

Assessing The Shift In Attitudes Vis-À-Vis Women In Non-Traditional Occupations: The Case Of Women In Police

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Received: 9 April 2023;

Revised: 15 April 2023;

Accepted: 20 April 2023.

Abstract-

The allocation of work based on gender has been an unchangeable pillar of human society since time immemorial. This entailed the conceptualisation, reification and regimentation of work based on gender. Although the idea of work has undergone a paradigm shift necessitated by the transformation from primitive to modern form of social life, some form of division of labour based on gender still pervades in modern society in some form or the other. In this context, our cultural milieu prescribes normative choices of occupations for men and women and these are enforced through various social controls like norms and mores. Although, the juggernaut of modernity has weakened such sanctions as compared to primitive societies, there is no denying that such social controls still influence human lives. In this context, the Police is one such occupation which is traditionally thought to be more in tandem with a man's sensibilities and thus women during the inception of the Police were out of the picture altogether. In spite of the fact that the need for women in Police was felt due to the rise in crimes against women, they were still made to feel like misfits in such a male-dominated occupation. Even today, the strength of men in Police heavily outweighs women and policing remains grossly male-dominated. Thus, the paper attempts to assess the shift in attitudes regarding women in police as they navigate such non-traditional occupation.

Keywords: "Gender", "Non-traditional", "Male-dominated", "Occupation", "Attitudes"

As a universal trend, women in police attracts raised eyebrows and double takes from the general populace. This reaction stems from the deep-rooted cultural notion regarding work vis-à-vis women. Traditionally, our society condones and prescribes the occupational and professional ideal type for men and women. At the heart of such a schema lies the culturally ingrained and socially constructed notion of gender. Although, a thorough examination of the relationship between work and gender is perused in the following sections, suffice it to say that our society prescribes assumed suitable occupational choices for men and women and although not legally enforceable, these are enforced by way of folkways, mores and norms and deviation from such a schematic paradigm is bound to have a lot of ramifications and concomitant challenges. Thus, occupations like teaching and nursing are thought to be traditional occupational choice for women whereas occupations like the armed forces, engineering are thought to be more apt for men.

I. WOMEN IN POLICE:

Women in Police is a fairly recent development, their acceptance in the Police Organisation even more so. In a study conducted by Joshi (2015) it is found that women's entry in the field of policing, or more precisely the acceptance of women in the police force and taking up instrumental roles is a fairly recent phenomenon. Policing was deemed to be a male monotony and was first opened up to women in the United States in the first half of the 19th century when 'Police matrons' were first appointed (Mahajan, 1982). Through her study, Koenig (1978) asserts that the possibility of women functioning as full members of the police and playing a role for achieving the objectives of the police was not well perceived in the early years of evolution of the police system because of the ascribed sex roles where males considered police women a fad and their incursion into police work an unjustified jaunt into social work. On the subject of women entering policing, a British MP had once appalled it as an extravagant eccentricity upon which the people's money should not be wasted. Women police were even branded as 'unwomanly', 'sexually suspect' etc (Warner et al, 1981). Leger (1997) finds that the culturally accepted paradigm that women should stay at home and the men should work has been so ingrained that during the early years, women police did not invite favourable disposition. When women entered the field, it created discrepancies and disrupted the perception of what a police ought to be. In a study by Melchionne (1967), it is found that male officers object to women on the basis of physical weakness and therefore their assumed inability to handle

violent situations or offenders or offer back-up if the need arises. Women are also thought to be lacking in leadership qualities and thus the public prefer males to females. They are also expected to be less aggressive than men; a factor that is instrumental for negative attitudes towards policewomen. Although this has been rebutted by Harisingh's (2015) study on Karnataka women police which showed aggression as the third most predominant characteristics of women recruits, the vestigial ideas of the Police are still operative which deems women to be highly unsuitable for the police role.

II. THEORETICAL UNDERPINNINGS OF WOMEN'S WORK:

Human society is predicated upon the sexual division of labour (Giddens, 2009). Sexual division of labour has always been present in some degree or the other be it early or modern societies. It is when this division become rigid and stereotyped that can cause detrimental effects on people and society. In early hunting and gathering societies, men took to hunting due to their physical strength and women took to procreation and rearing of children due to their biology. Rosaldo (1974) opines that the responsibilities of child rearing imposed on women and the subsequent inability to escape this responsibility is how women came to be associated with domesticity. While men have relatively lesser tie to a child which leaves him free to explore the other domains of society outside of the home. Thus, over time domesticity came to be associated with women. Another way to examine women's work can be through the lens of Role as propounded by Parsons (1959). According to him, women take up 'expressive' role and men take up 'instrumental' role. What the former connotes is love and care and the latter that of discipline and authority. As a result, our society always expects a woman to take up work which is her natural affinity; that of caregiving. As a result, women often end up in domesticity-procreation and taking care of her family. Men and women act in accordance with their social roles and are often segregated along gender lines and that this functions to confirm gender stereotypes. Because women, by dint of their biology are involved in caregiving work, the characteristics ascribed to them are caring personality and concerned with personal relationships. By contrast, men are seen by society as exhibiting characteristics such as leadership, strength and assertiveness.

The ideas of work pertaining to men and women are constructed culturally based on the above discussed theme and are mostly an extension of such a schema. Due to their biology, women came to be defined as mothers and caregivers. Thus, what this results in is a cultural process where domesticity is presumed to be the natural affinity for women. However, with the rise of women's liberation movement and increased educational attainment of women, they are able to come out of the burden of domesticity and explore other arenas outside their homes. However, the story is far from over. The vestigial ideas of female biology still exist in cultural perceptions of work (Blackburn & Jarman, 2006). Work is constructed culturally keeping in mind the apparent differences and attributes of males and females. Thus, certain occupations came to be associated with women and vice versa. While women are finding places in formal employment, the arenas of work remain painfully gendered. Professions like nursing and teaching which are the extrapolations of a woman's natural abilities are thought to be female oriented work while the active services, navy and the police are thought to be predominantly male choice of professions. These ideas are solidified in our cultural schema and are reified from generation to generation through educative and recreational socialisation mainly family, media and educational institutions.

III. POLICE AS A NON-TRADITIONAL OCCUPATION FOR WOMEN:

The police is one of the most glaring example of professions which are thought to be highly masculinised (Mukherjee, 2020). At its very core, police involve maintenance of law and order, crime fighting and an element of ever-present danger. It involves dealing with anti-social elements on an everyday basis. It also involves considerable threat to one's life. All of these are professional hazards that are so intrinsic to the police. The nature of police work is that it is a 24/7 job with ungodly working hours. Naturally, qualities like aggression, forcefulness and assertiveness and most importantly physical strength are thought to be requirements to be successful in police. On the other hand, women are thought to be the weaker sex and it is generally believed that police work is too much to ask from a woman (Melchionne, 1967). Our patriarchal society encourages women to be docile, submissive and warm. And this mentality has been cemented and transmitted through socialisation. This traditional socialisation pattern runs in total contrast to the job requirements of the police and it is thus no surprise that women in police are thought to be a rare eccentricity. Furthermore, the biology of a woman is also an important factor in deterring entry in the police. Police job requires to be available round the clock whereas childbearing, lactation and menstruation can disturb women's rhythm in police work. Again, women also have the added burden of domesticity. Domestic work is seen as the sole prerogative of women and in such a cultural milieu, to be able to engage in employment is a far-fetched aspiration. If women are insistent on being engaged in employment, they ordinarily opt for professions which are in tandem with their natural abilities like teaching and as such, being in police is a futile attempt. In spite of the fact that these are stereotypical generalisations and may not necessarily hold true,

the institution of police has internalised such masculine attributes and the male patterns of behaviour as the predominant norm and functional prerequisite of the police.

IV. OBJECTIVES:

Women in non-traditional occupations find themselves at crossroads in some way or the other. Natural incumbents in these occupations are predisposed to have a biased attitudes to the newcomers. Again, their societal attitude can either make or break their foray into such occupations. Against these challenging backgrounds, the paper attempts to highlight the trend of family support and societal attitudes. The objectives are highlighted as hereunder:

1. To analyse the shift in attitude towards women in police.
2. To assess the perceived attitudes of the family members regarding police as a career for women.
3. To explore the perceived attitude of society towards women in police profession.
4. To map the perceived level of acceptance by male police.

V. RESEARCH METHODOLOGY:

All the women police personnel in Manipur is the universe of the study. For eliciting data, 305 women police personnel consisting of Sub-Inspectors to Constables are selected from Thoubal District and Imphal West District in Manipur using stratified random sampling. Interview Schedule is used as tool for data collection substantiated with the use of unstructured interview and observation whenever required.

VI. SHIFT IN ATTITUDES:

From their first appointments as Police Matrons in the West, particularly in the United States and Western Europe, in the mid-nineteenth and early twentieth centuries, the saga of women in the police has come a long way. In the Indian context, the rise of extremism and the concomitant need to handle women agitators paved the way for the inception of a formal Women's Police. The first instance of women police in the truest sense of the term was in 1933 when the princely state of Travancore appointed ten special Police Constables and two Head Constables. Compared to the growth of women police in India, which started in the 1930s, women police as a formal organisation developed in Manipur only in the 1960s. It was necessitated mainly due to the need to handle women agitators and women-centric issues. One of the major barriers which impeded the entry of women in policing was the conservative attitude of the society in general and male police in particular. During the early years of the inception of women police, the mindset in Manipuri society tended to be more conservative regarding the roles of the sexes. Women were expected to be modest and confine themselves within the four walls of the home. The notion of women working outside the home was not favourably looked upon, and all the more so if they were working in a non-traditional profession. Like the global scenario, our society still considers policing a man's profession. Perhaps at the root of closing out of women to police is the ingrained notion that women are incapable of doing police work. Since its inception, physical strength has been seen as the most important requirement for the police. This is understandable as the situation demanded it during those times. It was basically institutionalised in order to check freedom fighters in British India. However, times and the type of crimes in society have changed. We have moved from the stone-age types of crimes to the more complex cyber and white-collar crimes. Physical strength is no longer essential when it comes to police as police calls for a gamut of expertise, of which physical strength is a minute aspect.

There is also an increase in crimes and violence against women and children. Thus, those women who are traumatised in the atmosphere of the regular police station can put forth their problems with women police personnel with a calm mind. Female victims of violence can express their grievances since women police personnel are more empathetic and patient. It improves the quality of investigations involving women and juveniles, both victims and accused. The purpose of the women's cell / AWPS is to address specific problems of women, ranging from domestic violence to dowry harassment. It is believed that there is some natural empathy between female police officers and rape victims that can provide better communication. Because of this, the victims may be more willing to cooperate, which could result in more efficient evidence-gathering as opposed to the traditional method of criminal justice delivery which is unforgiving and loaded with stress. All this entailed a change in the mindset of males and society. Women in police are no longer seen as misfits. Instead, they have come to be an integral part and parcel of the more excellent police network. Again, women have their own skill sets and areas of expertise, equally valuable for the police force.

VII. WOMEN POLICE PERSONNEL AND FAMILY SUPPORT:

Women's location in the family is both a source of conundrum as well as a pillar of strength for them. As mother, wife, daughter-in-law etc., she has to juggle a wide variety of domestic activities. Such roles are in direct conflict with the

demands of the police role. Such problems of adjustment are more prominent when their husbands, children and other family members do not co-operate with them. Research has indicated that presence of in-laws becomes a source of conflict among married working women. Similarly, Kapur (1974) in her work found that presence of in-laws was a primary source of conflict. In another study, Singh and Sinha (1987), reported that size of the family was the contributing factor in role conflict among working women. The attitude of husband is often a decisive factor in his wife’s decision to take up a job. As Budhapriya (2009) also stated that whereas a favourable attitude of husband towards his wife’s employment facilitates her career choice, unfavourable attitude of husband hinders her employment. Thus, husband’s attitude is one of the most important factors that can make or break a working women’s life. It cannot be stressed enough to say that family support is the cornerstone in the lives of working women in general and women police personnel in particular. The moral support of family increases the work efficiency and decrease the stress. As women, they are expected to play many traditional role and family support can help them in expediting this process. Hence it is important to know the attitude of the respondents’ families regarding their occupation. There have been ample studies regarding the level of family support received by women police personnel and the level of support varies. In some cases, the families of women personnel supported them while in some cases, the support was lacking. In a study conducted on Women Police Personnel in Delhi Police by Sahgal (2007), it is found that majority of the respondents were married after they joined the Police.

This alludes to the fact that their spouses and family supported their choice to work in a male-dominated occupation. Again, in a study conducted on women police in Jammu by Syed (2015), majority of women police personnel enjoyed the support of their spouses while a few didn’t. This refutes the earlier study by Mahajan (1982) which showed that women were constrained from joining the police. Studies also showed that majority of the respondents joined the police force as Constables and job security was found to be the most important reason for women joining police (Varma, 2003). Family desire and service to society was also seen to be motivating factors. Women Police Personnel have come to play a very important role in maintaining order and maintaining peace and security in the state. In a study conducted by Roshni and Ibohal (2014), Women Police Personnel have played a very important role in bringing new reforms in the state. Since a woman is the embodiment of compassion and understanding, people warm up to them and they can effectively create a rapport with the public. Women Police Personnel are sensitive and have the patience to listen to staff problems. With these qualities of women, an improvement can be brought in the communication channel between different hierarchical levels in the organization. Their study has shown that Women Police Personnel invited favourable disposition from their staff with regard to clear job responsibility, performance, co-operation, programme execution, accepting suggestions from lower level, team spirit, appreciation acknowledgement etc. In order to ascertain the acceptability of women in police, the respondents are asked to share the attitude of their family members and their responses are given in Table- I.

TABLE I RESPONDENTS BY RANK AND FAMILY ATTITUDE

Rank	Family Attitude			Total
	Oppose	Neutral	Support	
Constable	49 (21.12)	44 (18.96)	139 (59.91)	232 (100)
Head Constable	13 (43.33)	0 (0)	17 (56.66)	30 (100)
Assistant Sub-Inspector	5 (22.72)	3 (13.63)	14 (63.63)	22 (100)
Sub-Inspector	6 (28.57)	2 (9.52)	13 (61.90)	21 (100)
Total	73 (23.93)	49 (16.06)	183 (60.00)	305 (100)

Note* Figures in parentheses indicate percentages to their respective total

The above Table-1 shows that majority of the respondents’ families (60 per cent) supported regarding their choice to be in the police. It was found that as economic hardship was one of the major reasons for joining the police which entailed that respondents needed to work and joining the police meant a steady income. Therefore, it is not surprising to see the level of support received from family members. In an interesting case, a respondent’s mother had even submitted the application without informing her. Policing is slowly emerging to be new avenue for gainful employment for women and is slowly receiving acceptance from their respective families in Manipur. Whereas, 23.93 per cent of respondents were opposed by their families when they wanted to take up a career in police. In case of unmarried respondents, the opposition came in the form of concern regarding the tough nature of work. For married respondents, opposition came from their in-laws and husband. They were reminded that they are the daughter-in-law of a household and such jobs seem characterless

and the questions of the locality also cannot be avoided. There are many instances where the mother-in-law frequently chides the respondents whenever they come home late. Due to such situations at home, mental tension and stress cannot be avoided and they were not able to concentrate on her job fully. Married respondents expressed that before going for duty, they first need to complete all the household tasks on the orders of their mother-in-law. However, findings from the study on socio-economic profile revealed that majority of respondent's husbands were unemployed. Seeing the need of money to make ends meet, it is possible that the reluctant relatives yielded. Lastly, it is also found that family members who were neutral constituted only 16.06 per cent.

On analysing the rank and family attitude, it is found that among Constables, the highest share of the respondents (59.91 per cent) was supported by their families regarding their choice of profession. In contrast, 21.12 per cent of Constables were opposed by their families and 18.96 per cent were indifferent. Furthermore, more than 50 per cent of Head Constables received family support regarding their choice to opt for a police career as against 43.33 per cent who received opposition from their families. The data reveals similar trends among ASI and SI with more than 60 per cent receiving family support. The percentage of ASI and SI who received opposition from their families accounted for 22.72 per cent and 28.57 per cent respectively. Thus, it is seen that across ranks, the level of support outweighs the level of opposition and family support can positively impact joining the police. Therefore, it can be said that police as a career for women is slowly gaining acceptance in Manipuri society. However, there was found to be no association between rank and family attitude.

VIII. SOCIETAL ATTITUDES TOWARDS WOMEN POLICE:

An important issue which deserves due consideration is the attitude of the public regarding women in police. Although there are many changes regarding the nature of police work, the public perception of policing still retains the pre-conceived notion as a militaristic organization dedicated to fighting crime and extremism. It is seen as a difficult, dangerous occupation that demands strength from its personnel. Brawn, aggression, and physical strength etc are some of the attributes that should not be expected from women. Such prejudiced images of the police are reinforced daily media by media through Television, Films and novels. However, if policing is to be seen as a suitable job for a woman, this image must change and it is therefore important to portray the reality of policing, which includes many tasks that require the kind of patience that women can draw upon. Another major obstacle for women in police is the traditional attitude of society regarding women's role in society. As far as women police personnel are concerned, there is a tendency to overlook their capabilities due to their gender by not entrusting them with normal duties which are normally discharged by men. Again, police profession is considered as a masculine occupation all over the world. It is dominated by men, therefore, women who are in the profession face discrimination because of their feminine identity. The entry of women in police profession is only a recent phenomenon and much is left to be desired when it comes to allocation of duties. They are not offered critical roles, thus depriving them of getting recognition and share in power and status. They are often assigned the soft task like entry of data related with complaints, escorting of women prisoners, dealing with juvenile delinquents. Sometimes they are also asked to show their presence at a particular place of crime, so that they can handle female offenders. Entry of women into police job is also not a smooth process. They have to encounter many hurdles or barriers starting from the entry to the levels of promotion. In a patriarchal society like India, entry of women into police job not only provoke problems for themselves, but it would also have certain consequences for the men in police who are considered as a natural incumbent. They do not like the entry of women in policing (Higgins, 1931). It challenges the patriarchal status quo. They try to resist the entry of women in police by giving an excuse of absence of physical ability to control the situation. Police profession is regarded as a bastion of males only. Still women in unconventional profession like army, air force, navy, police are small in numbers, as these jobs require heavy duties, responsibilities, and commitments. As per National Crime Record Bureau (NCRB) in India, the share of women in police was only 1.83 per cent during 2011 and it is increased to 7.10 per cent in 2020. Sahgal (2007) states that society's traditional attitudes regarding women's role in society are major obstacles for police women and this attitude becomes more challenging as these women work in a male-dominated field.

Having said this, police personnels have direct dealing with the public, so police-public relation is the cornerstone of a robust police system. Public expect police to be co-operative, helping and understanding of their grievances. Women police can be assumed to have a better general public image over their male counterparts and are trusted by the community (Todak, 2017). Women police are less likely to use excessive physical force (Rabe-Hemp et.al., 2007). Women police is also becoming increasingly indispensable due to the increase of crimes against women and women criminals. To find out the level of acceptance of women police by the general public, the respondents were asked about the general attitude of the public towards them and the responses are tabulated as hereunder in Table-II.

TABLE II Rank-wise Distribution of Society’s Attitude towards Women Police

Rank	Attitude of Society towards Women Police			Total
	Favourable	Not Favourable	Neutral	
Constable	179 (77.15)	37 (15.94)	16 (6.89)	232 (100)
Head Constable	17 (56.66)	8 (26.66)	5 (16.66)	30 (100)
Assistant Sub-Inspector	12 (54.54)	6 (27.27)	4 (18.18)	22 (100)
Sub-Inspector	12 (57.14)	4 (19.04)	5 (23.80)	21 (100)
Total	220 (72.13)	55 (18.03)	30 (9.83)	305 (100)

Note * Figures in parentheses indicate percentages to their respective totals

Table-2 reveals that 72.13 per cent of respondents feel that society has a generally positive impression of women police. They applaud the good work that they are doing vis-à-vis law enforcement as well as shouldering the responsibility of earning for their families. They are impressed especially when they wear their uniforms and they seem very smart. That being said, a small section at 18.03 per cent feels that their image is not so good. They expound that some section of people think that they are overbearing. Some get to hear questions like ‘How are you able to leave your children?’, ‘Does your husband not mind at all?’ etc. In many cases, they often receive unwarranted questions regarding their character especially when they venture out at night for emergency duty. A study of women police personnel in Assam (Kakati, 2020) also showed that majority of the respondents felt that society has a negative attitude. They think police is always involved in corruption. Her study however showed that higher ranked police officers received good support and respect from the society. Last but not the least, 9.83 per cent of the respondent feel that society has neither good nor bad perception of women police. In another study conducted by Varma (2003) in an All-woman Police Station in Tamil Nadu, the respondents were of the opinion that general attitude of society towards women police is more favorable in cities as compared to rural areas. If we examine the attitude of society against rank more minutely, it can be seen that 77.15 per cent of Constables were of the view that society has a favourable attitude regarding women police as opposed to 15.94 per cent Constables who felt that society looks at them with skepticism. 6.89 Constables were of the view that society was neutral as far as women police is concerned. More than half of the Head Constables also felt that the attitude of society was favourable and welcoming as against 26.66 Head Constables who felt that society’s attitude was not good. Majority of the ASI and SI also answered that they enjoyed good reputation in the eyes of the society. Thus, it is evident that across ranks, women police were in favour with the society’s perception.

IX. ACCEPTANCE BY MALE POLICE:

Permanent barriers in the Police structure prevented the integral participation of women into police. The factors of such barriers are prejudice of male officers, societal attitudes and beliefs, the inherent differences in male and female capabilities and family responsibilities. Discrimination and lack of acceptance of women in police force is also a factor which impedes women in police. Raymond (2003) expounds that harassment affects all women in some form or the other. Lewd remarks, inappropriate touch, wolf-whistles, stares are part of any woman’s life, so much so that it is dismissed as normal. Working women are no exception. In fact, working women most commonly face the backlash to women taking new roles, which belong to male domains within patriarchy. The physical aspect of work place has generally been found to be very inconvenient for the police women. These kind of things causes great discomfort to police women. There is no doubt that the success or failure of Women Police depends on how the male police personnel treats their female counterparts. Traditional police do not welcome women in policing and they are viewed with skepticism or worse by their male colleagues. Traditionally it has been the opinion of many male police personnel that women are not physically, psychologically or emotionally strong enough to perform the duties demanded by the police profession (ibid). In some parts of the country, racial and gender bias are also rampant (Sundaram, et.al.,2012). Women in police is a fairly recent phenomenon and as such positive response from male police is necessary for a healthy police organisation. Many women receive stereotyped comments regarding their gender. This situation leads to helplessness, which results in many women officers becoming unhappy and eventually leaving their jobs. Police managements frequently claim that women leave more often than men because they are not committed to the work. However, the management literature clearly indicates that morale decreases when employees are ignored and not given status and encouragement. Seagram and Stark (1992) describes the multiple, conflicting expectations for behaviour which women police personnel face. This difficulty

more evident in the ability to establish relationship with male officers. If they are competent and assertive or assume typical masculine qualities to gain acceptance, the men can find them threatening. If they assume more traditional feminine role, they may be better liked but are 'ultimately rejected as partners.' For married women police personnel with children the adjustments and demands are even greater. The respondents were asked about the general behaviour of the male police personnel and their responses are given in Table-III. For the purpose of this study, acceptance is measured in terms of discrimination, interference, sexual harassment and cooperation.

TABLE III Distribution of Respondents by Acceptance of Male Police

Indications	Yes	No	Total
Do you feel discriminated based on gender?	21 (6.88)	284 (93.11)	305 (100)
Is your job free from interference?	176 (57.70)	129 (42.29)	305 (100)
Do you feel that sexual harassment is there?	0 (0)	305 (100)	305 (100)
Do you get cooperation from seniors?	262 (85.90)	43 (14.09)	305 (100)

Note * Figures in Parenthesis indicate percentage to their respective totals

From the above Table-3, we can see that treatment of male officers is positive and favourable with 93.11 per cent of the respondents saying that there is no discrimination based on the fact that they are women. They are treated on very good terms by their male counterparts and during early years of joining they received good assistance from their male counterparts. Having said this, it is pertinent to note that on account of the restive law and order situation in the state of Manipur, protective discrimination is rampant as far as assignments and duties are concerned. It is also evident from the findings a small share of the sample with 6.88 per cent of respondents feel that they are discriminated based on the fact that they are women. Sometimes they are not given creditable assignments and are often relegated to clerical work. Some of them were received stereotyped comments often intended as jokes which nevertheless hurts the esteem of women police personnel. On further enquiry, it was found that these discriminations can range from subtle remarks to outright rejection of women's abilities as police. Regarding interference during performing duties, it was found that 57.70 per cent respondents answered that there were no interferences while only 42.29 per cent of the respondents felt that they male police officers would often try to influence the way that they are handling certain cases. Male seniors would often find faults in the way that they are handling the cases and direct them to handle in their preferred manner leading to verbal altercations in some cases. The findings in the above Table-3 provide that unlike other states, there is no instances of sexual harassment of women police personnel in Manipur. Most of them are perceived well by their male counterparts and they are held in good regard by the male counterparts. Regarding cooperation from seniors, 85.90 per cent of the respondents reported to have received excellent cooperation as against a minimal 14.09 per cent who felt that they didn't receive any support from seniors. Thus, it is understood that not that all the male colleagues consider women in police as the liability but help them in dealing with the problems. It is only few who find that women police are encroaching into their domain and try to discourage instead of helping them. In stark contrast, Pratima's (2016) study on women police in Himachal Pradesh found that most of the respondents experienced discrimination in their day-today work. They further stated that male police officers avoid involving them in the serious investigation work. They doubt the abilities of women police to perform investigation even when the case involves women suspects. The policewomen's presence is ensured to satisfy the rule that the women police are to carry out the investigation of women suspects, whereas, the task is completed by males only. Some of the respondents who have completed eight or more years of service think that women police should not be restricted to deal with female population only.

Thus, the growth of women police in the world in general and Manipur, in particular, has been a long and arduous journey involving changes both at the psychological and infrastructural levels. Women police receive the much-needed support from their family members and the society as well. There is also a greater tendency to accept more women in police by the male police owing to several factors like shift in type of crimes and increase in violence against women. From being seen with sexual undertones during the early years to being accepted as an integral part of the police, the saga of women in police has seen it all.

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