

## CHALLENGES OF WOMEN TRAFFIC POLICE OF BARODA CITY

### - A RESEARCH INQUIRY

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### ABSTRACT

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. Many researchers, in India were conducted with reference to the gender difference, performance and background of women police in police departments. This study highlights the problems faced by Women Traffic Police.

**KEYWORDS:** Tolerance Leadership, Honesty, Sincerity, Sympathy, Dedication, Truth

### INTRODUCTION

Women have come a long way in the area of the workforce in the past one hundred years. In retrospect of 10 decades you would never see 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.

According to Kala Rani (1970) says that the employment of women outside home has added to their duties and function 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. Women qualities to success in her career. In the training emphasis should be laid on the qualities which each sex can brings to the policing profession in order to make it a saving force in Indian society. The police training at all levels needs to five strong emphases on subjects and up to date legal knowledge.

According to R. K. Raghavan (1981), says that 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. Govt. of India 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 generally utilized for the following function,

- Locating and searching of women criminals.
- Guarding and escorting of women prisoners.
- Regulating women crowds.
- Assisting men police in tacking women in the processions.
- Traffic duties.
- Interrogation of women prisoners.
- 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 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.

## RATIONALE

Women police play a significant role but their services are not properly utilized. The inherent potentials and qualities of women police as agents of social change needs to be recognized 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 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.

Many researchers, in India were conducted with reference to the gender difference, performance and background of women police in police departments.

This study highlights the problems faced by Women Traffic Police. Also the present study will throw light on the extent of job satisfaction the Traffic Women Police are deriving from their present working conditions and positions as Traffic Women Police.

## OBJECTIVES OF THE STUDY

- To study the profile of selected women traffic police of Baroda city.
- To study the overall challenges faced by the selected responders of Baroda city.
- To study the challenges faced by the selected responders of Baroda city related to the following aspects,
  - Job related
  - Household related
- To study the suggestions by the Women police regarding the challenges.

## DELIMITATION OF THE STUDY

- The study is delimited to the only in Baroda cities Women police.

## METHODOLOGY

**Population of the Study:** The population of the study comprises of the Women police.

**Selection of sample:** The samples of the study comprise of total 100 Women police.

**Sampling Method:** Purposive sampling method has been used for selecting the sample of 100 Women Police of Baroda city.

**Data Collection Tool:** Questionnaire containing both open and close ended questions has been used in this study in order to collect data from the respondents.

## MAJOR FINDINGS

**Table 1: Personnel Information**

Sr. No.		Variables	%
1.	Age	20-30	33.33
		31-40	53.33
		41-50	13
2.	Caste	ST	53.33
		SC	23
		OBC	16.66
		GEN	6.66
3.	Religion	Hindu	86.66
		Muslim	13.33
		Any other	0
4.	Education	Primary	0
		Secondary	63.33
		Higher Secondary	33.33
		Graduate	3.33
5.	Marital status	Married	73.33
		Unmarried	20
		Widow	3.33
		Separated	3.33
6.	Number of years of service	2 year	43.33
		3year	33.33
		6year	13
		8year	10
7.	Designation	Constable	30
		Head constable	6.66
		Police Inspector	0
		Traffic brigade	63.33
8.	Do you have any health problems	Yes	0
		No	100

**Table 2: Family Background**

Sr. No.		Variables	%
1.	Type of family	Joint	93.33
		Nuclear	6.66
		Extended	0
2.	Role in the family	Head of the family	6.66
		Assisting the head	46.33
		As one of the family member	46

**Table 3: Family Role conflict**

Sr. No.		Variables	%
1.	Do you find it difficult to manage your home roles with your job work load?	Very difficult	33.33
		Sometimes difficult	53.33
		Not at all difficult	13.33
2.	If you find your role difficult then which are the following factors contributing to your difficulties	Shift System or overtime to your difficulties	50
		Spending more time outside home	33.33
		Transfer	10
		Physical load in join	6.66
3.	What specific difficult in term of	Fulfilling Husband's Expectation	33.33

	family relation you face as the result of your employment	Fulfilling Children's Expectation Fulfilling In-law's Expectation	16.66 20
4.	Role performed by your husband when he is at home.	Helps in Kitchen Shares your responsibility Shares time with children	23.33 40 13.33

Sr. No.	Statements	Yes	No
1.	My husband is happy with my job.	✓	
2.	My children are happy with my job.	✓	
3.	My in-laws happy with my job.	✓	
4.	My family members are supporting me.	✓	

Table 4: Social Life

Sr. No.	Measures	Agree	Indifferent	Disagree
1.	Able to take part in social gathering.	55%	40%	5%
2.	Able to participant in own family religious.	47%	35%	18%
3.	Give more importance to job rather than social gathering.	67%	23%	0%
4.	Have social contact with neighbors.	83%	17%	0%

Table 5: Working Conditions

**HS** —→ if you are highly satisfied.

**S** —→ if you are satisfied.

**I** —→ if you are indifferent.

**D** —→ if you are dissatisfied.

**HD** —→ if you are highly dissatisfied.

Sr. No.	Facilities	HS	S	I	D	HD
1.	Drinking water facility		36.66%			63.33%
2.	Canteen facility					
3.	Medical facility					
4.	Transport facility					
5.	Toilet facility		36.66%			63.33%
6.	Sitting facility					
7.	Lunch-Room facility					
8.	Rest duration					
9.	Uniform allowance	100%				
10.	Sports and games facility					

Table 6: Job Related Information

Sr. No	Aspects	%
1.	Reason for joining police force.	
	Personal interest	86
	Govt. job	13
	Could not get any other job	3.33

		Economic conditions	-
2.	Have you undergone any special training before joining this job?	Yes No	100 -
3.	What type of duty you perform on job place?	Clerical work in office Field work Any other	36.66 63.33 -
4.	Which factors are contributing to more difficulty?	Shift system Travelling out of the city Arrangement of any government functions like rally, etc. Election and Festival time security arrangement Field work	26.66 13.33 53.33 26.66 13.33

**Table 7: Job Satisfaction**

Sr. No.		Aspects	%
1.	Are you satisfied with this job?	Yes No	100 -
2.	What are the aspects of your job that are highly satisfying to you?	Respect and co-operation of superior Interest in work Good salary Job security Security of family	6.66 53.33 - 40 -
3.	What are the aspects of your job that are highly dissatisfying for you?	Lack of interest Lack of adequate salary Lack of respect Discouragement from superiors Odd working hours Working with male colleagues	86.66 6.66 - 6.66 -
4.	Would you recommend the following persons to join the police force?	Your daughter Your close relatives Other women Other	13.33 10 63.33 13.33
5.	What are the characteristic or qualities police of women possess to be successful?	Good physic Self-discipline Regularity	16.66 56.66 26.66
6.	Are you facing any type of Harassment by co-workers or superiors?	Yes No	0 100

## MAJOR FINDINGS OF THE STUDY

- The percentage distribution of the respondents regarding their personal background nearly fifty present
- 53% of the respondents belong to the age group of 20-30 years while 33% & 13% of the them belong to the age group of 31-40 years & 41-50 years respectively
- 53% of the respondents belong to schedule tribe (ST)
- As far as education of the respondents is concerned, majority (63%) of them were educated up to secondary level.

only few of them were educated more than higher secondary level

- Meagerly (73.33%) of the respondents were married.
- A little less than fifty percent of the respondents (43.33%) have worked for 2 year this field.
- Majority (63.33%) of the respondents were designated at the post of traffic brigade.
- 93% of the respondents come from joint families.
- 45.66% of the respondents were equally assisting the head of the family member.
- 53.33% of the respondents sometimes found difficult to manage their home role along with their job work load. Only some of the respondents (33.33%) found very difficult to manage the same.
- Almost 50% of the respondents found their role difficult due to shift system or overtime, while (33.33%) and (10%) of them observe role difficult due to spending more time outside home and transfer respectively. Only few of them i.e. (6.6%) faced difficulty due to physical load in job.
- Majority (70%) of the respondents faced difficulty in fulfilling their family member's expectations including their husband, children and in-laws expectations as a result of their employment. This is due to fact that (73%) of them were married out of all the respondents.
- A little less than (50%) i.e. (40%) of the respondents husband shares responsibility when they are home.
- 100% family members were happy with their job and were also supporting the respondents.
- 55% of the respondents were able to take part in social gathering. A little less than (50%) i.e. (45%) of the respondents were able to participate in own family religious activities. Whereas (67%) of the respondents gave more importance to job rather than social gathering and majority (83%) of them had social contact with neighbors.
- The striking results of highly dissatisfaction of respondents regarding the provision of facilities such as drinking water, canteen, medical, transport, toilet, sitting, lunch room, rest duration as well as sports and games facility. All of the respondents (100%) were highly satisfied of the facility of uniform allowance. Only (36.33%) of the respondents satisfied regarding the provision of the drinking water and toilet facility.
- Majority (86.66%) of the respondents joined the police force due to personal interest.
- All of the respondents (100%) had undergone any special training before joining this job.
- Majority (63.33%) of the respondents performed field work on job place.
- A little more than (50%) i.e. (53.33%) face more difficulty at job due to arrangement of any government functions like rally, etc.
- All the respondents (100%) were satisfied with their jobs.
- Also, nearly fifty percent of the respondents (53.33%) were highly satisfied with their job due to their interest in work.
- Majority of the respondents (86.66%) were highly dissatisfied with their job due to lack of adequate salary.

- 13.33% respondents liked to recommend their daughters, (10%) close relatives, (63.33%) other women and (13.33%) others to join the police force.
- Majority of the respondents (56.66%) believed that self-discipline as a quality should be possessed by women police to be successful.
- All of the respondents (100%) do not face any type of harassment by their co-workers or superiors.

## COCLUSIONS

Majority of the respondents (86.66%) were highly dissatisfied with their job due to lack of adequate salary. 13.33% respondents liked to recommend their daughters, (10%) close relatives, (63.33%) other women and (13.33%) others to join the police force. Majority of the respondents (56.66%) believed that self-discipline as a quality should be possessed by women police to be successful. All of the respondents (100%) do not face any type of harassment by their co-workers or superiors.

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