

**Women Police and Society:
Addressing Gender Disparity towards Empowerment**

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I. Abstract

All around the world, human being suffers manifold problems in the form of vulnerability and violence that directly impact their security, development and well-being in day-to-day life. Conflicts results in destructive consequences for everyone, but women and girls are the real victims.

Humankind seems to be on an ineluctable journey toward a proposition for human equity under statutory justice in conformity with the-objective-truth, which can be discovered. The human being is the only living species responsible to recognise and enjoy liberty in their respective society.

There is enormous cases of breakdown of law and order in almost all the societies targeting the most vulnerable gender i.e., women community. This increase in violence is the proof of the lack of strictness in the legal system. The system over commits and under delivers in addressing the grievous situation; and for which induction of women police in the legal administrative machinery is supported by all the sections of the researchers.

II. Introduction

Gender planning is an idea aimed at ensuring women in emerging societies in achieving equality and justice with the other genders by empowering themselves. Gender

Planning and Development focuses on the interrelationship between gender and development, gender policy formulation, and in policy implementation¹. When a new situation or disparity arises on the political agenda, the establishment of a new institutional framework is often the first step toward its resolution². The philosophical basis for key gender planning concepts comes from recent feminist theories and current debates on women, gender, and progress.

The term Society is a generic term that covers many groups of people. Man is a social animal and cannot survive alone, and to become the part and parcel of society, needs to follow the societal norms. Human beings live in the group for a very long time for the sake of safety, nourishment and protection.

Patriarchy is undeniably dominant in many traditions, including theology. India has a complex set of laws protecting women's rights that have been enforced from time to time to eliminate gender inequality and safeguard women's rights³.

III. Codification of rules and societal governance

Early nomads lived in small groups and used to hunt and eat together, but there was no proper code of conduct applicable and mostly regulated by some specific rituals. The same heritage is been followed up since then for being a part of social groups in fulfilling the individual expectations⁴. The common societal norms help the individual in the difficult times and which is regulated by certain definite rules and principles.

The confusion now is surging because the gender, has just become the part of the tidal wave of uncertainty which is now sweeping the needs of the society. This is, of course, the indicators of increasing collapse in the society, from a disciplined citizenry to a mob insisting on replacing science with popular superstition. Hence people are thereby embracing chaos, poverty and delusion so plunging into the next Dark Age⁵.

The differential treatment is often substantiated due to the biological difference between the two genders. In almost every sector, be it economic, political, and administrative, etc., participation of women has been minimal.

Some norms indicate to have a sense of responsibility, and compels to accept, and thereby for not following the social rules imposes certain consequences. Sometimes social rules become legal and gain the *formal enforcement* for not following the societal norms.

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Social rules are enforced as a standard institutionalized legal norm which societal members prefer to be ignored unless is backed by strict sanction.

IV. Administration and Societal Expectation

“Society” is an abstraction, a convenient term for the patterns of interaction among people enjoying the similar rights and obligations with each other. One of society's prime expectations from the governmental machinery is to have life of stability. In a society everyone is expected to regard others equally in the perspective of gender, race, colour etc. There should be no discrimination based on gender or anything else. Society cannot judge anyone basing upon the individual expectations in his / her private capacity⁶.

Most of the State members of the world inculcate the idea that an individual must look to higher power for comprehensive safety and security from the government or administration. Those who decide not to follow the rules are considered as anti- social. To run and manage the expectations of society, people in the administrative agencies including police personnel are hired to enforce the rules in a strict manner by conferring them with the authority to implement the policies.

V. Policing and the responsibilities

The induction of police force in the administrative machinery has become very important in a democratic society because they provide and ensure for the rule of law, which enhances civic trust and helps in maintaining the social order. Equality under the law is a basic principle of a democratic society⁷. Police have a crappy job, as they are asked to deal with the worst that society has to offer. It's hard to fulfil the responsibilities of a Police officer in maintaining the perfection⁸. All police officers discharge their responsibilities as a peace officers giving protection to the individuals. The meaning of protection is to keep safe and away from harm.

Practically, the police duties can never be limited, police equally also perform the duties such as execution of search warrants, serving summons, performing duties in courts, perform duties etc. When there are dire emergencies such as fire, storms, floods, search for lost persons, animal; police helps the public in terms of educating the public on the ways to avoid becoming victims of crime and other duties as might be necessary in the new unexpected situations.

Many of the societal members have different perceptions concerning the police force in the respective countries. Crime has always been an integral part of most of the societies. The police are a part of the criminal justice system, which is necessary in any society, whether simple or complex. Police spend most of their time fighting criminals and interrogating suspects⁹. At a metaphysical level, the police force is necessary because humans are flawed, fundamentally with evil entities. The role of the police helps in enforcing the laws enacted by the elected representatives through Parliamentary processes. In a Constitutional republic, it is expected that the police enforce those laws justly and without being biased.

VI. Gender Disparity and Women Police

Being a policewoman in an entirely male-dominated masochistic is not an easy job. It is a general perception that policing requires one to be resilient at work at odd hours, and face unexpected situations.

Whenever, the image of police personnel comes to mind of any person, it is generally that of a male. Even though there is a steady increase in the women police personnel, they are still being underutilized. *Professor Emeritus Gary Marx* has mentioned that, “It is ironic that police are both a major support and a major threat to a democratic society.” Women police, though being given the opportunity to work along with men personnel, are mostly assigned with lighter jobs with less stressful situations. It is a very strong belief and a mindset that the police services belong to the males of the society and it is a masculine profession, which needs a lot of physical strength and emotional stability, which are lacking in women police.

It is wrong to say that mere laws can help to overcome various existing issues of the society. The help of the police as well as community is vital in preventing the criminal attitudes of the offenders. Everything about police work is tough, and it was even tougher for females given the fact that they were just getting enlisted and getting used to the routines works.

The growing violence against women is proof of the lack of strictness in the legal system. The system over commits and under delivers. Cases of violence against women are hardly registered, and women are less encouraged and thus become unwilling to pursue the case because of gender-based discrimination¹⁰. Women victims generally show reluctance to go before male police to report a crime in order to avoid fear and disgrace. In India, women

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especially from rural and remote areas still feel shame to complain about sexual offence in front of policemen and fear to be judged as woman of bad repute.

VII. Democracy and Constitutional provisions

The Constitution's Preamble lays out the people of India's goals and ambitions, which are reflected in the various provisions of the document. The Constituent Assembly's goals were to make India a sovereign democratic republic and to ensure liberty, equality, and fraternity for its people. The ultimate goal of the Constitution makers was to create a welfare state and an equitable society that reflected the aims and expectations of the Indian people who gave so much for the country's independence.

In this sense, the Constitution draft makers have gone to great lengths to thoroughly investigate their status in past and present society, and then to decide certain ways and means to equalise them in the future to males, as well as to include certain special clauses in the Constitution. The following are the provisions:

- (1) Equality before law. (Art. 14)
- (2) Prohibition of discrimination on ground of religion, race, caste, sex or place of birth. (Art. 15)
- (3) Equality of opportunity in matters of public employment. (Art. 16)
- (4) Protection of certain right regarding freedom of speech, movement, religion etc. (Art. 19)
- (5) Protection of life and personal liberty. (Art. 21)
- (6) Prohibition of traffic in human beings and forced labour. (Art. 23)
- (7) State to secure a social order for protection of welfare of the people. (Art. 38)
- (8) Right to work, to education and to public assistance in certain cases. (Art. 41)
- (9) Provision for just and humane conditions of work and maternity relief (Art. 42)

VIII. Purpose of induction of women in police force

Women police station is a step towards bringing about change for the empowerment of the women. Police force is considered to be a symbol of authority and power in every society¹¹. People of all ages, backgrounds and races feel safer when police actively undertake the responsibility fulfilling all the duties in the given different circumstances. Criminals deter from committing a crime¹². Society views police as good servant if they discharged their functions effectively.

The colonial discourse makes an inquiry into the Indian society by inviting views from different writers. One such view is that power is exercised socially and not just through institutions. The establishment of All Women Police Station is one of the stepping stones to make women legally empowered. It gives strength to the women police and courage to the female victims. It is believed that the various global challenges in the changing world can be addressed by empowering women and the true empowerment can become successful, if women are employed within the peace keeping Police force. With the establishment of All Women Run Police Station, women victims can exercise their right to live in an equitable society with human dignity by exercising their legal rights.

IX. Women Police and empowerment

The effect of women police station is directly related to the process by which it handles the issues of the victims in the line of the complaints. The victim feels comfortable while approaching the women police station. It also gives much better understanding to the police officer, of the grievances of the victim, thus, enabling the women police officer to initiate appropriate action against the accused.

In order to maintain peace and tranquillity, police are empowered with several powers to prevent and detect crimes and prosecute criminals¹³. Gradually with time, the role and duties of women police has widened and they have ventured into various ranks in order to enforce the law. The primary duty of the women police is to remain confident so as to deliver support and protection to the victims. A lot of women tend to trust female police officers especially when they call for back up whenever someone is harassing them. The presence of women police officers ensure that all matters will be handled on the part of their end, no matter how bit the offender may be.

It is believed that female officers tend to provide a better resolution where they can provide a more peaceful type of manner so that the person in question will never get intimidated by fear, and will still get the job done accurately. Women usually talk through situations and try reasoning rather than trying to manhandle a person. Women are sometimes more emphatic than men. Democracy has become synonymous with both a collection of values and a system of government¹⁴. The democratic ideal is being adopted in India precisely because it was believed that all people had an equal right to self-determination¹⁵. As a result, the idea that there should be equal opportunities in education, as well as equality

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between sexes not only in political matters, but also in terms of social advancement should get implemented in its true spirit.

X. Conclusion

In a country where women are considered as a goddess by majority of people, it becomes the duty for the authorities to uphold her respect, chastity, integrity and motherhood. For this purpose, women police are employed at various police stations. They play a very crucial role when it comes to their discharge their duty as women police in a masculine occupation.

The differential treatment between the two renowned genders has been a pressing issue for as long as one can remember. The society earnestly needs to come out of its predatory mindset towards women and start treating them with dignity. Otherwise, the days are not far when society will start disintegrating, and the social values will evaporate, giving raise to anarchy, lawlessness and disorder.

Women empowerment is all about equipping and building women to decide the matters regarding their lives and employ those decisions in the actual physical space. The decision of the Supreme Court of India on permanent commission in Indian Army is a landmark judgment passed in the favor of empowered women who are braver than many and have joined the armed forces.

Women have more pro social traits than men. The All-Women Police Station can be a ray of hope for many women across the globe. There is a need to build the women police station more women friendly and conducive for the victims

The dream of women's empowerment will only be realised when all aspects of society are free of gender inequality. Women should be encouraged to use their skills to help society improve for the better. It is essential to take an integrated approach to upliftment in order to empower women. Women's social status must be elevated in order for them to be included in the mainstream of national growth.

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