

THE ROLE OF WOMEN POLICE IN MAHARASHTRA, INDIA

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Abstract:

Maharashtra police is that the one in all the most important department in Asian nation. The Maharashtra Police office touched into what was referred to as the Royal Alfred Sailors' Home, in 1896. Construction began on the building in early 1872 and was finished four years later, in 1876. As its name suggests, it absolutely was created to accommodate 20 officers and 100 seamen. However, the building was truly planned to commemorate the visit of the duke of capital in 1870. The Duke set the inspiration stone throughout his visit.

The Maharashtra police having concerning 36 district police units within the state. The Maharashtra local department has strength of nearly 2.95 lakh it also has 25000 women in this force. Women working in law enforcement feel more stress due to work load, lack of support from family and co-workers, shift duty, lack of communication. Maharashtra launch nirbhaya squad that works 24*7 for women safety. The Maharashtra police has reduced operating hours of its women constables from 12 hours to eight hours, to assist them balance their skilled and private lives.

Key Words: Women police, role, Maharashtra police, nirbhaya squad, khaki

Introduction :

India is democratic country. India is associate experimenting ground to check the dynamics and relevance of democracy within the accumulation. When Independence we have got continually raised the question and doubted whether or not we have got progressed well on the trail of democracy. We always rethink about nation's development and protection. On one hand are the Armed forces that are striving and struggling at the borders of our country and on the other hand the police force that is struggling within the country for safeguarding the citizens. The primary responsibility of the Police force is to maintain law and order in the society. Each and every citizen requires police services for various reasons and to solve their problems. The concern may be personal, social, health, psychological, economic etc. But now days due to advancement of technology, nature of crime is additionally ever- changing. Children, women and senior citizens are the foremost vulnerable groups of our society and are subjected to crime.

In India, police department has traditionally been considered a male dominating profession. Because in police department there are neither exact duty hours no exact nature of the duty. An employee is tide up 24 hours to his duty. Police department is mean for safety and security of the society. No excuses are entertained by this department. It is aptly said of this department that "there is no question why, but you have to door die". Thus, service in police department is quite different and rigorous than the services in any the civil department and sectors. Women in police in gave been the subject of considerable study for the past 20 years. Service in police department is tough job for woman. It requires as culinary more than

femininity because the police in activities require physical powers. However, the gradual induction of male members in all walks of life and professions can also be seen in the police force in India. The rising trend of crimes against women, increasing involvement of women in various crime and the problems of handling juveniles has stressed the need for women police in India. The women police in now an integral part of the police forces all over the country. A number of women have joined the Indian police service and the central police organizations. The Indian police service which had refused to accept any women earlier refused to accept any women earlier, with-draw resistance after representation from some women conditions. Maharashtra police is one of the largest police departments in the country, having about 36 district police units in the state. The Maharashtra police department has a strength of nearly 2.95lakh. It also has 25,000 women in its force Maharashtra Chief Minister launch the 'Nirbhaya Pathak' which is work for women's safety. The functioning of the squad will be based on the QR codes at different Centres. Also, the women police officers will be placed at various locations in civil dress. The first time offenders will receive counselling.

Every women wants to look good dressing up, adorning oneself with jewellery has become a routine for every working women, however, female officers of security forces have professional constraints on how should they dress. Other women have to dress up very carefully to stand out in the crowd, but khaki not need to wear different things to attract crowd it gives confidence, respect and glamour.

Review Of Literature :

- F. Herzberg, -"one more time, how do you motivate employees? Not by improving work conditions, raising salaries, or shuffling tasks", Boston: Harvard business review, presidents and fellows of Harvard college, 1968. Herzberg contended that employees need to reach an acceptable level of hygiene factors to feel neutral about their jobs. Therefore, employers should seek ways of eliminating dissatisfaction resulting from hygiene factors and focus on improving the motivators in the work environment to increase job satisfaction.
- Alka sahuo, -"women in policing in India: a sociological study of their status and role in a changing urban society", doctoral thesis, charan Singh university, Meerut, 2001. Alka sahuo (2001) conducted a study on women in policing in India: the study aims to scale the status and role of police women in this male profession along with equally important foundations of family and society. The study observed that police profession is still unattractive to women. Its reason is a traditional nation that policing is a man's job. The study observed that women are being attracted towards this profession due to unemployment.
- Gurpreet randhawa and komal narang: -"women in police: employment status and challenges", asci journal of management, administrative staff college of India, 2013; 42(2):38-51. the article examines the employment status and challenges of women in

police, particularly in India. The challenges face by women police force in India includes gender discrimination, sexual harassment and organizational in-civility. The study discussed the challenges posed by women's personality traits; those are the difference in leadership style, low acceptance and poor comfort level, lack of job satisfaction and challenges outside the workplace like balancing career and family life and technological advancement.

- Serhan ercikti: “major determinants of job satisfaction among police managers”, south west journal of criminal justice, 2011; 8(1).-conducted a study on major determinants of job satisfaction among police managers. The study revealed that the five organizational variables (skill variety, task identity, task significance, autonomy, and feedback) could explain 18% of the variance in job satisfaction perceptions of police managers.
- R.k. raghavan, policing a democracy-a comparative study of India and the u.s., 1999.-informs that the creation of women's wing in the indian police in a formal manner was essentially a post-independence decision. Prior to this, there was a sporadic recruitment of a small number of women in just five centers like Kanpur, Mumbai (1938-39). Elsewhere, women were no doubt being employed on a casual basis to fulfil certain legal requirements, as in the case of the search of women prisoners in custody. But they were never a part of the force.
- Rao venugopal, baton and pen-four decades with the Indian police, konark publishers, 1993-in his the study of women police coincided with the entry of kiran bedi into the indian police service. To what extent can women be entrusted with the rough and tumble of police life in the rapidly degenerating law and order conditions.

Objectives Of The Study:

- To check the role of women police in Maharashtra
- To judge the performance of women employees in police dept. In Maharashtra.
- To find out problem faced by women police force in their work environment and at home.
- To find out the level of occupational stress among women police personnel
- To study the socio economic profile of the women police respondents.

Significance Of The Study

The researcher selected this topic to know the socio-demographic characteristics, duty conditions and problems, psychological problems among the women police. This study will help to make the society aware about the feeling of women who are working in police and sacrificing their personal interest. This report of this study can be used by the governmental agencies and other agencies to frame the policies for the betterment of women in police and find possible solutions for the causes of women in police along with the effective implementing mechanism of the solution to their problem.

Hypothesis :

H1 . Women police plays a vital role in the work of police department.

H2 . It is hypothesized that society does not have a negative attitude towards women in

police department.

H3 .women police are satisfied with different facilities provided by the government.

The researcher used questionnaires for data collection for this study. The questionnaire comprises of three parts. The first part deals with the personal profile namely, age, education, religion, marital status, experience, designation and working place of the respondent and the second part measured the stress and the third part help to get the information about job satisfaction and role of women police in society.

Analysis And Result:

There has been controversy about whether women's policing style is similar or different from their male counterparts. Some scholars say it differs; some say it does not. However, it has been observed worldwide that appointment of female police officers has helped in certain situations that male police officers fail to resolve many times. Further, there is an increase in the employment of female police officers due to their performance in the field.

The inclusion of women officers in the police department led to diversity. The incidences of gender abuse and custodial violence would decrease, as women are less likely to use force in a grave situation and still be able to resolve the problem. Moreover, several legal and cultural obstacles to women in policing were removed. With their ability to work in a group and communicate better, there has been an increase in harmony among the colleagues. Further, with their ability to handle sensitive issues revolving around women and children, created a specific department where only women officers are required. It has been reported that there is an increase in the reporting of domestic violence and sexual harassment cases when women are handling the case. In every department or sections women's are working but the hardworking work's done by police department. Which is done by women police

Research Methodology :

Methods Of Data Collection :

This study is about selected variable of stress. This study is based on the women police in Maharashtra Police . The researcher prepared structured questionnaires for data collection for this study. The questionnaires included questions on demographic profile and causes of stress. Primary data were collected through the questionnaire directly from the respondents and the secondary data were collected from government records, books, journals and the Internet. The researcher used descriptive analysis.

Primary & Secondary Research:

The Research in the present case has been done as an empirical project in which data has been collected from different sources to make the project effective. An extensive research has been done using the secondary sources which have been verified and tested upon by the data collected from the primary sources.

Research Design :

The research has used close ended research design for the study. The main aim for having used this design was to analysis the problem precisely as well as to increase the knowledge of the researcher about the magnitude of the problems, hence descriptive design was adopted for the present study.

Data Analysis :

Both qualitative and quantitative data have been analysed in the backdrop of the project objectives. Quantitative data would be tabulated and statistically analysed. Qualitative data have been interpreted based on the information collected from the field.

Conclusion :-

This study focused on role of women police in Maharashtra. In every department or sections women's are working but the hardworking works done by police department. Women in India play dual role in police jobs along with family commitments. They feel more stressed due to shift duty, workload, lack of support from family and society, poor interpersonal relationship with colleague and superior. From the study, the researchers came to a conclusion that, even though the police women are not recognized by the society, the recruitment of police women is in a rising trend. The main drawback of police department is all higher post is manned by male officers. "Where there is a will, there is way." So women should come forward to change this trend. When women are equally occupied the higher posts, then only all women will be very proud and honour to work as a women police. If once changes are given to women, they can bring about changes in the society in the right direction. The researchers hope that, in the near future women will acquire everything just as a man gets and there will be no discrimination on the basis of Sex. With this background the study was pledged & the result shows that now a days lots of women work in police department. And some police force only worked for women which is run by women police.

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