law in the United States have helped to create an increase in the numbers of women in this traditionally male dominated field of policing.

Some of the structural barriers experienced by women in police work as well as attitudinal barriers contribute to the disproportionately high numbers of women in the lowest levels of police departments and hardly any in the higher ranks, where competition is much stiffer (Martin, 1988). While some believe that the passage of time is all that is needed, others argue that barriers to achieving promotions, job security, and comparable assignments and salaries will persist. The salaries for women being equal to men for similar ranks in the country, economic equality and empowerment within the structure is ensured. Gender bias is clearly attitudinal as well as behavioral while the organization and its practices are inherently a matter of structure.

**Women in Police in Karnataka and India: A glance at Policy and evolution**

Empowerment of Women and Gender Equality are universally accepted now as two sides of the same coin ever since it was included as one of the eight Millennium Development Goals by the United Nations. Increase of strength of
women in Police Force impacts the empowerment of women not only who join the force but the women in the community itself. There is both anecdotal and empirical evidence that empowerment of women is both directly and indirectly affected by the presence of women in the uniformed service, as she is more visible, the uniform and rank badges almost flaunting her positional power. This research draws directly from the experiences of women to enumerate the real and abstract changes that take place in the fabric of society as women enter the policing and enforcement arm of the State.

The top benefits of women in police is that women feel and are found to be equally competent as men, less likely to use excessive force, implement community oriented policing, improve response to violence against women, reduces problems of sex discrimination and harassment in the workplace, and lastly, but not the least, women can bring out beneficial changes in the quality of Policing as well as internal policy for all officers (Lonsway, Moore, Harrington, Smeal & Spillar, 2003) are getting established in India too and is evident from the discussions and theme of the latest National Conferences of Women in Police, viz., “Women Police: Rising to the Challenges of Indian Society” (MHA, BPR&D, 2014).

The research reveals that there is a requirement of urgent action in the area of policy reforms and structural modifications, both in the larger context of the policing of the country and in the more specific instance of women within the police. A selection of policies and schemes that should be addressed at the first level are to facilitate a) the gender audit in the Police to objectively evaluate the requirement of women in Police with respect to demands of crime, Law and Order and security duties in the state, b) to put in place required infrastructure, procedures and
processes as well as c) to institute aptitude tests and special training programme for appropriate and adequate skill development for women, enabling specializations for satisfactory outcomes in police service delivery.

On a longer time-scale, the policies that need to be urgently refined and implemented across the country are several. Primarily, extensive and inclusive Gender Sensitization initiative has to be taken up for all ranks, including the leadership levels of Police as they are the influencers of policy formulation as well as the implementers of Policy. Gender sensitization has to be a part of basic training and continuing refresher courses, including for women, as statistical and empirical evidence, as also brought out in this study, point to a reality that is a far cry from the liberal outlook that generally assumes gender sensitivity in all women. This recommendation is also made in view of the fact that recruits, including women as well as officer recruits, come from varied socio economic backgrounds with deeply ingrained cultural stereotypes. Capacity Building within Police to bring in an attitudinal change and introducing the concept of respect for women who are colleagues and also for those women victims, complainants and witnesses is essential.

Secondly, in addition to training and refresher training to update professional skills and soft skills, training in evolving legal frame work and nuances of the ongoing modifications, to laws relating to women are essential for women and all officers at the cutting edge levels, for them to deliver services as envisaged in the Constitution and statutes. India has some of the strongest laws in the world in matters relating to offences against women, in public spaces, work place, in entrustment and in domestic spaces. However cases fail mainly because of lacunae
and lapses in investigation, prosecution and trial, all of which can be remedied to a large extent by conscious training in Law and a focus on the importance of giving attention to detail.

Thirdly, wherever structural and infrastructural changes are required are to be introduced. A more interactive and consultative structure within in the hierarchical pattern can facilitate dedication and increase in productivity. Instead of a colonial top down approach, a vertical and horizontal communication flow will improve the efficiency and effectiveness of the Police in general and can increase the comfort levels of women in policing at the work place, improving their service delivery. A ‘best practices’ approach is more beneficial than the ‘blindly procedure based’ or the ‘punishment and reward’ approach. There is merit in opening up the communication channels, as valuable information banks at the lowest levels often go untapped, denting the quality of service, the public receives.

Lastly, it is worth noting the immense strides that have already been made, through interventions of the state, police departments, civic society and more importantly by the women police themselves which should be highlighted, institutionalized and built upon. Women in the police embody empowerment at a true level. Women at all levels in Police have a bigger role than just policing. They should be acknowledged and encouraged, so that they can in turn effectively empower the women that they deal with.

What is the scenario in India and one of the progressive states in the country Karnataka?
9.2.2. Major Findings

The Major Findings of the study are as follows

i. Women are motivated to become police officers because of financial security that the job offers and as a result of encouragement of family and others

ii. Women have improved their position economically and socially and command greater respect

iii. They have gained greater access to resources; they have greater say in family decision making process regarding children’s education, purchases & holidays

iv. Women derive job satisfaction from their assignments

v. Women are idealistic and service the community and family are values

vi. Women feel that the administrators could modify policies and practices so that women could be more productive in the service of the public at the same time can be more at ease at the workplace and derive greater job satisfaction.

The analysis below:

**Job Performance:** 18% of policewomen from urban areas rated their performance as outstanding. About 13% of women personnel from rural areas also felt that their performance was outstanding. It is interesting that 2/3 of the respondents felt their performance was good. The significant chi square value of 38.05 indicates that the rating of rural urban policewomen is different.
Performance rating factors: Important among the factors are support from family members and support from higher officials, sincerity, higher qualifications, encouragement from higher officers and support from the husband. Family support, discipline and self-motivation were the principal reasons for outstanding performance, while for good performance, self-motivation and education were the important reason absent among those who performed poorly.

Religiosity as a personality trait: Most of the women police force in Karnataka are not bogged down by the conservative values and traditions but have responded to be secular minded. Interestingly, as age advances or progresses, the belief in religion increases. In the younger age group, it was prevalent among 60 per cent of the respondents which progressively increased to 74 per cent in the higher age groups.

Honesty as a personality trait: Honesty held prime of place among women police in all categories of age. Over 90 per cent accorded the highest priority to this aspect. This goes to show that the women in the police force are inherently honest and will go the extra mile to dispense justice.

Aggression as a personality trait: Aggression was accorded the third place by about 40 per cent of the respondents. But in line with the needs of the profession, the importance of aggression is being seen among the employees of the older age groups. It attains a higher rank in about 30 per cent in the older age groups.

Duty consciousness as a personality trait: Over 95 per cent of women in all age groups have assigned the highest rank to this nationalistic objective which is indeed exhilarating. The non-significant chi square value testifies to the fact that this trait is universal to every woman in the police force.
**Following traditional lifestyle as a personality trait:** Women in Karnataka are known to embrace traditional values. This is not apparently manifested in the younger age groups, when they are flamboyant, as they have grown traditional with the passage of time. In the youngest age group (21-30 years), about 57 per cent have mentioned to be ‘traditional’, which progressively increases to 83 per cent in the highest age group. At a younger age they are reportedly only moderately traditional.

Reasons for job satisfaction among women working in the police force; family support (35.36%), discipline (14.3%) and motivation (14.64%) are significant indicators impacting on the job satisfaction of the women in the police force. After this they have mentioned the

**Probable alternative professions:** Over half of the women would have opted for teaching as a profession. This is especially true of the younger girls below 30 year of age. The range of choices of the younger women in the police force is much wider as compared to their senior counterparts who had less number of alternatives at their time. The few senior women would have preferred any government job or would have remained as a housewife. The significant chi-square value indicates that there is an association between choice and the age group to which they belong.

**Role of police women in household decision-making:** It could be seen there that these decisions are taken jointly with the husband in about 60 per cent of the cases, and the woman’s role increases with age. It was 43 per cent in the younger age group and increases thereafter. Individual decisions are taken by 15 per cent of the cases and have increased to 35 per cent in the older age groups. The significant chi-square value indicates that decision-making varies with the age group. In the below 30 years’ age group, even the parents have a big say in financial decisions of the woman police personnel, showing patriarchal gender interaction patterns.
**Education of Children**: The decisions pertaining to the education of the children is seen to be predominantly a family decision as per our findings. It is taken by both the husband and wife in 70 per cent of cases. These decisions are also taken individually in 10 to 25 per cent of the cases. This percentage has increased with the age group, indicating that greater authority is wielded by the woman in Police as she becomes senior in age, showing that her decisions are approved and even valued in the family.

**Purchase of Durables to the Household**: The purchase of durables is a significant decision which is taken by both the husband and wife together. But the responsibility of these decisions has been a joint responsibility. It tends to decline with age and become more individualistic as evidenced by the percentage increasing from 12.26 per cent in the youngest age group to 35.29 per cent in the highest age group. The significant chi-square value endorses the unique age dependent patterns of such decisions. This could be because the users of these devices are related to the individual whereas in the earlier age groups, the decisions are collective. Here, the goods are those required by the family like TV, refrigerator, washing machine, furniture, etc., whereas later, it is shifted to prefer items like computers, etc., which is usually an individual decision.

**Festival Expenditure**: Festival expenditure is on the rise in India as people are becoming increasingly conscious of celebrations of festivals, village fairs, and other socio-cultural and religious events. The opinions of our women police staff reveal that decisions on celebrating festivals are taken jointly with the spouse. But with the increasing age, the decisions are taken increasingly by the woman, indicating a greater exercise of decision-making capabilities.
**Family Outings**: In a majority of the cases, across age groups both the husband and wife take the decisions regarding family recreation jointly. This is again confirmed by the chi-square statistics of 103.27 which is significant. In the younger age group, decisions are taken by the parents as well. As the age of the police employee increases, the decisions are taken by the family as well as by the self. As age increases the role of the parent diminishes and is taken over by self or the family.

**Matters on Self**: On matters concerning the self, the decision is largely taken by the women herself, which is a testimony of the absence of interference by the family. In personal decisions, the family also plays an important role. Parents have an influence in the decision pertaining to self in the younger age groups of households.

**Bringing up Children**: Bringing up children is an important responsibility facing every household. The study reveals that during early childhood decisions are predominantly taken by the women and her spouse, the responsibility of which shifts more to the women as the child grows up and goes to college. This pattern is ratified by the significant chi-square value which suggest the there is an association between the decision maker and the age groups under consideration.

**Age and Decision-Making**: The decision regarding the family are taken by the women and her parents at a younger age group and after that when she gets married, the decision-making shifts to the family and later on the women herself starts playing a greater role in decisions concerning the family matters. The chi-square test is significant which shows that it is age dependent.

**Control over Income**: The most contentious issue especially where a women is concerned is the control of her income. This aspect has been probed it is interesting to note that the women have a 50 per cent weightage in deciding what to do with
their self-earned income. Joint decisions are also common and parents were important decision makers in the younger age groups.

**Decision on Household Income:** When it comes to family income, the women along with her spouse takes the decisions. In the younger age groups the family also plays a role in deciding the way the family income is to be used. It is amply clear that the police women are greatly empowered in the decision-making aspect with regard to her personal income as well as the family income and in matters concerning the education of the children, household expenditure, purchase of durables and outings and festivals. The police women by virtue of her earning and wisdom plays a second role after her parents and with the passage of time plays an increasing role, first jointly with her husband and at a later age, increasingly by herself.

**Satisfaction derived from Work:** The responses of the women police about this aspect shows that the single most important reason why women work in the police force as evidenced by 85 per cent of the respondents across the age groups, the remaining respondents assigned the second score to this aspect. The chi-square value was not significant suggesting that this behavior is not unique to any particular age group.

**Empowerment:** Power is an integral part of the police force and the women in the police wields a considerable amount of power. Whether these respondents are enamored by power is examined and the results reveal that power is an important aspect of their profession as police women. It did not matter much as in most of the groups it was ranked 3, 4 and by the respondents. The chi-square test was not significant indicating that no clear pattern exists. For some, it is important as it ranks low in the hierarchy.
**Satisfaction about Earnings (Money):** Surprisingly, the women responded that they joined the force not for the income/money it offered them. This idea was disproved because in the findings, the lure for money was ranked low. Especially the highest income group indicated the fifth position for money and only a few indicate money as the first rank.

**Satisfaction due to Dignity of Job:** Dignity that this profession gave was ranked first or second by almost a third of the respondents. This is sufficient to prove that women police persons find dignity as the single most important aspect of the job. This perception will definitely help them to act with responsibility and bring credit to the force. The non-significant chi-square indicates that no particular pattern existed between age groups.

**Opportunities for Professional Growth:** Whether the police force provides this opportunity is examined and the respondents have ranked police service as the highest, by placing either a first rank or a second rank. This is true of most of the respondents cutting across age groups. Thus, the police force should endeavor to raise the opportunities for professional growth of women working in the police force, as it will motivate them to greater performance.

**Other Factors of Satisfaction:** Satisfaction due to factors other reveals that the other factors give a lot of satisfaction to the respondents as over half have indicated it as the first and foremost in terms of satisfaction. But of the 800 respondents only 27 have indicate responses to this question hence it appears to be trivial.

**9.2.3. Compatibility with Earlier Studies**

These findings of the study through questionnaire responses, audio-visual interviews and focused group discussions are found to tally with the anecdotal and
experiential knowledge of the researcher as well as found in the literature survey. In respect of the ecosystem characteristics, the study indicates that though inequalities and denial of opportunities still exist, the life is not as hostile or sterile for the women in Police in Karnataka state as compared to the other women in Policing working elsewhere in India or numerous countries abroad (Pattanaik & Worley, 2011; Spasić 2011; Eisenberg, 2009; Brown & Heidensohn, 2000; Price, 1996; Price and Gavin, 1981). The women in Police in Karnataka seem to have been able to overcome many of the problems and occupational hazards with their commitment and dedication to their work, as they advanced in age and service. Loderstedt (2005) found in her study of East German career women that the majority of them were satisfied with their jobs when they demonstrated commitment “through showing that they could manage problems, conflicts and workloads”.

Economic advancement and empowerment as well as upward social mobility are seen, as elsewhere. (Golla et al, 2012). Greater access to resources and positive capabilities as well as opportunities for decision making (Dharmalingam & Morgan 1996) in several domains concerning self and family are seen which are indicators that women who have been able to enter this male dominated service have used their choice for their development and empowerment.

Though the majority of them have come from rustic and conservative backgrounds, marriage does not appear to be a problem due to their joining this male oriented police service. An early age at marriage of women is an indicator of the low status of women in society and at the individual level also, an early marriage for a women is related to lower empowerment (Mason, 1986; International Center for Research on Women, 2007). An early marriage curtails women’s access to
education, hampers her attaining maturity to take decisions in the family, due to premature burdens of responsibility and pre-occupations of childbearing and child-rearing. However it is remarkable that a large number of women surmounted these obstacles and attained empowerment by obtaining the job in Police and making progress in Police department.

The Bureau of Police Research & Development is the nodal agency of Government of India to facilitate and monitor the increase of gender parity within the Indian police forces. BPR&D has taken up work relating to Women in Police in the country focusing mainly on monitoring representation of women in Police, undertaking research on women police related issues, sponsoring Conferences and Workshops on Women Police and related issues. They also have facilitated formulating some training Modules on gender sensitization as well as ensuring representation of women in the training programs in India and abroad. In addition to increasing numbers in training and facilitating research, infrastructural and environmental modification also is facilitated through various schemes.

National Conferences exclusively for Women in Police in India were instituted by the Ministry of Home Affairs through BPR&D, with participants of all ranks from DGP down to the constabulary, drawn from across all the States and Union Territories, Central Police Organisation and Central Paramilitary Forces of the country. The six conferences organized thus far have given a great impetus to Women in the Indian Police and will improve their working conditions as well as the women’s contribution to policing the community (MHA, BPR&D 2002, 2005, 2009, 2010, 2012, and 2014).
Abroad, the International Criminal Police Organization (INTERPOL) discussed the issue of Women in Police from 1926 and several recommendations have been made at sessions of the General Assembly. In the Third Session in Berlin in 1926, they recommended that it needs to be brought to the attention of all governments and police administrations that the collaboration of women in different activities is most appropriate for public welfare. In the Fourth Session in Amsterdam (1927) the message was clearer. “The I.C.P.O. is unanimously of the opinion that women are of great use in the practical care of children, girls and young women in moral danger and that women have for some considerable time worked with the police in this way with good results.”

The twenty-seventh Session of General Assembly of ICPO at Lisbon (1957) listed some duties for Women Police, which were

*Preventive Duties* like the discovery of children and minors or physical danger to children who are neglected, abandoned, wayward etc., Family investigations, Discovery of juveniles without occupation or with a tendency to become prostitutes, Teaching and helping school children to deal with traffic; *Administrative Duties* like searching for children who have run away and absconded, Transport for children, Establishment of card index system for minors and women’s, Liaison with social, medical and school services, etc.; *Suppressive Duties* like investigations concerning juvenile delinquents of both sexes and also young women offenders, interrogation of children and adolescents (the interrogation of male adults to be done by male police officers), investigation into cases where a child of either sex is the victim of a sexual offence, interrogation of
adult women who are particularly sensitive or emotional, Detection of clandestine prostitutes, searching arrested women etc.

Recommendations were also made by International Association of Children’s Judges at IV Session held at Brussels (1954). Women were indicated in cases where effective surveillance and detection is required, in the fight against juvenile delinquency, “duty” in the police sense of the term should be secondary consideration, the ideal being to concentrate more on social work as such with the purpose of preventing crime with the role of Police women seen as nothing but social welfare workers. It went on to recommend that Police women should retain their suppressive function, especially in matters concerning sexual offences where women and children are responsible for or the victim or witnesses of such acts and that Women Police are particularly useful in the interrogation of juvenile victims of sexual offences.

Section III - Policy Recommendations

9.3 Recommendations: Need for a Gender Policy framework for Police

CEDAW, the International Convention on the Elimination of All Forms of Discrimination against Women, which India has also ratified in 1996, outlines the minimum standards for governments to ensure gender discrimination and to promote gender equality. This study suggests that this declaration of the CEDAW is to be taken seriously and policies are to be framed and implemented in accordance with the guidelines.

Likewise, even the Beijing Platform of Action (1995) directed governments on the steps that they should take to improve the quality of life, gender equality and
status of woman. Women’s Education, Economic empowerment and decision making are focus areas.

As Coleman (2013) asserts, empowerment of women can change economies, it is a viable proposition to leverage upon women in Police as change agents within the Police departments as well as in the society, as the primarily visible models of empowerment and humanising the Police stations with their presence. The National Commission for Police reforms, the state commissions and Courts have all aimed at structural changes for the Police. The NPC produced eight reports between 1979 and 1981, suggesting wide ranging reforms in the existing police set-up, but the induction of women in large numbers and the possible impact within the police has not been touched upon, as the presence of women is discernible only in the recent past.

The increasing recruitments of women both in the State police to perform civilian duties and in the Central Armed Police for specialized Internal security duties prove that women have a vital role to play in the security scenario of the country in the present globalized world. A milestone in global security scenario has been the induction of Central Industrial Security Force in all the commercial Airports of India (59), including the International Airports, subsequent to the hijacking of the flight IC 814, in Dec 1999. This meant a large component of women for security and anti hijacking checks. This was a large stride for Induction of women in this Central Armed Police Force, which today has the largest women component of 5896(as on 1.1.2014), which is equivalent to 6 battallions, although the BSF was the first to recruit women into the Force. In the past decade, Women Police strength has increased considerably in all the Central Armed Police Forces(18,394).
Out of a total of Women Police, in CAPFs, the highest number of 5,896 (32.1%) Women Police are available in Central Industrial Security Force (CISF), followed by 5,857 (31.8%) in Central Reserve Police Force (CRPF). In addition to performing very tough internal security tasks in the country, the CRPF Women contingents of about 120 strength, with commando training and special driving skills have been doing creditable work in UN Mission in the turbulent African Country of Liberia, since 2007, providing security cover to the Prime Minister and other duties, including training of Liberian Police.

Within India, at the initiative of BPR&D for Integration and Advancement of Women in Police in the country four national conferences have been conducted. They are as follows:

- First National Conference of Women in Police, 19-21 February 2002 (Delhi)
- Second National Conference of Women in Police, 27-29 July 2005 (Mussoorie)
- Third National Conference of Women in Police, 7-9 March 2009 (Panchkula)
- Fourth National Conference of Women in police, 15-17 September 2010 (Bhubaneswar)
- Fifth National Conference of Women in police, 25-27 July 2012 (Thrissur)
- Sixth National Conference of Women in police, 26-28 February 2014 (Guwahati)

Other Initiatives of BPR&D related to basic Infrastructure for Women in Police have been the following:
• Inclusion of Washrooms/Restrooms for Women in the perspective plan (2000) for Modernization of Police Forces right up to police station level.

• Design of uniform for women police officers in family way (pregnancy), 2007.


• A number of recommendations of the National Conferences have been implemented by the states or are in the process of implementation including Karnataka. These are

• Different physical standards applied in favour of women applicants.

• Institutionalized mechanism to prevent sexual harassment of women on workplace has been put in place.

• Percentage of Police Station, Sub-Division, District and higher level posting by women police officers varies from less than 1 % to 11 %.

• Representation in special Squads also varies from 1% to 10%

• Representation of women in training varies from 1% to 20% both in the training courses in India and overseas.

• Unarmed training is provided to police women

• Specialized Training is also provided to women

• Gender Sensitization programs are run

• Women Police Officers are also rewarded with medals and citations.

• Exclusive toilets and restrooms at police station level vary from 100% to 3%.

• 180 days maternity leave is available in CPFs.

• In State Police it varies from 90 to 135 days.

• Paternity leave is available.
• Government of India has provided child care leave for two years under specified conditions in implementation of recommendation of Sixth Central Pay Commission.

• Day Care and crèche facilities are available in lines in the CPFs and about 20% of State Police Lines.

• Women specific uniform rules have been framed.

Family accommodation for women are being considered

• Flexible posting practices have been reported by M.P., ITBP, W.B., and Greater Mumbai.

• Mainstreaming of Women in Police. Initial role and functions assigned to women police have tried to create stereotyped role for them in dealing with women and juvenile delinquency both as victim and accused and so-called soft duties. Now women demand and are assigned all routine police duties.

• Policy changes which are still required to provide more parity are

• Equal opportunity for selection as directly Recruited Dy. S.P.s by State PSCs

• Common Cadre with men police officers

• Equal opportunity for regular and advanced specialized training courses in India and abroad to improve professionalism

• Equal opportunity for posting at cutting edge jobs at levels from SHO (Station House Officer) to DGP/Commissioner of Police

• Affirmative action to prescribe a minimum percentage for all direct recruitment posts to increase their overall representation in police.

• Creation of special facilities like separate toilets, restrooms, crèche etc. in consistence with their special biological needs.
- Safeguards against harassment at workplace in accordance with Visakha Judgment of the Supreme Court
- Liberal maternity and child care leave facilities
- Liberal early exit policies with pro-rata pension benefits.
- Community education to promote acceptance of women police officers and their working schedule as per operational requirements of police.
- Incentives for good practices.

Though Karnataka is in the forefront in India in IT, where a large number of women are employed, Karnataka State Police has still far to travel with regard to modification of policy framework, rules & regulations, patriarchal attitudes and training. Some of the suggestions in this regard are as follows

Ensure that the city and state conducts and utilises gender research to inform the design and delivery of services and strategies.

Develop the capacity and infrastructure to enable the organisation to continually be informed by relevant and updated gender data to ensure responsiveness and appropriateness of current and future operations

Conduct research and social impact assessments to ensure that statistics, strategies and policies remain relevant and updated

Support and/or enter into partnerships with relevant learning and research institutions to undertake research that will promote the aims and objectives of this policy
This study suggests that the Government of India and the state governments have to evolve a Gender Policy Framework, to establish a clear vision and a set of mainstreaming guidelines for the governance of the Police department, for the development of services, policies, procedures and practices based on equality between women and men.

It is also necessary to develop specific interventions to meet the practical and strategic needs of women in order to ensure empowerment of women as a step towards gender equality. Modules of curriculum for regular training in soft skills, Police skills as well as specialised programs in theory and practice have to be formulated to keep the women in police up to date and confident of discharging their duties and to perform to their fullest potential.

The internal structure of the Police department has to modify itself to provide an enabling environment that promotes gender equality and empowers women. Equality of opportunities for promotion, medals, recognition and rewards are to be ensured without prejudice to the gender.

Factors internal and external to the organization have to be taken into consideration to improve the status and quality of life, increase their access to opportunities and their ability to influence administrative decision-making processes. Housing, Child care supports, family leave, exemptions during pregnancy, convenient postings with spouse etc. will facilitate her achieving work life balance.

Women's rights are Human rights. Gender justice and fairness in the treatment of women have to be explicitly promoted. The police is the authority to whom women turn for safety and security and protection from harassment at
workplace, molestation, sexual abuse, domestic violence etc. Therefore guardians of this service delivery, the policewomen themselves, should be insulated from being victimized by these violations. For this, additional system safeguards should be put in place.

A system of Mentoring by Women leaders in Police and by other leaders in society should be evolved as an empowering model.

Gender audit should to be instituted and corrective measures taken up. Discriminatory policies and practices need to be identified and changed. In particular, policies promoting Gender equality are to be implemented with vigour.

Research should be encouraged not only with a view to improving the workplace atmosphere and service conditions but also to facilitate the Women force towards excelling in their service delivery to the public.

Appropriate Gender sensitization programs are to be taken up at all levels. As attitudinal changes at the highest levels are vital, policy makers, policy implementers and administrators need to be brought into the ambit of sensitization program. The policy should also cover male colleagues and peers in the Police organization. It is to be advocated that the findings and recommendations derived from research projects are considered and implemented by the authorities.

Any civilized society is anchored in the enforcement and support of the law of the land, for the benefit of all. Women in the police force are making a unique and useful contribution in the many ways described, and there is certainly scope for further development. After all the very functioning of society is not static but dynamic, and subject to change and adaptation. This thesis is a modest effort to
coalesce and set the stage for lateral development of the many issues on hand to improve the lot of policewomen and through them, women in Society. The findings of this study demonstrate that policewomen can be change agents for both the police department and the wider communities that they live in and serve.

This research effort is the first of its kind in accessing a large sample of policewomen from within the khaki brotherhood, thereby bypassing the hierarchy, inbuilt distrust of outsiders, and fear of speaking against the system and of being heard within a safe and trusted space. Additionally, this large data sample and compiled statistics provide for the first time deep insights into the sociological aspects of policewomen by exploring their backgrounds, family, personal and professional situations before and after joining the police service. The hope is that this study will be a strong foundation for further studies on a complex and current topic of significance to the functioning of society and law enforcement.