
Status of Women Police in India: An Analytical Study of Uttar Pradesh State Police

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Abstract: *Despite a number of efforts by the Government to increase the representation of women in police, it has continued to be relatively sluggish. The Government's data shows that there were a total of 2,17,026 women in police forces, which made up 10.5 percent of the entire police force in the country. Very few women police are recruited for leadership positions. The reasons behind the lesser representation of women police in the police department include the working conditions, societal status of women, recruitment rules, retention and promotion discrimination, inadequate infrastructure, and the police image in society etc.*

Article 355 of the 7th Schedule of the Constitution of India mandates the Union to safeguard each State from both internal and external disturbances. The responsibility for public order crimes and law enforcement falls under the State's jurisdiction, as designated by Article 246 of the Constitution. Therefore, each State has to establish a police force capable of enforcing laws, maintaining public order, and ensuring the safety of its citizens. The United Nations report underscores the importance of women in the police force, noting that the current ratio of 137 police per lakh population falls short of the required 181 police per lakh population. The United Nations recommends a ratio of 222 police per lakh population, a goal that we are currently far from achieving.

The present paper provides police data along with the strength of the women police in India. This also highlights the various committees' recommendations for women's policing and the development of the police force through equality and quality of women working in the police system. Some crucial suggestions and recommendations have been provided to increase the recruitment of women in police organisations.

Keywords: *Women, Police, Crime, Law Enforcement.*



1. INTRODUCTION

India, as a democratic country, has no gender discrimination in providing opportunities to its citizens. The Constitution of India, in the fundamental rights section, says that the government shall not deny any person in India equality before the law or the equal protection of the laws. The right to equality before the law, to prevent discrimination on various grounds, and to treat every person as equal in matters of public employment have been mentioned under Articles 14, 15, and 16. The provision of protective discrimination is also mentioned in directive principles of state policy in the Indian Constitution for equal and just participation in all atmospheres of life and liberty.

To increase the number of women police officers, the government has always shown interest in capacity building and enhancing their professionalism, highlighting the best practices and showing problems faced by women police officers. Towards the female victim response, women police are primarily responsible for protecting the mandate insisted in the criminal justice system with due respect to women's dignity. So naturally, in the protection of the rights of women and dignity, the country needs an equal share of the women's police force in the police organization to make the police organization more democratically governed.

Prospective of Women Police

Women were primarily ignored in criminal justice machinery. It is only recently that the role and experience of women in the police have become the subject of detailed academic scrutiny as the number of police officers joined the police forces ^[1]. To increase the visibility of women in the police force, the government has provision of 33 % reservation to women in the police force in all States and UTs.

The perspective of women police is related to the increasing incidents of crime against women in the country. Even crime against women needs gender-responsive police within the police force, which requires specific training and increased presence of women police within the system to tackle the immediate problems. The sole reason for more women police behind the increasing number of crimes against women and the need to investigate female officers in criminal cases. The police code also requires police officers to respect the dignity of the citizens, which is guaranteed in the Indian constitution and other criminal laws. Moreover, the number of women in the police forces has increased rapidly, and they also experience managerial capacity in the police organisation.

2. REVIEW OF LITERATURES

The numerous problems of the women police are reported due to the occupational challenges and role conflict faced by women police from multiple study previously conducted by researchers. A study conducted on women in law enforcement by Seema Deswal ^[2] to find out the occupational challenges and role conflict faced by women in police system. another study of women police conducted by Horne ^[3] which was came out some certain findings as the women's entry in the police become possible due to societal forces like increasing the criminality against women, women criminals, offences against children and victim assistance. White ^[4] conducted a study on women police focused on personal and job security one of the



reason to join the police career. Study conducted by Parnaby and Leyden ^[5] reported as the women after joining of the police will not be women, she will be a police. Police is police. It is not male police or women police.

Joseph Balkin ^[6] reiterated in his study that all women or all man are not capable to do the police job. Who join the police force by choice, is identify only as a police with some responsibility, challenges and role for betterment of the society. Suman ^[7], found in her study that police department feels cooperative environment and comfortable for the working with women and children in conflict with law.

3. METHODOLOGY

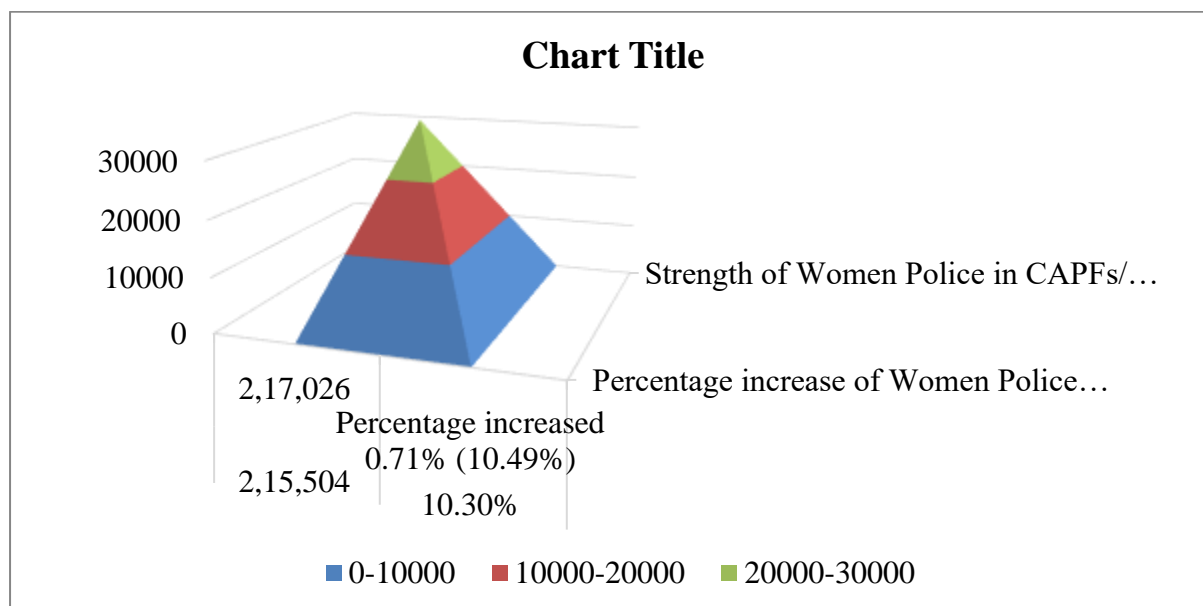
The research is based on the data structure of women police forces in India. The various data released by government agencies, such as the NCRB, BPRD etc, in the previous years have been analysed. A particular exemplary data focused on actual discussion has been identified for the state of most populated Uttar Pradesh, with regard to comparative requirements of the women police forces in India and also in the state of Uttar Pradesh. The study focused on the police force to find and eliminate the unique common factors in gender and organisational commitment.

Human Resource in Police

Every year, the Bureau of Police Research and Development (BPR&D) releases data on the strength of police and police functioning with a report called ‘Data on Police Organization’. Data released for the years of 2020 and 2021 specified the strength of women police in the organization as follows ^{[8] [9] [10]}:

S. No.	Status	Strength	Percentage
1.	Strength of Women in Police Force (Civil+ DAR+ Special Armed+ IRB)/ Percentage (2019-2020)	2,15,504	(10.30%)
	Strength of Women in Police Force (Civil+ DAR+ Special Armed+ IRB)/ Percentage (2020-2021)	2,17,026	Percentage increased 0.71% (10.49%)
2.	Percentage increase of Women Police over the previous year		16.05%
3.	Strength of Women Police in CAPFs/ Percentage	29249	2.98%

Source: BPRD, 2022



For reducing the vulnerability of the various crimes against women, increasing the strength of women in policing is essential as the current women police data in the entire country is very low as the population of women and comparatively women police employability^{[11][12]}. It is reported that the women police (civil+ DAR+ Armed) is 1 85,696 as of 01.01.2019 in India. State/UT, the exact percentage of women police is 8.98%. The report also shows that the total women population per women police is 3,391.44 number, which is comparatively less in number. At present, a total of 2,17,026 women in the police force are working in the UP police in different sub-departments in the system as of 1 January 2021.

Sanctioned and Actual Strength of Police Force and Women Police in Uttar Pradesh

Data on women police has been analyzed on various. In the given below table (Table- 1), the sanctioned and actual strength of the police force in the state police has been described. The total actual strength of women police in all civil, district armed, reserved and armed police is reported to be 21,447 out of a total police force of 4,14,492. The latest data shows that a total of 4,16,779 positions have been sanctioned, of which 3,00,160 recruited police, and 1,19,997 positions are lying vacant. The total strength of women police in Uttar Pradesh is reported 21,447 in the year 2020 and 29,435 in 2021, respectively.

(Table 1) Sanctioned and Actual strength of Police Force and Women Police in Uttar Pradesh

Sr. No.	State	Total Strength of State Police (civil+ District Armed Reserve (DAR)+ Armed)		Vacancy/ Surplus	Total Actual Strength of Women Police (civil+ District Armed Reserve (DAR)+ Armed)
		S (sanctioned)	A (actual)		



1	2	3	4	5	6
1	Uttar Pradesh 2020	4,14,492	2,94,495	1,19,997	21,447
1	Uttar Pradesh 2021	416779	300160	116619	29435

Actual Strength of Women in Civil Police in UP Police as on 01.01.2021

Through the police data report, it is reported that the actual strength of women in higher positions in civil police of the Uttar Pradesh state is a total number of 107 as of January 2021. Whereas the all-India women civil police reported 1,437 working women police in different capacities in civil police as 5 police officers on the rank of DGP/ Spl DGP, 37 Add DGP, 34 IGP, 53 DIG, 328 AIGP/ SSP/SP/Commnd, 233 add Sy/Dy Commnd and 747 ASP/DySP as on the reported date. (Table-2)

Table-2 Actual Strength of Women on Higher Position in Civil Police in UP Police as on 01.01.2021

Sr. No.	State	DGP/ SPL. DGP	ADDL. DGP	IGP	DIG	AIGP/ SSP/ SP/ COMMND	ADD;. SY/ DY COMMND	ASP/ DY.SP
1	2	3	4	5	6	7	8	9
1	Uttar Pradesh	0	4	2	5	20	17	107
2	All India	5	37	34	53	328	233	747

Comparatively, the strength of women police in lower positions in civil police of Uttar Pradesh as of reported date is 29,429 (Table-1), in which 221 women police recruited at the Inspector level, 2,472 at the Sub-Inspector level, 98 at the head constable position and 2,36,91 on the constable positions in the state of Uttar Pradesh. Similar data represented at the All India level of women police in civil police are also highlighted. A total of 1,72,764 women police personnel in lower positions were recruited in the entire country, of which 3,164 are working at the level of Inspector position, 1,27,66 at the level of Sub-Inspector, 4,892 at the level of Assistant Sub-Inspector, 16,397 at the level of Head Constable, 1,32,207 at the level of constable position. The other position in the civil police is also mentioned for domestic functioning in the system, in which a total of 1,901 women police personnel are recruited at all Indian levels (Table 3).

Table-3 Actual Strength of Women in Civil Police in UP Police as on 01.01.2021

Sr. No.	State	Inspector	S.I.	A.S.I.	H. Constable	Constable	Others if any	Total
1	2	3	4	5	6	7	8	9
1	Uttar Pradesh	221	2472	98	2737	23691	103	29429



2	All India	3164	12766	4892	16397	132207	1901	172764
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Actual Strength of Women in Armed Police in UP Police as on 01.01.2021

Table No. 4 reflects the various women police personnel who have been posted in armed police on the different ranks from DGP to SP. The Uttar Pradesh state has only one women officer who is working as an Addl SP, whereas, at the All India level, there were 68 women police officers working in the armed police force at the higher management level. Similarly, in Table No. 7, a total of 4 women officers have been employed in Uttar Pradesh in the armed forces, from the rank of ASP to constable. In contrast, at the All India level, a total of 16,489 women police have been reported on various recruited positions in the armed police forces.

Table-4 Actual Strength of Women in Armed Police in UP Police as on 01.01.2019

Sr. No.	State	DGP/ SPL. DGP	ADDL. DGP	IGP	DIG	AIGP/ SSP/ SP/ COMMD	ADDL SP/ DY COMMD
1	2	3	4	5	6	7	8
1	Uttar Pradesh	0	0	0	0	0	1
2	All India	0	0	2	1	28	37

Table-5 Actual Strength of Women in Armed Police in UP Police as on 01.01.2019

Sr. No.	State	ASP / DY. SP	Inspector	S.I.	A.S.I.	Head Constable	Constable	Other if any	Total
1	2	3	4	5	6	7	8	9	10
1	Uttar Pradesh	3	0	0	0	0	0	0	4
2	All India	88	43	274	81	1227	14,396	312	16,489

Strength of Women in Police, as on 01.01.2019 and 01-01-2021

Table-6 Strength of Women in Police, as on 01.01.2019 and on 01-01-2021

Sr. No.	State	Actual strength of total police (Civil+District Armed Reserve+ Armed)	Actual strength of Women (Civil+District Armed Reserve+ Armed)	% of women police (Civil+District Armed Reserve+ Armed)	Reservation % of women police, if any	Female population in Thousands as on 1 October 2018	Women population per police women



						based on census 2011	
1	2	3	4	5	6	7	8
1	Uttar Pradesh	2,94,495	21,447	7.28%	20%	1,07,346	5,005.18
2	All India	20,67,270	1,85,696	8.98%	-	6,29,776	33,91,44
2021	Uttar Pradesh	300160	29435	9.81%	20%	109956	3735.55
2021	All India	2069562	217026	10.49%	-	659409	3038.39

The above crucial data has been analysed through the lens of gender perspective. The data was analysed to explore the actual situation of women police forces across the nation. They are considering the gender dynamics of crime, especially crime against women, a solid rapid response system needed for addressing gender-based violence in the country. There are 2,14,47 women police working in multiple positions in the UP state, whereas the reservation of women in the police is 20 percent at all levels. Nearly five thousand women are handled by single-women police in the state. On the other hand, at the All India level, there are a total of 185696 women police functioning in various capacities, out of which 339144 women are handled by women police as per the ratio shown through the report published by the Ministry.

Actual Strength of Women Police in Special Branch Dealing with Intelligence

Table No. 7 shows that the Special Branch of police works for particular cases or unique cases reported by the police. There are only 3,392 women police functioning under the specific branches of the UP Police in higher positions (decision-making positions). In contrast, a total of 48 women police is posted in particular branches of the police. At the national level, the data shown about the women posted in higher positions in police departments is 906 from ASP/Dy SP to DGP.

Table-7 Actual strength of women police in special branch dealing with intelligence

S. No.	State	DGP/ SPL DG/ ADGP	IGP	DIG	SP/ AIG	ADDL SP	ASP/ DY SP
1	2	3	4	5	6	7	8
1	Uttar Pradesh	2	1	0	12	6	27
2	All India	22	29	26	156	103	570

Actual Strength of Women Police in Special Branch Dealing with Intelligence as on 1.1.2021

Similarly, Table No. 8 shows that there are a minimal number of women police functioning at the level of Inspector, SI, ASI, HC, C and others in the intelligence branches of the State Police. The total number of women police found in the report is 376 Inspector, 498 SI, 1,173 Head Constable, and 1,294 constables with 3 other positions. There are 35,350 women police functioning in the intelligence branches at the All India Level in the same positions.

Table-8 Actual strength of women police in special branch dealing with intelligence as on 01.01.2021

S. No.	State	Inspector	S.I.	A.S.I.	H. Constable	Constable	Other if any	Total
1	2	3	4	5	6	7	8	9
1	Uttar Pradesh	376	498	0	1173	1294	3	3392
2	All India	2476	5030	4024	7342	13703	1869	35350

Total Police Budget for Police, Police Training, Police Expenditure for the Year 2017-18 (in Crores) of Uttar Pradesh as on 01.01.2019 and on 01-01-2021

For the modernization of police and policing effectively, the government of India, as well as respective state governments, have made provisions to allocate specific budgets specially utilized for the modernization of the police organization. Table No.9 explains the total budget for police training and expenditures allocated by the State of Uttar Pradesh in the years 2020 and 2021, respectively, of Rs. 62,185,25 and Rs. 5,44,5712 crores. The Central Government has increased the budgetary allocation for police modernization in last years. The Ministry of Home Affairs, has been established, Rashtriya Raksha University and National Forensic Science University, in 2020.

Table-9 Total police budget for Police, Police Training, Police Expenditure for the year 2017-18 (revised) (figure in Crores) of Uttar Pradesh as on 01.01.2019 and 01.01.2021

S. No.	State	Total state budget	Police Budget	Expenditure of Police Budget	Police Modernization Budget	Expenditure of Police Modernization Budget	Police Training Budget	Expenditure of Police Training Budget
1	2	3	4	5	6	7	8	9
1	UTTAR PRADESH	62,185.25	16,239.92	15,086.61	91.55	52.63	152.19	126.09
	UTTAR PRAD	5,44,571.20	24,487.10	21,230.83	122.00	64.75	291.54	161.00

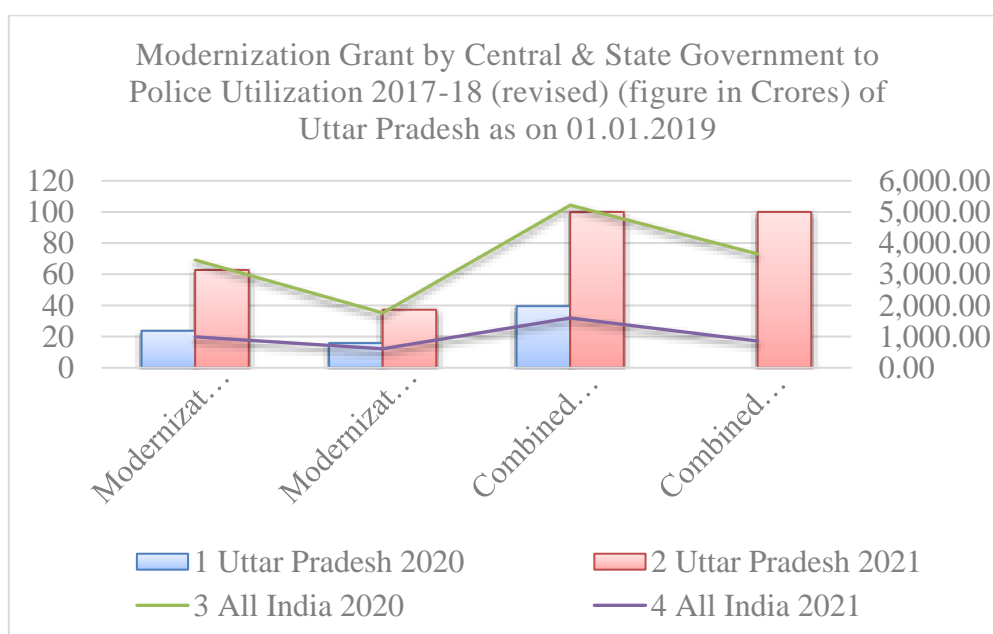


	ESH 2021							
	ALL INDIA	35,26,26 8.57	1,27,27 5.27	1,18,211 .24	3,340.13	2,585.80	1,785. 19	1,462.94
	ALL INDIA 2021	44,52,42 9.83	1,67,03 0.04	1,51,713 .82	2,344.67	2,197.10	22,55. 32	1,880.87

Modernization Grant by Central & State Government to Police Utilization (Revised) (figure in Crores) of Uttar Pradesh as on 01.01.2019

Table-10 Modernization Grant by Central & State Government to Police Utilization 2017-18 (revised) (in Crores) of UP as on 01.01.2019

S. No.	State	Modernization Grant by Central Government	Modernization grant by State Government	Combined Grant (Central+ State)	Combined (Central +State) Expenditure in Modernization by State Police
1	2	3	4	5	6
1	Uttar Pradesh 2020	23.71	15.81	39.52	00
	Uttar Pradesh 2021	62.75	37.24	99.99	99.99
2	All India 2020	3,457.66	1,759.34	5,217.00	3,651.15
	All India 2021	989.05	607.22	1,596.27	862.02





As the Uttar Pradesh Government received the modernization grant from the Central Government a total of Rs. 23.71 crore in 2019-20 and Rs. 62.75 crore in 2020-2021. The modernization grant by the State Government has also been allocated Rs. 39.52 crore and Rs. 37.24 crore in the respective budget years.

Table-11 Modernization Grant by Central & State Government to Police Utilization 2018-19 (tentative) (figure in Crores) of Uttar Pradesh as on 01.01.2019

s. No.	State	Modernization Grant by Central Government	Modernization grant by State Government	Combined Grant (Central+ State)	Combined (Central +State) Expenditure in Modernization by State Police
1	2	3	4	5	6
1	Uttar Pradesh	114.34	76.23	190.57	56.29
	Uttar Pradesh 2021	32.02	21.35	53.37	35.39
2	All India	4229.17	2329.34	6558.51	3578.45
	All India 2021	334.15	469.78	803.93	276.46

Earlier data released by the BPRD revealed that a total of Rs. 114.34 crores were allocated for the modernization of police to the state government by the central government in 2019. In 2021, Rs. 32.02 crores have been released by the central government to the state government, which is declined from the previous year's allocations. The state itself has Rs. 76.23 and Rs. 21.35 crores, respectively, in the year allocated to its annual budget in the above given period.

Police Housing and Status of Uttar Pradesh

Police housing is one of the necessary schemes for providing housing facilities to police personnel. The women policed face more complex situations to get established with their family members. So, the house allotment under the premises of the police station or nearby, which the department provides, is to be made available on a priority basis to the female employees in the police organization. It becomes more critical for female recruited police officers as they want to settle with family members at their workplace ^[13]. It is reported from the released report that the information on the availability of family quarters for police officers, police office buildings, Police Stations, Police Posts, Sub-Divisional Police Building and Police Housing Corporations, etc., are comparatively inadequate in both situations, i.e. need and requirement and reconstruction. The total number of family quarters available with States/UTs Police Forces was 7,05,895 in the year 2018, and newly released data from the ministry under the BPRD report on Police and Police modernization.

Table -12 Family quarters for officers of the Rank of Dy. SP & above, ASIs to Inspectors, Constables & Head Constables (Revised) in Uttar Pradesh as on 01.01.2019

S. No.	State	Years of Incorporation	Family quarters as on 01.01.2019
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			Dy. SP & Above	ASI to Inspector	Constables & H. Constables	Total
1	2	3	4	5	6	7
1	Uttar Pradesh	1986	694	9,070	60,686	70,450
	Uttar Pradesh 2021	1986	801	9,264	60,138	70,203
2	All India		5885	80,844	5,18,748	6,05,477
	All India 2021		6,879	80,229	5,41,199	6,28,307

The family quarters for police officers were reported to total 70,450 since 1986, which slightly decreased the number of quarters to 70,203 in the state of Uttar Pradesh. Moreover, at the All India level, the status of the quarters for police officers is 6,28,307 till the year 2021, as reported by the Ministry of Home Affairs. It is classified for allocation purposes for different ranks of officers in their respective states. No data related to the police quarters in the UP state was released in 2021.

Table-13 Status of Family Police Quarters

S.No.	State	Family quarters constructed during 2018				Existing family quarters as on 01.01.2019			
		Dy. SP and Above	ASI to Inspector	Constable to H. Const.	Total	Dy. SP and Above	ASI to Inspector	Constable to H. Constable	Total
1	2	3	4	5	6	7	8	9	10
1	Uttar Pradesh 2020	5	97	160	262	699	9167	60,846	70,712
	Uttar Pradesh 2021								
2	All India	814	13,781	85,823	1,00,418	6,699	94,625	6,04,571	7,05,895
	All India 2021								
*UP Police housing corporation 1986									



To achieve a satisfactory level and perform better, the budgetary allocation to police housing should be increased, and more residential and police station offices should be built with special budgetary allocations for women's police stations.

Women in Policing: Need and Assessment

The issue of gender questions continuously surged and explored the broader societal reaction and cultural contexts that came into the light. The women police are accused of hyper-masculinity with stereotypical male counterparts. However, women bring equal talent, ability, and intelligence to the police profession. They have shown their leadership qualities in law enforcement in history with potential courage and leadership strengths. Women police are especially useful in investigating criminal complaints related to women and children. In general, the victim in such cases is unwilling to explain the crime to the male police officer^[14]. The police standard is evaluated with various parameters in some of the advanced countries across the world. Every year, a police performance survey assesses police performance based on a number of factors, especially the victim handling and female victim handling by the police^[15]. Obviously, there will be a need for more women police in the system. Moreover, the victim assistance program needs help from female police officers in some cases, such as handling deceased wives and children and other family members in difficult situations.

The first contact of the accused or victim with police creates psychological fear among them. The psychologists recommended through their research that the female police in the case of poor, women, children, and other disadvantaged sections of society and even in the case of situational criminals (criminal rookies) will provide a cooperative environment in handling the cases. The participation of the female police recognises a counselling role for maternal violence in an appropriate situation^[16].

4. RESULT AND DISCUSSION

The present study has extensively focused on data analysis of representing the women in the police system. It is clear from the above data analysis particularly of women police in the state of Uttar Pradesh that the women police face more challenges compare to the male police due to various factors such as socio-cultural and psychological factors. If the women police will increase in the police department, the increase presence in various policing units and activities. The research data shows that there were a total of 2,17,026 women in police forces, which made up 10.5 percent of the entire police force in the country.

The women police are recruited insufficient in the system as found in the present study. Moreover, the recruited women police also unable to find suitable and helping strategies to fight against these challenges. Study also explained about the various facilities and resources provided by the police department to its women police force. There are inadequate facilities are available for the women police in the police department. Housing condition is also one of the serious challenges in the police system as the study reported the scarcity of the housing or affordable housing facilities for the police personnels.

The existing backlog of the vacancy should be immediately filled so that the more women police can join the force. Some of the protective discriminatory approach in recruiting the same should be followed. It will help to women to join the police force more. Uttar Pradesh state



required more women police for day-to-day functioning. The present study find that the state is suffering for the sufficient police force which impact to fight with crimes. The State should take appropriate action for increasing the women police in the state police department. There are also the need of police training in the state for proper functioning such as crime control and investigation.

5. CONCLUSION

Police organisations, as a public service sector, provide lucrative and chunk services for those who have encouragement and enthusiasm and want to make their career in policing. So, females, who constitute nearly 50% of the country's population, should be encouraged to make their careers in the field. The above data on women's police is inadequate in the state of Uttar Pradesh as well as across the country. The women's police population must be increased in order to prevent criminal offences against women and children. The adequate budget should also be made available for the modernisation of police through new initiatives for women police.

The women-centric laws, as well as other common laws, also have provisions for women-related cases that must be handled by women police officers or in the presence of women police officers. The Court of Laws of the nation has also observed through various judgements and directed to be taken care mandatory by women police officers. The shortage of female police is reported by the data analysed above. There are various advisories released from the Ministry of Home Affairs regarding the preventive approach of crime against women on various notable points, such as the timely investigation of crime against women, women's police performance on multiple occasions for increasing gender sensitisation, etc ^[17].

The government must ensure that women police officers are provided with the same rights, regulations, and entitlements as their male counterparts. This includes equal pay and opportunities, fostering a sense of trust in the system and allowing them to carry out their duties with dignity.

To maintain the police-public relationships, it becomes necessary for the police organisation to be responsive to the needs of the community. The recruitment of women police are promising initiatives in this regard. The problem of inadequate infrastructure in the women's police stations and other women-centric facilities should be improved so that their professional expectancies would increase. For solving the domestic problem of women, government should provide a counselling session to them who have difficulties coping with the challenges of their professional capabilities in conflict with their domestic responsibilities. Better housing and educational institutions should be built for them so that they can feel more sophisticated in their career.

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