

Chapter - 1

INTRODUCTION: KEY ISSUES AND CONCEPTS

1.1 Introduction:

The traffic police in our country is always hounded out by the media whenever it is seen to be neglecting its duties. Hardly anyone bothers to go into the details and discover the problems faced by them day in and day out both at work and in their families. We have accepted the fact that Indian policemen are corrupt and TV cameras have caught the traffic police accepting bribes from passing vehicles. Sometimes the men in uniform do it themselves, at other times they have their agents.

Today, women in increasing numbers are joining and contributing to the police forces. But their efforts need to be streamlined for the betterment of the organization and society. A woman is a symbol of tolerance, leadership, honesty, sincerity, sympathy, dedication, truth, sacrifice, sympathy, integrity, care, compassion and talent. All these qualities are needed for modern policing. Women having all these qualities can contribute a lot for society in modern time. Modern police has a multidimensional role, including welfare of citizen and social and community policing in all these roles there is also requirement of a strong mind apart from physical competency (NEN 2016).

Women have come a long way in the area of the workforce in the past one hundred years. In retrospect of 10 decades we have never seen a women working outside the home. Society had the idea that a women's place was in the home cooking, cleaning, reproducing and care giving. They had an idea that there was no place for her in the workforce because that was a place for only men. Yes, it is true that some people may still have this view today but a lot of things have changed over the years. Women are no longer only restricted to working in the home doing domestic chores. However, this did not come easily but rather after many years of fighting to get the same rights as men. Slowly women started to enter the workforce fulfilling roles such roles as doctors, firemen, police officers, scientists, pilots, drivers, and teachers. The problems of working

women are environmental, social and psychological. A working woman is also faced by a dilemma of overwork and with conflicting ideas of being a good mother and wife.

In terms of police laws, the Police Act of 1861 is still in force at the Centre, and being a colonial era law, it is silent on the need or role of women in the police. Gender was addressed for the first time only in 2006 under the Model Police Act drafted by the Government of India to serve as a template for new police laws across the country. The Model Act called for “adequate gender representation in the composition of the police service” and required “each police station to have a Women and Child Protection Desk staffed, as far as possible, by women police personnel, to record complaints of crimes against women and children and to deal with the tasks relating to administration of special legislations relating to women and children” (CHRI 2015; NEN 2016).

In 2013, a second Committee re-examined the 2006 model and produced a new draft Model Police Act in 2014. The 2014 model takes greater account of the need for diversity in policing and for more equitable representation of women, but still does not include proportions. As a result, none of these models influence the numbers on the ground.

Assam Police is governed by the Assam Police Act, 2007. The Act provides for women’s representation in general terms in stating, ‘the composition of the Police Force shall, as far as possible, reflect adequate representation of all sections of society, including gender representation’.

According to Kala Rani (1970) says that the employment of women outside home has added to their duties and functions. They have to perform dual functions one in the home the traditional role of mother and wife and the other outside in gainful employment. Participation of women in agitations, demonstration has now become a common feature in India’s life. Policemen have been called upon to face such demonstration; by women they just do not know what to do for the participation of women turn, even ordinary stir into a sensitive law and order situation. By the 1970’s, women had broken the legal and practical barriers to enter into police departments. Despite skepticism and hostility they demonstrated that they were as capable as men in handling routine police tasks. The

duties of women police should be to restraint and control women criminals, the women police should have human anilities like gentleness, fact understanding and compassion. Unfortunately there are women police who do not lose her feminist.

According to R. K. Raghavan (1981), there is considerable discount among subordinate police personal over their unsatisfactory working conditions. They specifically complain of heavy workload, poor facilities at the work place, an unattractive pay structure, law pace of advancement in career and lace of consideration from supervisory levels.

Government of India (GOI) have taken cognizance of this situation and acted to improve their plight, but such action has not impressed a majority of policemen who continue to complain of neglect. Police women's job performance is as good as the job performance of their male counterparts. Traditional police women's role is that of dealing with children and juveniles, helpless women and female victim of crime. The use of placement should be in all types of police works on exactly the same basis as men. They give opinions geneticists to the effect that there is no physical difference between men and women to warrant discrimination against women in job assignments.

Women police are generally utilised for various tasks such as:

- (a) Locating and searching of women criminals,
- (b) Guarding and escorting of women prisoners,
- (c) Regulating women crowds,
- (d) Assisting men police in tacking women in the processions,
- (e) Traffic duties,
- (f) Interrogation of women prisoners, and
- (g) Performance of frisking duties at the air ports located in the state.

Police in India, it may be reiterated is a male dominated service. India had a social structure in which may protect women. Protection of the life and property of the people

become the duty of the police and that is what is seen today. Indian police Act-1861 and all state police Acts, made the police responsible to prevent crimes and protect the life and property of the people.

According to Shamim (1993), training is one of the important aspect of police. Personnel management, lack of promotion opportunities may be dissatisfactory. There is an urgent need to have a fresh look both at the distribution and function of women police.

1.2 Objectives of the Study:

This study examines the following objectives:

- To study the profile of selected women traffic police of Guwahati city
- To study the challenges faced by the selected respondents of Guwahati city related to the following aspects:
 - (a) Job related,
 - (b) Household related, and
- To study the suggestions by the women traffic police regarding the challenges.

1.3 Research Methodology:

For this purpose, the population of the study comprises of the women traffic police of Guwahati city. The samples of the study comprise of total 22 women traffic police. Purposive sampling method has been used for selecting the sample of 22 women traffic police of Guwahati city. With the aid of a questionnaire data is collected. The questionnaire contains both open and close ended questions for this study in order to collect data from the respondents. It is mentioned that for the ethical reason we are away from disclosing the name of the respondents of the respective police station we had visited.

1.4 Rationale and Scope of the Study:

Women traffic police play a significant role but their services are not properly utilised. The inherent potentials and qualities of women traffic police as agents of social change needs to be recognised. Unlike other working women they face several problems such as

too long hours of work, dual role conflict, odd hours of work etc. Today, women in increasing numbers are joining and contributing to the police forces. But their efforts need to be streamlined for the betterment of the organisation and society.

Many researchers, in India were conducted research with reference to the gender difference, performance and background of women police in police departments. This study highlights the challenges faced by women traffic police. The study will throw light on the extent of job satisfaction that the women traffic police are deriving from their present working conditions and positions as women traffic police. The study is delimited only in Guwahati city's women traffic police.

1.5 Hypotheses:

This study examines the following hypotheses:

In spite of tremendous challenges women traffic police are playing effective role in city life.

1.6 Chapter Scheme:

This study is divided into three major chapters. The first chapter highlights the key issues and challenges as a whole. The second chapter covers particularly the challenges of women traffic police in Guwahati city with the help of summarisation of collected data. The third chapter focuses how to overcome these challenges and some measures for it.
