

**Gender Friendliness**  
**Of**  
**Maharashtra Police**  
**For uniformed women officers**  
**(From constable to sub inspector)**



**Project report**  
**By**  
**Dr. MEERAN CHADHA BORWANKAR, IPS**

**Centre For Police Research Pune**  
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Head of Research

**Dr. Meeran Chadha Borwankar, IPS**

Research and Writing Team

**Yogita Todkar**

**Vishal Ghule**

**Mentor**

**Dr. Bhaskar R. Shejwal**

**Professor and Head of the Department,  
Department of Psychology,  
S.P. Pune University, Pune**

**Project**

**Sponsored by**

**Center for Police Research Pune**

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## **Research Perspective**

The research on Gender friendliness of Maharashtra Police originated from a discussion during the 6<sup>th</sup> National Conference of Women Police-2014 at Guhati where it was felt that police leadership has not responded adequately to the recommendations of bi- annual conferences of women in police. Most of the delegates were of the opinion that while a few steps had been initiated, a lot remains to be done. It was also felt that there is no scientifically developed scale with which to measure gender friendliness of police department for its own women work force.

The proposal to develop such a scale was very interesting and was presented before the research committee of Center for Police Research (CPR) at Pune. It was gratifying that the proposal was immediately accepted. The committee was of the opinion that Maharashtra being one of the first states to induct women in police and to reserve 30% seats for them should take up the task to study the status of women in police uniform.

Detailed discussions were held about the scope of research and its methodology with inputs from the research committee of the Center for Police Research, academicians and police officers. There was unanimity that to measure gender friendliness of Maharashtra police for its uniformed women officers a well-researched scale was essential. Thereafter it could be administered a definite sample consisting of women constables and sub inspectors with in five to ten years of service and working at police stations all over the state.

To design and develop a scale and to conduct a good quality research it was decided to avail of the services of the Department of Psychology, S. P. Pune University. Dr. Bhaskar R. Shejwal, Yogita Todkar & Vishal Ghule from Pune University thus joined the project.

The research on Gender friendliness of Maharashtra Police for its women officers has been sponsored by the Center for Police research, Pune. The research team would like to put on record the guidance it has received from Sh. A. V. Krishnan, Director Center for Police Research, Pune and the wholehearted support from officers of Maharashtra police.

Meeran Chadha Borwankar

# CHAPTER I

## WOMEN IN POLICE - AN OVERVIEW

### 1.1 International Scenario about Women in Police

“Countries with more gender equality have better economic growth. Companies with more women leaders perform better. Peace agreements that include women are more durable. Parliaments with more women enact more legislation on key social issues such as health, education, anti-discrimination, and child support. The evidence is clear: equality for women means progress for all.”<sup>1</sup>

UN Secretary-General Ban Ki-Moon

The statement by the Secretary General United Nations highlights the value addition by women if they are made partners in governance. It has also led to the exploration of the idea of gender friendliness in different areas of private and public sectors world over including in the police departments. Gender friendliness, defined in detail later in the study, broadly means respecting human rights of women and providing them an enriching environment for their wellbeing and development. It also signifies social justice for them as it includes gender respect and equality that enable them to reach their full potentials.

The concept of gender evolved significantly in the field of management and organizational psychology during the last century. Gender equality, human rights, liberty, sustainable development, and peace have of late become synonymous.

<sup>1</sup> Secretary-General's message for International Women's Day, New York, 8 March 2014, <http://www.un.org>

The journey to gender equality has however been slow with well-entrenched cultural, political, religious traditions putting up tough resistance.

Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) was adopted by the General Assembly vide resolution 34/180 of 18 December 1979 at United Nations. The convention determined to implement the principles set forth in the Declaration on the Elimination of Discrimination against Women and, for that purpose, to adopt the measures required for the elimination of such discrimination in all its forms and manifestations. It has 30 Articles dealing with steps that member nations need to undertake to eliminate gender discrimination. Latter has been defined as “any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, ....of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field”<sup>2</sup>.

The declaration on the ‘Elimination of Violence against Women’ by the United Nations General Assembly (1993) recognized “the urgent need for the universal application to women of the rights and principles with regard to equality, security, liberty, integrity, and dignity of all human beings”<sup>3</sup>. It noted that those rights and principles are included in the Universal Declaration of Human Rights. Gradually the issue of gender equality and respect has become an integral part of the Human Rights movement.

2 Convention on the Elimination of All Forms of Discrimination against Women accessed at <http://www.ohchr.org/Documents/ProfessionalInterest/cedaw.pdf>

3 48/104. Declaration on the Elimination of Violence against Women accessed at <http://www.un.org/documents>

All these efforts culminated in the Fourth World Conference on Women, in Beijing, China, in September 1995, with two weeks of debate on gender issues, exchange of information on good practices and sharing of experiences. More than 30,000 people also participated in parallel forum of non-governmental organizations.

The Beijing Declaration and Platform for Action (B.D. P.A.) was adopted by the Fourth World Conference on Women in 1995. United Nations General Assembly endorsed it in 1996. An unprecedented 189 countries committed themselves to the Beijing Platform of Action that has listed 12 critical areas of concern regarding gender equality and the empowerment of women and girls in the world. It was decided to “ensure the full implementation of the human rights of women and of the girl child as an inalienable, integral and indivisible part of all human rights and fundamental freedoms”<sup>4</sup>. Currently the international community is concentrating on a review of Beijing+20 i.e. how to implement the commitments made at CEDAW and Beijing. It is taking a stock of what women have achieved in different fields and the efforts that states have made to enable them to do so. Law enforcement is one such field.

Historically, Police departments world over have been exclusive male domains. Women entered Police only in 19th century for a few designated duties relating to women and children. Thus, their presence was extremely low and segregation within the department complete. Main streaming women, with all duties being assigned to them is a very recent phenomenon and till date confined mainly to developed countries or to a few developing ones. Their number is more in urban

4 Beijing Declarations and Platform for Action. Adopted at the Fourth World Conference on Women – 15 September 1995

conglomerates, though even small towns now have nominal presence of women police of different ranks. Gender equality and respect has thus been an issue with women in the traditionally male dominated police departments.

UNESCO's (2000) definition of gender equality is as below

“Gender equality means that the different behavior, aspirations, and needs of women and men are considered, valued, and favored equally. It does not mean that women and men have to become the same, but that their rights, responsibilities, and opportunities will not depend on whether they are born male or female. Gender equity means fairness of treatment for women and men, according to their respective needs. This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations, and opportunities” UNESCO (2000).

Thus, though gender inequality has been an international phenomenon, traditional societies had more apprehensions about the need for women in police, their suitability to work at odd hours and working environment of police stations/units. However, different studies on the issue have shown that police has a very heavy content of routine work and that women are equally capable of responding and handling street crime too. Gradually their presence in patrolling, responding to emergencies/disasters, traffic related duties is increasing. Time taken to mainstream women in policing has meant that they are inducted in nontraditional police fields only if they show willingness and aptitude strong enough for leadership to feel confident to entrust them with such work. In 5<sup>th</sup> Australasian Council of Women and Policing Conference “Women Leading Change”, 26-30 August 2007, Melbourne, Australia, it has been mentioned, “The role of women in the police has progressively evolved, but it is possible to distinguish three phases. In phase 1 women fulfilled a largely support role; in phase 2, a specialized

role and, most recently in phase 3, they aspired to an integrated role.”<sup>5</sup> The objective of police department therefore has to be to develop integrated role of women officers in the overall functioning of the organization. Bringing the attitude of gender friendliness will be one such psychosocial process that needs to be addressed and understood properly. This slow process has its critics but it is a fact that wherever leadership is not confident about the role of women police, they are confined to attending to the issues of women victims/complainant and children.

Notwithstanding the slow and unsatisfactory pace of recruiting women, training and retaining them, their presence in law enforcement is increasing internationally. Common Wealth Human Rights Institution last year released a report on women in police in Bangladesh, India, Maldives and Pakistan under the head ‘Rough Roads to Equality: Women Police in South Asia’, (2015), showing that the latest figures on women in police for Bangladesh are (4.63%), the Maldives (7.4%), India (6.11%) and Pakistan (0.94%); total average of about 5%.

Western countries have been able to successfully recruit more women in law enforcement. The figures for Sweden were 28.6%, Finland 14.3%, Denmark 12.9%, and Norway 20% (2008 figures). The highest levels were in Estonia at 33.9% followed by the Netherlands at 28.9%; the lowest was Romania at 10.4% and Luxembourg at 10.7%.<sup>6</sup> Rosemary L Barbered in her book ‘Women, Crime and

5 Dr. Mangai Natrajan, professor in the Dept. of Sociology at John Jay College of Criminal Justice in New York. in her address to 5th Australasian Council of Women and Policing Conference.

6 (Rough Roads to Equality : Women Police in South Asia, (Page 7) Commonwealth Human Rights Institution (CHRI) 2015

Criminal Justice' mentions that in 1993 women made up only 1% of police in UN Peace Keeping Missions, in 2012 they are 10% and UN aims to take it up to 20% soon.<sup>7</sup>

That women have an important role to play in policing is no longer doubted, especially as crime against women and children has gone up. Most countries including India have policies that such crime should preferably be investigated by women police. There have been studies that show that women victims and female visitors seeking police help have higher comfort level when they meet and interact with women police. A good mix of male and female police is considered healthy by civil society. The trend world over is thus to recruit and retain more women in Police.

While developing countries are mostly at the stage, where women in police are expected to handle only crime against women and children or issues related to them, many developed countries have taken a leap forward and diverse duties are being given to women. Besides human trafficking has of late gained humongous proportion and need for women investigators has been strongly felt internationally. At the same time, their need during disaster management, negotiations of different kinds, conflict resolution, cannot be overstated. With their participative, consultative style, they bring unique attributes to the erstwhile harsh, dominant male police work culture. Women in law enforcement are gradually becoming part of core policing and their contribution is being recognized and appreciated.

“In 1845, the first women to be hired by the New York City Police Department were called "matrons". In 1985, Penny Harrington of the Portland Oregon Police Department became the first female Chief of Police (in U.S.A.). The under-representation of women at all levels in the modern police agency

<sup>7</sup> 'Women, Crime and Criminal Justice: A Global Enquiry', (Page 198) By Rosemary L Barberet. Routledge. 2014



negatively impacts the culture and operational efficiency of law enforcement agencies throughout the country. Given the many difficult challenges facing modern agencies, the need to hire more women has never been more urgent.”<sup>8</sup>

Women police have travelled a long way from ‘matrons’ to smart and efficient law enforcers. Their no nonsense professional attitude to work has made myth of their projected soft image. They are seen patrolling on streets, operating airports, replying to distress calls and responding to riots with aplomb and in a business-like manner. The stereotype is gradually giving way to more realistic appreciation of their contribution to law enforcement.

Substantial evidence exists and it suggests that women are as able as men to carry out the physical demands of police work, especially when these demands are real demands of police work and not ‘idealized masculine ones’ that find their way into physical entrance tests.

Evidence also suggests that women are less likely than men to abuse their power, exhibit aggressive policing that attracts complaints of misconduct and engage in corruption (Dejong, 2013; Prenzler Fleming & King, 2010; Natrajan, 2008; Hemb, 2008). They are likely to have better verbal skills with which to diffuse conflict (Hemp, 2008).

Silvestri (2007) in a study that analyzed women police leaders in U.K. found that women leadership styles are likely to mirror transformative leadership (as opposed to transactional leadership, the main stay of police organizations) a very desirable condition for organizational change. In other words women leaders “demonstration of typically feminine attention to participation, consultation and

8 (www.policeone.com/police.../87017-Women-in-Law-Enforcement-accessed on 22nd August, 2015 Jon Felperin is Director of The Center for Law Enforcement Training based in Northridge)

inclusion translated into transforming police organizations into those where long term, innovative change can occur”<sup>9</sup>

Women police having been excluded from the ‘boys’ club’ also tried networking among themselves by forming groups, meeting at regular intervals, more so in the West. The International Association of Women Police was established in Los Angeles, California USA in 1915 as an international organization

“to provide professional development, mentoring, training, networking and recognition for female law enforcement officers and civilian support staff, as well as increase the numbers of women in policing”<sup>10</sup>. Now IAWP has members in more than 60 countries and has completed one hundred years. Having joined law enforcement, women have through various methods tried to enhance themselves professionally and find voice of their own. IAWP while working for the professional development of its members is also actively involved against human trafficking and violence against women. Their mission is “to strengthen, unite and raise the capacity of women in policing internationally”

Thus, world over there are attempts to recruit more women in law enforcement and to retain them. There are academic and operational researches to study work environment that is conducive for women contributing more to the previously male dominated culture of policing. There were legitimate past apprehensions that the old male culture shall probably suck in the female viewpoint; that latter being of special value needs to be nurtured and encouraged to improve policing to make it professional and compassionate. The task does not end with recruiting more women but in retaining them and giving them freedom to work

9 Women, Crime and Criminal Justice: “ A Global Enquiry, (Pages 194-195) By Rosemary L Barberet. Routledge 2014.”

10 Official web site of International Association of Women Police (IAWP)

and contribute. Gender discrimination in police culture needs to be eliminated and an equitable and just gender atmosphere be created. It has been a long and laborious process and there has been sustained interest in following the progress of women in law enforcement. It helps civil society, governments, police departments, and citizens to ensure fair representation of women in police and that they perform to their full potentials.

## **1.2 INDIAN SCENARIO**

Independent India during mid-twentieth century saw idealism at its peak and leaders of the freedom struggle pursued gender equality as one of their cherished dreams. The Constitution of India thus provides for equality of status and opportunity to all citizens in the country. The following provisions in the Constitution deal with gender equality-

Article 14: Equality before law and equal protection of laws to all. Thus in the eyes of Law gender is immaterial with all citizens of India being equal.

Article 15: Prohibition of discrimination on grounds of race, sex, etc. It deals with gender equality in an unambiguous term.

Article 16: Equality of opportunity in the matters of public employment

The following Directive Principles in the Constitution also specifically relate to gender equality;

1. Article 39(a). That the citizens, men and women, have equal right to an adequate means of livelihood.

Article 39(d). That there is an equal pay for equal work for both men and women.<sup>11</sup> Gender equality is thus enshrined in the Constitution of India. It also ‘unleashes the energy and productive capabilities of women’. Some of the countries where women are not equals, report worst human poverty as measured by ‘Human Poverty Index’. The Human Development Report published by the UNDP shows that, those countries, which rank low in “Gender Related Development Index” (GDI), perform low in overall human development. Every nation, including India, therefore, is striving to provide equality and feeling of security to its women for the overall welfare and development of the society.

The reality however is still far away from the ideal, and condition of women continues to be poor in both organized and unorganized sectors. Citizens in India, especially women have been very vocal about their fear of police and the difficulties they face while seeking help at police stations. This feeling of distrust is present across the country. Non-registration of crime, late registration, rude and curt response to citizens, poor detection, and low conviction rates are rampant. Recommendations of Police Commissions and different committees have not been able to ensure that law and order duties are separated from crime investigation. This has resulted in poor maintenance of law and order and low crime detection/conviction rates thereby causing dissatisfaction among citizens. Rapid urbanization and steady increase in crime has worsened the situation. As per National Crime Record Bureau (2013) report, there are 141 police personnel for

<sup>11</sup> The Constitution of India

every 100,000 population in India. In 2006, an analysis by the United Nations indicates an approximate median of 300 police officers per 100000 inhabitants <sup>12</sup>

The highest number of police men per one lakh population was reported in Manipur (1,020), followed by Mizoram (904) and Andaman and Nicobar Islands (811) while Dadar and Nagar Haveli (73) occupied the lowest number followed by Bihar (77), Uttar Pradesh (78) and West Bengal (102).<sup>13</sup> Maharashtra has 170 police persons per 1000.<sup>14</sup>

In 2014, a total of 7229193 cognizable crimes comprising of 2851563 Indian Penal Code (IPC) crimes, and 4377630 Special & Local Laws (SLL) crimes were reported. <sup>15</sup> The over worked, in-adequately trained law enforcing machinery is unable to cope with the increase in crime, issues of internal security and expectations of an ambitious forward-looking nation.

Female population feels that their plight is worse than their male counterparts when it comes to registration of crime, complaints and to dealing with police personnel. The IPC component of crimes against women has accounted around 95% of total crimes and around 5% were SLL crimes against women. <sup>16</sup>

<sup>12</sup> Twelfth conference of the United Nations on Crime Prevention, Page 19

<sup>13</sup> Crime In India 2013 published by NCRB, accessed at [www.ncrb.gov.in](http://www.ncrb.gov.in)

<sup>14</sup> Crime in Maharashtra 2013, published by State CID Crime, Maharashtra, Pune.

<sup>15</sup> Crime In India 2014 published by NCRB accessed at [www.ncrb.gov.in](http://www.ncrb.gov.in)

<sup>16</sup> Ibid

**Proportion of crime against women (IPC) towards total IPC crime  
And incidence of crime per one lakh of female population <sup>17</sup>**

**TABLE 5.1  
Incidence & Rate of Crime Committed Against Women During 2014**

| S. No                     | State/UT          | Incidence     | Percentage Contribution To All-India Total | Mid-year Projected Female Population + (in Lakhs) | Rate of Total Cognizable Crimes |
|---------------------------|-------------------|---------------|--|---|---------------------------------|
| (1)                       | (2)               | (3)           | (4)  | (5)   | (6)                             |
| <b>STATES:</b>            |                   |               |  |   |                                 |
| 1                         | Andhra Pradesh    | 16512         | 4.9  | 253.5*  | 65.1                            |
| 2                         | Arunachal Pradesh | 351           | 0.1  | 6.1   | 57.4                            |
| 3                         | Assam             | 19139         | 5.7  | 155.1   | 123.4                           |
| 4                         | Bihar             | 15383         | 4.6  | 492.2   | 31.3                            |
| 5                         | Chhattisgarh      | 6255          | 1.9  | 126.2   | 49.6                            |
| 6                         | Goa               | 488           | 0.1  | 9.1   | 53.9                            |
| 7                         | Gujarat           | 10837         | 3.2  | 291.4   | 37.2                            |
| 8                         | Haryana           | 8974          | 2.7  | 122.9   | 73.0                            |
| 9                         | Himachal Pradesh  | 1517          | 0.4  | 34.2  | 44.4                            |
| 10                        | Jammu & Kashmir   | 3321          | 1.0  | 58.3  | 57.0                            |
| 11                        | Jharkhand         | 5972          | 1.8  | 159.8   | 37.4                            |
| 12                        | Karnataka         | 13914         | 4.1  | 302.8   | 46.0                            |
| 13                        | Kerala            | 11380         | 3.4  | 180.7   | 63.0                            |
| 14                        | Madhya Pradesh    | 28678         | 8.5  | 363.2   | 79.0                            |
| 15                        | Maharashtra       | 26693         | 7.9  | 561.3   | 47.6                            |
| 16                        | Manipur           | 337           | 0.1  | 12.6  | 26.7                            |
| 17                        | Meghalaya         | 388           | 0.1  | 13.5  | 28.8                            |
| 18                        | Mizoram           | 258           | 0.1  | 5.1   | 51.0                            |
| 19                        | Nagaland          | 67            | 0.0  | 11.1  | 6.0                             |
| 20                        | Odisha            | 14606         | 4.3  | 207.5   | 70.4                            |
| 21                        | Punjab            | 5425          | 1.6  | 132.1   | 41.1                            |
| 22                        | Rajasthan         | 31151         | 9.2  | 340.9   | 91.4                            |
| 23                        | Sikkim            | 110           | 0.0  | 3.0   | 36.9                            |
| 24                        | Tamil Nadu        | 6325          | 1.9  | 342.9   | 18.4                            |
| 25                        | Telangana         | 14136         | 4.2  | 180.6*  | 78.3                            |
| 26                        | Tripura           | 1615          | 0.5  | 18.4  | 88.0                            |
| 27                        | Uttar Pradesh     | 38467         | 11.4                                       | 1004.8  | 38.3                            |
| 28                        | Uttarakhand       | 1395          | 0.4  | 51.0  | 27.4                            |
| 29                        | West Bengal       | 38299         | 11.3                                       | 448.4   | 85.4                            |
| <b>TOTAL STATE(S)</b>     |                   | <b>321993</b> | <b>95.3</b>                                | <b>5888.3</b>                                     | <b>54.7</b>                     |
| <b>UNION TERRITORIES:</b> |                   |               |  |   |                                 |
| 30                        | A & N Islands     | 115           | 0.0  | 2.6   | 44.2                            |
| 31                        | Chandigarh        | 432           | 0.1  | 6.9   | 62.3                            |
| 32                        | D&N Haveli        | 21            | 0.0  | 1.9   | 11.1                            |
| 33                        | Daman & Diu       | 15            | 0.0  | 1.0   | 14.6                            |
| 34                        | Delhi UT          | 15265         | 4.5  | 90.3  | 169.1                           |
| 35                        | Lakshadweep       | 4             | 0.0  | 0.4   | 10.0                            |
| 36                        | Puducherry        | 77            | 0.0  | 7.3   | 10.6                            |
| <b>TOTAL UT(S)</b>        |                   | <b>15929</b>  | <b>4.7</b>                                 | <b>110.4</b>                                      | <b>144.3</b>                    |
| <b>TOTAL ALL INDIA</b>    |                   | <b>337922</b> | <b>100.0</b>                               | <b>5998.7</b>                                     | <b>56.3</b>                     |

Source: “+” RGI/Census Commissioner, MHA

Note: Rate of Total Cog. Crime=(Incidences of Crimes against Women/Female Population) x 100000 i.e., incidence of Crime per one lakh of Female Population

Note: (\*) Adjusted Figures of Population were used due to absence of projected population for newly created states namely ‘Telangana’ and ‘Andhra Pradesh’ Crime Against Women consists of crime heads namely Rape, Attempt to Commit Rape, Kidnapping & Abduction of Women, Dowry Deaths, Assault on Women with intent to Outrage her Modesty, Insult to Modesty, Insult to Modesty of Women, Cruelty by Husband or his Relatives, Importation of Girls from Foreign Country, Abetment of Suicides of Women (Sec300IPCI), Dowry Prohibition Act, Indecent Representation of Women (P) Act, Commissioner of Sati (P) Act, Protection of Women from Domestic

<sup>17</sup> Crime In India 2013, National Crime Record Bureau accessed at [www.ncrb.gov.in](http://www.ncrb.gov.in)

A total of 3,37,922 cases of crime against women (both under various sections of IPC and SLL) were reported in the country during the year 2014 as compared to 3,09,546 in the year 2013, thus showing an increase of 9.2% during the year 2014. These crimes have continuously increased during 2010 - 2014 with 2, 13,585 cases reported in 2010, which increased to 2, 28,649 cases in 2011, which further increased to 2,44,270 cases in 2012 and 3,09,546 cases in 2013. In 2014, a total of 3, 37,922 such cases were reported. Uttar Pradesh has reported nearly 11.4% of total crimes committed against women and West Bengal 11.3% of total cases of crimes reported against women in the country.<sup>18</sup> (Crime against women table attached below)

Crime against women is thus showing a consistent rise in the country. It mainly consists of crime heads like-rape, attempt to commit rape, kidnapping and abduction of Women, dowry deaths, assault on women with intent to outrage their modesty, cruelty by husband or his relatives, importation of girls from foreign country, abetment of suicides of women (Sec 306 IPC), cases under Dowry Prohibition Act, Indecent Representation of Women (P) Act, Protection of Women from Domestic Violence Act and Immoral Traffic (P) Act. Uttar Pradesh, West Bengal, Madhya Pradesh, and Maharashtra are higher in reporting crime against women compared to other states.

As per NCRB figures during 2014 the crime rate under crimes against women was reported as 56.3 during the year. Delhi UT has reported the highest crime rate (169.1) compared to 56.3 at all India level during the year 2014, followed by

<sup>18</sup> Crime In India 2014, National Crime Record Bureau accessed at [www.ncrb.gov.in](http://www.ncrb.gov.in)

Assam (123.4), Rajasthan (91.4), Tripura (88.0), West Bengal (85.4), Madhya Pradesh (79.0) and Telangana (78.3).

Only 21.3% offences against women are convicted, around 78% are pending trial in courts. The highest rate of 23.9 rapes per lakh population was reported from Delhi city followed by Kota at 21.2 as compared to 7.5 average crime rate in mega cities during 2014.<sup>19</sup>

Increasing crime by children/juveniles too is a cause of serious concern as also crime against children.

Crime against women, as per government directions, has to be investigated by women police officers. It is true for offences against children too.

79758 cases were reported against children during 2014 as against 58,224 reported during 2013 and 38,172 cases during 2012. Some IPC crimes against children have shown a substantial increase e.g. kidnapping & abduction, procuring of minor girls, abetment to suicide, and rape. Uttar Pradesh accounts for maximum of total crimes committed against children reported in the country. Madhya Pradesh, Delhi, and Maharashtra also have high rate of crime against children. As per NCRB data, 86.1% cases of crime against children are still pending trial in different court.<sup>20</sup>

Women police officers led most of these investigations or formed part of investigating teams. There is thus a definite need to improve training of women officers to improve the conviction rate of offences against women and children.

<sup>19</sup> ibid

<sup>20</sup> Crime In India 2014 published by National Crime Record Bureau. TABLE 6.4, accessed at [www.ncrb.gov.in](http://www.ncrb.gov.in).



**TABLE 10.1**  
**Incidence and Rate of Juveniles In Conflict With The Law under IPC During 2004-2014**

| S.No.        | Year | Incidence of                                |                         | Percentage Of Cases of Juveniles in Conflict with the Law to Total Cognizable Crimes | Mid-Year Projected Population (in Lakhs)+ # | Rate of Crime Under Cases of Juveniles in Conflict With Law |
|--------------|------|---|-------------------------|--|---|---|
|              |      | Cases of Juveniles in Conflict with the Law | Total Cognizable Crimes |  |   |   |
| (1)          | (2)  | (3)   | (4)                     | (5)  | (6)   | (7)   |
| <b>YEAR:</b> |      |   |                         |  |   |   |
| 1            | 2004 | 19229                                       | 1832015                 | 1.0  | 10856                                       | 1.8   |
| 2            | 2005 | 18939                                       | 1822602                 | 1.0  | 11028                                       | 1.7   |
| 3            | 2006 | 21088                                       | 1878293                 | 1.1  | 11198                                       | 1.9   |
| 4            | 2007 | 22865                                       | 1989673                 | 1.1  | 11366                                       | 2.0   |
| 5            | 2008 | 24535                                       | 2093379                 | 1.2  | 11531                                       | 2.1   |
| 6            | 2009 | 23926                                       | 2121345                 | 1.1  | 11694                                       | 2.0   |
| 7            | 2010 | 22740                                       | 2224831                 | 1.0  | 11858                                       | 1.9   |
| 8            | 2011 | 25125                                       | 2325575                 | 1.1  | 12102                                       | 2.1   |
| 9            | 2012 | 27936                                       | 2387188                 | 1.2  | 12134                                       | 2.3   |
| 10           | 2013 | 31725                                       | 2647722                 | 1.2  | 12288                                       | 2.6   |
| 11           | 2014 | 33526                                       | 2851563                 | 1.2  | 12440                                       | 2.7   |

TABLE 10.1 - Page: 1 of 1

\*\* Source: Registrar General/Population Commissioner, RGI, MHA  
 \*# Actual Population as per the Population Census

Recent data published by BPR&D shows that on 01-10-2014 the total actual strength of Women in Police in India is 1,05325. It increased by 7807 compared to last year. Maharashtra has the highest number of policewomen i.e. 17957, followed by Tamil Nadu with 13,842. Total number of women Police in Central Armed Police Forces is 18,394 with highest number of 5,896 in the CISF followed by 5,857 in the CRPF. Number of women in Police has increased by over two times during the last 12 years and the pace of increase is being maintained.<sup>21</sup>

To the credit of Government and police departments of different states, attempts have been made to address the issue of crime against women/children and women in police. There have been significant changes in the Criminal Procedure Code, Indian Penal Code and Indian Evidence Act with reference to registration and investigation of offences against women. As mentioned above, complaints and cases involving women/children as victims have to be investigated by women officers. Laws against rape, molestation have been changed substantially. Gender empowerment has been the theme of governance for more than a decade now, though its percolation down at the field level has not been satisfactory. Training programmes and sensitization workshops for police, structured interaction with civil society, media, opinion makers, community policing efforts involving women, senior citizens and students, have been prominent initiatives of most state police organizations. Most of them have realigned their basic training courses to make police personnel responsive to the needs of different stratas of society with emphasis on human rights, due process of law and rule of law. In fact, the police department is said to be giving maximum punishment to its staff for lapses in duty including for their alleged harassment of citizens. The problem however continues unabated, thus requiring systemic changes to overhaul its basic functioning.

One such systemic change has been induction of more women in police. The assumption being that it shall make the department more humane, and sensitive to the needs of women/children complainants/victims. In June 2014, Gujarat state had announced 33% reservation for women in Police and on 20<sup>th</sup> March 2015, Government of India has decided to have 33% reservation for women in police departments of all union territories.

As per the Bureau of Police Research and Development, there are 518 Womens' Police Stations in India, with the highest 199 in Tamil Nadu, followed by 71 in Uttar Pradesh. There is a strong debate whether all women police stations meet the need of women complainant/victims. Common Wealth Human Rights Initiative (CHRI) in their recently published report have said that, "There are obvious benefits in women's' police stations in terms of providing a safe environment for female victims or complainants, but their cost benefit and feasibility must be determined against women's' helpdesks in police stations, particularly in the light of the number of women police and resources required. Women officers posted there are not gaining adequate exposure to, or experience of the gamut of police work, and are being siloed into posts that will have an overall negative impact on their opportunities for career progression. These are several negative consequences for women in policing as a whole." To achieve the organizational and the national objective of equality for women and progress for all, mainstreaming of women police in all diverse police duties is essential. This will increase their confidence in their own abilities.

Participation of women police in diverse police duties is the long-term solution for making full use of their potentials than assigning them limited tasks and separate police stations. Latter is doing injustice to women in police as well as to female complainants who may be expected to go to police stations ten/twenty kms

away as the regular nearby police stations may not be authorized or trained to investigate crime against women.

21 Bureau of Police Research and Development, Data on Police Orgnaization 2014 accessed at [www.bprd.gov.in](http://www.bprd.gov.in)

### **1.3 WOMEN IN MAHARASHTRA POLICE**

Initially women in Maharashtra Police were recruited and assigned to specific tasks. Their recruitment was at district levels and they underwent four months basic training at their respective district headquarters. Maharashtra Police Manual Part 1 mentions their duties as below

1. To trace missing women,
2. To be at railway stations for taking complaints of women passengers and for their convenience
3. To search and arrest women accused
4. To carry out duties regarding children/juveniles
5. To keep vigil at places of worship and entertainment etc.

There was a total segregation of men and women police officers. Training of women officers was as per the Acts and Rules governing the above duties. Their uniform was different, mostly sarees. Few in number, their ambitions and aspirations too were limited. Their role and interaction was confined within the district with rare duties across the state that brought them together. Inter-state travel or duties were unheard off.

Women in Maharashtra Police have been inducted on a large scale after introduction of 30% reservation for women vide Government of Maharashtra Resolution 1093 P.C. 366/C-2 dt. 22<sup>nd</sup> June 1994. Crime in Maharashtra (2013) published by Maharashtra State CID shows the total strength of women police as 20193 for the state i.e. 10.59% of total sanctioned strength during the year 2013. Ratio of women police officers to women police was 1:15. The total population of the state as per Crime in Maharashtra, (2013) is 1162.69 lakh while number of police persons was 197526. Ratio of Police to one lakh population is 170.

Around 11% women in police has meant an organizational and cultural change of a very high magnitude for Maharashtra Police, considering that till now the Police departments in India as well as internationally have been male dominated. Entry of women in the department is only the first step in pursuing the functional effectiveness of police organization. A positive and encouraging work atmosphere has to be created for them. They have to be trained and developed professionally to investigate crime, attend to different kind of cases e.g. cognizable & non-cognizable, accidental death cases, application enquiries, routine police station/ traffic/ patrolling duties/different kind of emergencies/road accidents etc. Special training is required for responding to distress calls and law and order issues. Their contribution to the job and to the organization has to be encouraged, monitored, and systematically analyzed for value addition.

In 2013, Maharashtra accounted for 8.9% of total IPC crime reported in the country closely followed by Madhya Pradesh and Uttar Pradesh (8.6% each), Andhra Pradesh (8.2%), and Tamil Nadu (7.7%).<sup>22</sup>

Besides increase in general crime, the gender environment in the country too is changing e.g. in December 2013, The Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act, 2013 was enacted by the Parliament. It defines sexual harassment at the work place and creates a mechanism for redressal of complaints. Every organization with 10 or more employees is required to constitute an Internal Complaints Committee, which has the powers of a civil court. The enquiry by the committee has to be confidential and be completed within 90 days. There is a penalty for non-compliance of the Act. There is a need to study whether various

22 Crime In India (Page 16) NCRB 2013

changes and enactments of Law have made real time difference in the lives of women. Are they more productive and confident? Are they being given equal salary/wages for work? Do they feel more secure and happy? Academicians have studied some aspects of the changing gender environment in the country and there is need for practitioners to join in.

The current research has not studied the issue of sexual harassment at work place but concentrated on the broader aspect of gender friendliness as a subculture of police culture. Instead of measuring gender discrimination or harassment, a different approach has been taken considering that the state of Maharashtra has long accepted women in police and has an affirmative policy/reservation for women for last twenty one years. Political leadership has been particularly progressive in signaling place for women in all fields including police. Historically as well as culturally, too women in Maharashtra have taken strong position and participated in all political movements. Savitri Bai Phule, Ramabai Ranade, Mrinal Gore, Ahilya Rangnekar, Vidya Bal, to name a few.

Presence of women in police has slowly been accepted in the state; their visibility is particularly high in Mumbai and other big towns. They are perceived to have travelled some distance from initial resistance to their acceptance by male colleagues and from discrimination to a relatively gender friendly space. The present study is an attempt to understand and find answer to the following research questions. Whether a police station has become a gender friendly space? Being highly male dominated, has the police profession accepted gender-neutral police leadership profile? Has the increased number of women added to their comfort level at police stations and ease to work with citizens/colleagues/juniors/seniors?

In Maharashtra Police there are different physical standards for men and women for recruitment at constable level. While minimum height requirement for men is 165 cms, for females it is 155cms. Men have requirement of minimum 79” chest while there is no such condition for women. Both have to be minimum 12<sup>th</sup> standard pass. Long run, short run, shot put (of lesser weight for women) and long jump are common for both men and women. Male candidates also have ‘pull ups’ but women candidates are not tested for the same.

Each district head quarter conducts its own recruitment and there is common written entrance test for both genders. (Government resolution concerning recruitment of women in police is attached at the end of the study) Common merit list for male and female candidates is drawn and the selection is based on merit and reservations; women having 30% seats reserved for them.

For recruitment at the level of Sub Inspectors and Dy.S.Ps, Maharashtra State Public Service Commission (MPSC) conducts the common entrance exam. Minimum educational qualification for men and women is graduation. Officers of the Indian Police Service are inducted by common entrance by the Union Public Service Commission (UPSC) and officers are allotted to the state of Maharashtra. There is no reservation for women in the Indian Police Service. However, in UPSC and MPSC female candidates have lesser height requirements compared to male candidates.

There are 10 Police Training Centers (PTCs) in Maharashtra for training of constables. Men and women are trained separately. Currently Nagpur, Turchi and Khanadala are being used to train women constables. However, Maharashtra Police Academy (MPA) Nashik trains male and female officers together. They are Sub-Inspectors, Dy. S.Ps. & the officers of Indian Police Service allotted to state. Latter are initially trained at the S.V.P. National Police



Academy, Hyderabad. Promotions in different ranks of Maharashtra Police are based on common list for both genders.

The present study concentrates on young women officers of the rank of constable to sub-inspectors with five (5) to ten (10) years of service working in police stations. It has not studied women police working in specialized units like traffic, armed divisions, and wireless office etc. It is an attempt to study their perception about their job, its content, work environment, treatment by juniors/peer group/seniors on the job and support for their career development in police stations. They are the internal customers of the department and being late in induction may have specific needs for professional growth. By understanding the perception of women police about their working environment, the department can plug the loopholes and formulate gender friendly policies for future. Though, the study is Maharashtra state specific, it has national ramifications and can lead to concrete steps to improve the working condition of women in police all over India. Findings of the study will serve as guidelines for creating gender friendly atmosphere in the police department. Appropriate recommendations have been made in the last chapter.

This study thus focuses on understanding the internal gender environment of Maharashtra Police and the scenario at police station level. It is fresh in its approach and is perhaps the first ever effort to examine gender space within the precincts of the basic and most significant unit of police.

## **CHAPTER II**

### **METHODOLOGY**

#### **The Study**

The concept of Gender friendliness is relatively new and there has not been any significant study on the issue. There have been research on gender discrimination, gender in-equality and harassment at work place but a wholesome study going beyond the negatives has perhaps not been conducted. Gender friendliness as a concept includes attitudes and practices, positives and negatives and is therefore broader in its range.

In the instant study, an effort has been made to establish a conceptual framework for defining 'Gender Friendliness'. The most important work in this regard has been to find out various factors, which constitute 'gender friendliness'. Definitions however, may differ from study to study.

#### **Meaning and definition of Gender Friendliness**

For the purpose of the study, initially two meetings were held to define gender friendliness. Three women sub inspectors and nine women constables from Pune Police took part in the discussions. After detailed deliberations, gender friendliness came to be defined as consisting of following four components

1. Gender Friendly Work environment
2. Gender Respect
3. Gender Equality
4. Co-operation amongst male & female police officers

A gender friendly organization provides suitable physical infrastructure and work environment for women. It respects and treats its work force equally irrespective of their gender and there is cooperation between male and female workers. The detailed methodology used for measuring gender friendliness and preparation of the scale have been described later in the paper.

### **Objectives of the study**

- This is an exploratory study. Its main objective was to study the satisfaction level of women police officers of the state of Maharashtra with their work environment and work culture at the police station level.
- The study has also prepared a scale that could be universally applicable to police organizations of other states/countries too.

### **Hypothesis**

Maharashtra being a progressive state took the bold step to be one of the first states in the country to introduce women in police and to reserve seats for them up to 30% during 1994.

The hypothesis of the instant research is that having inducted women in police, the department must have made efforts to provide a comfortable work environment and culture for its women employees. Being internal customers of the department and relatively new to it, the study explores women police officers' satisfaction levels at work place i.e. Police Stations of the state Maharashtra.

Another assumption of the current study is that if Maharashtra Police is gender friendly to its women officers, it shall make best use of their talent. Women officers shall be motivated to perform in an atmosphere conducive to their sense of comfort and well-being. They will carry out all duties sincerely and add value to

the working of the department, enriching the police culture with their own unique qualities. The research thus studies the motivation level of women officers with five to ten years of service and working at police stations.

On a broader perspective, an organization that treats its women well shall logically be sensitive to the needs of women who approach police in distress. Making full use of the potentials of its women employees, police department shall have an edge in prevention and detection of crime especially against women and children.

Peter Horne, Ph.D., Professor, Mercer County Community College, Trenton, New Jersey in his article ‘Policewomen: Their First Century and the New Era’ has advocated for more women in police, precisely for this reason. He says “Increasing the number of women in policing at all ranks and in all operational capacities would improve the handling of domestic violence and sexual assault cases. It would also encourage female victims of violence to report such incidents to the police because they will be more confident that their pleas for help will be treated seriously.”<sup>23</sup>

However the instant study has focused only on the first hypothesis and explored the working condition of women police at the level of police stations in Maharashtra. The impact of a comfortable and motivated women work force on their performance in police stations has not been studied.

### **Pilot Study: Sample selection**

After a detailed discussion, it was decided that the study should concentrate on gender friendliness at the lower rung of police hierarchy as senior women officers are able to assert themselves. Besides being small in number, studying them shall not reflect the ground reality. Accordingly, women constables and sub-inspectors working at police stations formed the universe of the study and specialized units e.g. traffic, wireless, crime branches, preventive units etc. were not covered.

<sup>23</sup> The Police Chief, Sep 2015 accessed on <http://www.policechiefmagazine.org/> on 29<sup>th</sup> sep 2015

As per Law constables are police officers. Therefore, the current study has selected women officers of the rank of constable and sub-inspectors as its participants. The sample was to be within five to ten years of service as it was felt that the older women officers may have fewer expectations from the police department. Besides, they would have probably got reconciled to the police culture. Sample of officers with 5-10 years of service would have had reasonable experience of the working in the department and enough maturity to appreciate/analyze its gender friendliness as defined above. The study covered both rural and urban police.

### **Methodology for the study**

To gain information about the gender friendliness in police department, for their uniformed women officers, a five-stage data collection procedure was followed.

- 1) Interview with sample group
- 2) Focus group discussions
- 3) Pilot-testing
- 4) Main survey
- 5) Interview of a sample group of senior police officials

Policy makers' perception about gender friendliness in the department was obtained through discussions with them at different intervals. A thorough review of literature from various sources such as journals, books, internet etc. was undertaken. The concept of gender discrimination has been used in social psychology. As the current study is on gender friendliness, information gathered from different sources was applied for studying the same in police department.

## **Interview**

At the first stage, women police officers (PSIs) were interviewed in detail. Three women officers (PSIs) who had work experience of more than 5 years each and had worked at various places of the state participated in semi-structural interviews. The Qualitative information needed for construction of a scale specifically writing of scale items was worked out. Information obtained from the interviews was found to be very useful.

## **Focus group**

At second stage of information collection, a group of nine women constables who had work experience of five to ten years each was called and focus group interviews and group discussions were conducted. A Qualitative analysis of the transcript of the interview and discussion were undertaken. A rich source of information was organized in the form of focus group interview transcripts. These transcripts were reviewed for common themes and these commonalities served as the basis for initial items-set of questionnaire. Various dimensions were repeatedly reported by women police officer/constables concerning work environmental and organizational factors e.g. job timing, shifts, work-family balance, gender in-equality, respect, co-operation, inadequate facilities like washrooms, changing rooms, lack of cooperation for women officers, discrimination, gender respect etc.

Based on the information collected, first draft of the gender friendliness scale was developed. Initially, 59 items were generated. All the items in this scale were

written in such a way that they are simple, clear, and relevant. Proper care was taken to ensure that questions are not doubled barreled. Positive and negatively worded items were shuffled in the scale. After an expert review, some of the items based on their suggestions were modified and some unsuitable items were removed. In this process of the second draft of the items, two items were deleted. After another detailed discussion with the experts in psychology and police department; 9 item measuring social desirability were added to the third draft of the questionnaire to study whether social desirability has any influence on responding to the questionnaire. During the fourth draft of the scale, two repeated items were removed. 55 items of the scale and 9 items of the lie scale were put together and a 64 items pilot testing version of the scale was prepared. This was a very crucial phase of the research project.

## **CHAPTER III**

### **PILOT STUDY RESULTS AND DISCUSSION**

Initially pilot study was not envisaged in the original proposal however, later it was considered essential to check reliability and validity of the questionnaire designed to measure gender friendliness. Therefore, 200 Questionnaires were prepared; 103 women police constables from Pune city, and 97 women constable from Pune rural district police were administered the same. The questionnaire was in Marathi, this being the native language of women officers in the state.

Women constables who have work experience of more than five years up to ten years were selected for the pilot study. 174 respondents (out of 200) filled and returned the questionnaires. Due care has been taken to keep confidentiality of the responders. Questionnaires were mailed to the respective police stations, where participants according to the criteria were posted. The questionnaire did not ask for the name of the respondent; only age, education, work experience, and marital status were asked for as demographic details. Need and importance of the study were properly explained, through written instructions on the questionnaire.

As mentioned in the earlier chapter the ‘Gender Friendliness Scale’ consisted of 64 items in that 55 items are to measure gender friendliness and nine items are to measure social desirability. All the items can be scored by five point likers’ scale, i.e. SD = Strongly Disagree to SA= Strongly Agree. Scores assigned to these responses ranged from 1 = SD to 5 = SA. The higher the score on the scale the higher will be the gender friendliness. Some of the items were reverse scored.



## **Data Analysis**

To check the psychometric properties of the test, standardization process was followed. Item analysis, validity, reliability, and factor analysis were completed on the data.

### **Item analysis**

Item analysis was done by using item-total correlation for 55 items. Initially, there were 64 items in the scale; subsequently 9 items belonging to social desirability were deleted, as no correlation was found with the item total. From the remaining 55 items, again six items, (item numbers 11, 23, 30, 31, 49, 54) were deleted based on the criteria applied to item analysis, i.e., if the item-total correlation is less than 0.30, such items need to be removed. All the items between the ranges of 0.30 to 0.60 are included in the scale. Appendix 3 shows the item-total correlation with means and SD (refer Appendix 3).

### **Validity**

To test the validity of the scale, content validity, internal consistency and factor validity were tested. Content validity refers to the extent to which the scale measures the intended concepts with the items used in the scale. To study the content validity, items of the scale were given to the experts from the field of psychology. It was also given to a group of constables and a few senior police officers to judge the content, relevance, and clarity of the items. According to their suggestions, some items were realigned and restructuring was done. The scale was again given to the experts and they were asked to judge the instrument for its content validity.

### **Internal consistency**

Internal consistency is one of the methods of reliability. It ensures the homogeneity of the scale items. It explains that all the items involved in the scale contribute to the concept under the measurement. According to Anastasi (1997)<sup>24</sup> method of internal consistency is useful to examine the validity of certain tests of personality domain. Important feature of this method is that the criterion is none other than the total score on the test itself. This method is used under the criterion identification procedure of validity. The scale items were found internally consistent as all the items showed high item total correlation.

### **Reliability**

The reliability of the scale was checked with Cronbach's alpha coefficient. The coefficient was found to be 0.93 for the scale. The entire reliability estimate was acceptable.

### **Factor analysis**

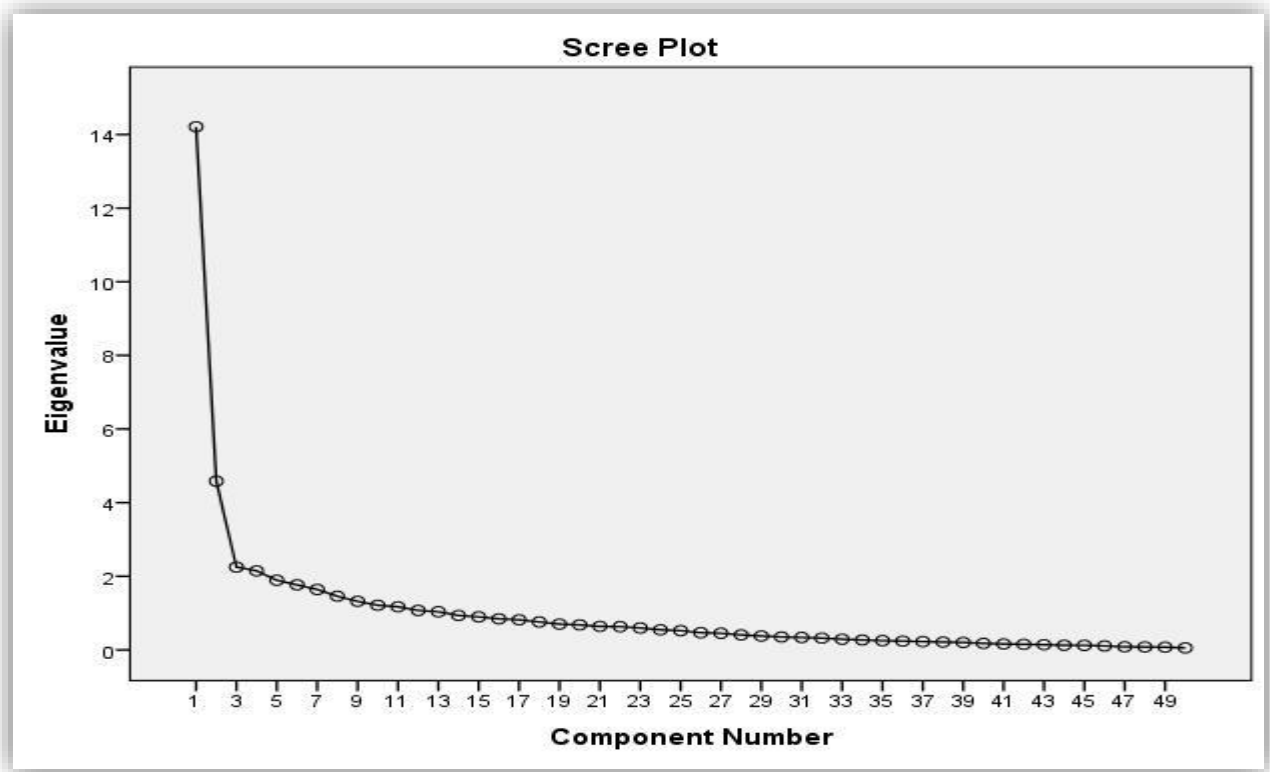
Based on the concept of Gender Friendliness, some major dimensions were targeted while writing the items as their number was large. An attempt has been made to consider all of them. Factor analysis is used to test validity, to find out underlying factor structure and to reduce the number of items included in the scale. Total four factors were extracted after rotating factor loadings, using varimax rotation from orthogonal rotation method. Selected factors explained 50% of variance. The factors were named after sorting the items according to factor loadings. Thus the outcome of factor analysis showed four factors, namely work environment, gender respect, gender equality, and co-operation from male colleagues. Although many dimensions were included, the commonality and

overlapping nature of those were combined together and four factors were named accordingly. An exploratory factor analysis was undertaken with SPSS version 20.00 to examine the construct validity by using principal component method for extraction of the factors. The varimax rotation with Kaiser Normalization as rotation method was used and factor with Eigen values greater than one were retained (Hair, Anderson, Tatham, and Black, 2003)<sup>25</sup>. Factors were merged and factor loading of items greater than 0.30 were retained. While labeling the factors, four items were retained and two items were removed. The appendix-4 shows the factor component matrix and figure no. 1 shows the Scree plot. Factor analysis provided evidence for the stability of the items and the underlying construct. After analysis, the final draft of the scale consists of 57 items. (See Appendix 1)

## **Discussion**

One of the main objectives of the present study was to develop a scale to assess the perceived gender friendliness of police department among women police officers. The pilot study was expected to help in improving the quality of the main study.

Gender friendliness scale demonstrated significant psychometric properties with the help of item-analysis, internal consistency and validity. This scale proved content as well as construct and criterion validity. With the help of lie scale, we have controlled the social desirability. Reliability of the scale is more than sufficient and infact it shows significant reliability. Similarly, factor analysis helped to validate the instrument and to prove theoretical stability to the concept of gender friendliness.



**Figure no. 1 showing the scree plot**

## **NORMATIVE INTERPRETATION**

Based on the responses of the pilot testing on the Gender Friendliness Scale (GFS) norms were developed. For this, quartiles and percentile norms were used. Following tables and graphs will explain the normative interpretation in brief. Scale scores are grouped in 4 percentiles i.e. 25<sup>th</sup>, 50<sup>th</sup>, 75<sup>th</sup> and 100<sup>th</sup> percentile. The higher the score the higher is the gender friendliness. This direction is applicable to all the factors. Hence, scores below 25<sup>th</sup> percentile are not at all gender friendly; scores ranged between 25<sup>th</sup> to 50<sup>th</sup> percentiles are average on gender friendliness, scores between 50<sup>th</sup> to 75<sup>th</sup> percentiles are high on gender friendliness, and scores above 75<sup>th</sup> percentile are very high on gender friendliness.

**Table 1: Factor-wise normative descriptive statistics**

| Statistics         |     |                  |                |                 |             |
|--------------------|-----|------------------|----------------|-----------------|-------------|
|                    |     | Work Environment | Gender Respect | Gender Equality | Cooperation |
| Mean               |     | 40.11            | 31.26          | 16.59           | 9.45        |
| Std. Error of Mean |     | 1.350            | 1.000          | .584            | .331        |
| Median             |     | 38.00            | 32.00          | 16.00           | 9.00        |
| Mode               |     | 42               | 25             | 28              | 8           |
| Std. Deviation     |     | 17.809           | 13.190         | 7.697           | 4.362       |
| Percentiles        | 25  | 28.00            | 23.00          | 11.00           | 6.00        |
|                    | 50  | 38.00            | 32.00          | 16.00           | 9.00        |
|                    | 75  | 52.00            | 39.00          | 23.25           | 13.00       |
|                    | 100 | 84.00            | 73.00          | 32.00           | 20.00       |

**Table 2: Percentile scores for all four factors of Gender Friendliness**

| Percentile | Interpretation | Work environment | Gender Respect | Gender Equality | Cooperation |
|------------|----------------|------------------|----------------|-----------------|-------------|
| 25         | Low            | 28               | 23             | 11              | 6           |
| 50         | Average        | 38               | 32             | 16              | 9           |
| 75         | High           | 52               | 39             | 23              | 13          |
| 100        | Very high      | 84               | 73             | 32              | 20          |

**Table 3: No of cases under each quartile of the ‘work environment’ factor of Gender Friendliness**

| <b>WORK ENVIORNMENT</b> |                         |                     |                   |
|-------------------------|-------------------------|---------------------|-------------------|
| <b>Interpretation</b>   | <b>Percentile Score</b> | <b>No. of Cases</b> | <b>% of cases</b> |
| <b>LOW</b>              | 28                      | 42                  | <b>24</b>         |
| <b>AVERAGE</b>          | 38                      | 42                  | <b>24</b>         |
| <b>HIGH</b>             | 52                      | 44                  | <b>25</b>         |
| <b>VERY HIGH</b>        | 84                      | 46                  | <b>26</b>         |
| <b>TOTAL</b>            |                         | <b>174</b>          | <b>100</b>        |

**Table 4: Number of cases under each quartile of ‘Gender Respect’ factor of Gender Friendliness**

| <b>Gender Respect</b> |                          |                     |                   |
|-----------------------|--------------------------|---------------------|-------------------|
| <b>Interpretation</b> | <b>Percentile Scores</b> | <b>No. of Cases</b> | <b>% of cases</b> |
| <b>LOW</b>            | 23                       | 44                  | <b>25</b>         |
| <b>AVERAGE</b>        | 32                       | 40                  | <b>23</b>         |
| <b>HIGH</b>           | 39                       | 48                  | <b>28</b>         |
| <b>VERY HIGH</b>      | 73                       | 42                  | <b>24</b>         |
| <b>TOTAL</b>          |                          | <b>174</b>          | <b>100</b>        |

**Table 5: Number of cases under each quartile of the ‘Gender Equality’ factor of Gender Friendliness**

| <b>Gender Respect</b> |                          |                     |                   |
|-----------------------|--------------------------|---------------------|-------------------|
| <b>Interpretation</b> | <b>Percentile Scores</b> | <b>No. of Cases</b> | <b>% of cases</b> |
| <b>LOW</b>            | 11                       | 41                  | <b>24</b>         |
| <b>AVERAGE</b>        | 16                       | 45                  | <b>26</b>         |
| <b>HIGH</b>           | 24                       | 41                  | <b>24</b>         |
| <b>VERY HIGH</b>      | 32                       | 47                  | <b>27</b>         |
| <b>TOTAL</b>          |                          | <b>174</b>          | <b>100</b>        |

**Table 6: Number of cases under each quartile of ‘Cooperation factor’ of Gender Friendliness**

| <b>Gender Respect</b> |                          |                     |                   |
|-----------------------|--------------------------|---------------------|-------------------|
| <b>Interpretation</b> | <b>Percentile Scores</b> | <b>No. of Cases</b> | <b>% of cases</b> |
| <b>LOW</b>            | 6                        | 32                  | <b>24</b>         |
| <b>AVERAGE</b>        | 9                        | 48                  | <b>26</b>         |
| <b>HIGH</b>           | 13                       | 45                  | <b>24</b>         |
| <b>VERY HIGH</b>      | 20                       | 49                  | <b>27</b>         |
| <b>TOTAL</b>          |                          | <b>174</b>          | <b>100</b>        |

In the table 1, percentile scores and the interpretation of those scores have been reported, according to the factors extracted from the factor analysis. Scores on the scale are divided in four quartiles. The scores below first quartile are interpreted as low scores. The scores between the first and second quartile are taken as average scores. The scores from second to third quartile are high scores, and the scores between third to last quartile are considered as very high scores on given factor.

Table no. 2 to Table no. 5 show as to how many cases lie under each category of the four factors. It has been observed that on all the categories nearly equal numbers of cases have been found. It shows that around 50% of the women constables are experiencing gender friendliness in police stations and remaining half of the women constables are experiencing the poor gender friendly behavior in the police department. On the factor of work environment 48% sample scored low on gender friendliness. Thus, 84 women constables out of 174 have reported low to average work environment. On second and third factor respectively, i.e. gender respect and gender equality 48% and 50% of the samples have reported unsatisfactory scenario. Cooperation factor is the last dimension of the gender friendliness; on this factor 46% of the sample is on the category of low to average gender friendliness.

### **Qualitative Analysis of Gender Friendliness of Maharashtra Police for Uniformed Women Officers at the stage of pilot study.**

As a part of gender friendliness study, it was planned to design a scale to measure the perception of women officers with five to ten years of service about internal 'Gender friendliness' of police department and to understand the experiences of uniformed women officers of the department. For this purpose a scale is prepared with 57 items with four open-ended questions. The scale was given to 200 women officers however, 174 women police constables from Pune urban and rural police



responded. After collecting the responses, the quantitative data analysis was performed. (See Appendix 5)

As a part of the pilot study along with the questionnaire some open-ended questions were also asked. Responses to these questions were analyzed qualitatively. The following open-ended questions were asked

1. Please write if there are any other problems (other than the ones mentioned in the questionnaire) that you have faced.
  
2. Share your work related good experiences in last two years, while working with male employees (In 15 – 20 words).
  
3. Share your work related bad experiences in last two years, while working with male employees (In 15 – 20 words).
  
4. Give your suggestions to bring improvements in the department and work related issues. (Within the framework of the Government rules and regulations).

Most of the observed responses are similar to dimensions/themes/factors measured by the Gender Friendliness Scale; hence, they are classified into the four factors mentioned earlier. 'Other' was introduced for responses that did not fit in any of the four categories. 1) Work Environment, 2) Gender Respect, 3) Gender Equality, 4) Co-operation, and 5) Other. **Responses classified in different factors/themes/dimensions are at Appendix 5.**

# **CHAPTER- IV**

## **MAIN STUDY RESULTS AND DISCUSSION**

### **QUANTITATIVE ANALYSIS OF THE MAIN STUDY**

There were two objectives for the main study. The first objective was to establish the psychometric properties of the revised scale. The second objective was to interpret the results of the survey.

For this purpose, 450 questionnaires were circulated to the constables of seven police ranges (50 each) and two Commissionarates, (fifty each to Mumbai and Nagpur). 384 constables responded. Their responses have been categorized in four sub heads i.e. Work environment, Gender Equality, Gender Respect and Co-operation.

Similarly 105 questionnaires were circulated to sub-inspectors of seven police Ranges (ten each) and two commissionerates (Mumbai 25 and Nagpur 10). Fifty eight responses were received; forty four were fully answered & they have been taken into the study. Some districts reported not having sub-inspectors of the sample requirement. Both the samples are of officers (constables and sub-inspectors) having put in five to ten years of service in the police department.

Present section of the study deals with the analysis of collected data using the gender friendly scale. Descriptive statistics, Exploratory factor analysis (EFA), cronbach's alpha and product moment correlations were used to address the objectives of the study.

## ITEM ANALYSIS

After the pilot testing and standardization process of the initial version of the scale, revised version of the scale was used to collect the data; therefore, this version of the scale is again subjected to item analysis for standardizing the version of the scale. There are 50 items in the scale to measure gender friendliness and seven items to measure social desirability of the respondents. Item-total correlation was studied to do item analysis. The correlation between individual items and total score was obtained and presented in Appendix 6.

### **Table 1- Mean, SD, and PR equivalent scores**

**(For factor 1, factor 2, that is, Gender equality and Work environment and total scale and Lie score (N= 384)).**

|                | <b>Gender Equality</b> | <b>Work-Environment</b> | <b>Total scale</b> | <b>L score</b> |
|----------------|------------------------|-------------------------|--------------------|----------------|
| <b>Mean</b>    | 43.76                  | 38.63                   | 82.06              | 4.52           |
| <b>SD</b>      | 18.357                 | 13.925                  | 30.48              | 1.350          |
| <b>Minimum</b> | 5                      | 9                       | 14                 | 0              |
| <b>Maximum</b> | 95                     | 76                      | 167                | 7              |
| <b>PR 25</b>   | 29                     | 28                      | 59                 | 4              |
| <b>PR 50</b>   | 43                     | 39                      | 81                 | 5              |
| <b>PR 75</b>   | 56                     | 49                      | 103                | 6              |
| <b>PR 100</b>  | 95                     | 76                      | 167                | 7              |

It was observed that all the items have significant positive correlations with the total test score. They showed significant contribution in the scale. A particular criterion was used to decide whether to retain an item in the scale or to remove it i.e. Mean of an item should not be extreme and the item total correlation should be above .30. The item total correlations for all the items were above expected value, and it ranged from 0.40 to 0.70, and no item had extreme mean score. Hence, all the items were maintained in the scale. (See Appendix 6)

### **FACTOR ANALYSIS - CONSTRUCT VALIDITY**

To establish the construct validity of the scale an exploratory factor analysis was applied. The Principal Component Method for extraction and varimax rotation with Kaiser Normalization as rotation method was used. Well-accepted criterion for the factorability of a correlation was utilized. Almost all the items were found to be correlated with at least by a minimum score of 0.3. This cemented the appropriateness of using the factor analysis approach. Sampling adequacy was measured by using Kaiser-Meyer-Olkin statistics and the anti-image correlation matrix. The Kaiser-Meyer-Olkin (KMO) of sampling adequacy was 0.93. This is above the recommended value of 0.7 (Kaiser, 1974)<sup>26</sup>. A KMO value closer to 1 indicates that the pattern of correlation is relatively compact and hence one can expect distinct and reliable factors (Field, 2009)<sup>27</sup>. Similarly, all the diagonals of the anti-image correlation matrix was over 0.5. This supports the inclusion of each item in the Factor Analysis.

The results obtained through Bartlett's test of 'sphericity' were significant ( $\chi^2(1596) = 9609.464, p < 0.001$ ). This test calculates the determinants of the matrix consisting of the sums of products and cross products. This is used to derive the inter-correlation matrix that comes from a population in which the variables are non collinear (i.e. an identity matrix). Additionally the non-zero correlation in the sample matrix is due to a sampling error. If the Chi-square value is of significant magnitude then it can be concluded that the sample inter-correlation matrix was not derived from a population in which the inter-correlation matrix was an identity matrix. The next step involved is the evaluation of commonalities. Commonalities represent the proportion of variance that can be accounted by the factor solution (Field, 2009)<sup>27</sup> variable which had a communality of less than 0.3 were removed. All the subsequent commonalities were above 0.3, which confirmed that each item shared some common variance with other items. After the relevant prerequisites were met, further analysis was conducted with 57 items. The initial eight values revealed that the first factor explains 24.14% of the variance. The second factor accounted for 11.47% of the variance, and the third factor accounted for 4.36% of the variance respectively. Cumulatively, the three factors explained 47.18% of the variance. Factor structure matrix of the Perceived Gender Friendliness Scale

(See Appendix 7)

The factor loading pattern supported the three factor solution for the perceived gender friendliness scale. Items related to gender discrimination and unequal treatment were loaded on the first factor, hence the factor named as gender equality. The second factor named as work environment as it includes items related to workplace environment, co-operation, and coworker relationship. The last factor consists of all the items related to social desirability. The factors that emerged from the analysis are consistent with the underlying construct of the scale; this supports its construct validity.

## **RELIABILITY**

Reliability of the gender friendliness Scale was checked with Cronbach's method and the alpha coefficient 0.96 was obtained for the scale. Cronbach's alpha was studied for the factors and it is .94, .92 and .61 respectively for, factor 1, 2, and 3. All these values of alpha coefficients are satisfactory. The entire reliability estimate was satisfactory and acceptable. The item statistics with Cronbach's alpha for items are presented in Appendix 8. Cronbach's alpha is a measure of internal consistency of a scale and it shows the homogeneity of the items and the scale. All the alpha coefficients for individual items were above the satisfactory level.

(See Appendix 8)

**Table 4: Reliability coefficients for Gender Friendliness Scale and It's factors**

| Reliability Statistics |                  |              |
|------------------------|------------------|--------------|
|                        | Cronbach's Alpha | No. of Items |
| Total scale            | .96              | 50           |
| Gender discrimination  | .94              | 27           |
| work environment       | .92              | 23           |
| social desirability    | .61              | 07           |

Item statistics for the reliability of the GF Scale. (See Appendix 8)

## SCORING AND USE OF NORMS' TABLE

### Directions for scoring

The scoring procedure of Gender Friendliness Scale is very simple and objective.

- See that only one response is marked for each item and that it is marked clearly.
- Reject the answers of items, which have two or more responses.

**A.** All the items can be scored by using four point Likert's scale, i.e. SD = Strongly Disagree to SA= Strongly Agree, except the items given in section B below.

Score the responses as given below,

SD = 0 , D = 1, A = 2, SA = 3,

**B. Reverse scoring for the item no. 4, 5, 6, 7, 10, 12, 13, 14, 16, 18, 19, 21, 23, 24, 26, 27, 32, 38, 43, 44, 45, 46, 49, 50, 52, 53, 55, 57. For these items**

Score the responses SD to SA as given below,

SD = 3, D = 2, A = 1, SA = 0.

**C. Lie scale (item no. 8, 15, 22, 28, 35, 42, 48) scores are not to be computed in the total of raw scores.**

Scoring of lie scale:

For the item number 8, scores ranged from SD to SA are as given below,

SD = 1 , D = 1, A = 0, SA = 0,

For the item numbers 15, 22, 28, 35, 42, 48 scores ranged from SD to SA as given below,

SD = 0 , D = 0, A = 1, SA = 1.

**Interpretation of lie score:**

1. Add the scores of all the seven items of lie scale, as mentioned above.
2. The interpretation of the score is in the higher direction, that is, higher the score higher is the social desirability.
3. If the total score on lie scale is five or more than five, discard the responses and make that individual reappear for the test with an appeal for honest responses.



## **Interpretation of total score on Gender Friendliness Scale**

- A. Interpretation of the scores is made in the direction of higher scores i.e. higher the score, higher is the Gender Friendliness.
- B. Minimum score obtained by a respondent on scale will be 0 and the maximum score obtained will be 150.

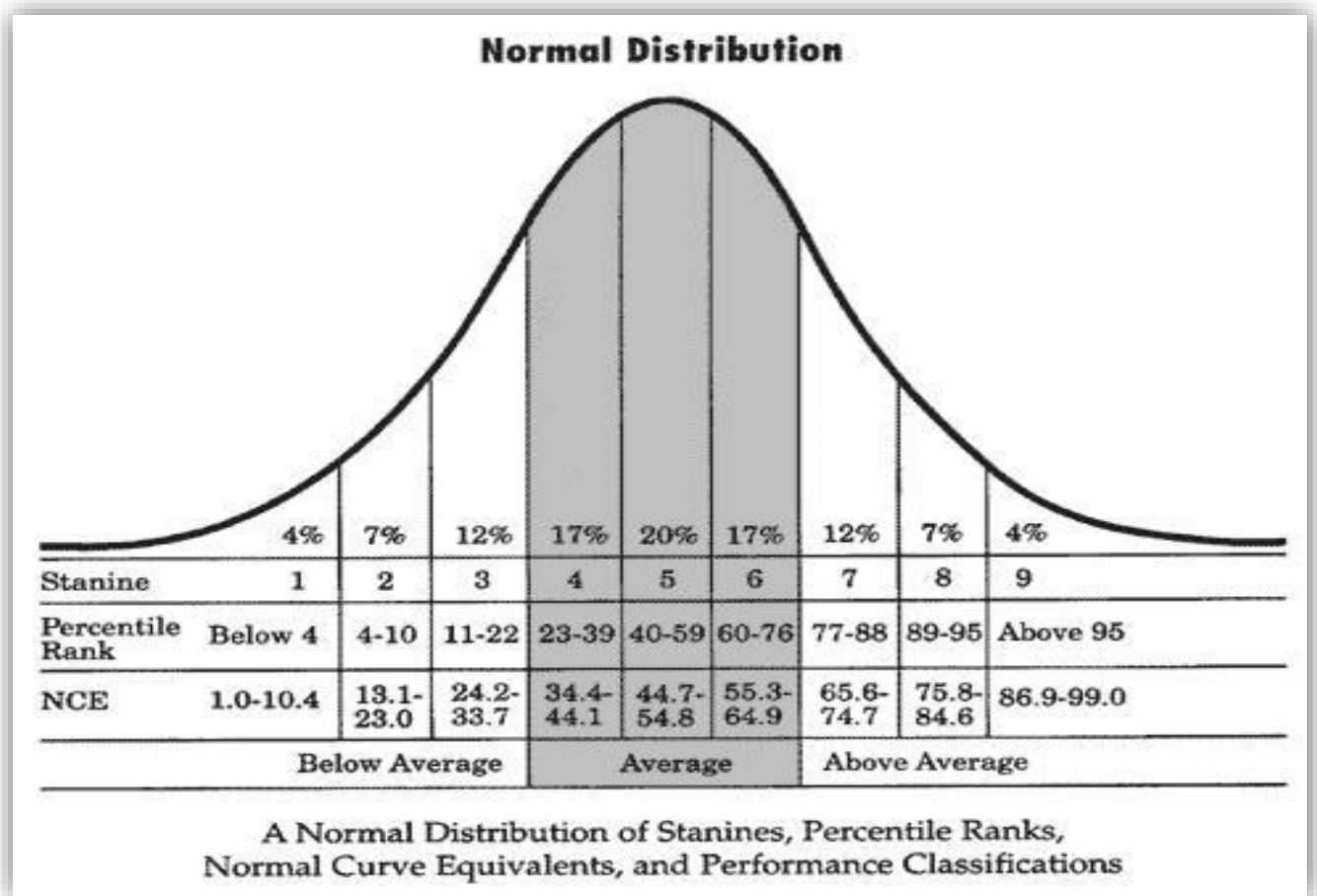
### **NORMS**

This section deals with norms of the scale developed in the present research activity. Norms are one of the most important features of the process of standardization of the psychological inventory. Norms provide the framework for interpretation of the scores obtained by any person on a given scale. There are different kinds of normative scores that can be prepared and provided for the interpretation of scores. In the present scale Norms have been explained by using Standard scores, Stanine, and Percentile scores.

**Table 5: Normative distribution of the scores for GFS  
(N= 384).**

| <i>Z_scores</i> | <i>Stanin</i> |           | <i>Raw Scores</i> | <i>No. of Cases</i> | <i>% of cases</i> | <i>Grade</i>  |
|-----------------|---------------|-----------|-------------------|---------------------|-------------------|---------------|
|                 | <i>E</i>      | <i>SD</i> |                   |                     |                   |               |
| 2               | 9             | -2        | 144               | 23                  | 6.15              | High          |
| 1               | 8             | 1.5       | 113               | 57                  | 15.24             | Above Average |
| 1               | 7             | 1         | 126               | 29                  | 7.75              | Above Average |
| 0.5             | 6             | 0.5       | 97                | 56                  | 14.97             | Average       |
| 0.0             | 5             | 0         | 84                | 79                  | 21.12             | Average       |
| -0.5            | 4             | -0.5      | 67                | 59                  | 15.78             | Average       |
| -1              | 3             | -1        | 51                | 51                  | 13.64             | below average |
| -1.5            | 1             | -1.5      | 38                | 14                  | 3.74              | below average |
| -2              | 1             | -2        | 20                | 6                   | 1.60              | Low           |

In the above table, distribution of the raw scores is explained by using Normal Distribution Curve. Raw scores are converted into the Standard score to interpret the individual score. Initially, percentiles for raw score were computed and then they are converted into the Stanine. Percentile scores are expressed in terms of the percentage of the persons in the standardization sample who fall below a given raw score (Anastasi 1997)<sup>24</sup>. Percentiles are the specific scores or point within a distribution, indicating the respective percentage of cases following below the score.



**Graph no. – 1 Normal Distribution of Stanine & percentiles**

Percentile divides the total set of observations into hundredths. Instead of indicating what percentage of scores fall below a particular score, a percentile rank indicates the particular score, below which a defined percentage of people fall (Kaplan, 2003)<sup>28</sup> Stanine is contraction of ‘Standard Nine’ and it has scores expressed in digits ranging from 1 to 9. The mean of these scores is 5 and the standard deviation is 1.96 or approximately 2. When raw scores are transformed into Stanine scores, they automatically take a shape approximating the normal curve.

**Table 6: Stanine scores for the total scale and lie scale of GFS (N= 384)**

| Total scale |             |        | Lie scale |             |        |
|-------------|-------------|--------|-----------|-------------|--------|
| Stanine     | Percentiles | Scores | Stanine   | Percentiles | Scores |
| 1           | 4           | 29     | 1         | 4           | 2      |
| 2           | 11          | 46     | 2         | 11          | 3      |
| 3           | 23          | 57     | 3         | 23          | 3      |
| 4           | 40          | 73     | 4         | 40          | 4      |
| 5           | 60          | 88     | 5         | 60          | 4      |
| 6           | 77          | 106    | 6         | 77          | 5      |
| 7           | 89          | 120    | 7         | 89          | 5      |
| 8           | 96          | 139    | 8         | 96          | 6      |
| 9           | 100         | 167    | 9         | 100         | 7      |

The first Stanine covers 4%, the second Stanine covers 7%, and the third Stanine covers 12%, the fourth Stanine covers 17%, fifth Stanine covers 20%, the Stanine sixth 17%, seventh 12% eighth 7% and ninth 4% of the total cases. When, for example, there are 300 scores earned by 300 students on the scale then, then the lowest 12 scores and highest 12 scores (4% of 300) would receive a Stanine score of 1 and 9 respectively. The next 21 scores from lowest side (7% of 300) would receive a Stanine score of 2, and from highest side 21 scores would receive a Stanine score of 8 and so on.

Table 6 shows that raw scores till 29 are considered 1st Stanine, and raw scores from 30 to 46 are considered as 2nd Stanine. The 3<sup>rd</sup> Stanine Consists of scores from 47 to 57, and the 4<sup>th</sup> Stanine consists of Raw Scores from 58 to 73. The 5<sup>th</sup> Stanine consist of raw scores from 78 to 88. The 6<sup>th</sup> Stanine consists of raw scores from 89 to 106. The 7<sup>th</sup> Stanine consists of raw scores from 107 to 120.

The 8<sup>th</sup> Stanine Consists of raw scores from 121 to 139 and the 9<sup>th</sup> Stanine consists of raw scores from 140 to 167.

**Table 7: Interpretation of the raw scores obtained on The Gender Friendliness Scale (Norms for constables)**

| Stanine | Raw scores    | Remark              | No. of cases | %     |
|---------|---------------|---------------------|--------------|-------|
| 1 and 2 | 29 to 56      | Very unsatisfactory | 97           | 25.19 |
| 3 and 4 | 57 to 73      | Unsatisfactory      | 86           | 22.34 |
| 5 and 6 | 74 to 106     | Average             | 137          | 35.58 |
| 7 and 8 | 107 to 139    | Satisfactory        | 58           | 15.06 |
| 9       | 140 and above | Very Satisfactory   | 07           | 1.81  |

Five categories were used to interpret the scores obtained on the Gender Friendliness Scale. These categories are Very satisfactory, Satisfactory, Average, Unsatisfactory, and Very Unsatisfactory. These interpretation categories are used with the help of Stanine. The above table showed that there are around 17 % (Satisfactory + very satisfactory) female employees who are satisfied with the gender friendly treatment they are getting in the department. There are 36 % participants who are in the average range and they are neither satisfied nor dissatisfied with the treatment they are getting in the department. Around 23 % participants are found unsatisfactory with the gender friendly treatment, and 25% are found very unsatisfactory in relation with gender friendly treatment.

These results should be interpreted in the light of L scale which is a measure of social desirability. It is a measure of a tendency to respond in a socially desirable manner. It was found that out of 385 women constables 214 were found high on social desirability tendency. That means there are many female employees who are influenced by the tendency to create a good picture of the department. Most of the participants who have scored higher on L scale are found average on perceived gender friendliness scale. This average state is a neutrality stand and due to their higher tendency to give desirable responses (avoidance of negative responses) they might have given positive responses. Therefore, it could be said that 83 % of the participants scored low on their perception of gender friendliness and only 17 % are really satisfied with the perception of gender friendliness. This is concluded on the basis of higher tendency of social desirability shown by the respondents.

**Qualitative Analysis for Gender Friendliness Study of  
Maharashtra Police  
Uniformed Women Officers: Analysis of constables**

| Sr. No. | Factor/Theme/<br>Dimension | Response   | Frequency | Percentage |
|---------|----------------------------|--|-----------|------------|
| 1.      | <b>Work Environment</b>    | 1. There should be washroom/<br>restroom/ changing room facilities<br>in police stations.                                | 107       | 30.65      |
|         |                            | 2. There should be eight hours<br>duty /Duty should be of fixed<br>hours.  | 77        | 22.06      |
|         |                            | 3. Do not assign night duty to<br>female constables, during M.C.<br>period /to pregnant or who are<br>having small kids. | 44        | 12.60      |
|         |                            | 4. There should be minimum two<br>women constables on duty at a<br>time.   | 36        | 10.31      |
|         |                            | 5. During Outdoor duty, women<br>face inconvenience of washroom<br>/restroom.  | 35        | 10.02      |
|         |                            | 6. There should be off on week-<br>ends / festivals and more casual<br>leaves.   | 30        | 8.59       |

| Sr. No. | Factor/Theme/ Dimension | Response   | Frequency | Percentage |
|---------|-------------------------|--|-----------|------------|
| 1.      | <b>Work Environment</b> | 7. There should not be night duty for female employees.<br>/ Unless there is a need for them for night duties, they should not be assigned for it. | 30        | 8.59       |
|         |                         | 8. Extra duty hours create family problems.  | 25        | 7.16       |
|         |                         | 9. Leave to attend to personal problems is not sanctioned.   | 18        | 5.15       |
|         |                         | 10. Police stations should be near Employees' quarters.  | 17        | 4.87       |
|         |                         | 11. There should be day care center for children of employees.<br>/ Bringing children on duty place creates problem.                               | 17        | 4.87       |
|         |                         | 12. Washrooms in police station should have water facility for 24 hours.   | 15        | 4.29       |
|         |                         | 13. Seniors expect that, to get weekend off, one should do night duty prior to it.   | 10        | 2.86       |



| Sr. No. | Factor/Theme/ Dimension | Response   | Frequency | Percentage |
|---------|-------------------------|--|-----------|------------|
| 2.      | <b>Gender Respect</b>   | 1. Male employees do not respect female employees / Male employees keep taunting. / Male employees keep insulting female employees.              | 68        | 19.48      |
|         |                         | 2. Male employees comment that female employees take salary for no work.   | 20        | 5.73       |
|         |                         | 3. Seniors insult female employees at work place/ in public.   | 14        | 4.01       |
|         |                         | 4. While talking with each other male employee use bad words in Front of women. / Male colleagues and officer in charge target female employees. | 13        | 3.72       |
|         |                         | 5. Male employees change their shirts in front of female employees.  | 10        | 2.86       |
|         |                         | 6. Some male employees' conduct is not morally correct.  | 9         | 2.57       |
|         |                         | 7. Male employees take drinks before they come on duty.  | 9         | 2.57       |
|         |                         | 8. Seniors/officers in-charge demand physical favours from female employees.   | 6         | 1.71       |

| Sr. No. | Factor/Theme/Dimension | Response   | Frequency | Percentage |
|---------|------------------------|--|-----------|------------|
| 2.      | <b>Gender Respect</b>  | 9. Biological events in women's life like pregnancy become a subject of Taunt by male employees.   | 5         | 1.43       |
|         |                        | 10. Female employees have to offer nice gifts or meals to their in-charge to get fair treatment from them on work.   | 4         | 1.14       |
| 3.      | <b>Gender Equality</b> | 1. Not enough departmental assignments are given to female employees. / Females are neglected in major/critical crime investigations./ There is no equal distribution of work. | 53        | 15.18      |
|         |                        | 2. Inferior treatment is given to female employees. / Inferior work is given to female employees.  | 27        | 7.73       |
|         |                        | 3. There is gender discrimination in department.   | 21        | 6.01       |
|         |                        | 4. There is no appreciation for work.  | 16        | 4.58       |
|         |                        | 5. Female employees should have separate room ('mahila kaksh') in police station.  | 12        | 3.43       |

| Sr.No. | Factor/Theme/Dimension   | Response   | Frequency | Percentage |
|--------|--------------------------|--|-----------|------------|
| 3.     | <b>Gender Equality</b>   | 6. Pressure from seniors/ Seniors do not trust.  | 11        | 3.15       |
|        |                          | 7. Female employees are frequently assigned with wireless duty.  | 10        | 2.86       |
|        |                          | 8. Male employees take simple duty assignment by manipulating the in charge.                               | 9         | 2.57       |
|        |                          | 9. There should be some difference while assigning work to male and female employees.                      | 4         | 1.14       |
|        |                          | 10. When male employees are required for „bandobast“ female employees are sent.                            | 2         | 0.57       |
| 4.     | <b>Cooperation</b>       | 1. Male employees rarely help. / Male employees do not cooperate. / Male colleagues do not guide properly. | 55        | 15.75      |
| 5.     | <b>Positive Reponses</b> | 1. Female employees do get guidance and cooperation from male employees.                                   | 54        | 15.47      |
|        |                          | 2. Working with male employees increases the confidence level.   | 5         | 1.43       |
|        |                          | 3. There should be male employees with female employees especially for night duties.                       | 4         | 1.14       |
|        |                          | 4. Male employees cooperate in sanctioning leaves.   | 1         | 0.28       |

### Suggestions to bring improvements

| Sr.No. | Responses  | Frequency |
|--------|--|-----------|
| 1.     | Proper training to female employees should be given.   | 20        |
| 2.     | There should be monthly meetings to understand problems of female employees.                                   | 10        |
| 3.     | Circular and notices related to female employees should be implemented.  | 10        |
| 4.     | Rules about husband wife employment and mother – child care should be implemented while considering transfers. | 10        |
| 5.     | When there is no work female employee should not be asked to stay in office.                                   | 10        |
| 6.     | There should be an increase in manpower.   | 5         |
| 7.     | There should be equal treatment of all employees.  | 5         |
| 8.     | Everybody should participate in decision making.   | 5         |
| 9.     | Transfer and promotion should be decided only on merit.  | 5         |
| 10.    | Seniors should take responsibility of assigning equal duties.  | 2         |
| 11.    | Taking actions as early as possible to solve any problem.  | 1         |
| 12.    | There should be separate ‘mahila kaksh’.   | 1         |
| 13.    | There should not be reversion after promotion.   | 1         |
| 14.    | Work distribution should go by age.  | 1         |
| 15.    | Follow all laws and control corruption.  | 1         |
| 16.    | Cleanliness in police station and security for female employees.   | 1         |

| Sr.No. | Responses   | Frequency |
|--------|---|-----------|
| 17.    | Seniors should be considerate to their juniors.                               | 1         |
| 18.    | There should be facility of computer and internet in police station.          | 1         |
| 19.    | To improve the work quality, clerical staff should be transferred every year. | 1         |
| 20.    | Staff should be suspended from duty only after an adequate enquiry            | 1         |

**Quantitative Response of Officers**  
**(Sub inspectors)**

| Stanine        | Raw scores           | Remark                     | No. of cases | %         |
|----------------|----------------------|----------------------------|--------------|-----------|
| <b>1 and 2</b> | <b>74 to 90</b>      | <b>Very unsatisfactory</b> | <b>4</b>     | <b>8</b>  |
| <b>3 and 4</b> | <b>91 to 118</b>     | <b>unsatisfactory</b>      | <b>14</b>    | <b>28</b> |
| <b>5 and 6</b> | <b>119 to 148</b>    | <b>Average</b>             | <b>16</b>    | <b>32</b> |
| <b>7 and 8</b> | <b>149 to 174</b>    | <b>Satisfactory</b>        | <b>9</b>     | <b>18</b> |
| <b>9</b>       | <b>175 and above</b> | <b>Very Satisfactory</b>   | <b>1</b>     | <b>2</b>  |

The above table interprets and explains overall scores of women sub inspectors with 5-10 years of service who participated in this study. As discussed earlier 105 questionnaires were circulated to sub-inspectors of seven police Ranges (ten each) and two commissionerates (Mumbai 25 and Nagpur 10). Fifty-eight responses were received, forty four were fully answered, so they have been taken into the study. Some districts like Chandarpur in Nagpur range reported not having women sub-inspectors within 5-10 years of experience. Similarly Konkan range also conveyed that it had very few women sub-inspectors with 5-10 years of service. From the above table it is evident that 36 % of participants have reported low scores on their perception of gender friendliness.

Therefore, we have categorized them under the categories of very unsatisfactory and unsatisfactory. There were 32% participants who scored average on gender friendliness scale. It implies that they are neither satisfied nor dissatisfied with the treatment they are getting in the department. In the last category, there were 18% participant who found gender friendliness of the department satisfactory and only 2% participants are very satisfied with the same. The satisfaction level of constables and sub-inspectors shows significant difference though both the samples are unhappy with gender atmosphere at the police station level. Detailed analysis is in the subsequent chapter.

## **Qualitative Analysis for Gender Friendliness Study of Maharashtra Police Uniformed Women Officers**

### **Analysis of sub inspector rank officers**

| Sr no. | Factor/Theme/<br>Dimension | Response  | Frequency | %         |
|--------|----------------------------|---|-----------|-----------|
| 1.     | Work<br>Environment        | <b>1. There should be eight hours duty.</b>   | <b>9</b>  | <b>18</b> |
|        |                            | <b>2. There should be washroom /<br/>changing room facility in police<br/>station.</b>                      | <b>5</b>  | <b>10</b> |
|        |                            | <b>3. There should be proper sitting<br/>arrangement at police station for<br/>female employees.</b>        | <b>3</b>  | <b>6</b>  |
|        |                            | <b>4. Female employees who are<br/>having small kids should get leaves/<br/>should not have night duty.</b> | <b>1</b>  | <b>2</b>  |
|        |                            | <b>5. There should be workshops for fitness<br/>and IT.</b>   | <b>1</b>  | <b>2</b>  |
|        |                            | <b>6. There should be workshops for fitness<br/>and IT.</b>   | <b>1</b>  | <b>2</b>  |
|        |                            | <b>7. Night duties are inconvenient.</b>  | <b>1</b>  | <b>2</b>  |

| Sr no. | Factor/Theme/<br>Dimension | Response  | Frequency | %  |
|--------|----------------------------|---|-----------|----|
| 1.     | Work<br>Environment        | 8. There should be more leave.  | 1         | 2  |
|        |                            | 9. Police station should be near to employees' quarters.                                    | 1         | 2  |
|        |                            | 10. Outside duties create inconvenience regarding washrooms & restrooms.                    | 1         | 2  |
|        |                            | 11. Female employees feel secure on field when male employees are with them.                | 1         | 2  |
|        |                            | 12. There should be separate 'mahila kaksh'.  | 1         | 2  |
|        |                            | 13. Night offs are treated as weekly off causing inconvenience.                             | 1         | 2  |
|        |                            | 14. There should different/special facilities for pregnant women.                           | 1         | 2  |
| 2.     | Gender<br>Respect          | 1. Male employees give inferior treatment to female employees.                              | 9         | 18 |
|        |                            | 2. Sometimes moral conduct of male employees is not correct.                                | 3         | 6  |
|        |                            | 3. Seniors insult female employees at work place / in public instead of providing guidance. | 2         | 4  |
|        |                            | 4. Male employees treat female employees with prejudiced mind.                              | 2         | 4  |
|        |                            | 5. Male employees are not ready to work with female employees.                              | 1         | 2  |
|        |                            | 6. While talking with each other male employees use bad words in frnt of women              | 1         | 2  |
|        |                            | 7. Male employees respect female employees.   | 1         | 2  |

| Sr no. | Factor/Theme/<br>Dimension | Response   | Frequency | %  |
|--------|----------------------------|--|-----------|----|
| 3.     | Gender<br>Equality         | 1. There is gender discrimination in department.                           | 4         | 8  |
|        |                            | 2. Not enough departmental assignments are given to female employees.      | 4         | 8  |
|        |                            | 3. Applications given by female employees are always considered secondary. | 1         | 2  |
|        |                            | 4. Female employees are mostly assigned with wireless duty.                | 1         | 2  |
|        |                            | 5. Male employees are not ready to work with female employees.             | 1         | 2  |
|        |                            | 6. Seniors (by age) do not follow instructions given by female employees.  | 1         | 2  |
|        |                            | 7. There is no appreciation for work.                                      | 1         | 2  |
|        |                            | 8. There is no fair work distribution.                                     | 1         | 2  |
| 4.     | Cooperation                | 1. Male employees do guide and cooperate.                                  | 7         | 14 |
|        |                            | 2. Male employees do not discuss their experiences with female employees.  | 5         | 10 |

While responding to the questionnaires the women sub-inspectors have identified areas where corrective action can lead to better gender space for them. Most of the suggestions may be welcome even by male police officers e.g. fixed duty hours, rational duty distribution etc.



There is scope for further study to improve the general working environment in police department with aim to better its out put & performance. Some of the suggestions put forward by women sub-inspectors are as below

### **Suggestions by women sub-inspectors for improvement**

| <b>Sr. No.</b> | <b>Responses</b>   | <b>Frequency</b> |
|----------------|--|------------------|
| <b>1</b>       | <b>There should be eight hours duty. / Duty should be of fixed hours.</b>  | <b>9</b>         |
| <b>2</b>       | <b>There should be regular weekly offs.</b>  | <b>9</b>         |
| <b>3</b>       | <b>There should be equal treatment to all employees. / There should not be gender discrimination while assigning work.</b>   | <b>8</b>         |
| <b>4</b>       | <b>Proper training to female employees should be given. (for emotional well being, physical fitness, gender sensitization, technical advances in Law enforcement, cyber crime)</b> | <b>8</b>         |
| <b>5</b>       | <b>Special attention should be given to wash rooms and ladies room.</b>  | <b>5</b>         |
| <b>6</b>       | <b>There should be a proper guidance from seniors while facing diverse problems.</b>   | <b>5</b>         |
| <b>7</b>       | <b>There should be monthly meetings to understand problems of female employees. / There should be meetings of ‘Vishakha Samiti’.</b>   | <b>2</b>         |

| <b>Sr. No.</b> | <b>Responses</b>  | <b>Frequency</b> |
|----------------|---|------------------|
| 8              | Everybody should participate in decision making.  | 2                |
| 9              | Genuine requests for transfer should be taken into consideration. / Transfers should be to police stations near place of residence.     | 2                |
| 10             | There should be mechanism to improve cooperation between male & female officers especially while undertaking sensitive mandatory tasks. | 2                |
| 11             | While assigning night duties physical limitations of females should be taken into consideration.  | 1                |
| 12             | Circular and notices related to female employees should be implemented.   | 1                |
| 13             | There should be an increase in manpower.  | 1                |
| 14             | Only one work should be given at a time.  | 1                |
| 15             | There should be increase in residential quarters.   | 1                |
| 16             | There should be appreciation for work.  | 1                |
| 17             | Females should be taken into consideration for the post of police station in charge.  | 1                |
| 18             | Everybody should focus on their work instead of taunting or interfering in others' work.  | 1                |
| 19             | There should be an internal helpline against abusive seniors.   | 1                |
| 20             | There should be proper guidelines about job roles, which can help to reduce the problems on actual job.                                 | 1                |
| 21             | There should be biometric machine at police stations.   | 1                |

**Discussion**  
**On**

**The Qualitative and Quantitative analysis of responses of  
Constables and Sub inspectors**

**Comparative Analysis of Quantitative & Quantitative Responses  
of women constables and sub-inspectors**

| <i>Quantitative responses in % about<br/>gender friendliness of police department<br/>for uniformed women police officers</i> | <i>Sub-inspectors</i> | <i>Constables</i> |
|---|-----------------------|-------------------|
| <b>Very unsatisfactory</b>  | <b>8%</b>             | <b>25.19%</b>     |
| <b>Unsatisfactory</b>   | <b>28%</b>            | <b>22.34%</b>     |
| <b>Average</b>  | <b>32%</b>            | <b>35.58%</b>     |
| <b>Satisfactory</b>   | <b>18%</b>            | <b>15.06%</b>     |
| <b>Very satisfactory</b>  | <b>2%</b>             | <b>1.81%</b>      |

There is significant difference in responses between sub-inspectors and constables on gender friendliness. Compared to constables, sub-inspectors, find working conditions better on gender friendliness. Only 8% women sub-inspectors have rated the position of gender friendliness as very unsatisfactory, whereas 25.19% women constables have flagged it as very unsatisfactory. This difference of nearly 17% shows that within the department, probably the issues of sub-inspector level officers are attended to in a more prompt and organized manner than those of women constables. It could also be that due to their senior position at the workplace, they get their difficulties

addressed faster. Alternatively, being more educated and probably with higher level of motivation and exposure, they are better problem solvers. Even if average to very unsatisfactory levels are considered together, the satisfaction levels of women constables is much lower (15%) than that of sub-inspectors. The chart below shows the same.

| <b>Responses</b>           | <b>Sub-inspectors</b> | <b>Constables</b> |
|----------------------------|-----------------------|-------------------|
| <b>Very unsatisfactory</b> | <b>8%</b>             | <b>25.19%</b>     |
| <b>Unsatisfactory</b>      | <b>28%</b>            | <b>22.34%</b>     |
| <b>Average</b>             | <b>32%</b>            | <b>35.58%</b>     |
| <b>Total</b>               | <b>68%</b>            | <b>83.11%</b>     |

High satisfaction is low in both the groups, only 2% sub-inspectors have given this score and only 1.81% women constables have scored gender friendliness as ‘Very satisfactory’. 32% sub-inspectors and 35.58% constables have rated the gender friendliness of Maharashtra Police to be average in nature. 18% sub-inspectors and 15.8% constables have rated gender friendliness as satisfactory. The department can strive to take the average satisfaction level to satisfactory, with a few concrete measures that have been recommended in the last chapter of the study. Nearly 50% of women officers are on the borderline of satisfaction. By identifying the main

factors that are causing low satisfaction, and addressing them in an integrated way, the police as an organization shall be enriched by a satisfied and motivated work force. Performance shall definitely improve.

### **Comparative analysis of qualitative responses**

On the basis of the above study, a chart has been prepared culling out the themes which have repeatedly emerged during the pilot study undertaken in end 2014 and the main study during mid-2015. This comparative analysis highlights the main factors that have contributed to the dismal state of gender unfriendliness in the police department of Maharashtra. The table accounts for the factors where women officers have marked low level of satisfaction and forms the basis for recommendation to the department. (See Appendix no 9)

To measure the perception of women officers about internal gender friendliness of Police Department and to understand the experiences of uniformed women officers of the police department, Gender friendliness Scale was designed. The scale contains 57 items with 4 open ended questions. As discussed above the scale was administered to Police constables and officers of all seven police ranges and Mumbai and Nagpur Commisionarates during the final study. Out of 450 questionnaires circulated to the constables of seven police ranges (50 each) and two Commissionarates, (fifty each to Mumbai and Nagpur), 349 constables replied to. Their responses have been categorized in four sub heads i.e. Work environment, Gender Equality, Gender Respect and Co-operation.

Similarly 105 questionnaires were circulated to sub-inspectors of seven Police Ranges (ten each) and two Commissionerates (Mumbai 25 and Nagpur 10). Fifty-eight responses were received; forty four were fully answered and have been taken into the study. The study shows that lack of basic facilities like washroom and fixed duty hours are the major reasons for high level of dissatisfaction among women police officers. Police constables have mentioned lack of rest rooms/wash rooms more often than sub-inspectors have.

Sub inspectors and constables both are dissatisfied with duty hours too. They have reported that they are not sanctioned leave in time to attend to their personal problems. Weekly offs cannot be enjoyed because of night duty allotted the prior night. Women constables have reported grave difficulty in balancing family life with career in law enforcement.

Police officers both constables and sub-inspectors have reported that male officers do not respect female officers instead they keep passing remarks/taunting them. Comparative analysis of their responses on the four factors of Gender friendliness is as below.

### **WORK ENVIRONMENT**

| <i>Work Environment</i>                     | <i>Response of sub-inspectors</i> | <i>Response of constables</i> |
|---|-----------------------------------|-------------------------------|
| Need for 8 hrs Shift                        | 18%                               | 22.06%                        |
| Need for Wash Rooms                         | 10%                               | 30.65%                        |
| Need for sitting place                      | 6%                                | 4.85%                         |
| Concession in Night Duties                  | 2%                                | 12.6%                         |
| Need for minimum two women officers on duty | 2%                                | 10.31%                        |
| Need for wash rooms during out door duties  | 2%                                | 10.2%                         |

The above responses show that while need to have fixed duty hours/eight hour shift and washrooms is strongly advocated by both the samples, certain issues are specific to each group. More sub-inspectors have highlighted the need for space; constables have not referred to it. The possible reason could be that the sub-inspectors have investigation related paper work to do. They need to call witnesses, record their statements, maintain records of investigation etc. Therefore, they need space. This is not so for constables who in Maharashtra do not carry out investigation independently.

Night shifts seem to be bothering constables more; they have also mentioned that night duty should be given to them only if it is strictly needed. Similarly, their need to work as buddies (in pairs) has emerged in the study. Women sub-inspectors have not flagged this issue as most of the time they individually investigate crime and are part of teams only in complicated investigations. Lesser number of sub-inspectors has flagged the issue of night shift (2%) and concessions related to them (2%).

Women constables have not only mentioned the need for wash rooms in police stations but also the difficulties they face while performing outdoor duties (10.02%). They have also flagged the issue of inadequate water supply in the police station washrooms. The satisfaction level on this count is very low in both the samples and need urgent intervention of police leadership. Need for holidays and a festival have been repeatedly mentioned by women constables (8.59%) though lesser number of sub-inspectors has flagged this issue (2%). Both the groups have talked of accommodation near place of work and need for crèches/play schools at work place to keep children. It is pertinent that while both the groups have strongly advocated fixed hours duty mainly due to family obligations, it is not reflected strongly for creating crèches at work place (4.8%) by constables and sub-inspectors only mentioning that night shift duties should not be given when children are small.

## Gender respect

| <i>Gender Respect</i>  | <i>Response of sub- Inspectors</i> | <i>Response of constables</i> |
|--|------------------------------------|-------------------------------|
| Male employees give inferior treatment to female employees.                              | 18%                                | 19.48%                        |
| Sometimes moral conduct of male employees is not correct.                                | 6%                                 | 2.57%                         |
| Seniors insult female employees at work place / in public instead of providing guidance. | 4%                                 | 14%                           |
| Male employees treat female employees with prejudiced mind.                              | 4 %                                | 3.15%                         |

19.48% of women constables and 18% sub-inspectors have mentioned lack of gender respect in the police department. Constables (2.57%) and sub-inspectors (6%) have made a mention of morally incorrect conduct of male officers. Further 1.71% women constables have made pertinent observation that seniors expect physical favors from them. This needs urgent attention as it points to sexual harassment at work place, which is a criminal offence. Over all about 6% of the sample has flagged the serious issue, though worded differently. Women find it difficult to talk about this issue; however, 6% is a significant sample that cannot be ignored. Sexual harassment at work place not being the focus of the instant study, it has not been studied further but needs focused research. Both the groups have also talked of use of foul language, humiliating treatment by male colleagues and seniors. Taunting them on various pretexts, changing shirts in their presence, expecting gifts from them, their prejudices etc. are mentioned by both the sample groups. Indian women police are not alone in facing disrespect from their male colleagues. Many women police officers from different countries have talked of hostility they faced on



joining police. That they were not welcomed by their male counterparts. Though legislation brought more women into the police and has, encouraged good working environment there is no doubt that they were initially ridiculed as slow, weak or the other extreme of being very aggressive.

### **Gender equality**

“Gender equality, equality between men and women, entails the concept that all human beings, both men and women, are free to develop their personal abilities and make choices without the limitations set by stereotypes, rigid gender roles and prejudices. Gender equality means that the different behaviour, aspirations and needs of women and men are considered, valued and favoured equally. It does not mean that women and men have to become the same, but that their rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equity means fairness of treatment for women and men, according to their respective needs.

This may include equal treatment or treatment that is different but which is considered equivalent in terms of rights, benefits, obligations and opportunities.”<sup>29</sup>

29 ABC Of Women Worker's Rights And Gender Equality, ILO, Geneva, 2000, p.48.

| <i>Gender Equality</i>   | <i>Response of constables</i> | <i>Response of sub-inspectors</i> |
|--|-------------------------------|-----------------------------------|
| Not enough departmental assignments given to female employees/mostly assigned with wireless duty | 15.18%                        | 8%                                |
| Male officers/senior in age are not ready to work with women officers                            |                               | 2%                                |

Both the sample groups have talked of lack of equality in the police stations. 15.58% constables and 8% sub-inspectors have mentioned that there is gender inequality in work distribution, that challenging assignments are not given to them, instead wireless duties are generally assigned to female employees. 6.01% women constables and 8% sub-inspectors have talked of gender discrimination. 2% women sub-inspectors have mentioned that males/ senior in age male police officers do not like working with them/do not obey instructions given by them. All these are signs of gender inequality causing dis-satisfaction amongst women officers. This is addressable. Sensitization of male officers to give challenging assignments to women officers who are willing can lead to using their full potentials. Issues of lack of appreciation for job well done and complaints about duty distribution that have emerged during the study shall find resonance even among male officers as generally the officer in-charge of duty distribution is the most controversial person in a police station. Maharashtra police insists on this job to be done directly by either the officer heading a police station or the inspector in-charge of administration but generally this task is delegated to an Asstt. Sub-inspector/head constable. Duty allotment by senior officers at the police

station level shall result in better appreciation of the different skills of police personnel including those of women officers, thereby increasing their satisfaction levels.

**Co-operation**

| <i>Co-operation</i>   | <i>Response of constables</i> | <i>Response of sub-inspectors</i> |
|---|-------------------------------|-----------------------------------|
| Male employees rarely help./Male employees do not cooperate./Male employees do not guide properly | 15.75%                        | 10%                               |
| Female employees do get guidance and cooperation from male employees.                             | 15.47%                        | 14%                               |

Cooperation is a component of gender friendliness that has elicited equally divided responses from the sample. 15.75% constables have mentioned lack of co-operation while 15.47% have talked of adequate co-operation from the male officers. 10% women officers have mentioned lack of co-operation from male colleagues while 14% have talked of their getting adequate co-operation.

It thus shows that at individual levels, men are ready to co-operate and women officers are able to make use of the same, though as a system, the study has reported high degree of gender dis-respect and in-equality.

Many women officers during discussions have mentioned that younger male officers are more ready to co-operate. They understand them and their aspirations better. Women sub-inspectors have reported that their batch mates and batch mates/contemporaries go that extra mile to help them. This shows that older men not having worked with women colleagues during their early days in the department may

not be comfortable with their recent induction at a big scale. With their old traditional values they may even be resisting their presence.

With time and more women the atmosphere at the police station is bound to change, the challenge is how to make it a smooth and speedier transformation. If not attended to immediately, the journey of women police officers shall be painful and adversely affect their performance, thus pulling the whole department down in achieving its targets.

An atmosphere that is not conducive to gender friendliness violates the “principles of equality of rights and respect for human dignity, is an obstacle to the participation of women, on equal terms with men, .....hampers the growth of the prosperity of society and the family and makes more difficult the full development of the potentialities of women in the service of their countries and of humanity”.<sup>30</sup>

Seizing the initiative by police leadership, sustained gender sensitization of men, counseling and motivational training for women, attending to basic facilities in police stations shall be the game changers.

<sup>30</sup> Convention on the Elimination of All Forms of Discrimination against Women  
<http://www.ohchr.org/Documents/ProfessionalInterest/cedaw.pdf>

## **Interview of Senior Police Officers**

During the study, it was proposed to interview 20 senior police officers to understand their perspective on the issue. It was decided that five officers should be of senior policy level i.e. Inspector General and above, five from the middle management level i.e. Superintendents of police to Deputy Inspector General level, and ten would be those leading police station/subdivision/Division i.e. senior field officers. However, instead of twenty (20), twenty one (21) officers were interviewed

The interviews had a formal format but officers were encouraged to talk freely. They were upfront in identifying the causes of low satisfaction levels on gender scale among women police officers. Senior and field officers were found to be fully aware of the magnitude of the challenge and each was found to be handling it at his/her level. One common factor that emerged from their interviews was their opinion that as the number of women increases in the department, their comfort levels shall go up. They feel that it shall also ensure more equal atmosphere and more respect for gender. Their perception is that women police officers have been caught between the demands of a heavy/odd hour duty department and their traditional role as homemakers. Not getting adequate family support, they find their jobs tough to handle and perceive the department to be unfriendly.

Senior and field level officers repeatedly emphasized the need for gender sensitization during basic training in Police Training Centers/Academy and regular in-service courses/seminar and workshops. They have also highlighted the need for counseling of women officers and more interaction amongst women officers to motivate and support each other. They mentioned that lack of basic infrastructure like wash rooms/rest rooms and inability to cope with odd time duties/night shifts/prolonged

duty hours are the main reasons for women officers finding the department unfriendly. While none of the senior/field level officer agreed to eight hours shift duty, all have accepted the urgent need for providing toilets/ rest rooms for women officers along with change of behavior of men in the department. They are of the opinion that with current sanctioned staff for police department, eight hours duty allotment is not feasible. Details of the interviews are as below

### **Interviews of Officers at Policy and field levels**

#### **1. Do male and female officers have equal potential for work?**

| <i>Responses</i> | <i>Yes</i> | <i>Sometimes</i> | <i>No</i> | <i>Am not sure</i> |
|------------------|------------|------------------|-----------|--------------------|
| <b>Frequency</b> | <b>9</b>   | <b>7</b>         | <b>5</b>  | <b>0</b>           |

57% policy/field level leaders do not feel that female officers have the same potential for work as men. Later, during their interviews they have given reasons that due to traditional male dominated society that has not changed with times, women are expected to do all the expected tasks and duties at home while working in police stations. This in their opinion is the main reason for women having less potential for working in Police. Except for a few officers who have talked of physical limitations of women, others have referred to the family and social responsibilities adversely affecting the work potentials of women police.

#### **2. Views about treatment given to women officers in the department.**

| <i>Responses</i> | <i>Fair</i> | <i>Unfair</i> | <i>Not always fair</i> |
|------------------|-------------|---------------|------------------------|
| <b>Frequency</b> | <b>14</b>   | <b>6</b>      | <b>1</b>               |

### Reasons given by officers for ‘Fair’ treatment

- a. Women get fair treatment in urban areas, may not be the same in rural areas.
- b. Women police are in big number, thus treatment is fair.
- c. Women are more sincere.
- d. Women are team-work oriented.

### Reasons given by officers for ‘Unfair’ treatment

- a. Women officers have family responsibilities, thus cannot do justice to their work and therefore not valued as good workers.
- b. Male officers think that female officers cannot handle various police duties.
- c. Due to old male dominant culture.
- d. Some work is given only to male officers as they alone can do it, and not to female officers.

33% police leaders admit that women are not given fair treatment in the department, though women respondents have opined this to be a more serious issue under various heads like discrimination, lack of gender respect and equality etc. The study shows that the ground reality and gender discrimination are known to the senior officers.

### 3. Do women officers get gender specific facilities?

| <i>Responses</i> | <i>Yes</i> | <i>No</i> | <i>Sometimes</i> | <i>Very few/ not satisfactory</i> |
|------------------|------------|-----------|------------------|-----------------------------------|
| <b>Frequency</b> | <b>2</b>   | <b>3</b>  | <b>13</b>        | <b>3</b>                          |

Here too, it was observed that police leaders are aware of lack of basic facilities to women in police stations. They informed that they have been pursuing the same;

though funds are available in many cases, space in urban police stations is a serious constraint. Only 9.5 % officers feel that gender specific facilities are provided to women officers.

**4. Do you think family and social responsibilities hamper work?**

| <i>Response</i>  | <i>Yes</i> | <i>Sometimes</i> | <i>No</i> | <i>Am not sure</i> |
|------------------|------------|------------------|-----------|--------------------|
| <b>Frequency</b> | <b>7</b>   | <b>11</b>        | <b>3</b>  | <b>0</b>           |

**If yes / sometimes; pl. elaborate ways to mitigate impact of these responsibilities on their official lives.**

Following suggestions emerged during the interviews:

- A. By being considerate to women officers who have small children; crèches/day care centers should be established in all Police Head Quarters and police stations (No. of participants: 5).
- B. To counsel women officers regularly. To be sensitive to their needs e.g. during pregnancy/when children are small (No. of participants: 4).
- C. Family & social responsibilities are personal (decided by society) department cannot do much about them (No. of participants: 3).
- D. Women police officers should be posted near their place of residence (No. of participants: 2).
- E. We should make them and their families secure. Going home late makes their spouses/families insecure (No. of participants: 2).
- F. Duty hours should be reduced or made reasonable. (No. of participants: 2).
- G. Women officers should not be given night duty and rifles.
- H. Granting women officers leave, when they need.
- I. Transfer policy should give more consideration to women.



85.7% senior officers feel that family and social responsibilities hamper the working of women police officers. However, very few officers have recommended reduction of duty hours, though this seems to be an issue agitating a large number of women officers who participated in the study.

**5. Are women officers able to handle equal responsibilities?**

| <i>Response</i>  | <i>Yes</i> | <i>No</i> |
|------------------|------------|-----------|
| <b>Frequency</b> | <b>12</b>  | <b>9</b>  |

**Reasons given by officers for positive responses**

- A. Since they are well qualified, they can handle responsibilities as ably as men.
- B. Because they are very conscious of their responsibilities.
- C. The feeling that ‘I am a police woman first’ makes them efficient/strong.
- D. Women are intellectually on par with men, all they need is motivation.

**Reasons for negative responses**

- I. Women officers are sometimes not confident/ don’t have required courage (No. of participants: 4).
- B. As men don’t take any family responsibilities, women police officers find it difficult to do equal work in police station (No. of participants: 2).
- C. Family problems (No. of participants: 2).
- D. Biological limitations.
- E. Unable to come to work at odd hours.
- F. Women are not treated on par.

G. Cannot balance between work and career.

42.8% senior officers feel that women are not able to handle responsibilities in the same manner as their male counterparts.

**6. Regardless of position and designation, do female officers get respect?**

| <i>Response</i>  | <i>Yes</i> | <i>Sometimes</i> | <i>Never</i> | <i>Am not sure</i> |
|------------------|------------|------------------|--------------|--------------------|
| <b>Frequency</b> | <b>12</b>  | <b>8</b>         | <b>1</b>     | <b>0</b>           |

**Reasons given for positive response**

- A. If they are supported by seniors, they perform well and are respected.  
They work sincerely and honestly. (No. of participants: 3).
- B. Because they are well qualified.
- C. Because they are good workers.
- D. It depends on nature of women officers.
- E. Work efficiency is the criteria for getting respect.

**Reasons given for negative response**

- A. Sometimes female officers give family reasons for not working, so they lose respect of their seniors/Colleagues/juniors.
- B. Men feel that since women police officers don't work as equals, they i.e. male officers have to work more, therefore sometimes they don't respect women. They feel that, because of women police their work load increases.
- C. Lack of discipline among new recruits.
- D. Women constables sometimes don't get due respect because they are low in rank and it is generally felt that they will remain silent even if not respected.
- E. Women are not physically strong, thus are not respected.

F. Male domination and thinking has not changed. Male values and nature of work encourages stereotypes about women being weak.

G. Women are in minority in the department.

42.8% feel that women do not get respect from their male counterparts.

**8. Opinion about cooperation between male and female officers.**

| <i>Response</i>  | <i>Very good</i> | <i>Good</i> | <i>Average</i> | <i>Less than satisfactory</i> |
|------------------|------------------|-------------|----------------|-------------------------------|
| <b>Frequency</b> | <b>3</b>         | <b>15</b>   | <b>3</b>       | <b>0</b>                      |

71% police leaders feel that relations between male and female police officers are good. This is corroborated by about fifty percent respondents too. It shows that some more effort in this direction can further improve the spirit of co-operation amongst male and female officers thus improving the overall performance of the police department.

**9. We have found in the study that female officers rate about 25% satisfaction on gender friendliness – what is your opinion for the same?**

Officers gave following main reasons for the same.

A. Physical environment (lack of toilets/rest rooms) is not conducive to gender friendliness, there is no privacy for them, and therefore, their satisfaction level is low (No. of participants: 3).

B. Unfair work distribution (No. of participants: 3).

C. Men look down upon women and their capabilities (No. of participants: 3).

D. Women officers don't want outdoor duty/night duties/odd time duties, therefore, they are unhappy (No. of Participants: 3).

E. Communication gap between male and female officers.  
(No. of participants: 2)

- F. Male officers have to take up more responsibility / work of female officers; therefore, they react in a negative manner (No. of participants: 2).
- G. Insecurity among women officers.
- H. In -charge of police station do not adjust/accommodate women.
- I. Disputes about duty hour distribution, women officers expect more adjustment than is possible.
- J. Women officers feel that they are given less important work.
- K. Women find it difficult to respond to emergencies if other women are not available.
- L. In rural areas, number of women police is less.
- M. Due to culture – both genders are uncomfortable with each other.
- N. Male officers are rude.
- O. Domestic issues and odd work timings make them unhappy.

**10. While designing policies, is Gender Friendliness taken into consideration?**

Only 11 officers i.e. 52% respondents have given positive response and mentioned as below

- A. They are considered only superficially, a mere exercise on paper.
- B. One has to do so, especially when a women officer has a small child.
- C. In last ten years, as number of women officers has increased, more efforts have been made for gender equality.

**11. Kindly inform what you have done personally or as a team leader for Gender Friendliness at your level?**

Officers enumerated following personal initiatives towards increasing gender friendliness

- A. Adjusted their duties, duty timings/given concessions to them/ allotted them day

time duties (No. of participants: 6).

B. While working as in-charge of Police Station/head of unit, made separate toilets and changing rooms for women (No. of participants: 5).

C. Started crèche. (No. of participants: 2).

D. Tried to post minimum four women in each police station. (No. of participants: 2).

E. Fair work distribution. (No. of participants: 2).

F. Conducted training workshops to improve their motivation and confidence/organized lectures on gender sensitization. (No. of participants: 2).

Gave women officers challenging tasks and appreciated their work/rewarded them suitably (No. of participants: 2).

G. Have been cordial to them – regularly enquire about their personal problems.

H. Sanctioned leaves on time.

I. Give special attention to problems of women officer – especially against sexual harassment at work place.

J. Treated them as equals.

K. Gave opportunities to express themselves in specific areas.

L. Taught them to handle law & order issues.

M. Posted a lady officer as in-charge of an independent police station.

## **12. Concrete suggestions on how gender friendliness can be improved**

A. There should be equal distribution of work/women should also be given challenging tasks/may be exempted from night duty, if required/fixed duty hours /duties should be mainly about women and children (No. of participants : 7).

B. Increase the number of women in police department.( No. of participants : 6)

C. Women officers must lead the change and take initiative to change the work atmosphere. Need for their regular counseling to motivate them/ make them more confident (No. of participants: 5).

D. Training should have a component of gender sensitization/ male officers need to be sensitized (No. of participants: 3).

E. There should be separate toilets and changing rooms/better infrastructure for them. (No. of participants: 2).

F. There should be regular 'darbars' & more communication with women officers. (No. of participants: 2).

G. We need to recruit strong women in police.

### **13. Are you aware of any practice for improving Gender Friendliness**

Only six respondents gave affirmative replies

A. Aware that women police officers work as equals abroad.

B. Heard of women police stations in Tamil Nadu. (for women exclusively) They are said to be working well.

C. Have heard of separate police station for women in different states.

D. Know that some states have women police officer for each police station to attend to women related cases.

E. Have heard of less duty hours for women police.

F. Aware of a conference by BRR&D about women in police.

### **14. Suggestions for designing policies for Gender Friendliness in the department**

A. More awareness and discussion about gender friendliness within police department is needed especially among male officers. More awareness among women officers to help each other needs to be created.

B. Family problems of female officers should be taken into consideration. Encourage experience sharing by women officers among themselves. Women should not think about their gender once they join the department.

C. There should be counseling for women officer at each stage, more at police state level.

D. There should be common training for both genders, with imparting of skills to handle difficult times – during basic training.

E. There should be separate toilets and changing rooms.

F. Give specific responsibilities and opportunities to women officers. Specialization and categorization of work for women should be done. It can lead to higher level of satisfaction. Court work of escorting accused should not be given to women officers. For night duties ‘two women and one male’ should be the norm.

G. Transfer and posting policy should be sensitive to the need of women especially when children are young.

DIG Odisha Ms S. Shyni (IPS) has summed up the condition of women police very eloquently and given reasons for lack of gender friendliness in police as below

1) **Gender bias:** Women in police are considered less efficient than their male counterparts. Many a times, they are not considered fit for important responsibilities.

The male counterparts/subordinates take women officers less seriously.

2) **Women Officers are subjected to more scrutiny than their male counterparts.**

3) **Balancing family and work:** As long as child and elderly care are left to women alone, they will have difficulties balancing office and work. When there is no gender equality in the family, working women will exhaust all her energies in household chores and office work, leaving her weak, malnourished and unhappy, which may have a negative effect on her duties in office.

4) **Gender discrimination**

5) **Marriage, Pregnancy and child birth:** There are demeaning references to marriage when it comes to a lady officer ( not to one's wife) and comments are passed indicating that she will now settle with household chores and not be interested in work,

which is mostly not based on any reason. **Her reproductive role is devalued.** Lack of provision for work place childcare affects both the child and the mother.

6) **Infrastructural and other limitations:** That after so many years of having women in police, we still do not have toilet facilities for them due to the insensitivity of the system towards the cause. Monthly menstrual cycle is debilitating for many women and the difficulties faced due to this are not handled sensitively.

7) **Sexual harassment:** Many women are being subjected to sexual harassment at work place, although reporting is low. This is mostly in subordinate ranks.

8) **Exclusion from informal social networks:** Men get **more** opportunities to be part of informal social gatherings at golf/ dining clubs, morning walk sessions, badminton/tennis courts etc. where they are privy to lot of information. These men promote each other for vacant posts and do the networking for each other. Women officers are significantly out of these informal networks and therefore at a distinct disadvantage.

9) **Lack of political access:** The political class - the decision making political class comprises of 90% men and generally the interaction between them and lady officers are very less. The politicians generally, therefore, promote male officers.

10) **Prejudice in Performance assessment:** Studies reveal that women in leadership positions are evaluated for their actual performance whereas their male counterparts are assessed for their potential. Thus women leaders face prejudice in performance evaluation.

11) **Leadership styles:** Women in leadership positions tend to imitate the male officers and their leadership styles to conform to traditional leadership practices. Women should retain their innate strength of warmth and collaboration and challenge traditional, hierarchical, and autocratic structure of police and provide an alternative style, which is more consultative, collaborative and modern. ....Gender discrimination is a reality and let us not deny its existence...”<sup>31</sup>

<sup>31</sup> topcop@yahogroups.com



## CHAPTER- VI

### CONCLUSION AND RECOMMENDATIONS

#### **Recommendations of the study**

‘The key to a successful future for any organization lies in its ability to attract, develop and retain the best talent. With half of the world’s population being women, educating, empowering and recognizing their talent is fundamental to succeeding in a rapidly-changing world’ <sup>32</sup> .

Law enforcement agencies world over are trying various methods to attract women. The above quote is from an article ‘Female factor- Gender balance in Law enforcement’. In 2012, Europol launched a gender-balance project to explore the imbalance, particularly at management level. While 35% of Europol’s staff is females, only 0.5% of those work in middle or senior management. The project aims to “ improve this gender imbalance, raise awareness on gender equality and develop an approach to ensure that gender equality becomes an integral part of Europol’s working environment’ . <sup>33</sup>

Similar gender audits have been undertaken by most police organizations in Europe, United States, Australia, Canada etc. as it has been universally recognized that women bring their very own special skills required for policing. Their participative style of leadership, conflict management skills, articulation are assets for law

<sup>32</sup><https://www.europol.europa.eu/content/female-factor-gender-balance-law-enforcement>

<sup>33</sup> *ibid*

enforcing agencies. Their presence is also required for handling various issues relating to children, juveniles, female victims, complainants, and accused.

Maharashtra Police has the highest number of women police in the country. It is therefore apt that the Center for Police Research, Pune has commissioned the research to audit and review gender friendliness of police department for its own uniformed women officers. The study has shown steep gender in-equalities with adverse effect on the morale of women police and consequently on the performance of the whole department. However, to improve the same is a laborious process as “most of the gender equality issues require a holistic approach; coping with these in a piecemeal way, is not only a waste of effort and resources, but can even lead to distorted results and, consequently, to ill-advised policies and practical solutions”<sup>34</sup>

There are different views about the integrated holistic approach, e.g. as mentioned earlier Tamil Nadu has created separate police stations for women dealing with violence against women. These ‘all women police stations’ have only female officers and staff. There is a belief that both women victims who approach these police stations and the officers and staff are satisfied. Dr. Prof. Mangai Natrajan has talked of Tamil Nadu experience and the approach that women police officers can be given the tasks that befit their role as police officers and family responsibilities,

“Policing has been built on conventional male standards and so success on the job is measured by these standards. Indeed, policing fits the definition of “gendered” organization. It is not simply that authority structures are gendered but the entirety of police force is engendered. ....true gender equality and integration in police can

<sup>34</sup><http://unesdoc.unesco.org/images/0012/001211/121145e.pdf>

be achieved by re-thinking, re-conceptualizing and re-inventing organizations in line with gender equity. Even male officers agree that women are better at some tasks than they are. We should try to identify these tasks and we might find that these are roles that women officers enjoy and that fit better with their family and other interests and obligations”.<sup>35</sup>

However, lately this approach has come under criticism as women police officers have reported ‘fatigue’ of handling only a particular type of crime. They are seeking diverse duties to make their jobs more interesting and satisfying. Similarly women victims have to trudge long distance to reach special police stations.

Maharashtra police consciously decided against this approach and have preferred more women in each Police station by recruiting 30% women and also by creating women help desks at each police station. While some women during the study have asked for ‘challenging assignments’ and complained of being given routine desk/wireless duties, most seem to be caught between their responsibilities at home and police station. The instant study shows that we need rethinking of the ways we have been dealing with the issue and may need a multi-pronged strategy for smoother integration of women in police. Random induction at a large scale is causing low satisfaction among women police officers while leaving male officers equally baffled. Therefore, the picture today is far from satisfactory and the study has identified certain important areas that have adversely affected the gender friendliness of Maharashtra Police. A few issues repeatedly emerge in the responses and conversation with women officers as well as senior field officers and policy makers.

<sup>35</sup>Dr. Mangai Natrajan, professor in the Dept. of Sociology at John Jay College of Criminal Justice in New York. in her address to 5<sup>th</sup> Australasian Council of Women and Policing Conference

These frequently occurring responses of women police officers during the pilot and the main study have been clubbed under broad heads for the purpose of ease. Eleven recommendations have accordingly been culled out based on this analysis. Some of them may take time for implementation while others can be attended to immediately.

### **Recommendations of the study**

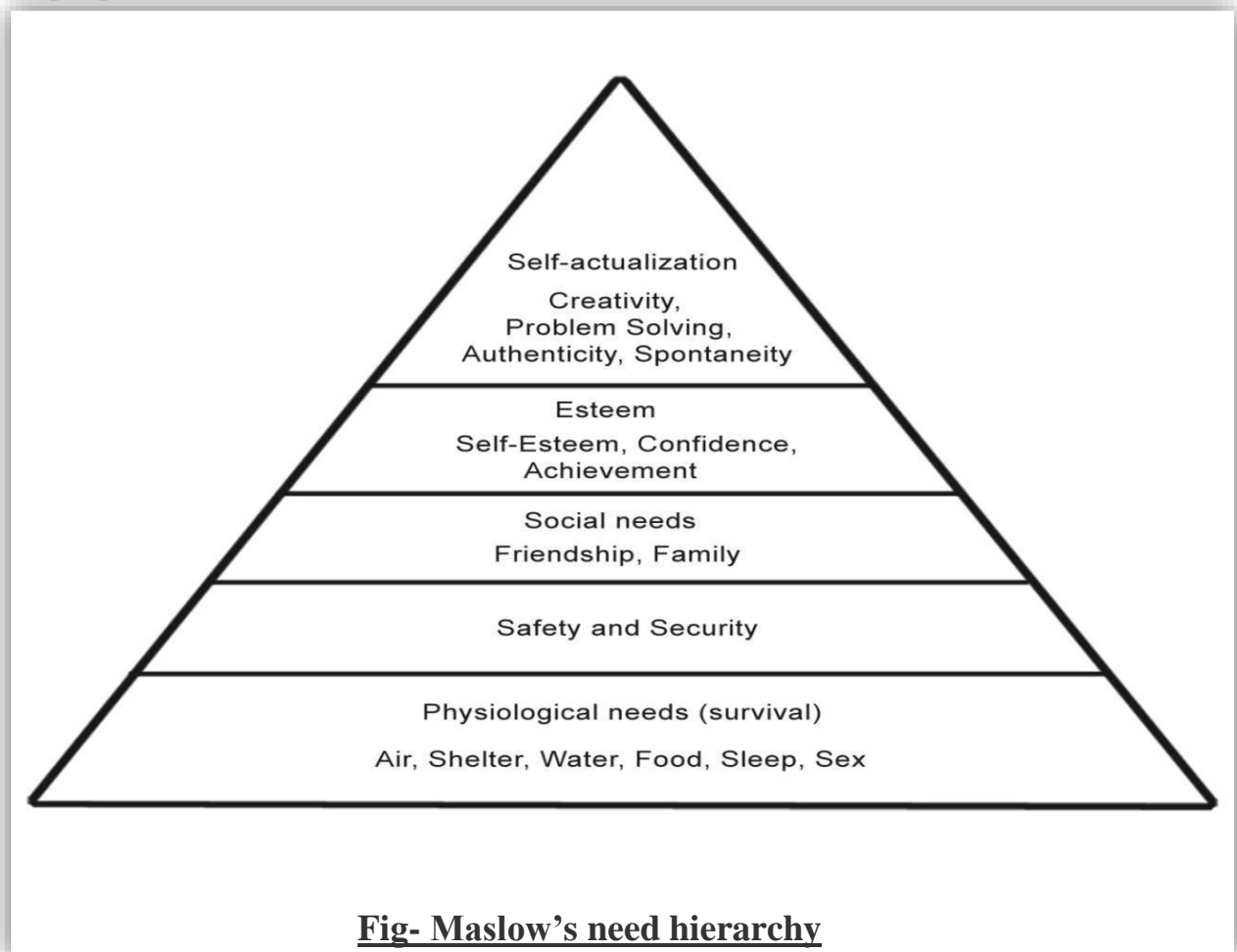
After an in-depth analysis of the responses of the women police officers and interaction with field level, middle and senior level officers, the instant study has given eleven main recommendations besides providing a scale to assess gender friendliness. The recommendations are practical and doable. Some may take longer to implement but most and can be initiated immediately.

#### **1. Budgetary provisions for creating basic infrastructure in the form of toilets/rest rooms at the police stations/basic unit levels.**

Lack of this basic facility is agitating the minds of women police officers and physically holding them back from performing their jobs and giving their best. As per Maslow's hierarchy, it is very essential that their basic needs as human beings be met before the police department can expect any significant contribution from women police officers.

It has emerged during the study that all senior officers interviewed by the researcher are aware of this particular issue and have been attending to the same. However, separate budget provisions need to be made for this purpose for next ten years. As their strength increases so shall the demand for meeting the basic needs. It shall help if proper short and long term planning with adequate separate budget provisions is undertaken.

The office of Director General of Police has issued strict instructions regarding the same. However, it has to be regularly reviewed. Construction of toilets/restrooms/changing rooms and action taken in this connection has to be reflected in the annual inspection/visit notes of the senior officers. This factor should be kept very high in reviews about the key performance areas of field officers. Grants under ‘planned head’ of the state budget should be sanctioned for the purpose.



Mere instructions do not lead to delivery therefore the need for rigorous monitoring of provisions for toilets/changing rooms/rest rooms for women in all police stations needs to be given very high priority. Lack of space in urban police stations has been a major constraint. However, where space is not an issue, toilets and restrooms need to be constructed immediately. And where adequate space is not available, alteration of existing structure/portable toilets should be considered.

Women officers have also talked of the difficulties they face while undertaking outdoor duties. It is thus recommended that all police headquarters/police stations must have/hire portable toilet for women especially during major 'bandobasts' where women officers are deployed. This should be made mandatory with immediate effect. This has limited financial implications for the government but lead to high satisfaction level among women officers. Maintenance of portable toilets can be through non planned recurring expenditure.

**2. Duty shifts/rationalization of working hours-** Women officers have in their responses talked of irregular, long working hours and its impact on their efficiency, family life and social responsibilities. The study shows that more constables have highlighted the need for eight hours duty/weekly offs/leave/olidays (42%) than women sub-inspectors (20%).

Their request for eight hours duty may not be accepted now but it corroborates the perception of senior officers that due to family and social obligations women police officers find it difficult to cope with their jobs. Since odd hour duties and twenty-four hours availability is considered essential part of police culture, it clashes with family responsibilities of women officers. Most senior police leaders have mentioned this factor as an important reason for women officers' perception about police department being not gender friendly. Police leaders interviewed during the research mentioned

that women officers face old male chauvinistic culture both at work and at home. Since women constables have mentioned need for fixed duty hours/ leave/holidays more than sub-inspectors, it shows that latter may have better family support/infrastructure/finances to engage help at home. It could also be that entry at sub-inspector level has more motivational factors than mere need for a job and thus they are aware of these job related hazards and thus willing to cope with them.

It is recommended that Maharashtra Police should consider eight hours duty shift for all its personnel in the department. Singling out only women for this concession is not feasible, though their special needs can be suitably accommodated by gender sensitive field level police leaders on case to case basis. Officers with positive attitude about gender parity can make women in police perform to their full potentials and thus contribute to improving overall police performance. McKinsey

Global Institute in its report titled ‘How advancing women’s equality can add \$12 trillion to global growth’ mentions that **“Three elements are essential for achieving the full potential of gender parity: gender equality in society, economic development, and a shift in attitudes”**.<sup>36</sup> Male police officers’ shift in attitude can be a significant factor for improving gender friendliness of Maharashtra police.

**Duty distribution** at the police station level needs a review and intervention by field level leaders instead of delegating it to the lower rung of officers. This vital aspect if handled carefully by keeping the special needs of women in mind shall singularly raise the level of satisfaction of women officers. It has emerged from the study that women do want challenging jobs/tasks, but also expect that sensitive periods like pregnancy/post pregnancy should be considered during the duty allotment.

<sup>36</sup> ‘How advancing women’s equality can add \$12 trillion to global growth’ accessed at <http://www.mckinsey.com>

Their request that during the night shift, there should be minimum two women police officers, that for night patrolling two women may be accompanied by a male officer etc. are issues that can be tackled at the field level. It has emerged that women officers do not want to do only wireless duties. Thus assigning duties as per the requirement of the police station and in sync with their needs is not a difficult task. Many field police officers are doing it; however, more sensitization/awareness amongst officers distributing duties can yield good results. Since their induction at this big scale is a recent development, intervention by senior police officers of the police stations shall alleviate this major complaint of women officers and improve the working atmosphere.

**3. Develop a culture of gender equality and respect-** Discrimination and inequality at the work place has emerged very strongly in the study and needs urgent attention of police leaders. About 26% women constables and 36% sub-inspectors have flagged the issue of gender discrimination and inequality in Police Stations. It ranges from responders mentioning bullying by seniors to male juniors refusing to accept orders from senior women officers. If dealt with appropriately at this stage, the rot can be prevented from spreading to embarrassing proportions. Male police officers' sensitization about the positive contribution of women to the police department should be highlighted. In United Kingdom, studies on the issue have shown that 'advancing women's opportunities in the workplace is not just an equalities issue but also an economic imperative'. The Women's Business Council 2013 report revealed that **"companies with more women in senior roles perform better..... While women need work, work also needs women; greater gender diversity in senior management is positively correlated with high performance cultures"** <sup>37</sup>

Respondents as well as senior police officers interviewed in the instant study have identified following measures to tackle the issue.



- Increased awareness and discussions on gender issues in Police. Frequent and regular training workshops/seminars on the issue.
- Implementation of various Government Resolutions and instructions of the office of Director General of Police about gender equality/respect.
- Gender sensitization during basic training.
- Common training for both men and women in Police Training Centers.
- More training/interaction/amongst women police officers to improve their levels of motivation and confidence. Regular interaction amongst them is of great help as can be seen in the success of International Association of Women Police, established in Los Angeles, California USA in 1915 by the first American policewomen as an international organization. It provides professional development, mentoring, training, networking and recognition for female law enforcement officers. It strongly advocates an increase in the numbers of women in policing. One-hundred years later, IAWP has members in more than 60 countries.<sup>38</sup>

<sup>37</sup> 'Men as Change Agents for Gender Equality': Report on Policy Seminar June 2014  
accessed at <https://www.gov.uk/government>

<sup>38</sup> <http://www.iawp.org/> accessed on 30<sup>th</sup> Sep.

## **5. Recruiting more women in the department to take them to 30% level and their systematic induction/orientation.**

The study shows that while women have been accepted in a big number in Maharashtra Police, there has not been a planned, systematic effort to respond to this cultural change. It has led to male dominated police department dealing with an increasing number of women police in an ad-hoc manner. Women officers have mentioned snide remarks, taunts, male officers changing shirts in front of them, using of foul language, as contributing to gender unfriendliness in their work environment. In their paper on ‘Socio and Economic Condition of Women in Police’, By S. Sirinivasan and Dr P. Ilango, Bharathdasan University, Tamil Nadu, where they studied the women in police in Tamil Nadu, the authors have mentioned that increase in number of women at senior levels shall improve the condition of women in the lower rungs of police.

Maharashtra Police has already started the process and in due course it shall contribute to a healthier gender friendly department. It is expected that induction of more women in police shall also lead to better service delivery to citizens especially women. The tipping point where women officers shall successfully change the male dominated culture of police department shall be reached when full reservation targets for them are achieved. The moot point is whether the department should wait for the tipping point or make systematic and integrated effort now itself. It is in the interest of governance that the issue be confronted without wasting any more time.

## **6. Cultivating and encouraging the culture of collaboration.**

The study shows that respondents are divided on their perception of co-operation they receive from their male colleagues. Nearly 50% have mentioned that male officers help and guide/assist. Equal numbers have decried the lack of it. The department needs to encourage the culture of healthy co-operation through

- Common basic training

- Investigation teams/task oriented teams with both genders forming part of such joint effort on any front.
- Mixed indoor/outdoor activities.
- Rewards for implementing gender friendliness policies.

“Equality is everybody’s business, and most men are supportive of it – it is not just women’s responsibility. Both men and women have much to gain from gender equality. On the surface, this issue seems straightforward: equality is good for everyone; we should all want to achieve it. And an increasing number of men are realizing that they will benefit from a more equal society. ....**But while men may support gender equality, their participation in achieving it remains low.**”<sup>39</sup>

#### **7. Formation of committees against sexual harassment at work place and their proper functioning.**

A small but noticeable group of respondents across the pilot and main study have talked of ‘morally incorrect’ behavior of male colleagues. Favors being asked for sanctioning leave/coming drunk on duty/discrimination on the basis of looks of a lady officer etc. have been mentioned. The underlying tension is evident. Therefore it is strongly recommended that committees as per the ‘The Sexual Harassment at The

Workplace (Prevention, Prohibition and Redressal) Act and Rules, 2013’ must be constituted at all police stations/unit levels. The Act and the Rules have been notified on December 9, 2013. Government of Maharashtra and the office of the Director General of Police have issued instruction in this regards vide their resolution/ circular dated 11.9.2014 and 31.10.2014. (Both attached)

<sup>39</sup>Jo Swinson MP, Minister for Women and Equalities, ‘Men as Change Agents for Gender Equality’: Report on Policy Seminar June 2014 accessed at <https://www.gov.uk/government>

The constitution and activities of these committees need to be publicized internally, to enable the aggrieved women officers to approach them in appropriate cases. Their performance needs to be followed at regular intervals as they symbolize systemic response to a very deep rooted and prevalent problem. Initial resistance and furor, a few false/contrived cases cannot be ruled out but the committees shall gradually be accepted and put to fruitful use. Being new and considering the male dominance of the department, the committees need monitoring and intervention of senior officers at this nascent stage. Mention about the working of these committees should be made mandatory in the annual inspection & regular visit notes of senior police officers.

Since sexual harassment at the work place was not the focus of the study, it has not been discussed in detail. As it is a constituent of 'Gender friendliness', some respondents have mentioned it and used different terminology to convey the same. The study recommends detailed research on the subject.

**8. Rationalizing of leave/weekly offs-** Issue of delay in grant of leave/refusal of leave during festivals/ non-availability of holidays has been perceived by women police officers as very significant contributors to gender unfriendliness of the department, both in the pilot and the main study. It is also considered as causing conflict in their roles as home makers and efficient police officers. They have asked for fixed duty hours and more liberal attitude towards leave. Senior officers during their interviews have mentioned it as a stark reality of Indian society that expects women to earn today but does not expect men to help at home. They see this constant struggle in the life of a woman police officer that holds her back from accepting challenging assignments. As a result most women police officers reconcile to office/computer/wireless/desk jobs. The study shows that gender sensitive leaders at field levels can attend to this aspect by imaginative duty distribution and granting

leave as per need of the officer and job requirement. The department per se cannot have two different leave policies for its male and female employees. As for child bearing the Government of Maharashtra has already issued a resolution No. E.L. 1409/P.K.8/09/seva/k dt.24<sup>th</sup> August 2009 giving 180 days maternity leave to its women employees.

Most police leaders during their interviews have mentioned that they give special attention to duty/leave for female employees. They also mentioned that by being considerate, they motivate women to excel in their jobs. The study recommends intervention by field level leaders for duty distribution/grant of leave at police stations/units. As mentioned earlier women constables seem to face more difficulties in this regard. Motivational training/workshops for women and interaction amongst them should be increased. Being new inductions in the department, formal and informal dialogue between women officers and their colleagues, seniors and juniors should be encouraged. The police department by its nature and culture is action oriented and with 30% seats in police being filled up by women, culture of constant conversation between genders shall help their smooth absorption as effective work force.

**9. Facilities** - Respondents during the study have also highlighted the need for **place of residence near place of work** and crèches/play schools for children. Both the issues are genuine, however, while it is not possible for the department to selectively post women near place of residence, issue of creating crèches has already been taken care of by the office of Director General of Police vide his circular No. 28-A/4937/circular 'Palna Ghar'/31/2014 dated 18/10/14

(Copy attached). It has advised all units to consider starting crèches for children between the age of six months to ten years at Police Headquarters. Further it has

sought proposals from units for funding the same through Welfare Fund. It is a start and not many crèches have been created in police stations/units as yet. Having flagged the issue, it needs to be pursued by the government and the office of Director General/ Range Inspector Generals/Commissioners/ Superintendents of Police.

**10. Regular audit of Gender equality/Friendliness** - As the study shows there are big gaps between the policies being designed at the top and their implementation, it is recommended that 'Gender friendliness' be made part of all formal inspections and visits of senior officers. A definite mention in inspection and visit notes, separate columns for assessing the gender friendliness in these notes, regular review about formation/working of committees under The Sexual Harassment at The Workplace (Prevention, Prohibition and Redressal) Act and Rules, 2013, shall help bridge the gap. Academics can be associated with gender audit at different levels. Above all timely action and close monitoring in this regard shall prevent serious allegations that can embarrass the Government and Police department.

If gender audit is made regular part of inspections and visit notes of senior police officers, it shall lead to more awareness of the issue and encourage healthy partnership between male and female police officers. They shall listen to each other, learn from each other and work as productive teams. There shall be fewer gaps in communication and biases about each other, enabling them to leverage each other's strengths. Being a uniformed force, use of gender diagnostic tools by senior officers shall ensure speedier compliance from filed levels.

**11. Special leadership training for women officers**, basic as well as in-service training programmes, focusing on women is strongly recommended so that the department makes full use of the capabilities of women. Regular seminars, workshops need to be organized where women officers are made to realize their potentials as team

leaders and not as mere workers. The current study shows that most women officers are in victim mode. This is harmful for the department as the citizens see police in leadership role and look upon them to help at the time of emergencies/crisis. If 30% of police perceives itself as helpless, then what helping hand can the citizens expect from them? In-fact many respondents have themselves mentioned the need for such an exposure e.g. training programmes on task management, people skills, personal management etc. shall contribute to their performance. Certain practical skills like public speaking, conflict management, negotiation, community policing etc. shall add to their confidence. Mentoring the junior women officers, giving emotional support to them at the time of need, building a culture of collaboration with in the department and with citizens are certain concepts and processes to which women officers must be exposed.

## **CONCLUSION**

The above recommendations are three types relating to

- a. Basic infrastructure e.g. toilets/wash rooms/rest rooms
- b. Duty distribution/rational working hours/availing of leave/holidays
- c. Attitudinal changes through basic/in-service training programs of both genders/more interaction /leadership development programs for women police officers.

As per United Nations 'gender Equality is a fundamental human right', it is also a necessary foundation for the creation of 'sustainable and peaceful societies'. To conclude, for improving the gender friendliness of Maharashtra Police for its uniformed women officers, there is urgent need to improve basic infrastructure at police station level. Besides there should be advocacy of the cause of women police,

networking among them, their regular training and knowledge sharing. There should be formal and informal capacity building of male and female police officers on gender issues along with policy and operational research in this regard. Learning gained from such research projects should be discussed in various forums, acted upon and monitored rigorously at all levels. Government of Maharashtra and senior police officers need to demonstrate strong and determined leadership to the cause of women police.



# **GENDER FRIENDLINESS SCALE**

## **USERS' MANUAL**

### **Introduction**

This scale is the outcome of a larger project on gender friendliness, a study undertaken for Maharashtra Police. The concept of 'Gender Friendliness' is new and not been studied in depth earlier. There have been many studies on gender discrimination, gender in-equality, and harassment at work place but a wholesome study including these factors and other relevant ones, had not been conducted. 'Gender friendliness' for the instant study includes attitudes and practices, positive and negative, held by the employees of police department in their daily work environment.

### **Development of the Scale**

In the first stage, the concept of Gender Friendliness (GF) was understood through a review of literature from various sources including peer-reviewed journals, published books, and reliable internet sources. At the second stage, to understand major dimensions of the concept of gender friendliness and for construction of items, interviews of women police officers were conducted. Women officers (sub-inspectors) with work experience of more than five years and having worked at various places in Maharashtra, were interviewed by using semi-structured

interview method. Subsequently a group of women constables, with work experience of more than five years, was called for a focused group discussion. Detailed qualitative analysis of the transcripts of the interviews and discussions was undertaken. Based on the common issues and themes, initial items were prepared. Women police officer/constables raised issues related to their perception of gender friendliness, in context of their work environment and other organizational factors such as job timing, shifts, work-family balance, in-adequate facilities like washrooms, changing rooms etc. Issues like existence of gender inequality, disrespect of women, lack of cooperation in work from male colleagues were also flagged during the discussions.

Conceptual clarity of ‘Gender Friendliness’ has emerged after a thorough literature review and qualitative analysis of the information collected through interviews and discussions. Four components of gender friendliness identified are;

1. Work environment
2. Gender Respect
3. Gender Equality
4. Co-operation

A gender friendly organization was defined as ‘an organization that provides suitable physical infrastructure for women; respects and treats its work force equally

irrespective of their gender, and encourages cooperation in work between male and female employees’.

This scale has gone through a few revisions, based on the pilot study and the feedback given by police officers and experts from the field of psychology. A final draft was thus prepared that contains 57 items. Out of which 50 items measure gender friendliness and 7 items were to measure social desirability i.e. a tendency to respond falsely or to give socially acceptable answers. In addition to this there were four (4) open ended questions added at the end of the scale to collect qualitative reactions/responses /opinions of the respondents.

### **Technical Information on Gender Friendliness Scale (GFS)**

A very exhaustive and extensive data regarding the reliability and validity, item analysis and factor analysis of the Gender Friendliness Scale has been obtained.

### **VALIDITY**

Validity of the scale shows whether the test measures what it is supposed to measure. There are several methods of studying the validity of the scale. Therefore, to establish the construct validity of the scale, an exploratory factor analysis was applied. Theoretical framework used for the scale emerged after the factor analysis thereof. Results of factor analysis provided evidence for construct validity.

## **RELIABILITY**

Reliability of the GF Scale was checked with Cronbach's method and the alpha coefficient ( $\alpha = .96$ ) was obtained for the scale. Cronbach's alpha was also studied for the factors and it is ( $\alpha = .94$ ), ( $\alpha = .92$ ) and ( $\alpha = .94$ ) respectively for, factor 1, 2, and 3. All these values of alpha coefficients are satisfactory.

## **SCORING AND USE OF NORMS' TABLE**

### **Directions for scoring**

The scoring procedure of Gender Friendliness Scale is very simple and objective.

- See that only one response is marked for each item and that it is marked clearly.
- Reject the answers of items, which have two or more responses.
- A.** All the items can be scored by using four point Likert's scale, i.e. SD = Strongly Disagree to SA= Strongly Agree, except the items given in section 'B' below.

Scores ranged from SD to SA are given as below,

SD = 0 , D = 1 , A = 2 , SA = 3,

- B. Reverse scoring for the items no. 4, 5, 6, 7, 10, 12, 13, 14, 16, 18, 19, 21, 23, 24, 26, 27, 32, 38, 43, 44, 45, 46, 49, 50, 52, 53, 55, 57**

Scores ranged from SD to SA are given as below,

SD = 3, D = 2, A = 1, SA = 0.

- C. Lie scale (item no. 8, 15, 22, 28, 35, 42, 48) scores are not to be computed in the total of raw score.**

Scoring of lie scale:

For the item number 8, scores ranged from SD to SA are as given below,

SD = 1 , D = 1, A = 0, SA = 0,

For the item numbers 15, 22, 28, 35, 42, 48 scores ranged from SD to SA given as below,

SD = 0 , D = 0, A = 1, SA = 1.

**Interpretation of lie score:**

1. Add all the seven (7) items of lie scale, as mentioned above.
2. The interpretation of the score is in the higher direction, that is, higher the score higher is the social desirability.
3. If the total score on lie scale is five (5) or more than 5, discard the response set and make that individual reappear for the scale interpretation.

**Interpretation of total score on Gender Friendliness Scale:**

- A. Interpretation of the scores is made in the direction of higher scores i.e. higher the score, higher is the Gender Friendliness.
- B. Minimum score obtained by a respondent on scale will be 0 and the highest score obtained will be 150.

**NORMS**

This section deals with norms of the scale developed in the present research activity. Norms are one of the most important features of the process of standardization of the psychological inventory. They provide the framework for the interpretation of the scores obtained by any person on a given scale.

There are different types of norms used for the interpretation of the raw scores obtained on a scale. In the present study ‘Stanine’ is used as a type of normative scores.

Stanine is contraction of ‘Standard Nine’ and it has scores expressed in digits ranging from 1 to 9. The mean of these scores is five (5) and the standard deviation is 1.96 or approximately 2.

**Table 1: Interpretation of the raw scores obtained on Gender Friendliness Scale**

| <b>Raw scores</b> | <b>Stanine</b> | <b>Remark</b>       |
|-------------------|----------------|---------------------|
| 29 to 56          | 1 and 2        | Very unsatisfactory |
| 57 to 73          | 3 and 4        | Unsatisfactory      |
| 74 to 106         | 5 and 6        | Average             |
| 107 to 139        | 7 and 8        | Satisfactory        |
| 140 and above     | 9              | Very Satisfactory   |

Five categories were used to interpret the scores obtained on the Gender Friendliness Scale. These categories are Very satisfactory, Satisfactory, Average, Unsatisfactory, and Very Unsatisfactory. These interpretation categories are used with the help of Stanine. *(The Stanine scores are used for qualitative analysis in case a researcher is interested in classifying the respondents in different categories of satisfaction levels)*

These results should be interpreted in the light of L scale that is a measure of social desirability. As mentioned above if score of L is above five (5) then reject the score and ask the participant to appear for the retesting and give honest answers. **L scale items are = item no. 8, 15, 22, 28, 35, 42, 48.**

# **GENDER FRIENDLINESS SCALE**

**By**

**Meeran Chadha Borwankar (Ph.D.), IPS**

## **INSTRUCTIONS**

City:

Department:

Date:

Age:

Qualification:

Married / Unmarried:

Work Experience:

Designation:

Husband's Occupation:

We need information through this questionnaire, which can be beneficial for the research on Gender Friendliness. The questionnaire contains questions/statements about the work experiences of women employees of police department. Answers to these questions/statements will be helpful to improve work related atmosphere of women police. The information provided by you will be kept confidential and it will be used only for research purpose. We request you to answer the questions related to your work freely, frankly and without any hesitation.

Read the following instructions and answer all questions honestly.

### **Instructions:**

Before answering the questions given below, read all the instructions carefully.

Do not discuss with anybody while giving the responses.



Do not respond to the questions under anybody's influence.

Give your own responses honestly.

This scale contains of 57 statements, which are related to your work. In front of every statement four options are given. Read every statement carefully and indicate your response that you think is correct with the help of (√) this sign. While indicating your responses, please see that it is based on your personal experience. Responding to all the statements is compulsory.

You should indicate only one response to every statement. There is no right or wrong answer in responses.

For every statement, there are four options:

**SD** (Strongly Disagree) – If you strongly disagree with the statement, then indicate your response in the box of SD with the help of (√) this sign.

**D** (Disagree) – If you disagree with the statement, then indicate your response in the box of D with the help of (√) this sign.

**A** (Agree) – If you agree with the statement, then indicate your response in the box of A with the help of (√) this sign.

**SA** (Strongly Agree) – If you strongly agree with the statement, then indicate your response in the box of SA with the help of (√) this sign.

| Sr. No. | STATEMENT   | SD | D | A | SA |
|---------|---|----|---|---|----|
| 1       | I feel good while working with male colleagues of my department   |    |   |   |    |
| 2       | While sanctioning leaves, priority is given to female employees.  |    |   |   |    |
| 3       | I get positive response from male colleagues, to the suggestions given by me.                               |    |   |   |    |
| 4       | My colleagues disrespect me at work place.  |    |   |   |    |
| 5       | Though I am capable, my department ignores me for various duties, only because I am a woman.                |    |   |   |    |
| 6       | Since I am not given a responsible duty I do not get varied job experience.                                 |    |   |   |    |
| 7       | While considering duty timings and days, female employees are treated unfairly.                             |    |   |   |    |
| 8       | I always accept my mistakes.  |    |   |   |    |
| 9       | I am satisfied with work environment at police station.   |    |   |   |    |
| 10      | At the time of work distribution, secondary unimportant work is allotted to me.                             |    |   |   |    |
| 11      | At my work place, facilities like washroom and toilet are available.  |    |   |   |    |
| 12      | Though capable, just because I am a female, I am not given major responsibilities.                          |    |   |   |    |
| 13      | To avoid conflicts with seniors and colleagues, female employees accept secondary unimportant appointments. |    |   |   |    |
| 14      | Being a female employee, I think there are less opportunities of promotion as compared to male employees.   |    |   |   |    |
| 15      | I have all good habits.   |    |   |   |    |
| 16      | Female employees are ill-treated by men due to their male ego.  |    |   |   |    |

| Sr. No. | STATEMENT  | SD | D | A | SA |
|---------|--|----|---|---|----|
| 17      | At work place, female employees have same facilities like male employees.                                |    |   |   |    |
| 18      | Male employees try to dominate me.   |    |   |   |    |
| 19      | Due to overall working experience, I do not feel enthusiastic while working.                             |    |   |   |    |
| 20      | Female and male employees are considered equally for the investigation of major offences.                |    |   |   |    |
| 21      | It is difficult to get leave sanctioned for female employees as compared to male employees.              |    |   |   |    |
| 22      | I never lie.   |    |   |   |    |
| 23      | While working I am given unnecessary suggestions by male seniors.  |    |   |   |    |
| 24      | Being a female, I experience sarcastic comments from male colleagues at work place.                      |    |   |   |    |
| 25      | At my work place, my requirements and needs related to sitting arrangements are considered.              |    |   |   |    |
| 26      | Due to ill treatment at job, female employees fear that their psychological well-being will deteriorate. |    |   |   |    |
| 27      | Since police department is male dominated, I feel female employees receive secondary treatment.          |    |   |   |    |
| 28      | The things, which I cannot do, I don't ask others to do those things.                                    |    |   |   |    |
| 29      | Male officers readily help female colleagues of the same rank.   |    |   |   |    |
| 30      | Seniors always respect female employees.   |    |   |   |    |
| 31      | Health related hygiene facilities for females are available at work place.                               |    |   |   |    |
| 32      | Male employees junior in rank but older in age do not have faith in my capabilities.                     |    |   |   |    |

| Sr. No. | STATEMENT   | SD | D | A | SA |
|---------|---|----|---|---|----|
| 33      | I do not face difficulties while communicating with male employees.                                 |    |   |   |    |
| 34      | In official decisions, my suggestions are honored equally.  |    |   |   |    |
| 35      | I always keep my surroundings neat and clean.   |    |   |   |    |
| 36      | While facing work related difficulties, female employees receive encouragement by male colleagues.  |    |   |   |    |
| 37      | While working, I experience that I am also an equally important member of the department.           |    |   |   |    |
| 38      | Due to male dominating environment, I find it difficult to adjust at work.                          |    |   |   |    |
| 39      | I feel female employees get equal and fair treatment in police department.                          |    |   |   |    |
| 40      | Female employees' participation is valued in taking complicated decisions.                          |    |   |   |    |
| 41      | Male employees are always ready to co-operate with me.  |    |   |   |    |
| 42      | I never abuse anyone.   |    |   |   |    |
| 43      | Taunting of female officers by male officers is common.   |    |   |   |    |
| 44      | I don't feel satisfied as I don't receive credit for the work that I have done.                     |    |   |   |    |
| 45      | Compared to male employees, female employees get less guidance and training related to actual work. |    |   |   |    |
| 46      | Male employees are preferred for advanced training related to crime investigation.                  |    |   |   |    |
| 47      | My mental and social expectations are fulfilled by the work that I do.                              |    |   |   |    |
| 48      | I am never late to office.  |    |   |   |    |

| <b>Sr. No.</b> | <b>STATEMENT</b>  | <b>SD</b> | <b>D</b> | <b>A</b> | <b>SA</b> |
|----------------|---|-----------|----------|----------|-----------|
| 49             | When needed, I do not get essential guidance at work?   |           |          |          |           |
| 50             | Females are not given opportunity to work on challenging problems.  |           |          |          |           |
| 51             | While working in the male dominated environment I feel secure.  |           |          |          |           |
| 52             | Being a female, I find sitting arrangement inconvenient at work place.                                      |           |          |          |           |
| 53             | I feel uneasy while working with male employees of same age.  |           |          |          |           |
| 54             | While working, I experience friendly environment.   |           |          |          |           |
| 55             | Female Employees are told that, 'because you are a female, therefore, you cannot do the work successfully'. |           |          |          |           |
| 56             | Female employees are respected according to their designations.   |           |          |          |           |
| 57             | Though I am willing to do various types of work, I am not preferred for the same.                           |           |          |          |           |

1. Please write if there are any other problems you faced, than the ones mentioned in questionnaire. (In 15 – 20 words).

2. Share your work related good experiences while working with male employees in last two years. (In 15 – 20 words).

3. Share your work related bad experiences while working with male employees in last two years. (In 15 – 20 words).

4. Give your suggestions to bring improvements in the department and work related issues (within the framework of the Government rules and regulations).

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## Appendix – 1-A

### Questionnaire

#### Gender Friendliness Scale for Police Officers (Marathi version)

शहर / विभाग :-

दिनांक:-

वय:-

शिक्षण:-

विवाहित / अविवाहित :-

कामाचा अनुभव:-

नमस्कार,

संशोधनाच्या दृष्टीने उपयोगी ठरेल अशी काही माहिती या प्रश्नावलीतुन आम्हाला हवी आहे. पोलिस दलातील स्त्री कर्मचाऱ्यांना नोकरीत येणाऱ्या अनुभवांसंदर्भात काही प्रश्न विचारले आहेत. या प्रश्नांच्या उत्तरांमधून मिळणाऱ्या माहितीच्या आधारे स्त्री पोलिस कर्मचाऱ्यांच्या कामाशी संबंधित वातावरणात सुधारणा घडविण्यासाठी मदत होणार आहे. तरी आपल्याला नम्र विनंती आहे की तुमच्या दररोजच्या कामाशी संबंधित प्रश्नांना तुम्हांला उत्तरे द्यावयाची आहेत. त्यासाठी खालील सूचना वाचून सर्व प्रश्नांना प्रामाणिकपणे उत्तरे द्यावी .

तुम्ही दिलेली सर्व माहिती गुप्त ठेवली जाईल आणि संशोधनासाठीच तिचा वापर केला जाईल याची खात्री बाळगा.

## सूचना

खालील प्रश्नावलीतील विधाने वाचण्यापूर्वी संपूर्ण सूचना काळजीपूर्वक वाचा. या प्रश्नावलीत तुमच्या कामासंबंधी काही विधाने आहेत. प्रत्येक विधानासमोर ५ पर्याय दिलेले आहेत. विधान वाचल्यानंतर त्या ५ पर्यायांपैकी जो पर्याय तुम्हांला योग्य वाटतो, त्याखालील रकान्यामध्ये (√) अशी खूण करा. प्रतिक्रिया नोंदवताना तुमची प्रतिक्रिया तुमच्या स्वतः बदलची आणि तुमच्या अनुभवांवर आधारित असावी. सर्व विधानांना प्रतिक्रिया द्या. प्रत्येक विधानासाठी फक्त एकच प्रतिक्रिया नोंदवा. या प्रतिक्रियांमध्ये कोणतेही उत्तर चुक अथवा बरोबर असे नाही. जी प्रतिक्रिया तुम्हाला योग्य वाटते ती द्यावी. प्रतिक्रिया नोंदवत असताना खाडाखोड करू नका. जर तुम्हाला तुमचे उत्तर बदलायचे असेल तर अगोदरच्या प्रतिक्रियेवर फुली (×) करा आणि नंतर योग्य प्रतिक्रिया नोंदवा. प्रत्येक विधानासाठी दिलेले ५ पर्याय खालीलप्रमाणे आहेत -

- SD (Strongly Disagree) / पूर्णतः असहमत - जर तुम्ही विधानाशी पूर्णतः असहमत असाल तर तुमची प्रतिक्रिया SD या रकान्यात (√) अशी खूण करून नोंदवा.
- D (Disagree) / असहमत - जर तुम्ही विधानाशी असहमत असाल तर तुमची प्रतिक्रिया D या रकान्यात (√) अशी खूण करून नोंदवा.
- N (Neutral) / तटस्थ - जर तुम्ही तटस्थ असाल म्हणजे जर तुम्ही निश्चितपणे ठरवू शकत नसाल की विधानाशी तुम्ही असहमत आहात की सहमत आहात, तर तुमची प्रतिक्रिया N या रकान्यात (√) अशी खूण करून नोंदवा.
- A (Agree) / सहमत - जर तुम्ही विधानाशी सहमत असाल तर तुमची प्रतिक्रिया A या रकान्यात (√) अशी खूण करून नोंदवा.
- SA (Strongly Agree) / पूर्णतः सहमत - जर तुम्ही विधानाशी पूर्णतः सहमत असाल तर तुमची प्रतिक्रिया SA या रकान्यात (√) अशी खूण करून नोंदवा.

| अ. क्र. | विधान   | SD | D | N | A | SA |
|---------|---|----|---|---|---|----|
| १       | माझ्या कामासंबंधीच्या व्यक्तींबरोबर काम करताना मी आनंदी असते  |    |   |   |   |    |
| २       | रजा मंजूर करताना स्त्रीयांचा प्राधान्याने विचार केला जातो.  |    |   |   |   |    |
| ३       | मी केलेल्या सूचनांना पुरुष सहकार्यांकडून सकारात्मक प्रतिसाद मिळतो.  |    |   |   |   |    |
| ४       | कामाच्या ठिकाणी माझा सहकार्यांकडून अनादर होतो.  |    |   |   |   |    |
| ५       | सक्षम असून देखील फक्त स्त्री असल्या कारणाने मला डावलले जाते.  |    |   |   |   |    |
| ६       | मला जबाबदारीची कामे दिली न गेल्यामुळे कामाचे विविध अनुभव मिळत नाहीत.  |    |   |   |   |    |
| ७       | स्त्री कर्मचाऱ्यांच्या कामाच्या वेळा व तास पुरुष कर्मचाऱ्यांच्या तुलनेत गैरसोईचे असतात.                       |    |   |   |   |    |
| ८       | कामात माझ्याकडून झालेल्या चुका मी नेहमीच मान्य करते.  |    |   |   |   |    |
| ९       | माझ्या कामाच्या ठिकाणावरील परिस्थिती/ वातावरण याबाबत मी समाधानी आहे.  |    |   |   |   |    |
| १०      | कामाची विभागणी होताना मला दुय्यम दर्जाची कामे दिली जातात.   |    |   |   |   |    |
| ११      | माझ्या कामाच्या जागी नित्याच्या वैयक्तिक गरजा पूर्ण होतात.(washroom, toilet etc.)                             |    |   |   |   |    |
| १२      | स्त्री असल्याकारणाने कुवत असून देखील महत्वपूर्ण जबाबदाऱ्या सोपवल्या जात नाहीत.                                |    |   |   |   |    |
| १३      | वरिष्ठ आणि सहकाऱ्यांबरोबर होणारा संघर्ष टाळण्यासाठी स्त्री कर्मचारी दुय्यम स्वरूपाच्या नियुक्त्या स्विकारतात. |    |   |   |   |    |
| १४      | स्त्री असल्यामुळे पुरुष कर्मचाऱ्यांच्या तुलनेत पदोन्नतीच्या संधी कमी आहेत असे वाटते.                          |    |   |   |   |    |
| १५      | माझ्या सर्व सवयी चांगल्या आहेत.   |    |   |   |   |    |

| अ. क्र. | विधान   | SD | D | N | A | SA |
|---------|---|----|---|---|---|----|
| १६      | पुरुषी अहंभावामुळे स्त्री कर्मचाऱ्यांना गैरवर्तनाला सामोरे जावे लागते.                                  |    |   |   |   |    |
| १७      | कामाच्या ठिकाणावर पुरुष सहकार्यांप्रमाणेच स्त्री कर्मचाऱ्यांना समान सोई आहेत.                           |    |   |   |   |    |
| १८      | पुरुष कर्मचारी माझ्यावर प्रभुत्व गाजवण्याचा प्रयत्न करतात.  |    |   |   |   |    |
| १९      | मला काम व कामासंदर्भात येणाऱ्या एकूण अनुभवांमुळे नोकरी करताना उत्साह वाटत नाही.                         |    |   |   |   |    |
| २०      | गंभीर गुन्ह्यांच्या तपासासाठी स्त्री कर्मचाऱ्यांचा पुरुषांच्या बरोबरीने विचार होतो.                     |    |   |   |   |    |
| २१      | पुरुष कर्मचाऱ्यांच्या तुलनेत स्त्रीयांना रजा मिळणे अधिक अवघड जाते.                                      |    |   |   |   |    |
| २२      | मी कधीच खोटे बोलत नाही.   |    |   |   |   |    |
| २३      | कामे करताना वरिष्ठांकडून मला अनावश्यक सूचना दिल्या जातात.   |    |   |   |   |    |
| २४      | स्त्री कर्मचारी म्हणून कामावर शाब्दिक टिका टिप्पणीचा अनुभव मला येतो.                                    |    |   |   |   |    |
| २५      | कार्यालयात बसण्याच्या जागेसंदर्भात माझ्या गरजा व सुविधांचा विचार केला जातो.                             |    |   |   |   |    |
| २६      | स्त्री कर्मचाऱ्यांना कामातून येणाऱ्या वॉईट अनुभवांमुळे त्यांचे मानसिक स्वास्थ्य खालावेल अशी भीती वाटते. |    |   |   |   |    |
| २७      | पोलीस खाते पुरुष प्रधान असल्याने स्त्री कर्मचाऱ्यांना दुय्यम वागणूक मिळते असे वाटते.                    |    |   |   |   |    |
| २८      | ज्या गोष्टी मला जमत नाही, त्या मी दुसऱ्यांना करायला सांगत नाही.   |    |   |   |   |    |
| २९      | स्त्री व पुरुष एकाच पदावर असूनही पुरुष सहकारी स्त्री कर्मचाऱ्यांना मदत करण्यास सहज तयार होतात.          |    |   |   |   |    |
| ३०      | स्त्री कर्मचाऱ्यांचा वरिष्ठांकडून नेहमीच आदर राखला जातो.  |    |   |   |   |    |
| ३१      | केवळ महिलांसाठी आवश्यक असणाऱ्या आरोग्यवर्धक स्वच्छतेच्या सुविधा माझ्या कामाच्या ठिकाणी उपलब्ध आहेत.     |    |   |   |   |    |

| अ. क्र. | विधान   | SD | D | N | A | SA |
|---------|---|----|---|---|---|----|
| ३२      | हुद्दयाने कमी असून देखील वयाने जास्त असल्यामुळे पुरुष कर्मचारी माझ्या क्षमतांवर अविश्वास दाखवतात.             |    |   |   |   |    |
| ३३      | पुरुष कर्मचाऱ्यांशी संवाद साधताना अडचण येत नाही.  |    |   |   |   |    |
| ३४      | कार्यालयीन निर्णयांमध्ये मी केलेल्या सूचनांची समान पातळीवर दखल घेतली जाते.                                    |    |   |   |   |    |
| ३५      | माझ्या सभोवतालचे वातावरण मी नेहमी स्वच्छ ठेवते.   |    |   |   |   |    |
| ३६      | पुरुष सहकाऱ्यांकडून कामाच्या संदर्भातील विविध अडचणींना सामोरे जाताना प्रोत्साहन दिले जाते.                    |    |   |   |   |    |
| ३७      | काम करत असताना मी देखील विभागातील महत्वपूर्ण सदस्य आहे असे अनुभवास येते.                                      |    |   |   |   |    |
| ३८      | पुरुषप्रधान वातावरणामुळे कामाशी समायोजन करणे, जुळवून घेणे मला जड जाते.  |    |   |   |   |    |
| ३९      | मला वाटते पोलीस दलात स्त्रीयांना समानतेची व योग्य वागणूक मिळते.   |    |   |   |   |    |
| ४०      | गुंतागुंतीच्या निर्णय प्रक्रियेत स्त्री कर्मचाऱ्यांना सहभागी करून घेतले जाते.                                 |    |   |   |   |    |
| ४१      | पुरुष सहकारी मला सहकार्य करण्यास नेहमीच तयार असतात.   |    |   |   |   |    |
| ४२      | मी कोणालाच कधीही अपशब्द वापरत नाही.   |    |   |   |   |    |
| ४३      | पुरुष कर्मचाऱ्यांकडून स्त्री कर्मचाऱ्यांची होणारी टिंगल हा नित्याचा भाग आहे.                                  |    |   |   |   |    |
| ४४      | मी केलेल्या कामाचे श्रेय मला न दिल्यामुळे मला समाधान मिळत नाही.   |    |   |   |   |    |
| ४५      | प्रत्यक्ष कामाच्या संदर्भात मिळणारे प्रशिक्षण व मार्गदर्शन स्त्री कर्मचाऱ्यांना पुरुषांच्या तुलनेत कमी मिळते. |    |   |   |   |    |
| ४६      | गंभीर गुन्ह्यांच्या तपासासाठी आवश्यक असलेल्या अद्ययावत प्रशिक्षणासाठी पुरुष अधिकाऱ्यांना प्राधान्य दिले जाते. |    |   |   |   |    |
| ४७      | मी करत असलेल्या कामातून माझ्या मानसिक व सामाजिक अपेक्षा पूर्ण होतात.  |    |   |   |   |    |

| अ. क्र. | विधान  | SD | D | N | A | SA |
|---------|--|----|---|---|---|----|
| ४८      | कार्यालयात जाण्यास मला कधीच उशीर होत नाही.                                   |    |   |   |   |    |
| ४९      | कामामध्ये गरज असताना आवश्यक मार्गदर्शन मला केले जात नाही.                    |    |   |   |   |    |
| ५०      | कामातील आव्हानात्मक आवघाड्यांवर काम करण्याची संधी स्त्रीयांना दिली जात नाही. |    |   |   |   |    |
| ५१      | पुरुषप्रधान वातावरणामध्ये काम करत असल्यामुळे मला सुरक्षितता जाणवते.          |    |   |   |   |    |
| ५२      | कामाच्या ठिकाणी बैठक व्यवस्थेत माझी गैरसोय होते.                             |    |   |   |   |    |
| ५३      | समवयस्क पुरुष कर्मचाऱ्यांबरोबर काम करताना अस्वस्थ वाटते.                     |    |   |   |   |    |
| ५४      | मला काम करताना मैत्रीपूर्ण वातावरणाचा अनुभव येतो.                            |    |   |   |   |    |
| ५५      | एखादे काम स्त्री आहे म्हणून जमणारच नाही असे स्त्री कर्मचाऱ्यांना ऐकवले जाते. |    |   |   |   |    |
| ५६      | स्त्री कर्मचाऱ्यांचा त्यांच्या पदानुसार आदर ठेवला जातो.                      |    |   |   |   |    |
| ५७      | विविध प्रकारची कामे करायची इच्छा असूनदेखील मला प्राधान्य दिले जात नाही.      |    |   |   |   |    |

१. वरील चाचणीत नमुद केलेल्या स्त्री पोलीस कर्मचाऱ्यांच्या समस्यांव्यतिरीक्त इतर काही समस्या तुम्हांला जाणवत असल्यास लिहा.

२. तुमच्या कामाच्या संदर्भात मागील २ वर्षात पुरुष सहकाऱ्यांकडून आलेला सकारात्मक अनुभव १५ ते २० शब्दांत लिहा.

३. तुमच्या कामाच्या संदर्भात मागील २ वर्षात पुरुष सहकाऱ्यांकडून आलेला नकारात्मक अनुभव १५ ते २० शब्दांत लिहा.

४. शासकीय नियम व चौकट यांच्या मर्यादित राहून आपला विभाग व काम यांच्यात सुधारणा आणण्यासाठी १५ ते २० शब्दांत काही सुचना मांडा.



## Appendix – 1-B

### Questionnaire

#### Gender Friendliness Scale for Police Officers (English version)

City:

Department:

Date:

Age

Qualification:

Married / Unmarried:

Work Experience:

Years of service in Police Dept:

Designation:

Husband's Occupation:

We need some information through this questionnaire, which can be beneficial for the research. This questionnaire contains questions about the work experiences of women employees of police department. Answers to these questions will be helpful to improve work related atmosphere of police women employees. The information provided by you will be kept confidential and it will be used only for research purpose. So, we request you to answer the questions, which are related to your work.

Read the following instructions and answer all the questions honestly.

#### **Instructions**

Before answering the questions given below, read all the instructions carefully.

Do not discuss with anybody while giving the responses.

Do not respond to the questions under anybody's influence.

Give your own responses honestly.

This scale contains of 57 statements, which are related to your work. In front of every statement four options are given. Read every statement carefully and indicate your response that you think is correct with the help of (√) this sign. While indicating your responses, please see that it is based on your own experience. Responding to all the

statements is compulsory. You should indicate only one response to every statement. There is no right or wrong answer in responses.

For every statement, there are four options:

- **SD** (Strongly Disagree) – If you strongly disagree with the statement, then indicate your response in the box of SD with the help of (√) this sign.
- **D** (Disagree) – If you disagree with the statement, then indicate your response in the box of D with the help of (√) this sign.
- **A** (Agree) – If you agree with the statement, then indicate your response in the box of A with the help of (√) this sign.
- **SA** (Strongly Agree) – If you strongly agree with the statement, then indicate your response in the box of SA with the help of (√) this sign.

| Sr. No. | Statement   | SD | D | A | SA |
|---------|---|----|---|---|----|
| 1       | I feel good while working with male colleagues from my department         |    |   |   |    |
| 2       | While sanctioning leaves, priority is given to female employees.          |    |   |   |    |
| 3       | I get positive response from male colleagues, to suggestions given by me. |    |   |   |    |
| 4       | At work place, my colleagues disrespect me.                               |    |   |   |    |

| Sr. No. | Statement   | SD | D | A | SA |
|---------|---|----|---|---|----|
| 5       | Though I am capable, my department neglects me for various duties, only because I am a woman              |    |   |   |    |
| 6       | Since I am not given a responsible duty I do not get varied job experience.                               |    |   |   |    |
| 7       | While considering duty timings and days, female employees are treated unfairly.                           |    |   |   |    |
| 8       | I always accept my mistakes.  |    |   |   |    |
| 9       | I am satisfied with work environment at work place.   |    |   |   |    |
| 10      | At the time of work distribution, secondary work is allotted to me.                                       |    |   |   |    |
| 11      | At my work place, facilities like washroom and toilet are available.                                      |    |   |   |    |
| 12      | Though capable, just because I am a female, I am not given major responsibilities                         |    |   |   |    |
| 13      | To avoid the conflicts with seniors and colleagues, female employees accept secondary appointments.       |    |   |   |    |
| 14      | Being a female employee, I think there are less opportunities of promotion as compared to male employees. |    |   |   |    |
| 15      | I have all good habits.   |    |   |   |    |
| 16      | Due to male ego, female employees experience ill-treatment.   |    |   |   |    |
| 17      | At work place, female employees have similar facilities like male employees.                              |    |   |   |    |

| Sr. No. | Statement   | SD | D | A | SA |
|---------|---|----|---|---|----|
| 18      | Male employees try to dominate me.  |    |   |   |    |
| 19      | Due to overall working experience, I do not feel enthusiastic while working.                                  |    |   |   |    |
| 20      | Female and male employees are equally considered for the investigation of major offenses.                     |    |   |   |    |
| 22      | I never lie.  |    |   |   |    |
| 23      | While working I am given unnecessary suggestions from male seniors.   |    |   |   |    |
| 24      | Being a female, I experience sarcastic comments from male colleagues at work place.                           |    |   |   |    |
| 25      | At my work place, my requirements and needs related to my sitting arrangements are considered.                |    |   |   |    |
| 26      | Due to ill treatment at job, female employees have fear that their psychological well-being will deteriorate. |    |   |   |    |
| 27      | Since police department is male dominated, I feel female employees receive secondary treatment.               |    |   |   |    |
| 28      | The things, which I cannot do, I don't ask others to do those things.   |    |   |   |    |
| 29      | Male employees easily help female employees, though they are at same post                                     |    |   |   |    |
| 30      | Seniors always respect female employees.  |    |   |   |    |
| 31      | Health related cleanliness facilities for females are available at work place.                                |    |   |   |    |

| Sr. No. | Statement  | SD | D | A | SA |
|---------|--|----|---|---|----|
| 32      | Despite being low by designation, but as older than I am, male employees do not show faith in my capabilities. |    |   |   |    |
| 33      | I do not face difficulties while communicating with male employees.  |    |   |   |    |
| 34      | In official decisions, my suggestions are equally honored.   |    |   |   |    |
| 35      | I always keep my surroundings neat and clean.  |    |   |   |    |
| 36      | While facing work related difficulties, female employees get encouraged by male colleagues.                    |    |   |   |    |
| 37      | While working, I experience that I am also an equally important member of the department.                      |    |   |   |    |
| 38      | Due to male dominating environment, I find it difficult to adjust at work.                                     |    |   |   |    |
| 39      | In police department, I feel female employees get equal and fair treatment.                                    |    |   |   |    |
| 40      | Female employees' participation is considered in taking complicated decisions.                                 |    |   |   |    |
| 41      | Male employees are always ready to co-operate me.  |    |   |   |    |
| 42      | I never use abusing words for anyone.  |    |   |   |    |
| 43      | Taunting by male employees to female employees has become usual.   |    |   |   |    |
| 44      | I don't feel satisfied as I don't receive the credit for the work that I have done                             |    |   |   |    |

| Sr. No. | Statement   | SD | D | A | SA |
|---------|---|----|---|---|----|
| 45      | As compared to male employees, female employees get less guidance and training related to actual work.      |    |   |   |    |
| 46      | Male employees are preferred for advanced training related to crime investigation.                          |    |   |   |    |
| 47      | My mental and social expectations are fulfilled by the work that I do.                                      |    |   |   |    |
| 48      | I am never late to office.  |    |   |   |    |
| 49      | When needed I do not get essential guidance at work?  |    |   |   |    |
| 50      | Females are not given an opportunity to work on challenging problems.                                       |    |   |   |    |
| 51      | While working in a male dominated environment I feel secure.  |    |   |   |    |
| 52      | Being a female, I find sitting arrangement inconvenient at work place.                                      |    |   |   |    |
| 53      | I feel uneasy while working with male employees of same age.  |    |   |   |    |
| 54      | While working, I experience friendly environment  |    |   |   |    |
| 55      | Female Employees are told that, 'because you are a female, therefore, you cannot do the work successfully'. |    |   |   |    |
| 56      | Female employees are respected according to their designations.   |    |   |   |    |
| 57      | Though I am willing to do various types of work, I am not preferred for the same.                           |    |   |   |    |

1 Please write if there are any other problems you have faced than the mentioned in questionnaire.

2 Share your work related good experiences in last two years, while working with male employees (In 15 – 20 words) .

1. Share your work related bad experiences in last two years, while working with male employees.(In 15 – 20 words).

2. Give your suggestions to bring improvements in the department and work related issues (within the framework of the Government rules and regulations).

## Appendix – 2

### Format of Interview of Senior Officers

#### Gender friendliness of Maharashtra Police for uniformed women officers

(From constable to Sub-Inspector)

Name:

Age :

Qualification:

Designation:

Year of experience (Rural / Urban):

Marital Status:

Occupation of Spouse:

*Gender Friendliness in the study has been defined as having following four components*

- Work Environment
- Gender respect
- Gender equality
- Co-operation

1. Do male and female employees have equal potential for work?

|     |           |    |             |
|-----|-----------|----|-------------|
| Yes | Sometimes | No | Am not sure |
|-----|-----------|----|-------------|

2. Kindly give your views about the treatment given to women employees in the department.

a. Is fair treatment given to female officers in the department?

b. If fair treatment is not given to female officers, what could be the reasons?



3. Do women officers get gender specific facilities like washroom, changing room, proper sitting arrangement etc. at work place?

|     |    |           |                           |
|-----|----|-----------|---------------------------|
| Yes | No | Sometimes | Very few/not satisfactory |
|-----|----|-----------|---------------------------|

4. Do you think that family and social responsibilities hamper the work of female employees?

|     |           |    |             |
|-----|-----------|----|-------------|
| Yes | Sometimes | No | Am not sure |
|-----|-----------|----|-------------|

If yes/sometimes, how can their impact be mitigated?

5. Are women officers able to handle equal responsibilities?

a. If yes what are the reasons?

b. If not what are the reasons?

6. Regardless of position and designation, do female officers get respect?

|     |           |       |             |
|-----|-----------|-------|-------------|
| Yes | Sometimes | Never | Am not sure |
|-----|-----------|-------|-------------|

7. What could be the reasons for the above?

8. Pl. give your opinion about co-operation (like sharing responsibilities, helping each other, guidance) between male and female employees.

|                           |                      |                         |  |
|---------------------------|----------------------|-------------------------|--|
| Very good<br>co-operation | Good<br>co-operation | Average<br>co-operation | Less than<br>satisfactory<br>cooperation |
|---------------------------|----------------------|-------------------------|--|

9. We have found in the study that female officers rate about 25% satisfaction on Gender Friendliness – would you give your opinion/views/ reasons for the same?

10. While designing policies for officers, is ‘Gender Friendliness’ taken into consideration?

11. Kindly inform what you have done personally or as team leader for gender friendliness in Police at your level? Concrete examples shall help.

12. How can gender friendliness be improved in Maharashtra Police? Kindly give concrete suggestions.

13. Are you aware of any national/international practice for improving gender friendliness by any organisation specially Police?

14. What would be your suggestions for designing policies with reference to 'Gender Friendliness' in the department?

## Appendix – 3

The item-total correlation with Means and SD for 64 statements (pilot study)

| Item No. | Mean | Std. Deviation | total  |
|----------|------|----------------|--------|
| Q1       | 2.72 | 1.09           | .316** |
| Q2       | 1.64 | 1.35           | .385** |
| Q3       | 1.73 | 1.24           | .441** |
| Q4       | 2.64 | 1.26           | .422** |
| Q5       | 2.21 | 1.46           | .556** |
| Q6       | 2.01 | 1.53           | .483** |
| Q7       | 1.26 | 1.40           | .325** |
| Q9       | 2.37 | 1.29           | .485** |
| Q10      | 2.28 | 1.37           | .481** |
| Q12      | 1.88 | 1.69           | .346** |
| Q13      | 1.97 | 1.39           | .560** |
| Q14      | 1.72 | 1.48           | .547** |
| Q15      | 2.53 | 1.31           | .425** |
| Q17      | 1.86 | 1.39           | .517** |
| Q18      | 1.82 | 1.45           | .583** |
| Q19      | 2.45 | 1.36           | .513** |
| Q20      | 2.18 | 1.45           | .463** |
| Q21      | 1.92 | 1.38           | .358** |
| Q22      | 2.10 | 1.44           | .526** |
| Q25      | 2.25 | 1.36           | .578** |
| Q26      | 1.72 | 1.48           | .653** |

| <b>Item No.</b> | <b>Mean</b> | <b>Std. Deviation</b> | <b>total</b> |
|-----------------|-------------|-----------------------|--------------|
| <b>Q27</b>      | 1.69        | 1.47                  | .537**       |
| <b>Q28</b>      | 1.23        | 1.36                  | .425**       |
| <b>Q29</b>      | 1.86        | 1.37                  | .660**       |
| <b>Q33</b>      | 2.09        | 1.23                  | .573**       |
| <b>Q34</b>      | 2.05        | 1.39                  | .466**       |
| <b>Q35</b>      | 1.62        | 1.41                  | .446**       |
| <b>Q36</b>      | 2.04        | 1.20                  | .518**       |
| <b>Q37</b>      | 2.33        | 1.21                  | .380**       |
| <b>Q38</b>      | 2.01        | 2.70                  | .402**       |
| <b>Q40</b>      | 2.23        | 1.31                  | .429**       |
| <b>Q41</b>      | 2.50        | 1.28                  | .472**       |
| <b>Q42</b>      | 2.14        | 1.31                  | .526**       |
| <b>Q43</b>      | 1.87        | 1.33                  | .635**       |
| <b>Q44</b>      | 1.71        | 1.24                  | .371**       |
| <b>Q45</b>      | 2.09        | 1.27                  | .672**       |
| <b>Q47</b>      | 1.81        | 1.44                  | .555**       |
| <b>Q48</b>      | 1.54        | 1.38                  | .584**       |
| <b>Q50</b>      | 1.63        | 1.32                  | .468**       |
| <b>Q51</b>      | 1.94        | 1.30                  | .480**       |
| <b>Q53</b>      | 2.24        | 1.26                  | .379**       |
| <b>Q55</b>      | 1.91        | 1.30                  | .579**       |
| <b>Q56</b>      | 2.34        | 1.17                  | .446**       |
| <b>Q57</b>      | 2.16        | 1.43                  | .528**       |
| <b>Q59</b>      | 2.66        | 1.21                  | .496**       |

| <b>Item No.</b> | <b>Mean</b> | <b>Std. Deviation</b> | <b>total</b> |
|-----------------|-------------|-----------------------|--------------|
| <b>Q60</b>      | 2.54        | 1.23                  | .571**       |
| <b>Q61</b>      | 1.67        | 1.45                  | .705**       |
| <b>Q63</b>      | 2.35        | 1.35                  | .465**       |
| <b>Q64</b>      | 1.82        | 1.46                  | .641**       |

## Appendix-4

The factor component matrix with respective items (pilot study)

| <b>Rotated Component Matrix<sup>a</sup></b> |                 |                 |                 |                 |
|---|-----------------|-----------------|-----------------|-----------------|
| <b>Item No.</b>                             | <b>Factor 1</b> | <b>Factor 2</b> | <b>Factor 3</b> | <b>Factor 4</b> |
| Q48   | .736            |                 |                 |                 |
| Q61   | .726            |                 |                 |                 |
| Q47   | .709            |                 |                 |                 |
| Q36   | .689            |                 |                 |                 |
| Q55   | .688            |                 |                 |                 |
| Q50   | .660            |                 |                 |                 |
| Q29   | .647            |                 |                 |                 |
| Q22   | .646            |                 |                 |                 |
| Q64   | .645            |                 |                 |                 |
| Q25   | .601            |                 |                 |                 |
| Q42   | .582            |                 |                 |                 |
| Q19   | .564            |                 |                 |                 |
| Q15   | .563            |                 |                 |                 |
| Q13   | .559            |                 |                 |                 |
| Q53   | .536            |                 |                 |                 |
| Q28   | .505            |                 |                 |                 |
| Q14   | .502            |                 |                 |                 |
| Q59   | .478            |                 |                 |                 |
| Q20   | .461            |                 |                 |                 |

| <b>Rotated Component Matrix<sup>a</sup></b> |                 |                 |                 |                 |
|---|-----------------|-----------------|-----------------|-----------------|
| <b>Item No.</b>                             | <b>Factor 1</b> | <b>Factor 2</b> | <b>Factor 3</b> | <b>Factor 4</b> |
| Q17   | .422            |                 |                 |                 |
| Q7  | .335            |                 |                 |                 |
| Q56   |                 | .745            |                 |                 |
| Q33   |                 | .685            |                 |                 |
| Q60   |                 | .684            |                 |                 |
| Q45   |                 | .672            |                 |                 |
| Q63   |                 | .645            |                 |                 |
| Q40   |                 | .632            |                 |                 |
| Q51   |                 | .591            |                 |                 |
| Q43   |                 | .581            |                 |                 |
| Q34   |                 | .577            |                 |                 |
| Q37   |                 | .559            |                 |                 |
| Q57   |                 | .530            |                 |                 |
| Q27   |                 | .513            |                 |                 |
| Q35   |                 | .488            |                 |                 |
| Q41   |                 | .478            |                 |                 |
| Q38   |                 | .342            |                 |                 |
| Q5  |                 |                 | .693            |                 |
| Q10   |                 |                 | .642            |                 |
| Q18   |                 |                 | .633            |                 |
| Q4  |                 |                 | .563            |                 |
| Q26   |                 |                 | .555            |                 |
| Q12   |                 |                 | .458            |                 |



| <b>Rotated Component Matrix<sup>a</sup></b> |                 |                 |                 |                 |
|---|-----------------|-----------------|-----------------|-----------------|
| <b>Item No.</b>                             | <b>Factor 1</b> | <b>Factor 2</b> | <b>Factor 3</b> | <b>Factor 4</b> |
| <b>Q6</b>                                   |                 |                 | <b>.445</b>     |                 |
| <b>Q9</b>                                   |                 |                 | <b>.443</b>     |                 |
| <b>Q44</b>                                  |                 |                 |                 | <b>.757</b>     |
| <b>Q21</b>                                  |                 |                 |                 | <b>.619</b>     |
| <b>Q2</b>                                   |                 |                 |                 | <b>.539</b>     |
| <b>Q1</b>                                   |                 |                 |                 | <b>.479</b>     |
| <b>Q3</b>                                   |                 |                 |                 | <b>.431</b>     |

## Appendix-5

**Responses classified in different factors/themes/ dimensions (pilot study)**

| Sr. No. | Factor                  | Responses  | Frequency | %     |
|---------|-------------------------|--|-----------|-------|
| 1.      | <b>Work Environment</b> | 1. There should be eight-hour shift/duty.  | 35        | 20.11 |
|         |                         | 2. Police station should be nearby the house.  | 15        | 8.62  |
|         |                         | 3. There should be week-end off and more casual leave.   | 10        | 5.74  |
|         |                         | 4. Police station should have facilities like – washroom, rest room and gym.   | 7         | 4.02  |
|         |                         | 5. Facing family issues due to less number of leaves /holidays.  | 5         | 2.87  |
|         |                         | 6. There should be facility of day care and cress.   | 5         | 2.87  |
|         |                         | 7. There should not be political interference in work.   | 2         | 1.14  |
|         |                         | 8. Do not assign night duties and outside duties to pregnant female employees and who are having kids of age less than five. | 2         | 1.14  |
|         |                         | 9. Outside duties create inconvenience in washroom, restroom.  | 2         | 1.14  |
|         |                         | 10. There should be library facility.  | 2         | 1.14  |
|         |                         | 11. Women officers require IT training.  | 1         | 0.57  |
|         |                         | 12. Police station should have medical facilities.   | 1         | 0.57  |
|         |                         | 13. Mid life health issues like menopausal period.   | 1         | 0.57  |

| Sr. No. | Factor                 | Responses   | Frequency | %     |
|---------|------------------------|---|-----------|-------|
| 2.      | <b>Gender Respect</b>  | 1. Experiences of bullying from seniors.  | 10        | 5.74  |
|         |                        | 2. Some male employees' conduct is not morally correct.                                     | 3         | 1.72  |
|         |                        | 3. Male employees always talk about female employees in their absence.                      | 2         | 1.14  |
|         |                        | 4. Nobody takes action against male employees, though they are drunk when they are on duty. | 1         | 0.57  |
| 3.      | <b>Gender Equality</b> | 1. Inferior treatment from male colleagues and male seniors.                                | 10        | 5.74  |
|         |                        | 2. Gender inequality while assigning duties.  | 4         | 2.29  |
|         |                        | 3. Unequal treatment to different female employees based on their looks.                    | 3         | 1.72  |
|         |                        | 4. There should be fair work distribution.  | 1         | 0.57  |
|         |                        | 5. Need of Workshops for female employees (Darbar). Meeting to discuss the problems.        | 1         | 0.57  |
|         |                        | 6. Need of a separate jeep for female employees.  | 1         | 0.57  |
| 4.      | <b>Cooperation</b>     | 1. Female employees do get guidance and cooperation from male employees.                    | 19        | 10.91 |
|         |                        | 2. Male employees rarely help.  | 10        | 5.74  |
|         |                        | 3. Bribe for sanctioning leaves.  | 6         | 3.44  |
|         |                        | 4. There should not be heavy workload during MC period.                                     | 2         | 1.14  |
|         |                        | 5. Senior females do not cooperate.   | 1         | 0.57  |

| <b>Sr. No.</b> | <b>Factor</b> | <b>Responses</b>                               | <b>Frequency</b> | <b>%</b> |
|----------------|---------------|--|------------------|----------|
| 5.             | <b>Other</b>  | 1. Issue of transfer.                          | 1                | 0.57     |
|                |               | 2. Need Bachat gat.                            | 1                | 0.57     |
|                |               | 3. There should be police employee federation. | 1                | 0.57     |

## Appendix-6

Item analysis of Gender Friendliness Scale (N= 384). (Main study)

| Item Total correlation with Means and SD's |      |       |        |
|--|------|-------|--------|
| Item no.                                   | Mean | S D   | Total  |
| Q1   | 2.23 | .794  | .512** |
| Q2   | 1.40 | .986  | .611** |
| Q3   | 1.49 | .911  | .619** |
| Q4   | 2.01 | .975  | .611** |
| Q5   | 1.75 | 1.075 | .659** |
| Q6   | 1.52 | 1.111 | .579** |
| Q7   | 1.29 | 1.084 | .542** |
| Q9   | 1.85 | 1.003 | .575** |
| Q10  | 1.87 | 1.061 | .540** |
| Q11  | 1.45 | 1.166 | .515** |
| Q12  | 1.61 | 1.064 | .601** |
| Q13  | 1.59 | 1.148 | .670** |
| Q14  | 1.93 | 1.089 | .544** |
| Q16  | 1.42 | 1.116 | .616** |
| Q17  | 1.56 | 1.119 | .561** |
| Q18  | 1.88 | 1.111 | .657** |
| Q19  | 1.70 | 1.085 | .677** |
| Q20  | 1.51 | 1.028 | .465** |
| Q21  | 1.80 | 1.070 | .623** |
| Q23  | 1.90 | 1.073 | .604** |
| Q24  | 1.42 | 1.122 | .699** |
| Q25  | 1.43 | 1.041 | .639** |
| Q26  | 1.23 | 1.083 | .587** |
| Q27  | 1.49 | 1.051 | .709** |
| Q29  | 1.72 | .958  | .474** |
| Q30  | 1.66 | 1.009 | .657** |
| Q31  | 1.29 | 1.048 | .568** |

| <b>Item Total correlation with Means and SD's</b> |             |            |              |
|---|-------------|------------|--------------|
| <b>Item no.</b>                                   | <b>Mean</b> | <b>S D</b> | <b>Total</b> |
| Q32   | 1.77        | .995       | .605**       |
| Q33   | 1.88        | .958       | .565**       |
| Q34   | 1.58        | .952       | .553**       |
| Q36   | 1.74        | .960       | .603**       |
| Q37   | 2.12        | .842       | .508**       |
| Q38   | 1.70        | .974       | .688**       |
| Q39   | 1.37        | .997       | .686**       |
| Q40   | 1.34        | .992       | .572**       |
| Q41   | 1.71        | .926       | .659**       |
| Q43   | 1.33        | 1.077      | .630**       |
| Q44   | 1.31        | 1.041      | .660**       |
| Q45   | 1.62        | 1.037      | .504**       |
| Q46   | 1.29        | 1.010      | .633**       |
| Q47   | 1.72        | .972       | .595**       |
| Q49   | 1.79        | .954       | .563**       |
| Q50   | 1.50        | 1.045      | .607**       |
| Q51   | 1.78        | .972       | .483**       |
| Q52   | 1.77        | 1.006      | .594**       |
| Q53   | 2.10        | .957       | .562**       |
| Q54   | 1.98        | .904       | .586**       |
| Q55   | 1.42        | 1.058      | .671**       |
| Q56   | 1.71        | 1.023      | .578**       |
| Q57   | 1.59        | 1.091      | .661**       |
| Note: *. $P < 0.05$ **. $P < 0.01$ .              |             |            |              |

## Appendix-7

Factor structure matrix of the Gender Friendliness Scale (Main study)

| Sr.no. | Factor one (Gender equality, Gender Respect, Cooperation)   | Factor one | Factor two | Factor three |
|--------|---|------------|------------|--------------|
| 27     | पोलीस खाते पुरुष प्रधान असल्याने स्त्री कर्मचाऱ्यांना दुय्यम वागणूक मिळते असे वाटते.                          | <b>.70</b> |            |              |
| 55     | एखादे काम स्त्री आहे म्हणून जमणारच नाही असे स्त्री कर्मचाऱ्यांना ऐकवले जाते.                                  | <b>.69</b> |            |              |
| 5      | सक्षम असून देखील फक्त स्त्री असल्या कारणाने मला डावलले जाते.  | <b>.67</b> |            |              |
| 44     | मी केलेल्या कामाचे श्रेय मला न दिल्यामुळे मला समाधान मिळत नाही.   | <b>.66</b> |            |              |
| 6      | मला जबाबदारीची कामे दिली न गेल्यामुळे कामाचे विविध अनुभव मिळत नाहीत.  | <b>.66</b> |            |              |
| 12     | स्त्री असल्याकारणाने कुवत असून देखील महत्वपूर्ण जबाबदाऱ्या सोपवल्या जात नाहीत.                                | <b>.65</b> |            |              |
| 24     | स्त्री कर्मचारी म्हणून कामावर शाब्दिक टिका टिप्पणीचा अनुभव मला येतो.  | <b>.64</b> |            |              |
| 13     | वरिष्ठ आणि सहकाऱ्यांबरोबर होणारा संघर्ष टाळण्यासाठी स्त्री कर्मचारी दुय्यम स्वरूपाच्या नियुक्त्या स्विकारतात. | <b>.64</b> |            |              |
| 18     | पुरुष कर्मचारी माझ्यावर प्रभुत्व गाजवण्याचा प्रयत्न करतात.  | <b>.64</b> |            |              |
| 38     | पुरुषप्रधान वातावरणामुळे कामाशी समायोजन करणे, जुळवून घेणे मला जड जाते.  | <b>.63</b> | .          |              |
| 50     | कामातील आव्हानात्मक आव्हानांवर काम करण्याची संधी स्त्रीयांना दिली जात नाही.                                   | <b>.63</b> |            |              |
| 57     | विविध प्रकारची कामे करायची इच्छा असूनदेखील मला प्राधान्य दिले जात नाही.                                       | <b>.63</b> |            |              |

| Sr.no. | Factor one (Gender equality, Gender Respect, Cooperation)   | Factor one | Factor two | Factor three |
|--------|---|------------|------------|--------------|
| 16     | पुरुषी अहंभावामुळे स्त्री कर्मचाऱ्यांना गैरवर्तनाला सामोरे जावे लागते.  | .62        |            |              |
| 46     | गंभीर गुन्ह्यांच्या तपासासाठी आवश्यक असलेल्या अद्ययावत प्रशिक्षणासाठी पुरुष अधिकाऱ्यांना प्राधान्य दिले जाते. | .59        |            |              |
| 23     | कामे करताना वरिष्ठांकडून मला अनावश्यक सूचना दिल्या जातात.   | .57        |            |              |
| 26     | स्त्री कर्मचाऱ्यांना कामातून येणाऱ्या वाईट अनुभवांमुळे त्यांचे मानसिक स्वास्थ्य खालावेल अशी भीती वाटते.       | .57        |            |              |
| 32     | हुद्द्याने कमी असून देखील वयाने जास्त असल्यामुळे पुरुष कर्मचारी माझ्या क्षमतांवर अविश्वास दाखवतात.            | .56        |            |              |
| 21     | पुरुष कर्मचाऱ्यांच्या तुलनेत स्त्रीयांना रजा मिळणे अधिक अवघड जाते.  | .53        | .          |              |
| 10     | कामाची विभागणी होताना मला दुय्यम दर्जाची कामे दिली जातात.   | .53        |            |              |
| 7      | स्त्री कर्मचाऱ्यांच्या कामाच्या वेळा व तास पुरुष कर्मचाऱ्यांच्या तुलनेत गैरसोईचे असतात.                       | .53        |            |              |
| 19     | मला काम व कामासंदर्भात येणाऱ्या एकूण अनुभवांमुळे नोकरी करताना उत्साह वाटत नाही.                               | .52        | .          |              |
| 49     | कामामध्ये गरज असताना आवश्यक मार्गदर्शन मला केले जात नाही.   | .50        |            |              |
| 45     | प्रत्यक्ष कामाच्या संदर्भात मिळणारे प्रशिक्षण व मार्गदर्शन स्त्री कर्मचाऱ्यांना पुरुषांच्या तुलनेत कमी मिळते. | .49        |            |              |
| 4      | कामाच्या ठिकाणी माझा सहकार्यांकडून अनादर होतो.  | .49        |            |              |



| Sr.no.                               | Factor one (Gender equality, Gender Respect, Cooperation)                                      | Factor one | Factor two | Factor three |
|--------------------------------------|--|------------|------------|--------------|
| 43                                   | पुरुष कर्मचाऱ्यांकडून स्त्री कर्मचाऱ्यांची होणारी टिंगल हा नित्याचा भाग आहे.                   | .46        |            |              |
| 14                                   | स्त्री असल्यामुळे पुरुष कर्मचाऱ्यांच्या तुलनेत पदोन्नतीच्या संधी कमी आहेत असे वाटते.           | .44        |            |              |
| 56                                   | स्त्री कर्मचाऱ्यांचा त्यांच्या पदानुसार आदर ठेवला जातो.  | .40        |            |              |
| <b>Factor Two (Work Environment)</b> |  |            |            |              |
| 41                                   | पुरुष सहकारी मला सहकार्य करण्यास नेहमीच तयार असतात.  |            | .73        |              |
| 54                                   | मला काम करताना मैत्रीपूर्ण वातावरणाचा अनुभव येतो.  |            | .66        |              |
| 1                                    | माझ्या कामासंबंधीच्या व्यक्तींबरोबर काम करताना मी आनंदी असते                                   |            | .65        |              |
| 39                                   | मला वाटते पोलीस दलात स्त्रीयांना समानतेची व योग्य वागणूक मिळते.                                |            | .64        |              |
| 36                                   | पुरुष सहकाऱ्यांकडून कामाच्या संदर्भातील विविध अडचणींना सामोरे जाताना प्रोत्साहन दिले जाते.     |            | .63        |              |
| 37                                   | काम करत असताना मी देखील विभागातील महत्वपूर्ण सदस्य आहे असे अनुभवास येते.                       |            | .60        |              |
| 9                                    | माझ्या कामाच्या ठिकाणावरील परिस्थिती व वातावरण याबाबत मी समाधानी आहे.                          |            | .59        |              |
| 47                                   | मी करत असलेल्या कामातून माझ्या मानसिक व सामाजिक अपेक्षा पूर्ण होतात.                           |            | .59        |              |
| 33                                   | पुरुष कर्मचाऱ्यांशी संवाद साधताना अडचण येत नाही.   |            | .58        |              |
| 29                                   | स्त्री व पुरुष एकाच पदावर असूनही पुरुष सहकारी स्त्री कर्मचाऱ्यांना मदत करण्यास सहज तयार होतात. |            | .58        |              |

| Sr.no. | Factor Two (Work Environment)   | Factor one | Factor two | Factor three |
|--------|---|------------|------------|--------------|
| 11     | माझ्या कामाच्या जागी नित्याच्या वैयक्तिक गरजा पूर्ण होतात. (नितववउए जवपसमज मजबण)                    |            | .58        |              |
| 25     | कार्यालयात बसण्याच्या जागेसंदर्भात माझ्या गरजा व सुविधांचा विचार केला जातो.                         |            | .57        |              |
| 30     | स्त्री कर्मचाऱ्यांचा वरिष्ठांकडून नेहमीच आदर राखला जातो.  |            | .55        |              |
| 31     | केवळ महिलांसाठी आवश्यक असणाऱ्या आरोग्यवर्धक स्वच्छतेच्या सुविधा माझ्या कामाच्या ठिकाणी उपलब्ध आहेत. |            | .55        |              |
| 3      | मी केलेल्या सूचनांना पुरुष सहकार्यांकडून सकारात्मक प्रतिसाद मिळतो.                                  |            | .52        |              |
| 17     | कामाच्या ठिकाणावर पुरुष सहकार्यांप्रमाणेच स्त्री कर्मचाऱ्यांना समान सोई आहेत.                       |            | .49        |              |
| 34     | कार्यालयीन निर्णयांमध्ये मी केलेल्या सूचनांची समान पातळीवर दखल घेतली जाते.                          |            | .48        |              |
| 51     | पुरुषप्रधान वातावरणामध्ये काम करत असल्यामुळे मला सुरक्षितता जाणवते.                                 |            | .47        |              |
| 40     | गुंतागुंतीच्या निर्णय प्रक्रियेत स्त्री कर्मचाऱ्यांना सहभागी करून घेतले जाते.                       |            | .44        |              |
| 52     | कामाच्या ठिकाणी बैठक व्यवस्थेत माझी गैरसोय होते.  |            | .43        |              |
| 53     | समवयस्क पुरुष कर्मचाऱ्यांबरोबर काम करताना अस्वस्थ वाटते.  |            | .43        |              |
| 2      | रजा मंजूर करताना स्त्रीयांचा प्राधान्याने विचार केला जातो.  |            | .41        |              |
| 20     | गंभीर गुन्ह्यांच्या तपासासाठी स्त्री कर्मचाऱ्यांचा पुरुषांच्या बरोबरीने विचार होतो.                 |            | .33        |              |

| Sr.no. | Factor three (social desirability)                              | Factor one | Factor two | Factor three |
|--------|---|------------|------------|--------------|
| 22     | मी कधीच खोटे बोलत नाही.   |            |            | .65          |
| 48     | कार्यालयात जाण्यास मला कधीच उशीर होत नाही.                      |            |            | .58          |
| 42     | मी कोणालाच कधीही अपशब्द वापरत नाही.                             |            |            | .53          |
| 28     | ज्या गोष्टी मला जमत नाही, त्या मी दुसऱ्यांना करायला सांगत नाही. |            |            | .44          |
| 8      | कामात माझ्याकडून झालेल्या चुका मी नेहमीच मान्य करते.            |            |            | .40          |
| 15     | माझ्या सर्व सवयी चांगल्या आहेत.                                 |            |            | .40          |
| 35     | माझ्या सभोवतालचे वातावरण मी नेहमी स्वच्छ ठेवते.                 |            |            | .36          |

## Appendix-8

Item statistics for the reliability of the GF Scale (Main study)

| <b>Item-Total Statistics</b> |   |   |   |   |
|------------------------------|---|---|---|---|
| <b>Item No.</b>              | <b>Scale Mean<br/>if Item<br/>Deleted</b> | <b>Scale<br/>Variance if<br/>Item Deleted</b> | <b>Corrected<br/>Item-Total<br/>Correlation</b> | <b>Cronbach's<br/>Alpha if Item<br/>Deleted</b> |
| <b>Q1</b>                    | 77.92                                     | 865.923                                       | .462  | .961  |
| <b>Q2</b>                    | 78.75                                     | 854.030                                       | .573  | .960  |
| <b>Q3</b>                    | 78.65                                     | 856.260                                       | .581  | .960  |
| <b>Q4</b>                    | 78.14                                     | 854.961                                       | .568  | .960  |
| <b>Q5</b>                    | 78.39                                     | 847.450                                       | .630  | .960  |
| <b>Q6</b>                    | 78.63                                     | 852.612                                       | .531  | .960  |
| <b>Q7</b>                    | 78.85                                     | 854.473                                       | .514  | .960  |
| <b>Q9</b>                    | 78.30                                     | 855.311                                       | .538  | .960  |
| <b>Q10</b>                   | 78.29                                     | 856.804                                       | .487  | .960  |
| <b>Q11</b>                   | 78.68                                     | 852.097                                       | .504  | .960  |
| <b>Q12</b>                   | 78.55                                     | 852.298                                       | .562  | .960  |
| <b>Q13</b>                   | 78.58                                     | 846.063                                       | .633  | .960  |
| <b>Q14</b>                   | 78.23                                     | 856.002                                       | .488  | .960  |
| <b>Q16</b>                   | 78.73                                     | 849.408                                       | .574  | .960  |
| <b>Q17</b>                   | 78.57                                     | 851.539                                       | .535  | .960  |
| <b>Q18</b>                   | 78.26                                     | 845.304                                       | .636  | .960  |
| <b>Q19</b>                   | 78.45                                     | 846.424                                       | .642  | .960  |
| <b>Q20</b>                   | 78.63                                     | 860.744                                       | .429  | .961  |
| <b>Q21</b>                   | 78.35                                     | 850.859                                       | .585  | .960  |
| <b>Q23</b>                   | 78.26                                     | 852.019                                       | .561  | .960  |
| <b>Q24</b>                   | 78.75                                     | 844.393                                       | .665  | .960  |
| <b>Q25</b>                   | 78.71                                     | 849.194                                       | .618  | .960  |
| <b>Q26</b>                   | 78.93                                     | 853.269                                       | .540  | .960  |

| <b>Item-Total Statistics</b> |                                   |                                       |   |   |
|------------------------------|-----------------------------------|---------------------------------------|---|---|
| <b>Item No.</b>              | <b>Scale Mean if Item Deleted</b> | <b>Scale Variance if Item Deleted</b> | <b>Corrected Item-Total Correlation</b> | <b>Cronbach's Alpha if Item Deleted</b> |
| <b>Q27</b>                   | 78.66                             | 845.157                               | .687                                    | .960                                    |
| <b>Q29</b>                   | 78.42                             | 862.283                               | .444                                    | .961                                    |
| <b>Q30</b>                   | 78.48                             | 849.702                               | .635                                    | .960                                    |
| <b>Q31</b>                   | 78.84                             | 852.331                               | .559                                    | .960                                    |
| <b>Q32</b>                   | 78.37                             | 853.477                               | .580                                    | .960                                    |
| <b>Q33</b>                   | 78.27                             | 857.918                               | .523                                    | .960                                    |
| <b>Q34</b>                   | 78.56                             | 858.362                               | .513                                    | .960                                    |
| <b>Q36</b>                   | 78.39                             | 854.655                               | .575                                    | .960                                    |
| <b>Q37</b>                   | 78.00                             | 862.940                               | .490                                    | .960                                    |
| <b>Q38</b>                   | 78.44                             | 849.743                               | .659                                    | .960                                    |
| <b>Q39</b>                   | 78.77                             | 848.031                               | .668                                    | .960                                    |
| <b>Q40</b>                   | 78.83                             | 856.917                               | .525                                    | .960                                    |
| <b>Q41</b>                   | 78.42                             | 852.310                               | .646                                    | .960                                    |
| <b>Q43</b>                   | 78.83                             | 850.733                               | .586                                    | .960                                    |
| <b>Q44</b>                   | 78.85                             | 849.193                               | .622                                    | .960                                    |
| <b>Q45</b>                   | 78.54                             | 859.521                               | .451                                    | .961                                    |
| <b>Q46</b>                   | 78.87                             | 852.859                               | .588                                    | .960                                    |
| <b>Q47</b>                   | 78.42                             | 854.891                               | .567                                    | .960                                    |
| <b>Q49</b>                   | 78.36                             | 857.923                               | .523                                    | .960                                    |
| <b>Q50</b>                   | 78.65                             | 852.371                               | .570                                    | .960                                    |
| <b>Q51</b>                   | 78.37                             | 862.787                               | .431                                    | .961                                    |
| <b>Q52</b>                   | 78.38                             | 853.731                               | .561                                    | .960                                    |
| <b>Q53</b>                   | 78.05                             | 858.113                               | .518                                    | .960                                    |
| <b>Q54</b>                   | 78.16                             | 857.403                               | .557                                    | .960                                    |
| <b>Q55</b>                   | 78.72                             | 846.595                               | .647                                    | .960                                    |

| <b>Item-Total Statistics</b> |                                   |                                       |   |   |
|------------------------------|-----------------------------------|---------------------------------------|---|---|
| <b>Item No.</b>              | <b>Scale Mean if Item Deleted</b> | <b>Scale Variance if Item Deleted</b> | <b>Corrected Item-Total Correlation</b> | <b>Cronbach's Alpha if Item Deleted</b> |
| <b>Q56</b>                   | 78.45                             | 855.042                               | .533                                    | .960                                    |
| <b>Q57</b>                   | 78.55                             | 846.626                               | .635                                    | .960                                    |

## Appendix-9

### Comparative Analysis of Qualitative responses

| Sr. No. | Maximum Responses  | Frequency received by constables for pilot study | %      | Frequency received by constables for main study | %      | Frequency received by officers for main study | %          |
|---------|--|--|--------|---|--------|---|------------|
| 1       | There should be washroom/ restroom/ changing room facility in police station.  | 7  | 4.02%  | 107   | 30.65% | <b>5</b>                                      | <b>10%</b> |
| 2       | There should be eight hours duty./ Duty should be of fixed hours.  | 35   | 20.11% | 77  | 22.06% | <b>9</b>                                      | <b>18%</b> |
| 3       | Male employees do not respect female employees / Male employees keep taunting. / Male employees keep insulting female employees. | 10   | 5.74%  | 68  | 19.48% | <b>9</b>                                      | <b>18%</b> |

| Sr. No. | Maximum Responses  | Frequency received by constables for pilot study | %      | Frequency received by constables for main study | %      | Frequency received by officers for main study | %   |
|---------|--|--|--------|---|--------|---|-----|
| 4       | Male employees rarely help. / Male employees do not cooperate. / Male colleagues do not guide properly.  | 10   | 5.74%  | 55  | 15.75% | 5   | 10% |
| 5       | Female employees do get guidance and cooperation from male employees.  | 19   | 10.91% | 54  | 15.47% | 7   | 14% |
| 6       | Do not assign night duties to female constables, during M.C. period/during pregnancy/ when children are small.<br><br>There should not be night duties for female employees unless there is a need of female employees for night duties. | 2  | 1.14%  | 44  | 12.60% | 1   | 2%  |



| <b>Sr. No.</b> | <b>Maximum Responses</b>   | <b>Frequency received by constables for pilot study</b> | <b>%</b> | <b>Frequency received by constables for main study</b> | <b>%</b> | <b>Frequency received by officers for main study</b> | <b>%</b> |
|----------------|--|---|----------|--|----------|--|----------|
| 7              | There should be minimum two women constables on duty at a time.  | -   | -        | 36   | 10.31%   | 1  | 2%       |
| 8              | Outside duties create inconvenience in washroom, restroom.   | 2   | 1.14%    | 35   | 10.02%   | 1  | 2%       |
| 9              | Male employees comment that female employees take salary for no work/Male employees give inferior treatment to female colleagues | 10  | 5.47%    | 47   | 13.42%   | 9  | 18%      |
| 10             | Not enough departmental assignments given to female employees.Female employees are mostly assigned with wireless duty            | 4   | 2.29%    | 53   | 15.18%   | 4  | 8%       |

| Sr. No. | Maximum Responses   | Frequency received by constables for pilot study | %     | Frequency received by constables for main study | %     | Frequency received by officers for main study | %   |
|---------|---|--|-------|---|-------|---|-----|
| 11      | Sometimes moral conduct of male employees is not correct.                   | 3  | 1.72% | 9   | 2.57% | 3   | 6%  |
| 12      | Weekends should be free / Holidays during festivals and more casual leaves. | 10   | 5.74% | 30  | 8.59% | 1   | 2 % |
| 13      | Extra duty hours create family problems.                                    | 5  | 2.87% | 25  | 7.16% | -   | -   |
| 14      | Leaves do not get sanctioned, for personal problems/have to pay bribe       | 6  | 3.44% | 18  | 5.15% | -   | -   |
| 15      | Need for place of duty near home  | 15   | 8.62% | 17  | 4.85% | 1   | 2%  |

## Appendix -10

शासकिय, निमशासकिय व शासन अनुदानित  
संस्थांमधील सेवामध्ये भरतीसाठी महिलांकरीता  
३०% जागा आरक्षित ठेवणेबाबत....

### महाराष्ट्र शासन

महिला व बालकल्याण विभाग

शासन निर्णय क्रमांक : संकीर्ण १०९३/प्र.क्र.३६६/का-२,  
मंत्रायल,मुंबई-४०००३२, दिनांक २२ जुन १९९४

**प्रस्तावना:-** समाजाच्या सर्व क्षेत्रांतील स्त्रियांचे संरक्षण व विकास आणि एकदंरित स्त्रियांचा समाजातील दर्जा उंचावणे या गोष्टींना राज्य शासन तसेच केंद्र शासन बरेच महत्व देत आहे. या दृष्टीकोनातून केंद्र शासनाने मानव संसाधन विकास मंत्रालयामध्ये महिला व बालकल्याण हा स्वतंत्र विभाग निर्माण केलेला आहे. त्याच धर्तीवर राज्यात महिला व बालकल्याण विभाग स्थापन करण्यात आलेला आहे. जीवनाच्या प्रत्येक क्षेत्रात स्त्रियांना दिला जाणारा असमान दर्जा आणि अन्यायाची वागणुक त्याचप्रमाणे संविधानाच्या व स्त्रियांचे कल्याण व संरक्षण यासंबंधीच्या इतर कायद्यातील तरतुदींचा केला जाणारा भंग यामुळे जागरुकतेने देखरेख ठेवण्याचे काम पार पाडण्यासाठी तसेच स्त्रियांची गा-हाणी दुर करणे अधिक सुलभ होण्यासाठी केंद्र शासनाने राष्ट्रीय महिला आयोगाची स्थपना केलेली आहे.

या राष्ट्रीय महिला आयोगाच्या धर्तीवर राज्य शासनानेही महाराष्ट्र राज्य महिला आयोगाची स्थापना केलेली आहे. स्वातंत्र्य मिळाल्यापासून आजतागायत स्त्रियांच्या उन्नतीसाठी ब-याच उपाययोजना केलेल्या आहेत. संविधानामध्येही तशी तरतुद करण्यात आलेली आहे. परंतु याचा फारसा फायदा समाजातील महिलांना झाला असे दिसून येत नाही. स्वातंत्र्य प्राप्तीनंतर समाजातील इतर कमकुवत घटकांप्रमाणे स्त्रियांच्या उन्नतीसाठी विशेष काही केले जाईल अशी धारणा होती. केंद्र शासनाने, राज्य शासनाने ब-याच उपाययोजना केलेल्या आहेत. तरी सुध्दा महिलांवर होणारे अत्याचार, हुंडाबळी, स्त्रियांची आर्थिक पिळवणूक, आर्थिक दर्जा, साक्षरतेचे प्रमाण व अपु-या आरोग्य सुविधा, महिलांचा छळ इत्यादि अद्याप सुरु आहे. याचे मुळ कारण स्त्रिया या स्वतःच्या पायावर उभ्या नाहीत असे दिसून येते. तिची आर्थिक स्थिती सुधारणे आवश्यक आहे. त्यामुळे महिलांना पुरुषांच्या बरोबरीने संधी देणे अपेक्षित असले तरी प्रत्यक्षात तसे घडले नाही. त्यामुळे संविधानाने दिलेल्या मुलभूत हक्कांच्या अनुरोधानेच महिलांच्या उन्नतीसाठी शासकिय व निमशासकिय नोकरीत महिलांसाठी आरक्षण उपलब्ध करून देणे गरजेचे ठरते.

## निर्णय

१. वर नमुद केलेली परिस्थिती विचारात घेऊन शासकिय, निमशासकिय व शासन अनुदानित संस्था यांच्या सेवेत नियुक्तीसाठी महिलांकरीता जागा राखीव ठेवण्याचा प्रस्ताव शासनाच्या विचाराधीन होता. याबाबत विचाराअंती शासनाने असा निर्णय घेतला आहे की, शासकिय निमशासकिय व शासन अनुदानित संस्था यांच्या सेवेत नियुक्तीसाठी अनुसुचि जाती, अनुसुचित जमाती, विमुक्त जाती व भटक्या जमाती, इतर मागासवर्गीय, माजी सैनिक, प्रकल्पग्रस्त व्यक्ती व शारीरिकदृष्ट्या अपंग व्यक्ती यांचेकरीता ज्या जागा राखीव ठेवल्या आहेत त्या जागांपैकी त्या त्या प्रवर्गातील महिलांसाठी ३०% जागा राखीव ठेवण्यात याव्यात. तथापि जेथे माजी सैनिक प्रवर्गातील महिला उपलब्ध नसतील तेथे इतरत्र अदलाबदल न करता व ते आरक्षण पुढे न ओढता वीरपत्नी (माजी सैनिकाची पत्नी), परित्यक्ता महिला, निराधार महिला व तरुण विधवा यांच्याकरीता वापरण्यात यावे. याशिवाय ज्या जागा खुल्या प्रवर्गासाठी उपलब्ध राहतील त्या जागांपैकी ३०% जागा महिलांसाठी राखीव ठेवण्यात याव्यात

२. वर परिच्छेद १ मध्ये नमुद केल्यानुसार महिलांसाठी आरक्षण विहित करण्यात आल्यानंतर जर संबंधित प्रवर्गामध्ये महिला उमेदवार उपलब्ध होत नसतील तर या आरक्षणासाठी मागासवर्गीयांचे बाबतीत ५ वर्षापर्यन्त, अपंगाच्या बाबतीत ३ वर्षापर्यन्त व माजी सैनिकांच्या बाबतीत १ वर्षापर्यंत अनुशेष पुढे चालु ठेवण्यात यावा. खुल्या प्रवर्गातील महिलांचा अनुशेष ३ वर्षापर्यंत पुढे चालु ठेवण्यात यावा. प्रकल्पग्रस्तांच्या

बाबतीत सदर तरतुद लागु होणार नाही. सदरहु अनुशेष भरण्याबाबत संबंधित कालावधीत सतत पाठपुरावा करुन उमेदवार उपलब्ध होत नसतील तर हे आरक्षण इतरत्र अदलाबदल न करता त्याच प्रवर्गातील पुरुष उमेदवारामार्फत भरण्यात यावे.

३. खुल्या प्रवर्गातील महिलांसाठी असलेले ३०% आरक्षण शासकिय, निमशासकिय व शासन अनुदानित संस्था यांच्या सेवेतील वर्ग-१ च्या महिला अधिकारी, महिला प्रोफेशनल्स, दोन वेळा मुदत(टर्ग) पुर्ण झालेल्या महिला विधीमंडळ सदस्या, महिला संसद सदस्या, तसेच क्रिमीलेअर प्रवर्गातील कुटुंबातील महिला संदस्यांच्या कुटुंबियांना हे आरक्षण अनुज्ञेय असणार नाही.
४. महिलांसाठी विहित करण्यात आलेले ३०% आरक्षण हे फक्त सरळसेवा भरती करीता अनुज्ञेय राहिल.
५. शासकिय, निमशासकिय सेवेतील अनुसुचित जाती, अनुसुचित जमाती, विमुक्त जाती, व भटक्या जमाती, इतर मागासवर्गीय, माजी सैनिक व प्रकल्पग्रस्त व्यक्ती या प्रवर्गातील महिलांच्या आरक्षणाची अंमलबजावणी सामान्य प्रशासन विभागामार्फत करण्यात यावी.
६. शारीरिक दृष्ट्या अपंगासाठीच्या प्रवर्गातील महिलांच्या आरक्षणाची अंमलबजावणी समाजकल्याण, सांस्कृतीक कार्य व क्रिडा विभागामार्फत करण्यात यावी.
७. खुल्या प्रवर्गातील महिलांसाठी असलेल्या आरक्षणाची अंमलबजावणी महिला व बालकल्याण विभागामार्फत करण्यात यावी.

८. सामान्य प्रशासन विभागामार्फत मागासवर्गीयांच्या आरक्षणासाठीची जी बिंदु नामावली ठेवण्यात आलेली आहे, त्या बिंदु नामावलीमध्ये त्या त्या प्रवर्गातील महिलांच्या आरक्षणाबाबत सामान्य प्रशासन विभागामार्फत बिंदु निश्चित करण्यात यावेत.
९. मागासवर्गीयांचे आरक्षण व इतर आरक्षणांबाबत भरतींसाठी जे नियम, अटी व शर्ती आहेत तेच नियम, अटी व शर्ती त्या त्या प्रवर्गातील महिलांसाठीच्या आरक्षणाबाबतही लागू होतील.
१०. हे आदेश दिनांक १ एप्रिल १९९४ पासून अंमलात येतील.
११. हा शासन निर्णय सामान्य प्रशासन विभागाच्या व समाजकल्याण, सांस्कृतिक कार्य व क्रिडा विभागाच्या सहमतीने सामान्य प्रशासन विभागाच्या अनौपचारिक संदर्भ क्रमांक: ६७७/प्रससे दिनांक ३० एप्रिल १९९४ अन्वये निर्गमित करण्यात येत आहे.

**महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने**

शि.चिं.मोरे  
अवर सचिव, महाराष्ट्र  
शासन.

**महाराष्ट्र शासन**

महिला व बाल विकास विभाग

शासन निर्णय क्र.८२/२००१/मसेआ-२०००/प्रक्र.४१५/का-२

महिन प्रशासन ध्वन, ३ रा मजला,

मंत्रालय, मुंबई-४०० ०३२

दिनांक- २५.५.२००१

**निर्णय :-** शासकीय, निमशासकीय व शासन अनुदानित संस्थांमधील सेवांमध्ये भरतीसाठी महिलांकरीता ३०% जागा दि.१ एप्रिल, १९९४ पासून राखीव ठेवण्यात आल्या आहेत. सदर ३०% आरक्षणाच्या अंमलबजावणीबाबत परिशिष्ट-१ मध्ये नमूद केलेल्या शासन निर्णयाद्वारे वेळोवेळी सूचना निर्गमित केलेल्या आहेत. सदर सर्व शासन निर्णय अधिकृत करण्यात येत असून महिलांच्या ३०% आरक्षणाच्या अंमलबजावणीबाबत घालीलप्रमाणे एकत्रित आदेश देण्यात येत आहेत. हा शासन निर्णय निर्गमित होण्यापूर्वी महिलांच्या ३०% आरक्षणासंदर्भात करण्यात आलेली कार्यवाही ही परिशिष्ट-१ मध्ये नमूद केलेल्या शासन निर्णयानुसार करण्यात आली आहे असे समजण्यात यावे.

**(एक) आरक्षणाची व्याप्ती, अटी व शर्ती**

- (२) शासकीय, निमशासकीय व शासन अनुदानित संस्था यांच्या सेवेत नियुक्तीसाठी महिलांकरीता ३०% जागा आरक्षित ठेवण्यात येत आहेत.
- (२) महिलांच्या सदर आरक्षणाची अंमलबजावणी करताना अनु.जाती, अनु.जमाती, विमुक्त जाती (अ), भटक्या जमाती (ब), भटक्या जमाती (क), भटक्या जमाती (ड), विशेष मागास प्रवर्ग, इतर मागास प्रवर्ग आणि खुला प्रवर्ग यांचेसाठी जी पदे उपलब्ध होतील त्या पदांपैकी त्या त्या प्रवर्गातील महिलांसाठी ३०% जागा राखीव ठेवण्यात याव्यात.
- (३) महिलांचे आरक्षण हे समांतर आरक्षण राहिल व ते कार्यान्वित करण्यासाठी सामान्य प्रशासन विभागाच्या परिपत्रक क्र.एसआरव्ही-१०९७/प्रक्र.३१/९८/१६-अ, दि.१६.३.९९ मधील मार्गदर्शक सूचनानुसार कार्यवाही करावी. (प्रत सोबत जोडली आहे) सदर मार्गदर्शक सूचनांमध्ये सामान्य प्रशासन विभागाकडून काही बदल केल्यास सदर बदल आपोआप लागू होतील.
- (४) महिलांसाठी विहीत करण्यात आलेले सदर ३०% आरक्षण हे फक्त सरळसेवा भरतीसाठी अनुज्ञेय राहिल.
- (५) महिला आरक्षण हे समांतर आरक्षण/विशेष आरक्षण असल्यामुळे ते आढवे आरक्षण आहे. समांतर आरक्षण हे कम्प्यूटत आरक्षण असल्यामुळे पदे भरण्यापूर्वी, पदे निश्चित करताना तसेच भरतीची जाहिरात देताना त्या जाहिरातीत महिला आरक्षणानुसार येणाऱ्या राखीव पदांची संख्या, सामाजिक आरक्षण/उभे आरक्षण यांच्या (जसे अ.जा., अ.ज., वि.जा.(अ), भ.ज.(ब), (क) (ड), वि.मा.प्र., इमाब, आणि खुला प्रवर्ग) प्रत्येक वर्गामध्ये निर्देशित करावी.
- (६) महिलांसाठीचे सदर आरक्षण हे मागासवर्गीयांचे आरक्षण ज्या ज्या ठिकाणी लागू आहे त्या सर्व ठिकाणी लागू राहिल.
- (७) भरतीच्या वर्षात त्या त्या प्रवर्गातील महिला उमेदवार उपलब्ध झाल्या नाहीत तर सदर आरक्षण इतरत्र अस्तित्वात न करता त्या त्या प्रवर्गातील पुरुष उमेदवारांमार्फत भरण्यात यावे.
- (८) महिलांच्या आरक्षणाचा अनुशेष पुढे ओढण्यात येऊ नये.
- (९) खुल्या प्रवर्गातील उन्नत आणि प्रगत व्यक्ती/कुटुंबातील (क्रिमीलेअर) महिला संदस्यांना महिलांसाठी असलेले ३०% आरक्षण अनुज्ञेय राहणार नाही. तसेच, मागासवर्गीय प्रवर्गातील इतर मागासवर्ग, भटक्या जमाती (क) आणि भटक्या जमाती (ड) या प्रवर्गातील उन्नत आणि प्रगत व्यक्ती अथवा गटातील महिला संदस्यांना महिलांचे ३० % आरक्षण अनुज्ञेय राहणार नाही.
- (१०) खुल्या प्रवर्गातील ज्या व्यक्तीचे /कुटुंबाचे सर्व मार्गानी बेणारे एकूण वार्षिक उत्पन्न सलगच्या मार्गाले तीन वर्षांमध्ये प्रत्येक वर्षी रु.दोन लाख किंवा त्यापेक्षा अधिक असेल ती व्यक्ती/कुटुंब उन्नत आणि प्रगत व्यक्ती/गट म्हणून समजण्यात येईल. या संदर्भातील कुटुंबाच्या व्याख्येमध्ये विवाहीत महिलेच्या बाबतीत पती,पत्नी व मुले यांचा समावेश राहिल. आणि अविवाहीत मुलीच्या संदर्भात आई, वडील व अविवाहीत भावंडे यांचा समावेश राहिल.
- (११) इतर मागासवर्ग, भटक्या जमाती (क) आणि भटक्या जमाती (ड) यांचेकरिता उन्नत आणि प्रगत व्यक्ती अथवा गट (क्रिमीलेअर) बाबत सामाजिक न्याय विभागाने वेळोवेळी निश्चित केलेले निकष व अटी लागू राहतील.
- (१२) सामाजिक न्याय,सांस्कृतिक कार्य व क्रिडा विभागांमार्फत इतर मागासवर्गासाठी उन्नत आणि प्रगत व्यक्ती/गट (क्रिमीलेअर) याबाबतची उत्पन्न मर्यादा पाळविल्यास सदर पाडीव उत्पन्न मर्यादा खुल्या प्रवर्गातील महिलांसाठी आपोआप लागू राहिल



- (१३) मागासवर्गीयांचे आरक्षित प्रवर्ग आणि खुला प्रवर्ग यांना सेवा भरतीसाठी जे सेवाभरती नियम, अटी व शर्ती लागू आहेत तेच सेवाभरती नियम, अटी व शर्ती त्या त्या प्रवर्गातील महिलांसाठीच्या आरक्षणाबाबतही लागू राहतील.
- (१४) महिला आरक्षणाच्या अंमलबजावणीचे समितीचे महिला व बाल विकास विभागामार्फत करण्यात यावे.
- (१५) महिलांच्या आरक्षित पदांच्या लाभाकरिता उमेदवार महाराष्ट्र राज्याचा सर्वसाधारणपणे रहिवासी असावा.

**(बोन) प्रमाणपत्रे**

**(अ) खुल्या प्रवर्गातील महिलांसाठी**

**प्रमाणपत्र व त्याची तपासणी**

- (१) खुल्या प्रवर्गातील महिलांसाठी उन्नत आणि प्रगत व्यक्ती व गट (क्रिमिअल) यामध्ये मोठ्या नसल्याबाबतचे प्रमाणपत्र देण्यासाठी तहसिलदार व नायब तहसिलदार यांना सक्षम अधिकारी म्हणून घोषित करण्यात येत आहे. याबाबतचा अर्जाचा नमुना व प्रमाणपत्राचा नमुना परिशीष्ट २ व ३ म्हणून सोबत जोडला आहे.
- (२) खरील प्रमाणपत्राच्या अंतर्भागे ज्या महिलांना आरक्षणाचा लाभ देण्यात येईल त्यांची प्रमाणपत्रे तपासण्यास आयुक्त, महिला व बाल विकास, महाराष्ट्र राज्य, पुणे-१ यांना सक्षम अधिकारी म्हणून घोषित करण्यात येत आहे.
- (३) महाराष्ट्र लोकसेवा आयोग अथवा इतर सक्षम प्राधिकार्यांकडून महिलांच्या आरक्षित पदांवर नेमणूकीकरिता ज्या महिलांची शिफारस होईल त्यांची प्रमाणपत्रे व त्यांनी आरक्षित पदाकरिता केलेला अर्ज संबंधित विभागांनी/कार्यालयांनी आयुक्त, महिला व बाल विकास, महाराष्ट्र राज्य, पुणे-१ यांचेकडे तपासणीसाठी पाठवावा.
- (४) आयुक्त, महिला व बाल विकास, महाराष्ट्र राज्य, पुणे-१ यांनी सध्या प्रमाणपत्र या शासन निर्णयातील मार्गदर्शक सूचनांनुसार आहे किंवा नाही हे तपासावे. तसेच, सध्या प्रमाणपत्राच्या पृष्ठवर्ध संबंधित उमेदवारांना या शासन निर्णयातील परिशीष्ट-२ मधील अर्जांमध्ये प्रमाणपत्र मिळण्याकरिता जी माहिती सादर केली असलेली ती माहिते मूळ कागदपत्रांवरून तसेच आवश्यकता वाटल्यास गृहभेटी देवून तपासून घ्यावी. व सर्व माहिती योग्य असल्याचे आढळून आल्यास प्रमाणपत्र प्रमाणित करून संबंधित कार्यालयांना परत पाठवावे.
- (५) जर एखाद्या प्रमाणपत्राबाबत आयुक्त, महिला व बाल विकास, महाराष्ट्र राज्य, पुणे-१ यांना शंका असल्यास त्यांनी याबाबतचा सविस्तर तपशील आपल्या अहवालात नमूद करावा.
- (६) ज्या उमेदवारांची प्रमाणपत्रे आयुक्त, महिला व बाल विकास, महाराष्ट्र राज्य, पुणे १ यांनी तपासून प्रमाणित केली असतील त्या उमेदवारांची महिलांच्या आरक्षित पदांवर नेमणूक करण्यास हरकत नाही.
- (७) आयुक्त, महिला व बाल विकास, महाराष्ट्र राज्य, पुणे १ यांनी प्रमाणपत्र तपासणीचा अहवाल एक महिन्यात संबंधित कार्यालयांना पाठवावा.
- (८) आयुक्तांचा अहवाल एक महिन्यात प्राप्त झाला नाही तर संबंधित कार्यालयांनी प्रमाणपत्र पडताळणीच्या अधिपतीस संबंधित उमेदवारांस तात्पुरती नेमणूक घ्यावी.
- (९) ज्या उमेदवारांच्या प्रमाणपत्राबाबत शंका उपस्थित झाली असेल अशा उमेदवारांच्याबाबतीत आयुक्त, महिला व बाल विकास, महाराष्ट्र राज्य, पुणे १ यांनी स्वतःच्या सहानुभूतीने आपल्या शंका संबंधित जिल्हा दंडाधिकारी यांना अ.शा. ग.प.नीय पत्राद्वारे कळवाव्यात व त्यांचा अहवाल ठराविक कालमर्यादेत मागवावा.
- (१०) आयुक्त, महिला व बाल विकास, महाराष्ट्र राज्य, पुणे १ यांनी उपस्थित केलेल्या शंका संबंधित जिल्हा दंडाधिकार्यांना मान्य असल्यास त्यांनी संबंधित प्रमाणपत्र रद्द करावे.

**(ब) मागासवर्गीय उमेदवारांची प्रमाणपत्रे व त्यांची तपासणी**

- (१) अनु.जाती, अनु.जमाती, विमुक्त जाती (अ), भटक्या जमाती (ब), भटक्या जमाती (क), भटक्या जमाती (ड), इतर मागासवर्ग आणि विशेष मागास प्रवर्ग यामधील महिलांनी त्यांच्या प्रवर्गातील महिला आरक्षणाच्या लाभाकरिता त्या त्या प्रवर्गात मोठ्या नसल्याचे प्रमाणपत्र आदिवासी विकास विभाग, सामाजिक न्याय, सांस्कृतिक कार्य व क्रीडा विभाग अथवा विमुक्त जाती, भटक्या जमाती, इतर मागास प्रवर्ग व विशेष मागास प्रवर्ग कल्याण विभाग यांनी बॅडोबॅडी दिलेल्या सूचनांनुसार सादर करणे आवश्यक राहिल व सध्या प्रमाणपत्रे तपासण्याबाबत आदिवासी विकास विभाग आणि सामाजिक न्याय, सांस्कृतिक कार्य व क्रीडा विभाग यांनी जी कार्यपध्दती विहित केली आहे तीच कार्यपध्दती अंमलात राहिल.

**(क) मागासवर्गीय उमेदवारांची खुल्या प्रवर्गातील महिलांच्या आरक्षित पदांवर नियुक्ती झाल्यास त्याबाबतची प्रमाणपत्रे व त्यांची तपासणी**

- (१) मागासवर्गीयांच्या प्रवर्गातील ज्या महिला उमेदवार खुल्या प्रवर्गातील जागांकरिता विकल्प देतील किंवा विकल्प न देताही मागासवर्गीयांच्या प्रवर्गातील ज्या महिला उमेदवारांची निवड खुल्या प्रवर्गातील महिलांच्या आरक्षित पदांवर झाल्यास, अशा महिला उमेदवारांना प्रमाणपत्र सादर करण्याबाबत खालील दोन विकल्प राहतील.
- (अ) अशा महिला उमेदवारांनी सामाजिक न्याय विभाग, आदिवासी विकास विभाग अथवा विमुक्त जाती, भटक्या जमाती, इतर मागास प्रवर्ग व विशेष मागास प्रवर्ग कल्याण विभाग यांनी विहित केलेल्याप्रमाणे त्यांच्या

एच-२ ४३ (अ) (१५००-५-०५)-१३५

संबंधित जातीची प्रमाणपत्रे सादर करावीत व ती त्या विभागांनी विहित केलेल्या कार्यपध्दतीनुसार तपारून घेण्यात यावीत. अशा महिला उमेदवारांकडून खुल्या प्रवर्गातील महिलाकरीता विहित केलेले क्रिमीलेअरचे प्रमाणपत्र घेण्याची आवश्यकता राहणार नाही.

(ब) जर त्या रद्यांच्या संबंधित जातीचे प्रमाणपत्र सापर करू शकित नसतील किंवा सापर करू शकत नसतील तर अशा महिला उमेदवारांनी खुल्या प्रवर्गातील महिलांप्रमाणेच या शासन निर्णयाच्या परिशिष्ट ३ नुसार विहित केलेले उन्नत व्यक्ति/गट (क्रिमीलेअर) मध्ये मोडत नसल्याबाबतचे प्रमाणपत्र सापर करणे आवश्यक राहिल.त्यासाठी खालीलप्रमाणे कार्यवाही करावी.

(१) या शासन निर्णयाच्या परिशिष्ट-२ नुसार संबंधित तहसिलदार/नायब तहसिलदार यांचेकडे क्रिमीलेअरच्या प्रमाणपत्रासाठी अर्ज करावा.

(२) वर नमूद केलेल्या उमेदवारांनी उन्नत व्यक्ति/गट (क्रिमीलेअर) मध्ये मोडत नसल्याबाबतच्या प्रमाणपत्रासाठी अर्ज केल्यास, तहसिलदार व नायब तहसिलदार यांनी अशा उमेदवारांना खुल्या प्रवर्गाप्रमाणेच उन्नत व्यक्ति/गट (क्रिमीलेअर) मध्ये मोडत नसल्याचे प्रमाणपत्र द्यावे.

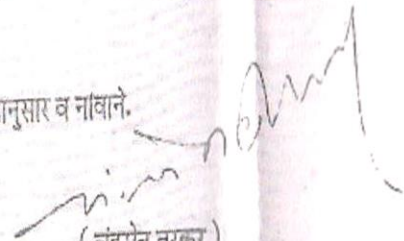
(३) हे प्रमाणपत्र देण्यासाठी तहसिलदार व नायब तहसिलदार यांना सक्षम अधिकारी म्हणून घोषित करण्यात येत आहे. याबाबतच्या अर्जाचा नमुना व प्रमाणपत्राचा नमुना या शासन निर्णयाच्या परिशिष्ट २ व ३ प्रमाणे राहिल.

(४) वरील प्रमाणपत्र तपासण्यासाठी या शासन निर्णयाच्या परिच्छेद (दोन) (अ) मध्ये नमूद केलेली कार्यपध्दती अवलंबिण्यात यावी.

(तीन) हे आदेश तात्काळ अंमलात येतील.

(चार) हा शासन निर्णय सामान्य प्रशासन विभागाच्या सह.पतीने त्यांच्या अनौपचारिक संदर्भ क्रमांक. २९/१६-अ, दि. ३.४.२००१ अन्वये निर्गमित करण्यात येत आहे.

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने.

  
(चंद्रसेन तुरकर)  
अवर सचिव, महाराष्ट्र राज्य

प्रति,  
मा.राज्यपालांचे सचिव,  
मा.मुख्यांशांचे सचिव,  
मा.उपमुख्यांशांचे सचिव.



तपासला जातो.

**१३. स्थानिक गुन्हे शाखा आणि स्थानिक गुप्तवार्ता शाखा ( जिल्ह्यांमधील ) :-**

( १ ) महत्वाच्या प्रकरणांमध्ये लक्ष केंद्रीत करण्यासाठी आणि प्रयत्न करण्यासाठी आणि विशेषतः ज्यामध्ये स्थानिक गुन्हेगारांच्या कारवाया एकाहून अधिक पोलीस ठाण्यांच्या हद्दीत पसरल्या आहेत तसेच जिल्ह्यातील गुन्हे आणि गुन्हेगारांबाबत माहिती गोळा करणे, सुसूत्रित करणे आणि तपासणे याकरीता गुन्हे अन्वेषण विभागाच्या धर्तीवर लहान स्वरूपाची स्थानिक गुन्हे शाखा पोलीस अधीक्षक यांच्या थेट नियंत्रणात स्थापन करण्यात आली असून त्यामध्ये पोलीस निरीक्षक / सहाय्यक पोलीस निरीक्षक / पोलीस फौजदार आणि जरूर तो कर्मचारी वर्ग यांचा समावेश असतो.

( २ ) त्याचप्रमाणे पोलीस अधीक्षक यांच्या नियंत्रणात स्थानिक गुप्तवार्ता शाखा ( जिल्हा विशेष शाखा ) असते, ही शाखा पोलीस निरीक्षक यांच्या प्रभाराखाली गुप्तवार्ता जमा करण्याचे आणि जिल्ह्यातील राजकीय व तत्सम इतर हालचालींची चौकशी करते.

( ३ ) त्याचप्रमाणे प्रत्येक रेल्वे जिल्ह्यांमध्ये पोलीस निरीक्षकांच्या प्रभाराखाली जरूर त्या कर्मचा-यांसह प्रकटीकरण शाखा (डी.बी.) निर्माण करण्यात आली आहे. तीची मुख्य कार्ये पुढील प्रमाणे.

( अ ) अनेक लोहमार्ग पोलीस ठाण्यांच्या हद्दीत चौकशांच्या समावेश असलेल्या टोळीने अथवा इतर प्रकारे केलेला महत्वाच्या गुन्हेगारांचा तपास

( ब ) संघटीत टोळ्यांच्या हालचालीवर लक्ष ठेवण्यासाठी आणि त्यांचे बेत निष्फळ करण्यासाठी त्यांच्यावर विशेष निगरानी ठेवणे.

ही शाखा रेल्वे पोलीस अधीक्षक यांच्या वैयक्तिक नियंत्रणात असते. आणि ते वरील उद्दीष्टाकरीता कर्मचा-यांचा अधिक प्रमाणे वापर करण्यासाठी आणि या शाखेतील कर्मचारी व इतर लोहमार्ग पोलीस ठाणी आणि जिल्हा पोलीस यामध्ये प्रभावी सहकार्य राखण्यासाठी जरूर ते दुय्यम आदेश काढतील.

**१४. महिला पोलीस :-**

राज्यात सर्वत्र महिला पोलीसांची भरती करण्यात येते. पळवून नेलेल्या महिला शोधण्यासाठी, रेल्वे पोलीस ठाण्यावर महिला प्रवाशांच्या तक्रारी घेणे व सोयीकरीता महिला आरोपींची झडती घेणे व त्यांना अटक करणे, बाल अधिनियमातील कर्तव्य करणे, पुजा अथवा मनोरंजनाच्या ठिकाणी लक्ष ठेवण्याकरीता महिला पोलीसांची मदत घेतली जाते.

**१५. अभियोग चालविणारे कर्मचारी :-**

न्यायालयामध्ये खटले चालविण्यासाठी आणि पोलीस अधिका-यांना तपासामध्ये सल्ला देण्यासाठी पोलीस अभियोक्ता यांची नेमणूक केलेली असते.

**१६. गुन्हे अन्वेषण विभाग :-**

( १ ) राज्याचा गुन्हे अन्वेषण विभाग ( सामान्यपणे राज्य गुन्हे अन्वेषण विभाग म्हणून ओळखला जाणारा ) हा अपर पोलीस महासंचालक यांच्या नियंत्रणात आहे. त्यांच्या मदतीस एक विशेष पोलीस महानिरीक्षक व एक पोलीस उपमहानिरीक्षक व अनेक पोलीस अधीक्षक व इतर कनिष्ठ अधिकारी व कर्मचारी आहेत. प्रत्येक परिक्षेत्राकरीता एक घटक असून त्यावर प्रभारी म्हणून अपर पोलीस अधीक्षक असतात.

( २ ) अंगुली मुद्रा केंद्र ही गुन्हे अन्वेषण विभागाची शाखा असून ती अपर पोलीस महासंचालक गुन्हे अन्वेषण विभाग यांच्या नियंत्रणात असते. संचालक अंगुली मुद्रा केंद्र ( वर्ग - I ) हे केंद्राचे प्रभारी असतात, आणि त्यांच्या अखत्यारीत आयुक्तालये आणि जिल्ह्यामधील विभागीय पोट शाखा असतात. अशा पोटशाखांचे प्रभारी संचालक ( वर्ग - II ) हे अराजपत्रित अधिकारी असतात. संचालक अंगुली मुद्रा केंद्र बृहन्मुंबई हे दैनंदिन कामकाजाकरीता पोलीस आयुक्त, मुंबई यांच्या व प्रशासकीय बाबतीत अपर पोलीस

**५७. महिला पोलीस उप-निरीक्षकांची भरती :-**

( १ ) महिला पोलीस उप-निरीक्षकांची भरती महाराष्ट्र लोकसेवा आयोगाकडून स्पर्धा परीक्षेद्वारे आणि खालच्या दर्जावरून पदोन्नतीद्वारे केली जाते.

( २ ) सरळसेवा भरतीकरीता उमेदवार खालीलप्रमाणे किमान अर्हता धारण करत असले पाहिजे :-

- |                       |   |  |
|-----------------------|---|--|
| ( अ ) वय              | - | किमान १९ वर्षे असावे व ३० वर्षांपेक्षा ( मागासवर्गाकरीता ३५ वर्षांपेक्षा ) जास्त नसावे.                |
| ( ब ) शारीरिक पात्रता | - | उंची - १५७ सें.मी. ( अनवाणी )  |
| ( क ) शिक्षण          | - | मान्यताप्राप्त विद्यापीठाची पदवी किंवा महाराष्ट्र शासनाने पदवीच्या समतुल्य म्हणून मान्य केलेली अर्हता. |

**५८. राखीव पोलीस उप-निरीक्षकांची भरती :- ( दुरुस्ती क्र. ६१ नुसार बदलून )**

( १ ) राखीव पोलीस उप-निरीक्षकांची अंशतः नेमणूक ज्युनीअर कमीशन्ड अधिका-याहून कमी दर्जा नसलेले अधिकारी आणि सी प्रमाणपत्र धारक एन.सी.सी. चे माजी कॅडेट यांची थेट भरती करून आणि कनिष्ठ दर्जावरून सशस्त्र पोलीस हवालदारांना बढती देऊन अंशतः केली जाते ( पहा नियम ९१ )

( २ ) थेट भरतीकरीता माजी मिलिटरी अधिकारी आणि माजी एन.सी.सी. चे कॅडेट यांच्याकडे खालील अर्हता असली पाहिजे.

- |  |
|--|
| ( अ ) प्रॅक्टिकल आणि थॅरॉटीकल मस्केट्री आणि शारीरिक प्रशिक्षण यामधील परिपूर्ण ज्ञान आणि ड्रील मधील प्राविण्य |
| ( ब ) वरील ( अ ) मधील माहिती देण्याची क्षमता.  |
| ( क ) राज्याच्या प्रादेशिक भाषेचे संपूर्ण ज्ञान.   |

( ३ ) थेट भरती उमेदवारांनी पोलीस मुख्यालयाशी संबंधित लेखा, भांडार आणि कार्यालयीन कामकाज याबाबतचे संपूर्ण कायम होण्यापूर्वी ग्रहण केले पाहिजे.

**५८-अ. पोलीस उप-निरीक्षक ( आर्मोरर ) यांची भरती :- (दुरुस्ती क्रमांक ११७ नुसार वाढीव ):-**

( १ ) पोलीस उप-निरीक्षक ( आर्मोरर ) हे पद आयुक्तालयामध्ये निवड यादीमध्ये असलेल्या पोलीस हवालदार ( आर्मोरर ) यांच्यामधून पोलीस आयुक्त भरतील. शस्त्र तपासणी शाखेतील जिल्हा संवर्गावरील पोलीस उप-निरीक्षक ( आर्मोरर ) हे पद बढतीकरीता योग्य असलेल्या निवड यादीवरील जिल्ह्यांमधील प्रशिक्षित आर्मोरर यांच्यामधून भरले जाईल.

( २ ) पोलीस उप-निरीक्षक ( आर्मोरर ) पदासाठी लायक आर्मोरर पोलीस हवालदारांच्या निवड याद्या खालील अधिका-यांचा समावेश असलेल्या निवड मंडळाकडून बनविल्या जातील :-

( अ ) आयुक्तालयाकरीता -

- |   |   |          |
|---|---|----------|
| ( i ) पोलीस आयुक्त                        | - | अध्यक्ष. |
| ( ii ) पोलीस उपायुक्त ( मुख्यालय )        | - | सदस्य.   |
| ( iii ) पोलीस उपायुक्त शस्त्र तपासणी शाखा | - | सदस्य.   |

( ब ) जिल्हयाकरीता -

- |   |   |          |
|---|---|----------|
| ( i ) विशेष पोलीस महानिरीक्षक सशस्त्र दले, मुंबई      | - | अध्यक्ष. |
| ( ii ) समादेशक राज्य राखीव पोलीस बल गट क्रमांक १ पुणे | - | सदस्य.   |
| ( iii ) पोलीस उप-अधीक्षक शस्त्र तपासणी शाखा           | - | सदस्य.   |

( ३ ) बढतीद्वारे नेमणूकीकरीता आर्मोरर पोलीस हवालदाराने आर्मोरर म्हणून १० वर्षांहून कमी सेवा केलेली नसावी आणि ई.एम.ई. सेंटर, सिकंदराबाद येथील प्रशिक्षण अथवा राज्य राखीव पोलीस बल गट क्रमांक १ पुणे येथील आर्मोररचे प्रशिक्षण पूर्ण केलेले असावे.

बाबतीत त्याचा लष्करातील सेवेचा कालावधी विचारत न घेता उच्चतम वयोमर्यादा २२ ही ३५ वर्षांपर्यंत शिथिल करण्यात आली आहे.

( iii ) विहित वयोमर्यादेवरील नियुक्त्यांची सर्व प्रकरणे मागासवर्गीय अथवा इतर प्रकारे असतील तरी ती मान्यतेसाठी संबंधित पोलीस उप-महानिरीक्षक यांच्याकडे पाठवावीत.

( ब ) शारीरिक पात्रता -

( i ) उंची - बिनहत्यारी आणि हत्यारी शाखेकरिता १६५ सें.मी. हून कमी नसावी.

( ii ) छातीची मापे :- फुगवलेली छाती ३३ इंच ( ८४ सें.मी. ) किमान २ इंच ( ५ सें.मी ) फुगवणे आवश्यक.

( क ) शैक्षणिक पात्रता -

( i ) पोलीस शिपायाच्या भरतीकरिता किमान दहावी उत्तीर्ण असला पाहिजे.

( ii ) मिलिटरी शैक्षणिक प्रमाणपत्रांची या राज्यातील शिक्षण खात्यातील प्रमाण-पत्रांशी तुलना करता त्याचे प्रमाण खालीलप्रमाणे :-

**मिलिटरी प्रमाणपत्रे**

**शिक्षण खाते प्रमाणके**

**आर्मी**

( १ ) इंडीयन आर्मी स्पेशल परीक्षा.

- १९४९ पूर्वी मॅट्रीक्युलेशन आणि १९४९ नंतर एस.एस.सी.

( २ ) फर्स्ट क्लास ( इंग्लिश ) इंडीयन आर्मी

- इयत्ता नववी.

( ३ ) सेकंड क्लास ( इंग्लिश ) इंडीयन आर्मी

- इयत्ता आठवी.

( ४ ) थर्ड क्लास ( इंग्लिश ) इंडीयन आर्मी

- इयत्ता सातवी.

( ५ ) फर्स्ट क्लास आर्मी

- इयत्ता आठवी प्राथमिक शाळा.

( ६ ) सेकंड क्लास आर्मी

- इयत्ता सहावी प्राथमिक शाळा.

( ७ ) थर्ड क्लास आर्मी

- इयत्ता चौथी प्राथमिक शाळा.

**नेव्ही**

इंडीयन नेव्हीची हायर एज्युकेशन टेस्ट

- इयत्ता सहावी इंग्लिश.

**एअर फोर्स**

इंडीयन एअरफोर्स - एज्युकेशनल टेस्ट फॉर

रिक्लासीफिकेशन टू लिडींग एअरक्राफ्टस्मन

- इयत्ता सहावी इंग्लिश.

**टीप :-** ( १ ) वरीलप्रमाणे विहित केलेली उंची सोडून शारीरिक आणि शैक्षणिक पात्रता योग्य प्रकरणात पोलीस आयुक्त / पोलीस उप-महानिरीक्षक यांना शिथिल करता येईल. शासनाचे आदेश घेतल्याशिवाय किमान उंचीत शिथिलता देऊ नये.

( २ ) संबंधित जिल्ह्याच्या भाषेचे ज्ञान असणा-या उमेदवारांना प्राधान्य दिले पाहिजे.

( ३ ) आर्मी, नेव्ही आणि एअरफोर्सची प्रमाणपत्रे धारकांना हत्यारी तसेच बिनहत्यारी शाखांमध्ये भरती केले पाहिजे.

**अपवाद :-** झाडांवर चढणारांना ( क्लायंबर्स ) पोलीस शिपाई म्हणून भरती करताना ( ताडी झाडांवर चढण्याच्या विशेष कर्तव्यासाठी ) सर्वसाधारण शर्तीमध्ये खालील शिथिलता ठरवून देण्यात आली आहे.

छाती - २८ इंच.

उंची - ५ फुट.

शैक्षणिक पात्रता - २ री इयत्ता ( मातृभाषा ) आणि ताड आणि माडाच्या झाडांवर चढण्यामध्ये प्राविण्य.

( ३ ) महिला उमेदवारांची पोलीस शिपाई म्हणून भरती करताना त्यांच्याकडे खालील पात्रता असली पाहिजे :-



पान ३१ व ३२  
नियम ६३ ३

३२

पोलीस नियमावली - भाग - १

- ( अ ) वय - १८ वर्षाहून कमी नाही २८ वर्षाहून अधिक नाही.  
 ( ब ) उंची - ५ फुटाहून कमी असू नये.  
 ( क ) वजन - १०५ पौंडाहून ( ४८ किलोहून ) कमी असू नये.  
 ( ड ) शैक्षणिक पात्रता - १० वी उत्तीर्ण असले पाहिजेत.  
 ( इ ) फिजीकल फिटनेस - शासकीय वैद्यकीय अधिकारी यांनी प्रमाणीत केले असले पाहिजे.  
 ( ४ ) वरीलप्रमाणे नमूद केलेली पात्रतेची प्रमाणके भरतीची निकड भागवणे गरजेचे असेल त्यावेळी शासनाच्या आदेशानुसार तात्पुरती शिथिलता करता येतील.  
 ( ५ ) पोलीस दलामध्ये योग्य माणसांची भरती होईल याची खात्री होण्यासाठी भरतीची अशी पध्दत पध्दतशीर असली पाहिजे. आणि याकरिता प्रत्येक जिल्हयामध्ये पोलीस अधीक्षक, गृह पोलीस उप-अधीक्षक, राखीव पोलीस निरीक्षक / उप-निरीक्षक यांचा समावेश असलेले स्वतंत्र भरती मंडळ असले पाहिजे.  
 वरील उप-नियमामधील नमूद भरतीची प्रमाणके जे उमेदवार पूर्ण करतात त्यांना निवडण्यापूर्वी त्यांची सामान्य ज्ञानातील लेखी परीक्षा आणि साधी अंकगणितातील चाचणी घेतली पाहिजे.

६४. मोटार परिवहन विभागातील तांत्रिक कनिष्ठ कर्मचा-यांची भरती :-

- ( १ ) खात्यातील लायक कर्मचा-यांना पदोन्नती देऊन अथवा बाहेरील उमेदवारांची सरळ भरती करून नियुक्त्या केल्या जातात.  
 ( २ ) उमेदवार खालील अर्हता धारण करत असला पाहिजे -  
 ( अ ) वय - ३५ वर्षाहून अधिक नाही.  
 ( ब ) शिक्षण - एस.एस.सी. उत्तीर्ण अथवा तत्सम व संबंधित व्यवसायाचे आय.टी.आय. प्रशिक्षण.  
 ( क ) तांत्रिक - ट्रेडस्मन -वर्ग - १ :-  
 ( i ) विशिष्ट व्यवसायातील प्रथम दर्जा वर्कमन असावा व सोबत रेखाचित्रे काढणे व समजणे, अंदाजपत्रके तयार करणे, आणि त्याचा व्यवसाय पध्दतशीरपणे करण्यास सक्षम असावा.  
 ( ii ) नामांकित कार्यशाळेतील नियमितपणे प्रशिक्षित असावा, आणि प्रमुख कर्मचारी अथवा मिस्त्री अथवा प्रमुख यांत्रिकी म्हणून २ वर्षांच्या अनुभवाचा समावेश असलेला १० वर्षाहून कमी नसलेला प्रत्यक्षातील अनुभवधारक असावा.  
 ( iii ) स्वतंत्रपणे कार्य करण्यास आणि सहाय्यकांवर अथवा कनिष्ठांवर नियंत्रण ठेवण्यास सक्षम असावा.  
 ( iv ) प्रात्यक्षिक परीक्षा, तोंडी आणि लेखी परीक्षांचा समावेश असलेली निवड परीक्षा ६०% हून कमी गुण नसताना उत्तीर्ण झालेला असावा.  
 ( v ) मोटार वाहन जोडारी ( फिटर ) अथवा यांत्रिकीचा उमेदवार मोटार वाहन चालवण्याचे स्पष्ट लायसन असलेला आणि प्राविण्यशील चालक असावा.  
 ( vi ) वीजतंत्री पदाच्या उमेदवारांकडे वीजतंत्री वायरमनचे शासनाचे द्वितीय दर्जा प्रमाणपत्र असले पाहिजे.  
 ट्रेडस्मन -वर्ग - २  
 ( i ) दिलेली रेखाचित्रे समजण्यास व त्यावर काम करण्यासाठी सक्षम असलेला चांगला व विश्वासू वर्कमन असला पाहिजे.  
 ( ii ) नामांकित कार्यशाळा अथवा कारखान्यात त्याच्या व्यवसायातील नियमितपणे प्रत्यक्ष अनुभव घेतलेला असावा आणि ५ वर्षाहून कमी नसलेला प्रत्यक्ष अनुभव असावा.  
 ( iii ) प्रात्यक्षिक, तोंडी आणि लेखी परीक्षेचा समावेश असलेली निवड परीक्षा ५०% हून कमी नसलेल्या गुणांसह उत्तीर्ण असावा.  
 ( iv ) मोटार वाहन जोडारी आणि यांत्रिकी पदासाठीच्या उमेदवारांकडे वाहन चालवण्याचे नागरी लायसन असावे आणि

**१५३. आर्मोरर कोर्स :-**

( १ ) राज्य पोलीसातील आर्मोररकरिता मूलभूत आणि रिफ्रेश कोर्स ई.एम.ई. सेंटर त्रिमूलघेरी, सिकंदराबाद ( आंध्र प्रदेश) येथे चालवले जातात. पोलीस अधीक्षक यांनी त्यांच्या हाताखाली काम करणारे योग्य आणि शैक्षणिकदृष्ट्या अर्हताधारक आणि ज्यांना धातूकामाचे ज्ञान आहे आणि त्यांच्या खाती काही सेवा आहे. आणि जे प्रशिक्षणानंतर खाजगी नोकरीकरिता नोकरी सोडणार नाहीत अशा कर्मचा-यांना निवडून पोलीस महासंचालक यांच्याकडून पाठवण्याबाबतच्या सूचना आणि वेळापत्रक आल्यावर पाठवले पाहिजे.

( २ ) ज्या कर्मचा-यांनी मूलभूत कोर्स केला आहे आणि जे शैक्षणिकदृष्ट्या अर्हताप्राप्त नाहीत अशांची शिफारस रिफ्रेश कोर्सकरिता करू नये. कोर्स सुरु होण्यापूर्वी ई.एम.ई. सेंटरच्या अधिका-यांकडून रिफ्रेश कोर्ससाठी हजर होणा-या कर्मचा-यांची प्रवेश परीक्षा घेतली जाईल याची नोंद घेतली पाहिजे. ज्या कर्मचा-यांना ६५% हून कमी गुण मिळतील त्यांना रिफ्रेश कोर्स प्रशिक्षणामध्ये दाखल केले जाणार नाही.

**१५४. बँडमनचे प्रशिक्षण :-**

पोलीस आयुक्त, मुंबई यांच्याकडून बँडमनकरिता दरवर्षी १ जून ते ३१ ऑगस्टपर्यंत प्रशिक्षणाचा विशेष कोर्स आयोजित केला जातो. यामध्ये ( १ ) बासरी ( पाईप ) वाजवणे आणि ( २ ) ढोल आणि तुतारी ( बिगूल ) एकत्रित यांचे प्रशिक्षण दिले जाते. जिल्हा पोलीस बँडमधील कर्मचा-यांनाही पोलीस उप-महानिरीक्षक यांच्या मार्फतीने पोलीस आयुक्तांशी सल्लामसलत करून प्रशिक्षणाकरिता पोलीस अधीक्षक पाठवू शकतील.

**१५५. जमाव नियंत्रण आणि विसर्जनामधील प्रशिक्षण :-**

पोलीस अधिकारी आणि कर्मचा-यांना जमाव नियंत्रण आणि विसर्जनामधील प्रशिक्षणाच्या सखोल कोर्ससाठी पाठवले पाहिजे. अशा प्रशिक्षणामुळे त्यांना केवळ एखाद्या परिस्थितीला तोंड देणेच शक्य होत नाही तर त्यांचे धैर्य आणि नैतिकता वाढते आणि त्यांच्यात आत्मविश्वासही निर्माण होतो. बॉक्सर, कुस्तीगीर अथवा सुपरमॅन यांचा संघ निर्माण करणे हा या प्रशिक्षणाचा उद्देश नसून तो अशातेशी समजूतदारपणे कारवाई करण्यासाठी भरवसा ठेवता येईल, त्यांना नियंत्रित करण्याचा प्रयत्न करील आणि आवश्यक असल्यासच बलाचा वापर करील असा सुगठीत गट निर्माण करणे हा होय. बळाचा वापर करताना सुध्दा अशा प्रकारे प्रशिक्षित केलेल्या कर्मचा-यांनी जास्तीत जास्त परिणाम साध्य करण्यासाठी कमीत कमी बळाचा वापर केला पाहिजे.

**१५६. वाहतूक नियंत्रणातील प्रशिक्षण :-**

वाहतूक शाखेतील पोलीसांचे प्रशिक्षण पोलीस आयुक्त, मुंबई यांच्याकडून आयोजित केले जाईल. तथापि पोलीस महासंचालक यांच्या पूर्वपरवानगीविना पोलीसांना मुंबई येथे पाठवू नये.

**( ह ) महिला पोलीसांचे प्रशिक्षण**

**१५७. महिला पोलीस कर्मचारी :- ( दुरुस्ती क्रमांक ५५ नुसार सुधारीत )**

( १ ) महिला पोलीस कर्मचा-यांना खालील बाबींमधील प्रशिक्षणामधून जावे लागेल.

( अ ) इनडोअर वर्क

कालावधी :- चार महिने.

१. मुंबई राज्य पोलीस मार्गदर्शक १९५५ - प्रकरण १ ते ४, १२, १३, १४.

२. स्त्रिया व मुली अनैतिक व्यापार दमन अधिनियम १९५६- संपूर्ण कायदा.

३. मुंबई बाल अधिनियम १९४८ - पोलीस मार्गदर्शक परिच्छेद कलम ४१६ ते ४२२

४. मुंबई पोलीस कायदा १९५१- कलम ४२, ११३, ११४ आणि १२८.

( ब ) आऊटडोअर वर्क

(अ) फुट ड्रिल :- यात खालील बाबींचा समावेश असावा :-

- (i) फॉलींग इन,
- (ii) ड्रेसिंग,
- (iii) टर्नींग राईट, लेफ्ट आणि अबाऊट,
- (iv) मार्चींग,
- (v) दिशा बदल,
- (vi) डावी आणि उजवीकडे स्क्वॉड बनवणे.

(ब) एस्कॉर्ट कर्तव्य -

- (i) बेडी लावणे ( कातडी पट्टे ) आणि रस्सी बांधणे,
- (ii) एस्कॉर्टमधील संख्या,
- (iii) कैदी पळून जाऊ नये म्हणून घ्यावयाची खबरदारी.

मुंबई राज्य पोलीस मार्गदर्शिका १९५५ चे संबंधित परिच्छेद खालीलप्रमाणे :- १२६, १२९, १३०, १३१ व १३२.

( २ ) प्रशिक्षणाचा कालावधी चार महिन्यांचा असेल आणि दर महिन्याला परीक्षा घेतली जाऊन त्यानंतर प्रशिक्षण संपल्यावर अंतिम परीक्षा होईल. प्रशिक्षणार्थींना प्रात्यक्षिक कामाचे पूर्ण ज्ञान मिळण्यासाठी कधीकधी पोलीस ठाण्यात नेले पाहिजे.

**१५८. महिला पोलीस उप-निरीक्षक :-**

महिला पोलीस उप-निरीक्षकांना पुरुष पोलीस उप-निरीक्षकांप्रमाणेच महाराष्ट्र पोलीस अकॅडमी, नाशिक येथे प्रशिक्षण दिले जाते.



शोल्डर स्ट्रॅपवर हुद्याचे बॅजेस.

**टीप :-** बुश-शर्ट सोबत शॉर्टऐवजी ट्राऊझर परिधान केली पाहिजे.

( ४ ) शॉर्ट :- खाकी जाड.

( ५ ) सॅम ब्राऊन बेल्ट :- संपूर्ण पोषाखासाठी असलेल्या प्रमाणेच परंतु, सिंगल क्रॉस स्ट्रॅपसह आणि फ्रॉगविना. शर्ट परिधान केला असेल तेंव्हा परिधान करण्यासाठी.

( ६ ) मेडल रिबन :- आर्मी रेग्युलेशनमध्ये नमूद केल्याप्रमाणे.

( ७ ) बुट :- प्लेन, बाऊन, लेदर, प्लेन टो-कॅपसह आणि खाकी पायमोज्यासह.

( ८ ) अँकल बुट :- संपूर्ण पोषाखाप्रमाणेच औपचारिक परेडसारख्या प्रसंगी जेंव्हा संपूर्ण पोषाख ( Full Dress ) परिधान केलेला नसतो तेंव्हा खाकी वुलन पट्टीसोबत परिधान करण्यासाठी .

**२१३. पोलीस फौजदारांसाठी गणवेश :-** (दुरुस्ती क्रमांक ३१ व २१० नुसार सुधारीत )

( १ ) पोलीस निरीक्षकांप्रमाणेच गणवेश व बॅजेस असतात, परंतु तीन पंचकोनी स्टारऐवजी दोन स्टार आणि म.पो.से. बॅज ऐवजी म.पो. बॅज असतो.

( २ ) महिला पोलीस उपनिरीक्षकांच्या गणवेषाच्या वस्तु पोलीस उपनिरीक्षकांप्रमाणेच असतात. परंतु महिला फौजदारांना शर्ट -पॅट ऐवजी साडी परिधान करता येईल. शर्टाच्या शोल्डर स्ट्रॅपवरील स्टार, रिबन व मोनोग्राम ब्लाऊजच्या शोल्डर स्ट्रॅपवर लावला पाहिजे.

**२१४. जमादार आणि ब्रेव्हेट जमादार साठी गणवेश :-** (दुरुस्ती क्रमांक २१० नुसार सुधारीत )

( अ ) संपूर्ण पोषाख ( Full Dress )

( १ ) फॉरेज कॅप :- गर्द निळी, वुलन, म.पो. अक्षरें व हनुवटी - पट्टीसह.

( २ ) कोट :- मिनरल खाकी जाड, शेड नं. १ अथवा पोलीस महासंचालक यांनी मान्यता दिलेला, बृहन्मुंबई पॅटर्न, दोन इंच उंचीची बंद स्टँड-अप कॉलर ६ इंच रुंदीचे व ७ इंच उंचीचे छातीवर दोन खिसे, तळाशी गोलाकार, प्लीटविना, मध्यभागी टोकदार असलेल्या फ्लॅपने बंद केलेले, त्यावर दोन लहान बटण लावलेले पूर्ण बाहया, कफ-फ्लशसह समोरील बाजूस चार मोठी पितळी बटणे प्लेन शोल्डर स्ट्रॅप दोन बटणे लावलेले व तळाशी म. पो. अक्षरे असलेला बॅज. परिधान करताना सावधान मध्ये असताना खालचे टोक अंगठ्याच्या टोकांना स्पर्श करणारे.

( ३ ) बटणे :- पितळेची ( लहान व मोठी )

( ४ ) बॅजेस :- एक पंचकोनी स्टार ( नेहमीच्या आकाराचा भारताचा स्टार पोलीस उपनिरीक्षक आणि वरच्या अधिका-यांनी परिधान करावयाचा आणि लाल व निळी रिबन ) व म.पो. अक्षरांचा बॅज.

( ५ ) क्रेस्ट :- म. पो. स्टील.

( ६ ) शिट्टी :- जोरात वाजणारी, चैनसह, वरच्या डाव्या खिशात ठेवण्यासाठी आणि वरच्या दुस-या बटण-होलमध्ये शिट्टीच्या साखळीचे हूक. रहदारी कर्तव्यावर असताना सॅम बाऊन बेल्टच्या हूक मध्ये शिट्टी ठेवावी आणि वरच्या तिस-या बटण होल मध्ये शिट्टीच्या साखळीचे हूक लावावे.

( ७ ) सॅम ब्राऊन बेल्ट :- ब्राऊन लेदर, क्रॉस - स्ट्रॅप व फ्रॉगसह सर्व फिटींग.

( ८ ) शॉर्ट :- कोटच्या कापडाच्या, बटण फ्लॅप व पट्टा असलेल्या कमरेसह, समोरच्या एका बक्कलसह व खिशांसह, सेरेमोनियलच्या प्रसंगी व इतर कर्तव्यांच्या वेळी वुलन पट्टी व काळ्या अँकल बुटसह परिधान करण्यासाठी.

( ९ ) पट्टी :- वुलन, खाकी.

( १० ) बुट :- काळे, अँकल.

( ११ ) पायमोजे :- वुलन, खाकी.

- ( १९ ) ग्रेट कोट स्ट्रॅप :- चामडी.  
 ( २० ) कोट :- फटीग.  
 ( २१ ) शॉर्ट :- फटीग.  
 ( २२ ) ट्रॅफीक कोट :- सफेद.  
 ( २३ ) वाहतूक छत्री ( Traffic Umbrella )  
 ( २४ ) खांदीबंद ( Braces ) :- वाहतूक छत्र्यांसारखी, चामडी.  
 ( २५ ) जलरोधक कोट ( खाकी ) :- जेव्हा पोलीस कर्मचा-यास उघडया जागेत कर्तव्य करायचे असेल तेव्हा जरूरीनुसार एस्कॉर्ट कर्तव्य, समुद्रबंदरावरील कर्तव्य, रेल्वे स्थानक अथवा शहरी भागात कर्तव्यावर नेमले असताना अदा करावयाचा.  
 ( २६ ) जलरोधक कोट ( सफेद ) :- रहदारी कर्तव्यावर नेमलेल्या पोलीस कर्मचा-यास जरूरीनुसार पुरवावयाचा.

" ब "

वरील "अ" मध्ये नमूद केलेल्या सरंजामाव्यतिरिक्त खालील वस्तूही पोलीस कर्मचा-याच्या सरंजामाचा भाग म्हणून अदा केल्या जातात -

- ( १ ) जर्सी :- Pullover, वुलन खाकी संमिश्र, खांद्यावरील चिरांशिवाय ( Slits ), "V" आकाराच्या कॉलरची, बळकटी आणलेल्या बाहयांचा.  
 ( २ ) बूट :- कॅनवास, रबर सोल, ब्राऊन.  
 ( ३ ) कीट - पेटी :-  
 ( ४ ) बटण - स्टीक.  
 ( ५ ) सतरंजी  
 ( ६ ) हॅवर सॅक ( पाठीवर लावावयाची थैली )  
 ( ७ ) मच्छरदाणी :- सफेद, जेथे मलेरिया आणि फिलारियाचा उपद्रव आहे अशा ठिकाणचे पोलीस ठाणे आणि दूरक्षेत्रावर नेमणूकीस असलेल्या पोलीस कर्मचा-यांना अदा करण्यासाठी.  
 ( ८ ) हेल्मेट :- स्टीलचे\*; दंगल, दरोडा कारवाई इ. कर्तव्यासाठी नेमलेल्या पोलीस कर्मचा-यांना अदा करण्यासाठी.

"क"

महिला पोलीस हवालदार आणि पोलीस शिपायासाठी गणवेश :-

- ( १ ) बुश-शर्ट :- पातळ ब्लीच केलेला सफेद सुती; बेल्टसह.  
 ( २ ) सलवार :- रेशमासारख्या तकतकीत केलेल्या ( Mercerised ) सफेद कापडाची, योग्यरित्या मापाप्रमाणे शिवलेली.  
 ( ३ ) कॅप :- पातळ ब्लीच केलेली सुती, दोन बटणांसह, परंतु कॅप बॅज विना.

टीप :- शिख समाजाच्या महीला पोलीस कर्मचारी कॅप ऐवजी खाकी मलमलचा दुपट्टा परिधान करू शकतात.

- ( ४ ) पठाणी पध्दतीची चप्पल :- टोच्या ठिकाणी निमुळती नसलेली.  
 ( ५ ) ब्रुच नंबर :- पितळी धातुचा.  
 ( ६ ) बूट :- कॅनवास, ब्राऊन.  
 ( ७ ) बटण :- पितळी.  
 ( ८ ) रिबन, बो-पीन आणि काळी केश-जाळी :- ( पूर्ण साईझची )

२१६. मोटार परिवहन विभागाचे अधिकारी व कर्मचा-यांसाठी गणवेश :- (दुरुस्ती क्रमांक २११ व २१२ नुसार सुधारीत)

( १ ) पोलीस अधीक्षक / पोलीस उपायुक्त मोटार परिवहन हे पोलीस अधीक्षक ( राज्य पोलीस सेवा ) यांना विहित केलेला गणवेश " मोटार परिवहन " बॅजसह परिधान करतील.

कीट पेटी.  
जर्सी :- वुलन.  
हॅवर सॅक :- खाकी.  
बटण - स्टीक :- पितळी.  
सतरंजी :- सुती, गर्द निळी.

**२१७. पोलीस बिनतारी कर्मचा-यांसाठी गणवेश :- ( दुरुस्ती क्रमांक २११ व २१२ नुसार सुधारीत )**

( १ ) पोलीस अधीक्षक/पोलीस उपायुक्त, पोलीस बिनतारी हे पोलीस अधीक्षक ( राज्य पोलीस सेवा ) यांच्यासाठी विहित केलेला गणवेश "बिनतारी" बॅजसह परिधान करतील.

( २ ) पोलीस बिनतारीमधील कर्मचारी कर्तव्यावर असताना नेहमीच त्यांना लागू असलेल्या गणवेशात असतील.

( ३ ) पोलीस निरीक्षक, बिनतारी आणि पोलीस उपनिरीक्षक, बिनतारी ( अभियांत्रिकी ) आणि पोलीस उपनिरीक्षक, बिनतारी ( वाहतूक ) यांनी बिनतारी बॅज लावले पाहिजे. म्हणजे दोन्ही बाहीवर खांद्याच्या लगेच खाली लाल पार्श्वभूमीवर "W" अक्षर. इतर कनिष्ठ कर्मचा-यांनी असाच बॅज परंतु एकाच बाहीवर लावला पाहिजे.

[ २ ] बृहन्मुंबईत :

**२१८. सहाय्यक पोलीस आयुक्त यांचा गणवेश :-**

बृहन्मुंबईतील सहाय्यक पोलीस आयुक्त यांचा गणवेश मुफसलमधील पोलीस उप- अधीक्षक यांच्याप्रमाणेच राहिल. तपशीलासाठी नियम २११ पहा.

**२१९. बृहन्मुंबई पोलीस दलातील पोलीस उपनिरीक्षक, सहाय्यक पोलीस निरीक्षक व पोलीस निरीक्षक यांचा गणवेश :-**

पिक-कॅप व्यतिरिक्त मुफसलप्रमाणेच गणवेश राहिल. बृहन्मुंबईतील या अधिका-यांची पिक-कॅप निळी -पिवळी असते. बॅज व इतर सरंजाम मुफसलप्रमाणेच असतो.

**२२०. महिला पोलीस उपनिरीक्षकांसाठी गणवेश :-**

पुरुष पोलीस उपनिरीक्षकांप्रमाणेच महिला पोलीस उपनिरीक्षकांचा गणवेश असेल. शर्ट - पॅट ऐवजी त्यांना खाकी साडी व ब्लाऊज घालता येईल. शर्टवर लावावयाच्या स्टार व बॅजेस ब्लाऊजवर लावावयाच्या असतात.

**२२१. जमादारांसाठी ( हत्यारी व बिनहत्यारी ) गणवेश :-**

**बिनहत्यारी :**

( १ ) कोट :- खाकी जाड, समोरील बाजूस पाच सपाट म. पो. बटणांसह बंद गळ्यांचा स्टँड अप कॉलर १ ३ / ४ इंच उंच असलेला कोटाचा कट पोलीस उपनिरीक्षकांप्रमाणेच राहिल, परंतु कमरेवर खिशा नसतील.

( २ ) ट्राऊझर :- खाकी, पोलीस उपनिरीक्षकांप्रमाणे कट असलेली.

( ३ ) बुट :- काळ्या लेदरचे.

( ४ ) कॅप :- काळी जुन्या पॅटर्नची फोरेज कॅप ( गोल ), पुढील भागावर मध्यभागी अशोका स्टारच्या बॅज असलेली, हनुवटीखाली लावण्यासाठी ३ / ८ इंच रुंदीची काळ्या चामड्याचा हनुवटी पट्टा.

( ५ ) शिट्टी व साखळी :- सफेद धातुची शिट्टी, साखळी जोडलेली. छातीवरील डाव्या खिशात ठेवावयाची व कोटाच्या दुस-या बटणाला साखळी अडकावयाची.

( ६ ) ग्रेट कोट :- खाकी कापड, घोटा व गुडघा यांच्या मध्यापर्यंत खाली येणारा कोट, टॉपवर मध्यभागी अशोक चक्र असणारी

क्रमांक :- पोलिस/२८-अ/४९३७/परिपत्रक-पाळणाघर/३१/२०१४, मुंबई, दिनांक : १८/१०/२०१४.

विषय :- पोलीस मुख्यालयाच्या ठिकाणी पाळणाघर सुरु करण्याबाबत.

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परिपत्रक :-

पोलीस कल्याण निधी अंतर्गत पोलीस अधिकारी / कर्मचारी व त्यांच्या कुटुंबियांच्या कल्याणाकरिता राज्यात विविध उपक्रम राबविण्यात येतात. परंतु त्यामध्ये 'पाळणाघर' या उपक्रमाचा समावेश नाही. पोलीस विभागातील पोलीस अधिकारी/कर्मचाऱ्यांच्या ६ महिने ते १० वर्षे वयोगटातील मुलांच्या संगोपनासाठी पोलीस मुख्यालयाच्या ठिकाणी सकाळी ०८.०० ते रात्री ०८.०० या कालावधीसाठी पाळणाघर सुरु केल्यास महिला व पुरुष पोलीस कर्मचाऱ्यांना त्याचा लाभ होईल. विशेषतः महिला पोलीस कर्मचाऱ्यांना त्यांची कर्तव्ये बजावतांना पाल्यांच्या संगोपनाची कोणतीही गंभीर अडचण निर्माण होणार नाही. तसेच, कायदा व सुव्यवस्थेच्या प्रसंगी त्या कर्तव्यांवर तात्काळ उपलब्ध होऊ शकतील.

२. तरी ज्या घटकांच्या आस्थापनेवर पाळणाघर सुरु करण्याची आवश्यकता आहे, अशा घटक प्रमुखांनी पोलीस कल्याण निधी नियमावलीतील तरतुदीनुसार त्यांना प्रदान करण्यात आलेल्या वित्तीय प्राधिकारानुसार त्यांच्या घटकांत पाळणाघर सुरु करण्याची कार्यवाही करावी. पाळणाघर सुरु करण्यासाठी अपेक्षित खर्च त्यांच्या वित्तीय मर्यादेतीलच असावा. जर काही घटकांत तो खर्च मर्यादेपेक्षा जास्त असेल, तरच तसा प्रस्ताव मंजुरीसाठी या कार्यालयास सादर करावा.

( अर्चना त्यागी )

विशेष पोलीस महानिरीक्षक (प्रशासन).  
पोलीस महासंचालक यांचे करिता.

प्रति,

अपर पोलीस महासंचालक, गुन्हे अन्वेषण विभाग, म. रा., पुणे.

अपर पोलीस महासंचालक व संचालक, पोलीस बिनतारी संदेश, म.रा., पुणे.

सर्व पोलीस आयुक्त (लोहमार्ग मुंबईसह) (बृहन्मुंबई वगळून).

विशेष पोलीस महानिरीक्षक, मोटार परिवहन, पुणे / फोर्स वन, मुंबई.

संचालक, महाराष्ट्र पोलीस अकादमी, नाशिक.

सर्व पोलीस अधीक्षक (लोहमार्गासह)

सर्व समादेशक, रा.रा.पो.बल गट क्र.१ ते १६.

सर्व प्राचार्य, पोलीस प्रशिक्षण विद्यालये (तुरुची-तासगांव रा.रा.पो.प्र.केंद्र, नानवीज-दोंड सह).

उप संचालक, डी.टी.एस्, नाशिक.

प्रत,

अपर पोलीस महासंचालक, प्रशिक्षण व खास पथके/रा.रा.पो.बल/लोहमार्ग, मुंबई

सर्व परिक्षेत्रीय विशेष पोलीस महानिरीक्षक (रा.रा.पो.बल, पुणे / नागपूर सह) / न.वि.अ., नागपूर

पोलीस उप महानिरीक्षक, गडचिरोली परिक्षेत्र, गडचिरोली

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शासकिय, निमशासकिय व शासन अनुदानित  
संस्थांमधील सेवामध्ये भरतीसाठी महिलांकरीता  
३०% जागा आरक्षित ठेवणेबाबत....

महाराष्ट्र शासन

महिला व बालकल्याण विभाग

शासन निर्णय क्रमांक : संकीर्ण १०९३/प्र.क्र.३६६/का-२,  
मंत्रायल,मुंबई-४०००३२, दिनांक २२ जुन १९९४

**प्रस्तावना:-** समाजाच्या सर्व क्षेत्रांतील स्त्रियांचे संरक्षण व विकास आणि एकदंरित स्त्रियांचा समाजातील दर्जा उंचावणे या गोष्टींना राज्य शासन तसेच केंद्र शासन बरेच महत्व देत आहे. या दृष्टीकोनातून केंद्र शासनाने मानव संसाधन विकास मंत्रालयामध्ये महिला व बालकल्याण हा स्वतंत्र विभाग निर्माण केलेला आहे. त्याच धर्तीवर राज्यात महिला व बालकल्याण विभाग स्थापन करण्यात आलेला आहे. जीवनाच्या प्रत्येक क्षेत्रात स्त्रियांना दिला जाणारा असमान दर्जा आणि अन्यायाची वागणुक त्याचप्रमाणे संविधानाच्या व स्त्रियांचे कल्याण व संरक्षण यासंबंधीच्या इतर कायद्यातील तरतुदींचा केला जाणारा भंग यामुळे जागरुकतेने देखरेख ठेवण्याचे काम पार पाडण्यासाठी तसेच स्त्रियांची गा-हाणी दुर करणे अधिक सुलभ होण्यासाठी केंद्र शासनाने राष्ट्रीय महिला आयोगाची स्थपना केलेली आहे. या राष्ट्रीय महिला आयोगाच्या धर्तीवर राज्य शासनानेही महाराष्ट्र राज्य

महिला आयोगाची स्थापना केलेली आहे. स्वातंत्र्य मिळाल्यापासून आजतागायत स्त्रियांच्या उन्नतीसाठी ब-याच उपाययोजना केलेल्या आहेत. संविधानामध्येही तशी तरतुद करण्यात आलेली आहे. परंतु याचा फारसा फायदा समाजातील महिलांना झाला असे दिसून येत नाही. स्वातंत्र्य प्राप्तीनंतर समाजातील इतर कमकुवत घटकांप्रमाणे स्त्रियांच्या उन्नतीसाठी विशेष काही केले जाईल अशी धारणा होती. केंद्र शासनाने, राज्य शासनाने ब-याच उपाययोजना केलेल्या आहेत. तरी सुध्दा महिलांवर होणारे अत्याचार, हुंडाबळी, स्त्रियांची आर्थिक पिळवणूक, आर्थिक दर्जा, साक्षरतेचे प्रमाण व अपु-या आरोग्य सुविधा, महिलांचा छळ इत्यादि अद्याप सुरु आहे. याचे मुळ कारण स्त्रिया या स्वतःच्या पायावर उभ्या नाहीत असे दिसून येते. तिची आर्थिक स्थिती सुधारणे आवश्यक आहे. त्यामुळे महिलांना पुरुषांच्या बरोबरीने संधी देणे अपेक्षित असले तरी प्रत्यक्षात तसे घडले नाही. त्यामुळे संविधानाने दिलेल्या मुलभूत हक्कांच्या अनुरोधानेच महिलांच्या उन्नतीसाठी शासकिय व निमशासकिय नोकरीत महिलांसाठी आरक्षण उपलब्ध करून देणे गरजेचे ठरते.



## निर्णय

१२. वर नमुद केलेली परिस्थिती विचारात घेऊन शासकिय, निमशासकिय व शासन अनुदानित संस्था यांच्या सेवेत नियुक्तीसाठी महिलांकरीता जागा राखीव ठेवण्याचा प्रस्ताव शासनाच्या विचाराधीन होता. याबाबत विचाराअंती शासनाने असा निर्णय घेतला आहे की, शासकिय निमशासकिय

व शासन अनुदानित संस्था यांच्या सेवेत नियुक्तीसाठी अनुसुचि जाती, अनुसुचित जमाती, विमुक्त जाती व भटक्या जमाती, इतर मागासवर्गीय, माजी सैनिक, प्रकल्पग्रस्त व्यक्ती व शारीरिकदृष्ट्या अपंग व्यक्ती यांचेकरीता ज्या जागा राखीव ठेवल्या आहेत त्या जागांपैकी त्या त्या प्रवर्गातील महिलांसाठी ३०% जागा राखीव ठेवण्यात याव्यात. तथापि जेथे माजी सैनिक प्रवर्गातील महिला उपलब्ध नसतील तेथे इतरत्र अदलाबदल न करता व ते आरक्षण पुढे न ओढता वीरपत्नी (माजी सैनिकाची पत्नी), परित्यक्ता महिला, निराधार महिला व तरुण विधवा यांच्याकरीता वापरण्यात यावे. याशिवाय ज्या जागा खुल्या प्रवर्गासाठी उपलब्ध राहतील त्या जागांपैकी ३०% जागा महिलांसाठी राखीव ठेवण्यात याव्यात

१३. वर परिच्छेद १ मध्ये नमुद केल्यानुसार महिलांसाठी आरक्षण विहित करण्यात आल्यानंतर जर संबंधित प्रवर्गामध्ये महिला उमेदवार उपलब्ध होत नसतील तर या आरक्षणासाठी मागासवर्गीयांचे बाबतीत ५ वर्षापर्यन्त, अपंगाच्या बाबतीत ३ वर्षापर्यन्त व माजी सैनिकांच्या बाबतीत १ वर्षापर्यंत अनुशेष पुढे चालु ठेवण्यात यावा. खुल्या प्रवर्गातील महिलांचा अनुशेष ३ वर्षापर्यंत पुढे चालु ठेवण्यात यावा. प्रकल्पग्रस्तांच्या बाबतीत सदर तरतुद लागू होणार नाही. सदरहु अनुशेष भरण्याबाबत संबंधित कालावधीत सतत

- पाठपुरावा करुन उमेदवार उपलब्ध होत नसतील तर हे आरक्षण इतरत्र अदलाबदल न करता त्याच प्रवर्गातील पुरुष उमेदवारामार्फत भरण्यात यावे.
१४. खुल्या प्रवर्गातील महिलांसाठी असलेले ३०% आरक्षण शासकिय, निमशासकिय व शासन अनुदानित संस्था यांच्या सेवेतील वर्ग-१ च्या महिला अधिकारी, महिला प्रोफेशनल्स, दोन वेळा मुदत(टर्ग) पुर्ण झालेल्या महिला विधीमंडळ सदस्या, महिला संसद सदस्या, तसेच क्रिमीलेअर प्रवर्गातील कुटुंबातील महिला संदस्यांच्या कुटुंबियांना हे आरक्षण अनुज्ञेय असणार नाही.
१५. महिलांसाठी विहित करण्यात आलेले ३०% आरक्षण हे फक्त सरळसेवा भरती करीता अनुज्ञेय राहिल.
१६. शासकिय, निमशासकिय सेवेतील अनुसुचित जाती, अनुसुचित जमाती , विमुक्त जाती, व भटक्या जमाती, इतर मागासवर्गीय, माजी सैनिक व प्रकल्पग्रस्त व्यक्ती या प्रवर्गातील महिलांच्या आरक्षणाची अंमलबजावणी सामान्य प्रशासन विभागामार्फत करण्यात यावी.
१७. शारीरिक दृष्ट्या अपंगासाठीच्या प्रवर्गातील महिलांच्या आरक्षणाची अंमलबजावणी समाजकल्याण, सांस्कृतीक कार्य व क्रिडा विभागामार्फत करण्यात यावी.
१८. खुल्या प्रवर्गातील महिलांसाठी असलेल्या आरक्षणाची अंमलबजावणी महिला व बालकल्याण विभागामार्फत करण्यात यावी.
१९. सामान्य प्रशासन विभागामार्फत मागासवर्गीयांच्या आरक्षणासाठीची जी बिंदु नामावली ठेवण्यात आलेली आहे, त्या बिंदु नामावलीमध्ये त्या त्या प्रवर्गातील महिलांच्या आरक्षणाबाबत सामान्य प्रशासन विभागामार्फत बिंदु निश्चित करण्यात यावेत.



२०. मागासवर्गीयांचे आरक्षण व इतर आरक्षणांबाबत भरतींसाठी जे नियम, अटी व शर्ती आहेत तेच नियम, अटी व शर्ती त्या त्या प्रवर्गातील महीलांसाठीच्या आरक्षणाबाबतही लागू होतील.

२१. हे आदेश दिनांक १ एप्रिल १९९४ पासून अंमलात येतील.

२२. हा शासन निर्णय सामान्य प्रशासन विभागाच्या व समाजकल्याण, सांस्कृतिक कार्य व क्रिडा विभागाच्या सहमतीने सामान्य प्रशासन विभागाच्या अनौपचारिक संदर्भ क्रमांक: ६७७/प्रससे दिनांक ३० एप्रिल १९९४ अन्वये निर्गमित करण्यात येत आहे.

**महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने**

शि.चिं.मोरे  
अवर सचिव, महाराष्ट्र  
शासन.

## Police academies in India to integrate gender sensitivity

[One World South Asia](http://southasia.oneworld.net/) (<http://southasia.oneworld.net/>) April 24, 2015

CSR imparts training to broaden the perspective of active duty police officers and change their thought-process to ensure that women seeking police assistance receive an appropriate response in a timely and unbiased manner.

**New Delhi:** The Centre for Social Research, in partnership with UN Women, National Human Rights Commission and the state police training academies, is carrying out a massive gender sensitization drive to integrate gender as an integral element of the police training curricula across India.

As a result of this initiative, the trainers in various police academies in UP, Haryana, Andhra Pradesh, Karnataka and Madhya Pradesh are undergoing comprehensive trainings in gender sensitization through out this year. The training targets gazetted officers at the sub-inspector level.

“Our trainings aim to improve their understanding of gender within a human rights framework and help officers perceive themselves as active agents for women’s human rights. We help police officers see how they can contribute towards equity in all areas of civic life by promoting gender justice,” says Dr Ranjana Kumari, Director, Centre for Social Research, New Delhi.

The trainings have already taken place in Dr B R Ambedkar Police Academy, Moradabad, UP and Haryana Police Academy. These will be followed by similar trainings in Lucknow Police Academy (Uttar Pradesh), Mysore Police Academy (Karnataka), National Police Academy (Hyderabad) and Rewa Police Academy (Madhya Pradesh) this year.

The initiative is a very timely and unique collaborative effort by the organisations. In the light of increasing incidents of violence against women across the country, this programme will help the police officials develop more sensitive responses. These programmes are designed to cover the important elements like understanding the needs of victims; realizing one's own capacity to help and their constraints; interpreting existing legislation with a view to correct application; awareness of judicial processes; awareness of policies and laws that aim to protect the citizenry; and problems caused by resorting to reconciliation that often puts women victims in condemning situations-making them accept violence and discrimination as a part of their lives instead of addressing the need for justice.

“Police needs gender sensitization as they have maximum interaction with the public. These trainings will help the participant trainers further carry out the trainings,” says J S Kochher, Joint Secretary, National Human Rights Commission.

“As the society is moving forward, the family structures and the role of women are also changing. The problems that women face today have increased considerably. As a result of these trainings, our police officers will be better equipped to deal with gender related issues. They will become better counselors and will address social issues with a gender just perspective,” says K K Sindhu, Director, Haryana Police Academy.

The trainings are designed to discuss and deliberate on the basic concept of gender i.e. the difference between gender and sex, stereotypes, defining roles and responsibilities, understanding concepts of patriarchy and power relations, issues related to human trafficking, vulnerability factors, response of community, response of police/ law enforcing agencies, role of media, human rights violation, etc.

## **Reported incidents of crime against women in India**

### **(National Crime Records Bureau)**

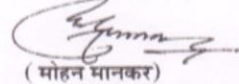
A total of 3,09,546 cases of crime against women (both under various sections of IPC and SLL) were reported in the country during the year 2013 as compared to 2,44,270 in the year 2012, thus showing an increase of 26.7% during the year 2013.

These crimes have continuously increased in reporting during 2009 - 2013 with 2,03,804 cases in 2009 and 2,13,585 cases in 2010 and 2,28,649 cases in 2011, 2,44,270 cases 2012 and 3,09,546 cases in the year 2013. Andhra Pradesh with 7.3% share of country's women population has reported nearly 10.6% of total crimes committed against women at All India level, by reporting 32,809 cases, and Uttar Pradesh accounting for nearly 16.7% of the country's women population, has accounted for 10.5% of total cases of crimes against women in the country by reporting 32,546 cases during the year 2013.

**विषय :-** कामाच्या ठिकाणी महिलांच्या होणा-या लैंगिक छळांच्या तक्रारींची चौकशी करण्यासाठी जिल्हा स्तरावर स्थानिक तक्रार समित्या गठीत करणेबाबत.

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सोबत महिला व बालविकास विभाग शासन निर्णय क्र. मकचौ-२०१४/प्र.क्र.६३/मकक, दि.११/०९/२०१४ ची प्रत माहिती व आवश्यक त्या कार्यवाहोसाठी सोबत जोडली आहे.



(मोहन मानकर)

उप.सहाय्यक पोलीस महानिरीक्षक (गुन्हे)  
पोलीस महासंचालक, महाराष्ट्र राज्य, मुंबई यांचंकरिता.

प्रति,

महासंचालक, लाचलुचपत प्रतिबंधक विभाग, महाराष्ट्र राज्य, मुंबई (सस्पेस)  
सर्व पोलीस आयुक्त, (लोहमार्ग सहीत)  
अपर पोलीस महासंचालक, गुन्हे अन्वेषण विभाग, महाराष्ट्र राज्य, पुणे.  
आयुक्त, राज्य गुप्तवार्ता विभाग, महाराष्ट्र राज्य, मुंबई  
अपर पोलीस महासंचालक, दहशतवाद विरोधी पथक, महाराष्ट्र राज्य, मुंबई  
अपर पोलीस महासंचालक, रा.रा. पोलीस बल / वाहतूक / लोहमार्ग / ना.ह.सं / प्रशिक्षण व खास पथके, म. राज्य, मुंबई  
संचालक, पोलीस बिनतारी संदेश, महाराष्ट्र राज्य, पुणे / महाराष्ट्र पोलीस अकादमी, नाशिक.  
विशेष पोलीस महानिरीक्षक, मा. राज्य मानवी हक्क आयोग, महाराष्ट्र राज्य, मुंबई  
विशेष पोलीस महानिरीक्षक, फोर्स वन, महाराष्ट्र राज्य, मुंबई / नक्षलविरोधी अभियान, नागपूर  
विशेष पोलीस महानिरीक्षक, महिला अत्याचार प्रतिबंधक विभाग / मोटार परिवहन विभाग, पुणे  
सर्व परिक्षेत्रीय विशेष पोलीस महानिरीक्षक.  
विशेष पोलीस महानिरीक्षक, राज्य राखीव पोलीस बल, पुणे / नागपूर  
विशेष पोलीस महानिरीक्षक, महाराष्ट्र पोलीस प्रबोधिनी, पुणे  
पोलीस उपमहानिरीक्षक, गडचिरोली परिक्षेत्र, कॅम्प नागपूर.  
उपसंचालक, गुन्हे अन्वेषण प्रशिक्षण विद्यालय, नाशिक  
सर्व पोलीस अधीक्षक (सर्व जिल्हे / लोहमार्ग / अ.सी.बी. व गु.अ.वि. च्या घटक कार्यालयांसह)  
पोलीस अधीक्षक, विशेष कृती दल, सुराबडी, अमरावती रोड, नागपूर.  
सर्व समादेशक, राज्य राखीव पोलीस बल गट क्र. १ ते १६  
सर्व प्राचार्य, पोलीस प्रशिक्षण विद्यालये  
कार्यासन अधिकारी, कार्यासन क्रमांक ३६ (पोलीस महासंचालक कार्यालय)

प्रत सविनय सादर,

अपर मुख्य सचिव,  
महाराष्ट्र शासन, गृह विभाग,  
मंत्रालय, मुंबई-४०० ०३२.

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कामाच्या ठिकाणी महिलांच्या होणा-या लैंगिक छळाच्या तक्रारीची चौकशी करण्यासाठी जिल्हा स्तरावर "स्थानिक तक्रार समित्या" गठीत करणेबाबत.

महाराष्ट्र शासन  
महिला व बाल विकास विभाग

शासन निर्णय क्रमांक: मकचौ-२०१४/प्र.क्र.६३/मकक  
नवीन प्रशासन भवन, तिसरा मजला,  
मादाम कामा मार्ग, हुतात्मा राजगुरु चौक,  
मंत्रालय, मुंबई-४०० ०३२.  
तारीख: ११ सप्टेंबर, २०१४.

वाचा :-

१. शासन निर्णय क्र.एसआरव्ही-१०९९/७३/मकअ, दि.१९ मे, १९९९.
- २.शासन परिपत्रक क्र.मकचौ-२००६/प्र.क्र.१०/मकअ, दि.१७ मे, २००६.
- ३.शासन निर्णय क्र.मकचौ-२००६/प्र.क्र.१५/मकअ, दि.१९ सप्टेंबर, २००६.
४. शासन निर्णय क्र.मकचौ-२०१०/प्र.क्र.४८/मकअ, दि.९/१२/२०१०.
५. शासन शुध्दीपत्रक क्र.मकचौ-२०१२/प्र.क्र.०७/मकअ, दि.१९/३/२०१२.
६. कामाच्या ठिकाणी महिलांचे लैंगिक छळापासून संरक्षण (प्रतिबंध, मनाई आणि निवारण) अधिनियम-२०१३ व नियम दि.९.१२.२०१३.

**प्रस्तावना :-** कामाच्या ठिकाणी महिलांचे लैंगिक छळापासून संरक्षण (प्रतिबंध, मनाई व निवारण) अधिनियम २०१३ व नियम दि. ९.१२.२०१३ रोजी प्रसिध्द करण्यात आलेले आहेत. त्यामुळे विशाखा जजमेंटमधील तरतूदीनुसार निर्गमित शासन निर्णय अधिक्रमित होत असून या अधिनियमातील कलम ४ (१) अंतर्गत कामाच्या ठिकाणी महिलांच्या लैंगिक छळाच्या तक्रारींचे निवारण करण्यासाठी "अंतर्गत तक्रार समिती" बरोबरच कलम ६ (१) अंतर्गत जिल्हा स्तरावर "स्थानिक तक्रार समिती" गठित करण्याची तरतूद आहे. सदर अधिनियमा अंतर्गत दिलेली कार्ये पार पाडण्यासाठी प्रत्येक जिल्हयाकरिता -जिल्हा अधिकारी (District Officer) म्हणून जिल्हा दंडाधिकारी/ अतिरिक्त जिल्हा दंडाधिकारी/ जिल्हाधिकारी / उप जिल्हाधिकारी यापैकी एका अधिका-याला प्राधिकृत करण्याची तरतूद आहे. त्यानुसार या अधिनियमान्वये निश्चित केलेली कर्तव्ये/ कार्ये पार पाडण्यासाठी जिल्हा अधिकारी (District Officer) यांची नियुक्ती करणे व स्थानिक तक्रार समिती गठीत करण्याचे प्रस्तावित होते.



**शासन निर्णय :-**

कामाच्या ठिकाणी महिलांचे लैंगिक छळापासून संरक्षण (प्रतिबंध, मनाई व निवारण) अधिनियम २०१३ व नियम दि. १.१२.२०१३ अंतर्गत या अधिनियमात नमूद केलेली कार्ये पार पाडण्यासाठी प्रत्येक जिल्हयाचे उपजिल्हाधिकारी यांना या अधिनियमाच्या अंमलबजावणी अंतर्गत जिल्हा अधिकारी (District Officer) म्हणून घोषित करण्यात येत आहे.

२. या अधिनियमानुसार स्थानिक तक्रार समिती गठित करण्याचे पूर्ण अधिकार प्रत्येक जिल्हयाचे नियुक्त जिल्हा अधिकारी (District Officer) या नात्याने प्रत्येक जिल्हयातील उप जिल्हाधिकारी यांना राहतील. ज्या कार्यालयात १० हून कमी कर्मचारी आहेत किंवा जेथे नियुक्ती प्राधिकाऱ्यांविरुद्ध तक्रारी आहेत, अशा कार्यालयातील लैंगिक छळाच्या तक्रारी स्थानिक तक्रार समितीकडे कराव्यात. तसेच प्रत्येक जिल्हयातील जिल्हा अधिकारी (District Officer) म्हणजेच उप जिल्हाधिकारी यांनी ग्रामिण किंवा आदिवासी क्षेत्रासाठी प्रत्येक गट, तालुका व तहसिल मध्ये आणि नागरी क्षेत्रातील प्रभाग किंवा नगरपालिका मध्ये, एका समन्वयक अधिकाऱ्याची निवड करावी, आणि सदर समन्वय अधिकारी त्यांच्या कार्याक्षेत्रातील लैंगिक छळाच्या तक्रारी प्राप्त करून त्या संबंधित स्थानिक तक्रार समितीकडे ७ दिवसांच्या आत पाठवतील.

३. जिल्हा अधिकारी (District Officer) यांनी त्यांच्या जिल्हयाच्या जिल्हाधिकाऱ्यांच्या सहाय्याने स्थानिक तक्रार समितीमधील अध्यक्ष व सदस्यांची नियुक्ती करावी. सदर जिल्हा स्तरावरील स्थानिक तक्रार समितीची रचना खालीलप्रमाणे राहिल.

अ) अध्यक्ष- सामाजिक कार्याचा ५ वर्षांचा अनुभव असलेल्या आणि महिलांच्या सोयीसाठी बांधील असलेल्या महिलांमधून नामनिर्देशिताने अध्यक्षांची नियुक्ती करावी.

ब) एक सदस्य- जिल्हयातील गट/ तालुका/ तहसिल/ प्रभाग/ नगरपालिका या कार्यालयामध्ये काम करणाऱ्या महिलांमधून एक सदस्य नामनिर्देशित करण्यात यावा.

क) दोन सदस्य- महिलांच्या सोयीसाठी बांधील असलेल्या अशा अशासकीय संघटना/ संघ किंवा लैंगिक छळाच्या प्रश्नांशी परिचित असलेली व्यक्ती यांमधून दोन सदस्य नामनिर्देशित करावेत, त्यांच्यापैकी किमान एक सदस्य महिला असावी.

१) परंतु, त्यापैकी किमान एका नामनिर्देशित सदस्याची पार्श्वभूमी प्राधान्याने कायद्याची (Legal) असावी.

२) तसेच त्यापैकी किमान एक नामनिर्देशित सदस्य अनुसुचित जाती, अनुसुचित जमाती किंवा इतर मागासवर्ग किंवा अल्पसंख्यांक समाजातील महिला असावी.

ड) सदस्य सचिव- जिल्हा महिला व बाल विकास अधिकारी हे सदर समितीचे पदसिध्द सदस्य असतील.

४. स्थानिक तक्रार समितीमधील अध्यक्ष व सदस्य यांच्या नियुक्तीचा कालावधी तीन वर्षापेक्षा अधिक नसेल.

सदर शासन निर्णय महाराष्ट्र शासनाच्या [www.maharashtra.gov.in](http://www.maharashtra.gov.in) या संकेतस्थळावर उपलब्ध करण्यात आला असून त्याचा संकेतांक २०१४०९१६१२२१०८१०३० असा आहे. हा आदेश डिजीटल स्वाक्षरीने साक्षांकित करून काढण्यात येत आहे.

महाराष्ट्राचे राज्यपाल यांच्या आदेशानुसार व नावाने.

Uke  
Ujjwal

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उज्ज्वल ऊके

प्रधान सचिव, महाराष्ट्र शासन

प्रत,

१. मा.राज्यपालांचे सचिव
२. मा.मुख्यमंत्री यांचे प्रधान सचिव
३. मा.उपमुख्यमंत्री यांचे सचिव
४. सर्व अपर मुख्य सचिव/ प्रधान सचिव/ सचिव, मंत्रालय, मुंबई
५. मा.विरोधी पक्षनेता विधानसभा/ विधानपरिषद
६. सर्व मा.संसद सदस्य/ विधानसभा सदस्य/ विधानपरिषद सदस्य
७. मा.मुख्य सचिव यांचे उप सचिव
८. सचिव, महाराष्ट्र विधानमंडळ सचिवालय, मुंबई
९. प्रबंधक, अपिल शाखा, उच्च न्यायालय, मुंबई
१०. प्रबंधक, लोक आयुक्त व उप लोक आयुक्त, यांचे कार्यालय, मुंबई
११. पोलीस महासंचालक, महाराष्ट्र राज्य, मुंबई/ पोलीस महानिरीक्षक
१२. आयुक्त, महिला व बालविकास आयुक्तालय, पुणे
१३. सर्व विभागीय उप आयुक्त, महिला व बाल विकास विभाग
१४. सदस्य सचिव, महाराष्ट्र लोकसेवा आयोग, मुंबई (पत्राने)
१५. सचिव, निवडणूक आयोग, मुंबई
१६. सर्व जिल्हाधिकारी/ सर्व जिल्हा परिषदांचे मुख्य कार्यकारी अधिकारी
१७. सर्व महानगरपालिका आयुक्त
१८. सर्व जिल्हा महिला व बाल विकास अधिकारी
१९. सर्व तहसिलदार
२०. सर्व कार्यासने, महिला व बाल विकास विभाग,
२१. निव.द. नरती मकक