

# Psychosocial Support Assessment among Women Police force in India

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**Abstract---** *Women are an integral part of our society, but they are not given proper treatment in the society. They are prone to a lot of discriminations and violence, since they are not aware of the steps to be taken against these acts. But some women go a step forward and try to approach police stations for justice. For this purpose the all women police station were launched in early at 1938, to create a fear free approach mind for women to raise voice against violence and discrimination. After the emergence of women police the normal women are enjoying safe and secured life. For the past two decades, the state of Tamil Nadu, India, has established All-Women Police Stations (AWPS) to focus exclusively on crimes against women (Srinivasan, 2013) Women police work for others welfare they face lot of issues and problems and themselves in society as well as physical and mental fitness. The women who joined the police force expected to play varied roles resulting into dual role conflict. The multiplicity of her roles brings a lot of confusion with regard to her role and status. The present investigation tried to find of the relationship between psycho social support and socio demographic factor among the women police force in India especially the women police force in Viradhunagar district Tamil Nadu*

**Keywords---** *Women police , Psycho social Support, Work life balance*

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## I. INTRODUCTION

The police force is composed of people licensed by a state to enforce laws, to protect the lives, freedoms and property of citizens and to prevent crime and civil disorder. They are one of the most important institutions in all societies and must be the society that they protect (Slaughter, 2017). Women police forces have become an integral part of police forces in almost every country in the world (Sen, 2014). Nevertheless, it was not well understood in the early years of the evolution of the police force that women should act as full police force members and play a role in attaining their goals (Crown, 2010). This has been the case, perhaps law enforcement tends to remain primarily a masculine activity requiring significant physical care. The situation has changed in the last decades as women are increasingly active in the execution of field duties in various administrative and social institutions. (United Nations, 2010). The endless problems posed by increased juvenile crime, increasing social tension and the participation of women in crime, whether as victims or accused, increasingly require work of female police officers as such pertain to various police tasks. Women are slowly recognized as members of the police force in many countries (Resetnikova, 2006). Even though the crime rate against women has increased in recent years, the apparent lack of women in police forces raises important questions not only about the effective policing but also about the role of women in society (Goldsworthy, 2019).

The first woman police officer in India was appointed in 1933 by Travancore Royal Police in Kerala and Kiran Bedi was appointed as first women IPS officer in 1972 (Neeti, 2016). Statistics from the Police Research and

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Development Bureau revealed a 20.95% rise in women's police force strength to 1,69,550. In Indian Police, the total number of police women is 8.73%(Bakshi, 2019).In 1973 in Chennai, Tamil Nadu state, women's first batch consisted of one sub-inspector, one head constables, and 20 policemen. The All Women Police Station was first opened in Chennai in 1992 and then in all districts. The state has the Tamil Nadu Special Police (TSP) exclusive Women's battalion(Nayak & A, 2001). Though some duties are earmark to women police, they have a fair amount of confidence, sense of self efficiency and committed to their profession.

The main challenges facing women in the law enforcement sector are prejudices concerning gender distinction. There is no question that the average woman cop is physically weaker and much shorter than her male counterpart, which certainly can be a problem when male criminals are physically humiliated. This can pose a serious threat in the face of men suspects, in particular those who are much bigger and stronger, who may be affected by alcohol or drugs, and the officer's support is not yet on the stage. It was justified to use the women police as part of their special role in police action. When they primarily deal with women and children, follow a gender pattern.Earlier they were initially involved in patrols (park and open space, in particular), escort duties (looking after young offenders and mothers) and hospital duties (NIPSA, 2013). Generally, however, women police officers have been admirably encouraged on the streets, using more effective tactics to avoid the need for physical disruptions. They tend to be better at interacting verbally and emotionally, compensating for their physical strength disadvantage.Policing is considered to be one of the most stressful, role ambiguity and excess work load occupation. However, in the existing societal system, police women are overloaded and find difficult to balance work and family. Everyone has the same challenge in separating their personal and professional life. It is clear to human beings that despite our best efforts and expectations, our personal and professional half combine into a whole . The real problem only happens when half starts to hinder the efficient operation of the other side. A stable working life would give the right to a strong disposition in work and personal life. (Aydin, 2016). This study is to analyze the relationship between psycho social support and socio demographicfactoramong the women police force as psycho social support helps them to heals the mental health issue due to work pressure and environment. It can help change people into active survivors rather than passive victim

## **II. REVIEW OF LITERATURE**

The review is an evaluative report of studies related to the study area. It helps the researcher to be acquainted with the trends of research in the concerned discipline and enable the researcher to check out further research studies. Spasic, Danijela (2011) said that, as a complex system, the police is a dynamic force which communicates indefinitely with its environment. This is an organizational system that includes agencies and institutions carrying out various tasks in the form of public services, while, on the other, people carrying out the role of the policing profession.Cockcroft, Tom. (2012)stated that police forces have historically dominated mainly men Police for women are the phenomena of the twentieth century. MangaiNatrajan (2008) pointed that numerous studies on police women have repeatedly shown that perform of women is better than men in some duties and that men perform better than women. Nevertheless, this assumption is seldom considered when women are given duties. Any small women deficiencies were exaggerated into major issues and twisted into stereotypical remarks, as women are

unable to do this and that. Stereotypes are sometimes hard and they are depreciated and insulted simply because they are women. This results in impotence that leads to unhappiness and eventually the departure of many female officers. 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

S.M. Shunmuga. & Jeyakumaran M (2012) investigated most stressful work practices of women police constables. The study examined the relationship among women police constables between demographic factors and level of stress. Regular training programs counselling and medical checks for women's police constables ' stress management. The research revealed by Jacobs P& Schain (2009) that most women in police are uncertain about how they should handle themselves. When they behave like the lady's low acceptance among the male colleagues. On the other hand, their active involvement in casual involvement carries the risk of losing their coworker. Police women often fall into cycles of de-motivation and failure as patrol officers. They conclude that female police often accept stereotypical roles, show low commitment to work and seek non-patrol assignments. Various training programs, seminars programs, workshops are to organized by the authority to make women police to recognize their privileges, strengthen the women police to handle tough situations (Randhawa, Gurpreet & Narang, Komal. (2013). Female polices shows the support from the family members played a considerable situation in balancing personal and professional lives. Especially women police facing a lot of challenges day to day must have family support to balance their work. the support received from superiors coworkers, family and friends may be more importance to reduction of stress and burnout. It is very much person and environment – dependent individuals have specific preference to the source and amount of social support (S Padma. & M, Sudhir Reddy, 2013).

### **III. NEED AND SIGNIFICANCE OF THE STUDY**

The society today is having lot of issues, especially for women. Crime against women are in the increase. To safeguard their security and integrity, Women police have taken up charge for stopping such kind of violence against women. But Police administration like any other branch of public administration is not static by dynamic . Since these women police work in different shifts and locations of work, they are prone to lot of issues and difficulties. The prime difficulty faced by women is balancing work and life. In the police job, women have to go through lack of acceptance in society, work stress, uncertain role in the department, lack of job satisfaction, role ambiguity and uncertain working hours and working conditions. Imbalance in work- life would create lesser productivity. This would lead to a stressful life. Again, it would affect the individual ability, In this study researcher analyzing the relationship between psycho social support and socio demographic factor among the women police force in India especially the force in Virudhunagar district Tamil Nadu.

### **IV. OBJECTIVES OF THE STUDY**

The present investigation aimed to analyse the relationship between psycho social support and socio demographic factor among women police force in Virudhuinagar District Tamil Nadu Indian. Social demographic profile , psycho social issues faced by the women police force and relationship with socio demographic and psycho social support were also being analysed.

## V. METHOD OF STUDY

The researcher administered semi structure interview schedule for assessing the socio- demographic details and psychosocial issues among the women police force. the revised version of Social Support Scale by Caplan & et.al (1975) were devised to assess the psychosocial support of the women police force in their professional as well as personal life. Researcher primary data from the women police of Virudhunagar district by using simple random sampling. Percentage analysis, parametric and non-parametric tests, were used for getting accurate inferences from available data.

## VI. RESULT AND DISCUSSION

The present study tried to analyse socio demographic factors and its relationship with psychosocial support. Psycho social issues faced by women police also were analysed and the relationship between psycho social support and work life balance were identified. The table 1 represents the socio demographic profiles the women police force in Virudhunagar.

Table (1): Socio- Demographic Profile of the respondent

Sl.No	Socio Demo features	Categories	Responses*
1.	Age	< 25	18 (21.9)
		26-35	28 (34.9)
		36-45	24 (29.3)
		45 <	12(13.9)
2.	Education	< Higher Secondary	23 (27.1)
		Graduation	39 (48.5)
		Post-Graduation	14 (17.2)
		Other	6 (7.2)
3.	Marital Status	Married	63 (76.3)
		Unmarried	19 (13.7)
4.	Having Children	Yes	63 (79.1)
		No	19 (20.9)
5.	Family Type	Nuclear	58 (71)
		Joint	24 (29)
6.	Salary	<20000	19 (21.9)
		20000-40000	26 (31.7)
		40000<	37 (46.4)
7.	Locale	Urban	10 (12.1)

		Semi Urban	24 (29.3)
		Rural	48 (58.6)
8.	Grade	Grade I	28 (34.1)
		Grade II	54 (65.9)
9.	Work Experience	<5	18 (21.9)
		5-10	38 (46.3)
		10<	26 (32.8)
10.	Working Hour	6-12 Hours	57 (69.5)
		Above 12 Hours	25 (30.5)

Source : Primary Data

\*Figures in the parenthesis represent percentage

Socio demographic profile of the respondent were analysed in table 1. According to the age variable of the respondents, majority of them (64.2 %) were under the middle age group ( 26- 45), but 21.9 % of them were in under age group of below twenty five, which shows they were recently join to for the position. Most of the respondents (48.5%) were graduate holders and 17 % of them have post graduate degree. According to the response of 70.3 % of the respondents , they are married and 12.3 % of them were other category like widows or separated. 79.1% of the respondents having children and 71 % were from nuclear family. Based on the income of the respondent,46.4 % have more than 40000 and 31.7 % have income range between 20000- 40000, but 21.9 % of the women police force only have income blow 20000. They were joined in the service very recently and it is evidenced with support of work experience variables as they have less experience of below five years. Most of the respondents (65.9 %) were grade II employees and 79.1 % had more than five years in service. 58.6 % of the respondents were have residence in rural area and 29.3 % from semi urban. according to the opinion of 69.5 % , they. have official duty up to 12 hrs per day, but 30.5 % of them have duty more than 12 hours based on the special character of law enforcement personnale

Table (2): Psycho Social Issues

<b>Psycho Social Issues</b>	<b>Always</b>	<b>Some times</b>	<b>Rarely</b>	<b>Not at all</b>
Working hours	34.2%	47.5% 8	10.1%	8.2%
Child Care related	52.1%	29.3%	1.2%	17.4%
Family Care	58.7%	23.2%	14.3%	3.8%
Multiple Roles	42.3%	33.7%	19.1%	4.9%
Work Load	48.9%	26.3%	16.5%	8.3%
Work Pressure	32.7%	49.2%	13.6%	4.5%

Superior autonomy	26.8%	38.2%	24.9%	10.1%
Gender Constraints	23.5%	37.8%	26.9%	11.8%
Social Acceptance	16.8%	32.8%	38.9%	11.5%

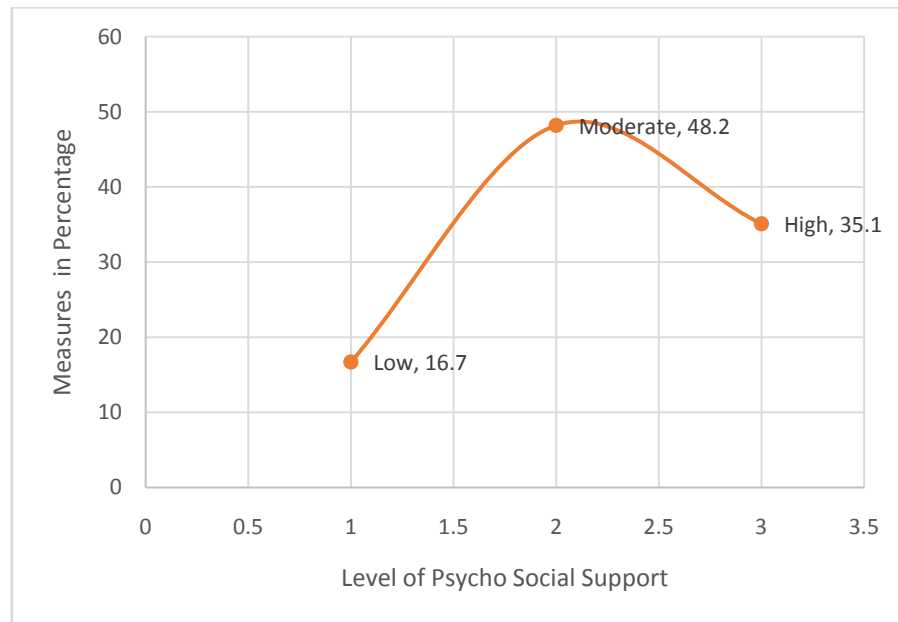
Source: Primary Data

Jamil. A, and Mohyuddin. A (2015) opined that female police officers face a number of social, personal and psychological problems due to the lack of transportation and infrastructure services, discriminatory behavior encountered by low-and high-profile officers and inadequate self-governing control among them. Furthermore, due to the lack of physical and military training to use arms, the female police were unable to meet the challenges. Therefore, as women as police officers are unable to make independent decisions in time due to their dependency on male elders. The present investigation tried to analyse the psycho social issues related to work and personal life of women police force in Virudhunagar district, Tamil Nadu. 81.7 % of the respondent felt that issues related to inappropriate working hours, as law enforcement professionals, they have to be in duty with out considering shifts and timing during the time of emergency. The study further revealed that, women police forces were not able rare their children properly, they made children to engaged with their parent neighbours and day care services, this finding is based on the responses of 81.4% . Based on the responses of the 81.9 %of women polices, they were not able to spend time with their aged parents, children or with their spouse. Roel conflict is common phenomena among the working women. is always performing multiple role as daughter, wife, mother and also with professional life. Even though 76 % percent of the respondents wants to change their job due to the role conflict with family and work. The most of the respondents 67.7percent revealed that , they were facing family issues after their marriage but 29 percent of the respondents were getting support from the family even after marriage and they are coping with situation difficulties caused. Over work load (75.2 %) and work pressure (81.9%) were another issues faced by the women police. The study further revealed that, 65% of the responded agreed that, they were always facing superior autonomy and 24.9 % were have same issue rarely, but 10.1 % were not at all facing any issues related to superior autonomy. majority of the respondent (61.3 %) opined that, they were facing issues related to gender while doing their duty as masculine nature of police force. The study further evidence that, 87.5% of the women police force have issues related to social acceptance.

80.6 percent of them joined based on their passion on the police job. As law enforcement personnel, they have responsibility to be in duty for 24 hrs or in a shift basis. The study also found that, support of the spouse (80.6 percent) were appreciable, while the women were getting extra duties and emergency situations. And also they were supporting for daily house hold chores also. But, 58.1 percent of the respondent were responded that, they were facing family issues and being quarrel with their spouse due to the over stress and strain from work pressure

The study further revealed with the inferences of 93.5 % of the respondents, women polices are considering their job as part of social commitment and they are having satisfaction on their job as it social service. 90.3 percent of the respondent have decision making power and percent of the respondent have economic freedom.

Figure 1: Level of Psycho Social Support



Source : primary data

Figure 1 showed the level of psycho social support among the women police force in Viradhunagar district. The revised version of Caplan & et.al 's (1975 ) Social Support Scale was intended to support the psychosocial support of women police in their professional as well as personal lives. the study evidenced that, 16.7 % of the respondents receiving low level of support, but remaining 83.3 % of the respondent belong to the moderate or high level psycho social support. So the study revealed that women police force were getting good psycho social support in their personal and professional life.

The association between demographic variable and psycho social support were assessing with the support of correlation matrix in table 3. Psycho social support from superior officer, close colleagues, husband friends and relatives were analysed. Karl Pearson's correlation matrix were used to analyse the relation ship

Table 3: Inter correlation Matrix of socio demographic variables and Psycho- Social Support

Variables	1	2	3	4	5	6	7	8
VII. Age	1							
VIII. Education	.17 2**	1						
IX. Marital Status	.87 2**	.761*	1					
X. Family Type	.59 1**	- .192**	.68 9**	1				
XI. Locale	- .321	.324* *	.13 4*	.54 3*	1			
XII. Salary	.01 2	.254* 2	.34 1**	.25 6**	.01 7	1		
XIII. Work Experience	.56 3	.145* *	.67 4**	.32 1**	.07 5	.68 7**	1	
XIV. Psycho Social Support	.16 6	.605* 6	.80 1**	.75 3*	.57 0**	.016 016	.85 7*	1

\*\*p< 0.01 ,\*p<0.05

Source: Primary data

Table 3 represent the intercorrelation with demographic variables and psycho social support. the age and psycho social support have positive correlation but the relationship is extremely week ( $r= 0.166$ ). No significant association between age and psycho social support. The evidence that education and psycho social support have strong relationship ( $r=0.605$ ). If the Education is higher psycho social support also will higher. Based on the very strong ( $r = .801$ ) positive relationship between marital status and psycho social support , married people are getting more support from family, colleagues and superiors. Table 3 further showed that, family type and psycho social support have strong positive association ( $r = .576$ ), the women police force from nuclear family is getting more support. There is a moderate level ( $r = .570$ ) of correlation between locale of the respondents and psycho social support. There is no signification relation ship between salary and psycho social support and relationship is extremely week ( $r = .016$ ). But there is significant association and very strong ( $r = .857$ ) positive between work experience and psycho social support.



## XV. CONCLUSION

Today women are entering into male dominating professions as well due to the expansion of workforce. The rate of acceptance of women in male dominating professions like policing is gradually increasing even in traditional society like India. Women working in these professions face a totally different set of challenges as compared to other professions. The issues these women face are unique to their work environment. The study found that, women police have lot of problems faced by women police related to work and personal life. They cannot compromise their family or traditional responsibility for work life and they also do same in their professional life especially as law enforcement personnel. They facing issues related to work timing, work load and work load. they are not able to get enough time to care their children. The study is evidenced that, 83.3 % of the women police forces are getting psycho social support from family, relatives, superiors and also from co-workers. Policy makers should frame policies for the welfare of women in mind who are working this challenging environment. They should enhance the quality of services and facilities for increasing psycho social support and avoid social stigma.

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