



**INTERNATIONAL POLICE EXECUTIVE SYMPOSIUM
GENEVA CENTRE FOR THE DEMOCRATIC CONTROL
OF ARMED FORCES
COGINTA**

WORKING PAPER NO 31

**Job Expectation, Adjustment, and Coping Mechanisms
among Women in two Police Forces in India**

Jisu Ketan Pattanaik and Vidisha Barua Worley

APRIL 2011

WWW.IPES.INFO

WWW.DCAF.CH

WWW.COGINTA.ORG

The joint IPES, DCAF and COGINTA Working Paper Series is an open forum for the global community of police experts, researchers, and practitioners provided by the International Police Executive Symposium (IPES), the Geneva Center for the Democratic Control of the Armed Forces (DCAF) and COGINTA. It intends to contribute to worldwide dialogue and information exchange in policing issues by providing an access to publication and the global public sphere to the members of the interested community. In essence, the Working Paper Series is pluralist in outlook. It publishes contributions in all fields of policing and manuscripts are considered irrespective of their theoretical or methodological approach. The Series welcomes in particular contributions from countries of the South and those countries of the universe which have limited access to Western public sphere.

Members of the editorial board are Dominique Wisler (editor-in-chief, Director of Coginta, Geneva, Switzerland), Philipp Fluri (Deputy Director of the Geneva Center for the Democratic Control of the Armed Forces, Geneva), Rick Sarre (professor of Law and Criminal Justice at the University of South Australia, Adelaide), Kam C. Wong (associate professor and chair of the Department of Criminal Justice of Xavier University, Ohio), and Ihekwoaba D. Onwudiwe (professor of Administration of Justice at Texas Southern University).

Manuscripts can be sent electronically to the editorial board (wisler@coginta.org).

© 2011 by Jisu Ketan Pattanaik and Vidisha Barua Worley. All rights reserved. Short sections of this text, not to exceed two paragraphs, might be quoted without explicit permission provided full credit is given to the source.

The views and opinions expressed are those of the author(s) and do not necessarily reflect those of the International Police Executive Symposium, the Geneva Center for the Democratic Control of the Armed Forces or Coginta.

**Job Expectation, Adjustment, and Coping Mechanisms among Women in
two Police Forces in India**

Dr. Jisu Ketan Pattanaik and Dr. Vidisha Barua Worley, Esquire

IPES/DCAF Working Paper No 31, April 2011

www.IPES.info

www.dcaf.ch

www.coginta.org

ABSTRACT

Historically, women have played an important role in India. Women warriors fought courageously for the honor of their motherland. More recently, Kiran Bedi, the first woman to join the Indian Police Service in 1972, is continuing to make significant contributions toward the progress of Indian society even after her formal retirement from the Services. Despite the critical contributions made by women, there has been little research aimed at understanding the acute difficulties faced by these women, who are very much a part of the society that still does not consider women to be at par with men, especially when it comes to their jobs as police officers, a traditionally male-dominated profession. The purpose of this article is to conduct a comparative empirical study of women police personnel working in two states in India, Delhi and Orissa, and examine their job expectations, their level of adjustment in the police departments, their behavior, and coping strategies. The study indicates that women police in Orissa adopt more positive coping strategies than their counterparts in Delhi. The authors attribute this to various factors such as the stress of urban living and the nuclear family structure more prevalent in Delhi as opposed to Orissa. All the subjects in this study are residents of either Orissa or Delhi.

Dr. Jisu Ketan Pattanaik

Plot No-1745/3796, At/Po-Kalarahanga

Bhubaneswar-751024, Orissa, India

Office: 91-674-2391075, jisuketan@rediffmail.com

Vidisha Barua Worley, Ph.D., Esquire

Assistant Professor of Criminal Justice

University of North Texas at Dallas

7400 Houston School Road, Dallas, Texas 75241

Office: (972) 338 1841, Vidisha.Worley@unt.edu

Job Expectation, Adjustment, and Coping Mechanisms among Women in Two Police Forces in India

Dr. Jisu Ketan Pattanaik and Dr. Vidisha Barua Worley, Esquire

Introduction

Historically, women have played an important role in India. Women warriors have fought courageously for the honor of their motherland. More recently, Kiran Bedi, the first woman to join the Indian Police Service in 1972, is continuing to make significant contributions toward the progress of Indian society even after her formal retirement from the Services. Despite the critical contributions made by women, there has been little research aimed at understanding the acute difficulties faced by these women, who are very much a part of the society that still does not consider women to be at par with men, especially when it comes to their jobs as police officers, a traditionally male-dominated profession. Women entered the criminal justice system as a response to social forces like societal violence, individual violent behavior, social problems, child abuse, crime against women and children, and poverty, and for better protection of women and juveniles (Horne, 1980). Sherman (1975) claims that women in policing have had an important political, social, economic, and psychological impact.

The induction of women in the Indian police system in comparison to other countries is of recent origin. The need for women police in British India was felt during the labor strike in Kanpur, India in 1938 when women workers had to be controlled, and so, women police were appointed in Kanpur in 1939 (Mahajan, 1982). According to Ghosh (1979), the idea of introducing women into the police force in independent India was first contemplated after the Partition of India and Pakistan in 1947 to deal with offenses that victimized women, as in kidnapping, abduction, and rape cases, and in relief camps that housed unattached women and children.

Highlighting the growing importance of women police, the National Police Commission (1980) pointed out that their role was crucial in rehabilitating

delinquent girls, and in areas where the police came in direct contact with women. The visibility of women police would dispel any negative sentiments of distrust in the police and boost public confidence. Women police can also play an active role in community policing focusing on the public service aspect of policing. The purpose of this article is to conduct a comparative empirical study of women police personnel working in two states in India, Delhi and Orissa, and examine their job expectations, their levels of adjustment in the police departments, and their stress and coping strategies.

Literature Review

Research on women police was negligible till the 1960s when feminist writings began to highlight the unique role of women in the criminal justice system (Dick and Metcalfe, 2007; Martin, 1996). However, research on women police has been the subject matter of considerable interest among social scientists in the recent past. A 1971 national survey of major police agencies in the U.S. sponsored by the Police Foundation to determine how women were being utilized in police departments confirmed that there were very few women employees and that these few were deployed in limited tasks (Milton, 1972). Connolly (1975) predicted that the use of policewomen in traditionally male roles would be a source of organizational conflict which would eventually bring about adaptive changes in policing. In a study of a pilot project involving 14 women police, Connolly (1975) found evidence of conflict; she did not however, find evidence of organizational change. Bell's (1982) study concluded that women make competent and efficient police officers. Female officers have demonstrated that they can prevent violent situations, communicate with citizens, and their attitudes prove to be more effective than male muscle-power. There is evidence that women police are more effective than their male counterparts in handling family disputes. Homant and Kennedy (1985) found that women police show more concern, care, patience, and understanding in these situations. Ott (1989) inferred that the presence of women in the police force is particularly opposed by men as police work is stereotypically considered a male occupation. Hunt's (1990) study found that women police bring with them a culture of reformation that comes from feelings of care and sensitivity.

According to Young (1991), women police face a constant hostility “in the job” from fellow policemen who try to maintain control and dominance at the work place. He further comments that men perceive women police officers as weak individuals with no real ability for law enforcement. Brown & Campbell (1991) carried out a study on the Hampshire Constabulary in England. They found that most women officers were deployed either on foot or car; and were less likely to be part of special investigative units, prisoner management, marine sections, and traffic patrol, and did not have dog or air support.

Brewer (1991) notes that women may adopt various ways of coping, as in suffering in silence, going along with a joke that their male counterparts might have started, trying to become like the “boys” or bravely emphasizing their feminine characteristics. Brewer’s (1991) formulation is significant because he emphasizes how women constructed their own gendered roles as either ‘Amazons’ — strong, assertive warrior figures — or ‘Hippolytes’ — more conventionally feminine. They were able to step out of the character when off duty and did not necessarily stick to a single script. Sutton (1995) conducted a study on women police and reported that 85% of policewomen from the New South Wales reported that in spite of significant organizational reforms, sexist mind-sets and behaviors were very much prevalent within the service. Holdaway and Parker (1998) propose two types of conflict that women police experience: one is the stress between home and office work when family life interferes with workplace duties like punctuality and overtime privileges; the other is the tension between work and home when family life suffers as a result of work as in being unable to take care of an ailing child at home.

In India, Mahajan's (1982) study on women police in the state of Punjab revealed that women’s role in policing remains ambiguous and stressful. In another Indian state, Andhra Pradesh, the woman police force acts as an instrument of social change to raise the status of women in society (Shamim, 1991). Shamim (1991) urged that women police need to be given independent charge of cases to bring them at par with their male counterparts. On a positive note, Natarajan (1996) observed that in Tamil Nadu, India, the full integration of women into policing is likely to occur soon. However, Bhardwaj (1999), on the other hand, lamented that women police in Delhi were dissatisfied with their status and role despite their

valuable contributions in both traditional and modern areas of police work. Krishnamurthi (1995) demonstrated that women police in Nagpur, India are prone to experience more stress, tensions, and conflicts in discharging their role in contrast to their male counterparts. Similarly, Banu (1995) found that a majority of women police in Chennai, India, experienced stress and their life satisfaction and social support were at the minimum level. Pattanaik (1996) suggested that a majority of women police in Orissa have taken up their jobs with an altruistic motive. Even so, they experienced role conflict, were looked down upon by the male police officers, and faced more work-related problems as compared to the male officers. Against this backdrop, this article proposes to explore the extent to which women police personnel are adapting and adjusting to the modern law enforcement setting in Delhi and Orissa, two states in India.

Objectives of the Research study

- What are the demographic and socio-economic characteristics of the women police working in Orissa and Delhi?
- Which woman police force has a higher job expectation, Orissa or Delhi?
- To what extent are women police adjusted or maladjusted in the police organization?
- What changes in behavior have occurred after the women joined the police service?
- What coping strategies were adopted by the women police in both states to relieve their work-related stress?

Organization of the Present Study

The present study is based on an exploratory-cum-descriptive research design. Women police personnel from the rank of assistant sub-inspector to inspector working in Orissa and Delhi constitute the universe of the study.

Methodology

The research instrument used in the study was a questionnaire containing general background questions along with a job expectation checklist (JECL), a police behavior scale (PBS), a police women behavior scale (PWBS), a police adjustment scale (PAS), and a women police coping strategy scale (WPCS). For

the purpose of administering the tests, the women police officers were contacted through the Superintendent of Police (Orissa) and the Deputy Commissioner of Police (Delhi) and were asked to take part in the interview. The questionnaires were printed in a booklet form with self-contained instructions, which were administered in a group setting.

Procedure

First Stage

At the outset, 40 women police personnel from the state of Orissa and Delhi were asked to answer 5 questions. The questions are:-

- (1) What motivated you to join the police service?
- (2) According to you, what does a police officer expect from his job?
- (3) According to you, what does a woman police officer expect from her job?
- (4) Being a woman, what difficulties do you face as a police officer?
- (5) How do you overcome these problems?

After getting appropriate responses from all women police personnel, their answers were scrutinized, edited and the initial job expectation checklist (57 items with True and False response) was developed. Similarly, the initial police behavior scale (49 items with responses being “Always,” “Often,” “Sometime,” and “Never”), the initial police women behavior scale (43 items with responses being “Always,” “Often,” “Sometime,” and “Never”), the initial police adjustment scale (46 items with responses being “Always,” “Often,” “Sometime,” and “Never”), and the women police coping strategy (56 items with True and False response) were developed.

Second Stage

In the second stage all the initial checklists/questionnaires containing the job expectation checklist, the police behavior scale, the police women behavior scale, the police adjustment scale, and the women police coping strategy scale were administered to 70 women police (in both Orissa and Delhi).

In order to select and retain items for the final scale, item variance and item analysis (total item correlation) was conducted based on the responses received for the job expectation checklist and the women police coping strategy scale. For the police behavior scale, the police women behavior scale, and the police adjustment scale, the quartile deviation, median, and magnitude of the total item correlation was done. On the basis of these values the final items of the scales were selected.

Third Stage

In this stage all the questionnaires (containing all scales) were administered to 75 women police personnel in Orissa and 125 in Delhi. After receiving the questionnaires/checklists, completeness and proper marking of the items were checked. The completed questionnaires then were individually scored (item-wise) and the total scores were awarded.

After that the final tabulation was done through Statistical Package for Social Science Research (SPSS) in the Tata Institute of Social Science, Mumbai. Both parametric and non-parametric statistical methods pertaining to the study, i.e., chi-square, t-test, ANOVA (F-test), coefficient of correlation, and standard deviation were computed for the analysis.

Table 1
Location of subjects within the scale ranges

Sl. No.	Types of Scales	N	Number of items	Possible range	Actual range	Mean	SD
1.	Job expectation	200	28	0-28	10-25	18.65	3.16
2.	Police Behavior	200	29	0-87	38-86	71.41	10.40
3.	Women Police Behavior	200	30	0-90	35-80	63.08	8.47
4.	Police Adjustment	200	46	0-138	11-114	49.11	19.88
5.	Women Police Coping Strategy	200	31	0-31	11-28	20.69	3.30

Table 1 briefly focuses on the different scales constructed by the researchers in this study. The table shows that the job expectation scale consists of 28 items, with the possible score varying from 0 to 28 and the actual score ranging from 10

to 25. The mean score of this scale is 18.65 and the standard deviation is 3.16. The second scale, i.e. the police behavior scale consists of 29 items and the possible score ranges from 0 to 87 but the actual score ranges between 38 and 86. The mean and standard deviation of the police behavior scale are 71.41 and 10.40, respectively. The police women behavior scale consists of 30 items and the possible score range varies from 0 to 90, but the actual score range is 35-80. The mean of the women police behavior scale is 63.08 and the standard deviation is 8.47. The police adjustment scale consists of 46 items and the possible range varies from 0 to 138. The actual score range is 11-114. The mean of the police adjustment scale is 49.11 and the standard deviation is 19.88. The women police coping strategy scale consists of 31 items and the possible scores vary from 0 to 31, but the actual score range is 11-28. The mean of this scale is 20.69 and the standard deviation is 3.30. Every scale shows that the average woman police officer is far below the excellent level.

Analysis of results

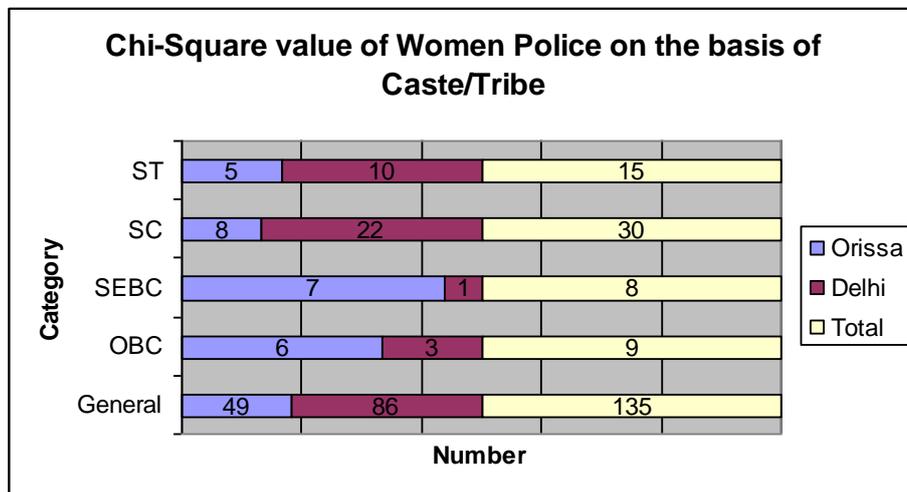
Demographic Characteristics of the 3 Samples

The research study adopts incidental sampling. The first sample is composed of 40 women police; the second consists of 70, and the final sample comprises 200 women police officers (75 from Orissa and 125 from Delhi) in the rank of assistant sub-inspector to inspector. In order to get information from the women police personnel, the principal researcher collected data in three phases both in Orissa and Delhi. All the subjects are residents of either Orissa or Delhi. The majority of the subjects are Hindus (n=175; 87.5%), married (n=115; 57.5%), college graduates (n=105; 52.5%), and live in joint families (n=105; 52.5%) in both Orissa and Delhi. In Orissa, the women police personnel ranged in age from 23 to 43 years (M=31.81, SD=7.59) and in Delhi from 22 to 55 years (M=35.28, SD=7.76).

Socio-Economic Background

The distribution of ethnicity of women police shows that there is representation from all categories of the population both in Delhi and Orissa. Women from the “scheduled castes” (SC), “scheduled tribes” (ST), “other backward classes” (OBC), and “socially and educationally backward classes” (SEBC) are not attracted to the job of a police officer both in Delhi and Orissa. Women from these categories have showed less interest in the police service as the involvement of law and order problems create the impression that these jobs are physically tough and demanding.

Graph-1

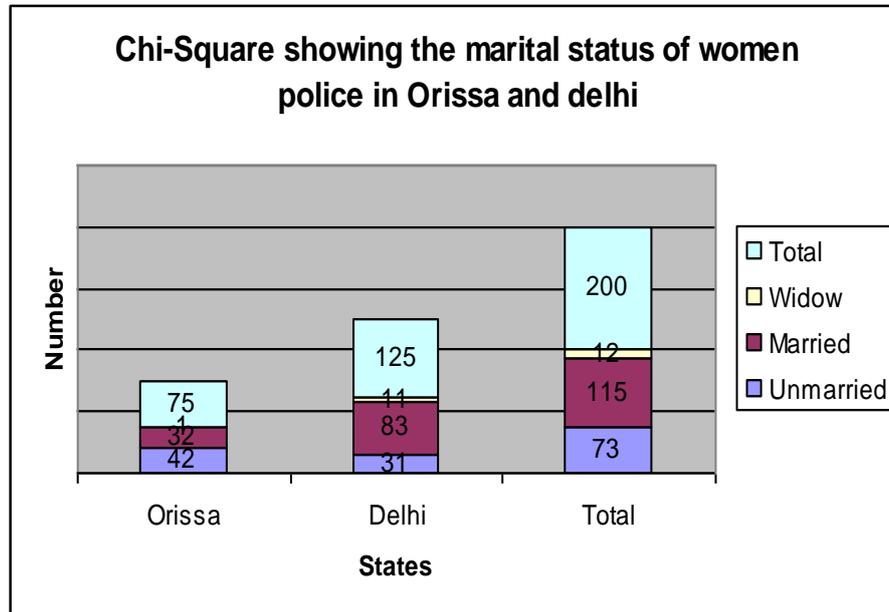


($\chi^2 = 13.39$, $df = 4$, $p < .01$)

The chi-square graph (Graph-1) showing the representation of the various categories of the population (13.39, $df = 4$, $p < .01$) is statistically significant in favor of the general category. Thus, there was maximum representation in the police force of women from the general category as compared to other categories in both Delhi and Orissa. The study revealed that in Orissa, a majority of the women police personnel were from rural areas in contrast to Delhi where most women police personnel came from urban areas. The background of women police personnel plays a very important role in determining their performance, adaptability to the police environment, and their behavior towards the general public as well as the police staff. Looking into the marital status of women police,

the study found that in Orissa, most women were unmarried (n=42; 56%), while in Delhi, most women police were married (n=83; 66.4%) as shown in Graph-2.

Graph-2



($X^2 = 21.44$, $df = 2$, $P < .01$)

Work-Related Problems

Police work involves a plethora of outdoor activities like patrolling, providing security during important occasions, public functions, and rallies, crime fighting on the streets, and ensuring a safe and secure environment for the public in general. This crime-fighting and protective role, coupled with the fact that police officers have been predominantly male from the beginning, the police profession is typically looked on as a masculine job. But slowly and steadily, with the advent of industrialization, urbanization, and rapid social changes, police forces all over the world have felt the need for women officers, and consequently, women entered the occupation primarily to control crimes committed by and against women and children. Presently, women police around the globe are performing their duties and functions as efficiently as the male police personnel. However, the results of this study show that women are facing a lot of difficulties and problems both in the professional sphere as well as in the domestic front. This is due to gender discrimination, the rough and tough police subculture, control by

male colleagues, attitude of male members, and the nature of the job itself which often requires long hours of work.

Table 2
T-test Showing the Difference of Test Scores of Orissa and Delhi Women Police on the Job Expectation Scale

Sl. No.	State	N	Means & SDs	t ratio
1.	Orissa	75	19.33 (3.16)	t = 2.38, (df = 198, P<.05)
2.	Delhi	125	18.24 (3.09)	

The study results in Table 2 show that while women police as a whole are facing problems both in the states of Orissa and Delhi, women police in Orissa (M=19.33; SD=3.16) have higher job expectations than their counterparts in Delhi (M=18.24; SD=3.09) and the results are statistically significant at the $p < .05$ level. It may be because Orissa is a less developed state with a low population density and a lower rate of crime whereas Delhi is a cosmopolitan state with a high population density as well as a higher crime rate which is increasing rapidly due to industrialization, migration from rural areas to urban belts, high social mobility, and slum culture. Crime in India Report, published by the National Crime Records Bureau, New Delhi, (2007) suggested that Delhi reported significantly more number of crimes in the country. All these pose challenges for women police personnel located in different police stations, police control rooms, railway stations, airports, and other allied offices. At the same time, the pressure of workload is much more in Delhi than in Orissa. Therefore, Delhi women police are always living in a state of high alertness and preparedness to meet any eventuality and have less expectation out of their jobs than the women police in Orissa. Again, in Delhi, new types of crimes are emerging in the form of violent crime, organized crime, white collar crime, cyber crime, and terrorism, which require sudden action by the police personnel to control crime. Thus, while the Delhi police job is more demanding, women police have less job expectation. On the other hand, while the Orissa police job is less demanding, the women police have higher job expectation.

Adjustment vs. Maladjustment

Women police personnel also experience problems while maintaining a balance between family work and office work. Women police personnel, particularly those belonging to nuclear families, both in the states of Orissa and Delhi are the worst affected. Their adjustment pattern in the police environment is poor. This is due to the fact that there is no extra help available in a nuclear family to do the family chores and look after the children.

Table 3
ANOVA showing the Effect of Family Structure on Police Adjustment

Sl. No.	Family Structure	N	Means & SDs	F- ratio
1.	Nuclear	89	53.46 (19.46)	F=6.75, (df = 2/197, P<.01)
2.	Joint	105	44.60 (18.97)	
3.	Extended	6	63.50 (24.03)	
4.	Total	200	49.11 (19.88)	

It is evident from Table 3 that the family structure has a significant effect on the adjustment pattern of the women police. A higher score on the Police Adjustment scale shows that the women police had to make more adjustments at their workplace. Women police belonging to joint families (M=44.60; SD= 18.97) are better adjusted to their workplace as opposed to women police from nuclear families (M= 53.46; SD=19.46). On the other hand, women police in extended families had to make the most adjustments (M=63.50; SD=24.03). These differences were found to be statistically highly significant at p<.01 level.

Table 4 shows that women police personnel from joint families (M=18.94; SD=3.38) also had higher job expectations as opposed to women police from nuclear families (M=18.40; SD=2.92), although the difference was not found to be statistically significant.

Table 4**ANOVA showing the difference of family structure on job expectation**

Sl. No.	Family Structure	N	Means & SDs	F- ratio
1.	Nuclear	89	18.40 (2.92)	F=1.24, (df = 2/197, P>.29)
2.	Joint	105	18.94 (3.38)	
3.	Extended	6	17.33 (1.75)	
4.	Total	200	18.65 (3.16)	

Table 5**T-test showing the Difference of Test Scores of Orissa and Delhi Women Police on Police Adjustment Scale**

Sl. No.	State	N	Means & SDs	t ratio
1.	Orissa	75	45.16 (17.63)	t = -2.20, (df = 198, P<.05)
2.	Delhi	125	51.48 (20.83)	

Table 5 provided the mean scores and the standard deviations of both Orissa and Delhi policewomen along with the t-ratio on the police adjustment scale. The mean scores show that women police in Orissa (M=45.16; SD=17.63) are better adjusted in comparison to Delhi's women police (M=51.48; SD=20.83) who significantly lag behind in the matter of adjustment at the workplace and the difference is statistically significant ($t = -2.20$, $df = 198$, $P < .05$). This may be because Delhi is a metropolitan city and the pressure and complexities of work are much more in comparison to Orissa, where the work pressure may be less. Again, looking at the increasing crime rate in Delhi, women police in Delhi may be more exposed to dangerous work conditions as opposed to women police in Orissa.

Table 6 shows that married women police are prone to more stress and face problems both in Orissa and Delhi as their adjustment to the police environment is relatively low. This may be because married women police try to strike a balance

between their domestic and professional roles which is very difficult as the job of a police officer requires long work hours, at times extending to 24 hours a day. Table 6 shows that married women have a slightly higher adjustment problem (M=49.14; SD=20.09) as opposed to unmarried women (M=49.01; SD=19.89). However, women police officers who are widows have scored the highest on the adjustment scale (M=49.41; SD=19.51) leading the researchers to infer that they might have the most trouble adjusting to the workplace.

Table 6
ANOVA Showing the Difference of Effect of Marital Status on Police Adjustment

Sl. No.	Marital Status	N	Means & SDs	F- ratio
1.	Unmarried	73	49.01 (19.89)	F= .00, (df = 2/197, P>.05)
2.	Married	115	49.14 (20.09)	
3.	Widow	12	49.41 (19.51)	
4.	Total	200	49.11 (19.88)	

Healthy and Unhealthy Coping Strategies

There are two purposes of coping: addressing the problem that causes pain, and managing the emotion that results from the pain and suffering, thus, while one focuses on the problem, the other emphasizes the emotion (Folkman & Lazarus, 1980; Lazarus and Folkman, 1984). Coping strategies can be either healthy or unhealthy ways used by women police personnel both in Orissa and Delhi in order to seek relief from stress, strain, tension, anxiety, and depression that are related to their job. Some healthy coping strategies used by women police are intolerance of male colleagues' rough behavior, adjustment to the professional role, refusal to obey wrong orders of the superiors, mediation, physical exercise in the morning, avoidance of confrontation with colleagues, complaining to the boss whenever necessary, watching movies for relaxation, listening to music, considering difficult and adverse situations as an inevitable part of life, not getting involved in illegal activities, solving problems by properly communicating with

their male partners, being aggressive if need be, accepting the limitations inherent in the work, discussing with friends about the problems in the job, debating with colleagues whenever right, cultivating belief and faith in the self, and critical assessment of problems.

Similarly, unhealthy coping strategies practiced by women police personnel include being submissive to male counterparts, accepting male and female equality as an utopia and accepting inequality, acceptance of dominance, maintaining silence in front of dominating male police officers, acceptance of harassment by superiors, working long hours, tolerating gender discrimination, neglecting personal interests, taking leave of absence when in trouble instead of dealing with the problem, considering the boss as being always right, and considering manipulation as the best policy.

Table 7
T-Test Showing the Difference of Test Scores of Orissa and Delhi Women Police on the Police Behavior Scale

No.	State	N	Means & SDs	t ratio
1.	Orissa	75	74.02 (9.44)	t = 2.79, (df = 198, P<.01)
2.	Delhi	125	69.85 (10.67)	

Table 7 shows that Orissa's women police (M=74.02; SD=9.44) scored higher on the police behavior scale as opposed to women police in Delhi (M=69.85; SD=10.67), and the difference was statistically significant at the p<.01 level.

Table 8
T-Test Showing the Difference of Test Scores of Orissa and Delhi Women Police on Women Police Behavior Scale

Sl. No.	State	N	Means & SDs	t ratio
1.	Orissa	75	64.52 (9.44)	t = 1.87, (df = 198, P>.05)
2.	Delhi	125	62.23 (7.76)	

Similarly, Table 8 shows that Orissa's women police personnel showed better behavior ($M=64.52$; $SD=9.44$) in comparison to Delhi's women police ($M=62.23$; $SD=7.76$) on the women police behavior scale. However, the difference was not statistically significant ($p>.05$).

Table 9

ANOVA Showing the Difference of Family Structure on Women Police Coping Strategy

Sl. No.	Family Structure	N	Means & SDs	F- ratio
1.	Nuclear	89	20.74 (3.24)	F=.09, (df = 2/197, P>.05)
2.	Joint	105	20.61 (3.41)	
3.	Extended	6	21.16 (2.71)	
4.	Total	200	20.69 (3.30)	

Table 9 shows that women police from nuclear families ($M=20.74$; $SD=3.24$) used healthier coping strategies compared to their counterparts who belonged to joint families ($M=20.62$; $SD=2.71$). Higher scores on the women police coping strategy scale indicated healthier coping strategies. On the other hand, women police that took the help of extended family members adopted the healthiest coping strategies ($M=21.19$; $SD=3.30$).

Table 10 shows the results of examining the relationship between the personal characteristics of the women police personnel and their behavior. It was found that age had a significant negative relation to behavior ($-.17$, $p<.01$). This means that older women exhibited worse behavior than the younger ones. Similarly, older women also adopted less healthy coping strategies ($-.13$; $p<.05$) as compared to the younger women police. Age at marriage and coping strategy also had a strong negative correlation ($-.12$; $p<.05$). This shows that the younger a woman was at the time of marriage, the healthier was her coping strategy. Years of service also showed significant relationships with police behavior ($-.15$; $p<.01$).

and coping strategy (-.15; $p < .01$). This indicates that the less the number of years of service, the better was the behavior and more likely was the individual to adopt healthier coping strategies. This result is consistent with the findings of Butler and Cochrane's (1977) study which revealed that with increasing experience in the police profession, police officers exhibit an increased need to be independent of others in decision making, to argue their points of view, to do new and different things, and to ignore guilt and wrong doing. Again, it also reveals that with the increase of service in the police profession, the coping strategies become unhealthier.

Table 10
Relationship between Personal Characteristics and Personality Traits

Independent Variable	Dependent Variable				
	Job expectation	Police behavior	Police women behavior	Police adjustment	Women police coping strategy
Age	.02	-.17**	-.09	.09	-.13*
Age at marriage	.04	-.04	-.06	-.00	-.12*
Number of children	-.01	-.03	-.05	.00	-.06
Years of service	.10	-.15**	-.07	.07	-.15**

** Significant at .01 level
* Significant at .05 level

Table 11
T-Test Showing the Difference of Test Scores of Orissa and Delhi Women Police on Women Police Coping Strategy

Sl. No.	State	N	Means & SDs	t ratio
1.	Orissa	75	20.82 (3.23)	t = .45, (df = 198, $P > .05$)
2.	Delhi	125	20.60 (3.36)	

From Table 11 it is quite evident that women police in both Orissa (20.82; SD=3.23) and Delhi (20.60; SD=3.36) adopt healthy coping strategies equally and the difference is statistically insignificant ($P > .05$). Although healthy coping

strategies adopted by these women do not reach the optimum level of 31 (number of items in the women police coping strategy scale = 31), the figures still indicate that they adopt more healthy than unhealthy coping strategies.

Basically, a healthy coping strategy has a positive impact on human health and mind while an unhealthy coping strategy has a negative effect. These healthy and unhealthy coping strategies are directly associated with police adjustment. Women police personnel who fail to adjust to the police workplace use more unhealthy coping strategies than those who adjust well.

Conclusion

This study was aimed at comparing job expectations, stress, adjustments, behavior, and coping strategies adopted by the women police forces in two Indian states, Orissa and Delhi, so that policy changes can be made accordingly. This study came to a number of conclusions. Women police in Orissa have higher job expectations than the women police in Delhi who are exposed to more dangerous situations, have longer work hours, and face greater rigor, thus, reducing their expectations from the job. Women police from joint families also had higher job expectations as opposed to women police from nuclear families, although the difference was not found to be statistically significant.

As far as adjustment is concerned, Orissa's women police are better adjusted in comparison to Delhi's women police. This may again be due to the fact that Delhi, a metropolitan city, has greater pressure and complexities at work. Women police in joint families had the least difficulty adjusting to the work place as they got the support of other family members in taking care of the children and attending to household chores. Such support was not available to nuclear families. The situation was even worse in extended families where these women had to rely on relatives to take care of their children, thus, increasing stress and the resultant adjustment problems at the workplace. Also, married women were found to have a slightly higher adjustment problem as opposed to unmarried women police. However, the most difficulties and adjustment problems were faced by widowed women police officers.

On examining women police officers' behavior, the researchers found that Orissa's women police showed better behavior and adopted healthier coping

strategies than Delhi's women police officers. It was also found that irrespective of the police force, younger female officers showed better behavior at the workplace and also used healthier coping strategies. Age at the time of marriage and years of service also showed significant statistical relationships with coping strategies. The younger a woman was at the time of her marriage and the less the years of service, the healthier was the coping strategy used. Women police from nuclear families also used healthier coping strategies compared to their counterparts who belonged to joint families. Women police that took the help of extended family members in fact, adopted the healthiest coping strategies.

The presence of women police being of great significance in the present times, it is important to understand the various aspects of their work like stress, adjustment, behavior, and coping strategies, as they are different from those faced by men. The involvement of more women in the police profession not only strengthens the police work but also helps in reducing crimes committed by and against women and children. They can strike a balance in the police occupation. The authors recommend that personality testing at the time of recruitment should be made mandatory and women police personnel with better performance and better behavior should be identified and projected as role models for others. Necessary counselling by experts should be made as a routine arrangement in the police profession to reduce stress among police personnel. While little can be done to change the dangerousness of the work situation in Delhi, efforts can be made to give women police officers more support in both Orissa and Delhi. Child care services can be provided for the children of women police officers who come from nuclear families or depend on extended family members to take care of their children. A secure day care system can significantly reduce police stress at work, make officers better adjusted to their jobs, and lead to higher job expectations. Also, members from less represented social categories can be encouraged to join the profession by aggressively pursuing recruitment from these communities and giving them good incentives and explaining the altruistic purpose of the police profession. The profession should also be presented as having a good social status with power and authority so that women feel proud to be police officers and their families show support for their work.

References

- Dick, G. & Metcalfe, B. (2007). The progress of female police officers? An empirical analysis of organizational commitment and tenure explanations in two UK police forces. *International Journal of Public Sector Management*, 20(2), 81-100.
- Martin, C. (1996). The impact of equal opportunities policies on the experiences of women police constables. *British Journal of Criminology*, 36(4), 510-528.
- Ahmad, A. (1996). Work-family conflict among married professional women in Malaysia. *The Journal of Social Psychology*, 136, 663-665.
- Banu, A. (1995). *Women Police: A study of role stress, social support and life satisfaction*. Doctoral dissertation, Madras University, Chennai, India.
- Bell, D. J. (1982). Police women: Myths and reality. *Journal of Police Science and Administration*, 10(1), 112-120.
- Bhardwaj, A. (1999). *Women in uniform: Emergence of women police in Delhi*. New Delhi, India: Regency Publications.
- Brewer, J. (1991). *Inside the RUC: Routine policing in a divided community*. Oxford: Clarendon Press.
- Brown, J. & Campbell, E.A. (1991). Less than equal. *Policing*, 7, 324-333.
- Butler, A.J. and Cochrane, R. (1977). An examination of some elements of the personality of police officers and their implications. *Journal of Police Science and Administration*, 5, 441-450.
- Connolly, H.A. (1975). *Police women as patrol officers: A study in role adaptation*. Doctoral dissertation, Department of Psychology, University of New York.
- Folkman, S. & Lazarus, R.S. (1980). An analysis of coping in a middle aged community sample. *Journal of Health and Social Behavior*, 21, 219-239.
- Frone, M. R., Barnes, G. M., & Farrell, M. P. (1994). Relationship of work-family conflict to substance use among employed mothers: the role of negative affect. *Journal of Marriage and Family*, 56, 1019-30.
- Ghosh, S.K. (1981). *Women in policing*. New Delhi, India: Light and Life Publishers.
- Horne, P. (1979). Policewomen- 2000 A.D. *Law and Order*, 27(3). Copp Organization, Inc. New York: NY.
- Horne, P. (1980). *Women in law enforcement*. Springfield, Illinois: Charles C. Thomas

- Homant, R.J. & Kennedy, D.B. (1985). Police perception of spouse abuse: A comparison of male and female officers. *Journal of Criminal Justice*, 13(1), 29-47.
- Holdaway, S. & Parker, S. (1998). Policing women police: Uniform, patrol, promotion and representation in the CID. *British Journal of Criminology*, 38(1), 40-60.
- Hunt, J. (1990). The logic of sexism among police. *Women and Criminal Justice*, 2, 3-30.
- Kapoor, P. (1984). *Marriage and working women in India*. New Delhi: Vikas Publications.
- Krishnamurthi, L. (1996). Role conflicts and tension of women police. *The Indian Journal of Social Work*, 57(4), 615-629.
- Lazarus, R.S. & Folkman, S. (1984). *Stress, appraisal, and coping*. New York: Springer.
- Mahajan, A. (1982). *Indian policewomen: A sociological study of the new role*. Deep and Deep Publications: New Delhi.
- Martin, S.E. (1994). "Outsider within" the station house: The impact of race and gender on black women police. *Social Problems*, 41(3), 383-400.
- Milton, C. (1972). *Women in policing*. Washington, D.C.: Police Foundation.
- Natarajan, M. (1996) Women police units in India: A new direction, *Police Studies*, 19(2), 63-76.
- Ott, E. M. (1989). Effects of the male-female ratio at work. *Psychology of Women Quarterly*, 13(1), 41-57.
- Pattanaik, J.K. (1996). Professional orientation and career aspiration of women police in Orissa: Some reflections on role conflict, a sociological analysis. (M.Phil. dissertation, Sambalpur University, 1996).
- Shamim, A. (1991). *Women police and social change*. New Delhi, India: Ashish Publishing House.
- Sherman, L.J. (1975). Evaluation of policewomen on patrol in a suburban police department. *Journal of Police Science and Administration*, 3(4), 434-438.
- Sutton, J. (1995). *Women in policing: A study of New South Wales Police*. Sydney: New South Wales Police Service.
- Young, M. (1991). *An inside job: Policing and police culture in Britain*. Oxford: Clarendon Press.



The International Police Executive Symposium (IPES) brings police researchers and practitioners together to facilitate cross-cultural, international and interdisciplinary exchanges for the enrichment of the policing profession. It encourages discussions and writing on challenging topics of contemporary importance through an array of initiatives including conferences and publications.

Founded in 1994 by Dilip K. Das, Ph.D., the IPES is a registered Not-For-Profit educational corporation. It is funded by the benefaction of institutional supporters and sponsors that host IPES events around the world.

Detailed information on IPES can be found at: www.IPES.info



The International Police Executive Symposium's major annual initiative is a four-day meeting on specific issues relevant to the policing profession. Past meeting themes have covered a broad range of topics from police education to corruption. Meetings are organized by the IPES in conjunction with sponsoring organizations in a host country. To date, meetings have been held in North America, Europe, and Asia.



Coginta is a Swiss-based registered NGO dedicated to democratic police reforms world-wide. Coginta collaborates with Governments, the United Nations and bilateral cooperation and development agencies. Information on current Coginta projects can be retrieved from its website: www.coginta.org.