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MALE POLICE OFFICERS' ATTITUDE TOWARDS THEIR FEMALE COUNTER PARTS AMONG BANGALORE CITY POLICE

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Abstract:

The dynamics within police forces around the world are shaped by a complex interplay of professional responsibilities, societal expectations, and interpersonal relationships. In recent years, there has been a growing emphasis on understanding and improving gender relations within these forces to foster a more inclusive and effective working environment.

This study, titled "Male Police Officers' Attitude Towards Their Female Counterparts Among Bangalore City Police," aims to delve into the perceptions, attitudes, and behaviors of male police officers towards their female colleagues within the Bangalore City Police Department. Bangalore, a bustling metropolis known for its progressive outlook and technological advancements, offers a unique setting for examining gender dynamics within law enforcement. Despite the city's modern facade, traditional gender roles and biases may still influence the workplace environment. This research seeks to uncover whether these biases persist among male police officers and how they impact the professional experiences of female officers. This study aims to investigate the attitudes of male police officers towards their female counterparts in the police force. The Attitudes Toward Women Scale (AWS) was developed by Janet T. Spence and Robert Helmreich in the early 1970s. It is a widely used psychological assessment tool designed to measure attitudes toward the roles and rights of women in society. The findings of this study aim to provide a comprehensive understanding of the current state of gender relations within the Bangalore City Police. The insights gained from this research will not only highlight areas needing improvement but also suggest strategies to promote a more equitable and supportive workplace for all officers, irrespective of gender.

Keywords: Attitude, Male police officers, gender perceptions etc.

Introduction: The role of law enforcement is pivotal in maintaining societal order and ensuring justice. Within this crucial sector, the attitudes and interactions among officers significantly influence the effectiveness and harmony of the police force. This study, "Male

Police Officers' Attitude Towards Their Female Counterparts Among Bangalore City Police," seeks to explore the perspectives and behaviors of male police officers towards their female colleagues within the Bangalore City Police Department.

Bangalore, a city renowned for its technological advancements and cosmopolitan nature, presents a unique backdrop for examining gender dynamics in the workplace. Despite the city's progressive image, underlying traditional gender biases may persist, affecting the professional environment within the police force. Understanding these dynamics is essential for fostering a more inclusive and supportive workplace.

This research aims to investigate various facets of gender relations within the Bangalore City Police, including workplace interactions, perceptions of competence and capability, career advancement opportunities, and the overall work climate. By analyzing these aspects, the study seeks to identify any prevailing biases and their impact on female officers' professional experiences and growth.

In recent years, there has been a significant push towards gender equality and the inclusion of women in all professional spheres, including traditionally male-dominated fields such as policing. However, the integration of female officers into the police force can be met with resistance, stemming from deeply ingrained societal and cultural norms. This study seeks to understand how male officers perceive their female counterparts, the challenges faced by female officers, and the impact of these perceptions on the overall functioning and morale of the police force.

Understanding these attitudes is crucial for developing strategies to improve gender relations within the police force. The study's findings will provide valuable insights into the current state of gender dynamics and highlight areas where interventions may be needed to foster a more inclusive and supportive work environment. By promoting gender equality and mutual respect, the Bangalore City Police can enhance its effectiveness and better serve the community. Ultimately, this research aims to contribute to the broader conversation on gender equality in law enforcement, offering lessons and recommendations that can be applied not only in Bangalore but also in police departments across India and globally.

Review of Literature: **Cordner and Cordner (2011)** in "Stuck on a Plateau? Obstacles to the Recruitment, Selection, and Retention of Women Police" discuss how gender bias affects professional relationships within the police force. They highlight that male officers' attitudes towards female officers can create a hostile work environment, making it difficult for women to establish themselves as equals. Such biases not only hinder female officers' performance but also affect team cohesion and overall departmental efficiency.

The perception of competence and the opportunities for career advancement are critical issues addressed in various studies. **Lonsway et al. (2002)** in "Hiring & Retaining More Women: The Advantages to Law Enforcement Agencies" argue that despite equal qualifications, female officers often face scepticism regarding their capabilities. This bias is

reflected in promotional decisions, where male officers are more likely to be favoured over their equally or more qualified female counterparts.

Research by **Silvestri (2013)** in "Women in Charge: Policing, Gender and Leadership" suggests several strategies for improving gender relations within police departments. These include implementing gender sensitivity training, promoting mentorship programs, and establishing clear policies against gender discrimination. Such measures can help in creating a more inclusive environment where female officers are valued for their contributions and have equal opportunities for advancement.

Comparative studies across different regions and police departments provide additional insights. In their study, **Brown and Heidensohn (2000)** in "Gender and Policing: Comparative Perspectives" compare the experiences of female officers in different countries, highlighting how cultural and institutional contexts influence gender dynamics. They find that in departments where proactive measures are taken to address gender bias, female officers report higher job satisfaction and better integration with their male colleagues.

While much of the existing literature focuses on Western contexts, studies specific to India, such as **Ranjana Kumari's (2011)** "Status of Women Police in India," provide a localized perspective. Kumari's work highlights the unique challenges faced by female officers in India, including societal expectations and institutional barriers. These studies underscore the importance of understanding cultural nuances when addressing gender dynamics in the Bangalore City Police.

AIM: The aim of this study is to measure the attitude of Male police officers towards their female counter parts among Bangalore city police.

Objectives:

1. To understand the Socio Demographic profile of the police officers (both male & female) working in Bangalore city.
2. To Determine the general attitudes of male police officers towards female officers, including perceptions of their capabilities, roles, and contributions to the police force.
3. To Analyze the factors that influence male police officers' attitudes, such as age, rank, years of service, education level etc.
4. To suggest strategies and interventions to promote gender equality and improve the professional environment for female police officers.

Methodology and Procedure:

Research Design: On the demand of the study, descriptive research design methodology has been utilized for investigating and collecting 150 data so as to pursue the relationship between the Key variable and the Socio-Demographic data i.e., gender, age, education, experience, rank It clearly describes the scenario of attitude of male police officers towards their female counter parts.

Hypotheses:

Hypothesis No.1: Attitude towards women among the respondents differ with regard to the training they have attended with women colleagues.

Hypothesis No.2: Attitude towards women among the respondents among the respondents is influenced by the designation of the respondents.

Hypothesis No.3: Attitude towards women among the respondents differ with regard to their age.

Hypothesis No.4: Attitude towards women among the respondents differ with regard to the self esteem of the respondents.

Methodology:

Survey: Conduct a comprehensive survey targeting male police officers at various ranks and departments to gather quantitative data on their attitudes towards female officers.

Data Analysis: Employ statistical methods to analyse the survey data, identifying trends and correlations between attitudes and demographic factors. Use thematic analysis for the qualitative data from interviews.

Significance of the Study: Understanding the attitudes of male police officers towards female officers is crucial for several reasons: Policy Development, implementation of policies aimed at promoting gender equality within police forces, improved Working Conditions by Identifying and addressing negative attitudes can lead to a more inclusive and supportive work environment, enhancing job satisfaction and retention rates among female officers. It can enhance the Positive attitudes and improved gender relations can foster better teamwork and communication, ultimately leading to more effective law enforcement operations.

Sampling: The study was conducted among Bangalore City Police covering the population of 150 police officers including DCP, Inspector, Sub Inspector, etc. The respondents were briefed about the nature of the study. It is explained that their participation was entirely voluntary and they could stop filling up questionnaires at any point without assigning any reasons. Informed consent was obtained from the respondents who have expressed their willingness for the study. Simple random sampling method was applied to carry out the data collection.

Tool For Data Collection: A Socio-demographic information sheet was prepared by the author to collect background information of the students like Age, Gender, Domicile, rank, experience, did they work with female staff etc and Attitude towards women scale

Statistical technique used:

- ✓ Independent Sample T test was used to compare mean difference between the variables
- ✓ One-way Anova was used to find out the mean difference among the age of the respondents with regard to the Key variable.

Major Findings:

Table No.1. Socio-demographic Profile of Police officers:

S.No	Socio Demographic Profile	No of Respondents	Percentage
1	Age		
	23 to 35 years	79	52.7
	35 to 47 years	46	30.7
	Above 47 years	25	16.7
	Total	150	100%
2.	Rank of the Police Officers		
	Deputy Commissioner	5	3.3
	Assistant Commissioner	4	2.7
	Inspector	32	21.3
	Sub Inspector	109	72.7
	Total	150	100%
3.	EDUCATIONAL QUALIFICATION		
	Below UG	19	12.7
	UG	50	33.3
	Technical Qualification	7	4.7
	PG	60	40%
	Above PG	13	8.7
	Total	150	100%
4.	Domicile		
	Rural	77	51.3
	Urban	73	48.7
	Total	150	100%
5.	Years of Service		
	Below 10 years	71	47.3
	10 to 20 years	17	11.3
	20 to 30 years	30	20
	Above 30 years	32	21.3
	Total	150	100%
6.	Monthly Income		
	Below 40 K	20	13.3
	40 to 60 k	50	33.3
	60 to 80k	7	4.7
	80k to 1 lakh	59	39.3
	Above 1 Lakh	14	9.3
	Total	150	100%
	Type of Family		
7	Nuclear	77	51.3
	Joint	73	48.7
	Total	150	100%

The above table describes the data presents a diverse demographic profile of the police officers in terms of age, rank, education, domicile, years of service, income, and family

type. This diversity could influence various aspects of their professional performance and personal lives. The majority of respondents (52.7%) are aged between 23 and 35 years. This indicates that the police force has a relatively young workforce, with more than half under 35 years of age. A significant majority, 72.7%, are Sub Inspectors. The largest group, 40%, has a postgraduate (PG) degree. 8.7% have qualifications above PG, and 4.7% hold technical qualifications. This reflects a well-educated workforce, with a significant proportion having advanced degrees.

Respondents are almost evenly split between rural (51.3%) and urban (48.7%) domiciles. This shows a balanced representation from different residential backgrounds. Nearly half of the respondents (47.3%) have less than 10 years of service. This indicates a mix of both experienced and relatively new officers in the force. The majority (39.3%) earn between 80k to 1 lakh per month. Respondents are almost equally divided between nuclear (51.3%) and joint (48.7%) families. This reflects diverse family structures among the police officers.

Table.No.2 Trained & Patrolled with Female Police officers:

S.No	Trained & Patrolled with Female police officers	No of Respondents	Percentage
1	Have Trained with Female Police officers		
	Yes	101	67.3
	NO	49	32.7
	Total	150	100%
2.	Have Patrolled with Female Police officers		
	Yes	101	67.3
	NO	49	32.7
	Total	150	100%

The table the respondents' experiences with training and patrolling alongside female police officers. A significant majority (67.3%) of respondents have trained with female police officers. This indicates that most officers have had the opportunity to collaborate with female colleagues during their training period. Similarly, 67.3% of respondents have patrolled with female police officers. This suggests that a significant portion of the police force has engaged in on-the-job duties alongside female colleagues. Overall, the data reveals a consistent trend where more than two-thirds of the police officers have both trained and patrolled with female officers. This reflects a relatively integrated environment in terms of gender collaboration within the police force. The remaining one-third who have not had such experiences might indicate areas where integration could be improved.

Table.No.3: Living & Spending Time with family:

S.No	Living & Spending Time with Family	No of Respondents	Percentage
1	Living with Family		
	Yes	101	67.3
	NO	49	32.7
	Total	150	100%
2.	Able to spend time with family		
	Yes	84	56
	NO	66	44
	Total	150	100%
3	Like your Job		
	Yes	142	94.7
	NO	8	5.3
	Total	150	100%
4.	Rate yourself		
	Low Self Esteem	24	16
	High Self Esteem	126	84
	Total	150	100%

The table summarizes the respondents' living arrangements, ability to spend time with family, job satisfaction, and self-esteem levels. A majority (67.3%) of respondents live with their family. This indicates that most officers have the opportunity for regular family interaction, which can be crucial for personal well-being. More than half (56%) of the respondents can spend time with their family. This suggests a significant portion of officers may face challenges in balancing work and family life. An overwhelming majority (94.7%) of respondents like their job. This high level of job satisfaction indicates that most officers are content with their professional roles. A large majority (84%) of respondents rate themselves as having high self-esteem. This suggests that most officers feel confident and positive about themselves. Overall, the data indicates that while most officers live with their families and like their jobs, a notable portion struggles with spending adequate time with family. Additionally, a strong sense of self-esteem is prevalent among the majority of respondents.

Table.No.4: Attitude towards Woman police officers

S.No	Attitude Towards women	No of Respondents	Percentage
1	Conservative Attitude	59	39.3
2	Towards Egalitarian	38	25.3
3	Highly Liberal	53	35.3
	Total	150	100%

The table summarizes the respondents' attitudes towards women, categorized into conservative, egalitarian, and highly liberal perspectives. 39.3% of respondents have a conservative attitude towards women. 25.3% of the respondents lean towards an egalitarian attitude. 35.3% of respondents have a highly liberal attitude towards women. This diversity may influence workplace dynamics and the integration of gender equality initiatives within the police force.

Hypothesis No.1: Attitude towards women among the respondents differ with regard to the training they have attended with women colleagues.

To test this Hypothesis independent sample t test has been applied and Table.No.5 indicates the significant statistical difference in the level of attitude towards women with regard to the training programmes attended with women variable.

Table.No.5. Attitude towards women & Training attended with women Variable

	Trained with female	N	Mean	Std. Deviation
Attitude	Yes	101	2.08	.886
	No	49	1.90	.854

Independent Sample t test,'t' Value is 0.296 & it is significant at the 0.01 level (2-tailed).

It is very clear from the above table that the attitude level of the male police officers who have received the opportunity of attending training programmes with women are egalitarian and towards women empowerment (2.08 as mean), when compared to individuals who haven't received training with women police personnel. This observed differences are statistically significant as the independent sample 't' test values are significant at 99% level of significance. Attitude towards women among the respondents differ with regard to the training they have attended with women colleagues. It can also be stated that the attitude level is more egalitarian when they get opportunity to work and train with women colleagues.

Hypothesis No.2: Attitude towards women among the respondents among the respondents is influenced by the designation of the respondents.

To test this Hypothesis Chi Square test is applied and the table 6 indicates that there is a significant relationship with regard to the designation of the respondents and the Key variables: Attitude towards women.

Table.No.6

Cross tabulation between Designation of the respondents & their attitude towards women

Rank	Attitude			Total
	Conservative Attitude	Towards Egalitarian	Highly Liberal	
ACP	1 .7%	2 1.3%	2 1.3%	5 3.3%
DCP	2 1.3%	2 1.3%	0 .0%	4 2.7%
Inspector	11 7.3%	2 1.3%	19 12.7%	32 21.3%
Sub Inspector	45 30.0%	32 21.3%	32 21.3%	109 72.7%
Total	59 39.3%	38 25.3%	53 35.3%	150 100.0%

Test applied	Value	Significance level
Chi Square	15.359 at 6 degrees of Freedom	Significant

It is very clear from the above table that the attitude level of the male police officers has an association with the variable to make an attitude of egalitarian and towards women empowerment. This observed frequencies are statistically significant as the Chi square test values i.e 15.359 and significant at 99% level of significance at 6 degrees of freedom. It can also be stated that the attitude level is more egalitarian among sub inspectors. This shows that as the police personnel in the ground level of designation they are allowed to involved in getting training & patrolled with women personnel for official purpose, this will enrich their egalitarian attitude.

Hypothesis No.3: Attitude towards women among the respondents differ with regard to their age.

To test this Hypothesis one way ANOVA test has been applied and Table.No.7 indicates the significant statistical difference in the level of attitude towards women with regard to the age variable.

Table.No.7. Attitude towards women & Age variable

	N	Mean	Std. Deviation
23 to 35 years	79	1.87	.868
35 to 47 years	46	2.17	.825
Above 47 years	25	1.84	.898
Total	150	1.96	.866

Test applied	Value	Significance level
ANOVA	2.067	Significant

Anova test 2.067 is significant at the 0.01 level (2-tailed).

It is very clear from the test results that attitude of the respondents towards women differs as per their age category. This observed differences show statistical significance & difference and as the ANOVA test values are significant at 99% level of significance. It can also be interpreted that personnel who are in the age category of 35 to 47 years i.e young adults, they have more egalitarian attitude.

Hypothesis No.4: Attitude towards women among the respondents differ with regard to the self esteem of the respondents.

To test this Hypothesis independent sample t test has been applied and Table.No.5 indicates the significant statistical difference in the level of attitude towards women with regard to the training programmes attended with women variable.

Table.No.8. Attitude towards women & Self-esteem Variable

Rate yourself	N	Mean	Std. Deviation
Attitude Low Self Esteem	24	1.94	.830
High Self Esteem	126	2.08	.874

Independent Sample t test, 't' Value is 0.296 & it is significant at the 0.01 level (2-tailed).

It is very clear from the above table that the attitude level of the male police officers who have high self esteem possess egalitarian and towards women empowerment attitude (2.08 as mean), when compared to individuals who have low level of self-esteem. This observed differences are statistically significant as the independent sample 't' test values are significant at 99% level of significance. Attitude towards women among the respondents

differ with regard to the self-esteem level of the police officers. It can also be stated that the attitude level is more egalitarian when they have good level of self-esteem.

Discussion: The Key findings of the study are enumerated as below:

- 1) **Young Workforce:** The respondents are relatively young, predominantly holding the rank of Sub Inspectors.
- 2) **Educational Background:** A majority possess a Post Graduate Degree.
- 3) **Experience:** The police force comprises a mix of both experienced and relatively new officers.
- 4) **Family Structures:** There is a diverse range of family structures among the officers.
- 5) **Training and Patrolling with Female Officers:** A significant portion of the force has experience in training and patrolling alongside female colleagues, suggesting integration and collaboration in on-the-job duties.
- 6) **Family Interaction:** Most officers have regular opportunities for family interaction, which is crucial for personal well-being. Despite this, a notable portion struggles with spending adequate time with their families.
- 7) **Job Satisfaction:** Most officers are content with their professional roles and appreciate the balance of living with their families and enjoying their jobs.
- 8) **Attitudes:** The respondents largely exhibit egalitarian attitudes and have moved beyond conservative ideas.

The study indicates that attitudes towards women among male police officers are influenced by various factors, including training programs attended alongside female officers, their rank, age, and self-esteem levels. Ground-level staff, in particular, benefit from training with female officers, which enhances their egalitarian attitudes and openness to women empowerment while reducing conservative biases. This interaction and training with female colleagues are pivotal in fostering progressive attitudes and preventing conservative ideologies.

In conclusion, the diverse demographic profile and experiences of the police officers contribute to a more inclusive and progressive work environment. Training and interaction with female officers play a significant role in shaping egalitarian attitudes, enhancing self-esteem, and promoting women empowerment within the police force.

Conclusion: In conclusion, the study reveals that the police force's diverse demographic profile, encompassing various aspects such as age, rank, education, domicile, years of service, income, and family type, significantly impacts their professional and personal lives. The findings highlight a relatively young and educated workforce, predominantly in the rank of Sub Inspectors, with a mix of experienced and new officers. The officers' experiences in training and patrolling alongside female colleagues contribute to their egalitarian attitudes and openness to women empowerment, indicating progress beyond conservative ideas.

Despite most officers expressing satisfaction with their professional roles and the balance of family life, there remains a challenge in achieving adequate family time for some. The

study underscores the importance of regular family interaction for personal well-being and highlights the positive influence of integrated training programs with female officers on fostering progressive attitudes among male officers.

Overall, the diverse and inclusive environment within the police force, supported by collaborative training experiences, promotes a culture of equality and empowerment, contributing to a more effective and harmonious professional setting.

Suggestion: Based on the findings of the study, several suggestions can be made to further enhance the professional and personal well-being of police officers, and to promote a more inclusive and supportive work environment:

- 1) **Enhanced Training Programs:** Continue and expand integrated training programs that include both male and female officers. These programs have proven effective in fostering egalitarian attitudes and should be a standard part of professional development.
- 2) **Work-Life Balance Initiatives:** Develop and implement policies that support work-life balance, such as flexible scheduling, mental health support, and family-friendly workplace initiatives. Ensuring officers have adequate time to spend with their families will enhance their overall well-being and job satisfaction.
- 3) **Mentorship and Support Networks:** Establish mentorship programs and support networks within the police force, pairing experienced officers with newer recruits. These programs can provide guidance, support, and help in adjusting to the demands of the job while promoting a culture of camaraderie and mutual respect.
- 4) **Regular Attitude Assessments:** Conduct regular assessments to gauge officers' attitudes towards gender equality and inclusivity. Use the results to tailor training and development programs, ensuring they address any areas of concern and continue to promote progressive attitudes.
- 5) **Encouraging Higher Education:** Support and incentivize officers to pursue further education and professional development. Higher education levels are associated with more progressive attitudes, and providing opportunities for advanced learning can benefit both the officers and the organization.
- 6) **Focus on Mental Health:** Prioritize mental health resources and programs to help officers manage the stresses of their job. This includes access to counseling, stress management workshops, and initiatives that promote overall mental well-being.
- 7) **Promoting Open Dialogue:** Create platforms for open dialogue where officers can share their experiences, challenges, and suggestions. This can help in identifying issues early and developing solutions collaboratively, fostering a more inclusive and supportive environment.
- 8) **Recognition and Reward Systems:** Implement recognition and reward systems that acknowledge officers' contributions to fostering an inclusive and progressive work environment. Celebrating positive behaviors and achievements can motivate others to follow suit.

By implementing these suggestions, the police force can build on its existing strengths and address areas that need improvement, ultimately leading to a more effective, inclusive, and supportive workplace.

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