

**INTERNATIONAL JOURNAL OF LAW
MANAGEMENT & HUMANITIES**
[ISSN 2581-5369]

Volume 4 | Issue 1
2021

© 2021 *International Journal of Law Management & Humanities*

Follow this and additional works at: <https://www.ijlmh.com/>

Under the aegis of VidhiAagaz – Inking Your Brain (<https://www.vidhiaagaz.com>)

This Article is brought to you for “free” and “open access” by the International Journal of Law Management & Humanities at VidhiAagaz. It has been accepted for inclusion in International Journal of Law Management & Humanities after due review.

In case of **any suggestion or complaint**, please contact Gyan@vidhiaagaz.com.

To submit your Manuscript for Publication at **International Journal of Law Management & Humanities**, kindly email your Manuscript at editor.ijlmh@gmail.com.

Swinging Pendulums at Home and Workplace: Reflections on the Life of Women Police Constables in India

DR. NAMITA SINGH MALIK¹ AND MS. AARUSHI DHINGRA²

ABSTRACT

In India, women have in the past and to some extent even today, played a secondary role to that of men on an economical and occupational front. Career wasn't a priority for the women due to socio-cultural construct in which gender roles are stereotyped, especially in the backdrop of Patriarchal Society. As the society has progressed and gender roles are redefined and reconstructed with waves of liberalism, globalization, feminism and equality, new Avatar of Indian women had arrived. The debutant can be seen not only in traditional fields considered more appropriate for women but also in male dominated landscapes.

Morris (1987) has argued that Policing has always been regarded as a male bastion, which is more of a 'masculine pursuit' involving strength, danger and action. The historical background of Women's entry into police, discloses instances of resistance from the beginning. Butler, Winfree and Newbold (2003) have described policing as one of the 'Gendered' professions of the world. Sahgal (2007) criticizes policing claiming gender-based differences are apparently greater as compared to female dominated vocations.

This Paper aims to address issues and challenges faced by women police constables at workplace. Paper also grapples the embedded tensions, conflicts and pride women have experienced being a part of police services. It also highlights the discourse surrounding work life balance and proposes workable solutions while promoting gender equity and development.

Keywords: *Challenges, Empowerment, Issues, Police, Women*

¹ Author is an Associate Professor at School of law, Galgotias University, India.

² Author is an Advocate at Delhi High Court, India.

I. INTRODUCTION- INTERSECTION OF GENDER AND OCCUPATION

Women and Men have always been unique in themselves. In the process of human development, their life swings through thick and thin in several common and unique ways. To study unique challenges for women is a pre requisite of justice. This is so because women's Experiences are different and under studied. Society needs women the way it need men, to be healthy and fully engaged for the cause of human development. Gender studies globally have proved that gender traits and roles are socially and culturally constructed. In society, we all go through various interactions and develop our understanding of culturally appropriate behaviors and attitudes among males and females. Most of the societies globally set customized rules for males and females. The innate characteristics of male and females are also perceived differently. The physical anatomy of men and women differs, and the appearances and behavioural expectations are a manifestation of social and cultural values. In general, expected male behavior traits include toughness, assertiveness, rational and dominance (*masculine traits*), whereas in case of females expected qualities are sensitivity, emotions, caring and loving nature (*feminine traits*). However, there is nothing inherent in women to get indulged in soft task such as cooking or cleaning, and nothing in men being tough or engaged in hard task. Moreover, this socially and culturally perceived gender identity is not constant; it is redefined by socially conscious people and change makers who have broken the gender stereotyping.

Diving deeper into the interplay of gender and occupation, the present time offers more fluid and flexible opportunities for women. Gone are the days when women were restricted to certain occupations; now there's no field where women have not put their foot forward.

The mechanical transformation and in this way the forms of liberalization and globalization have altered the position to a great extent. As a result, women are effectively taking an interest in different financial exercises, and at the same time overseeing their family and work life. Their conventional role of home-maker has been changed into the modern avatar of a professional woman. In India women have contributed monstrously in each field be it Guard, Security, Science, Innovation, Instruction, Media, Entertainment, computers, etc.

This doesn't mean women face no challenges or issues, but the outgrowing expansion of women in all fields indicates that women have guts to negotiate their priorities and make conscious choices. Among the women, a challenge faced by working and non-working women also differs in length and breadth. A working woman's life has two fundamental

circles, i.e. her work and family. Her character basically compromise of battle between family duties and job-efficiency. In male dominated professions such as Defence services and Police services, challenges manifolds which put the women to task wherein she had to prove that she is equally good for task assigned. The challenges confronted by ladies Police Officers and Ladies Police Constables moreover contrasts, as one is super ordinate and another is subordinate. This Chapter addresses how the life of Women Constables in India swings between home and workplace and addresses the issues and challenges faced by them in daily lives.

(A) Methodology

This is a conceptual paper divided into six parts. Paper reviews the extant literature that addresses issues intersecting gender, occupation and challenges. The first part of this paper introduces the background which this paper aims to address. The second part outlines the methodology. The third part presents the literature review which is integrative in nature. The fourth part considers current position, suggestions and reforms introduced in streamlining women in police services. The fifth part of this paper addresses professional and personal issues and challenges faced by women constables in India. Sixth and the last part of this paper presents conclusion and proposes workable solutions to encounter issues faced by women police constables in India.

(B) Literature Review

According to Morris³ “Policing has always been regarded s a male bastion; a ‘*masculine pursuit*’ involving strength, danger and action”. Policing is a requesting work, which includes long and dubious hours of obligations⁴. Various studies have been conducted relating to distinctive viewpoints of ladies within the police for occurrence, development and improvement of ladies within the police⁵; their career goals, motivations and sex separation; their work desires and alterations⁶ ; their part in police and organization⁷; and

³ Morris, A. 1987. “Women crime and criminal justice” Oxford University Press, p.144.

⁴ Sahgal, P. 2007. “Women in Police: A study of their Career Aspirations and Motivations” Indian Journal of Industrial Relations 42.

⁵ Surendra (2010). “Growth and Development of Women Police in India.” In Cliff Roberson, Dilip K. Das, and Jennie K. Singer, eds., *Police Without Borders: The Fading Distinction between Local and Global*. Ch. 4, 65-85. Boca Raton, Florida: CRC Press.

⁶ Pattanaik, J.K, and V.B. Worley, 2011. “Job expectations, adjustment and coping mechanisms among women in two police forces in India”. IPES/DCAF Working Paper No. 31. April. International Police Executive Symposium, Geneva Centre for the Democratic Control of Armed Forces, and COGINTA. Available online at: <http://www.dcaf.ch/Publications/Job-Expectation-Adjustment-and-Coping-Mechanismsamong-Women-in-two-Police-Forces-in-India>.

⁷ George, J.2011. “Women in Administration in India” *Journal of International Women’s Studies*, 12 (1): 151–56. Available online at: <http://vc.bridge.edu/jiws/vol12/iss1/12>.

how they bargain with household viciousness and debate⁸. The historical background of Women's entry in to police, discloses instances of resistance from the beginning. In England, women police were described as an '*extravagant eccentricity*' by a member of Parliament in the 1920s upon whom public money should not be wasted⁹. The passage and extension of ladies police was, in common, furiously restricted by police directors and police union pioneers¹⁰. On the work, ladies were frequently undermined by colleagues, had need of bolster, confronted sexual badgering and segregation in improvement and advancements¹¹.

In India women have been a part of law requirement since 1939 and this joining was not initiated as a result of a particular approach. In truth, over a long time, women were inducted to the police services due to the requirement to address female offenders and the rise in wrongdoing committed against women. It has been portrayed as one of the 'Gendered' callings¹², where women confront a number of discriminations since of their gender.

The display circumstances are exceptionally much the bequest of capable strength of resistance. In her 1980 paper on the status of ladies in police within the United States, Susan Martin alleged that:

*"The incursion of women into traditionally 'male' occupations has been opposed, resisted and undermined wherever it has occurred. In few other occupations, however, has their entry been more vigorously fought on legal, organizational, informal, and interpersonal levels than in policing?"*¹³

Sahgal contends that Gender-based work contrasts are seen to be much more noteworthy in male overwhelmed callings just like the police and the equipped strengths than in customarily female-dominated employments like instructing and nursing. In a country like India, occupations are gendered and the skewed preferences could be seen in the occupational choices families prefer their daughters, mothers and sisters to be engaged in.

⁸ Natarajan, M. 2006 "Dealing with Domestic Disputes/ Violence by Women Police in India: Results of a training program in Tamil Nadu", *International Journal of Criminal Justice Science* 1 (1): 1–19. Available online at: <http://www.sascv.org/ijcjs/mangai.pdf>.

⁹ Ghosh, S.K. "Women in Policing" New Delhi 1981, p.13

¹⁰ Jennifer C. Hunt PhD (1990) the Logic of Sexism among Police, Women & Criminal Justice, 1:2, 3-30, DOI: 10.1300/J012v01n02_02

¹¹ Heidensohn, F. 1992. Women in Control? The role of women enforcement (Clarendon, California), *Policing and Society*, 26(2) DOI: 10.1080/10439463.2016.1120415

¹² Butler, E. K., L. T. Winfree, and G. Newbold. 2003. "Policing and Gender: Male and Female Perspectives among Members of the New Zealand Police." *Police Quarterly* 6 (3): 298– 329.

¹³ Martin, S.1980 Breaking and Entering" Policewomen on Patrol, University of California

Ladies have the natural and sociological obligations of bearing children. They moreover excessively bear the burden of the care economy, especially in a conventional and patriarchal society like India. Their view of work, office and work home equation is distinctive from that of men¹⁴

The sexual orientation value plan in policing has too been challenged to a few degree by investigate showing that a arranged approach may be more fruitful in unequivocally patriarchal social orders¹⁵

II. WOMEN IN POLICING IN INDIA

All over the world the inclusion of women in policing was a gradual process. In all the countries initially, there was resistance from different corners on the entry of women in police services. Further, every country has used women police as social workers, to deal with issues related to women and juveniles.

In India, the construction and functioning of the State Police Forces are administered by the Police Act of 1861, which is relatable in most parts of the nation, and all the modern Police Laws are built and displayed on this enactment¹⁶. Police cover for the population can be calculated by looking at how numerous people's safety and security each police officer is dependable for. The national normal is 1 police individual for 633 people (India Justice Report 2019). According to India Justice Report¹⁷ ladies account for just 7% of the 2.4 million police people within the nation, out of which only 6% ladies are serving at the officer level. Among all the positions and ranks in police the number of constables in India as on 1st January 2017 is 100583 is highest, (71.75%)¹⁸.

The presence of women police personnel is essential in criminal justice system and plays an exclusive role in gender based crimes and investigations. Accessibility of satisfactory ladies in police is fundamental for diminishing the powerlessness of ladies against

¹⁴ From reel to Real life, challenges faced by women in police are manifold available at <https://thewire.in/women/woman-police-officers-india>(last visited on 29.5.2020).

¹⁵ MacDowell Santos, C., 2005 Women's Police Stations: Gender, Violence, and Justice in Sao Paulo, Brazil, Palgrave, New York.

¹⁶ These include: Assam Police Act 2007; Andhra Pradesh Police Reforms (Amendment) Act 2014; Bihar Police Act 2007; Chhattisgarh Police Act 2007; Bombay Police (Gujarat Amendment) Act 2007; Haryana Police Act 2007; Himachal Pradesh Police Act 2007; Karnataka Police Act 2008; Kerala Police Act 2011; Maharashtra Police (Amendment and Continuance) Act 2014; Meghalaya Police Act 2011; Mizoram Police Act 2011; Punjab Police Act 2007; Rajasthan Police Act 2007; Sikkim Police Act 2007; Tamil Nadu Police (Reforms) Act 2013; Tripura Police Act 2007 and Uttarakhand Police Act 2007.

¹⁷ Indian Justice Report 2019 by Tata trusts. Available at <https://www.tatatrusters.org/upload/pdf/overall-report-single.pdf> (last visited on 29.5.2020)

¹⁸ As per the fact sheet on women in police of dated 6th March 2018, available at <https://www.humanrightsinitiative.org/download/Fact%20sheet%20-%20women%20police.pdf> (last visited on 1.6.2020)

violations¹⁹. Existing ladies police population ratio is very low. Destitute representation of ladies in police is posturing genuine challenges in managing with wrongdoing against ladies and ladies criminals.

On 04.09.2009 the service of domestic issue issued an admonitory to all state governments to extend representation of ladies in police to 33% of the entire quality. Through a Cabinet choice, all UTs have been ordered to embrace 33% reservation for ladies within the police constrain. So distant, 8 states i.e., Bihar, Gujarat, Jharkhand, Madhya Pradesh, Nagaland, Orissa, Rajasthan, Telangana and 5 UTs namely Chandigarh, Daman & Diu, Lakshadweep, Dadra & Nagar Haveli and NCT Delhi have as of now amplified 33% reservation for ladies in police force (NARI).²⁰

When the Domestic Ministry sets 33% as the target for women's representation within the police, expanding women's enlistment within the police force has been the goal of the central and state governments, and additionally requested to set up only 'Crime against Women and Children' desk in each police station; special women police cells in all police stations. The role of lady police has been relentlessly expanding. The prevention of children from sexual offences (POSCO) Act and major criminal laws now require every case of sexual assault to be recorded and investigated by a female police officer. Even juvenile delinquents are believed to be best handled by the women police officers as they are more compassionate and communicative with children²¹ Karnataka government has proposed to increase reservation for women in recruitment for constables, from 20 to 25 per cent for all recruitments in civil and reserve police forces. The move is aimed at increasing the number of women officials to make the force more sensitive in handling cases related to women and children. State govt of Karnataka has announced to fill up 16,000 vacancies of police constables by 2022²².

III. SUGGESTIONS & REFORMS

In the 1980's National police commission recommended giving women police a crucial role in crime investigation and allow women police to shoulder all policing duties at par with

¹⁹ Available at <https://bprd.nic.in/> (last visited on 12.5.2020)

²⁰NARI (National Repository of Information for women) available at <http://www.nari.nic.in/schemes/33-reservation-police-force> (last visited on 13.5.2020)

²¹ Why we need more women in police force, The Indian Express, Article dated 8.10.2019 available at website <https://www.newindianexpress.com/why-we-need-more-women-in-police-force> (last visited on 12.5.2020)

²² "Quota up by 5% for women in police force", published on 18.2.2020 available at <https://www.newindianexpress.com/states/karnataka/2020/feb/18/quota-up-by-5-for-women-in-police-force-2104898.html> (last visited on 13.5.2020)

their male officers²³. In 2002 in National Conferences for women in Police organized by BPRD recommended to provide equal recruitment opportunity and enable women access to all jobs, postings and resources. It has also recommended to provide specialized training and directions to set up separate toilets and rest rooms in all police stations and units for women in police departments. NPC also suggested enhancement of maternity leave up to 6 months and also to set up crèche facilities and day care centers in police lines²⁴.

In July 2005, National Conference for ladies in police, fitting complaint components be made for the time bound dealing with of complaints of sexual badgering at the work put in understanding with the *Vishaka directives* of the preeminent Court. Complaints are to be kept secret and the working of complaint committees be checked by calling reports at quarterly and yearly interims. Standard working strategies might be outlined for the working of the committees, the culprit be exchanged amid pendency of enquiry and disciplines commensurate with the offence be granted. Provisions for security, such as isolated toilets and restrooms for men and ladies. Posting approaches ought to take into account that ladies are required to be posted in pairs for out of station and night duties. Drop and pickup offices are orchestrated for night obligations wherever conceivable²⁵. In 2009 conference recommended at least 4 women officers to be posted in each police station, providing field postings in initial stages of career and counselling facilities during pre and post-induction, and also to develop guidelines on equipment and uniform specific for women police²⁶. In 2010 conference recommended combined basic training, induction of Women trainers and common syllabus and posting in police stations immediately after training. Apart from this Vishaka guidelines to be followed along with mentoring, flexible working conditions and common cadre for promotions for equal promotions opportunities.²⁷ In 2012 conference recommendation is to create women and child desks in each police station, where at least 4 women are posted in each police station. To modernize grants to be allocated for development of infrastructure for women police²⁸.

²³ The national Police commission available at https://humanrightsinitiative.org/publications/police/npc_recommendations.pdf page 8 (lastly visited on 1.6.2020)

²⁴ First national conference for women in police 2002 at New Delhi available at <https://bprd.nic.in/WriteReadData/userfiles/file/2016120711300447359662016112805293894017371stNCWP.pdf> (lastly visited on 1.6.2020)

²⁵ 2nd National Conference 2005 available at <https://bprd.nic.in/WriteReadData/userfiles/file/2016112805303087765692ndNCWP.pdf> (lastly visited on 1.6.2020)

²⁶ 3rd National conference 2009 available at <https://bprd.nic.in/WriteReadData/userfiles/file/2016112805312169016463rdNCWP.pdf> (lastly visited on 1.6.2020)

²⁷ 4th National Conference 2010 available at <https://bprd.nic.in/WriteReadData/userfiles/file/2016112805321029959064thNCWP.pdf> (lastly visited on 2.6.2020)

²⁸ 5th National Conference 2012 available at <https://bprd.nic.in/WriteReadData/userfiles/file/2016112805324594016605thNCWP.pdf> (lastly visited on 2.6.2020)

In 2013 the Ministry of Home Affairs on women in police recommended to create additional posts for women constables and convert vacant posts of male constables into the post of women constables.²⁹ In 2014 National Conference recommendation was given to increase women representation to 10% in two years in all states and 30% in ten years, also to provide career planning and opportunities for self-education. 2 women sub-inspector and 4 constables at least to be posted in every police station³⁰.

In 2016 National conference recommended that all specialized forces have at least 20% strength of women and 100% accommodation for women constabulary level and also mandatory weekly off to give work-life balance, separate tribunal to prosecute sexual harassment cases³¹.

IV. ISSUES AND CHALLENGES TO WOMEN POLICE CONSTABLES IN INDIA

Challenges faced by women police constables in India are broadly classified into two categories: firstly, *personal challenges* & *secondly professional challenges*. The personal challenge lies in threat to own life and security as well as balancing out the family and work affairs. Police work is seen as an emotionally and physically dangerous job. A women police constable often faces physical danger while dealing with criminals while carrying out line of duties. This creates a certain degree of stress and tension, especially when she faces sudden situations.

a) Balancing Work & Family Life

With ladies playing the '*dual roles*' of overseeing domestic and career, they confront more noteworthy challenges in endeavoring for adjust between their obligations at domestic and the duties at work³². Policing being a multi-faceted calling, striking an appropriate balance between work and family responsibilities is one of the greatest challenges for ladies within the police. Marriage, Children and Family responsibilities equally demands a women to devote sometime at home. Consequently women find it difficult to completely dedicate themselves into professional duties.

As a result, men often have an edge over their female counterparts in advancing at the

²⁹ Ministry of home affairs date available on <https://www.mha.gov.in/> (lastly visited on 2.6.2020)

³⁰ 6th National conference 2014 available at <https://bprd.nic.in/WriteReadData/userfiles/file/2016112805332234641256thNCWP.pdf> (lastly visited on 2.6.2020)

³¹ 7th National conference available at <https://bprd.nic.in/WriteReadData/userfiles/file/201612071142561923250Recommendationsof7thNCWP.pdf> (lastly visited on 2.6.2020)

³² Washington, C.E 2011. "Mentoring Organizational Rank, and Women's Perceptions of Advancement Opportunities in the Workplace" International Journal of Business and Social Science 2 (9) Special Issue, May: 162-78. Available online at: [http://www.ijbssnet.com/journals/Vol._2_No._9_\[Special...2011\]/20.pdf](http://www.ijbssnet.com/journals/Vol._2_No._9_[Special...2011]/20.pdf).

workplace. This is not true only with women in policing, but it is evident across various sectors. Women leaders are rare, and most of them do not have marital and child care responsibilities. On the other hand, if women attain top positions in their departments, they are under more stress than men because of their dual roles.

In a conversation regarding issues and challenges before women in police services, Constable 'Sakshi' from Delhi with ten years of experience in policing speaks:

"Jhand Hai Life" (Life is useless). Husband and in laws only allow me to work in this profession because it's a Government job. No time for family! Personal life is ruined"

This narrative also emphasizes upon the value attached with government job in India, which is mostly sought after by all lower and middle class people for the reason that it comes with a bundle of benefits and security. Even for a government vacancy of a peon, sadly PhD candidates apply³³. Constable Rashmi working from last 8 years in a police station at Delhi shares: *"There is no fixed duty time, whenever we are called up, we have to report to the police station even if we were on leave". This points out towards demanding and uncertain nature of policing.*

Another participant in study, Constable Neha who loves her job and feels empowered being the part of prestigious police services shares her story which points out towards complex and complicated relationship choices which they may have to make at times: *"I love my husband but still getting divorce, because husband is in other field and don't want me to work anymore in this profession. My job is precious to me; this profession has given me an identity which makes me stand apart from others. Alas! My husband wants me to choose me between him and police life."* We see that once women are empowered, they make conscious and deliberate choices in life, without getting affected how society perceives or judges their life decisions. Divorce is no more a taboo among educated, liberal people in urban India.

The experiences of all women in police can't be generalized. Few women still feel engrossed in family responsibilities and may feel guilty when they struggle devoting time in family. Narratives of Constable Rupa shares similar sentiments:

"I have no time for my 2 years old child, no time for myself, no time for family. I wake up

³³ "Over 93,000 candidates, including 3,700 PhD holders apply for peon job in UP", Available at : <https://economictimes.indiatimes.com/news/politics-and-nation/over-93000-candidates-including-3700-phd-holders-apply-for-peon-job-in-up/article-show/65604396.cms> (Last accessed on 25 September 2020@13:10 hrs.)

at 5:00 am, take bath, does home chores, cooks breakfast and lunch for my family, drop my son to my mother's place and reports to my THANA by 8:00 am. Sometimes I have to take the lady accused to the courts and then till 6.30-7:00 pm I get stuck in work, leading to extreme exhaustion. Also there are no gazette holidays and Sundays in our profession. Sometimes I feel I should prepare myself for some other government job. But then again, no time for studies” We hear a lot of criticism about Nepotism in Bollywood industry, especially after the sadful demise of Actor Sushant Singh Rajput, but in reality it exist in varied proportion in all industry³⁴We are a feudal society and unfortunately, nepotism and privilege permeate all echelons. Those who had some god father in professions, have a pleasant experience and face less struggle. *Constable Ashima working from last 9 years said “I am very happy with my job because my husband and father-in-law is also in same profession. Never I had the pressure to establish my reputation with seniors or faced an issue at workplace”.*

b) Occupational hurdles

Women in police faces not only personal issues but also professional challenges which make life troublesome for them and test their confidence and character at various stages. The first hurdle faced by women is Gender Discrimination.

c) Gender Discrimination

The first challenge women encounters is gender discrimination. Masculinized occupations are more valued by society, and men in such occupations are rewarded and paid more compared to their female counterparts³⁵, where women faces subtle and coveted discrimination and hardships. They are generally not given important roles, nor does the opportunity to handle critical jobs, depriving them from earning recognition and sharing power.. Further, women police personnel are also discriminated against while sanctioning different incentives. However, the reality is that most women in the police (except those who want to escape from hardships) want to be treated at par with their male counterparts so that they get a fair opportunity to prove their worth.

d) Sexual Harassment

The Indian judicial experience with sexual harassment started with the leading case of

³⁴ Nepotism permeates all sectors: Bollywood is an easy punching bag, <https://indianexpress.com/article/opinion/columns/nepotism-debate-hindi-film-industry-sushant-singh-rajput-6550762/> (last accessed on 30 Sept 2020@ 16:25 hrs.)

³⁵ Niland C. 1996. “The Impact of Police Culture on Women and their Performance in Policing” Paper presented in the Australian Institute of Criminology First Australian Women Police Conference, Sydney. 29–31 July. Available online at: http://www.aic.gov.au/media_library/conferences/policewomen/niland.pdf.

vishaka vs State of Rajasthan. In this case guidelines were laid down to deal with cases of sexual harassment to all women at workplace working in the capacity of an employee³⁶ (part time, full time, on contract, or in voluntary/honorary capacity). The guideline also includes the following as acts of sexual harassment: Physical contact and advances, Showing pornography, a demand or request for sexual favors, any other unwelcome physical, and verbal/non T verbal such as whistling, obscene jokes, and comments about physical appearances, threats, innuendos, and gender based derogatory remarks, etc.

Sexual harassment³⁷ affects the dignity and performance of women personnel in any profession. Sexual harassment introduces stress and extreme anxiety. The degree of sexual harassment at the workplace has reached alarming proportions (Steph, 2006). In a Netflix series titled ‘Soni’³⁸, reactions to sexual harassment at workplace encountered by women police constables is portrayed. Most of the time women responds to sexual harassment is conditional and subtle in tone. Women in police baffles with such harassment by remaining silent, ignoring it, laughing it off or normalizing it. Sadly, women police personnel also encounters sexual harassment. Social media is evidence of such videos wherein women in uniform shares their tragic stories of sexual harassment³⁹. A lady constable file a complaint against a SHO of same Police Station for sexual harassment⁴⁰.

In an incident in 2011 at Kolhapur, Maharashtra, 11 women recruit constables alleged that police instructors had sexually exploited them when they were undergoing training at Kolhapur’s police training school. The scandal came into light when a routine medical test of the women police recruits revealed that two of them were pregnant⁴¹.⁴⁰ The cases of sexual harassment on Indian policewomen by their seniors and peers are going up. It takes place at two levels. One, sexual misdemeanors occur during office hours with lecherous seniors who are in a position to throw their weight around and get away with it. The other takes place during public interaction, where anti-social elements find police women

³⁶ Vishaka vs State of Rajasthan & Ors 13th August 1997 available at <https://indiankanoon.org/doc/1031794/> (last visited on 3.6.2020)

³⁷ Sexual harassment is an unwelcome sexual advance, unwelcome request for sexual favors or other unwelcome conduct of a sexual nature which makes a person feel offended, humiliated and/or intimidated, where a reasonable person would anticipate that reaction in the circumstances.

³⁸ Netflix Movie Soni (2018) available at <https://www.netflix.com/in/title/81023713>

³⁹ Video of NDTV News posted on 4th Sept. 2013 <https://www.youtube.com/watch?v=eFeLebblg-8> (last visited on 12.5.2020)

⁴⁰ Video of NDTV News posted on 4th Sept. 2013 <https://www.youtube.com/watch?v=eFeLebblg-8> (last visited on 12.5.2020)

⁴¹ ‘**Kolhapur sex scandal: RR cracks down on top cops**’ Hindustan times article posted on 30.4.2011 Available at <https://www.hindustantimes.com/india/kolhapur-sex-scandal-rr-cracks-down-on-top-cops/story-2GJz5w1YG2iyotfssg6mJO.html> (last visited on 15.5.2020)

vulnerable⁴².

e) *Prejudices and Biases of Male Police Personnel*

The capabilities and capacities of ladies within the police have not been recognized by their male partners. Ladies workers are not acknowledged as full proficient colleagues by their male co-workers⁴³. In spite of the fact that policewomen are anticipated to perform assignments and parts comparative to those of policemen, there are contrasts in terms of the women's inspiration levels as well as the negative demeanors of their male counterparts and decision-makers. It is accepted that ladies lack the physical quality, stamina, height and weight to bargain with hooligans and brawls. Indeed where ladies are well qualified and experienced, the predominance of males has resulted in a culture where male behavior patterns are perceived to be the norm, and women often find it difficult to be accepted as equals by their male colleagues. In this way, their status as a law master is limited to that of a social worker in police services dealing with women and Juveniles. Eventually, it could be a colossal challenge for women police personnel to work with full honesty and dignity in a corrupted and compromised environment.

f) *Lack of Job Satisfaction*

There are different reasons for ladies joining the police. Among them, work security, obligations, regards and acknowledgement, advancement opportunities and pay are the foremost common factors. However, most ladies within the police aren't fulfilled with their advancement openings and working conditions⁴⁴. Hence, it's understandable that ladies police work office that are less fulfilled with their occupations will be less persuaded to perform the vital assignments, have lower efficiency, more nonattendances and higher turn-over intentions.

V. CONCLUSION

Our attitudes and beliefs are fundamentally shaped by those with whom we interact in life. The modern society has seemingly embraced the women at diversified workplace. What motivates police women to continue in the services is largely the security and benefits

⁴² India's policewomen increasingly feel unsafe at the workplace by CNBC Tv18 News available at <https://www.cnbc18.com/views/indias-policewomen-increasingly-feel-unsafe-at-the-workplace-5391401.htm> (last visited on 3.6.2020)

⁴³ Women police personnel face bias', The Hindu, Posted on 19 August 2015, 01:11 IST; Available at: <https://www.thehindu.com/data/women-police-personnel-face-bias-says-report/article7554550.ece> (30 Sep 2020 @ 13:50 IST)

⁴⁴ Grogan W.J.2008. "Job Satisfaction at the Marietta Police Department: A Comparative Analysis", *Dissertations, Theses and Capstone Projects*. Paper 11. Available online at: <http://digitalcommons.kennesaw.edu/etd/11>.

that the job offers. Unfortunately, women and minorities continue to be under represented in position of leadership and power. Women have succeeded in breaking the glass ceiling by joining

more in numbers in Police services, but they continue to under represent at top position in the top echelons of power. Women should recognize their endurance, strength and capabilities to handle tough situations in an effective way. The government should formulate and strictly implement policies that guarantee genuine equality between the male and female workforce in the police departments. Policy formulations tend to focus heavily on increasing intake of women without equal emphasis on institutional reforms needed to ensure gender equality within police organizations.⁴⁵ This is only ghettoizing women police personnel, keeping them outside the mainstream of varied experiences and legitimizing segmentation of roles based on stereotyping. Various training programmers, seminars, courses and workshops should be organized by the authorities concerned to change the attitude of the male police personnel and society at large. Ultimately, we need to build and implement gender inclusive policies for the police organisations as it seeks to integrate women in mainstream policing. As the 21 century shall progress, we hope that the racial and gender disparity shall vanish across the globe.

⁴⁵ Srivastava, D. Position of women in police in India: policy gaps and the need for gender Mainstreaming. *Jindal Global Law Review* **10**, 157–171 (2019). <https://doi.org/10.1007/s41020-019-00095-0>