

## CAREER ORIENTED WOMEN AND THEIR WORK-LIFE BALANCE: A CASE STUDY OF WOMEN POLICE JHARKHAND

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**Abstract:** *In today's world where both men and women equally share the responsibility of earning for the betterment of their family life. Female of the family choosing profession as the career path is itself a bold decision in society. Hence it is necessary to know how the women professionals balance their professional and the domestic life. Both men and women should be treated in a same measurement, as a woman opting a career can be noticed that they are no less in showing their skill and talent in spite they have to face lots of obstacles in their work life and personal life. Though a women to attain position in a society and in an organisation they have to struggle a lot. Talking about career like police ,their expectation towards their police career is growth, performance, mission and promotion .It's not that just to join a police career but challenge is to deal with it .Proper enhancement in the career with respect to happiness of the family. This is really a challenging situation to cope and struggle a lot to fit in that situation managing the overall worklife balance. Nowadays to improve their status special focus is given on empowering girls and women; since it is the only way long lasting and sustainable social change can be achieved in various communities. Society needs to be enhanced its efforts for women empowerment and to boost the progress being made by women. It is society's constitutional, moral and social responsibility to confirm women's progress giving women equal opportunities, respect to their policing career and rights.*

**Keywords:** *women, career, women police, struggle, obstacle, family, society, achievement, responsibility.*

### INTRODUCTION

In this, contemporary world, women need to gain the same amount of power that men have. Now, it is time to forget that men are the only holders of power. In India, women are still facing different obstacles in male-dominated cultures. The things are related to women's status and their future. However, I believe that Indian women are slowly getting empowerment in the sectors like education, politics, the work force and even more power within their own households. The worth of civilization can be arbitrated by the place given to women in the society.

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Work life balance is defined as, a state of equilibrium in which the demands of both person's job and personal life are equal. Whenever in brief when we discuss about work life balance which is all about satisfactory level of involvement among the multiple roles in person's life which compromises of professional roles and domestic roles. It's basically a state of harmony, where the level of mental status attains to its equilibrium. It is a clear view concept of human's ability to manage different roles and demands of life. It revolves around work and life and balancing both in a best way is to attain mental peace. It is daily effort to make time for family, friends, community participation, spirituality, personal growth, self care and other personal activities, apart from this addition to the demands of the workplace. It is very essential to understand few necessary things in order to manage balance between work and life they are understanding time, understanding choice and understanding purpose. Human life is all about actions governed by choice over the course of time considering the fulfilment of one's purpose in life. And for a human being, especially professional women proper work life balance is essential to be happy and fulfilled.

Prime concern is studying about work and work life balance of women police. In a clear word a work indicates engagement with physical or mental activity in order to achieve a purpose or result. And worklife balance is how a professional manages to keep a balance between career path and lifestyle which has certain dimensions like health, pleasure, leisure, family and spiritual belief and development/mediation. Managing worklife balance is the toughest job which if carried in a systematic manner can lead to job satisfaction and also the respect; dignity and status of women will be held high in the society. And the place assigned for them in the society will be secured for them.

Women police are moving out in competitive world managing both professional and personal life, it is the bold and confident attempt of women. And as in the research getting deep into a specific profession like policing, women police has been given great respect and honour for their firm determination of walking side by side of men and choosing a career path which is considered to be the toughest and boldest consisting rigorous exercises and hardwork. Opting this career can create hatred and misbalance in their smooth sailing lifestyle. In spite of this consequences woman choose this career path. While this research focusing on their worklife balance and their challenges in depth.

Highlighting the growing importance of women police, the National Police Commission (1980) pointed out that their role was crucial in rehabilitating delinquent girls, and in areas where the police in direct contact with women. The visibility of women police would dispel any negative sentiments of distrust in the police and boost public confidence. Women police can also play an active role in community policing focusing on the public service aspects of policing.

**WOMEN POLICE IN RANCHI, JHARKHAND**

Jharkhand’s population about 32 billion (2011 census) males 16,930,315 and female 16,057,819. Only 286 women are employed and posted at Ranchi as a policing career .Where 273 women comprises of Havaldars and constables and 13 women police as officers. At Ranchi there are 44 police stations both including rural and urban areas which comprises of only 1 Mahila Thana.

**Table 1.3**

<i>No. of women police in Ranchi (2013)</i>	<i>Havaldars and Constables</i>	<i>Officers</i>
286	273	13

*Source:*Data provided by SP office of Ranchi, Jharkhand

On the other hand crime against women (year 2001-2013) in Jharkhand is increasing since 2001 .Crime against women is increasing and policing career against women is minimum. Taking account of the report which is mentioned as below:

**Comparative statistical data of crime against women (year 2001-2013) in Jharkhand**

**Table 1.4**

<i>Year</i>	<i>Female murder</i>	<i>Dowry death</i>	<i>Witchcraft murder</i>	<i>Dowry prohibition</i>	<i>Female atrocities</i>	<i>Rape</i>	<i>Eve teasing</i>	<i>Kidna-pping</i>	<i>Witch-craft act</i>	<i>Total</i>
2001	56	163	34	388	371	668	205	386	120	2391
2002	167	253	42	286	595	709	190	347	129	2718
2003	222	274	35	320	704	640	337	296	149	2977
2004	204	83	13	318	345	640	275	365	118	2361
2005	183	160	18	355	435	757	305	395	131	2739
2006	275	211	21	320	545	775	397	367	150	3061
2007	215	235	28	562	508	834	235	496	92	3205
2008	209	264	39	647	561	749	289	508	182	3448
2009	256	280	40	508	503	677	210	517	163	3154
2010	307	291	33	530	520	731	189	684	223	3508
2011	398	271	36	586	557	748	151	676	287	3710
2012	400	301	33	1276	1175	767	245	813	480	5490
2013	249	237	34	1235	1384	917	246	753	420	5475
Total	3141	3023	406	7331	8203	9612	3274	6603	2644	44237

*Source:*Data provided by SP office Ranchi, Jharkhand.

**Ranchi District police station with the no. of employee's posted****Table 1.5**

<i>Serial no.</i>	<i>Police station</i>	<i>Male officers</i>	<i>Female officers</i>	<i>Male havaldar and constable</i>	<i>Female havaldar and constable</i>
1	Mahila PS	6	6	2	12
2	Doranda PS	12	1	26	4
3	Kotawali PS	16	1	21	5
4	Argora PS	6	1	15	4
5	Jagarnathpur PS	7	1	11	2
6	Dhurwa PS	9	1	23	-
7	Sukhdevnagar PS	9	2	29	3
8	Bundu PS	6	2	24	-
9	Sonahatu PS	4	-	24	-
10	Tamar PS	7	-	26	-
11	Namkum PS	9	-	21	2
12	Tatisilway PS	6	-	21	-
13	Mandar PS	5	-	13	-
14	Burmu PS	3	-	19	-
15	Khelari PS	6	-	24	-
16	Chanho PS	5	-	17	-
17	Bero PS	5	-	18	-
18	Lapung PS	6	-	22	-
19	Ormanjhi PS	7	-	15	-
20	Silli PS	4	-	16	-
21	Sikidari PS	4	-	16	-
22	Angada PS	3	-	15	-
23	Ratu PS	8	-	19	-
24	Nagri PS	6	-	13	2
25	Itki PS	4	-	18	-
26	Pandra OP	10	-	20	-
27	Gonda PS	6	-	23	2
29	Bariatu PS	10	-	20	8
30	Kanke PS	6	-	1	4
31	Pitoria PS	5	-	13	2
32	Lalpur PS	10	-	21	-
33	Lower bazar	9	-	18	2
34	Sadar PS	11	-	23	4
35	Hindpiri PS	6	-	12	2
36	Dailymarket PS	5	-	11	2
37	Chutiya PS	7	-	18	3
38	Tupudana OP	5	-	16	4
39	Maklucyganj PS	4	-	15	1
40	ST/SC PS	2	-	6	-
41	Yatayat PS	-	-	180	1
42	Narkopi PS	3	-	-	-
43	BIT mesra OP	2	-	3	-
44	Rahe OP	2	-	22	-

*Source:* Data provided by SP office Ranchi, Jharkhand

Area of research is Ranchi, Jharkhand, where the discrimination still persist in the contemporary times, inspite all legal enactments. Instances which occur are ignorance, exclusion and treated in an unfair manner, sexual harassment at workplace. Though the discrimination occurring is so frequent, study revolves around the discrimination among professional women police at their workplace. Each and every minute detail of a women facing in her policing career is tried to cover. Some of the issues still remained untouched and unclear by the past researchers which can be matter of a concern. All the obligations and discrimination will be focused which are faced by a women police and their sufferings were remained untouched and unclear.

Work-Life Balance has become a major issue in the world of work. While success at both work and life is the most sought after goal for all, the need for achieving equilibrium is equally significant. One aspect of this study that makes it unique and relevant is its focus on the specific adaptive behaviours of people facing work-family conflict. Most previous research has focused on linking work-family conflict with attitudinal outcomes, or with assessing the effects of formal work- family policies. Because workingwomen, on an everyday basis, negotiate the boundaries between work and family, a wide range of adaptive behaviours needs to be identified and studied. Hence, the behaviours and strategies that women professionals resort to, in response to dual role performance becomes significant. By incorporating the research on coping styles, the present study provides detailed information on the process of how women police professionals react to work-family conflict and achieve work life balance. So study is made which focuses on their contradiction between personal and professional life also a brief study on challenges faced by them in their workplace .Also the need of women police in the society. The present research is an attempt to bridge this critical gap in research study.

Work life balance of women police is an important discussion, since the time has changed from the men earning the family living .In today's world where both men and women equally share the responsibility of earning for the betterment of their family life. Female of the family choosing police as the career path is itself a bold decision in society. Hence it is necessary to know how the women police balance professional and the domestic life.

When a woman achieves a successful work life balance, she has job satisfaction and becomes highly committed and productive and thus succeeds in her career. But, in certain cases women is not able to succeed due to incapability in balancing her work and professional life. She is unable to set her priorities. Also the society evil thinking for women which always held them back to come up with their talents. Some of drawbacks are as following:

- (1) The customs and traditions prevalent for centuries in the society against women.

- (2) The high percentage of illiteracy among women.
- (3) Ignorance of their rights.
- (4) Patriarchal Society.
- (5) Economic system.
- (6) Acceptance and believing of the old belief that woman can work at home serving family and husband.

As a result she withdraws from her work due to these simple reasons like taking care of her children, aged in laws/parents, and other family pressures. If in these cases the man is able to share some of her responsibilities, she would be proud successful women. And in this research as we are considering the women police it is very important to bring all the obstacles which they are facing in their day to day job .Police job is considered to be one of the toughest jobs with full physical fitness and the mental pressure. And to frame all the obstacles and issues concern with this worklife balance of women police this study is made.

Policing is considered to be one of the most masculine occupations of the world. It has been described to be the most “garnered” professions. Policing is a very demanding job, also need a robust attitude which involves long and uncertain hours of duty .Various factors that contribute to work life imbalance is also depicted. Work life of Women police is entirely different compared to other section where women are employed like banking, education etc.Apart from work life balance the work life imbalance was also compared from the other working class of women.

In the modern times, women cannot be confined to the home. There has been an ever-increasing thrust on professional education and employment among women in Jharkhand so women will have to hold key position in all spheres of professional life, sooner or later. However the fact remains that even the professionally educated Jharkhand women are not reaping their share of benefits from the profound social, political and economic changes transforming the society. Why is it so? Why is there such an uneven distribution of male and female employees across the police professions? Why is it that there are only few women at the top in all the police professions? How do the professional women police manage, a full time profession and family roles? What are their coping strategies? These are some of the issues the present study focuses on.

## CONCLUSION

By all the above described it can't be directly concluded that women should look down upon domestic life. The main sphere of action for them who have not taken up jobs outside should be essentially a happy home which is their real kingdom and where their sweet manners and mature advices as wife, mother, sister and daughter make tremendous effects on the male members of the family.

Working women police because of their gender, face many challenges and obstacles in their workplace that men do not. It is very difficult job to balance a professional life and personal life. Women police who have children experience even more demands on time, energy and resources and face gender discrimination in job. Their expectation towards their policing career is growth, performance, mission and promotion. It's not that just to join a policing career but challenge is to deal with it. Proper enhancement in the career with respect to happiness of the family. This is really a challenging situation to cope and struggle a lot to fit in that situation managing the overall worklife balance.

All the government's attempts made for the women police either sensitivity or over sensitivity and the male police personnel have made women in the police psychologically weak. The government should implement and formulate some policies that could guarantee genuine equality between the male and female workforce in the police department's. Numerous training programmes, seminars, courses and workshops should be organised by the authorities concerned to change the attitude of the male police personnel and society at large. Women in the police should also recognize their endurance, strength and capabilities to handle tough situations in an effective way.

The progress of a nation depends upon the care and skill with which mothers rear up their children. The first and foremost duty of Indian women should, therefore, be to bring forth noble generations of patriots, warriors, scholars and statesmen. Since child's education starts even in the womb and the impressions are formed in the mind of a child while in mother's arms women have to play a role of vital importance. They have to feel and realize at every step of their life that they are builders of the fate of our nation since children grow mainly in mother's arms. They should also discourage their husbands and sons from indulging in bribery and other corrupt practices. This they can do only when they learn the art of simple living by discarding their natural desires for ornaments and a living of pomp and show. In many cases families have been running in deficit due to the extravagance of the housewives in maintaining a high standard of living. The result is that the earning male members of the family are forced to fill up the gap in the budget by corrupt practices. Corruption has been so far the greatest impediment in way to India's progress. Minus corruption India would have been one of the most developed nations of the world.

Portraying all aspects that comes in women police life in balancing worklife. It is very essential to look after all the minute but crucial matters which can be a huge blunder in the future if ignored. Women policing is a critical section where the areas has to be explored and examined. It's not an easy task to survive and grow in a policing career. In this research it is tried to depict all the aspects and tried to suggest a model to remove obstacles to attain worklife balance and a women police should be recognised with their endurance, strength and capabilities to

handle tough situations in an effective way and get a respectful position in the society.

### SUGGESTIONS

These are the minor issues if neglected can be the reason of major cause. Being in this era women rights and duties should be properly reserved. People awareness is increasing and they are accepting these facts but some hidden dimensions of women problems are still ignored and unseen. A professional or a non professional women ignores her worries and pain and ultimately surrender herself entirely for the family. So there should be a legal provisions and rules for them throwing lights in their challenges which she faces to balance her lifestyle and career ,such that there importance and equality in the social life won't be hampered. Social audit system need to be changed. A proper counseling system should be made where the matters and cases regarding women should be discussed and proper suggestions would be given to solve the case to some extent from local level. The bold decision of every women police should be held high with proper dignity of their work and provide them each and every facilities which they have not been given as their basic rights, respect in family and in society .Every successful women police deserves a grand salute for their intrinsic care and strength.

Empowering girls and women, since it is the only way long lasting and sustainable social change can be achieved by various communities. Society needs to be enhanced its efforts for women empowerment and to boost the progress being made by women. It is society's constitutional, moral and social responsibility to confirm women's progress giving women equal opportunities and rights.

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