

Unfolding Gender Equity, Gender Equality And Job Satisfaction Concerning Women Police Officials

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ABSTRACT : *The term gender equity and gender equality are sometimes used interchangeably but law they denote two separate path to evolving women. Gender equity is achieved when women and men, girls and boys have equal rights, life prospects and opportunities and the power to shape their own lives and contribute to society. Gender equality is a wider concept. Gender equality is the state or condition that affords women and men equal enjoyment of human rights, socially valued goods, opportunities, and resources. Job satisfaction is an important concept in modern economic scenario. Job satisfaction is an indication of the psychological well being of the employees. This paper explores the issues of gender discriminations faced by women police at work place and indicates the difference between gender equality and gender equity. This paper describes a literature based analysis of the relationship between gender inequality and job satisfaction among women police also.*

Key Words: *gender equity, gender equality, gender discrimination, job satisfaction, women police*

1. INTRODUCTION

Gender discrimination at workplaces are a common and pervasive phenomenon across the globe. By 2030, India's working-age population will surpass 1 billion. This gives us an excellent opportunity to tap the vast possible of the women workforce. The UNGC (United Nations Global Compact) India Study 2020 states that raising women's participation in the labor force to the same level as men can enhancement India's GDP by 27%. This is further supported by the International Monetary Fund (IMF). Yet the participation of women in India's workforce continues to be amongst the lowest in the world. According to the Monster Salary Index survey 2019, women in India earn 19% less than men and only 28% of women are active in the workforce.

Women play active role in the economic development of the country. Earlier their role was only limited to house hold activities. But now, many women are opting jobs in order to build a good career and give financial support to their families. Police are like real heroes, but most of the people are unaware of the amount of stress that police face every day. When compared to other occupation, police job is considered as highly stressful and stress is as an integral part of the life of a professional police officer. Police work involves protection of life, safeguarding property through vital patrol techniques, enforcement of laws in the place for

which the police station is responsible. They are the first line of protection between the criminals and the society. Women in policing have had an important political, social, economic and psychological impact.

While cultural and social norms prevent women from understanding their full economic potential, safety concerns control their physical and economic mobility. Gender equity truly is an enormous problem when it comes to women's participation in any country's workforce. Achieving gender equality at workplace requires an inclusive understanding of the ways in which women experience discrimination and are denied equality. The Global Gender Gap report released by the World Economic Forum (WEF) in 2017, states that India finished 139 out of 144 countries on economic participation and opportunity and 112 on the education attainment metric. Overall, India ranked 108 out of 144 countries, clearly indicating the presence of a gender gap.

Gender inequality at the workplace is highly unfavorable for the overall economy. As per a World Bank study, India's female labor force participation has reduced to 20.5% in 2019 from 30.3% in 1990. A study by the McKinsey Global Institute indicates that the participation of women in the workforce could add US\$700 billion to India's GDP by 2025. The pandemic has further impacted prospects for India's female workforce, restraining a country which is striving to become a \$5 trillion economy by 2025.

Gender plays a major role in stress as female police personnel face more stress related problems than male police personnel. When women are overwhelmed by occupational stress they suffer from increased chronic stress, depression, heart diseases, stomach disorders, alcohol and drug usage and even suicide attempts. During festival timings, police often work for more than 36 hours at a stretch. This may take a heavy charge on their health.

Job satisfaction refers to a person's feeling of satisfaction on the job, which acts as a motivation to work. It is not the self-satisfaction, happiness or self-contentment but the satisfaction on the job. Job satisfaction relates to the total relationship between an individual and the employer for which he is paid. Satisfaction means the simple feeling of attainment of any goal or objective. Job dissatisfaction brings an absence of motivation at work. Research workers differently describe the factors contributing to job satisfaction and job dissatisfaction. Hoppock describes job satisfaction as, "any combination of psychological, physiological and environmental circumstances that cause and person truthfully to say I am satisfied with my job." This paper explores the issues of gender discriminations faced by women police at work place and indicates the difference between gender equality and gender equity. This paper describes a literature based analysis of the relationship between gender inequality and job satisfaction among women police also.

Objectives

- To draw out conceptual difference between gender equity and gender equality
- To explore gender discrimination faced by Women police at work place
- To analyse the relationship between gender inequality and job satisfaction among women police

Statement of the Problem

The representation of women in police force remains dismal. Statistics suggest that women composition in police force globally is less than 10%. While developed countries and sub Saharan countries show India women constitute less than 3 % of women comprise half of world population marginally better representation with 12-13% police force. From equity point of view this gender discrimination at work place is disheartening as proportion being

women, yet in developing countries like and take on two thirds of work burden and yet end up being owners of 10% of world property.

It has been observed that women have increased entry into masculine police force but their struggle for equity continues. They are being hired in inconsequential positions, are given uninteresting assignment, suffer from inadequate job training and face resistance from male colleagues. One of the most important barriers that the women face in the police force is the fixed ideas and deep-rooted prejudices that their male co-workers have towards them. Women colleagues are considered to be physically weak, docile, lack in aggression and are considered inefficient in commanding respect among the public.

Methodology

This paper describes a literature review based analysis of the relationship between gender inequality and job satisfaction among women police. Those secondary sources are collected from the internet, articles and other research journals.

Concept of Gender Equality & Gender Equity

The concept gender equality is since long recognized as the preferred wording for equal rights, life prospects, opportunities and power for women and men, girls and boys. It is used in all key international agreements, from the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) in 1979 to the Sustainable Development Goals in 2015.

On the international arena as well as in national contexts gender equality is a concept that is closely connected to the human rights agenda. It is also used to tag the goal in the struggle for women's rights lead by the women's movement all over the world. Gender equality is a concept with transformative meanings, covering women's empowerment, non-discrimination and equal rights regardless of gender. It embraces a multi-dimensional and intersectional view on inequalities between women and men, girls and boys. It points towards change of gender-based power relations in all sectors of society, private as well as public.

Gender equity puts the focus on fairness and justice regarding benefits and needs for women and men, girls and boys. Equity is used for example within the education, health and humanitarian sectors referring to the equal distribution of resources based on the needs of different groups of people. Gender equity in this context refers to the fact that a gender analysis of these needs is necessary, as they in many respects may be different aimed at women and men, boys and girls.

However the concept gender equity is also used to separate gender equality from the human rights agenda and avoid talking about women and girls' human rights. It has been picked up by conservative actors who emphasize the complementarity of women and men, talk about "separate but equal" and go far in arguing for biologically given roles and obligations for women and men in society. When used in this way the concept gender equity has opened up for a definition that only embraces part of the gender equality agenda. Thus it leaves the transformative and challenging aspects of gender equality out and makes it possible to avoid the necessary contestation of power relations and unequal social, economic, and political structures.

Review Analysis

Rajan R Patil and M Bagavandas(2020) noted in their study “Gender Discrimination as Determinants of Stress in Police Profession” that Men oppose women’s entry into the police force due to their anxiety over the self-declared right to manage law and order that is perceived to be their forte. Gender experts are of the opinion that such masculine concerns are borne out of their type casted idea that women are to be inferior to men. Entry of women into police have effect on the felinity of woman that make her aggressive, authoritarian, and less emotional. It also affects masculinity of men as they feel lowered in status to be commanded over by women superior. Female gender has inherent superiority over men when it comes to interpersonal communication skills and ability to empathize with others. To harness this attribute there are efforts to set up all women institutions like jails, police stations. Gender sensitive police reforms will benefit society at large as it would be help in developing police institution that are responsive to people’s needs.

Greeshma K.S (2019) piloted a descriptive study on perception of police personnel towards job satisfaction with special reference to first battalion, Ramavarmapuram Thrissur district. This study noted that police officers are having high level of perception towards the determinants of job satisfaction like nature of work, supervision, communication, promotion opportunities etc..., that is there are highly satisfied with police job. All the determinants of job satisfaction are significantly correlated.

Joe Abram, John George (2019) conducted a study on occupational stressors among civil police officers of a sub division of Thrissur district. In this study eight operational stressors were found to have a median value above four, while a median of five organizational stressors was found to be above four “fatigue” and “friends/family feels the stigma associated with job” were the most commonly quoted operational stressors while “staff shortage” and “bureaucratic red tape” were the most commonly quoted organizational stressors.

D.Bhuvanewari& P. Thirumoorthi (2019) studied about Work life balance among women police in Salem City. This study suggests that changes can be adopted in working hours and with the shift system so that it can minimize the stress level of women police employees. So this might bring balance between their work life. This study inferred that most of the women police personnel’s are facing work family conflicts and in turn will lead to a psychological distress.

ManjuAmla and Pro.MeenakshiMalhotra (2019) conducted a study on work life balance and its impact on job satisfaction of women police personnel of Hisar and Chandigarh Police. The results of this study revealed that age, education and work experience were significantly different in the level of work life balance. A significant and positive relationship was found between work life balance and job satisfaction. The findings reported that women police personnel who were quite good at balancing their family and work proved to be were satisfied with their jobs and vice versa.

R Jayasathya& K Swathi (2019) conducted a study on problems and challenges faced by women police constables in Coimbatore city. The total mean rating of Problem faced in work environment is 47.62. The highest mean score 3.68 has been found in work load with the standard deviation of 1.092 and the lowest mean score is 2.50 has been for sexual harassment

with the standard deviation of 1.309. The respondents has given highest rating to Work load because of the pressure on work .The respondents has given lowest rating to sexual harassment which shows the safety of women police in their work environment. The total mean rating of Problem faced at home is 42.51. The highest mean score 3.60 has been found in No time to participate in social and religious functions with the standard deviation of 1.095 and the lowest mean score is 2.38 has been in Suspicion by society and family members with the standard deviation of 1.354. The respondents has given highest rating to No time to participate in social and religious functions because of excess work load .The respondents has given lowest rating to suspicion by society and family members which shows the respect given to women police in society as well as in family.

Abhishek Singh, SandheepKollipara(2018) conducted a study on Depression Anxiety Stress among the Police Personnel's. This descriptive study was conducted at police stations of Moradabad at Utter Pradesh. Depression anxiety stress scale 21 short form was the tool of the study. The study subjects had normal level of depression which corresponds 65.0%, mild level depression was 10.0%, moderate level of depression was 11.7%, severe level was 10% and extremely severe level of depression was 3.3%. The participants with normal anxiety level found 58.3%, mild level of anxiety was 0.83%, moderate level of anxiety was 0.83% and severe level of anxiety was 13.3% and extremely severe level was 11.7%. The study participants had normal stress level was 65.0%, mild level was 16.7%, moderate level was 11.7%, severe level of stress was 05.0%, where as extremely severe level of stress was 0.17%. This study noted that there is a definite need for the periodic assessment of the mental health status of the police officers.

Dr.G.Kavitha&S.SriGayathri (2018) studied on stress among women police constables, Coimbatore city. Questionnaire was the tool. Simple percentage analysis, Chi- Square, ANOVA and t- test , Fried man test were used. The analysis of data revealed that the working conditions need to be improved. Proper toilets, changing rooms and other amenities need to be provided to the women police.

Dr. Ushadevi N &PreemaD'Sa (2018) published a research paper on work life balance – a tool for quality service, a study with reference to women police based in Banglore city. Most (85%) of the women police felt that the best alternative for police service is teaching profession and very few (15%) preferred government job. For most of them, as there was no alternative choice, they are forced to accept the police job for the sake of employment and job security and they are not interested in the promotion with transfer to the far off place. Majority (76%) of the respondents are totally dissatisfied with regard to their salary structure, fringe benefits and promotions. The working conditions of women police are very poor and they are totally dissatisfied with their Working hours. There is a provision by the State as well as Central Government to give accommodation facility to the police. Whereas the study says that majority of respondents are staying in rented house, for which the respondents find it difficult in meeting their rental and commuting expenses.

Kavya C.N and Dr. Chandrashekar E (2016) conducted a qualitative study- A Sociological study on job satisfaction and adjustment problems among female police constables in Karnataka. This study finds that due to lack of time, lack of facilities, over time duty, high level job stress, inadequate salary, lack of holidays, delayed promotion, lack of recognition for good work , majority of the respondents were dissatisfied with their job. This study also

finds that the majority of the respondents faced both family and professional adjustment problems.

Prema Rose Nichlavose (2016) conducted a study on perception of police personnel's towards the determinants of job satisfaction. All the determinants of job satisfaction such as nature of work, supervision, salary, relationship with co workers, communication are equal to average, has been rejected 1% and 5% level of significance except in case of job stress. Thus means score shows that except in the case of job stress the respondents have an above average level of agreeability towards the determinants of police job satisfaction.

MaheshkumarKuppusami (2016) conducted an assessment of psychological stress among female police personnel in Kerala. The perceived stress scale (PSS) was simultaneously administered to 75 available PW of both constable and officers, between 21-60 years of age from randomly selected police stations in the three district of Kerala. Result: In PW, those who are working for more than 12 hours in a day experienced significantly ($P < 0.05$) more stress (21.4 ± 3.40) than the 6 - 12 hours workers (17.98 ± 2.64). At the same time PW with gender inequality has significantly ($P < 0.05$) experienced high stress (27.82 ± 3.52) than the others without any gender issue (19.5 ± 4.38). Conclusion: This study provides an understanding on the perceived psychosocial stress level of female police personnel in kerala, and Gender inequality present in their work, mainly due to their minority in the department. Exploratory studies or other studies are needed to determine the extent of difference between male and female police

Female Police Officers' Perceptions and Experiences with Marginalization: A Phenomenological Study **Dr. Arlether Ann Wilson Walden University(2016)** noted that female police officer participants identified messages of sexual harassment and gender discrimination as a primary concern during their careers. Some participants also identified racial issues and provided responses which appeared to minimize acts of sexual harassment within this thematic perception. Additionally general acts of inequality were also recognized.

Vidhya N &Dr.SuphalaKotian(2014) published a research paper titled job satisfaction among women police personnels A literature review. Findings of this paper indicates that male police have higher level of job satisfaction than on the research on their line level counter part indicates.

Erik et al., (2006) have conducted the research on whether women are discriminated through sticky floor or glass ceiling effects in Sweden. They have found through their research that women in Sweden suffer more from sticky floor effects than glass ceilings. Their study also showed that women with small children face a largest gender penalty in careers. Gender penalty is larger for younger and older women and less for middle aged women.

SardharVallabhaiPattel Police Academy(1999) structured enormous examination on Gender issues and the police in India, a study of women police in Andhra Pradesh and Uttar Pradesh, In this study both men and female agreed that the reason why many women did not prefer to join the police was because it left very little time for the family and both women and men agreed that there was a lot of gender discrimination in the police.

Gender Discrimination Faced By Women Police at Work Place

From the above mentioned review analysis it is understood that police women are faced with multiple obstacles that can be broadly classified as intrinsic and extrinsic barriers. Intrinsic factors are related to job related factors namely work place environment, confrontational male colleague, negative appraisal by superiors. This is evidently reflected in denial of prestigious transfers and high-profile assignments such as narcotics, gang units, foreign assignments etc but instead are relegated to what is considered to be typically feminine units i.e., community relationship, domestic violence, child abuse etc. Besides women are often topics of sex jokes that make them feel highly uncomfortable in the company of male colleagues. Extrinsic factors are the barriers that come to the fore due to double burden of work and family. It revolves around stress relating managing family and work-related pressures. Women are expected to be the primary care givers in majority of homes that leads to double burden of work and home. Policewomen are stressed given their unpredictable demands of their duty calls that invariably lead to conflicts at home.

Sexual harassment at workplace is very often downplayed and dismissed in the name of friendly flattering between man and women among police colleagues. One of the main reasons in itself like subordination, solidarity etc. Police personnel are confronted with two distinct why sexual harassment go unreported in police work force is due to peculiarities of policing i types of stress that could be categorized as static stress and dynamic stress. Static stress mainly involve social structures and systems that are related to individual background such as Caste, religion, ethnicity, socio-economic status, gender and age. Women police personnel have to particularly deal with gender role and demands for gender appropriate behavior that is often major source of static stress. Dynamic stress are attributable to work environment and ability of police personnel in coping with work related stress. It is well known that policing profession puts the person in the face of grave dangers. Police personnel have to be challenging with violence and death at crime scenes, loss of life of a colleague or to be firing line personally to save lives of civilians or some time are forced to take lives of criminals all of which get remain embedded as haunting memories. The unpredictability and violent work environment of policing profession prove to be major source of stress.

It is observed that lady police officers are more likely to resign from the job for family reasons as compared to their men counterparts which is vindicated by the exit interviews. Management of home and family, child rearing responsibilities and resultant maternity leave etc are cited as the major reasons. Resignation rates of women police officers remain low, and broadly comparable between men and women. However, female officers are more likely than male officers to leave for domestic reasons.

There are two ways in which women inducted into police force may react, they either completely get coopted by the police subculture or tend to acquire masculine attributes in their personality e.g., tough, unemotional etc . The other extreme is that they choose not to pursue the policing career. Women who do choose to take up policing as their profession, are always under personality conflict in deciding when and how to behave as a tough police cop and when should she assume lady like behavior. Very often women enter male dominant profession on male terms without realizing their inherent superior feminine strength. When women enters police profession, she is faced with unique personality dilemma, while she is born as female but is expected to excel like male in discharging her duties.

Relationship Between Gender Inequality & Satisfaction Among Women Police

In a study carried out in Gujarat, India, it was found that women police have higher job satisfaction than their men colleagues (**Kumar & Dhingra, 2016**). Even though gender has not emerged as a significant variable in many western studies as well as in the present study,

men in uniform have been reported having higher levels of job satisfaction than women in Tamil Nadu, India (**Vidya&Kotian, 2014**). This is supported by high job stress as being negatively correlated with job satisfaction in women police constables in the same state (**Mohanraj&Natesan, 2015**) and as owing to specific types of stress conditions like ‘inability to give adequate time for their family, god and/or for religious activities’ (**Rathi&Barath, 2013**), maintaining work-life balance (**Tremblay, Genin& Loreto, 2011**) as well as ‘the prolonged duty hours during summer’ (**Kanchana, Vijayalakshmi&Sudha, 2012**). Wherein female officers are implicated as having less job satisfaction than their male colleagues, there is, probably, a cultural dimension in the differences. Gender variations can be argued as socially constructed rather than as individual’s physical characteristics since the job of policing is construed as ‘masculine’.

2. CONCLUSION

Workplaces must be committed to expending a lens of gender justice while planning their entire system of functioning. Through the review analysis it is clearly understood that there are lots of gender discrimination trends still exist in Police Department. Gender discrimination leads to many other psychological and social issues. Elimination of Gender Discrimination is vital for the job satisfaction and motivation, commitment and enthusiasm. More studies measuring their job indices like police stress, satisfaction and systems are periodically required.

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