

Individual Assignment on Module-5
Seminar Paper
On
Analyzing Women's participation in Bangladesh police service

Submitted To
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1.0 INTRODUCTION

1.1 Background

The role of the police is not confined to maintaining the law and order and prevention and detection of crime. To keep peace and security for sustainable economic growth, police playing a significant role in Bangladesh (Pervin 2019). The history of police in the subcontinent is ancient. The Bangladesh police are ruled by the Police Act of 1861, a legislation which was enacted hundred years ago in the colonial era. The British Raj protected their empire state by using a hierarchical and militaristic police force. In 1861 legislation, the provision for women is inexistent. There has been no noteworthy structural change in policy since independence. Policing is still considered a man's job. The male domination picture of policing is not a distinctive picture of Bangladesh only but also internationally. The latter half of the twentieth-century professional police association was unsuccessful to significantly include women. Where tiny figures of women attended in the police force before then, their primary work was to support male officers or served as clerical purposes in units with restricted less important duties like women suspect, juvenile aids, etc. After the emergence of Bangladesh as an independent country on 16 December 1971, the police force was reorganized. Though Bangladesh police bear a long history, the formation of women police in Bangladesh in 1974. In Bangladesh women first joined as police officers in the special branch (SB) in 1974. A total of 14 female officers were appointed to the non-cadres rank. The first female uniformed police members were recruited two years later. In 1976, fifteen women police were appointed in the Dhaka Metropolitan Police (DMP) for the first time in the rank of Constable and Sub-Inspector (SI). The government of Bangladesh has been trying to develop. Development depends on both men's and women's equal participation. The man holds the lion's share of participation in comparison with women. In Bangladesh, women are half of the total population that is a big workforce. For proper balance, they need to be employed. To become a good number of participation women need to go a long way. (Ferdous 2014). However, no women were recruited in the supervising post in those days. Some bodies considered that women have more challenges in policing. In all job sectors, it is important to include women and needs special attention to appoint women in Bangladesh police administration. (Rahman 2018). In 1986, only one women BCS Cadre police officer Ms. Fatima Begum was appointed as Assistant Superintendent of Police (ASP) through

the 6th Bangladesh Civil Service (BCS) examination. She was the pioneer of women as a BCS Cadre officer in Bangladesh. Another four women were recruited to the cadre level in 1988. Though women were recruited in the police department they did not welcome. The capability of newly joined women officers is openly asked by senior male officers. Unavoidably, yet this smallest early recruitment of women shortly faced a strong repercussion. In 1989, in the military regime, Major General Mahmudul Hasan, the minister of Home Affairs of Bangladesh recommended suspending the recruitment of women in Bangladesh Police Service at the cadre level on the ground that women are not capable of serving in a supervisory position. This recommendation was accepted by the military government and at the cadre level, women were no longer recruited. This was continued for ten years of the entire military regime. . When Sheikh Hasina became Prime Minister in 1998 women were again recruited at the officer level into the Bangladesh Police. This is very much positive that our political will demonstrated by our honorable prime minister and other ministers has helped to encourage willingness both and women to accept women in the civil service whether they join through quotas or on merit (UNDP 2017). National Women Policy(2011) Clause33.4 also states that to increase the number of women at all levels including entry-level, quotas for women should be increased, for the gazette and non-gazetted posts (National Women Policy 2011). Since then, there has been a rapid elevation of women officers at the cadre level.

1.2 Problem definition

Very few systematic studies were carried out in this field. Moreover, there are some gaps in research on women's participation in the Bangladesh police service, especially at the leadership level.

1.3 Justification

- This study will help the policymaker to decide on the recruitment of the police.
- It will bridge the knowledge gap regarding women's participation.
- It will help further researchers in their study.
- It will be the benchmark of a new researcher.

1.4 Objectives

- To analyze the present status of women's participation in Bangladesh police service especially at the officer level.
- To identify the challenging factors that create barriers to participating women in police administration in Bangladesh.
- To recommend a standard guideline to the policymakers for improvement.

1.5 Limitation

- There is no enough research or other literature on this issue.
- It is a time constraint. The Study will be completed within a limited time.
- The present situation is not suitable for data collection due to covid 19 though it has more scope for data collection.
- The researcher has the sufferings of the fund.
- Logistics support and Manpower is not available

2.0 Methodology

In Bangladesh, policewomen are working in the rank of constable to Additional IGP. The study worked only on the cadre level (the rank of ASP and above). There are some personal observations because the researcher has practical experience as a senior police officer of Bangladesh police administration. The study utilized both primary data and secondary data. Primary data collected from Khulna Range women Police Officer and Khulna Metropolitan women Police officers over the telephone because of the covid 19 situations. Secondary data collected from official documents of Police Headquarters, concern website, Journals, Books, web folders, portal. The study followed telephonic personal interviews. Beforehand, a structured questionnaire was prepared. Descriptive or simple statistical analyses were done.

3. Overview

3.1. Participation

Participation means a developing approach to recognize the need to involve the disadvantaged part of the population. The strengthening of women's participation in all sectors has become a vital issue. Socio-economic development cannot be completely accomplished without the effective participation of women. Various scholars define participation in different aspects.

Participation means it's a collective and continuous effort by the people to achieve the goals, use the resources together, and taking actions to improve their living conditions. (Misra 1984). Participation means people are involved closely in the economic, social, cultural, and political processes that affect their lives. (Human Development Report. UNDP 1993)

3.2 Women

A Woman is a grown-up female human being as contradicted to men. The term woman is used to imply biological sex difference, racial gender role differences, or both (Wikipedia). In Bangladesh half of the total population is women. Not only in the household works, but women also contribute to a country's national economy. The First World Conference on Women was held in Mexico (FWCW 1995). In 1978 after three years of this Conference, Bangladesh established a Ministry of Women Affairs. The constitution of Bangladesh (Article 27, 28(1), 28(2), 28(3), and 65 (3) ensure equal rights to every citizen. Provisions of equal status of women are clearly incorporated in Bangladesh constitution (ADB 2001)

3.3 Empowerment

Nowadays empowerment is a crucial issue in the era of globalization. Generally, empowerment means improving the condition of disadvantaged groups of society and bring them to society's mainstream. There is a linkage between empowerment and the issue of power, with entrance to political, economic, and social sources, in same terms in a matter of taking the decision the man and woman should enjoy equal opportunity (Sujana). So, it can be said that empowerment is a process by which one can establish control over property, decision-making power, and participation in every sphere.

3.4 Women Empowerment

Women empowerment is a global issue. Women empowerment means the creation of a healthy atmosphere for women where they can take decisions by own for their individual benefits and the wellbeing of society. Women become aware of their rights. So it can be said that the contravention of personal restrictions of women is called women empowerment.

3.5 Concept of Police

Police are officially permitted to use power and other forms of compulsion. The word 'police' comes from the Latin word *politia* that means civil administration. The primary duty of the police is to put off crimes, arrest criminals, and produce them under trial, maintain law and order. Besides this police did many things for keeping peace in society. For a passive society, well trained, well equipped, and an adequate number of the police force is essential.

3.6 Bangladesh Police Administration

The main law enforcement agency of Bangladesh is Bangladesh Police. It plays a vital and major role in sustaining the law and order of the state. The main responsibility of Bangladesh Police is maintaining peace and security, saving people's life and property, revelation and prevention crime within the country. After the liberation, the usual role of the police changed significantly in Bangladesh. Nowadays the role of the police is no longer limited to the protection of law and order and detection and prevention of crime. There are various things and a diversity of troubles that require taking care of by the police. For sustainable economic growth, it is mandatory to maintain sustainable peace and security. Now Bangladesh Police played a vital role in the process of development through continuing their duty properly for emergent Bangladesh. The main single association is Bangladesh police entrusted with the liability of maintaining rule of law and human rights. (Bd. Police)

4.0 Primary Information Of Bangladesh Police Administration

4.1 Primary Information of Bangladesh Police Organisation

Under the direct administrative control of the Ministry of Home Affairs, Bangladesh police are the main force. It was established in 1971 at Dhaka as a national service headquarter. At present, the total strength of Bangladesh Police is 202198 for a population of around 164,689,383(UN Data 2020).

According to structure, there are many units in Bangladesh Police. Such as Police Head Quarter (PHQ), Police Internal Oversight (PIO), Eight ranges police (including District Police and RRF), Seven Metropolitan police, Special Branch (SB), Criminal Investigation Department (CID), Armed Police Battalions (APBn), Railway Police, Industrial Police, Highway Police, Police Bureau of Investigation (PBI), Training Institutes, Telecom and Information Management, Tourist Police, Special Security and Protection Battalion (SPBn), Rapid Action Battalion (RAB) River Police, and Anti Terrorism Unit (ATU), Airport Armed Police(AAP).

There are 13 rank structures in Bangladesh police which are started with the constable. After that it is called Naik, Assistant Sub-Inspector, Sergeant, Sub-Inspector, Inspector, Assistant Superintendent of Police (ASP), Additional Superintendent of Police (Addl. SP), Superintendent of Police (SP), Additional Deputy Inspector General (Addl. DIG), Deputy Inspector General (DIG), Additional Inspector General of Police (Addl. IGP) and Inspector General of Police (IGP).In different ranks, both male and female police are working in Bangladesh police. The participation of male and female in the police department in different ranks are given below-

Table-1**Male and Female Participation of Police in the Department in Different Ranks:**

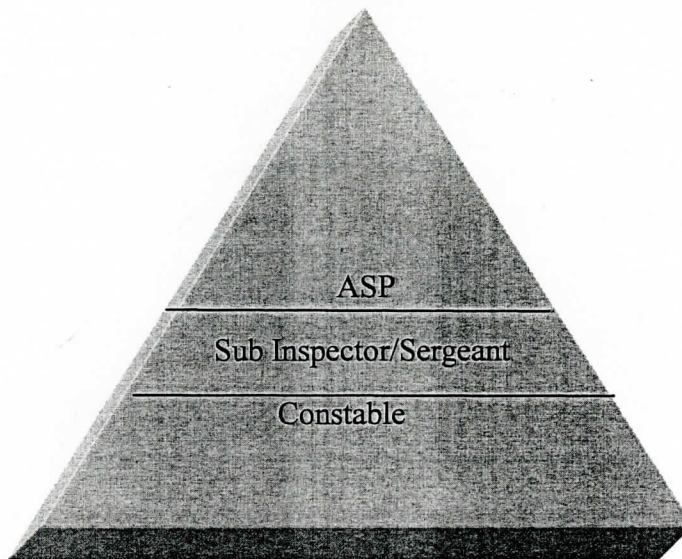
Sl No	Designation	Male	Female	Total
01	Inspector General (IGP)	1	Nil	1
02	Additional Inspector General (Addl. IGP)	18	Nil	18
03	Deputy Inspector General (DIG)	67	Nil	67
04	Additional Deputy Inspector General (Addl. DIG)	100	5	105
05	Superintendent of Police (SP)	514	70	584
06	Additional Superintendent of Police (Addl. SP)	831	110	941
07	Assistant Superintendent of Police (ASP)	1280	100	1380
08	Inspector (Unarmed)	5070	114	5184
09	Inspector (Armed)	807	Nil	807
10	Inspector (Traffic)	878	Nil	878
11	Sub. Inspector (Unarmed)	20301	798	21099
12	Sub. Inspector (Armed)	2828	Nil	2828
13	Town Sub. Inspector (TSI)	432	Nil	432
14	Sergeant	2107	57	2164
15	Assistant Sub. Inspector (Unarmed)	17546	1074	18620
16	Assistant Sub. Inspector (Armed)	7669	Nil	7669
17	Assistant Town Sub Inspector (ATSI)	2047	Nil	2047
18	Naik	7495	176	7671
19	Constable	116962	12741	129703
	Total	186953	15245	202198

Source: PHQ (up to 8/7/2020)

4.2 Recruiting of manpower in Bangladesh Police

There are three levels of entry in Bangladesh Police. That is Assistant Superintendent of Police (ASP), Sub-Inspector/Sergeant, and Constable. Require educational qualification for constable is SSC and other two ranks minimum Bachelor degree.

Three(3) Levels Of Entry In Bangladesh Police



- A) The highest rank of recruiting candidates into Bangladesh Police is Assistant superintendent of Police (ASP). It is the entry-level in the cadre service. Two-thirds of ASPs are recruited directly and one-third are filled from the Inspector by promotion. Bangladesh Public Service Commission (BPSC) conducted the recruitment through the Bangladesh Civil Service (BCS) examination.
- B) (i) Candidates are recruited in the post of Sub-Inspector which is the mid-level entry rank of the Bangladesh Police. Fifty percent are recruited directly and the rest fifty percent are filled from Assistant Sub Inspector through the promotion. The recruitment process is conducted by Police Headquarters.

(ii) Sergeant is also the mid-level entry post. Police Headquarters are directly recruited, Sergeant. Only males can apply for this post up to April 2014. In May of 2014, entry is open for all. (PHQ) . Now 57 women are working in the rank of sergeant all over the country.

- C) The lowest rank in the Bangladesh Police as a constable. It is also the primary entry-level of Police. The recruitment for this position is overseen by the concerned district Superintendent of Police.

Bangladesh Police has reservation policies for several entry levels to retain a set quota for women. In 1972, the Bangladesh government provided a 10% quota in the Bangladesh Civil Service for “war-affected” women in recruitment policy. Very few women came forward to avail of this. In 1985, the war-affected women’s quota was reclassified as a general 10% quota for women in the civil service (Yasmin, 2010). Recently this quota system in cadre service stops by government policies but it should be rethinking. There is a 15% quota for women in two non-gazetted ranks: Sub-Inspectors and Constables in Bangladesh Police. (Bd Police)

4.3 Representation of Women in Bangladesh police.

The total strength of the Bangladesh Police is 202198(8/7/2020). Out of total forces, women are 15245 in number that is around 7.54% of the police. It is encouraging that the percentage of women in the force increased by roughly 1.5% since April 2014 when women numbered 6,853. Within a short period, it is increasing significantly. (Pervin 2019). This steady rise from 2009-2020 when the percentage of women participation in the Bangladesh police is around 1.87% and within the short period of years it shot up around 7.54% (PHQ: HRM). The participation of female in the police department in different ranks are given below:

Table-2

Sl No	Designation	Female	Total
01	Inspector General (IGP)	Nil	1
02	Additional Inspector General (Addl. IGP)	Nil	18
03	Deputy Inspector General (DIG)	Nil	67
04	Additional Deputy Inspector General(Addl. DIG)	5	105
05	Superintendent of Police (SP)	70	584
06	Additional Superintendent of Police (Addl.SP)	110	941
07	Assistant Superintendent of Police (ASP)	100	1380
08	Inspector (Unarmed)	114	5184
09	Inspector (Armed)	Nil	807
10	Inspector (Traffic)	Nil	878
11	Sub Inspector (Unarmed)	798	21099
12	Sub Inspector (Armed)	Nil	2828
13	Sergeant	57	2164
14	Town Sub Inspector	Nil	432
15	Assistant Sub Inspector (Unarmed)	1074	18620
16	Assistant Sub Inspector (Armed)	Nil	7669
17	Assistant town Sub Inspector	Nil	2047
18	Naik	176	7671
19	Constable	12741	129703
	Total	15245	202198

Source: PHQ (up to 8/7/2020)

4.4 Women Police in the International Platform- Especially in United Nation Peacekeeping Mission

Starting its journey in CIVPOL back in 2000 Bangladesh Women Police is contributing exemplary dedication in Peacekeeping Mission including CIVPOL, UNPOL, SECONDMENT, and FPU which has placed them as a key driving force in promoting social cohesion in a different area of conflict.

The number of women police participating in the UN Peacekeeping Mission stated below:

Table -3

Presently deployed Female Peacekeepers

FPU	MONUSCO-1	82	154	161
	MINUSMA-1	22		
	MINUSMA-2	21		
	UNAMID-1	29		
IPO & UN JOB	UNPOL	6+1	7	

Mission Completed Female Peacekeepers

FPU	1337	1407
IPO/UNPOL/Secondment	70	

Source: Undesk, PHQ. (As of 23/09/2020)

5 Results and Discussion

Now the total number of Bangladesh police is 202198. Out of them, women police are 15245. The percentage of women police among the total police force is around 7.54. The total number of 1st class gazetted officers (From ASP to IGP) is 3096. Out of them, women officers are 285. The percentage of women officers is around 9.20. The total women force is 15245. Out of them, women officer is 285. The percentage of women officers among the women police is around 1.87. Personal observation and data were collected from a senior women police officer regarding analyses of women police administration. The participation of women officer (ASP to Up word) in Bangladesh police are given below:

Table 4

SL	Designation	
01	Additional Deputy Inspector General (Addl. DIG)	05
02	Superintendent of Police (SP)	70
03	Additional Superintendent of Police (Addl. SP)	110
04	Assistant Superintendent of Police (ASP)	100
	Total	285

Source: PHQ (Up to 8/7/2020)

Reason to join the police service- 50% of respondent replied security, 10% of respondents said that they joined in police service for pride and prestige, 20% of respondent expressed family decision, 10% of respondent said power, and 10% of respondents said other reasons to join the police organization.

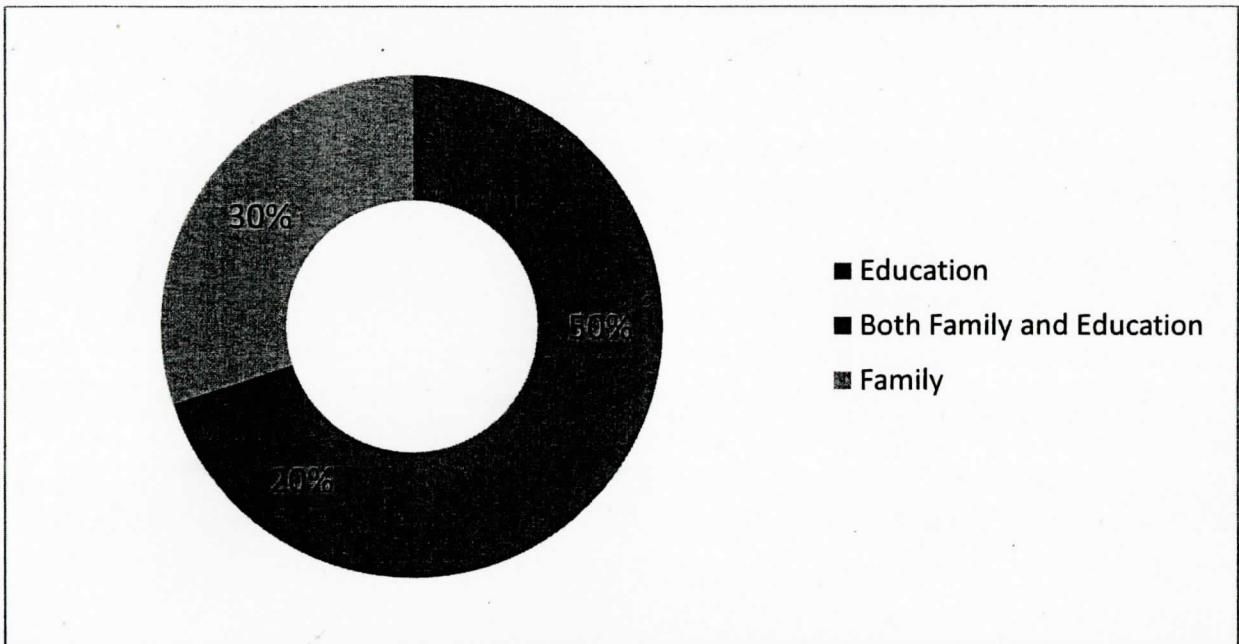
Marital status of the Police officers- All respondents are married. There is no bar to getting married in joining cadre services.

Educational status of the Police officers- All respondents are completed a Masters degree. The majority of women leaders are truly highly qualified.

Factors that help women to develop leadership qualities- 20% of respondents said that training could develop leadership qualities, 30% revealed that changing the mindset of a male colleague can developed leadership qualities if they don't criticize or creates any difficulties when women officers take a decision. 20% stated that self-motivation can increase qualities. 20% of respondents revealed both change mindset of male colleagues and self-motivation can develop leadership qualities. Rest 10% said support comes from senior management to improve leadership qualities.

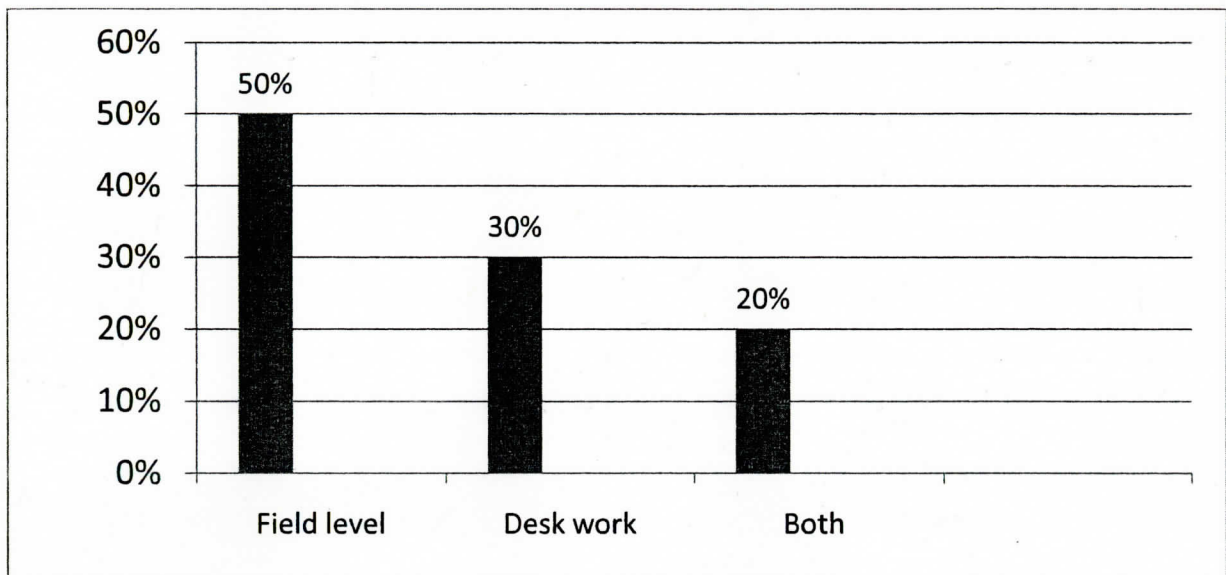
Factors that help women to reach their position - 50% of respondents expressed their education helps them to reach their position, 20% of respondents revealed both their family and education and the rest 30% of respondents replied that they reach their position for the support of their family.

Figure-1: Factors that help women to reach their position



Women police prefer to work in the department- 50% of respondents gave their opinion that they prefer to work in the field level. The police department has many units where women police are working. Policing is a challenging job. Working in this area is not like other organizations of government. Work at the field level is very much challenging and a place of taking instant and prompt decisions. To become a women leader field is the best place. Unfortunately, authority is reluctant to post women as a field officer. 30% of women police prefer to work in desk work. In desk jobs, they work like other government officials. The extra time they engage themselves in household works, taking care of their children and husband. Rest 20% of respondents prefer both field and desk level works.

Figure-2: Women police prefer to work in the department



Taking decision- For effective leadership, it is very much essential to take instant decisions on the arising situation. All respondents expressed that they didn't face any difficulty to give orders in a particular situation. They can take decisions on the spot as senior-level officers. But some of them verbally expressed that sometimes they face difficulties by their senior or same rank male colleague.

Having unwanted experience- Respondents identified they did not face any critical remarkable occurrence among the group members. Out of set questioner, some respondents opined that sometimes they are criticized by their male colleague.

Impediments to become a leader in their posting place- 40% of respondents gave their opinion that the impediments to becoming a leader in their posting place are patriarchy mentality. Policing is a challenging job. In our country, it is very much usual that policing is a muscle's work that means man's job. From 1974 to 2020 the total number of women is 15245 out of 202198. So, the patriarchal mentality is prevailing in police departments. 50% of respondents gave their opinion that lack of mentor is another impediment to becoming a leader in their posting place. 10% of respondents gave their opinion that personal incapability impedes becoming a leader in their posting place. They have a lack of confidence as a leader. They will overcome their short comes by training, counseling, and mentoring.

Challenging Factors

Some of the respondents gave their observations out of the set questioners. They and sometimes they observed challenges happened with their women colleagues. Researchers have some experience of being a police officer. Challenges are-

Absence of proper policies and career planning - Bangladesh police work with ancient laws that were introduced in the British period. In those rules and regulations, there are some barriers. The police department doesn't have their career plan. Officer especially women officer are become frustrated to do their job.

The pessimistic outlook of male colleagues- Our society still believe that policing is a man's job. Women are not suitable to do policing works. Especially during the decision-making process, women are suppressed by male officers. The pessimistic mindset of a male colleague thinks of a woman officer only as a woman. Even sometimes they get misbehavior from their male subordinates.

Family Responsibility- Women police faced more hurdles in the workplace. Most of the women opined that they are very much disappointed over managing both professional and family obligations because they do extra hours duty. Our cultural heritage is like that woman did every household works. A woman has to look after their houses and also work in offices that they face a double burden (The Daily star 2016).

Insufficient women-friendly service and facilities- The services and facilities like daycare centers, transportation, friendly working environment, different infrastructure like separate toilet, women resting rooms, prayer place, accommodations are insufficient. It is hampering the women's workforce in their position.

Frequently transfer- One of the problems of women is frequent transfer. It becomes more crucial if both husband and wife are a service holder and they posted in different places. It hampers their family life. Children are suffering from schooling and socialization. Sometimes women faced hazards of physical as well as mental as a result of their posting in remote places and emergency duties. (CHRI 2015).

Lack of security- Women police feel insecure in their posting places. They are afraid of posting to remote places. Sometimes they cannot work properly because of insecurity. Women are affected by the biases of posting in the field.

Harassments- Women's participation in policing is increasing. Unfortunately, harassment also increasing. They experience harassment from a colleague of the same rank, sometimes from a senior. Even though sometimes from junior colleagues also.

Lack of social awareness- A belief exists in our society that challenging job is not suitable for women. Women are soft physically and mentally and they can serve only desk or soft nature of jobs. Women police officers are not well accepted by most of our people. Very few people motivate women to join or carry on such a job.

Recommendations

Proper Policy - A sustainable policy should be established about recruitment, promotion, leave, transfer, and posting. To keep reservation of quota for increasing women participation and recruit more women in higher ranks. Both husband and wife, facilitate the same work station.

Change the patriarchal mindset- Department may take the motivational initiative to change the mindset of both society and male colleagues also. Posted women officer in decision taking challenging arena to build up the confidence to the women police and set an example for others.

Create a women-friendly working environment- Women friendly working environment should be established for better services from the women police. Every police units should have separate toilets, a restroom for women police. Daycare centers may be established in every unit so that women can serve without any tension for their babies. Better accommodation, transportations should be provided to women employees.

Training, mentoring for women police- To build up confidence and developed a skilled women police department should launch a training program. Mentoring and support from senior management are very much needed for better services by the women police.

Reduce Harassments- To reduce harassment department should take a zero-tolerance policy. Also, arrange gender-sensitive awareness and training. The work of the Bangladesh Police Women Network (BPWN) should be expanded.

Social Awareness Building- To increase the participation of women in a challenging job like policing government should take initiative. It may be an article in the secondary level textbook, motivational things may express through electronic and print media.

6. Conclusion

Bangladesh police can survive in an unfriendly, deplorable environment. Women police have to make sure their leadership position through hard-working, proper leadership training, dedication, self-motivation, and self-confidence in their work. The agendas of policymakers to gender equity in all sectors and women empowerment. Without empowering women, sustainable development of the country is not possible. Women's participation in all sectors has positively changed continuously. Even though they participate in challenging profession. Policymakers should take the necessary steps to remove barriers so that they can work properly and give better service to the nations. Empowering women build their confidence and increase self-respect. So government should take proper initiative for increasing women's participation in a challenging job like police administration.

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Questionnaires

1. Marital status

- (a) Married (b) Unmarried (c) Divorce (d) Widow

2. How many years you are working in a police service?

- (a) Less than 5 years (b) More than 5 years
(c) Less than 10 years (d) More than 10 years.

3. Educational Qualification

- (A) BA/BSC/Bcom (b) Honors (c) MA/ Msc/ Mcom (d) Higher degrees

4. What is your rank?

- (a) ASP (b) Addl. SP (c) SP (d) Addl. DIG/ DIG

5. Do you enjoy the service?

- (a) Yes (b) No

6. Do you have any barriers to join in policing?

- (a) Family (b) Socio-economic condition (c) Education

7. What are the factors that help to come to this position?

- (a) My family (b) My education (c) My socio-cultural environment.

8. Why do you join the police service?

(a) Pride and prestige (b) Security (c) Power (d) Family.

9. Are you empowered by getting this job?

(a) Yes (b) No

10. What type of work do you prefer to do in policing?

(a) Desk work (b) Fieldwork

11. If you are transferred to the field unit, will you accept-

(a) Happly (b) Sadly (c) Encouragingly

12. Do you get family support to do your challenging works?

(a) Yes (b) No

13. Do you listen when your staff faces any problem in his/her work?

(a) Yes (b) No (c) Feel boring (d) Less attentively (e) More attentively

14. What do you like more?

(a) Your staff feels you with fear (b) Your staff feels you with friendly.

(c) Your staff feels comfortable (d) Your staff feels you as a leader.

15. What are the impediments to becoming a leader in your posting place?

(a) Patriarchy mentality (b) Lack of mentor (c) Officer as a women

(d) Personal incapability

16. Can you remember, anybody challenged your leadership in the group?

(a) Yes (b) No

17. What do you prefer to do assign work?

(a) Self-motivated (b) Supervision by you senior

18. what are the factors that help women to develop leadership qualities?

(a) Training (b) Mentors (c) Networking (d) Change mindset of a male colleague (e) Self-motivation (e) support come from senior management

19. What is your working environment?

(a) Friendly (b) Unfriendly (c) Negative attitude

20. Did you have any unwanted experiences among your group members?

(a) Yes (b) No