

Performance and Role Conflict among Women Police in J&K: A Sociological Analysis

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Abstract

Traditionally in Kashmir the working women have to perform dual functions, one in home and the other outside. Both the fronts are interrelated, interdependent and sometimes make conflicting demands. When women enter into hard job like police where work requirements are totally different than other professions. It creates more complex situation for women to choose between home and work. In other words it leads to role conflict. Role conflict occurs whenever a person is required to perform two or more roles whose expectations are to some extent inconsistent. Role conflict is, therefore, a type of stress arising from a condition in which the player of focal role or roles perceives that he is confronting with incompatible expectation. Often she has to face conflicting situations and has to sacrifice in the interest of her family for the sake of work, career and at others her occupational career is endangered because of heavy family responsibility, yet they perform their roles effectively. Therefore the present study has looked into the aspect of work and role conflict of women police in Kashmir. In addition an attempt has been made to identify the reasons for role conflict is experienced and to find out coping strategies adopted by the women police for balancing career and family life as well as to assess the impact of Police profession on their family.

Keywords

Women Police, Role Conflict, Kashmir, Performance, Family

Introduction

The deployment of women in law enforcement has been a controversial issue. Even in country like the United Kingdom, which was pioneer in this area, in 1920 police women were described by an English M.P. as an “extravagant eccentricity” upon whose entertainment public money should be wasted (Ghosh,1981). Traditionally, law enforcement has been

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preserved as a field exercised involving substantial physical powers and therefore has tended to remain mostly a masculine job. The possibility of women functioning as full members of a police force and playing a role for achieving its objective was not well perceived, in the early years of evolution of police system. Those women who opt for police roles due to special circumstances are likely to confront negative sanctions from their male counterparts, relevant others and are also likely to be looked down upon by the society. In spite of having proved useful in performing specialized tasks, women police have not been given an equal share in various areas of police work. Entry of women into policing would not only create problems for women but it would also have certain consequences for the policemen who are till recently considered as the natural incumbents. They are likely to resist women being accepted in policing. They are bound to create a bogey of the limitations of women's physical strength and endurance. So long as the inconsistencies between the nature and structure of police roles and family roles are there and police are stigmatized, the new role would remain unattractive to women. It is relevant to mention that they were appointed not because the police service wanted them, but because women working for the betterment of conditions for women demanded them. Thus, the idea that women should enter male dominated areas seemed quite impossible to some but with the turn of the century, the movement of policewomen sponsored by the National Council of Women of Great Britain, the League of Women Voters and other Women's social Groups in the USA and International Council of Women strengthened the idea of policing by women. But still, women in unusual profession e.g. army, air force, police are small in number, as these jobs require heavy duties, responsibilities, and commitments. In India police force is not only considerably short of women, it is also plagued by prejudice, with women given menial duties, bypassed for promotion and scared to report sexual harassment by male colleagues. The situation in J&K vis-à-vis women in police force is not good and is one of such states after Assam and Meghalaya where there are very less number of women in Police force. In J&K state only 3 % women are part of the huge police force, having such a vast police force is yet to give due representation to women in police.

Data and Method

The present research has looked into the aspect of work and role conflict of women police in Kashmir. Moreover an attempt has been made to identify the reasons this conflict is experienced and to find out coping strategies adopted by the women police for balancing career and family life as well as to assess the impact of Police profession on their family.

Therefore this study employed mixed methods of research using both qualitative and quantitative methods, which involved 50 in-depth interviews conducted in Kashmir.

Table 1: Distribution according to the Rank of Police Department

Participants as per Rank	ASI	01	02
	HC	02	04
	SGCT	19	38
	CT	13	26
	Followers and SPOs	15	30
	Total	50	100

Sample of 50 woman police was taken based on random sampling, were taken into consideration. Women police were selected randomly from various departments of police in District Srinagar for example, Women's Police Station, Districts Police Lines, Police Control Room, Police Headquarters etc. it covers women police working at different units and it also covers women police working at different ranks of police department. In order to collect the information both primary and secondary sources of data has been used respectively. Primary source of data had been obtained from *Interview Schedule*, complimented with *Observation*. The analysis of data resulted in generation of different themes that described the participants' experiences about work and family life. Moreover in order to maintain privacy, every participant was assigned a number and names were not disclosed.

Women Police in Jammu and Kashmir

The erstwhile state of Jammu and Kashmir (in India), is situated between 32° 17' and 36° 58' North Latitudes and 73° 06' and 80° 30' East Longitude, territory in the northwestern part of the Indian subcontinent (Jahangir and Shafi, 2013). The society is traditionally a patriarchal and patrilocal society. Patriarchy has always been an instrument of oppression and exploitation against women resulting in the various forms of gender based violence (Shafi and Jahangir, 2013). In the contemporary Kashmir, however, they have undergone significant changes mainly due to the impact of modernization. The freedom movement of 1930's acted as a catalyst for women, in general, in Kashmir to take significant strides in the direction of modernization. Women started undergoing basic change and developed new role and status for themselves as well as for the entire women folk. Consequently, the process of change brought about a sharp rise in the proportion of

women's engagement in gainful employment outside the home. The working women are a correlatively new phenomenon in Kashmiri society. Traditionally, her role was confined to house hold work but the pressing economic needs, the education of the women and the changing concept of work-values have enabled the women to seek employment opportunity (Aneesa, 2002). Thus, in the changing scenario women belonging to all classes, groups and communities started coming out of their homes for the attainment of formal education and even taking up careers in different governmental and nongovernmental organizations. Their participation is also found in social fields, welfare activities, administrative services and other bureaucratic jobs. They are contesting elections and participating in the deliberations of state legislatures. In short they have made their presence in every field of life (Nisa, 2009).

As in the rest of world, police existed from the very beginning of civilization in one form or the other. Same is the case with Jammu and Kashmir, police was present in one way or the other right from the beginning. During the time of Rajas, Srinagar had a *perfect* who was called 'Nagaradhikrta'. His duty was to collect fines levied on people by the government, and to look after their morals. Under the Sultans these duties were performed by the *Kotwal* and the *Muhtasib* (Hasan, 2005). Although the post may date back to Mauryan times (323-185BC), the clearest description of its activities comes from Moghul sources, especially the *Ain-i-Akbari*. The *Kotwal* was to raise and maintain a police force, to regulate night patrolling, to maintain surveillance over visitors, spies and migrants, to arrest criminals, to keep the prisons and to eliminate prostitution and consumption of alcoholic beverages. The *Kotwal* is usually pictured as being ruthless, cruel, arbitrary and effective when it was in his interest to be (Siddique, 2001). The *subahdar* was vice-regent of the emperor; and carried on the administration of the *subah* on his behalf in accordance with the rules and regulations set forth from time to time. His appointment was made under an imperial Farman called *farmani-sabti*, in which directives and guidelines were laid down. There were no hard and fast rules prescribed for the appointment or duration of the office. As an administration and executive head, the *subahdar* looked after all branches of revenue, police, military affairs, judiciary and general administration, every step was taken to maintain law and order by the *subahdars*. Thus the, maintenance of peace both internal and external and the efficient running of the provincial administrative machinery was the prime responsibility of the *Subahdar* (Mattoo, 1988)

Lawrence, in his book 'The Valley of Kashmir', describes police and its functions as under: (Lawrence, 2005)

“a wise Kashmiri whom I was conversing on the subject of the alleged oppression of the police said in answer to a question of mine, of course, the police annoy us, and I presume that this is purpose for which they are employed there is no crime in the country, and the police must have something to do”.

In the valley of Kashmir, during the period of Ranbir Singh, the police had their own way of investigating offences it was a wretch and useless body, lacking in intelligence and perseverance. It depends on sheer will of a police officer whether he would make an enquiry of an offence reported or not. During the period of Gulab Singh, the police officer who was designated ‘Thanedar’ would dispose of petty cases (Qadri, 1989)

The Jammu and Kashmir Police or JKP, was established in 1873 and is the law enforcement agency, having primary responsibilities in law enforcement and investigation within the twenty two districts of the state of Jammu & Kashmir in India. The department serves an area of 85,806 square miles (222,240 km²) and a population of 12,548,926 people as of the 2011 Census. Since then the Police in J&K has undergone several re-organizations, The employee strength of Police in J&K in the year 1889-90 was 1040, which further rose to 1570 in the year 1903 and forty years later, in 1943-44, the strength of J&K Police was 3179 and at present it has exceeded 83000 mark (Police-Official Website). In the year 1914 onwards, the police was reorganized. The pay, strength and other things were modified. it was during this period that formation of first volume of the police rules was taken in hand. At present, the police force is governed by the Police Act. 1861, Jammu and Kashmir police manual, 1960. The criminal procedure (1933 AD) contains power of investigation and prosecution of police in Jammu and Kashmir. They exercise same power of discretion which police exercises in the rest of the country (Qadri, 1989) Presently, there are 193 Police Stations, including two Women Police Stations one each at Srinagar and Jammu (Police-Official Website).

The women police wing was established in 1965 with a staff of 1 sub-inspector, 2 assistant sub-inspectors, 3 head constables and 27 constables. Their duties include assistance to investigating staff in arrests, searches and interrogation of women offenders and suspects. They are also used against women demonstrators and mob. The most important duty done by them was screening of women passengers at Jammu and Kashmir Srinagar airport (Ghosh, 1981). Jammu and Kashmir have set-up two women police stations in 1990 (Paranjape, 2006); One in Jammu and another in Kashmir, exclusively headed by women officers. In addition to these there are four satellite women cells functioning one each at Anantang, Baramulla, Udhampur and Rajouri districts on internal arrangement basis (Greater Kashmir, 2014).

As compared to national level representation of females (5.33 percent) in the Police department, the record of the state police is quite apathetic. The data received by RTI Activist Raman Sharma under his Right to information Application from the Police Headquarter reveals that during last ten year only 973 females are included in Jammu and Kashmir Police whereas the total number of appointments was more than 27, 832 (Rising Kashmir, 2014). There are total 81 women police officers of different ranks among a total number of 2185 women personnel in the Jammu and Kashmir police. Against the total strength of 72760 personnel there are only 2185 women (Greater Kashmir, 2014). The women in state police constitute only 3.42% of total strength of the JKP. This percentage is less than the national average of 5.33 (Daily Excelsior, 2014).

Table 2: Actual Strength of Women Police in J&K (rank- wise) as on 1.1.2011

Rank-wise	Number of women
DGP/Spl DG/ ADGP	01
IGP	00
DIG	05
AIGP/ SSP/SP/ COM	00
ADDLSP/ Dy. COM	00
ASP/ Dy.SP/ Asst. COM	14
INSPECTOR	28
S.I.	69
A.S.I.	55
Head Constables	139
Constables	1738
Total	2049

Source: (Bureau of Police Research & Development.2012 BPR&D, New Delhi)

Findings and Discussion

Division of labour based on sex differentiation has given rise to three broad types of occupations. Some are exclusively male, others predominantly female and a third open to both single or jointly. The major task associated with womanhood is that of bearing and rearing children. Occupations which require physical exertion are allotted to men (Mahajan, 1982). The traditional socialization pattern for women, duties and responsibilities expected from the women *police* are contradictory to each other. Work pattern, work conditions, work culture of women working in the stereotyped occupations are totally different. While working as a police, women need to modify traditional social and

psychological set up created by society to suit and to adopt policing work. At the same time, they have to care for their *so called* natural, inheriting qualities (Deshpande, 2007). In this way, work of the women police is challenging and demanding in nature. Therefore they face role conflict in managing between family and police profession.

Role Conflict (Home and Work)

Traditionally in Kashmir the better place for women is family and household but due to modernization, education etc. women start to take up gainful employment in different government and private departments. Taking up employment is liable to affect her entire personality, her marital and familial relations. When women enter into hard job like police where work requirements are totally different than other professions. It creates more complex situation for women to choose between home and work. In other words it leads to role conflict.

Role conflict occurs whenever a person is required to perform two or more roles whose expectations are to some extent inconsistent. Role conflict is, therefore, a type of stress arising from a condition in which the player of focal role or roles perceives that he is confronting with incompatible expectation. Similarly working women have to perform dual functions, one in home and the other outside. Working women being subjected to the dual demands of home and work is liable to face a crisis of adjustment. Often she has to face conflicting situations and has to sacrifice in the interest of her family for the sake of work, career and at others her occupational career is endangered because of heavy family responsibility (Aneesa, 2002). The dual responsibility, at work and at home front is in itself a testimony of the capacity and traits of women police. Both the fronts are interrelated, interdependent and sometimes make conflicting demands.

Table 3: Difficulties in Performing Both the Roles (Home and Work)

Role conflict	Frequency	Percentage
Yes	35	70
No	15	30
Total	50	100

The very first theme includes Difficulties in Performing Both the Roles (Home and Work). Findings advocate that most participants were facing role-conflict in performing dual roles of work and home. Since the police profession is demanding in nature with long and uncertain hours of duty. It clearly depicts that women in police face role-conflict in managing dual

roles. Above all this proves that police women are torn between the two roles, each requiring full strengths and dedication.

Assistance available for Domestic Work

There is no denying the fact employment of women enhances their status in family and society, yet they are burdened with double responsibility of home and job. However, it varies with the nature of the family, number and age of children and family's financial condition and so on.

Table 4: Assistance for Domestic Duties

Assisting	Frequency	Percentage
Parents	03	06
Domestic servants	02	04
Husband	05	10
Parents-in-law	04	08
Managing by own	36	72
Total	50	100

After facing the role conflict the support and care of others become an important means to cope with the conflicting situation. It includes the assistance available for domestic work to participants as findings suggests that majority of participants manage home affairs and duties by their own without help from anyone. Though there are participants who were helped by others like parents, Domestic servants, Husbands and Parents-in-laws but they were very few. Therefore, from the analysis, it is found, to overcome the overburden of domestic and office work it is important to take help for domestic work either from family members or from servants, as majority of the participants have no help from others.

Time spent with Family

For smooth functioning of family, women play an important role as traditionally she is supposed to spend time with family. It is important for a female to fulfill the expectations of various members of the family. In order to fulfill the traditional role of women, she is bound to spend time with family. Since working women spend most of the time outside home, in this case women might not devote as much attention as they otherwise, would to primary obligation to the family. Approval of family in choosing career is detrimental in the performance of working women, where working women are appreciated by their family members, they are

more satisfied with their jobs as compared to those women who are not appreciated by family members.

Table 5: Time Spent with Family

Spent sufficient time with Family	Frequency	Percentage
Yes	29	58
No	18	36
Indifferent	03	06
Total	50	100

Even though good number of women police spends sufficient time with their family but they worked hard to meet the demands of both family and work. Besides, those participants who were not able to spend sufficient time with family, cited reasons like no fixed hours of duty and hectic work schedule which leads to time strain. Therefore police women had to work hard to meet the demands of family vis-à-vis job. Hectic nature of work and irregular hours of duty has caused time strain in policewomen and they have the sole responsibility to manage between the work and family failed which has to face the wrath of family members in home and higher officials in office.

Participation in Family Functions and Festivals

As we know festivals and functions are inheriting part of our society. Women have their own significance in traditional festivals and functions in Kashmir. One of the areas of household functions is the maintenance of good relations with relatives and neighbours and participation in social life. In Kashmir these roles were traditionally segregated on the basis of difference in sexes.

As already mentioned festivals and functions are inheriting part of our society and holds important position in social milieu. But majority of the women police due to work schedule and limitation of time were unable to participate in family functions and festivals. And those participants who were taking part in family functions and festivals tried hard to manage time and faced lot of difficulties because most of the time they were rebuked by male officers for leaving early from the office. Therefore women in police, have to leave home early in the morning and come back in the evening, at times late evening or after night especially during night shifts. So, they spend most of their time in offices and at work places. Resultant would be time conflict among women police and little time to participate in family functions, festivals and other important social gatherings.

Table 6: Involvement in Family Functions and Festivals

Participation in Family Functions and Festivals	Frequency	Percentage
Yes	17	34
No	29	58
Indifferent	04	08
Total	50	100

Looking after Children/ Child Care

The care of infant and children is a very important function of the family. In most societies the care of children is allocated to the women folk, especially the mother. When the mother takes up employment outside the home, the care of children especially the infants becomes a problem if there is no other female in the house hold (Deshpande, 2007). Similarly, in our society the care and bringing up of children is considered primarily the responsibility of the mother. Home keeping and child rearing is a complete profession and working mother can only pursue it successfully if she gets a close cooperation from her husband or in-laws. In case desired cooperation is not available, she fails to provide an environment of affection, protection and security to her child. Sometimes they suffer from a sense of guilt because they feel that their children get neglected because of their work. The age and number of children a working woman has an important bearing on the burden she has and consequently on the possibility of role conflict (Shafi, 2002). The participants who had children in the age group of (1-12 years) were asked to report as to who takes the care of children when they are at work.

Table 7: Child Care

Child Care	Frequency	Percentage
Self	10	20
Crèche	02	04
Parent In-laws	02	04
Own parents of participants	04	08
Servant	01	02
Not Applicable	31	62
Total	50	100

The child care was one of the biggest challenges faced by the participants as most of the participants had to look after children by own, no matter what comes. And significant number of participants left their children with their own parents rather than kept them with their in-laws. It was also found that there are no proper crèche facilities in police department available for policewomen having kids of small age. Participants argued that it is very hard to leave small kids without mother's care for long and uncertain hours. Therefore facility of crèches should be available nearby the working area. Moreover in Kashmiri society the duty to look after children or child care still hangs with the mother and in very rare cases this work is shared by others.

Relation with In-Laws

After marriage the bride not only lives with her husband but also with other members of his family. For happiness and smooth living the attitude of husband and in-laws is important particularly for working lady. For some working women presence of in-laws is boon and for some it is a curse.

Table 8: Relation with In-Laws

Relation with in-laws	Frequency	Percentage
Cordial	33	66
Strained	11	22
Not Applicable	06	12
Total	50	100

As most of the participants were living separately from in-laws so they had cordial relations with in-laws. Subsequently, they were not having regular contacts with in-laws, and were mostly living in nuclear families. While those participants who were living with in-laws had strained relation with them mostly due to occupation of police women. So the police occupation in our society is still not considered good for women because of the long and uncertain hours of duty.

Coping Strategies (Career and Family)

A working woman is generally burdened with work as she has to play dual role of an earner and a house keeper. The magnitude of house hold responsibilities varies with the size of family, the age of children and family's financial status. In nuclear family generally wife is assisted by her husband, grown up children or servants, while in the joint family, she is more or less assisted by her in-laws and other relatives (Aneesa, 2002).

The work of police involves long and irregular hours of duty and thus, it is necessary for police women to take help from family members, husbands, siblings etc. for domestic duties. Occupational nature of women has impact on family roles and functions.

Table 9: Managing Balance between Career and Family Life

Coping Strategies	Frequency	Percentage
By own (managing time and, work till late night)	35	70
By Cooperative attitude of in-laws	04	08
By cooperative attitude of husband	05	10
By supportive family	06	12
Total	50	100

Nearly everyone of the participants managed the responsibilities of both work and home by themselves. They had to work till late night in home to carry out household responsibilities like cooking, cleaning, washing etc. and to wake up early in the morning to prepare daily meals for family members. No doubt in some cases in present study husbands, in-laws, supportive family including grown up children, parents, servants and so on were cooperative and help them in many ways and have gained the economic freedom which is positive sign but they had not been relieved from their traditional responsibilities of home maker.

Consequently, it is clear from the data that police women are by and large responsible for their household duties by themselves and get cooperation from other family members and in-laws only from time to time. All household responsibility stills looms on their shoulders.

Work in Night Hours (Night Shifts)

Working during night shifts is not easy affair for women especially in Kashmir, which is traditional in nature where women are not allowed to venture outside home. However change has emerged in the traditional attitudes towards female employment. But still women are not allowed to stay outside home after a particular period of time. It is considered against cultural ethos of our society.

Although most of the participants were not performing night duties but those who were working during night shifts underline performing night duties over burdens their work from home front, as household responsibilities are mostly on the shoulders of women. No matter what comes, they had to manage home and work by their own. They are

working through day and night. Moreover, working in night shifts leads to health problem like headaches, backaches and so on. After spending night on duty instead of taking rest and relaxing for a while, they had to look after home and children.

Table 10: Work in Night Hours (Night Shifts)

Family approve	Frequency	Percentage
Yes	05	10
No	35	70
Occasionally	10	20
Total	50	100

Roles Preferred by Participants in Police Work

Women in police were asked to report their preference for the roles they want to perform in police profession. It was found most of the women police were inclined to play traditional or modified roles as they are less demanding and helpful to minimize role conflict between home and work. It can also be assessed that police women with low occupational commitment preferred more traditional and fixed roles as compared to others. Women police are still traditional bound and shy to play active role in police organization. Even though participants in present study were given their choices for preferred roles but whatever duties are assigned to them, they have to perform them. They are duty-bound to obey the orders of high officials in police organization. Furthermore, women police themselves are tradition bound and shy to play active role in police profession due to the socio-cultural setup of our society.

Table 11: Roles Preferred

Role	Frequency	Percentage
Integrated role (where Policewomen should perform the same duties as policemen)	12	24
Modified role (where Policewomen should perform similar duties to policemen except where violence is anticipated)	17	34
Traditional role (where Policewomen should not do the same work as policemen, but should specialize in duties such as female offenders and victims, juveniles, and missing children)	21	42
Total	50	100

Relation with Male Colleagues

For working women the behaviour of colleagues or the seniors is quite important. This is more so if the latter are males. The adoption of working role by women necessarily meant a day-long stay at their places of work. It also meant a necessary and constant interaction with their colleagues and unknown persons in their office who came here for official work (Dabla, 1991:100).

Table 12: Views about the Behaviour of Male Colleagues

Behaviour	Frequency	Percentage
Very Cooperative	02	04
Cooperative	24	48
Indifferent	02	04
Not so cooperative	09	18
Uncooperative	07	14
No Response	06	12
Total	50	100

Although in most of the cases male colleagues were cooperative to participants and treat them with same respect as male fellow colleagues besides extend same cooperation as extended to male colleagues. Whereas, there are many cases where male colleagues were not so cooperative because their male colleagues treat them as inferior counterparts, at times they had been subjected to harassment (mainly verbal) by their male colleagues and male counterparts keep a watch on their activities as well as were jealous of them.

Changes in Personality due to Police Job

Historically and traditionally, law enforcement has been viewed as a crime repressive task performed by men only (Ghosh, 1981). Policing is treated as a *masculine power job*. Therefore, policing is yet male dominated field. It is also assumed that after years of experience in policing women lose 'so called' feminine traits. Qualities like sensitivity, nurturing, tenderness, tolerance, and kindness are so-called 'feminine' traits. While qualities like confidence, insensitivity, intolerance, roughness are so-called 'masculine' traits. In other words, it is argued that police is a masculine job and it affects femininity of females who join this profession. For instance, Garskof advocates that when women take up roles of authority, become active and independent, assertive and firm; they are

viewed as being unfeminine (Garskof, 1971). Sherman states that the profession of police connotes the predominance of male attributes (viz., authority, assertion, brutality, physical strength, roughness), working at odd hours, dealing with criminals/deviants (Sherman, 1973). Consequently, it was asked to women police, whether they think that women compromise so-called feminine traits to adopt masculine traits due to the nature and work experience of police occupation.

Table 13: Changes in the Personality

Lose feminine traits	Frequency	Percentage
Yes	30	60
No	16	32
Can't say	04	08
Total	50	100

Due to the nature of job participants felt that they lose feminine traits, reasons given for adopting *masculine traits* like boldness, strictness, rudeness etc. because police job demands in certain situations to be tougher and bold. Especially while dealing with criminals or protestors. Therefore majority of participants in present study compromise with some or other *feminine* attributes but do not adopt the male police culture fully. Mostly they adopted rudeness and boldness in place of politeness and shyness, and these changes were not seen negatively by women police as nature of their job demands to be tough. There were instances where some participants were often reminded by family members that they were not policewomen at home.

Reasons for not Preferring

In order to know the policewomen's perception about the attractiveness of police job, they were asked whether police job is preferred to women. And vast majority of women police were of the opinion that police as a career choice for women is unattractive. So it is necessary to know the causes of *unattractiveness*, which are being highlighted in table 14.

Mostly participants had assigned five reasons for *unattractiveness* of police profession which can be discussed subsequently. Participants considered that social stigma is attached to police profession, that women who joins police job are of easy morals and lose her modesty, is main reason for women's *unattractiveness* towards this job. Besides police is traditionally masculinized (male) job, which also leads to *unattractiveness*.

Table 14: Reasons for not Preferred

Reasons	Frequency	Percentage
Social stigma that women who joins police job are of easy morals and lose her modesty	13	19.40
Traditional notion that police is a masculinized job	20	29.85
Police work exposes women to deal with anti-social elements at odd hours.	09	13.43
Police profession is demanding job	21	31.35
Lack of proper management to attract women by police department and less vacancies	04	5.97

Further, nature of the police work which exposes women to deal with anti-social elements at odd hours is another reason for *unattractiveness*. Furthermore, less vacancies and lack of proper management to attract women by police department are the reasons for *unattractiveness* of police job, which is also responsible for less entry of women into police profession. Moreover participants argued that it is a demanding job which creates role-conflict and hamper familial obligations. So, the data clearly revealed that police job is still considered as a male's domain and demanding in nature which hinders the entry of women into police work.

Conclusion

Issues pertaining to women, especially of working women, are universally prevalent across societies and are assumed to be a natural phenomenon (Ashraf and Jahangir, 2018). The findings and discussion in the present study revealed that the role conflict faced by the women police due to the demanding nature of police work and the various coping strategies adopted by women police to handle the dual responsibilities of home and work. When women enter into hard job like police where work requirements are totally different than other professions, it creates more complex situation for women to choose between home and work. Working women being subjected to the dual demands of home and work are liable to face a crisis of adjustment. Both the fronts are interrelated, interdependent and sometimes make conflicting demands. However, with the help of supportive family, cooperative attitude of husband, by domestic servant and favourable attitude of in-laws role conflict can be minimized to great extent. Further it was observed that unmarried women face less role conflict than

married working women. Because family, child care and household work is still considered the exclusive responsibility of women irrespective of the fact of her being in paid employment. It was also observed that due to hectic job schedule women police are not able to participate in family functions and festivals as well as are not able to maintain social contact with their relatives and friends.

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