



male colleague sometimes female superiors too consider them weak, less willing to work and less tough.

- **Lower priority tasks allotted:**

- There appears to be a tendency to sideline women, or give them policing tasks that are physically less demanding, or relegate them to desk duty, or make them work on crimes against women alone.

- **Allocated only Women related cases:**

- Women police persons are relegated to dealing with crimes against women and accompanying women prisoners the concept works against the interests of women as it segregates them.

- **Women recruited at lower levels:**

- Current data reveal that most women in the police are concentrated in the lower ranks reflecting the dearth of females at key operational positions.

Measures needed to overcome:

- **Increased Recruitment:**

- There is a need to have more women in the field in executive postings – from constables to inspectors and higher ranks.
- Departments should undertake special recruitment drives in every district to ensure geographical diversity.

- **Better Training:**

- Women in the constabulary must get the training, support and confidence needed to put them on a par in every sense with their male counterparts.
- Resource centres for mentoring, creating awareness about opportunities and prospects, and helping with career planning and training and coping with workplace challenges are essential.

- **Safe workspace:**

- Police departments must also ensure safe working spaces for women and adopt a zero-tolerance policy towards discrimination and harassment, in order to make policing a viable career option for women.
- Departments must operationalise the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redressal) Act of 2013.

- **Gender sensitivity:**

- A common gender-neutral cadre needs to be created for all ranks so that promotional opportunities are evenly available.
- Women do have some special needs, like during and post pregnancies, which need to be catered to. They shouldn't be shunted to non-executive postings. The force needs to encourage more women to be in the field.