CHAPTER-I

INTRODUCTION
INTRODUCTION:

All Societies need some means of control mechanism to maintain order, ensure stability, integration and cohesion among the individuals. The large and complex societies maintain a formal agency, called “Police” to enforce law and order. The strength of a democracy and the quality of life enjoyed by its citizens are determined in large measure by the ability of the police to discharge their duties (Goldstein, 1968).

Women were brought into the criminal justice system as a response to social force in the late 1800s and early 1900s. They were able to make these early inroads into policing due to several factors like the reformist zeal of the period which called for better protection of women juveniles; the acceptance of a limited and special role for women within law enforcement, which was seen as an extension of women’s traditional roles, and the presence of a few dedicated progressive police reformers within the field (Horne, 1980).

The induction of women police in the Indian Police system in comparison to the other countries of the globe is of recent origin. Basically during pre-independence era the need for policewomen was felt during the labour strike in Kanpur in 1938 to control women workers. Therefore, to control any such eventualities in the future, the policewomen were appointed at Kanpur in 1939 (Mahajan, 1982).

Highlighting the growing importance of women police in police organisation, National Police Commission (1980) indicated that women police have a very constructive role to play in reestablishing and reforming delinquent girls. Again, it recommended that there is need and
scope for more active and direct involvement of women police in the investigational work relating to specific crimes.

Stressing the need of women police in police stations, the National Police Commission (1980) expressed that they are especially needed in areas where police came in contact with women. Many women victims of crime are usually deterred from going to police stations to make a complaint because of lack of confidence in having a sympathetic and patient hearing at the police stations. The presence of women police in police stations would greatly help in creating such confidence and trust in the police. Women police can also help in giving better attention to the service aspects of police work.

In spite of the fact that women in India were inducted into policing on a regular basis just after independence but the role of policewomen is not fully institutionalized and recognized. The training and working experiences have made the policewomen to realize that they were required to play a feminine role within a masculine occupational framework (Mahajan, 1982).

Krishnamurthi (1995) in her Maharashtra study opines that women in police are expected to play an entirely different role as compared to their counterparts in other professions women police while discharging this unique job role in contrast to their inherent nature (Softness, gentleness, submissiveness etc.) are prone to more conflicts and tensions. They are facing conflicts basically in three areas: Firstly, in the performance of individual roles in the traditional and non-traditional role sets; Secondly, in the performance of domestic role in family and professional role in job; and finally conflicts and tension arises on account of inadequacies of managing time, energy and resources.
Bhardwaj’s (1999) study among Delhi women police shows that women police had expressed their dissatisfaction with their status and role in police. But at the same time, women police have shown ample evidence of making meaningful contributions, proving their worth in the traditional as well as the emerging areas of modern police work.

Pattanaik’s (1996) research study among women police in Orissa suggested that majority of women police are experiencing role conflict while discharging their official and family obligation and are looked down by the male officer in work set-up and facing problematic situations as their size is limited.

In India few research studies have been conducted on women police. So research on women police has not gained momentum among social scientists in India. The notable researchers who have carried out research on women police from their perspective include Sociologists, Psychologists, Criminologist and Political scientists. The notable among them are, Mahajan (1982); Shamim (1991); Natarajan (1996); Bhardwaj (1999); Krishnamurthi (1995); Banu (1995) and Pattanaik (1996).

Historically, Delhi being the capital of India is a cosmopolitan city and represents the mixed culture of the country itself. All women police personnel working in Delhi belong to different family backgrounds, religions and ethnic groups. They are basically from Haryana, Punjab, Himachal Pradesh and Uttar Pradesh. In Delhi, Women police always live in a state of alertness and preparedness in view of the changing situation and high growth rate of Crime, which pose major challenge to criminal justice functionaries.
Orissa basically is an exfeudatory state, dominated by traditional culture and folkways not much affected by modernity. Relatively recently some of the cities of Orissa are influenced by modernization and urbanization. It is considered as economically backward state in comparison to other states of India. But, it is culturally rich and full of natural resources. Women entered into police force in order to control crime relating to women and children but now they are performing all duties and functions, which male police are doing in the state. Therefore, it is very interesting to know as to what extent women police personnel are adopting modern law enforcement machinery in Delhi (Cosmopolitan City) and Orissa (Feudatory). In Orissa, women are less empowered and simple but in Delhi women are straightforward and empowered. So, it is of interest to know how women in police are performing their role and discharging duties, which is traditionally dominated by male and considered as a masculine job. Therefore, the present empirical study is designed to make a comparative analysis, motivation of women police to entered into the police job, role and behaviour after joining in police service, adjustment in police environment which is rough and tough, socio-economic setup and finally coping strategies adopted by Orissa and Delhi women police to relieve from role conflict, stress and strain which is originated from police service.
OBJECTIVES:

1. To find out from which socio-economic background the women police have come from and to ascertain their present socio-economic status.

2. To critically examine the problems and prospects of the women police in Orissa and Delhi.

3. To assess the level of role conflicts and tensions confronted by the women police in their domestic and professional fronts, serving in Orissa and Delhi.

4. To examine and compare the level of job satisfaction the women police derive in discharging their dual role responsibilities in domestic and professional fronts.

5. To find out the pressure of workload, lack of adequate training, non-availability of sophisticated weapons, political interventions, etc hinder effective role performance of women police in detection, investigation and crime control methods.

6. To propose and suggest adequate measures to improve the status and image of women police in Orissa and Delhi.

SCOPE OF THE STUDY:

The study has been conducted in three phases. Women police personnel from the rank of Assistant Sub-Inspector to Inspector in both the states (Orissa and Delhi) working in different districts, Police Headquarters, Crime Branch, Vigilance, Human Rights commission constitute the universe of the study.
RESEARCH DESIGN:

The present study is based on exploratory-cum descriptive research design. Since no comparative empirical study has been conducted on women police between two states in India, this study is proposed to explore and ensure comparative analysis of women police working in Orissa and Delhi.

VARIABLES:

A) Independent Variables:- The independent variables of the study are:-

1) Religion
2) Caste
3) Present position held
4) Marital status
5) Occupation of husband
6) Family structure
7) Salary
8) Background
9) Educational Qualification
10) Father's Occupation
11) Mother's Occupation
12) Socio-economic status of parents

B) Dependent variables:- The dependent variables for the study are:-

1) Job expectation
2) Police behaviour
3) Police women behaviour
4) Police adjustment
5) Women police coping strategy.
OPERATIONALIZATION OF THE CONCEPT: -

1) ROLE PERFORMANCE: - Effective performance of one's role in occupational sphere (Police occupation).

2) STRUCTURAL ADJUSTMENT: - Adjustment between professional structure and domestic structure or in other words how women police are maintaining balance between professional sphere and domestic sphere.

3) ROLE CONFLICT: - Conflict between the roles performed by women police in the social structure (Police).

4) JOB EXPECTATION: - The factors motivated women to join in the police service. These decisions may be independent or dependent decisions.

5) POLICE BEHAVIOUR: - Behaviour refers to voluntary muscular control or movement. Police behaviour implies desirable behaviour shown by the women as a police towards the public, victims, subordinates, colleagues and superiors.

6) POLICE WOMEN BEHAVIOUR: - It implies desirable behaviour of women as a women police towards women, children and public at large.

7) POLICE ADJUSTMENT: - It refers to what extent women police are adjusted or maladjusted in the police profession.

8) WOMEN POLICE COPING STRATEGY: - Coping refers to the person's cognitive and behavioural effects to reduce stress. In other words the healthy and unhealthy coping strategies used by women police.
METHODOLOGY

SAMPLE DESIGN AND DATA COLLECTION

In order to get information from the women police personnel, the researcher collected data in three phases both in Orissa and Delhi. The present study adopts incidental sampling. The first sample comprised of 40 women police officer from the rank of A.S.I to Inspector, which is incidental taken from a population of women police presently available in the state of Orissa and Delhi. They were aged between 22 and 55 years. Among them maximum are Hindus and mostly married.

The second sample consisted of 70 women police officers from the rank of A.S.I to inspector presently serving in different districts of Orissa and Delhi:

The third and final sample comprised of 200 women police personnel (75 from Orissa and 125 from Delhi) in the range of A.S.I to Inspector, which are from populations of women police presently available in the state of Orissa and Delhi. In Orissa data have been collected from the district of Khurda, Cuttack, Puri, Jagatsinghpur, Brahmapur, Koraput, Balasore, Anugul, Samabalpur and Rourkela where women police functionaries are working in district headquarters and different police stations. Besides this, women police officers also interviewed in the Office of the Director General of Police, Crime Branch, Vigilance, State Human Rights Commission, State Forensic Laboratory, Police training College (Anugul, Orissa) in three phases.

In Delhi data have been collected from the districts of New Delhi, North East, Central, South, West, North West and North where women police were working and from the police Headquarters, Police Training College (Jharoda Kalan, Delhi).
All the subjects are the residents of Orissa and Delhi. Among the subjects majority are Hindus (87.5%) and married (57.5%). The majority among them were Graduates (52.5%) and mostly belongs to Joint family (52.5%) in both Orissa and Delhi.

In Orissa women police personnel ranged in the age from 23 to 43 (M = 31.81, SD = 7.59) and in Delhi 22 to 55 (M = 35.28, SD = 7.76).

TOOLS OF MEASUREMENT:

The following scales are used in the present analysis:-

a) Job Expectation Check List (JECL)
b) Police Behaviour Scale (PBS)
c) Women Police Behaviour Scale (WPBS)
d) Police Adjustment Scale (PAS)
e) Women Police Coping Strategy (WPCS)

RELIABILITY AND VALIDITY

All the scales are internally consistent measuring equivocal constructs. The inter correlations of the scales indicate that the behaviour measurable in one scale is predictable from the other in the expected direction. These relationships among the scales prove their construct validity. Better in police behaviour scale predicts better women police behaviour, better adjustment, healthier coping strategy and autonomy in
job choice. Highly valid scales are automatically reliable. Moreover, internal consistency of each item has been checked-up to ensure internal consistency reliability.

PROCEDURE

FIRST STAGE

At the outset, 40 women police personnel from the state of Orissa and Delhi were asked to write down 5 statements each for 5 questions. The questions are:

1. Please state the consideration, which led you to join in police service?
2. According to you what are the roles expected from police?
3. According to you as woman police what is she expected to do?
4. Being a woman what difficulties you face as a police officer?
5. How will you overcome these problems?

After getting appropriate responses from all women police personnel, their answers were scrutinized, edited and the initial job expectation checklist (57 items with True and False response) was developed. Similarly initial police behaviour scale (49 items containing Always, Often, Sometime and Never response), initial police women behaviour scale (43 items with Always, Often, Sometime and Never), initial police adjustment scale (46 items with Always, Often, Sometime and Never) and women police coping strategy (56 items with True and False response) were developed.
SECOND STAGE

In this stage all the initial checklists/questionnaires containing job expectation checklist, police behaviour scale, police women behaviour scale, police adjustment scale and women police coping strategy were administered among 70 women police (in both Orissa and Delhi).

In order to select and retain items for final scale, item variance and the item analysis (item total correlation) was done based on the responses received for job expectation checklist and women police coping strategy. For police behaviour scale, police women behaviour scale and police adjustment scale the quartile deviation, median and magnitude of item total correlation was done. On the basis of these values the final items of the scales were selected.

THIRD STAGE

In this stage all the questionnaires (containing all scales) were administered among 75 women police personnel in Orissa and 125 in Delhi. After receiving the questionnaires/checklists completeness and proper marking of the items were checked-up. The completed questionnaires then were individually scored (item-wise) and the total scores were awarded.

After that the final tabulation was done through statistical package for Social Science Research (SPSS) in Tata Institute of Social Science, Mumbai, both parametric
and non-parametric statistical methods pertaining to the study i.e. chi-square, t-test, ANOVA (F-test), coefficient of correlation, and standard deviation were computed for the analysis through computer.

INSTRUMENTS

The instrument used in this study was a questionnaire containing General background along with, job expectation checklist (JECL), police behaviour scale (PBS), police women behaviour scale (PWBS), police adjustment scale (PAS) and women police coping strategy scale (WPCS) as already described. For the purpose of administering the tests, the women police officers were contacted through Superintendent of Police (Orissa) and Deputy Commissioner of Police (Delhi) and were asked to take part in the interview. The questionnaires were printed in a booklet form with self-contained instructions, which were administered in a group setting.
ORGANISATION OF THE STUDY:
The study is divided into six chapters as follows:

CHAPTER - 1: INTRODUCTION

CHAPTER - 2: THEORETICAL FRAMEWORK

CHAPTER - 3: LITERATURE REVIEW

CHAPTER - 4: ANALYSIS OF RESULTS

CHAPTER - 5: MAJOR FINDINGS

LIMITATIONS
The study would have been enriched had the sample size been larger. Due to distance between Orissa and Delhi, it was not possible to cover more women police officer in the study. Besides, questionnaires were received back after many visits.