

# **WOMEN IN BANGLADESH POLICE: A STUDY ON GENDER PERSPECTIVE**

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## **INTRODUCTION**

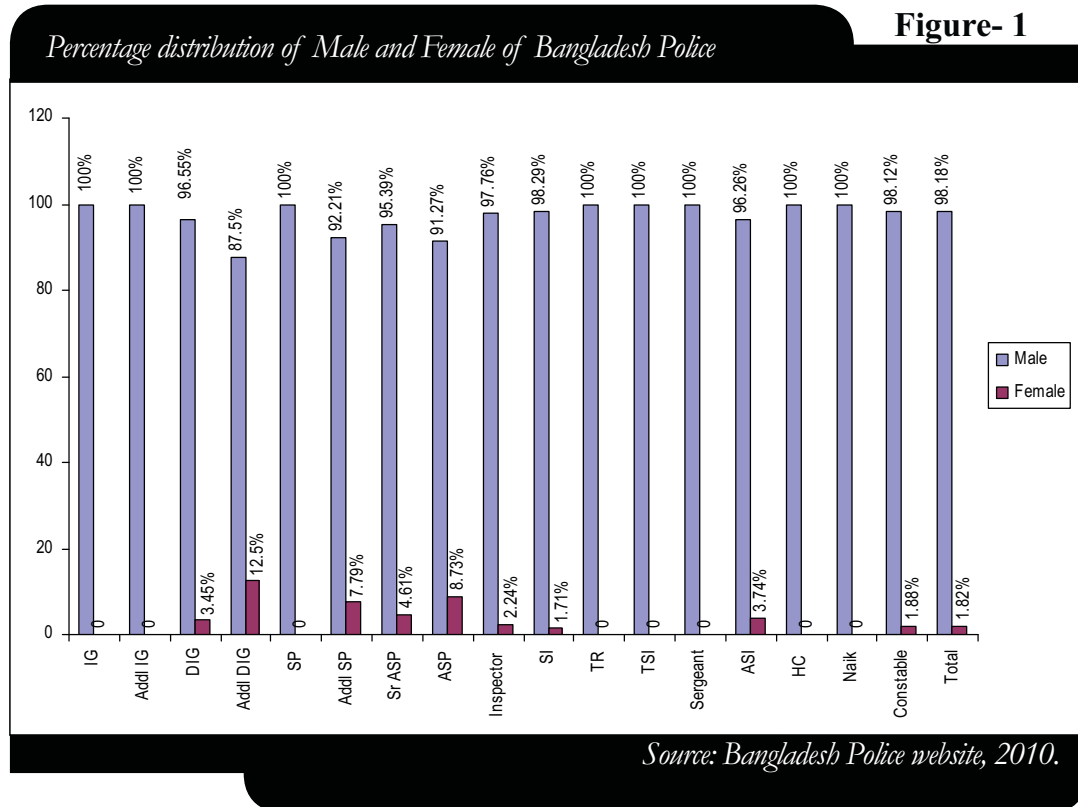
All along policing has been considered to be a profession dominated by male. The social taboo for a profession which has been absolutely imprisoned within the citadel of the male forbids women to choose police as a profession. More so, social and cultural barriers reinforced by the absence of any robust effort on the part of the police profession to attract the women into it have created a stumbling block for the induction of women in Bangladesh police. Given the fact of the limited access to this male dominated profession, it is interesting to note that gradually the women have been breaking the barriers to take up police job as a profession. However, their performance is measured in the context of established male standard which have rendered them virtually invisible in the realm of equity model at least in terms of contribution to this profession (Sahoo, 2008). The role, status and performance of the women police in Bangladesh, people's perception of the women police and the difficulties faced by the women police especially the role conflict arisen from their multiple roles while discharging their duties have been distinctly one of the neglected areas of research in Bangladesh. However, the present study attempts to examine the problems, issues and social perception emerging out of the role of the women police in Bangladesh from the gender perspective.

## **Background of the Study**

Bangladesh witness more number of males than women since it is one of four countries in the world where male outnumbered females. Moreover, Bangladesh is characterized by a patriarchal, patrilineal and patrilocal social system. In spite of this preponderance of men over women, a large number of Bangladeshi women are engaged in various sector of the economy especially garment's workers constitute a huge number of women. There have been the sizable number of women also working as teachers, lawyers, journalists, employees of government and nongovernmental organizations (NGOs). Their activities, in turn, contribute to the transformation of the traditional values and the gender roles of the Bangladeshi women (Pal, 2001). Still then, the society manifests the gender discrimination almost in all other spheres of life so as to facilitate them to participate actively in the social, cultural, economic and political life of the country. However, the Constitution of Bangladesh [Article, 9, 10, 27, 28(1), 28(2), 28(3), and 65(3)] guarantees equal rights to all citizens,

but in family matters such as marriage, divorce, custody, maintenance laws have been believed to discriminate against women (Mridha, 2008). It is against this background that the gender perspective of the women in Bangladesh police shall be taken into consideration:

In view of the above strength of the women police vis-à-vis male police, Bangladesh Police demonstrates the bigger gap between male and female police



in matters of intake into police. It is interesting to note that some of the rank does not even represent a single woman police.

**Review of Literatures: Gender Role in Law Enforcement**

The women police and their role have generated issues in gender debate and related literature of recent years. A significant number of such researches have been carved out in the context of Indian Police namely Rao’s (1975), ‘Women Police in India’, Ghosh’s (1981) ‘Women in Policing’, Mahajan’s (1982) study ‘Indian Police Women’, Pandurangan’s (1983) ‘Women Police in India’, Aleem’s (1991) ‘Women police and social change’, Vishnoi’s (1999), ‘Women Police in India’, Bhardwaj’s (1999) ‘Women in Uniform: Emergence of the Women Police in Delhi’, Ali in his work, (2006) ‘Performance of Women Police’, Deshpande

(2007) in 'Women Police: A socio-economic Analysis in Urban Background', Sahoo (2008) in 'Women in Police Profession: An Empirical case of Delhi Police', Natarajan (2008) in 'Women Police in a changing Society: Back Door to Equality'. Since women constitute a tiny minority of police service, all these studies argue that the women police are not markedly visible and do not have equal opportunity of career development in the police service. All these studies have recognized the importance of the women police, have explored the socio-economic profile of the women police with a focus on the role conflicts afflicting the women police. But all these have not assessed the gender role in the enforcement of law in a given society at the macro level.

There is an extreme paucity of any research on women police in Bangladesh. However, Huda, (2009) 'Women Police in our criminal justice administration' in '*Bangladesh police: issues and challenges*', discussed subtle barriers to expand the role of the women police in the changed enforcement ethos and failure to integrate them into the mainstream policing in Bangladesh. Rahman, Akter and Faud (2009), 'Women in Policing: An empirical study on Bangladesh Police' in '*Understanding Crime and Policing in Bangladesh*' eds Rahman, Rahman, and Kashem analyzed the socio-economic profile of the women police and the problems faced by the women in the police service and family life. The study, done at the micro level, is sketchy.

### **Scope of the Study**

The scope of the study about the women in Bangladesh police is enormous in the context of the present day socioeconomic condition. The enforcement of law is highly imperative to arrest the surge of such crimes like the violence against women, trafficking of women and acid throwing. The overview of such crimes shows that a large number of women, both as victims and offenders, are involved [Interview with DIG (Crime) 3<sup>rd</sup> July, 2020]. In the context of security and liberty of women, women instead of males should be assigned to deal with female victims of crimes, to search female prisoners and to keep guard over female prisoners in police lock-ups in addition to the enforcement of law and allied police jobs (Vishnoi, 1999). There are the following statistics of women interned in jail in Bangladesh:

**Table- 1***Statistics of Women Hazati, Prisoner and Detenue from 2005 to 2010*

Year	Hazati	Prisoner	Detenue	Total
2005	12,535	2,578	--	15,113
2006	12,980	2,385	--	15,365
2007	14,518	2,631	08	17,157
2008	16,681	3,041	02	19,724
2009	16,753	3,162	01	19,916
2010	5,373	855	02	6,230

*Source: AIG, Prison, 2010.*

Women now outnumber the men in the formal sectors of employment, particularly in the garment manufacturing sectors in Bangladesh [Gender Statistics of Bangladesh 2008 (2009)]. But the female perspective to the prevention of crime and general police strategies have not received due attention from the society. It is imperative to integrate the security perspective of the working women into the enforcement ethos of police strategies. Therefore, more and more women police will be required for the enforcement of law and order involving women in Bangladesh. But the women police have not been strengthened as a potential catalyst to cope with the changing situation. The number of women police is very low i.e. 1.82% of the forces of uniformed manpower in Bangladesh. The total strength of Bangladesh police is 1, 24,366. Of them, the total male is 1, 22,097 whereas the total strength of the women police is 2269.

### **Objectives of the Study**

The present study is primarily an exploration into the life of police women in the context of Bangladesh. Therefore, the main objectives of the present study primarily focus on the following issues:

1. To assess the socio-economic profile of the women police.
2. To evaluate the role of the women police in the context of gender issues with a focus on problems and issue, they encounter and social perceptions they hold.
3. To examine the socio-economic factors that have contributed to women's joining police services.
4. To draw the general understanding of the police women's perceptions on their training, promotion and other related dimensions in the Bangladesh police.

## Methodology

Since this research is an attempt to evaluate the role of the women police with reference to problems, issues and social perception, both the primary data and the secondary data have been collected. The data collected were then processed and analyzed quantitatively and qualitatively by using Statistical Packages for Social Sciences (SPSS). More so, the researcher's close attachment with the institutional memory of the police and the personal experience gathered over a long period of time have given a new dimension to form pragmatic opinions and empirical analysis in respect of the women police in Bangladesh. For Stratified Random Sampling of the study, the sample size consisting of Inspector of Police, Sub-Inspector, Assistant Sub-Inspector and Constables was fixed at the figure of 100, *i.e.* around 4.63% of the total universe, which would justify the reasonable representation to various subordinate ranks of police. In accordance with the ranks of the women police, they have been grouped as under:

**Table- 2**

*Sample Size According to the Rank of the Women Police as against the total population*

<b>Rank of Women Police</b>	<b>Total Number of Women Police</b>	<b>Number of the Respondents</b>	<b>%</b>
Inspector	53	7	13.21
Sub-Inspector	189	33	17.46
Assistant Sub-Inspector	253	40	15.81
Constable	1663	20	1.20
Total	2158	100	4.63

## Limitations

Since the women police have not been employed in every unit of Bangladesh police, therefore, the research may fail to appreciate the multidimensional approach to the law enforcement by the women police in a problematic society. On the other hand, women Assistant Superintendent of Police (ASP) and officers above the rank of ASP and the male police personnel have been excluded from this study and therefore, the study lacks the evaluation of their perceptions and viewpoints with regard to the subordinate women police in the field for wider understanding of the phenomenon. No case study was made at all within this limited time frame.

**Women in Policing: International and Bangladesh Perspective**

The emergence of the women police is of relatively recent origin. In 1922, the Convention of International Police Heads recognized the women police as an important organ of the modern police to be assigned to investigate and prevent the commission of crimes. (Vishnoi, 1999). The United States was the pioneer in inducting the women in the enforcement of law and allied works. The International Women's Police Association came into being in 1915 (Vishnoi, 1999).

<i>Year of Entry of Women in Police in Different Countries</i>		<b>Table- 3</b>
Name of the Country	Year in which Women Entered Police Service	
Australia Canada	1915 (Two women) 1896 (Matrons) 1974 (1 st batch of woman police)	
France	1969	
Great Britain	1907 (Police Aide); 1916 (Police Woman)	
Guyana	1953	
India	1938	
Israel	1960	
Japan	1946	
New Zealand	1942	
Poland	1925	
Sweden	1957	
USA	1845 (Police Matron); 1893 (Chicago-1st Women in Policing)	
West Germany	1903 (Police Woman)	

*(Source: Vishnoi, 1999: 39.)*

In 1939, the women police were appointed in Kanpur (UP), Mumbai, Kolkata and Chennai for the first time in India (Rao, 1975; Ghosh, 1981; Mahajan, 1982). However, it was only after independence that women were recruited on regular basis in various states in the country. By 1975, women were inducted in the police department in most of the states of the country. Kiran Bedi was the first lady officer joined Indian Police Service (IPS) in 1972 (Sahoo, 2008).

Since the emergence of the women police in Bangladesh in 1974 recruited in the Special Branch to perform plain clothes duties, there have been evolutions in respect of duties and responsibilities assigned to them. First uniform women police were recruited for Dhaka Metropolitan police in 1976. (Shahjahan n.d).

Fatema Begum, now DIG, was the first woman police officer encadred as ASP in 1986 through the civil service examination conducted by the Public Service Commission(Raza, 2008). In the beginning, their roles were limited to assist in interrogation, search of female suspects and escorting the under trial women and children. But at present, they are assigned to perform almost in all spheres of law enforcement (Huda, 2009). It is in this context, the present status and role of the women police in Bangladesh can be evaluated.

### Socio-Economic Profile of the Women Police of Bangladesh

The socio-economic profile of the personnel inducted into any organization gives the important clue to know their background, age, qualification, marital status, religion, family size, relatives, religion, and type of residence etc. However, these will also help to get a clear picture about the background of the women who joined the police service.

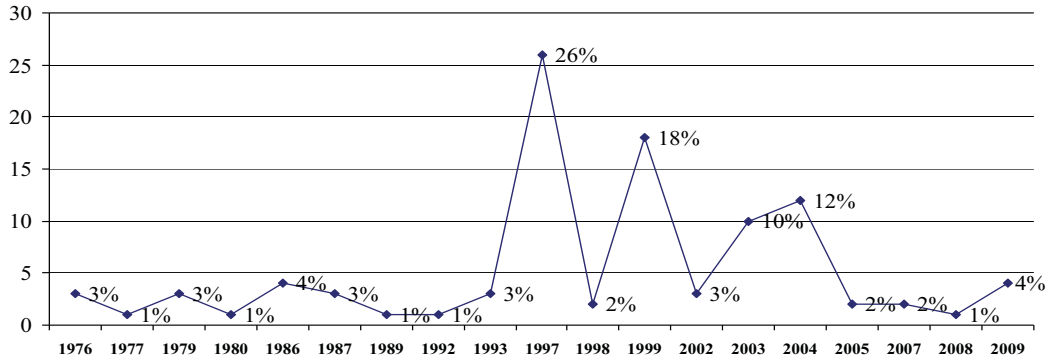
**Table- 4**

*The year of joining of the respondents by rank*

Year of joining	Constable	ASI	SI	Inspector	Total
1976			1	2	3
1977			1		1
1979			1	2	3
1980				1	1
1986			3	1	4
1987		1	2		3
1989			1		1
1992				1	1
1993			3		3
1997		23	3		26
1998			2		2
1999	3	14	1		18
2002	2	1			3
2003	7	1	2		10
2004			12		12
2005	2				2
2007	2				2
2008	1				1
2009	3		1		4
Total	20	40	33	7	100

**Figure- 2**

*The year of joining of the sample respondents*



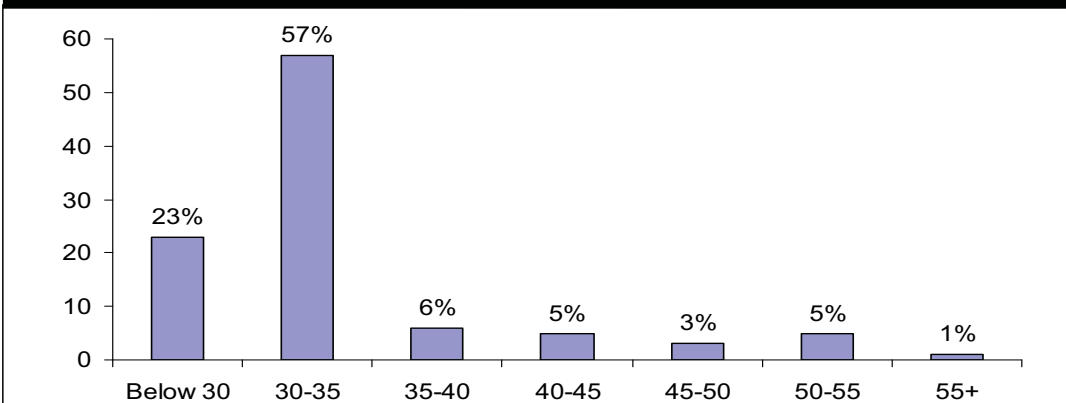
**Table- 5**

*The age (yrs.) profile of the respondents (rank wise)*

Rank	below 30	30-35	35-40	40-45	45-50	50-55	55+	Total
Constable	15	5						20
ASI	4	35		1				40
SI	4	17	5	4	1	1	1	33
Inspector			1		2	4		7
Total	23	57	6	5	3	5	1	100

**Figure- 3**

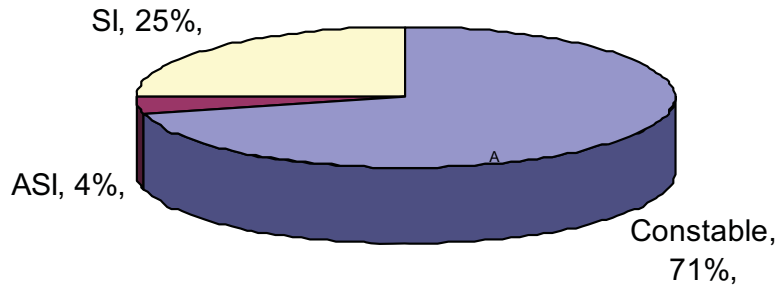
*The age profile of the respondents (in percentage)*





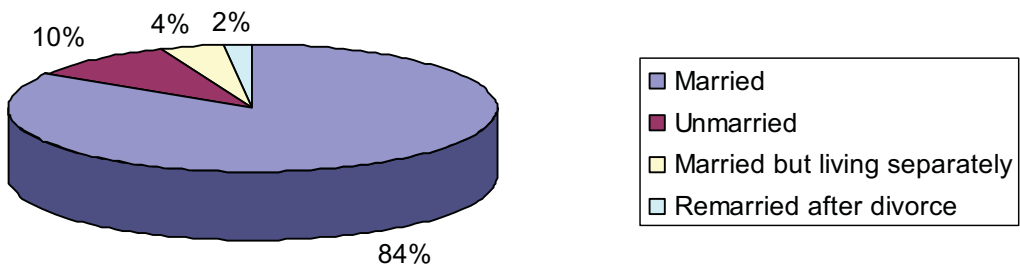
*Respondents entry rank in the police*

**Figure- 4**



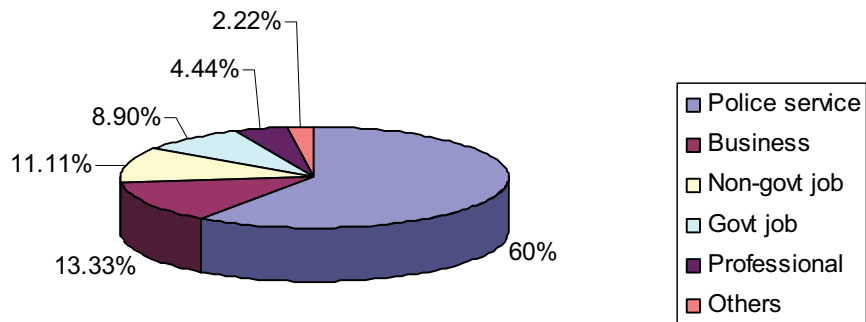
*Marital status of all respondents*

**Figure- 5**



*The occupation distribution of the respondent's husband*

**Figure- 6**



(n=90)

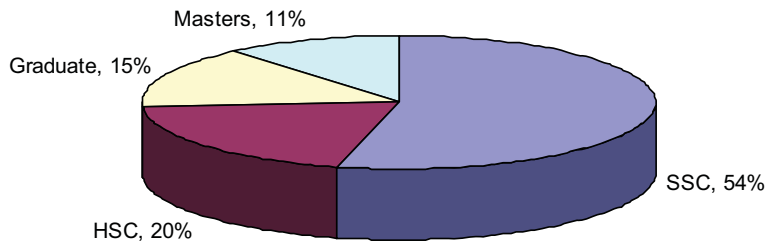
**Table- 6**

*The education level of the respondents at the time of joining*

Factors	Constable	ASI	SI	Inspector	Total
SSC	15	30	9		54
HSC	5	9	4	2	20
Graduate		1	11	3	15
Masters			9	2	11
Total	20	40	33	7	100

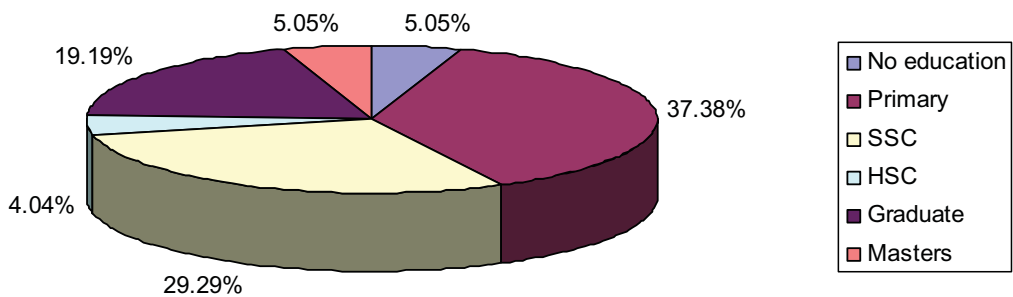
**Figure- 7**

*The education level of the respondents at the time of joining reproduced in percentage*



**Figure- 8**

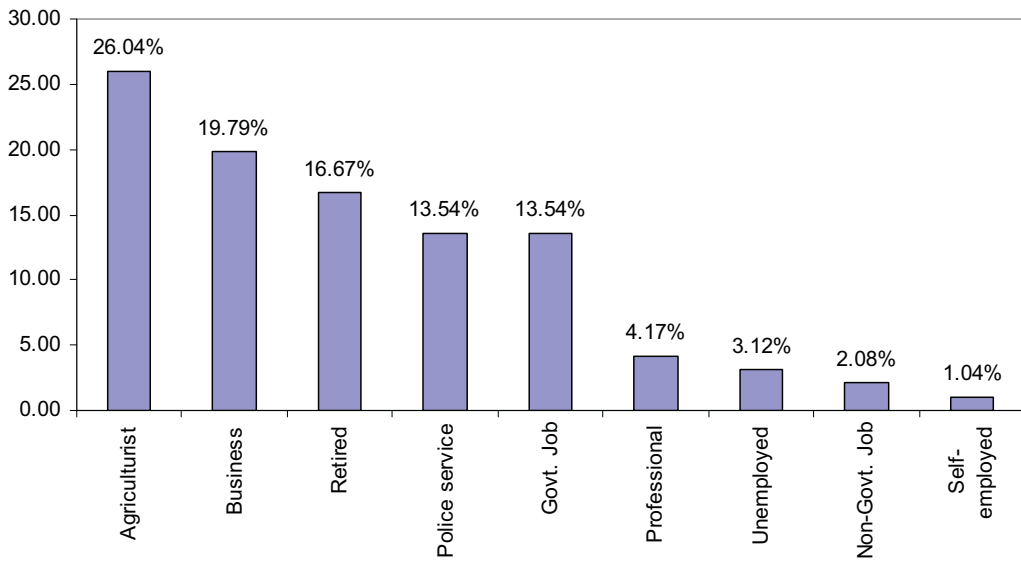
*The education level of the respondent's father*



(n=99)

**Figure- 9**

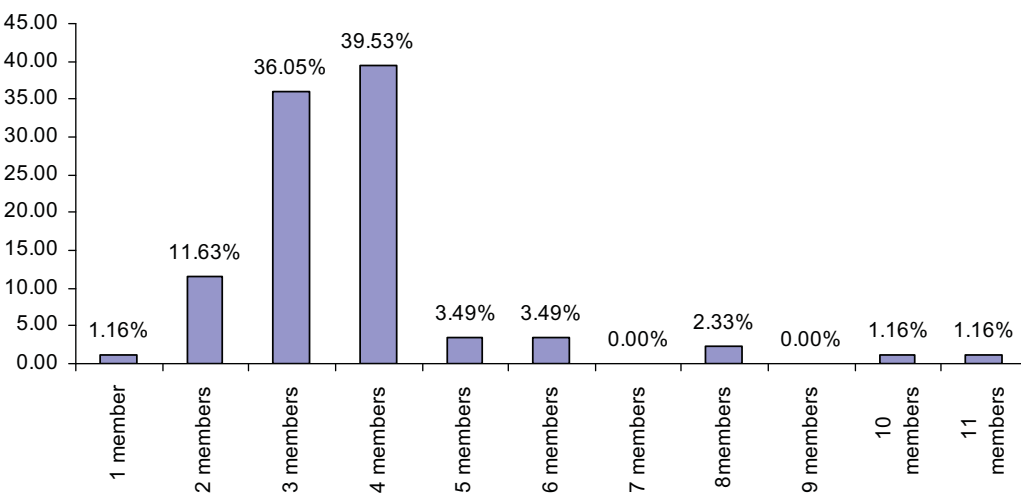
*The occupation of the respondents' father*



(n=96)

**Figure- 10**

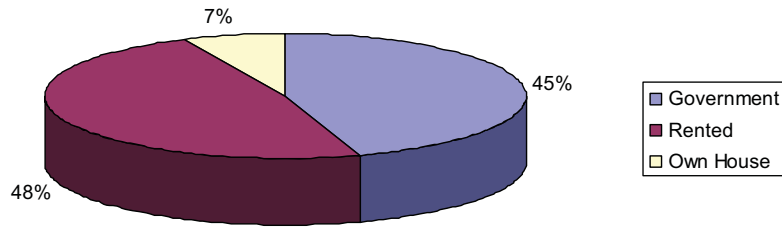
*Family size of the respondents*



(n=86)

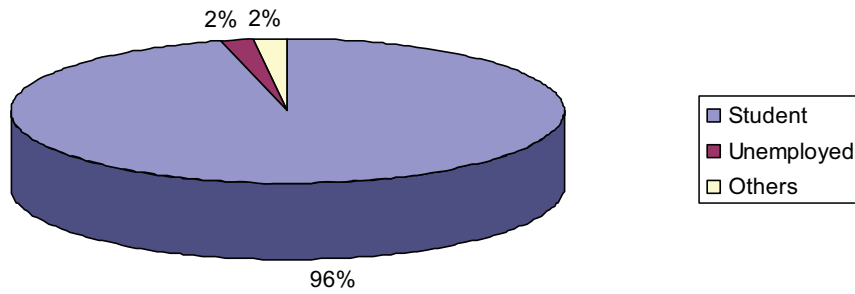
**Figure- 11**

*Type of residence of the respondents*



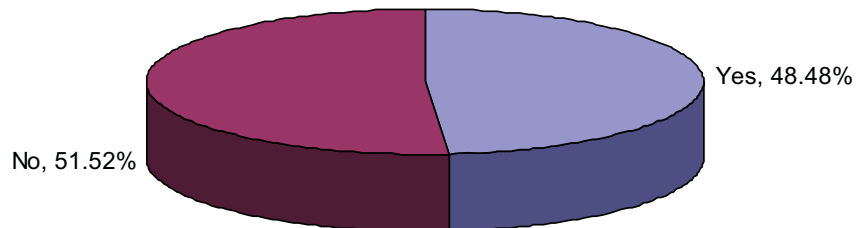
**Figure- 12**

*The occupation of the respondents before joining police*



**Figure- 13**

*Relatives of the women police in the police*



*(n=99)*

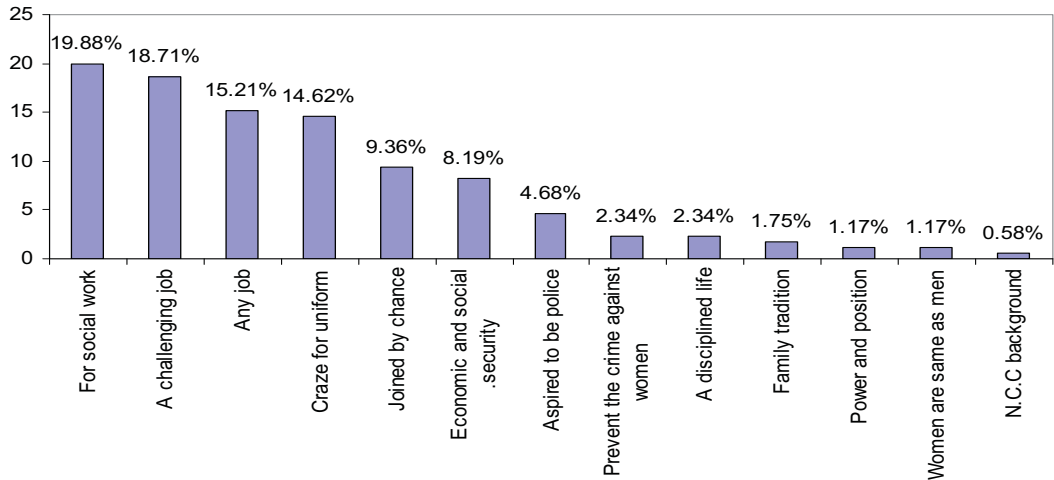
The socio-economic profile from the above tables and figures reveals that the earliest recruitment of the women police in this sample was made in 1976 though the recruitment of the women police in Bangladesh began back in 1974. The figure also indicates that the majority of the sample size are in the age group of 30-35. Almost one third of the sample size joined as constables, the lowest tier of the entry points in the Bangladesh police. A sizable number of them were promoted to the higher ranks. All these indicate that the police department offers ample opportunity to the women police for promotion to the higher rank. The study manifests that almost all except a few respondents were married. Majority of the respondents are Muslims. It reveals that the police women's husbands have been engaged in variety of professions but majority of the women police's husband are male police which means that the police profession for women have not made any significant impact at all levels of society at least in case of this social event marriage. Virtually, they could not break the barriers to go beyond the police family to choose a male as a life partner. As to the formal academic qualification, a good number of them are of minimum SSC level. Except a few, all the fathers of the respondents have various levels of educational background with profession either as agriculturists or businessman or members of police service. 3 members and 4 members' family size dominate the sample. However, respondents have been living either in the government or the rented house. It also reveals that almost all the respondents were studying before joining the police. Since the presence of any relative in the police has sometimes acted as socializing factor for the police women, 48.48% respondents of the sample have relatives in the police department. In spite of perceived constraints and organizational inertia, 51.52% of them who joined the police do not have any relative in the police department. The women police have gone beyond the orbit of familial socialization process. This reflects the increasing sensitization regarding gender issues and empowerment of women taking a stronghold in Bangladesh.

### **Role of the Women Police: Problems, Issues and Social Perceptions**

Policing may not be an attractive job for the women when compared to other jobs in Bangladesh. The inherent nature of the works of police constitute elements of control of behaviour, enforcement of law often at odd hours, prevention and detection of crimes and bringing perpetrators to the court of justice. Such type of work sometimes generates unpleasant social interactions. This job also requires extraordinary strength, hardihood and strong commitments (Natarajan, 2009). In this context, it is interesting to know the role of the women police, problems they encounter in the job and in the society, issues emerge from the activities of the women police and ultimately social perceptions of the women police.

**Figure- 14**

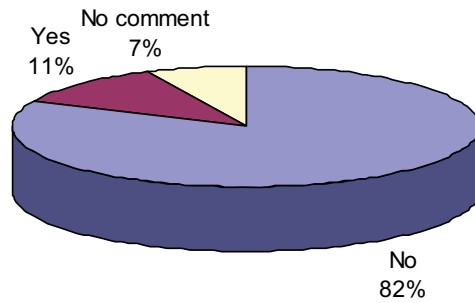
*Factors leading the women to join police*



*(n= 171 because of multiple options)*

**Figure- 15**

*Problems faced by the all respondents during the training under the male police instructors*

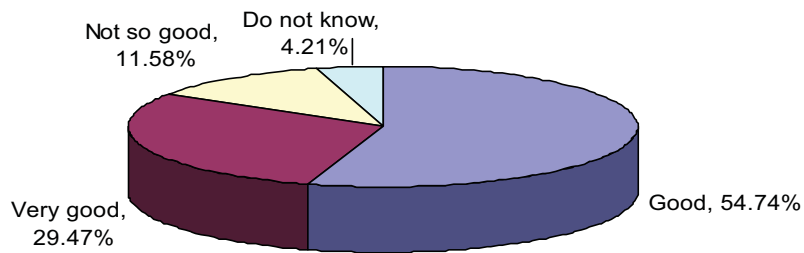


The above tables and figures reveal some factors which motivate them to join the police service of Bangladesh are the scope for social work, craze for uniformed service and liking for a challenging job in the police. Some of the responses emerge to demonstrate that they wanted any job either in the police department or any other organization in order to be independent and thereby they would earn a sense of empowerment in the society. The study also reveals that the majority of the women police have not encountered problems during their training. This demonstrates that the majority of the sample have taken the training very positively in spite of the

fact that the training imparted for the women police are rigorous with the high standard of discipline and regimentation since the training constitutes both tough physical and intimate mental training under the close supervision of the officials. Some of the respondents experienced verbal reprimand, harassment, protective and disrespectful behaviour from the male instructors.

**Figure- 16**

*The perception of the respondents about the general public attitude towards themselves*



(n=95)

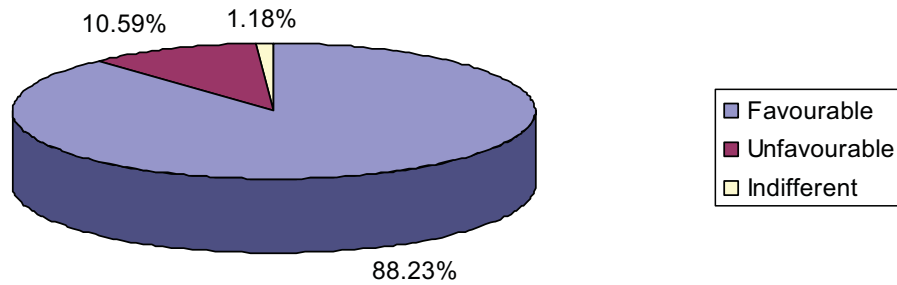
**Table- 7**

*The attitude of the respondents' husband*

Factors	Constable	ASI	SI	Inspector	Total
Favourable	14	32	23	6	75
Unfavourable	1	3	5		9
Indifferent			1		1
Total	15	35	29	6	85

**Figure- 17**

*The attitude of the respondents' husband shown in percentage*



(n=85)

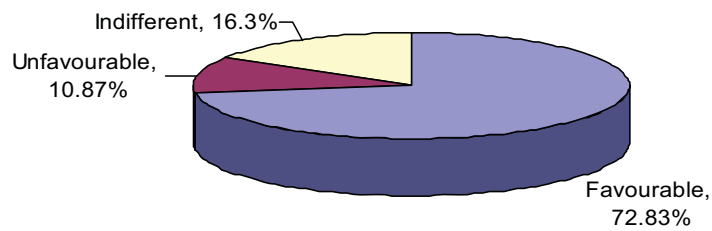
**Table- 8**

*Neighbour's attitude towards the women police*

Factors	Constable	ASI	SI	Inspector	Total
Favourable	12	28	20	7	67
Unfavourable	3	3	4		10
Indifferent	2	4	9		15
Total	17	35	33	7	92

**Figure- 18**

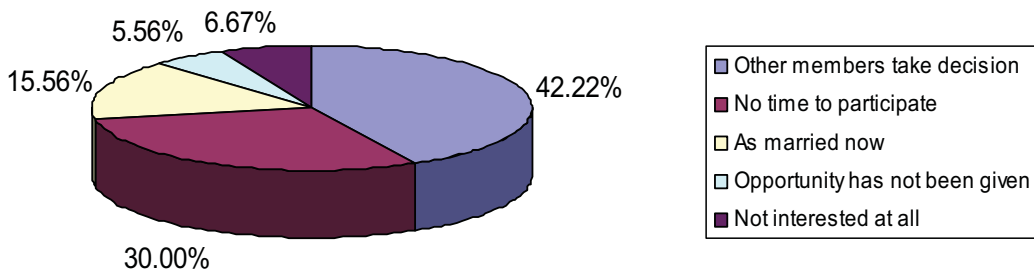
*Neighbour's attitude towards the women police reproduced in percentage*



(n=92)

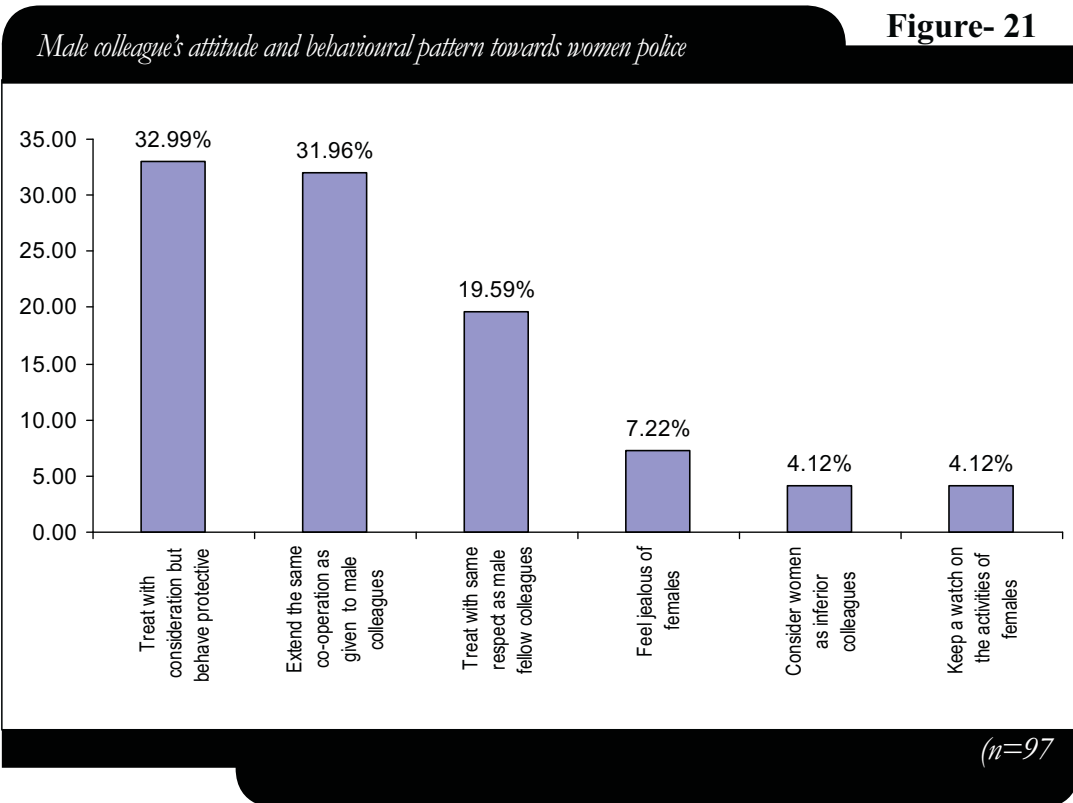
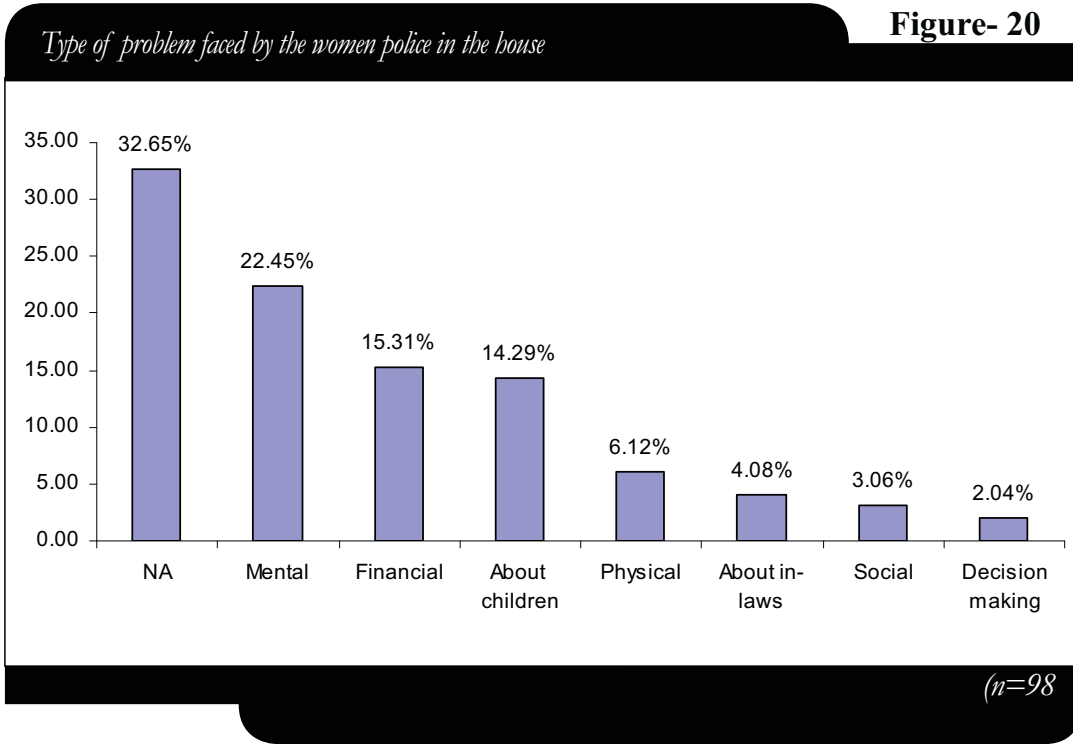
**Figure- 19**

*Factors for not taking any role by the women police in the decision making process involving the family matters*



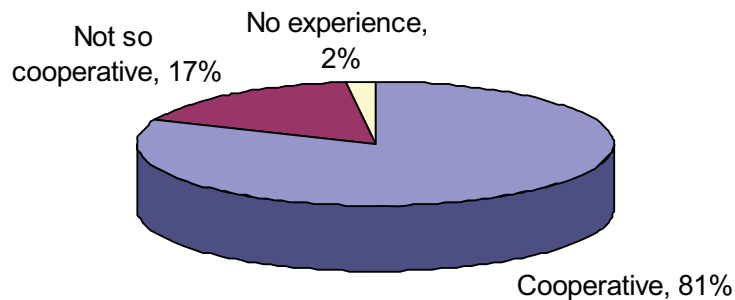
(n=90)



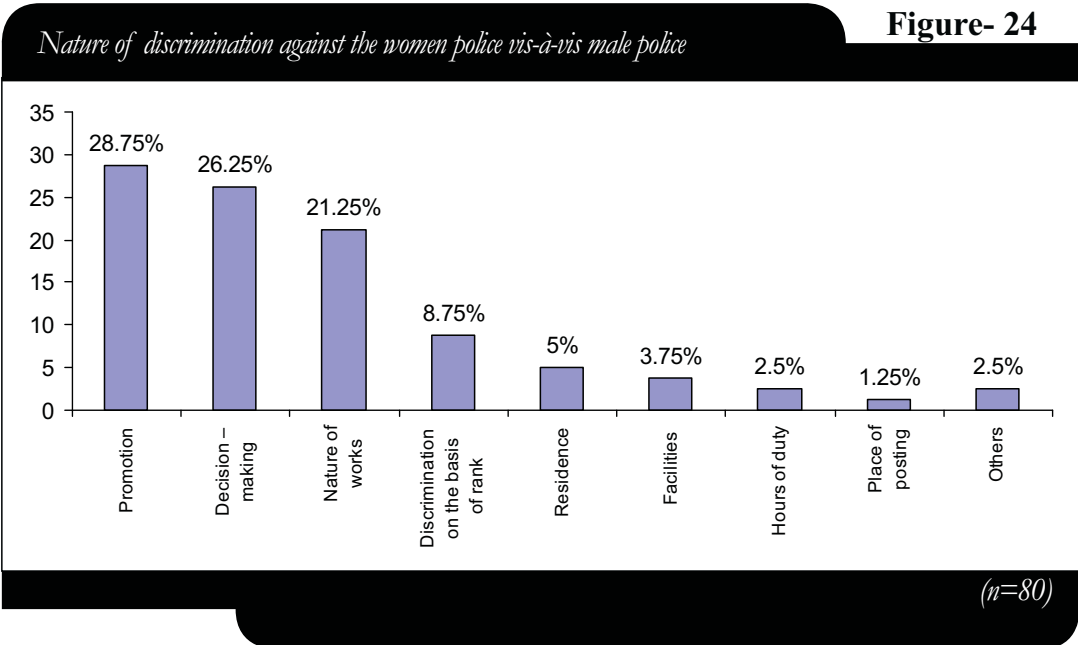
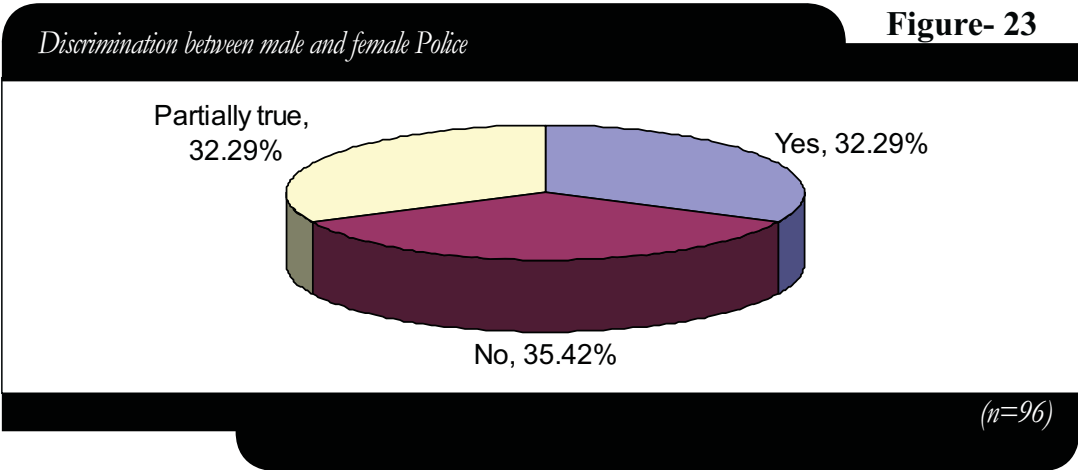


**Figure- 22**

*Behavioural pattern of male colleagues towards women police during night duty*



The above tables and figures reveal that the majority of their husband's attitudes are favourable in the context of rampant and pervasive violence against women. A good number of respondents have felt the favourable attitude of the neighbour and community at large. In spite of the strained police- public relation, the perception of the majority of the women police about the public have been positive having significant impact to bridge the gap between police and public in a fledgling democratic polity of Bangladesh. Majority of the respondents have revealed that the male colleagues extend cooperation which is indicative of the result of the effort taken by the police department to infuse and instill gender sensitization into the minds of male colleagues. However, the women police like other women professionals have not been able to print any impact upon the important decision making processes of the family. In comparison to other professions, women police have expressed some disadvantages with regard to the mental stress, the physical strain, financial insolvency and welfare of the children. The women who serve in the police department do not probably get rid of the job in their own house. The double burden of works both at home and in the police service generates conflicting situation in their behaviour which drags them into a schizophrenic situation. In some cases, financial problem in a multimembered family of subordinate women police may be acute. On the other hand, this is obvious that working place in the police department does not provide any facility such as day care centre for the child of the mother women police. However, respondents are satisfied with the level of safety in their work place.



**Table- 9**

*Factors responsible for discrimination*

<b>Factors</b>	<b>Constable</b>	<b>ASI</b>	<b>SI</b>	<b>Inspector</b>	<b>Total</b>	<b>%</b>
Slow promotion for want of vacancy	8	13	10		31	35.63
Since jealous of woman police, male police does not want women police to do better than themselves.	2	5	7	3	17	19.54
The sanctioned strength of women in the unit is very few		9	4	1	14	16.09
Male police keep all assignments with themselves	2	4	5	1	12	13.79
Night and patrol duties are not assigned to women police	3	1	1		5	5.75
Women police are not efficient in all fields		1	3		4	4.60
Do not know reason	1	2	1		4	4.60
<b>Total</b>	<b>16</b>	<b>35</b>	<b>31</b>	<b>5</b>	<b>87</b>	<b>100</b>

(n=87)

**Table- 10**

*The attractiveness of job in the police for females.*

<b>Factors</b>	<b>Constable</b>	<b>ASI</b>	<b>SI</b>	<b>Inspector</b>	<b>Total</b>	<b>%</b>
Yes	19(95%)	36(90%)	23(70%)	7 (100%)	85	85%
No	1(5%)	4(10%)	10(30%)		15	15%
<b>Total</b>	<b>20</b>	<b>40</b>	<b>33</b>	<b>7</b>	<b>100</b>	<b>100</b>

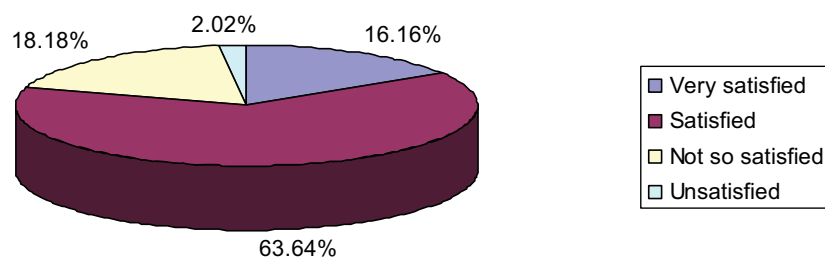
**Table- 11**

*Factors contributed to the attractiveness for police job by the respondents*

<b>Factors</b>	<b>Constable</b>	<b>ASI</b>	<b>SI</b>	<b>Inspector</b>	<b>Total</b>	<b>%</b>
It's secured job for women	4	5	4	4	17	19.77
One can get a police job with minimal qualification,	5	10	2		17	19.77
Police service gives power, position and authority	5	6	2	1	14	16.28
quota for women	1	6	3		10	11.63
Police will be able to promote better image over the time.		2	7		9	10.46
Matter of pride and honour to become a police	2	3	2	2	9	10.46
Unemployment	2	5	1		8	9.30
Craze for uniformed job			2		2	2.33
<b>Total</b>	<b>19</b>	<b>37</b>	<b>23</b>	<b>7</b>	<b>86</b>	<b>100</b>

**Figure- 25**

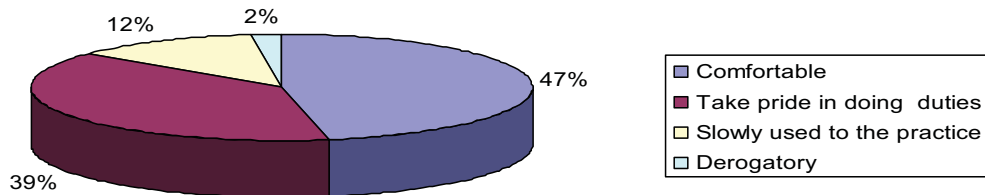
*Job satisfaction level of the women police*



(n=99)

**Figure- 26**

*Feelings as a woman police officer before public during the performance of duty*



**Table- 12**

*Units wherein women police like to serve*

Type of works	Constable	ASI	SI	Inspector	Total	%
Desk work	15	29	23	2	69	46.31
Investigation	1	17	17	2	37	24.83
Duty officer in Thana	2	12	6		20	13.42
VVIP duty		4	3	3	10	06.71
Telephone duty	4	3	1		08	05.37
Patrol		2	1		03	02.02
Sentry duty	0	0	0	0	0	
Traffic duty			1		1	0.67
Execution of process		1			1	0.67
Others	0	0	0	0	0	
Total	22	68	52	7	149	100

*(n=149 because of multiple options)*

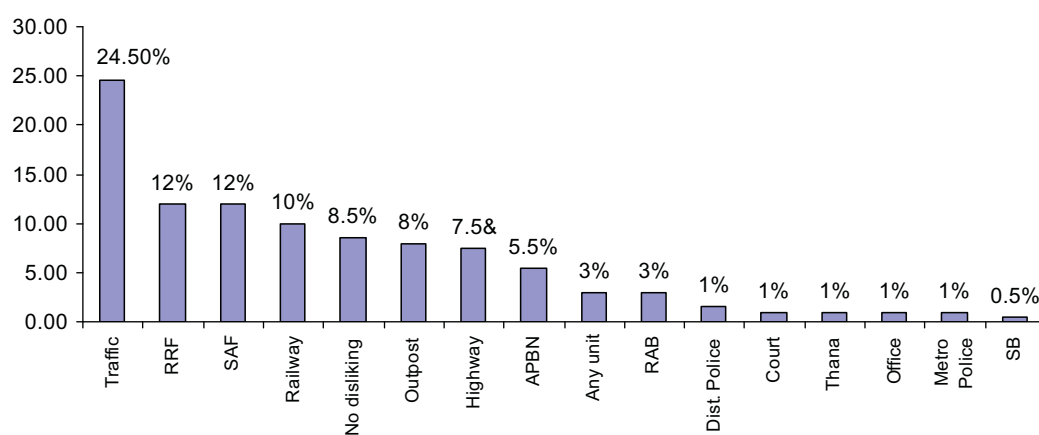
**Table- 13**

*Units wherein women police do not like to serve*

Unit	Constable	ASI	SI	Inspector	Total
Traffic	12	15	18	4	49
RRF	8	8	7	1	24
SAF	1	17	6		24
Railway	4	8	8		20
No disliking	1	9	6	1	17
Outpost	5	4	7		16
Highway	3	6	6		15
APBN	2	5	4		11
Any unit	1	4	1		6
RAB		3	3		6
Dist. Police		1	2		3
Court	1	1			2
Thana		1	1		2
Office	2				2
Metro Police	1	1			2
SB				1	1
Total	41	83	69	7	200

**Figure- 27**

*Units wherein women police do not like to serve shown in percentage*



*(n=200 because of multiple options)*

As the above tables and figures reveal, the respondents have a feeling of discrimination against the male colleagues in matters of promotion, the male jealousy, chauvinism and dominance. In spite of these perceived discrimination in various field, virtual domination of male police and traditionally known as masculine profession, the job satisfaction level of the women police is very good. Moreover, the perception of the women police while they perform their duties in view of the public is very favourable and good. This sort of professional pride and job satisfaction should be instrumental in bringing about a positive dimension in the law enforcement apparatus of the government and also helps in promoting the community based policing in Bangladesh. The professional pride is really an asset of the organization to fulfill its goal in a democratic polity. Since the women police have not been internalized into the mainstream policing, majority respondents have shown strong preference to the desk work and secretariat service. Patrol, traffic duty and execution of process require time, forbearance, energy, stamina and strong commitment. Women police have shown little interest in such work. On the other hand, respondents do not like to serve in traffic, Range Reserve Force, Special Armed Force, Railway, Outpost, Highway, Armed Police Battalion and Rapid Action Battalion etc.

## **RECOMMENDATIONS**

During the survey, a plethora of specific recommendations have emerged out which would ultimately improve the professionalism, self-dignity and recognition of the women police in Bangladesh. Observations and suggestions on the basis of empirical study are given below:

1. More and more women should be recruited in Bangladesh i.e. the quota for the women should either be eliminated or increased. Moreover, their potentialities should be tapped fully and properly by giving them all types of practical training with a view to assigning them to duties in the domain of core policing.
2. In the case of husband police, senior officers should take into consideration to accommodate both of them to the same place so that they may get the opportunity to live together. More so, frequent transfer without valid reason may have a negative impact on the job satisfaction level since it creates enormous complication and problem for the subordinate women police.
3. The women police as a mother has to face enormous mental agonies for not taking care of the child. Generally, the nearest relatives do this job; otherwise domestic help is the last resort. In such cases, a day care centre managed and maintained by police shall be imperative to relieve the women police of this tribulation.



4. Maternity leave for the women police should be extended either for 6 months or more than 6 months instead of four months.
5. The arrangement of vehicles should be made to drop the women police at their residence after the completion of their duty. Pick and drop transport facilities shall be available to the women police to bring them from home to work place whenever they are called for urgent and emergency duties.
6. It has been learnt that the women police have strong preference to be drafted in the Police Formed Unit in UN peace keeping mission since this offers the chance to go abroad and to earn a large sum of money as allowance.
7. A special allowance for the women police should be increased to meet the overall increasing cost of living.
8. The construction of residential accommodation for the women police is highly imperative. The women police barrack should be constructed for unmarried women.
9. Arrangement of a separate ladies' toilet and ladies' room at every police station and units are highly essential.
10. Working hours for the women police should be restricted to 8 hours only. Police work should be in different shifts. Each shift shall be of 8 hours only. 3 shift systems should be followed as work norms.
11. *Salwar Kamiz* should be allowed in the working places side by side the uniform prescribed for the women police. At least, women who are above the age of 40 years should be allowed to wear '*Salwar Kamiz*' or police *saree*.
12. Proper measures and robust efforts should be taken to make the profession more attractive to women so as to break the barrier and misperception about the police with a view to recruiting women from all segments of the society.

In the new paradigm of the police profession, however, the intake of both male and female on the model of gender balance will certainly pave the way for the enforcement of law in a better way to render service to the community in a democratic setting. In spite of the traditional gender based impediments, women shall have to be integrated into the core policing so as to give new impetus to the enforcement apparatus of the country. All members of the Bangladesh police in particular and the society in general shall have to be more dynamic, pragmatic and positive in overcoming the role conflicts encountered by the women police.

## CONCLUSION

In fact, the women police demonstrated better performance than the male in special cases involving the women and the children, community based policing to eradicate minor delinquencies, drug addiction and social crimes. The study finds that the women police have limited role in the process of decision making involving family matters which is also in consistent with the other professional women of Bangladesh. More so, the respondent's job satisfaction level is very good, they received cooperation from their male colleagues though the study shows that the women police with fewer in numbers have not been integrated into the mainstream policing and therefore, their contributions are invisible compared to the male colleagues.

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