Annexure I: Questionnaire

Gender Status in Karnataka Police -
A Study of Entry-level cadres in Women Police

INSTITUTE OF DEVELOPMENT STUDIES: UNIVERSITY OF MYSORE
Research Investigator: Jija Madhavan Harisingh IPS

District:
- Bangalore
- Mysore
- Kodagu
- Davanagere
- Dharwad
- Uttar Kannada
- Chitradurga
- Belgaum
- Gulbarga
- Hubli
- Bidar

Taluk:

Name of respondent:

Post:

Date of Birth (in dd/mm/yy format):

Age (in years):
- 51-60
- 41-50
- 31-40
- 21-30
- Less than 20

Religion/Caste:
- Hindu
- Hindu SC
- Hindu ST
- Muslim
- Christian
- Hindu Others
- No Response
- Other: __________________________
Place of Birth : 
Mother Tongue : 
   ○ Kannada
   ○ Hindi
   ○ Telugu
   ○ Urdu
   ○ Marathi
   ○ Malayalam
   ○ Tamil
   ○ Tulu
   ○ Konkani
   ○ No response
   ○ Other : _________________________

Education : 
   ○ SSLC
   ○ PUC
   ○ Degree
   ○ Other : _________________________

Name of School : 
Place of School : 
School location : 
Name of College : 
Place of College : 
College Location : 
Post at entry : 
   ○ WPC
   ○ WSI
   ○ DSP

Date of joining service : 
   ○ Before 1975
   ○ 1976-1980
   ○ 1981-1985
   ○ 1986-1990
   ○ 1991-1995
   ○ 1996-2000
   ○ 2001-2005
   ○ 2006-2010

*mm/dd/yy format*
<table>
<thead>
<tr>
<th>Position</th>
<th>Less than 5 years</th>
<th>6-10 years</th>
<th>11-15 years</th>
<th>Over 15 years</th>
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</thead>
<tbody>
<tr>
<td>Years of Service as Constable</td>
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<tr>
<td>Years of Service as Head Constable</td>
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<tr>
<td>Years of Service as Asst Sub Inspector</td>
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<tr>
<td>Years of Service as Sub Inspector</td>
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<td>Years of Service as Inspector</td>
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<tr>
<td>Years of Service as DSP/AC</td>
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<tr>
<td>Years of Service as SP</td>
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</tbody>
</table>
**Personal Annual Income (Rs.)**
- Less than 1 Lakh
- 1 Lakh - 1.5 Lakh
- More than 1.5 Lakh

**Total Family Annual Income (Rs.)**
- Rs. 75,000 - 1,00,000
- Rs. 1,00,000 - 1,50,000
- More than Rs. 1,50,000

**Marital Status**

**Time of Marriage**

**Father's Occupation**
- Private
- Government
- Pensioner
- Farmer
- Other: ___________________________

**Father's Education Qualification**
- SSLC
- PUC
- Degree
- Other: ___________________________

**Mother's Occupation**
- Private
- Government
- Pensioner
- Farmer
- Housewife
- Other:

**Mother's Education Qualification**
- SSLC
- PUC
- Degree
- Other: ___________________________
Husband's Occupation

- Private
- Government
- Pensioner
- Farmer
- Other: ____________________________

Husband's Education Qualification

- SSLC
- PUC
- Degree
- Other: ____________________________

Number of Family members: ______________________
Number of Brothers: ______________________
Number of Sisters: ______________________
Number of Male Children: ______________________
Number of Female Children: ______________________

Children details
Give the level of education of the children

Child 1 – Name: ______________________
Child 1 – Age: ______________________
Child 1 – Gender: ______________________
Child 1 – Education: 
- School
- PUC
- Degree
- No response
- Other: ______________________
Child 1 - School Medium: 
- Kannada
- English
- Urdu
- Marathi
- Tamil
- Telugu
- No response
- Other: ______________________
Child 1 – Performance:  
- Poor  
- Satisfactory  
- Very Good  
- No response  
- Other: __________________________

Child 2 – Name: ________________________________

Child 2 – Age: __________________________

Child 2 – Gender: __________________________

Child 2 – Education:  
- School  
- PUC  
- Degree  
- No response  
- Other: __________________________

Child 2 – School Medium:  
- Kannada  
- English  
- Urdu  
- Marathi  
- Tamil  
- Telugu  
- No response  
- Other: __________________________

Child 2 – Performance:  
- Poor  
- Satisfactory  
- Very Good  
- No response  
- Other: __________________________
Child 3 – Name : ____________________________________________

Child 3 – Age : ____________________________________________

Child 3 – Gender : ____________________________________________

Child 3 – Education : 
- School
- PUC
- Degree
- No response
- Other: ____________________________________________

Child 3 - School Medium : 
- Kannada
- English
- Urdu
- Marathi
- Tamil
- Telugu
- No response
- Other: ____________________________________________

Child 3 – Performance : 
- Poor
- Satisfactory
- Very Good
- No response
- Other: ____________________________________________

Child 4 – Name : ____________________________________________

Child 4 – Age : ____________________________________________

Child 4 – Gender : ____________________________________________

Child 4 – Education : 
- School
- PUC
- Degree
- No response
- Other: ____________________________________________
Child 4 - School Medium:
- Kannada
- English
- Urdu
- Marathi
- Tamil
- Telugu
- No response
- Other: __________________________

Child 4 - Performance:
- Poor
- Satisfactory
- Very Good
- No response
- Other: __________________________

Rate your performance as a police person so far: __________________________

Could you give some reasons for your performance: __________________________

Are you politically connected: __________________________

Rate yourself on the following traits:
1 - High 2 - Moderate 3 - Low

Religious:

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
</tr>
</thead>
<tbody>
<tr>
<td>High</td>
<td>〇〇〇</td>
<td>Low</td>
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</tbody>
</table>

Honesty:

<table>
<thead>
<tr>
<th>1</th>
<th>2</th>
<th>3</th>
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</thead>
<tbody>
<tr>
<td>High</td>
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<td>Low</td>
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</table>

Aggression:

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<tbody>
<tr>
<td>High</td>
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<td>Low</td>
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</table>
Duty Conscientiousness

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<th>1</th>
<th>2</th>
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</thead>
</table>
| High | ☐ | ☐ | ☐ | Low

Traditional

<table>
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<th>3</th>
</tr>
</thead>
</table>
| High | ☐ | ☐ | ☐ | Low

What was the motivation of joining the police force?
- [ ] Self motivation
- [ ] Parents
- [ ] Teachers
- [ ] Relatives
- [ ] Husband
- [ ] Suitable personality for Police force
- [ ] Role model (movies or real life)
- [ ] Support from family
- [ ] Women’s reservation
- [ ] Peers
- [ ] Other: ☐

Are you satisfied you took the right decision
- [ ] Yes
- [ ] No

If no, what are the reasons

Did anyone be of special help in helping you secure a job?
- [ ] Yes
- [ ] No

If yes, please specify

If you did not join the police force which other profession would you have liked to pursue
What is the most satisfying thing about joining the police force

<table>
<thead>
<tr>
<th>Rank</th>
<th>Salary</th>
<th>Service to Society</th>
<th>Power</th>
<th>Money</th>
<th>Dignity</th>
<th>Professional Growth</th>
<th>Others</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td></td>
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</tr>
</tbody>
</table>

What are the occupational hazards that women working in the police department face?

<table>
<thead>
<tr>
<th>Rank</th>
<th>Frequent Transfers</th>
<th>Harassment by Senior Officers</th>
<th>Lack of time to take care of family</th>
<th>Long working hours</th>
<th>Lack of adequate compensation for work</th>
<th>Lack of protection when on field duty</th>
<th>Not able to spend quality time with family</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
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<td>5</td>
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<tr>
<td>Problems in family life</td>
<td>Rank 1</td>
<td>Rank 2</td>
<td>Rank 3</td>
<td>Rank 4</td>
<td>Rank 5</td>
<td></td>
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<tr>
<td>Job tension</td>
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<tr>
<td>No respect in family circles/society</td>
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<tr>
<td>Political Interference</td>
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<tr>
<td>Others</td>
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</tbody>
</table>

**How do you cope with Stress?**

- Discuss problems with spouse and family
- Take a holiday
- Seek counselling from senior officers and colleagues
- Visit religious places
- Go out shopping
- Educate the children
- Religious beliefs
- Meditate
- Other: ________________________________

**Have you achieved everything you wanted after joining the police force**

- Yes
- No

**If yes, please specify what important things you have achieved**

- Build a house/ buy site
- Buy Jewellery
- Look after parents
- Educate children
- Professional accomplishments
- Marry daughter/ sisters
- Secure a good job for son
How are the following decisions taken?

<table>
<thead>
<tr>
<th>Decision</th>
<th>Self</th>
<th>Self and Spouse</th>
<th>Parents</th>
<th>In Laws</th>
</tr>
</thead>
<tbody>
<tr>
<td>Family expenditure</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Education of children</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
</tr>
<tr>
<td>Purchase of durables</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
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<tr>
<td>Celebration of Festivals</td>
<td>☐</td>
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<tr>
<td>Outings</td>
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<tr>
<td>Matters concerning self</td>
<td>☐</td>
<td>☐</td>
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<tr>
<td>Matters concerning children</td>
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<tr>
<td>Matters concerning family</td>
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<tr>
<td>Control over self income</td>
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<tr>
<td>Control over family income</td>
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<tr>
<td>Politics</td>
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</tbody>
</table>

Please rate for your lifestyle BEFORE joining Police Service
(Rating)

<table>
<thead>
<tr>
<th>Category</th>
<th>Outstanding</th>
<th>Good</th>
<th>Average</th>
<th>Below Average</th>
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</thead>
<tbody>
<tr>
<td>Occupation</td>
<td>☐</td>
<td>☐</td>
<td>☐</td>
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<tr>
<td>Income</td>
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<tr>
<td>Family Upliftment</td>
<td>☐</td>
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<tr>
<td>Family facilities</td>
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<td>Family respect</td>
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<td>Your thing style</td>
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<td>Life style</td>
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<td>Outstanding</td>
<td>Good</td>
<td>Average</td>
<td>Below Average</td>
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<tr>
<td>Respect to you in your family</td>
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<td>Respect to you in the society</td>
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<tr>
<td>Caring your children</td>
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<tr>
<td>Progress you desire to achieve in the future</td>
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Please rate for your lifestyle AFTER joining Police Service (Rating)

<table>
<thead>
<tr>
<th></th>
<th>Outstanding</th>
<th>Good</th>
<th>Average</th>
<th>Below Average</th>
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<tbody>
<tr>
<td>Occupation</td>
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<td>Income</td>
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<tr>
<td>Family Upliftment</td>
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<td>Family facilities</td>
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<td>Family respect</td>
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<td>Your thing style</td>
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<td>Life style</td>
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<tr>
<td>Respect to you in your family</td>
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<tr>
<td>Respect to you in the society</td>
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<tr>
<td>Caring your children</td>
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</table>
Progress you desire to achieve in the future

**Motivation**
Please rate the following from 1 to 10. 1 is the highest motivation and 10 is the lowest motivation

- **Finacial Freedom**: 
- **Satisfaction in Job**: 
- **To be healthy and comfortable in life**: 
- **Better than Other Jobs**: 
- **Identity in the society**: 
- **Enhance Leadership qualities**: 
- **To increase family income**: 
- **Promotion to superior post opportunity**: 
- **Attraction towards uniform job**: 
- **Opportunity to engage in social service**: 

Annexure II: Schedule of Questions for Case Studies

(Questions are general. Just for your guidance. Speak out your thoughts, ideas, what you feel.)

**Name**

Designation
Place of posting
How many years of Service

**Family background**

Parents details, where, financial status, occupation of parents

Brothers, sisters, how educated, what do they do?

Where were you born? (Village and Taluka)

School, College?

Married? Details about Husband,

Husband where, what.

Is he earning more or less?

Children? Class? School? Medium. How did you choose the school?

Has your status improved because you joined Police?

Do people/family respect you more?

Are they scared of you?
**Entry process**

**Motivation**
Before joining Police, what were your thoughts?
Who motivated you?
Did you have to struggle to join or was it easy?

**Performance, Dignity**
Are you happy and proud to be in police?
What are some of your achievements?

**Thoughts about work**
How do you think you can improve the dept.
What improvement should be brought about by superiors in the dept? What are the problems. How can they be solved.

**Goals, dreams**
What do you want to do in future?
Goals? Dreams? Separately about Society
Dept
Family
Self