



WOMEN ENFORCEMENT IN POLICE FORCE

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The accompanying review tries to do an anthropological research on ladies who function as cops in India. These female officers confront different issues, for example, societal, individual, and furthermore mental issues because of different reasons which incorporates vital offices and in addition foundation and transportation offices. They are less in number as of now and further new enrollments are not being finished. Additionally, ladies confront a great deal of segregation by low and prominent officers. Such segregations are noticeable in giving them deficient power in self-representing. Additionally, the significance of assorted qualities in policing has as of late been the subject of scholastic review. We have as of now saw that ladies have officially confronted restriction to their entrance into this calling. Likewise, Police strengths had encountered a lot of contention while permitting ladies into such calling. The investigates have proposed that ladies confront resistance even today to go into such calling from both male officers and different areas of society. The resistance is as lewd behavior, sending and harassing, sexual orientation separation in advancements and a general absence of sympathy toward coordinating ladies in police strengths.

INTRODUCTION

In the last few years India has observed a drastic and positive change in the role of women in the society. The Industrial Revolution along with Liberalization and Globalization has elevated the status of women from a traditional housewife to that of a professional. Indian women are not actively taking part in all economic activities and simultaneously taking care of their family.

Some of the greatest examples are:

Mrs. Indira Gandhi (First Female Prime Minister of India)

Mrs. Pratibha Patil (First Female President of India)

Ms. Chanda Kochchar (First Female MD and CEO of the country's private sector)

Ms. Kanchan C. Bhattacharya (First Female DG of Police)

Ms. Kiran Bedi (First Female IPS Officer)¹

However, on the other hand gender discrimination against women still exists particularly in the Police Force. Policing is one of the most male dominated professions in the world. Women are for the most part viewed as the weaker sex and one supplied with womanly qualities and along these lines require a defend. Policing is a requesting work which includes long and undetermined hours of obligation. It is trusted that the attributes of ladies are not fit for the necessities of such a calling. The state of police ladies in India is the very same, ladies are still under spoke to are still under-spoke to and are not doled out to handle missions to an indistinguishable degree from men.

They are ensured and are not really doled out imposing police work. The greater part of

¹ www.legalservices.com



them are presented as PSO'S on VIP spouses and youngsters and are infrequently given critical parts denying them of acquiring distinguishing proof and sharing force. Just when there is a ladies driven or where the criminal is a ladies, they are conveyed. Passing by this rationale most extreme number of ladies police staff ought to be found in Delhi given the way that the city has earned the title of the "assault capital" of the nation. Assault by a police official as custodial assault or generally is by all accounts a set up point of reference here.

In a reaction to a RTI inquiry, it was unveiled that roughly 100 policemen were observed to be required in assault in the previous 10 years. To aggravate matters, it was recently revealed that a sub-auditor of a territory was involved in assault on the guise of marriage. Needless to state, that the general population particularly ladies of Delhi have lost confidence in the police. Along these lines it has moved toward becoming crucial to employ more ladies in the police. As indicated by 2013 measurements policewomen constitutes just 7.13% (15,356) of 75,169 police work force in Delhi. Various states in India (for example Andhra Pradesh, Gujarat, Jharkhand, Karnataka, Rajasthan, Tamil Nadu and Punjab) have established all ladies police stations (AWPS) which are overseen and run entirely by ladies personnel.

This is on account of ladies for the most part feel less good about moving toward police headquarters kept an eye on by ladies, instead of customary police headquarters particularly for ladies related issues, for example, share pressurization, sexual attack, ambush, polygamy, eve-prodding, abusive behavior at home and so forth. Shockingly, Delhi hasn't

gained any ground here. On numerous occasions different guarantees have been made by the administration and police experts guaranteeing that more ladies staff will be incorporated into the drive, however the number remains woefully low.

Rule of Law is the cornerstone of any vote based system. Rule of law basically implies equity under the steady gaze of law and all people being subjected to similar laws in a similar measure. Our constitution gifts uniformity to ladies and also engages the state to embrace measures of positive separation for ladies to adjust the expanding financial, instructive and political impediments confronted by them. The guideline of sexual orientation correspondence is revered in the Preamble, Fundamental Rights, Fundamental Duties and Directive Principles. In spite of the fact that the Indian Government has authorized different ladies' particular enactments to uphold the established mandate but protection against gender-based discrimination in recruitment and promotions is expressly provided by the Equal Remuneration Act, 1976.

With the end goal of expanding business chances of ladies, an arrangement in this demonstration solely rings for setting of a counseling board of trustees. Additionally, the National Police Commission in its fifth report prescribed the need of selecting more ladies and allocating square with work to both men and ladies. India has also confirmed different universal traditions and human rights instruments communicating a similar view like the Nairobi Forward Looking Strategies 1985, Beijing Declaration and the platform for activity 1995. The most imperative being the Convention on end of all



types of Discrimination against ladies. Nonetheless, one can without much of a stretch notice the wide crevice common between the objectives articulated in the Constitution, enactment, approaches and anticipates the one hand and the stark reality of the status of policeman in India on the other.

The part of the police is essential in any general public. In our general public a policeman is viewed as a sign of state power, compel and discipline and not as a defender of the state. Keeping up open request and peace with such a picture can startle undertaking. Under these conditions, ladies can turn out to be an advantage for the compel. Look into have invalidated the thought that ladies are not suited for policing. Ladies are known to employ an alternate style of contention determination i.e. correspondence before physical encounter. While ladies are typically seen as humane, emotional and nonviolent, the exceptionally same qualities can improve the quality and productivity of a division as they rush to reaction to wrongdoings against ladies and children. Men and ladies have distinctive personality qualities and conduct designs. On the off chance that these distinctions are made do with appropriate comprehension, they can be helpful in making a magnificent workplace inside the police association.

The primary difficulties that the female law implementation officers are confronting are those established in preferences with respect to refinements amongst men and ladies. There is no truth in the way that the normal female cop is physically weaker and much more miniscule in stature than her male mates, which surely can exhibit a test while physically overcoming male suspects. This

can represent a genuine threat to female officers while going up against male suspects, particularly substantially bigger and more grounded presumes who might be tipsy in view of liquor or drugs, or the officer's move down has not yet landed on the scene. In general, in any case, female cops have behaved outstandingly in the city and are credited with utilizing more successful strategies that have kept the requirement for physical squabbles. Ladies cops tend to be more mindful in the territory of oral and physical correspondences that can remunerate to their inconvenience in the range of physical quality.

The fundamental difficulties for female police workplaces, then, are in the previously established inclinations existing among their male partners and bosses. Ladies have fought for a long time to be dealt with similarly to men, and that hustle proceeds right up 'til the present time in numerous callings, including law inconveniences. Indeed, even subsequent to showing insistence of competency comparable to male cops, ladies are still subjected to the sorts of attack and debasing conduct that survives each exertion at fixing the convictions covered such conduct. Ladies are thought to be less dynamic, and just as of late have seen their female partners advanced in strict understanding with legitimacy as opposed to culture – and there are couple of callings more saturated with male-commanded societies than law inconveniences. Relieve herself. It is surely hard to believe but sexual molestation and lack of toilets is a major problems faced by women in the India police force. Women have been facing inappropriate behavior of their male counterparts from a long time n it is prevailing even today. Allocation of duties and ranks are still seen to be biased and



women had to work twice as much as men to prove their worth in the police force. In spite of being capable enough they have been given a backseat just because they are “women” and they could not be ahead of their male counterparts. They have to work twice or sometimes even thrice as that of the male colleagues to prove their worth and capability for this job.

There was lack of several basic facilities to the females in the Indian police force. Women were not given required facilities to survive in the police force. They spend the whole day toiling under the hot sun with unhygienic conditions because of lack of sanitation. Despite the fact that the Government of India issued guidelines already stating that all police stations need to mandatorily have creches and toilets, it is not yet implemented properly. Women in traffic departments are suffering a lot because of this lack of sanitation. Most women choose to remain thirsty rather than using the facilities they offer. Women in India’s police forces face bias from male colleagues and sometimes female might also have such a mindset they are weak, less willing to work and less tough and less capable.

Another major problem is that though the number of women in the police forces nationally has grown in India but it still remains only 6 per cent as yet. The wide difference between the no. of males and females in the Indian police force and this is despite the fact that in approx. 12 states a rule has been passed setting a quota of 30% or more for the women in police force. Another major problem is that even if it is implemented it only applies to the small number of posts that become vacant every year with requirements.

Another, more perplexing test female cops face is in the zone of covert working. Ladies cops are a noteworthy asset while infiltrating criminal associations or while regulating observation of criminal blamed. They frequently mix into their condition superior to anything male officers and the utilization of fake a couple groups is an unmistakable favorable position in numerous social or open settings. The issue grows, nonetheless, when alone female covert officers are constrained with the inescapable sexual assistance of male suspects to whom they have developed close in the understanding of their obligations. The examination must be stopped before the female officer is compelled to do any such movement, certainly raising the wariness of the suspect. These difficulties, be that as it may, are distinguished and taken care of as needs be, and the benefits of female covert officers extraordinarily surpasses the restricted test of sexual weights from criminal suspects.

CASE STUDIES ON GENDER INEQUALITY ON THE INDIAN POLICE FORCE

A review discharged by the ward human rights activity on the state of lady working in police constrain in south Asia. It uncovers that in a police constrain of 22, 83, 646, just 1, 05, 325 are females of the Indian police drive just 928 female work compel are IPS officers and the aggregate number of IPS officer is roughly 4000. The legislature in its arrangement guaranteed 33% portrayal for ladies in the police constrains in all union domains. In a report Titled "Harsh Roads to Equality – Women police in South Asia". Uncovered that lone 4.6% of police drive were females while in Pakistan it was 0.9% and in Maldives 7.4%.



In another report it was found that there has been no recompenses for parenthood which is a ladies social obligation display in the Indian police compel and furthermore the work timings are troublesome for ladies to stay aware of. Another real lead brought by the administration that each instance of viciousness against ladies be taken up by a ladies cop which makes work more troublesome in states with less female officers. Then again Tamil Nadu having the most elevated number of ladies cops remains at 12% with 13842 ladies cops. Additionally Assam having just 510 ladies officers which include 0.93% of the aggregate ladies officers.

Inappropriate behavior is over the top in the Indian police compel and is viewed as typical in the police. The disposition is that on the off chance that you have come to work you need to endure also. Ladies feel hesitant to protest about the male partners and furthermore numerous ladies didn't realize that they can really protestation. A review uncovered that in Kerala and Haryana 18 out of 66 respondents did not realize that they can protestation about inappropriate behavior.

Another report propelled by province human rights activity CHRI tosses a light on the low number of ladies in the indian police constrain the report discussing sexual orientation disparity in the police drive likewise discusses the basic causes strategy lacking and furthermore the mentality of the overall population and the police compel specifically that are in charge of such proportion of men and ladies in the Indian police drive. The quantity of ladies in Indian police compel have been developing possibly.

An Un ladies report of 2011 assessed that Globally just 9% of the police constrain are females with a rate falling as low as 2% falling in a few sections of the world. There are a few basic causes which is in charge of the low number of ladies in the Indian police constrain. The reasons extend from the societal state of mind towards ladies and furthermore the police constrain being male commanded because of arrangement level obstacles and enlistment handle, advancements absence of essential offices tyke mind strategies and offices.

Gender Inequality in the Indian police constrain begins from the enrollment procedure from itself. Police enlistment happens at focal (IPS for associate director onwards) however ladies are for the most part selected at the constable level likewise state level state police strengths keep on having separate cadets for men and ladies at state level passage focuses which implies a not very many opening are left for ladies which influences their profession as expansive number of status and advancement rundown are named to the male officers.

Men are in a main position in the police constrain and ladies hold bring down positions as they are thought to be not so much mindful but rather more limited in their reactions while watching bad conduct among their partners. Men are thought to be more mindful of the unseemly conduct as indicated by the official set of principles.

EXISTING EVIDENCE OF GENDER DIFFERENCES

Considers have demonstrated that ladies are better sexual orientation and discovered to be less degenerate than their male partners. Ladies are claim to be all the more star social and moral. They are viewed as neither more



nor less socially situated however basically more delicate in representing social conditions contrasted with men. Research facility confirmations recommend that ladies are basically more fair yet more crafty when they have an opportunity to break a degenerate contract. The sex contrasts in states of mind towards debasement are not general but rather are organically and purposefully shaped. Despite the fact that walk 8 has been commended as ladies' day which is an extremely positive thing and glad thing to do however ladies are as yet confronting a great deal of issues. It is constantly trusted that a general public advance just when ladies have square with partake in all kinds of different backgrounds. In spite of the fact that because of reservations more number of ladies are participating similarly in a general public yet at the same time the number is negligible and not up to the check.

Man and woman are both equal and both plays a important role in the synthesis and development of their families in a particular and the society in general. Indeed, the fight for legal impartiality has been one of the major area of concern of the women's fight all over the world. In India, since long back, women were considered as a mistreated section of the society and they were suppressed for centuries. During the national struggle for independence, Gandhi gave a call of upliftment of women. He said that he is not going to compromise in the matter of women's rights. The difference in sex and physical form denotes no difference in status. Women complement men equally and are no way inferior. Thus, the first task in post-independent India was to provide a constitution to the people, which would not make any differences on the basis of gender.

The preamble of constitution promises to secure to all its citizens- "Justice - economic, social, and political".

The constitution declares that the equality before the law and the equal protection of laws will be available to all the citizen of India. Similarly, there shall be no discrimination against any citizen on the ground of gender. Article 15(1) guarantees equalities of opportunities for all citizens in matters of employment. Article 15(3) provides that the state can make any special provisions for women and children. Besides, directive principle of state policy which concern women directly and have a special bearing on their status directly and have a special bearing on their status include Article 39(a) right to an adequate means of livelihood; (d) equal pay for equal work both men and women, (e) protection of health and strength of workers –men, women, children and Article 42 provides for just and humane conditions of work and maternity relief.

It is really important to note that though the Constitution of India is working since more than sixty years, the raising of the status of women to one of equality, freedom and dignity is still a question mark.

In India, since independence, a large number of steps have been taken for the upliftment of women in the society, For instance the Dowry prohibition Act 1961, The Equal Remuneration Act 1986, The Hindu Marriage Act 1956, The Hindu Succession Act 1956, The Muslim Women (Protection of Rights on Divorce) Act, 1986, the commission of Sati (prevention) Act 1987, Protection of the Women from Domestic Violence Act 2005, etc. But, these laws have not made substantially any difference for the



society.

The sense of diffidence, embarrassment and degradation always keep a women reticent. Our whole enculturation is such that for any unsuccessful marriage which results in such domestic violence or divorce, it is always the woman, who is held responsible. The traditions and the orthodox beliefs in India had left women helpless and they are not able to uplift their positions in the society. Family relations in India are governed by personal laws. The major religious communities are – Hindu, Muslim, Christian each have their personal laws. They are governed by their personal laws in matters of succession, marriage, divorce etc. In the laws of all the communities in particular women have a very little right of representation. It is very sad reality of today's world that women are considered to be inferior in practice as well as in religious texts which has further deteriorated their conditions.

Gender Inequalities refers to the evident of concealed discrepancies among individuals based on the representation of gender. This problem in simple term is known as Gender prejudices which in simple terms means the gender favouritism or making difference between a male and female. In making partiality among the gender India has 10th rank out of all the countries in the world which is a matter of discontent for India . But this problem is becoming more serious day by day although government has banned the pre-natal sex examination test. In India since the older times this problem is prevailing more in the rural areas of our country where girl children are considered as a burden for the parents. The afflicted world in which we live is distinguished by deeply unequal sharing of the burden of tribulation between

women and men. Gender Inequality exists in most part of the world.

However, imbalance between men and women has already taken many different forms. Indeed, gender inequality is not one analogous phenomenon, but a collection of different and interconnected problems. The issue of gender inequality is one which has been publicly resonating through society for years. The problem of disproportion in employment being one of the most important issues today. In order to rectify this situation one get to the roots of the problem and must understand the societal factors that cause women to have a much more difficult time getting the same benefits, wages, and job opportunities as their male colleagues. The society in which we live has been shaped historically as a patriarchal society.

However, in many parts of the world, women receive less importance and health care than men do, and particularly girls often receive very much less support than boys. As a result of this gender inequality, the ethicality rates of females often exceed those of males in these countries. The concept of missing women was introduced to give some idea of the immensity of the phenomenon of women's tribulation in impermanence by concentrating on the women who are simply not there, due to unusually high tribulation compared with male mortality rates. In some regions in the world, inequality between women and men directly involves matters of great concerns, and takes the form of unusually high tribulation rates of women and a consequent prevalence of men in the total population, as opposed to the prevalence of women found in societies with little or no gender inequality in health care and nutrition.



The rationale behind sexual orientation vaccination preparing for police with a specific end goal to make cops act in a sex insusceptible way in instances of viciousness against ladies and in the arrival of their obligations as a rule, there is a dire need to do sex inoculation working courses for police. At present, the idea of sex is misconstrued by countless officers. There is additionally an absence of legitimate worry of the common sexual orientation irregular characteristics among cops. Regardless of the possibility that there is data, the faction of patriarchy winning in the police powers does not effortlessly allow an adjustment in the perspective of male cops toward ladies. The held by the police about sexual manhandle and local mishandle, unmistakably show the general disposition of police towards ladies. There are discoveries that male officers need to talk with respect to the part of ladies associates likewise mirror the state of mind of a lion's share of cops towards ladies and the absence of mindfulness about the idea of sex. There is no compelling reason to coordinate ladies into the higher posts of police. Ladies police staff ought to be given errands worried to ladies and kids as they are given simple works they turn out to be less excited towards their occupations. Ladies fill in as cooks in the police mess. Ladies ought to escort just female detainees and not the guys. Ladies ought not be included in operations against aggressors and extremists. Ladies cops are extremely prohibitive and are not equipped for taking care of solidified crooks. Keeping in mind the end goal to expel the generalizations and partiality of cops towards ladies when all is said in done which included ladies casualties and in addition ladies officers so ladies can manage instances of brutality against ladies all the more adequately, it is imperative that all State

police associations embrace appropriate strides, including sorting out of preparing strategies to vaccinate the cops at all levels.

In the course of recent years, cops and policing have changed. Policing used to lean intensely toward physical qualities, for example, weight, conduct, tallness. After some time, the qualities that were thought to make a decent cop have moved. The occupation still requires an incredible level of mental and physical wellness; be that as it may, what's more imperative now is great moral character, and astounding relational, critical thinking and strife determination aptitudes.

This move can be credited to another, proactive style of policing called "group policing". Group policing is currently utilized crosswise over North America, and the EPS is a pioneer here. It's a vital piece of how we take a shot at a regular schedule in our group.

Group Policing

Group policing is a theory that advances authoritative methodologies which bolster the precise utilization of associations and critical thinking systems. It proactively addresses the quick conditions that offer ascent to open security issues, for example, wrongdoing, social issue, and dread of wrongdoing.

Basically, it's about setting up connections in the group — with occupants, entrepreneurs and group associations — and working together with those accomplices keeping in mind the end goal to proactively decrease and counteract wrongdoing.

Preparing and Patrol



At the point when our volunteers finish Academy Foundations Training, they hit the avenues with a police preparing officer to do group policing obligations in a watch part. Some portion of this in the city preparing is to chip away at a critical thinking activity in the range where they are positioned. From the very first moment, the EPS fortifies that critical thinking is an imperative piece of the occupation. For more data.

Amid watch obligation, officers refine the policing aptitudes learned in preparing and pick up the certainty expected to exceed expectations in future, specific parts. It's additionally where you'll increase a hefty portion of your fondest work recollections. Approach any officer for some of their watch stories and you will find out about adrenaline surges, getting terrible folks and an energy to have any kind of effect.

Qualities

The EPS searches for some imperative qualities in potential applicants. Officers must be straightforward and have the most extreme trustworthiness. They should show fearlessness and persistence, alongside sympathy and comprehension, when reacting to testing calls. These qualities are not entirely male or female characteristics, but rather ones that help make a decent cop — regardless of what your sex.

Ladies convey a one of a kind element to policing and female officers are regularly able in essential segments of group policing. For the most part, ladies are great communicators with incredible relational aptitudes. While this is essential to policing all in all, it's particularly useful in circumstances where casualties feel more

great examining the points of interest of a wrongdoing with a female officer.

Female officers supplement their male accomplices and can give a substitute viewpoint on an issue. Ladies frequently approach and tackle problems from an alternate point than their male partners. EPS officers perceive these distinctions and consider them to be essential parts of an awesome group. At last, every sex conveys something interesting and profitable to the employment — that is the reason a different participation is so critical to the EPS.

The very nearness of ladies work force in police headquarters could make a perfect domain for ladies to have an entrance to police headquarters without cognizance and had firmly embraced that the service ought to make all the conceivable strides for the unique enlistment of ladies in police compel so that their aggregate portrayal could achieve the coveted level of 33% as right on time as would be prudent. Government has given different assets to the modernization of police strengths at the state too focal level.

Government has additionally found a way to battle the inaccessibility of toilets and restrooms for the ladies police drive and have prescribed to care for the explanation for this and have taken emotional measures to guarantee the adequate offices required for ladies in the Indian police constrain.

Recommendations of various committee reports for Upliftment of Women in Indian Police Force

Committee on Empowerment of Women (2014-2015)



Second Report
Working Condition of Women in
Police Force

The report basically deals with all the steps taken by the government for the better condition of women in India Police Force and to end the gender inequality prevailing in the police forces. This report tells about the increase in the percentage of women present in the police forces of various states. It was recorded that the state of Andhra Pradesh saw the highest increase in the percentage of women in police forces. It gave various recommendations and changes to be brought about at both center and state level for the better working conditions for women.

To begin with they tried to bring a change in the basic amenities and also to provide basic facilities to the women in the police forces. They tried to end the inadequacies of the basic facilities and also ensure basic health care facilities so that they are not discouraged to work for the police forces. They were ensured with basic health care and hygienic environment. Proper sanitation facilities including mobile toilets and also a mandatory and clean toilets in all the police stations all over India. Also the provision of separate toilets for men and women was talked about in this report. Also adequate and clean water for the shower facilities with separate rest rooms for men and women. The rest rooms should be located close to their place of duty. Also it was mandatory for the organization to look into all the facilities and also keep a check that women are not placed in the places devoid of such basic facilities. All these facilities should be adequately accessible so that there is no compromise with the safety of the women officials.

RESIDENTIAL ACCOMMODATION

This report also brought into for another reason for the low number of women in police forces that is the lack of residential accommodations available nearby their work place. By this report the Government suggested to bring out a proper housing policy to elevate the availability of accommodation facilities especially for the women nearby their workplace so that it is easy for the women to take care of their families as well as work efficiently in the police force. After the 14th Finance Commission Report, it is the responsibility of the state government to provide for accommodation facilities to the women police personnel especially. Earlier police stations were built upon rented accommodation which makes it difficult to build residential accommodations for the women personnel nearby. So after this report it was advised to give security verified rented accommodations nearby the quarters on priority basis to the women. This report took into consideration the lack of residential accommodations which is a major cause of less number of women police officers in the country and also devised ways and means to overcome such problems and take effective measure to provide a safe and secure housing policies for women in the Indian police force.

GENDER SENSITISATION

This report also talks about the importance of gender sensitization in the police system of the country. This report suggested to bring this issue in the forefront and to do the needful to get over with this hurdle so that there is equality in the police forces and women are not downgraded just because they are women.

The features of Gender Sensitization Programme:



- Legality of punishments of crimes conducted against women
- Efforts by the police officials for gender sensitization in police system
- Case laws dealing with crimes against women
- Punishing the wrongdoers
- Taking care of the victims and give them adequate care.
- Keeping a check on the inequalities prevailing between men and women in policing
- Bringing in focus the reason behind lack of representation of women in police system
- Institutional analysis of marriage, family and other institutions

The committee strongly felt that gender sensitization in the police force will surely bring about positive changes in the system and works for the empowerment of women. Apart from the above feature the report talked about various other initiatives such as:

- The committee asked the states and union territories to conduct seminars and programmes for the awareness and importance as well as need of gender sensitization.
- Also to organize workshops to stop crimes against women which are deteriorating the conditions of women in forces.
- Talked about the steps taken to combat with the crimes and punish the wrong doers.
- A new course is organized named “Crime against Women” in which investigators are trained to investigate for the crimes against women.

All these steps of the committee had a positive outlook towards creating a conducive working environment for women police officers in the police system. Also advised to print manuals for the different cadres on gender modules and also to make the police system to be more gender sensitized.

National Conference for Women in Police

The committee took various measures for the betterment of women which if taken seriously will bring about a positive change in the society. But if the state government failed to take follow all the recommendation seriously, then the basic aim of such committee would fail to bring about the positive change. So the government suggested to introduce a mechanism to take care the progress done by the measures taken and effectively they working for the betterment of the police system and also what all further steps can be taken for the betterment of the system. Also the committee suggested to devise a specific time period after which the progress reports will be submitted so that effective and positive changes can brought about and the shortcomings in the system be overcome and also bring out more representation for the women in uniform in the police system.

Also six National conferences of women in police (NCWP) have been held:

1. New Delhi in 2002
2. Mussorie in 2005
3. Panchkula in 2009
4. Bhubaneshwar in 2010
5. Thrissur in 2012
6. Guwahati in 2014

After the 6th Conference a survey is conducted on the participants of the



conference and their feedback was take and observations were brought into focus that are:

- (i) Work satisfaction- out of all 86% of participants were satisfied with the work given to them and also were ready to do any work given to their male colleagues as well.
- (ii) Delegation of official posts- only 27% of the participants were satisfied with the pos given to them. Many women claimed that they were not given any senior posts and promotions. They were not satisfied as the higher posts were still occupied by the males in particular.
- (iii) Gender discrimination- Approximately 63% of participants did not felt any gender favouritism after the important steps taken by states to give more representation to women in the system, also 37% of the participants were victims of gender discrimination.
- (iv) Support from male counterparts- Approximately 87.4% of the participants felt that there was adequate and positive support from their male colleagues for the empowerment of women in system rather 10.8% of participants were not happy with their male counterparts.
- (v) Balance between personal and professional life- After the mandatory steps taken women found it easier to manage between their family and career. Due to the housing policy, accommodations were nearby their working places and they took care of their families easily but still 45% of women still found it difficult to manage with their family and career efficiently. Also participants were asked for some suggestions so they suggested for the

introduction of crèche facilities and play school for marries women officers on duty.

- (vi) Harassment/Grievance redressal system- Though the suggestion were made to punish the wrongdoers to stop the violence but that was not effective in practice, only 5.40% participants were satisfied with the redressal system.

Though the committee has asked the state administration for the timely action reports of all the measures taken and the changes they brought about but it is conclusive from the above report that the states were not working efficiently and also not submitting the reports timely. And that setting up of norms was not sufficient for the administration but the actual implementation was to be done and checked timely so that important measures can be brought about for a positive change.

STRESS MANAGEMENT IN POLICE FORCES

This report talks about the importance of stress management in the Indian Police forces. The need of the hour was to investigate about the various reasons behind the stress in the Indian Police Forces especially women and to take effective measures for the stress management.

The various problems faced by women personnel are as follows:

- Child care centres and crèche facilities
- Promotions and selection
- Responsibilities, duties and deployments
- Coaches and trainings by them
- Maternity leaves and child care leaves
- Sexual molestation at workplace
- Councilors for stress management



This was the major issue for the committee to work upon the stress management because it was very essential for the police system. Women on duty if are suffering from stress couldn't efficiently focus on their duties because their tentions won't let them concentrate on their work which will harm the administration. This committee talks about eliminating and combating the reasons for the stress of the officers by bringing up new policies that will help solving their problems and will bring them at peace and after they will be able to concentrate on their duties and work efficiently for the better working of the administration.

ENCOURAGEMENT TO WOMEN CANDIDATES

According to this report, women holding NCC 'C' certificates were given some additional marks which were different in different states. Some states also did not give any extra marks for the certificate holders which was backdrop for the women holding the certificates. After this report there comes a provision of giving mandatory extra marks to the NCC 'C' certificate holders in the police recruitments which will give women an opportunity to gain representation in the police system. Also in this report various guidelines were formulated for the states and union territories and it was mandatory for them to follow the practices. This will also become an encouraging factor for the women to come up and grab this opportunity. Women after this report were aware of their right to take the advantage of the certificates they have and gain representation in the policing. The ministry of home affairs after this reports issued guidelines for the state to follow and women holding the certificates should be given the extra weightage as stated. By this report a good number of women came

up and used the opportunity and asked for their right.

BASIC AMENITIES

After this report, a target was set by the States/UT's to provide for mandatory toilets each for men and women at every police stations. Also the target was to provide clean and healthy environment at work place. And to give adequate accommodations to the women officers to improve representation of women in policing. The committee talked about looking into the reasons behind the lack of basic facilities for women police personnel and to take all the essential measures to ensure that the basic facilities are provided to the women officers at their workplace. Also committee wanted the state to allocate funds for providing basic amenities to the women officer and also to achieve this objective as early as possible.

The status of the Central Armed Police Forces (CAPF'S) is given below:

- (i) Central Reserve Police Force: In CRPF's a large number of mobile toilets were made available for women officers on duty so that they do no compromise with their hygiene while being on duty. Around 55 mobile toilets were made for them to ensure them proper sanitation facilities.
- (ii) Border Security Force: Women constables were employed in this for the duty of gate management and routine works and it was very essential to provide them with all the basic sanitation facilities by giving them separate toilets and rest rooms.
- (iii) Central Industrial Security Force: For all the lady personnel, the areas were properly equipped with all the basic facilities and were provided hygienic work conditions



- (iv) Sashastra Seema Bal: Adequate accommodations for all the women personnel were provided necessarily. Permanent and semi-permanent accommodations for all women officers. Also they were provided with separate kitchens, dining areas and rest rooms facilities.
- (v) Indo-Tibetan Border Force: These women personnel on duty are indulge into all the static work and so it is essential to provide them with hygienic and adequate number of toilets and rest room facilities.
- (vi) Assam Rifles: The women personnel posted here, most of them work in the hospitals and it was ensured that they are provided with all the basic facilities of rest rooms and washrooms adequately and hygienically.
- (vii) National Security Guard: women officers have been provided with separate rest room facilities.

The police stations existing in the country should have proper sanitation facilities with all the security ensured for the women personnel. Washrooms should have proper lockable doors and security of women should be on the priority list of the administration. Also ventilation and lighting should be ensured. It was a mandatory thing to provide with separate toilets for men and women and also the toilets should be clean and conveniently available. These facilities should be adequately and easily accessible to the women police personnel.

CRECHES/DAY CARE CENTRE FACILITIES

The committee advised for providing creches and day care facilities for the young children of the women officers so that it is easy for them to take care of their family and also concentrate on their duties. This will enable them to be satisfied that their children are safe and are given hygienic environment and it will enable them to concentrate on their duties efficiently. The committee ensured. Various policies were made by the government and also the funds were allocated for them so that this new facility should be made available to the women officers as adequately and as easily as possible.

POSTINGS & TRANSFER OF THE WOMEN PERSONNEL

The committee brought into focus another major reason for lesser number of women in police system and that is the rigid policy of the government for postings and transfer of the Women police personnel. The committee brought about a policy to post the spouses at the same station and is being implemented by various police administration but it is not yet a pan India policy yet, it is at the discretion of the administration to follow this policy or not. Though this committee took a lot of initiatives for this policy to come into function and work in a positive for the women empowerment in police forces. This committee ensured that the transfer policy should be in the favour of women personnel.

CONCLUSION & SUGGESTIONS

The Indian Police Force need to actually work upon the problems which are resulting into less number of women personnel so as to



get away with the gender biasness prevailing in the policing system. These problems need to look upon effectively and to provide various measures to bring an end to such problems. If such problems keep on increasing then the lack will increase with time. It is not only about bringing out measures but it is about what changes does the measures are bringing for the society with time and if the progress is also then also think of the reasons why the progress is slow and what steps should be taken to improve the progress of the policies implemented by the government for the empowerment of women. It is necessary for the policy makers to look into the positive and negative aspects of the policies and to work upon them effectively and efficiently.

Women in the police forces need some motivating factors to convince themselves to join the police force. They do not want to hamper their careers at the cost of their family responsibility as the society itself wants them to be more responsible towards their family. Though these notions are considered orthodox but this is what is expected from the women. The changes in the policing system needs to be brought which will actually convince more and more women to join the police forces. The requirement of basic facilities that will help to ensure their health and hygiene. The presence of full support from their male counterparts will help them. Also less gender biasness in the police forces will help them empower themselves and to grab the high posts and positions because of their own capability.
