



WOMEN IN POLICE: A STUDY OF FEMALE POLICE IN UTTAR PRADESH

Brij Bhushan Yadav

Assistant professor Lucknow University (Lucknow)

**Department of history
yadavbrij103@Gmail.com**

Dr. Poonam Chaudhary

Assistant professor

**Khawaja Moinuddin Chishti Language University Lucknow
Department of history**

ABSTRACT

The police play a crucial role in our civilized society, and their status as necessary personnel rises daily to keep the balance between the morally right and wrong people. They are in charge of upholding law and order, stopping crime, and shielding people and communities from danger. Women's inclusion in law enforcement can lead to women's empowerment. Nonetheless, the police force has always been seen as a profession dominated by men. In the police force, gender discrimination is pervasive and can endure for a variety of reasons, including social standards, cultural norms, structural exclusion, issues with women's recruiting, and so forth. Women's potential and abilities are undermined by this, which makes it difficult for them to join the police service. Despite attractive regulations, the number of women joining the police force has not increased. The current study examines how women are viewed in the nation's policing culture and provides a critical analysis of the regulations that now safeguard and encourage women to pursue careers in law enforcement, as well as the contemporary environment and forces that create challenges.

KEYWORD: Police, Environment, Enforcement, People, Shielding

1. INTRODUCTION

The modern world is evolving quickly. The variety and unpredictability of crime control issues in today's evolving cultural and social landscape characterize modern police. To keep citizens secure in a country the size and population of India, police organizations need to quickly develop



and put new plans into action. The Bureau of Police Research and Development (BPRD) asserts that one of society's most pervasive organizations is the police. Therefore, the most noticeable government representatives are the police officers.

Law enforcement, crime investigation, and public safety are the main responsibilities of police personnel in this nation. It is crucial to remember that both men and women should be able to pursue careers in policing and should receive the same treatment as police officers. We refer to this as "Gender Inclusive Policing." The percentage of women in the Indian Police remains low at 7.28% in 2017, despite the government's announcement of a 33% reservation for women in the force.

The police force has a long history of being a largely male-dominated profession with unequal representation of men and women. It was also very patriarchal. The police department is dominated by masculine values and procedures. For a considerable time, women were prevented from joining the police service due to gender ideology and prejudices. Because they were stereotyped as being weaker than men, it was felt that female police officers burdened the police system. They are not competent or able to combat crime. This discouraged the women from choosing to become police officers.

But thanks to a shifting socio-cultural landscape, the development of technology skills, and more access to higher education, women are beginning to realize their innate potential power.

It has taken years for women in law enforcement to be accepted in their field of employment. A global issue is the underrepresentation of women in law enforcement. Male officers still outnumber female officers by a wide margin, despite an increase in the number of female officers. Law enforcement is seen as a profession best suited for men since police officers still projects a strong sense of masculinity. Because of this, the women run the risk of being sidelined in the police culture more and more. This puts women's equal participation in jeopardy.



1.1 MAJOR CHALLENGES FACED BY WOMEN OFFICERS WITHIN THE POLICE PROFESSION IN INDIA

The struggles between the old and the new, the logical and the illogical, have given way to advancements in modern civilization. As taboos and conventions change, new trends start to emerge. Women have had a difficult time breaking through into the police force all throughout the world as a result of these new transitions and changes of a new society. The biggest obstacles they had to overcome over the years were prejudices in society and resistance from men.

i. Gender Discrimination

The male-dominated field of law enforcement has an impact on women who choose to work in it. Women employed by the police department still experience discrimination and are a marginalized, unwelcome minority despite legislation prohibiting it. The idea that women are not capable of working as police officers has led to a significant resistance to gender inclusion. One major obstacle facing women in the police profession is the barrier of tradition and the conventional "macho-image" connected with the profession. Studies have shown that people believe female police officers to be less capable and competent than their male colleagues. They have to work twice as hard to dispel such ideas because they are typically prohibited from participating in essential policing duties.

ii. Sexual Harassment

Sexual harassment has also been reported by female police officers in the workplace. It has an impact on the worth and productivity of female employees in this field. Sexual harassment causes stress, psychological disorders such as depression and job discontent, absenteeism, job attrition, and a decline in productivity. Workplace sexual harassment has escalated to frightening levels. Women workers are unsafe, even in law enforcement. The features of policing itself, such as subordination, solidarity, etc., are one of the reasons why sexual harassment occurs in the police department without being reported.



1.2 STATEMENT OF THE PROBLEM

The 21st century has brought about significant changes in society. In order to be on par with their male counterparts, women have had to overcome numerous obstacles. She has realized who she is and has begun to confidently and dignifiedly climb the social advancement ladder. Not only are men predominating in the police force, but so are male values. It has been noted that more women are joining the police force and attempting to challenge the system's patriarchal culture. The roles and responsibilities of female police officers have grown as a result of the evolution of modern civilization into a dynamic and complex culture. Women's roles as officers have been growing throughout time. They are now more qualified for challenging duties and are no longer limited to the police system's easy occupations. Women are valuable members of law enforcement. They have a reputation for using a different method of resolving disputes—namely, talking things out before getting physical.

2. OBJECTIVES OF THE STUDY

1. To research Uttar Pradesh female police officers' demographics
2. To comprehend the problems that female police officers encounter and how they affect their physical and emotional well-being.

3. REVIEW OF LITERATURE

Mukherjee (2020) focused on women police in India in her book *Women in Police in India: A Journey from Periphery to Core*, with a particular emphasis on the State of West Bengal, which uses gendered and integrated forms of policing. Whereas the former views the role of women police as exclusive to women and children, the latter is gender-neutral in order to meet the demands of the profession. Therefore, the study examined the relationship between patriarchy and women's marginalization in the police field, the effects of include women in policing, and the challenges faced by female police officers in their professional lives. Approximately 75 IPS women police officers and over 100 women police officers at the subordinate level participated



in the author's exploratory study, which used public and unpublished materials in the context of a feminist paradigm, as well as purposive sampling and triangulation techniques.

Khanikar (2015) sought to comprehend how two distinct dispositions of women police—one related to their femininity, the other to their profession—assist male police personnel in upholding the sexist ideology in various police stations across eleven districts under the jurisdiction of Delhi police. The study's conclusions showed that discriminatory tactics were still in use in practically every facet of law enforcement. The system's patriarchal ideology appeared to support a gendered perspective that purposefully imposed male authority over female coworkers. Women police were viewed as unimportant by male police personnel. The gender divide was represented by the letter "W" on their rank badges. High ranking female police could receive sexist gestures even from a constable. Many visitors to Thanas referred to female duty officers as "Sirji." The Delhi police's visual representations of women's safety were blatantly male-centric and did not show the part that women play in defending themselves. The author recommended conducting research with a focus on policies in order to create a police culture that is gender-just.

Gilmore (2015) examined India, Pakistan, Bangladesh, and the Maldives, four South Asian nations. In 2013–14, the percentage of women in the police was 4.63% in Bangladesh, 6.11% in India, 7.4% in the Maldives, and 0.94% in Pakistan. The three nations—aside from the Maldives—remain subject to The Police Act of 1861. People's perceptions of women police in India showed both positive and negative opinions; in the Maldives, their image improved somewhat; in Bangladesh, people held women police in high regard; in Pakistan, people voiced dismal attitudes regarding women police. Bangladesh's 10% quota needed to be improved, although it showed no signs of serious issues. The Maldives, which had no quota, and Pakistan, which had a 10% quota, represented the worst recruitment conditions. There was workplace harassment in each of the four nations. The worst harassment situations were found in the Maldives.



3.1 RESEARCH GAP

A review of the literature shows that, although having the necessary competence for the job, women in the police force still do not have the standing that they should have. Most of the time, their issues are ignored and receive little to no attention. They constantly have something to be concerned about, from role conflict, unusual and long work hours, inadequate leave, and professional overstress, to workplace victimization caused by male coworkers. As a result, they continue to live in a pitiful state and deal with a variety of workplace harassment scenarios and issues, the majority of which are brought on by gender bias and are connected to the conduct of their male coworkers.

4. RESEARCH METHODOLOGY

A standardized questionnaire has been designed and distributed to 250 female police officers across multiple cities and towns in Uttar Pradesh. Non-probability convenience sampling was employed in the process of gathering the aforementioned responses. The primary demographic variables that we have used to try and determine the kinds of problems that female police officers face and how those issues affect their physical and mental health are age, marital status, number of family members, and marital status.

The statistical methods used to comprehend and analyze the data were frequency tables, One Way ANOVA, and Spearman's Rank correlation. Descriptive statistics approaches such as frequency and percentage are used in the data to interpret the responses of the female police officers. One Way ANOVA is used to investigate the mean difference between the variables that have been chosen. The value that the hypothesis is evaluated against in this test is 0.05. Test results above or below 0.05 will determine whether the hypothesis is accepted or rejected. Only the variables measured on the rank scale are subject to the Spearman's Rank correlation test. A relationship between the chosen variables is evaluated using this test.

5. RESULTS AND DATA INTERPRETATION

5.1 Demographic Profile of the women police officers in Uttar Pradesh

The preceding table indicates that the most of women employed by the police department are under 30 years old. Once more, the data showed that women in the police force have quite high levels of education. Additionally, there are female police officers with families comprising more than ten individuals.

TABLE-1: DISTRIBUTION ON THE BASIS OF DEMOGRAPHIC VARIABLES

| Sr.No | Independent Variable | Dependent Variable | Significance Value | Hypothesis Result |
|-------|----------------------|------------------------------|--------------------|-------------------|
| 1 | Age | Issues faced by women police | 0.017 | Accepted |
| 2 | No.of children | | 0.16 | Not accepted |
| 3 | No.of family members | | 0.937 | Not accepted |
| 4 | Marital Status | | 0.048 | Accepted |

Studies on the perspectives of female police officers have been conducted on a number of areas. Age, marital status, lack of children, and absence of family members have been selected as independent variables. These factors are examined in light of the problems that female police officers encounter. Since every variable in the data set has more than two categories and the mean difference is what is being studied, a one-way ANOVA test is used. According to the test results shown in the above table, women police face varied challenges at work depending on their age and marital status. The number of family members and children has little bearing on the problems that women police encounter. As a result, the first and fourth hypotheses are approved while the other hypotheses are rejected.

TABLE-2: DISTRIBUTION ON THE BASIS OF AGE

| Sr.No | Age | Dependent Variable | Significance Value |
|-------|-----------------|---------------------------------|--------------------|
| 1 | Lessthan30years | Issues faced by women police | 0.007 |
| 2 | 30–40 years | | 0.008 |
| 3 | Morethan45years | | 0.296 |

TABLE-2: DISTRIBUTION ON THE BASIS OF MARITAL STATUS

| Sr.No | Marital Status | Dependent Variable | Significance Value |
|-------|----------------|---------------------------------|--------------------|
| 1 | Unmarried | Issues faced by women police | 0.028 |
| 2 | Married | | 0.026 |
| 3 | Divorced | | 0.229 |
| 4 | Widow | | 0.287 |

The data set is subjected to the Post Hoc test (LSD technique) in order to do more research. Women fall into the 30- to 40-year-old age range, and since their test results were less than 0.05, those under 30 had distinct challenges at work. Women who are married or single face distinct challenges at work.

5.2 To understand the factors affecting the mental health of women police

TABLE-4: DISTRIBUTION ON THE BASIS OF MENTAL HEALTH OF WOMEN POLICE

| Sr.No | Independent Variable | Dependent Variable | Significance Value | Hypothesis Result |
|-------|----------------------|------------------------------------|--------------------|-------------------|
| 1 | Age | The mental health of women police. | 0.005 | Accepted |
| 2 | No.of children | | 0.982 | Not accepted |
| 3 | No.of family members | | 0.452 | Not accepted |
| 4 | Marital Status | | 0.019 | Accepted |

Understanding the mental health of female police officers is the goal of the research, which is conducted in relation to age, the number of children, family members, and marital status. In this regard, the above assumptions are formed. The data set is subjected to a One Way ANOVA test, the results of which are shown in the above table. The two factors that influence the mental well-being of female police officers are age and marital status. Children and family have no bearing on the emotional well-being of female police officers. In light of this, it is decided to accept the first and fourth hypothesis while rejecting the remaining ones.

TABLE-5: DISTRIBUTION ON THE BASIS OF AGE AND MENTAL HEALTH

| Sr.No | Age | Dependent Variable | Significance Value |
|-------|-----------------|------------------------------------|--------------------|
| 1 | Lessthan30years | The mental health of women police. | 0.005 |
| 2 | 30–40 years | | 0.007 |
| 3 | Morethan45years | | 0.042 |

TABLE-6: DISTRIBUTION ON THE BASIS OF AGE AND MENTAL HEALTH

| Sr.No | Marital Status | Dependent Variable | Significance Value |
|-------|----------------|------------------------------------|--------------------|
| 1 | Unmarried | The mental health of women police. | 0.045 |
| 2 | Married | | 0.046 |
| 3 | Divorced | | 0.053 |
| 4 | Widow | | 0.086 |

Given that age and marital status have an impact on women police's mental health, additional analysis is done using the LSD approach of the post hoc test. There are differences in mental health between ladies under 30, females between 30 and 40, and females beyond 45. In a similar vein, mental health is influenced by marital status. According to the test results, married and single women's mental health is different from that of widowed and divorced women's.

6. CONCLUSION

It is evident from the talks above that gender disparities impact the Indian Police Service. In the police profession, women officers are still undervalued as valuable human resources. In the police department, gender prejudice and marginalization are pervasive. Even in situations where they perform admirably, women in the police force are underrepresented, which means that their efforts go unappreciated. A prevalent notion that some vocations are better suited for one gender over another, such as the notion that female police officers are too susceptible to serve in combat situations, is known as gender stereotyping. The organizational structure of the police system is influenced by the societal values, ideas, and attitudes that are reflected in it.

Women in the police system appear to be in a hopeless and depressing condition, notwithstanding government regulations and policy frameworks. Stereotypical attitudes against women and their ability to carry out the policing function are deeply ingrained in the culture of the police. Male animosity toward female police officers is the biggest obstacle that women face. Within the corporation, their male peers have not fully welcomed them. In addition to



unfavorable views from colleagues, women in the police force encounter a plethora of additional obstacles on a daily basis that hinder their smooth integration. There is a wealth of material documenting male officers' resistance to female officers.

While policewomen are required to carry out duties and responsibilities that are similar to those of policemen, there are distinctions in the way that women are motivated and how negatively male colleagues and decision-makers see them. Male police officers frequently lack appreciation for their female colleagues because they hold a variety of false beliefs about the competence of female officers. It is thought that women are not physically enough, strong enough, tall enough, or heavy enough to handle thugs in fights. The predominance of men has created a culture where male behavior patterns are seen as the standard, even in situations when women are highly qualified and experienced. As a result, women frequently struggle to be acknowledged as equals by their male coworkers.

Therefore, it might be said that the time has come to support social transformation and fight long-standing gender stereotypes and discriminatory practices. The government should create and rigorously enforce policies that ensure parity between the male and female personnel in police agencies, while also appreciating the complexity of gender discrimination in the workplace. To alter the mindset of male police officers and the general public, the relevant authorities should arrange a number of training programs, seminars, courses, and workshops. However, with perseverance, women themselves may effect the greatest amount of change. It's critical that women understand their resilience, strength, and capacity to effectively navigate challenging circumstances. In addition to helping women gain the confidence they need to perform better in the police system, feminist involvement has the power to actually alter the structure of the police. In order to achieve gender diversity, gender inclusive policing, and gender justice within the police culture, these are essential.



REFERENCES

1. AN EXAMINATION OF PERCEPTUAL CHALLENGES FACED BY FEMALE POLICE. (2016).
2. Chowdhuri, J. P. (2018). Women Police , Crime against Women and Its Challenges in India. 4(2).
3. Deans, C. (2013). Gender Inequality : The Struggle Female Police Officers Face in the Masculine Culture of Policing. 3(3), 43–52.
4. Demou, E. (2020). Understanding the mental health and wellbeing needs of police officers and staff in Scotland ABSTRACT. *Police Practice and Research*, 21(6), 702–716. <https://doi.org/10.1080/15614263.2020.1772782>
5. Muhlhausen, D. B., & Ph, D. (2019). NATIONAL INSTITUTE OF JUSTICE SPECIAL REPORT WOMEN IN POLICING : BREAKING BARRIERS July 2019. July.
6. Politics, C. (2015). General problems faced by the women police. July.
7. Safety, O., Group, W., & Summary, M. (n.d.). Officers ' Physical and Mental Health and Safety.
8. Swathi, K. (2019). A STUDY ON PROBLEMS AND CHALLENGES FACED BY WOMEN POLICE. 6(1).
9. Wilson, A. A. (2016). Female Police Officers ' Perceptions and Experiences with Marginalization : A Phenomenological Study.
10. Chakraborty, T. (2003). Prospect of Community Policing: An Indian Approach. *The Indian Journal of Political Science*, 64, (3/4), 251-262.
11. Chan, A. H. & Ho, L. K. (2013). Women Police Officers in Hong Kong: Femininity and Policing in a Gendered Organization. *Journal of Comparative Asian Development*, 12, (3), 489-515.
12. Chande, M. B. (1997). *The Police in India*. New Delhi: Atlantic Publishers And Distributors.



13. Chen, R. H. (2015). Women in Policing: In Relation to Female Police Officers' Level of Motivation Toward the Career, Level of Stress, and Attitude of Misconduct. *Sociological Imagination: Western's Undergraduate Sociology Student Journal*: 4: (1), 1-17.
14. Chopra, V. (2001). Employment And Occupational Structure Of Women In India. In S. Murty (Eds.), *Women and employment* (pp. 1-20). Jaipur: RBSA Publishers.
15. Christie, G. (2015). The police role: studies of male and female police the police role: studies of male and female police. Gayre Christie Ph .D Justice Studies, Queensland University of Technology, (January 1996).
16. Department of Economic and Social Affairs. (n.d.). Population Distribution by Marital Status. Retrieved from <https://www.un.org/en/development/desa/population/publications/dataset/marriage/marital-status.asp>
17. Desai, I. P. (2005). The Joint Family in India- An Analysis. In T. Patel (Eds.), *The Family in India: Structure and Practice* (pp. 84-85). New Delhi: Sage Publication.
18. Dhillon, K. (2005). *Police And Politics In India, Colonial Concepts, Democratic Compulsions: Indian Police 1947-2002*. New Delhi: Manohar Publication.