

Child Rearing Practices Among Women In Police Profession

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ABSTRACT: *Child rearing is an important task in the family institution, every child's entire personality is developed at home especially by the primary care giver i.e., mother. The mother and social environment has an influence on the development of speech, and the intellectual potential of small child. The presence of working mothers at home with children have decreased since time spent at work to fulfil their job requirements have increased. The exclusive career as police the respondents who are married women with children are brought into limelight to understand the tempo and tension of their child rearing process. The term work holds the responsibility of all the above descriptions, thus with this work profile the women police personals have to maintain their life and bring up their children positively.*

The researcher has adopted Diagnostic research design for the present study. The universe of the study is married women with children in police profession in Coimbatore district. A sample size of 320 married women with children in different police stations of Coimbatore district were taken purposively for this study.

In the present study most of the mothers with children are young in their age, therefore in their work as well as in Child rearing practices they struggle a lot. It was found that professional details such as designation and shift work have significant association with Child Rearing Practices There was significant difference among age of the respondents with Child Rearing Practices. Higher the age of the respondents (51 years and above) good the Child Rearing Practice score (Mean = 48). Hence among the Professional details variables cope up shift work was chosen to be the predictor variable of Child Rearing Practices.

Keywords: *Child rearing, Women Police, Struggles.*

1. INTRODUCTION

Child rearing is an important responsibility and the foremost role of women in their family. If children are reared properly almost half their family pressure would be controlled. Once if their family roles are satisfied they can invest more time and involvement in their work which will help them attain a higher position in their career. TheCommon wealth Human Rights Initiative (CHRI 2015) paints an equally dismal picture of the Women in the Police Force, Women make up only 6.11% of the total police force in India. Due to their employment as police they are unable to be like mothers who are unemployed or even like employed mothers

in other professions. Therefore many women does not prefer police profession but still some passionate personnels tries to take some measures to fulfil the motherly role. Many mothers struggle to find better ways to balance these two domains and often are confronted with this guilt from outside sources like pressure from husband, family and friends. The exclusive career roles of the respondents who are married women in police profession with children are brought into limelight to understand the tempo and tension of their profession. The term work holds the responsibility of all the above descriptions, thus with this work profile the women police personnels have to balance with their life and bring up their children effectively.

Child rearing practice is defined as "the process of taking care of and raising children". Child-rearing practices is an universal term used to refer to characteristic ways of handling or dealing with one's children (Judy 2000). The mother and social environment has an influence on the development of speech, and the intellectual potential of small child. In Indian culture, women play the traditional role of housewife and full time care taker of the children. But in recent years our social pattern and the status of women has undergone a remarkable metamorphosis. Rising literacy rate of women, rapid urbanization and industrializations, severe economic constraints and increasing awareness of rights and liberties through various social activities directed at the welfare of women have led to this metamorphosis and a resultant increase in the number of working women. Because of this factor proper care is not provided to the child at a particular time. (Census data 2001).

The forthcoming world rests largely in the hands of the generation we are rearing. Mothers are the front line child care providers, yet the job of being a mother is undervalued, and her frustrations are often passed over. In India mothers have always had to work outside the home. In developed countries during previous generations, mothers usually stayed at home and attended to family needs full time, but since the Second World War, the situation has changed. Presently most mothers in developed and underdeveloped countries go to work as well as attend to family care.

Child rearing practices are in the culture and determine to a large extent the behaviour and expectations surrounding child's birth and infancy. Child rearing consist of practices that are grounded in cultural patterns and belief put in the simplest terms care givers have a set of practice activities available to them these have been derived from culture patterns ,ideas of what should be done and constitute the accepted practices or norms.(Marlow RD, Redding BA (2008)

Children are first and foremost women's business. Whether we speak of paid or unpaid work, child work or childcare is the responsibility of mothers. Mothering is defined as the "social practices of nurturing and caring for dependent children" (Terry Arendell 2000).

2. REVIEW OF LITERATURE

Esther Quaye (2011) A Qualitative Study of the Everyday Life Experiences of Working Mothers and their Children in Accra, Ghana stated that this is an exploratory study which sought to know the everyday life experiences of working mothers in the financial sector of Accra, Ghana and their children. Amongst the aims of the study was to investigate the working mothers' involvement in the everyday life of their children and how the children live their everyday lives with a working mother.

A qualitative study, using a semi-structured interview guide was employed in gathering the data. The pattern of the questions that were asked was first, a narrative, followed by problem focused questions Six pairs of families consisting of one mother working in the bank and one

of her children were interviewed. The children were elementary school children within the age range of 10-12 years. The Qualitative Content Analysis was used in analysing the data. The results show that, they mostly get home tired as a result of working throughout the day. A deep sense of motherhood was clear in their everyday routine, in that, they cared and thought of their children as it is expected of mothers. Their major challenge related to family life had to do with the amount of time they spend with their children which was reduced because of their work. It was also evident from the responses that, the working mothers needed and valued assistance with child care and domestic work because of their multiple roles.

M.Shunmuga Sundaram and M. Jeya Kumaran (2012) “A study on Frequency of Stress among Female Police Constables reference to Tamilnadu Police Department, India” The review highlighted workplace problems, such as racial and gender bias and lack of influence over work activities , as influences on police stress. Additional explanations, lack of family and co-worker support for work-related activities.

3. RESEARCH METHODOLOGY

The objectives used for the study are;

- To find out the level of the Child Rearing Practices among the respondents.
- To find out the association / relationship between Independent variables with Child Rearing Practices
- To find out the significant difference between Independent variables with the Child Rearing Practices.
- To suggest measures to have better Child rearing Practices.

The researcher has adopted Diagnostic research design for the present study. The universe of the study is married women with children in police profession in Coimbatore district. A sample size of 320 married women with children in different police stations of Coimbatore district were taken as the samples, purposively for this study.

Hence, non - probability purposive sampling procedure was adopted for the study. For the present study the married women with children working as non – executives such as the Sub – Inspectors, Head Constables, Grade I and Grade II Constables in police profession in Coimbatore district are included for the study. Married women with children working as Executives and Ministerial Staff members in police profession in Coimbatore district were excluded.

Child Rearing Practice Scale (CRPS) developed by Prof. (Dr.) P. S. Sukumaran & Suresh. V.S (2013). This Scale consists of 30 items covering a good range of parenting behaviours. The scale is designed to produce quantifiable data that may be subjected to statistical analysis to draw scientific inferences. The scoring of the draft Child Rearing Practice Scale was done on a three point scale by following the arbitrary weighing method. The credits given are 2, 1 and 0 points for responses *Always*, *Rarely* and *Never* respectively for positive items and the scores are reversed for negative items. The scores of all the items were summated to obtain the child rearing practice score of an individual. The validity coefficient of the inventory was found to be 0.54, the reliability coefficient of the scale was estimated to be 0.76, indicating that the Child Rearing Practice Scale is highly reliable.

4. FINDINGS

PERSONAL DETAILS OF THE RESPONDENTS

- It was found that nearly half (45.3%) of the respondents were young mothers between 21 to 30 years of age.
- Majority (77 %) of the respondents were Hindus in the present study.
- Nearly half (48.4 %) of the respondents have obtained Under Graduate Degree.
- It is found that 1.2 per cent of the total respondents were widows and 3.1 per cent were separated from their spouse.

FAMILY DETAILS OF THE RESPONDENTS

- More than half (52.8 %) of the respondents have adopted nuclear family system.
- It was found that 59.7 per cent of the respondents have 1 -5 members in their family.
- Slightly more than half (50.2 %) of the respondents have two children.
- The finding reveals that 62.5 per cent of the respondents have their children at the age of 1 to 5 years.
- The result revealed that 52.2 per cent of the respondents have male children.
- More than half of (60.9 %) of the respondents' Spouse were working in private sectors.

DEMOGRAPHIC AND ECONOMIC DETAILS OF THE RESPONDENTS

- It was found that 68.4 per cent of the respondents live in urban area.
- Exactly 34.7 per cent of the respondents live in their own house and to its closer 34.4 per of the respondents were allotted staff quarters.
- The finding reveals that 52.8 per cent of the respondents' personal income ranges from Rs. 20,001 to Rs. 30,000 per month and 32.8 per cent of their family Income ranges from Rs. 45,0001 to Rs.55,000 per month.

PROFESSIONAL DETAILS OF THE RESPONDENTS

- Nearly half (45 %) of the respondents are working as Grade II Constables.
- More than 1/4th (39.1 %) of the respondents have 6 to 5 years of work experience in police profession.
- More than half (68.8 %) of the respondents says that they are unable to cope up shift work.
- More than half i.e., 58.4 per cent of the respondents states that the travelling distance between their work place and home is within 5 kilometers.
- It was found that 43.1 per cent of the respondents use two wheeler as their mode of transport.

The level of Child Rearing Practices is revealed that 49.1 per cent of the respondents practice fair level of Child Rearing, 27.5 per cent practice poor Child Rearing and 23.4 per cent practice good Child Rearing techniques.

FACTORS INFLUENCING CHILD REARING PRACTICES

- It was stated through the test that there is no significant association between personal details such as religion, educational qualification and marital status with Child Rearing Practices.
- It was found that there is no significant association between Family details such as type of the family, sex of the child and job of the spouse with Child Rearing Practices.
- The findings revealed that demographic details such as residential area and type of house have no significant association with Child Rearing Practices.

- Findings shows that there is no significant relationship between Independent variable (age of the respondents, number of family members, number of children, age of the children, work experience, personal income, family income and distance) with Child Rearing Practices.
- From the test it was proved that there was significant difference among age of the respondents with Child Rearing Practices. Higher the age of the respondents (51 years and above) good the Child Rearing Practice score (Mean = 48).

Hence among the Professional details variables cope up shift work was chosen to be the predictor variable of Child Rearing Practices.

5. DISCUSSION

In the present study many of them are young mothers with small children. Therefore, the Child rearing practices are really a challenging task in their profession. Most of the respondents live with their marital partners. Amidst of a minimum percent of separated women, a widow the only such respondent of this study appreciate her job a police because she is able to bring up her son with dignity and no need of financial assistance.

Mothers play a vital role in Child rearing, this study which aims at investigating the Child rearing practices among women police found that professional details such as designation and cope up with shift work to be the influential factors on Child Rearing Practices.

Child Rearing Practices significant other Support (Spousal Support) has positive effect. In general the married women with children working in police profession lack in Family support, this is because of their family system, existence of nuclear family and extinguish of joint family.

6. RECOMMENDATIONS

The present study shows that most of the mothers with children are young in their age, therefore in their work as well as in Child rearing practices they struggle a lot. In order to help them, the organisation can conduct non-technical training sessions for enriching them to better uphold their children.

Even seniors in the field can also be given opportunities to share their experiences that could practically help them to cope - up with their present issues. Some of them are provided with housing facilities, others can be allotted with such benefits that could enable them to reach home and attend their family especially children, and enhance residentially secured feelings.

Child rearing becomes a great challenge to working mothers, therefore the organisations can support them by providing day care canters, flexible working place, flexible timings, leave arrangements to ensure child care support, esteem support and information support.

General Childcare arrangements such as vacation childcare programmes are referred to provision of childcare arrangement for women police personnels during the school vacation. These programmes may either be work based, or may involve reimbursement of expenses to enrol the child in some school vacation program. This reduces the difficulties parents face in finding vacation care for the children and result in increased workplace satisfaction and efficiency.

Childcare referral services are recommended, under this service, the women police personnels are provided contact information for the children services close to the workplace, or sometimes the organization may tie up with some child care agencies to provide childcare services at subsidized rates.

Childcare network is another source that is it is a list of carers who are available at a short notice for emergency childcare when parents cannot take a leave. Work based childcare is a facility of childcare provided at the place of work especially useful to the nursing mothers or those with young children, to keep regular contact with their children during the day.

A family room may be provided at the workplace, which can be used if the care giver is unable to find alternative care for the child at a short notice. Providing needed facility in the room may enable the caregiver to continue working while in the room with the child.

Social work methods and strategies can be implemented for individuals, groups and communities of the women police personnels, their families and the entire police department as a community. Managing both work and child rearing, is a big challenge to the respondents. Especially this job invokes lot of physical, social, psychological and professional issues which creates great stress to the individuals. Social case work can be adopted for personnels with severe problems and enable them to cope with their issues in work as well as in their family. If needed, effective therapies can be recommended to them for their betterment. Added to the above, Social group work can be adopted to deal with their professional group as well as their family. Desperately towards child care, as a mother her entire role should be fulfilled. Thus this method enriches the primary and secondary group activities. To the community as a whole the women police personnels can be focussed and effective programmes can be organised in order to encourage render them helping hand.

7. CONCLUSION

Above all the personal responsibilities child rearing is the primary responsibility of a mother, but mothers as police with children really juggles a lot to fulfil their roles. The quality of adjustment has to be practiced by the working women to acquire the better Child Rearing Practices. The Women police personnels must feel comfortable, peaceful and energizes to achieve greater heights in career and also promotes to lead a quality and meaningful life by bringing up healthy and moral based future generation. Positive and effective Child Rearing Practice is certainly a boundless accomplishment of a working mother as police amongst all her accountability.

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