Perspectives of Women Police About Orderly System Regarding Victimization

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ABSTRACT

Victimization can be seen as the after effects or consequences which is faced by the person through an intentional act of harming physically, verbally, psychologically or financially by the orderly system or the surrounding. Whereas the role of women police is under represented in Indian Criminal justice system and is limited to deal with addressing and investigating the crimes which are conducted against or by women and children.

This research explores the perspectives of women police officers on the orderly system, particularly in relation to their experiences of victimization. The orderly system, historically rooted in hierarchical and gendered structures, often

perpetuates discriminatory practices within police forces. Women police officers, who are essential in ensuringg ender-sensitive policing, face unique challenges that impact their professional and personal lives.

The main objective sare to explore the perspectives of women police officers,

identify the types and extent of victimization and to examine the impact of orderly system on the professional and personal lives of women police officers. As well as to propose recommendations for policy and practice reforms. Through qualitative (content) analysis this study aims to understand the view points of women police of India using quota purposive sampling, uncovering the systmetic issues and potential reforms needed to foster a more inclusive and equitable working environment.

Keywords: Victimization,Orderly System, Gender-Sensitive Policing, Women Police

INTRODUCTION

The journey to become a women police officer as profession needs a lot of courage, determination, resilience, and commitment. The profession is chosen by women, especially to take leadership roles, get equal respect and stature in society.Whereas the role of women police is under represented in Indian Criminal justice system and is limited to deal with addressing and investigating the crimes which are conducted against or by women and children. Women police officers often bring a distinct approach to handling victimization, influenced by the irexperiences and gender specific challenges.Their perspective can provide valuable insight into the strengths and weakness of the orderly system, particularly in relation to supporting victims of crime[1].

- **Orderly System in Indian Police:** The very system of utilising the services of orderlies by a superior officer is believed to have come into existence during the British regime sometime in the1860s,when communication facilities were absent and the intent was to ensure that the services of

police personnel were available for the officer to act quickly in case of any law-and-order problem[2]. The term 'orderly'is a French word it means a soldier, or a military officer whose duty is to take charge of these curity of the unit or camp for the day[3]. In India, orderlies also called as, Sahayaks, buddies and helpers.

Though state police manuals contain provisions about scale of orderlies still, these provisions have not defined who is orderlies and the duties of orderlies[4].

- **Victimization** can be seen as the after effects or consequences which is faced by the person through an intentional act of harming physically, verbally, psychologically or financially by the orderly system or the surrounding. According to **Benjamin Mendelsohn** victimization is the process through which individuals or groups suffer harm due to criminal activities[5]. Female police officers in India / often face significant challenges and victimization within the orderly system, which is the structured hier archy and discipline maintained within the police force. They face various types of victimization such as 'Gender-bias discrimination'[6], 'Harassment andAbuse'[7], 'Maintaining both Professional and Personallife'[8], 'Isolationand Marginalization'[9].

- **Gender-Sensitive Policing** approach that ensures the need so fall community members are considered and addressed in law enforcement practices. It is essential for creating a more just and equitable society by benefiting 'trust and confidence'[10], 'improved reporting of crimes'[11] and 'enhances effectiveness'[10].

- **Recruitment of Women Police** into the Indian police force began in the early 20th century, with the old Travan core State (now part of Kerela) recruiting women as Special Police Constables in 1939 to handle women offenders[12]. However, a significant milestone was achieved in 1972 when Kiran Bedi became the first woman to join the Indian Police Services (IPS). Her entry marked a turning point, inspiring many women to pursue careers in law enforcement[13].

  Although officially, the orderly system was banned in 1979. However, it is still common to see policemen running personal errands for the senior officers and their family members. The courts are trying to get rid of colonial legacies like the orderly system[14].

LITERATURE REVIEW

Marisport A.(2018) "Criminological analysis of orderly system in Indian police" analyses the background of orderly system and its impact on the police personnel through criminological theories and suggests the means for irradicating the inhumane system in Indian police.

Devyani Srivastava (2019) "Position of women in police India" study shows that it argues for reconceptualising the role of women in policing. It focusses on the policy of creating all-women in police units, explaining how it results more in side-lining women than facilitating an equal growth in men and women. It also reveals the barriers women continue to face within organization at all levels, to under score the need for addressing institutional impediments.

Ms. Laksheeta Choudhary & Dr. Rufus Deva (2020) "Sexual victimization of women police and its deleterious impact on the victims" it addresses sexual victimization can destructively affect the victims lifestyle, disturb the job effectively and develop detachment from workplace, which is more so in the case of women police as well as it intends to understand the holistic aspects of sexual harassment of women police and its deleterious impact.

Mrs. T. Gowthami & Dr. P. Anitha (2023) "Impact of job stress among women police" the study aims on impact of job stress among women police which results in "muscular aches & pain", "lack of

participation", "getting irritated".

Md. Masudul Islam Khan & Mohammad Shafiqul Islam (2023) "Social and organizational perception toward women police" study found that society's mental inertia and behavioural attitude towards women have had a significant impact on the current situation of female cops. The study recommends improving their existing facilities based on female cops' capabilities.

CASE STUDIES

New Delhi (2016) "24 Delhi Policewomen Accuse Cop of Harassment" is stated as per news- item published in TheTimes of India. Sources said one of the women, a constable, has alleged she was being harassed ever since she rebuffed the man's overtures and complained against him to the deputy commissioner of police (DCP) concerned. The accused had allegedly commented on her clothes and called her to his office alone. He started harassing her openly after the DCP let him off with a warning. In another complaint, 23 women personnel from the same unit have accused the same inspector of mocking their skin colour and gait[15].

Tamil Nadu (2018) "Tamil Nadu woman cop lodges harassment against top officer" posted by India Today. The victim claims that she has been subjected to harassment for the past 7 months by the senior officer. The woman Superintendent of Police (SP) accused her senior officer who was in the rank of IGP of sexual harassment in her alleged complaint[16].

Lucknow, Uttar Pradesh (2020) "India's policewomen in creasingly feel unsafe at the workplace" as stated on CNBC TV 18; a woman police constable posted in Lucknow put out a video clip on the social media in which she alleged sexual harassment by her seniors. The woman, uncontrollably, saying: "How can I console other victims when I am not safe in my own police department? How can I even think of ensuring justice for other victims when I, a victim myself, have not got justice?". The cases of sexual assault on Indian policewomen by their seniors and peers are going up. It takes place at two levels. One, sexual misdemeanours occur during office hours with lecherous seniors who are in position to throw theirweight around and get away with it. The other takes place during public interaction, where anti-social elements find police women vulnerable[17].

Odisha (2022) "Sub-Inspector Death Case" posted by the news agency Pragativadi. The Sub-Inspector,was found hanging at her official residence, where she was staying alone after joining G Udayagiri police station in Kandhamal district. The victim's family had alleged that her daughter took the extreme step as she was being mentally harassed and tortured by her senior officer Inspector In-charge (IIC), who has been transferred to the district headquarters after the incident took place[18].

OBJECTIVES

The present study has geared the following objectives:

- To explore the perspectives of women police officers regarding the orderly system within police organizations.
- To identify the pattern sand extent of victimization experienced by women police officers.
- To examine the impact of the orderly system on the professional and personal lives of women police officers.
- To find out the preventive measurements for policies and practice reforms and promoting gender equality in policing.

HYPOTHESES

The present study has geared the following hypotheses:

- H_1: Women police officers perceive the orderly system as a significant factor contributing to their victimization.
- H_2: The gender supremacy of the orderly system perpetuates discrimination and harassment against women police officers.
- H_3: Reforms in the orderly system will lead to a reduction in victimization and improved job satisfaction among women police officers.

METHODOLOGY

This study investigates the experiences and perspectives of 150 women police officers across non-gazetted ranks, including Inspectors, Sub-Inspectors, Head Constables, and Constables. The participants were selected from three major cities in Madhya Pradesh: Bhopal, Sagar, and

Jabalpur, with an equal distribution of 50 officers from each city.

Table No.1

S.No.	Ranks of officers	No. of officers	Percentage (%)
1	Inspector	4	8
2	Sub-Inspector	10	20
3	Head-Constable	16	32
4	Constable	20	40

Table1:- Respondents from Bhopal.
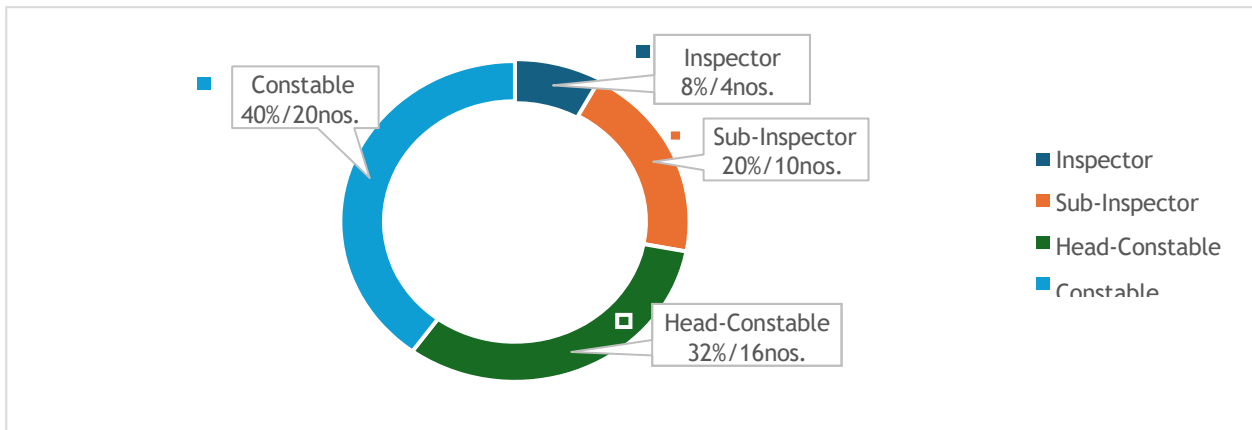
Figure1: Respondents from Bhopal.

Table No.2

S.No.	Ranks of officers	No. of officers	Percentage (%)
1	Inspector	3	6
2	Sub-Inspector	5	10
3	Head-Constable	17	34
4	Constable	25	50

Table2:- Respondents from Jabalpur.
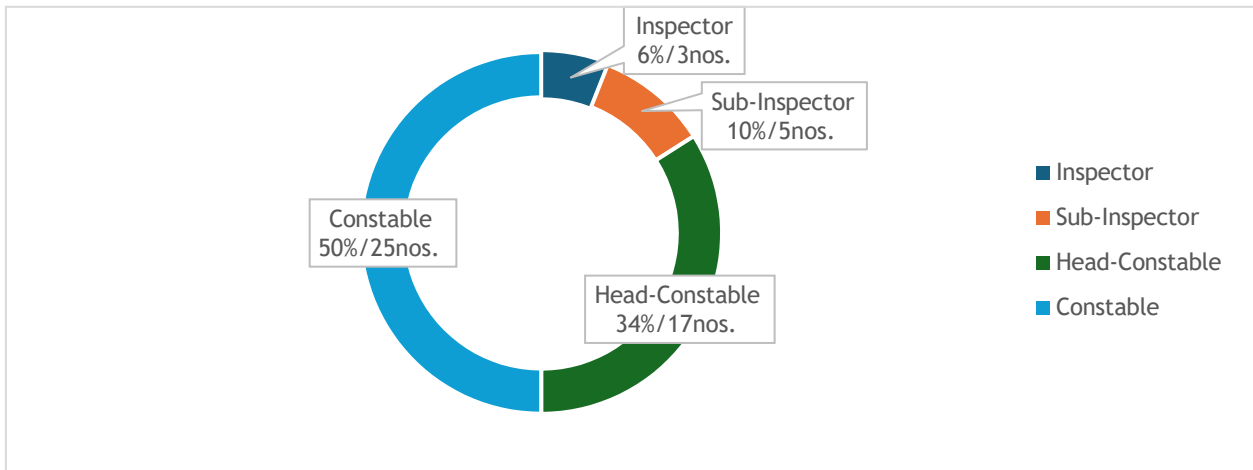
Figure2: Respondents from Jabalpur.

Table No.3

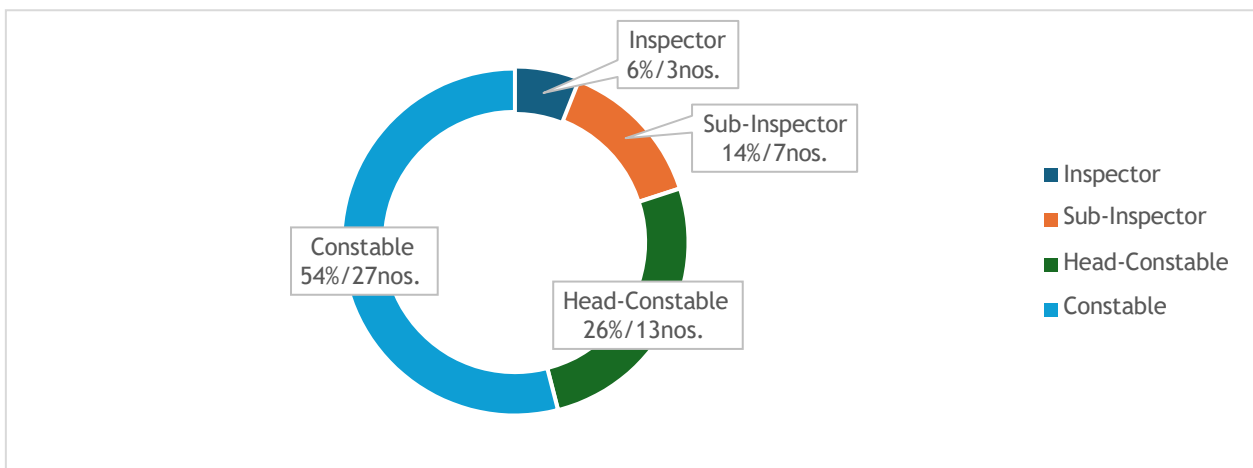| S.No.	Ranks of officers	No. of officers	Percentage (%)
1	Inspector	3	6
2	Sub-Inspector	7	14
3	Head-Constable	13	26
4	Constable	27	54

Table3:- Respondents from Sagar.

Figure3: Respondents from Sagar.

Demographics:

Marital Status: Out of the total 150 respondents, 92 officers were married.

Table No. 4

S.No	Marital Status	No. of Respondents
1	Married	92
2	Unmarried	58

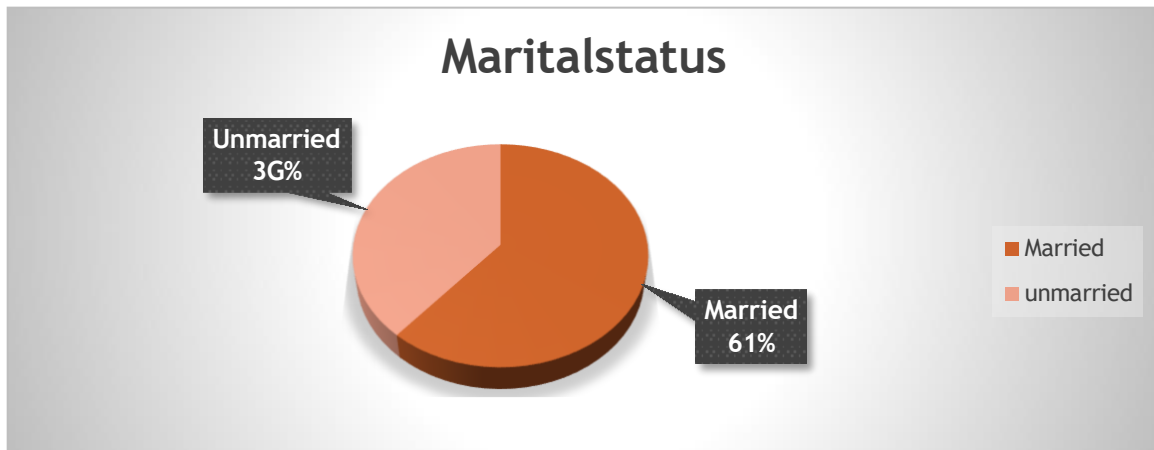**Table4: Marital status demographics.**

Figure4: Marital status graphical representation.

Parental Status: Among the respondents, 80 officers were parents.

Table No. 5

S.No.	Parental Status	No. of Respondents
1	Officer shaving children	80
2	Officers without children	12

Table5: Parental status demographics.
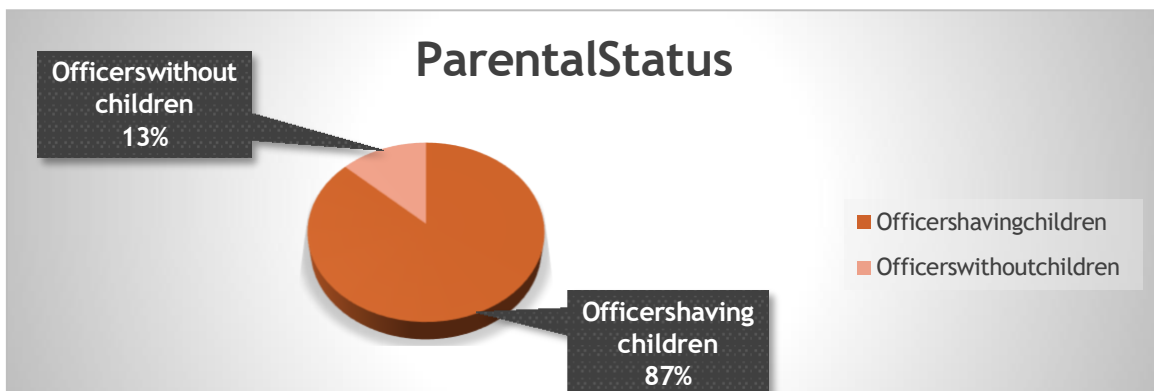
Figure5 : Parental status graphical representation.

The research employed a quota purposive sampling method to ensure representation across different ranks and cities. Data collection was conducted through interviews using an open-ended structured questionnaire, allowing participants to express their experiences and views in their own words. The collected data was subsequently analysed using a qualitative approach, specifically the conceptual content analysis method, to identify and interpret recurring themes and patterns.

ANALYSIS

Initial codes	Occurrence	Themes
Greed for uniform	142	
Discipline	83	otivational factors
Crime prevention	96	

Respect	138	
Job security	116	
Family support	69	Cultural barriers
Patriarchal society	148	
al/Traditional norms	54	
Marital life	33/92	
Parenting	72/80	
Unavailability	150	
Gender biases	143	stitutional factors
No fair treatment	60	
Training	122	
Hierarchical	84	
Work load	137	
Work fatigue	135	Physical healthfactors
enstruation problems	102	
Gestation/Maternity problems	72/80	
Mental pressure	130	chological factors
Aggression	87	
Annoyance	46	
Holiday	150	Police reforms
Hygiene	74	
nale fellow officers	148	
More recruitments	104	
Fixed timings	150	
No night duties	128	

OUTCOMES

Working in police force is really a challenge to the women since it is traditionally a male dominated profession. Based on this perspective and about the orderly system we have collected data among 150 women police personnels and on applying content analysis method we got the outcomes such as motivational, institutional, psychological & physical health factors as well as cultural barriers and police reforms as the main variables for defining the orderly system regarding victimization towards women police which is elaborated below graphically.,
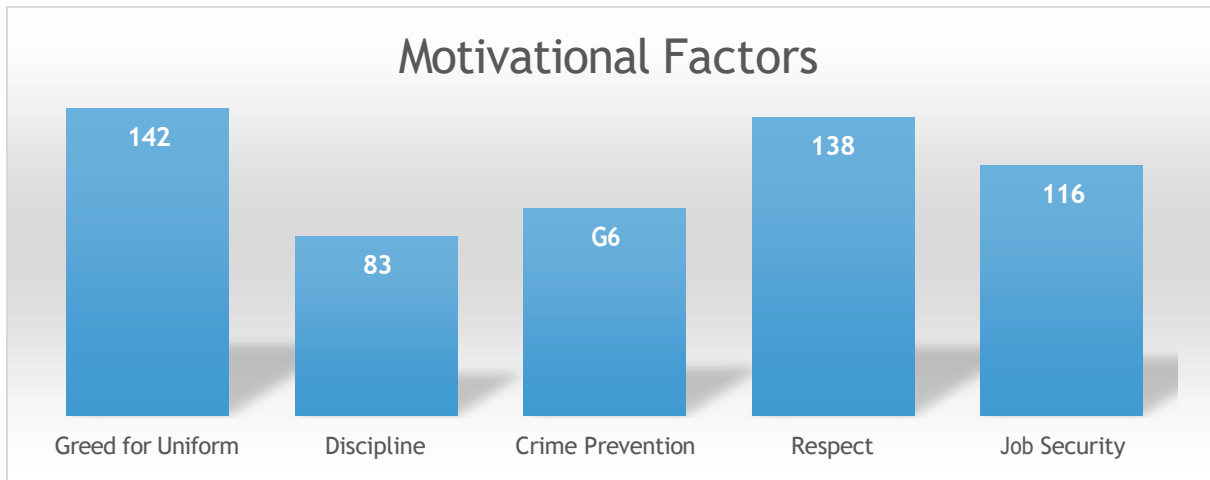
- **Motivational Factors:**

Figure 4: Motivational factors for joning into Indian Police.
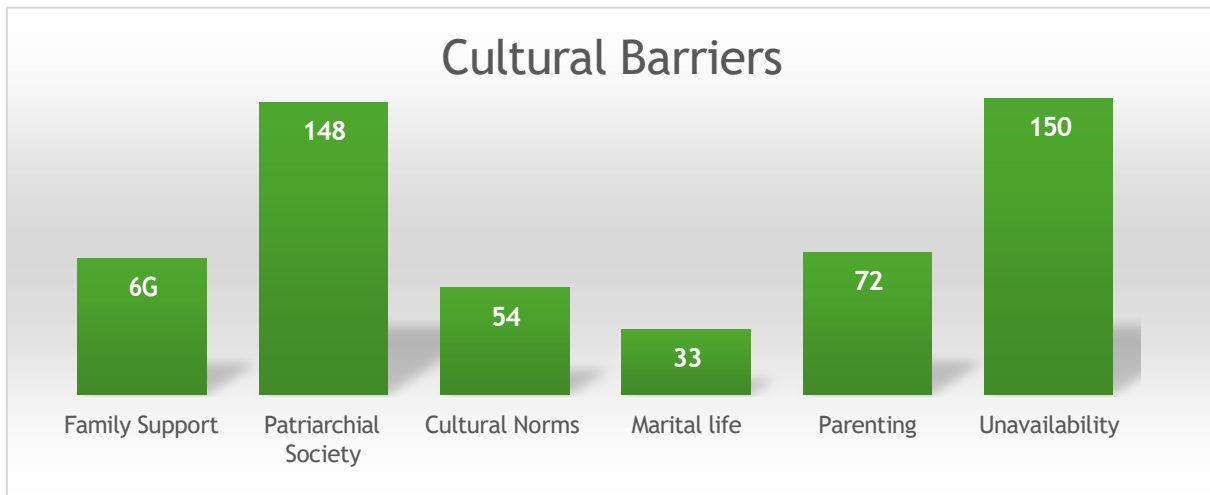
- **Cultural Barriers :**

Figure 5: Cultural barriers that affect you in professional career.

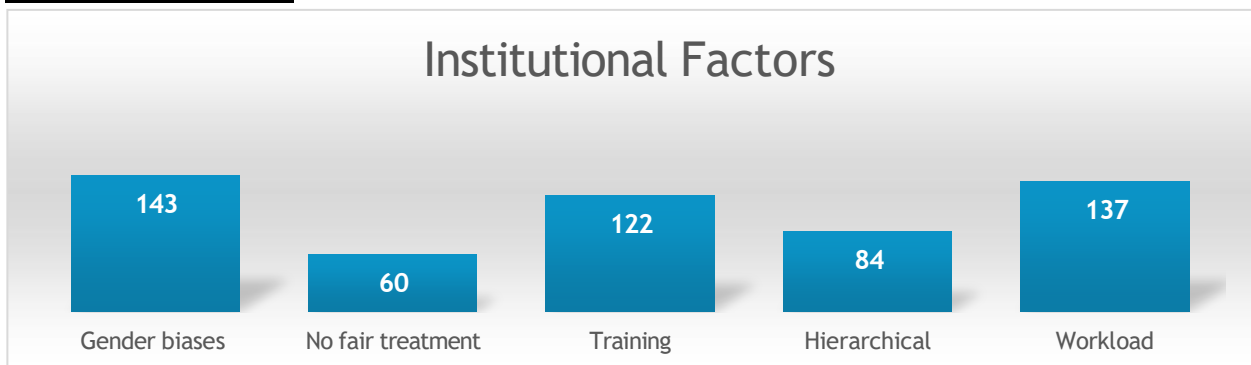- **Institutional Factors:**

Figure 6: Institutional factors that affect you in Indian Police.

- **Physical Health Factors :**

Figure 7: Physical health factors that affects you in both personal and professional careers.
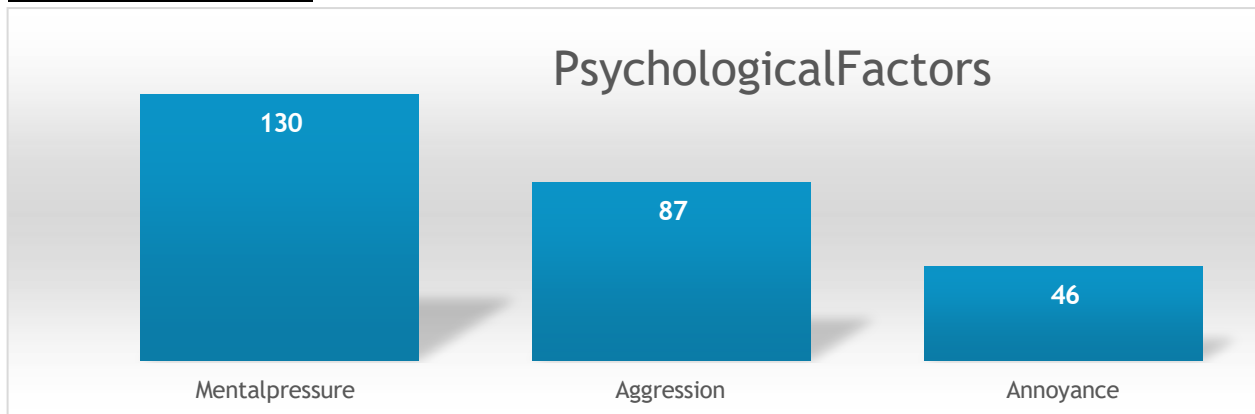
- **Psychological Factors:**

Figure8:PsychologicalfactorsthatyoudealwiththeworkcultureinIndianPolice.
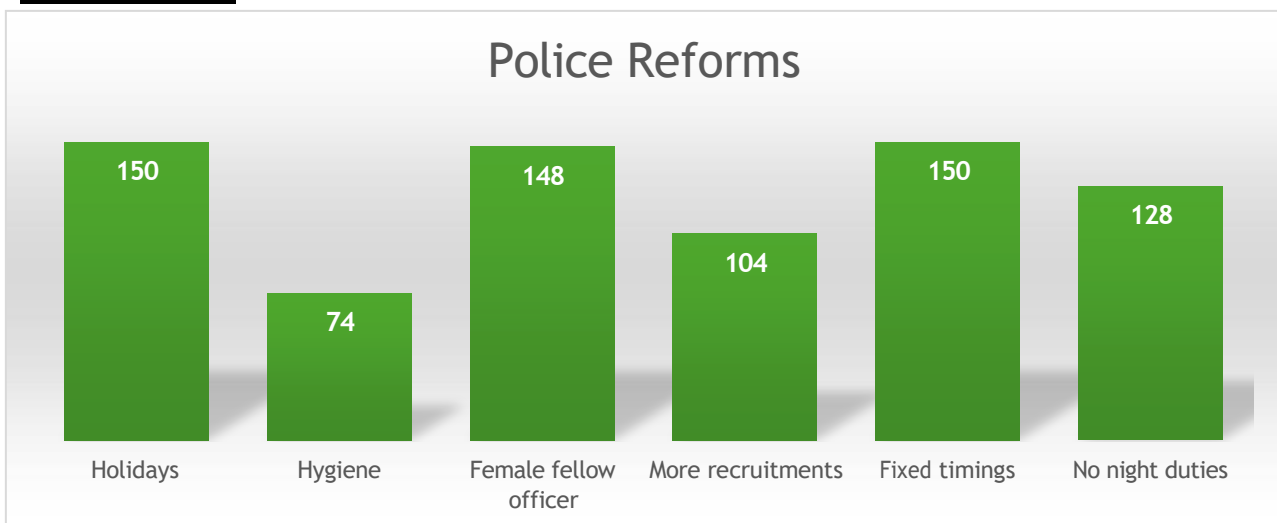
- **Police Reforms:**

Figure 9: Reforms or changes you need in Police System.

HYPOTHESES VALIDATION

H$_1$: The analysis of the data suggests that the orderly system is indeed perceived as a contributing factor to the victimization of women police officers. The significant occurrences of themes such as hierarchical issues (84 occurrences) and lack of fair treatment (60 occurrences) indicate that the orderly system is perceived as reinforcing victimization and discrimination. Furthermore, the high occurrence of themes related to work load (137 occurrences) and training (122 occurrences) suggests that these institutional factors, under the current orderly system, disproportionately affect women, contributing to their overall victimization.

H$_2$: The data analysis supports the hypothesis that the orderly system perpetuates discrimination and harassment due to its gendered nature. The themes of patriarchal society (148 occurrences), gender biases (143 occurrences) reveal the extent to which gender supremacy is embedded within the system.Additionally, the high occurrence of themes related to aggression (87 occurrences) and mental pressure (130 occurrences) highlights the psychological toll that this system imposes on women, further underscoring the extent of victimization rooted in gender discrimination.

H$_3$: The analysis shows that reforms in the orderly system could indeed lead to a reduction in victimization and improved job satisfaction. The data reveals strongly desire among women police officers for reforms, as evidenced by the high occurrence of themes related to police reforms, including the need for holidays (150 occurrences), hygiene maintenance (74 occurrences), female fellow officer (148 occurrences), fixed timings (150 occurrences), more recruitments (104 occurrences) and no night duties (128 occurrences). Furthermore, the unavailability of them for their family (150 occurrences) highlight the negative impact of the current orderly system. The significant expression of need for reform suggests that changes aimed at reducing these stressors could enhance job satisfaction and reduce victimization.

RECOMMENDATIONS

- Regular inspections, monitoring and checking the indiscipline at various police stations specially regarding orderly system.
- Maintain balance between their professional works and provide adequate holidays to fulfil the gap of unavailability.
- Provide psychological well-being through counselling, vocational and recreational programs.
- As there is deficiency of female recruitments that result in high work load and many other factors such as no fixed timings, night duties, etc. Therefore, recruitments should be regularly increased.
- There should be fixed rule of allotting the duties to more than one female at a time for the same work.
- There should be special provisions for women officers during gestation period as well as menstruation period.

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