
SCARCITY OF WOMEN IN LAW ENFORCEMENT SERVICES

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ABSTRACT

Women make up only 8.98% of India's police force, well short of 33% objective set by the Home Ministry in 2009. This study investigates the origins and implications of women's underrepresentation in the police and recommends some solutions. According to the report, the shortage of the women police officers in India is attributable to a variety of causes, including patriarchal attitudes, gender stereotypes, a lack of infrastructure and support, sexual harassment and discrimination. The article also emphasizes the negative effects of this scarcity on the quality and efficacy of policing, particularly in dealing with crimes against women and children, as well as on public trust and confidence in the police. The report makes some ideas to improve recruitment and retention. and the promotion of women police officers in India, including the implementation of reservation policies, adequate training and mentoring, ensuring safety and dignity at work, creating a gender-sensitive work culture and environment, and raising public and police awareness and sensitization.

The scarcity of female police officers in India is a key impediment to establishing gender equality and justice in the country. Increasing women's presence in law enforcement will increase the police's response and accountability for crimes against women and children, minimize the use of excessive force and corruption, and improve public perception and satisfaction with the police.

KEYWORDS: - Patriarchy, Police service, Sexual offence, Gender bias, Disproportionate hierarchy.

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INTRODUCTION

Touted to be among the pillars of the constitution the law enforcement agency is probably the most challenging and critical 'service' that requires robust mental and muscle power.

More than a profession it's likely a service as the officers have to devote themselves to the benefit of the public at large which indeed every individual in this field does as this is every man's dedication towards the nation. Requiring undelivered attention round the clock to tackle the exigencies that would crop in at any moment this profession has seen it all and has witnessed how women were frequently shunned when desired for this service and secluded by patriarchy fabricating compliance regulations for women.

Recent years have witnessed a gamut of changes concerning women's empowerment in all fields yet the police field has remained untouched. Severe gender imbalance is prevalent in this law enforcement service that has always had a missing voice which are the women themselves.

Critics point out that women were considered to be weak in this field as police service doesn't have a fixed duty duration, unlike the rest. They have to contribute their presence even at midnight for national and state security threats be it due to sudden protests in the city's center point, threats to public personalities, or other criminal tasks that require immediate attention. Subsequently, the patriarchal society deemed them to be unfit and called her too frail for this profession.

Perhaps this tragic mindset has finally seen a culmination, thanks to the significant criminal laws such as POCSO (Prevention Of Children from Sexual Offenses) that have directed the state to look over these categories. It has been categorically stated that only a women officer must be in charge of such tasks as arresting women, in charge of juvenile criminals.

She is empathetic and can communicate with her mind to these juvenile delinquents who need to check their mental blocks and get understood better their problems.

LITERATURE REVIEW:

1.THE SECOND SHIFT FEMALE POLICE OFFICERS AND THE STRUGGLE OF WORK/LIFE BALANCE AND PROMOTION ASHLYN DE CRUISE-FORTUNE-

This study looked at how women in law enforcement maintained a work-life balance while dealing with duties like parenthood, home responsibility, and other carer roles. While some research on female police officers has been conducted, much of the literature is out of date. Furthermore, many of these studies concentrated on women's performance and competence as police officers, as well as the associated burnout rate of female cops. Few studies have looked at the gender gaps in supervisory positions in the Law Enforcement field in the United States, as well as the continued underrepresentation of women in the field.

2.NATIONAL INSTITUTE OF JUSTICE SPECIAL REPORT WOMEN IN POLICING: BREAKING BARRIERS AND BLAZING A PATH-

At the Research Summit on Women in Policing, attendees identified key research questions focused on several themes: Charting a Course, Culture, Performance, Recruitment and Retention, and Promotion. These questions aim to help law enforcement agencies and researchers build a better understanding of the current state of women in policing, the challenges they face, and what changes can be made to improve their representation and experiences. The themes are listed in the order they were discussed at the summit, not in any order of priority.

3.WOMEN IN THE FOREFRONT: MARCHING TOWARDS VICTORY-

In the 1800s, women were mostly seen as homemakers and weren't allowed to work as police officers during the first 100 years of policing (Kurtz et al., 2012). After much debate and government action, women were finally allowed to join the profession in the early 1800s. However, they were not given the same rights and responsibilities as their male colleagues. Initially, their roles were limited to assisting their sheriff husbands (Archbold & Schulz, 2012). Despite facing challenges, women in law enforcement gradually expanded their roles and made their mark as police officers.

4.GENDER, LAW ENFORCEMENT, AND ACCESS TO JUSTICE: EVIDENCE FROM

ALL-WOMEN POLICE STATIONS IN INDIA-

Can gender-based “enclaves” help women gain access to justice? I investigate all-female police stations in India to see if group-specific institutions help victims of gender-based violence and female law enforcement officers. I develop an original dataset based on Indian police reports and use the way all-women police stations were established in Haryana state to evaluate their causal influence. The establishment of law enforcement enclaves has no effect on registered crime.

5.DIVERSITY IN LAW ENFORCEMENT- Law enforcement agencies can increase diversity in their ranks by taking clear steps to improve their recruitment, selection, and training processes. By making necessary changes, they can attract and keep a more qualified workforce that better represents the communities they serve.

LITERATURE SEARCH:

The review of published material on women’s roles in law enforcement was conducted. The search for literature was done in a planned and systematic manner in order to capture gender disparities and the history of law. Issues with enforcement, employment experiences, and recruitment are all discussed. Academic Search Complete, Psych papers, Psych Info, and ProQuest Criminal Justice were used to retrieve published journals and peer-reviewed papers from Walden University’s library. Walden’s library also provided hard copies of published dissertations.

During the searches, several key words were used, including law enforcement, women, gender differences, police officers, marginalization, criminal justice, tokenism, inequalities, and discrimination. Each source was examined to discover any relevant material for this investigation.

RESEARCH QUESTIONS:

In researching and writing this article, the authors aim to understand:

1.What are the reasons for the lack of women in law enforcement, and how do these causes differ among areas and jurisdictions?

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- 2.What are the social, cultural, and historical reasons that lead to women being underrepresented in law enforcement?
 - 3.What factors influence the recruitment, retention, and advancement of women in law enforcement, and what efforts might be taken to offset these issues?
 - 4.What are the experiences of women who have successfully entered law enforcement, and how do these experiences range across levels and positions within the organization?

PURPOSE OF RESEARCH:

This document is intended to help you understand the situation faced by Dalits and the various rights protections in the Indian legal system. The goal of this research study is to look into the variables that contribute to the lack of women in law enforcement and to consider the implications of this underrepresentation for public safety, community trust, and the effectiveness of law enforcement operations. This paper aims to shed light on the challenges and opportunities of increasing gender diversity within law enforcement agencies by analyzing the social, cultural, and historical factors that have created barriers for women in law enforcement, as well as the experiences of women who have successfully entered the profession. This article also intends to uncover best practices for boosting the retention, recruitment, and promotion of women in the law enforcement agencies by investigating the tactics and policies that have been implemented to address this issue.

OBJECTIVE:

- 1.To identify the reasons that contribute to the lack of women in law enforcement, such as social, cultural, and historical constraints.
- 2.To investigate the experiences of women who have successfully entered the field of law enforcement, including the challenges and possibilities they have faced.
- 3.To assess the influence of gender diversity on law enforcement operations and public safety outcomes.

4.To assess the consequences and efficacy of methods and policies undertaken to enhance gender diversity within law enforcement agencies.

5.Based on the research findings, produce recommendations for enhancing the recruitment, promotion, & retention, of women in law enforcement agencies.

RESEARCH METHODOLOGY:

To achieve the objectives described above, research article will be taken a mixed-methodologies way, using both quantitative & qualitative methods. The research should begin with a thorough examination of the existing studies, publications, and articles on topic of women in law enforcement agencies. This review of literature will used for create a conceptual framework for study & to identify the gaps in the existing research.

THE IMPORTANCE OF RESEARCH:

The importance of research is indeed pivotal as the data will be analyzed using both qualitative and quantitative methods, such as content analysis of interviews and focus group data, statistical analysis of survey data, and comparative case studies of law enforcement agencies with varying levels of gender diversity. The research findings will be utilized to produce suggestions for improving gender diversity within law enforcement agencies, as well as for future research on this critical topic.

ANALYSIS:

1.THE CURRENT SCENARIO: - In India, only 10.5% of the police force is made up of women, although this is an increase from previous years. The distribution of female officers varies significantly across states. For example, Jammu and Kashmir, which has a high demand for security due to its location, has the lowest number of women in the police force, followed by Tripura and Meghalaya. Tamil Nadu, on the other hand, has the highest number of women police officers. According to recent reports from the ministry, Karnataka is the only state that has met the required standards for appointing women from SC, ST, and OBC categories.

2.INDIA JUSTICE REPORT [IJR]: - The India Justice Report has remained instrumental in the progress of enforcement of women in the police service. It highlighted various discrepancies in this field. Some of them have been incorporated while the rest has been conveniently defenestrated. The major aspects have been analyzed and discussed below.

3.WOMEN HELP CENTERS: - It is one such component in the Indian justice report that recommended that the Indian police station must rather have specialized women's help centers set up in the police booth. This would only assist them in times of distresses but also undiverted attention can rather be there to divert all the matters relating to women via this so that women can act immediately knowing the impact of such matters. However, every exiguous station has centers, currently only Tripura tops the list, and other states are trailing.

4.CCTV CAMERA IN ALL POLICE STATIONS: - Apart from such highlighted factors in the report it had highlighted the need for a CCTV in all the police booths so that the accountancy factor can rather be built up keenly without any malintent carried by all the police force which again only one in every three statins have CCTV cameras. In the state of Tamil Nadu, the year 2019 witnessed the then ADMK government launching the AMMA PATROL brigade named after their late leader AMMA J. Jayalalitha had taken intense steps to empower women counterparts, This was an initiative that was created to make safety the priority for women. In the initial days, it had a great response due to the active participation of all the stakeholders, however by the passage of the time the ecstasy plummeted immediately due to various factors, mainly the non-indulgence of the stakeholders and not prioritizing this like in the initial stages. Such measures are more likely seen as an election stunt than a step to safeguard women. Now all these vans have vanished in thin air. NO such vehicles are operational anymore

5.PREVALENCE OF SEXUAL OFFENCES: - One of the major reasons why in recent years the sexual offense reporting rates have spiked is due to the increasing presence of women in the frontier. Women policemen have rather made it accessible and comfortable for all the reporting of the cases by their fellow female counterparts when compared to earlier. Females generally feel reticent while reporting a tragic incident which has, she has encountered. Intense disgust is aroused when the policemen persuade her to narrate the whole incident. Therefore, now when a marginal

increase in number of the women police officers in country has seen a minor spike in the reports of sexual harassment, a manifold increase can be witnessed if more numbers are deployed in the country. Likewise, women to the women have more connections and they can feel a sense of empathy and will act impulsively to preserve justice. Another major reason why women feel hesitant about reporting crimes to policemen or police stations is the delay by the justice system. They say Justice eternally fails the raped daughters of India as predators though when arrested momentarily are often not detain but they come out freely on bail. Here if in this case a women's policeman is stationed, she would take this issue with more seriousness and not consider this as 'yet another rape case' and take strict criminal proceedings would be undertaken by them.

FINDINGS:

1.THE DISPROPORTIONATE HIERARCHY: - India is a country that prides itself on its diversity, culture, and traditions. However, when it comes to representation of the women in police force, India's still lagging. The lack of women's enforcement in the Indian police force is a significant concern that needs to be addressed urgently. When closely eyes at the hierarchy of the policewomen force, he may observe that women rather fall short at all the stages primarily, that however he would be unfortunate to note that only one cent of women is present at the top levels in positions such as IPS and other superior positions. This is tragic as critics deduce that there is a patriarchal approach as the hierarchy proceeds upwards. There is also a trend which has been noticed that more and more women from rural sects are applying for the police force that too only for the posts of constables than for most exalted posts in this service this is also one such disturbing trend as even though there has scope for improvement for women if they scale the heights of the ladder, they restrict themselves to such positions as they consider that they just require a government job and go for less work. More than the society which is relegating them to a much lower position it is this mindset itself which rather hinders their development in such fields. Police, in general, is a very demanding profession as the law and orders might erupt at any point in time hence when women are there in those higher positions, they can much more easily comprehend strategies and prepare the course of process/action

however, the situation seems non conducive at the moment. The family factor also has long played a negative instrumental role in not motivating women to take up professions in the police force as they think if the woman is outside the house who will be the family and look after the kids and the family, unfortunately when there is a lack of support from the family circuit it becomes extremely difficult to proceed even if we sense of passion lies with the women.

2.POLICE: A SUBJECT IN THE STATE LIST: - The major issue perhaps is that the police subject is on the state list which implies that it's at the state's discretion to make decisions about aspects such as recruitment, appointment, transfers, promotion, and other proceedings. Hence, we may be able to notice the uneven distribution of the numbers of policewomen within the states of India. for instance, when we compare between the states, we can effortlessly analyze those states such as Tamil Nadu have a higher number of policemen and states like Telangana have fewer women. Likewise, despite various efforts by the government and civil society organizations, women remain severely underrepresented in the police force. The main reason being these regulations act as a subsidiary and are at their disposal without any compulsion to mandatorily amend. This will only exacerbate the differences without a collective goal.

3.LACK OF INDIAN GOVERNMENT MEASURES: - To address the issues discussed above the Indian government has implemented various policies and initiatives to encourage women to join the police force. The government has reserved a certain percentage of vacancies for women in the police force, set up women-only police stations, and provided special training programs for women police officers. Alas, all the efforts are in vain Since these efforts have not been sufficient to eliminate the gender gap in the police forcefully. More needs should be done for eliminate gender stereotypes & ensure that women are been treated equally in police force. This can include providing adequate support and resources to female police officers, addressing workplace harassment and discrimination, and implementing policies that support balance in worklife for female officers.

RECOMMENDATIONS:

1. INCREASE IN RECRUITMENT OF WOMEN: - It is the primary step to address the shortage for women in the law enforcement positions in Indian cops which is to increase the recruitment of women. This can be achieved by conducting targeted recruitment campaigns and offering incentives such as financial support, training opportunities, and better working conditions.
2. IMPLEMENT GENDER-SENSITIVE POLICIES: - Police officers should receive gender-sensitivity training to help them understand and deal with the particular difficulties that women face. This training should be required of all police officers. Moreover, the increasing no. of women in the leadership positions can inspire more women to join the police force by serving as role models. It is crucial to increase the proportion of women in leadership positions.
3. ENCOURAGE COMMUNITY POLICING: - Community policing refers that the community taking an active role in law enforcement.

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