



Role of Women in Police Organization

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Abstract:- The place of women in police organizations has changed significantly throughout time, breaking down gender stereotypes and changing law enforcement procedures all around the world. Women in law enforcement have a critical role in improving accountability and reducing the number of incidents involving the excessive use of force or other misbehavior. Their varied experiences and viewpoints aid in the creation and execution of more thorough policies, guaranteeing more openness and moral standards. Women in law enforcement are creating good change and serving as an inspiration to the next generation of officers, redefining the landscape of police. This article discusses the many ways that women have impacted police organizations, emphasizing how vital they are to fostering diversity, improving relationships, and advancing organizational success. Also it talks about the contribution of women, challenges face by them in the organization.

Keywords:- Contribution, Inspiration, Law, Organization, Performance, Police, Women.

I. INTRODUCTION

Women's role in police organizations has evolved over the years. This is in line with broader societal shifts towards inclusion and diversity. Once viewed as a male-driven industry, law enforcement is beginning to recognize the value women bring to the table. This shift is not just about equal opportunity but it is a strategic necessity for police organizations looking to improve their performance in serving diverse communities. They have shown their skills during war, revolutions and have also highly contributed in the criminal justice fraternity as a whole. Women in law enforcement organizations bring a variety of skills and experiences to the job. Their ability to effectively

communicate, de-escalate situations, and foster relationships is often seen as an advantage in community policing. Women also play an important role in responding to gender-based crimes, such as Domestic Violence and Sexual Assault, where their compassion and understanding help to create a safer space for victims. In the times of need, women have always stayed in forefront without any kind of fear in their mind. At the end women have always been in the limelight but still faces some challenges due to it always being a male dominated field. In this paper, the researcher discusses about the growth of women in policing and also the challenges faced by them in this male-dominated era.

II. PERFORMANCE AND GROWTH OF WOMEN IN POLICING

The progress of performance of women can be seen clearly in today's time. Still there exists a lot of issues and problem faced by them. For many police organizations, recruiting diverse candidates has been a top priority. Targeted outreach, advertising and community engagement are often part of the efforts to recruit diverse candidates. Women in law enforcement are taking on more diverse roles than ever before ranging from officers to specialized units, detectives to leadership roles. The more women in law enforcement, the more opportunity there is for police organizations to grow and expand. An effort has been made to provide training to female candidates to improve their skill and knowledge and also involves community engagement and issues on sensitive topics. On the part of women, their contributions in the organization are being highly recognized and celebrated. Such achievement and recognition encourage women to opt for career in law enforcement policies.

III. WOMEN'S CONTRIBUTION IN FIELD OF POLICE ORGANIZATION

The contribution of women had led to more diversification and expansion of the police organization. In the field of police organizations, women contribute significantly and are valued in a variety of jobs and duties. Their distinct viewpoints, abilities, and methods add to the diversity and general efficiency of law enforcement. In specialist departments dealing with sexual assault, domestic abuse, and child safety, women playing an important role is essential.

Their sensitivity helps in the investigation of delicate situations, and their presence is frequently crucial for fostering an atmosphere of support and understanding for victims. The number of female leaders in police organizations is rising. Owing to their distinct leadership attitude, women in leadership roles promote comprehensive and cooperative work cultures. Not only this, women have also contributing in various training programs and provided experience in various fields. They help in maintaining professionalism and gender neutrality in the organization. Mass media had also played a pivotal role in improving the image of women which also encourages other officers to work better without getting bias in any case.

➤ *Advantages of Hiring Women Police*

- Female police officers are equally competent as male officers in the organization
- Female officers work, implement and are more oriented towards community policing.
- Boost in the number of officers reduces the problem of gender discrimination and aggravation within the field of law.
- Such officers do not use excessive force other than required by the organization.
- Female officers will work and improve the condition of women being tortured and victimized of violence.
- Women officers can bring more change in the policy of law enforcing agency for all the officers.

IV. CHALLENGES FACED

One of the biggest challenged faced today is gender discrimination. Policing in India is a totally men centered institution and for women to get into policing is a huge subject. Women's should be allotted such tasks and goals in which they can individually perform to their best. Women police are restricted to perform very limited such as bringing female prisoners or any duty related to female victims. Due to these restrictions women do not get exposure of various other tasks and always remains at the back.

Another major challenge that always stays in limelight is employment condition. In spite of vacancies and reservations, women constables do not apply for the required position. This kind of situation is prevalent in Rajasthan and Assam mostly. The major reason behind it is

the gender discrimination they face during the time of their work or it is assumed that women's are not able to maintain stability and timing between personal and professional life.

V. RECOMMENDATIONS

- Implementing strong law enforcement policies against biasness and assault will support women who have been victim of such incidents.
- Policies such as childcare duties, marital leave, parental leaves should be granted to women to maintain their both personal and professional life all together.
- Participating and encouraging women in various programs will help to identify the capabilities of women in the police organization.
- Providing training and support to women, addressing their issues will help women to excel in their particular field.
- Providing opportunity to female officers will help them to out show their talent and will also help them further in their career goals and development.
- Seminars and programs should be conducted in school, colleges and other well educated institutions so that students especially female can also think of applying for a job in police organization.

VI. CONCLUSION

Women have made themselves to extent that they can access entry to police services. Till the time, they are still victim of various issues such as sexual harassment, mental problems, and gender injustice. They have to ace all such problems which men do never face. Now, it's very essential to develop such a strong women police force for all genders which includes male and female both so that women can become an integral part of it and is also for the betterment and need of the society.

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