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# Work Pressure and Conditions of Police Personnel in Preventing Crime against Women in India: A Critical Study

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## ABSTRACT

*Pressure at workplace of police personnel has been widely studied in many literature and it remains a constant source of discussion even today as police personnel suffer from various negative stress-associated consequences. The long overdue makings aim at insulting police personnel from any pressure whatsoever, particularly, political pressure, separation of investigation from law and order, mental health of police personnel is of major concern, because the pressure police personnel behave in ways that are dangerous not only to them, but also to their colleagues, offenders and public at large, any concern for police personnel promoting. However, it will be incomplete, if it does not take into account the inhuman work culture which is ruling police personnel in India, The police personnel in India work under very severe constraints. The overall work pressure of police personnel, particularly of subordinate and middle rank officers is dehumanizing and DE intellectualizing. As a result, it will be a great difficulty to the police personnel to concentrate effectively to conduct qualitative investigation to prevent crime against women. The researcher has made an attempt to justify that the work pressure of police personnel has unsuccessful to prevent crime against women.*

**Keywords:** *constabularies staffs, literature, pressure, dehumanizing, investigation, offenders.*

## I. INTRODUCTION

Violence against females is a violation of self-esteem, safe keeping and social rights. The problematic is immense, particularly national violence, but also violence against women in conflict situations and against sufferers of human handling. Nevertheless, it is frequently seen as a secretive matter, somewhat that goes on behind closed doors. it is a crime. And the state has a accountability to protect the sufferers. Some countries lack laws that marginalize violence against women. Others have the laws, but fail to appliance them <sup>2</sup>.Police Personnel are one of

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<sup>2</sup> UNITED NATIONS, "Handbook on Effective police responses to violence against women "New York 2010.

the most important organisations of the society. the difficult therefore, happen to be the most visible represented of the government. In an 60 minutes of necessity, risk, crisis, and difficulty, when citizen does not know what to do and whom to approach, the police station and police man happen to be the most appropriate and approachable unit and person for him<sup>3</sup>The police are expected to be the utmost accessible, communicating and active organisation of any society, their roles, functions and duties in the society are natural to be varied on the one hand; and complicated on the other broadly speaking the twin roles of the police are maintained of law and maintenance of order. However, the ramifications of these two duties are numerous which results making a large inventory of duties functions, the police, it explains the issue, provides an impression of related rules and ethics, and gives supervision on how to interpose. In specific case, it focuses on how to investigate acts of fierceness against females—a process that requires considerable sensitivity. this paper will deal with work pressure and conditions of police personnel in preventing criminality against women in India.

## **II. PARTICULARLY VULNERABLE WOMEN**

Violence against women is a worldwide issue of disease magnitudes, which has an impact on all societies. It violates the rights and fundamental freedoms of sufferers. Such violence can have a devastating effect on the lives of sufferers, their families and people. Studies showed on all five regions suggest that no society can consider itself immune from such violence. Violent practices that harass females and girls transcend social, cultural, ethnic and religious boundaries. One in every three women round the world has been battered, enforced into sexual role or else abused in her lifetime—with the addict generally somebody known to her (see the report of the Secretary-General entitled “In-depth study on all forms of violence against women”)<sup>4</sup>. Forceful practices in contrary to females take several different forms, which vary from nation to nation rendering to cultural, social and religious contexts and between different counties within nations. Equally, women do not form a regular group. Differences in ethnicity, social status, religion and age mean that women experience similar acts of violence differently. In particular, some groups of women are more vulnerable to violence and therefore require special dealing and support services. The Declaration on the Elimination of Violence against Women of 1993 defines violence against women as “any act of gender-based fierceness that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including extortions of such acts, coercion or arbitrary deprivation of liberty, whether occurring

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<sup>3</sup>Phani Mohan k, *Functions, Rules and Duties of police in general*. Model Police Act 2016

<sup>4</sup> A/61/122/Add.1 and Add.1/Corr.1.

in public or in held in reserve life period.”<sup>5</sup> The Declaration further specifies (article 2) that this definition encompasses, but is not limited to physical, sexual and psychological violence occurring in the family and in the general public, including battering, sexual abuse of children, dowry-related violence, rape, female genital mutilation and other traditional practices hurtful to females, non-spousal violence and violence related to exploitation, sexual harassment and intimidation at work, in educational institutions and elsewhere, trafficking in females, compulsory prostitution and violence perpetrated or condoned by the State. An extensive, more humanistic definition of violence attributed to the famous American civilian rights leader Martin Luther King is that violence is anything that denies human dignity and leads to a sense of it flaw or inapplicability. In this meaning, influence includes physical acts, use of words, social isolation and exclusion, and focuses on the direct impact on the victim<sup>6</sup>.

### III. UNIVERSAL NORMS AND STANDARDS

Human rights are privileges that every individual has on the civilization in which he or she lives. They are worldwide and undisputable, belonging to every human in every society irrespective of geography, history, subculture, ideology, politics, economic system or stage of development. Primarily every single human rights do not depend on gender, race, class or status, even though often, in many countries, all of these factors play a role in determining who is afforded their human rights and who is deprived of. A w that individual man or teenager is as much allowed to live free from harm as a man, simply by virtue of existence huma<sup>7</sup>.

Article 13, paragraph 1, of the Charter states that fundamental freedoms are for all, without distinction as to race, sex, language, or religion.<sup>8</sup> Object of article 2 provides that everyone is permitted to all the rights and freedoms set forth in the Declaration, without distinction with regard to race, colour, gender, creed, party-political or other outlook, national or social origin, property, birth or other status<sup>9</sup>.

The International Covenant on Civil and Political Rights of 1966 provides that every human being has the inherent right to life and that no one shall be arbitrarily deprived of his or her life (article 6), and also recognizes the right of men and women of marriageable age to marry and to found a family and that no marriage shall be entered into without the free and full consent of the proposing spouses (article 23). Additional United Nations instruments and standards that

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<sup>5</sup> General Assembly resolution 48/104, article 1.

<sup>6</sup> UNITED NATIONS, “*Handbook on Effective police responses to violence against women*” New York 2010,

<sup>7</sup> Ibid

<sup>8</sup> 9General Assembly resolution 217 A (III).

<sup>9</sup> Ibid

refer specifically to the protection of women's (and children's) rights and protection from violence and other harms, and to the Model Strategies, include: "

- International Covenant on Civil and Political Rights and Optional Protocols thereto<sup>10</sup>
- International Covenant on Economic, Social and Cultural Rights<sup>11</sup>
- Convention on the Elimination of All Forms of Discrimination against Women and Optional Protocol thereto<sup>12</sup>
- Convention on the Political Rights of Women<sup>13</sup>
- Convention for the Suppression of Traffic in Persons and of the Exploitation of the Prostitution of Others<sup>14</sup>
- Convention against Torture and Other Cruel, Inhuman or Degrading Treatment or Punishment<sup>15</sup>.

Within these objectives, the Stage for Action sets out a sequence of specific actions to be taken by States, as well as execution of international human rights, instruments; adoption and periodic review of legislation on violence against women, admission to justice and in effect cures; policies and programmes to protect and support women victims of violence; and awareness-raising and training.

#### **IV. RIGHTS OF WOMEN AND STATE COMMITMENTS**

While United Nations instruments generally define rights for all persons, there are many specific examples of language focusing on women. Article 3 of the Declaration on the Elimination of Violence against Women provides that women are entitled to the equal satisfaction and safe guard of all human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other valid ground. These rights include the right to life, the right to equality, the right to liberty and security of person, the right to equal protection under the law and the right not to be subjected to torture or other cruel, inhuman or degrading treatment or punishment. Article 4 of the Declaration sets forth that States should condemn violence against women and should not invoke slightly practice, custom or religious consideration to avoid their obligation with respect to its release. Positions should pursue by

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<sup>10</sup> 1Optional Protocol to the International Covenant on Civil and Political Rights (General Assembly resolution 2200 A (XXI), annex; Second Optional Protocol to the International Covenant on Civil and Political Rights, aiming at the abolition of the death penalty (resolution 44/128, annex).

<sup>11</sup> 2Resolution 2200 A (XXI), annex

<sup>12</sup> United Nations, Treaty Series, vol. 2131, No. 20378

<sup>13</sup> 5General Assembly resolution 640 (VII), annex.

<sup>14</sup> 6United Nations, Treaty Series, vol. 96, No. 1342.

<sup>15</sup> 7Ibid., vol. 1465, No. 24841.

all appropriate means and without delay a policy of eliminating violence against women. To that end, States should, among other things<sup>16</sup>

In essence, everyone, including women and girls, has the right, without distinction as to race, sex, language, or religion, to: " Life " Liberty and security of person " Equal protection under the law " Dignity " Protection from harm, including violence, torture or other cruel, inhuman or degrading treatment or punishment " Make decisions that nonstop affect them, including whom to marry States are required to provide, and protect, these rights and to ensure equal access to protection for all<sup>17</sup>.

## V. DEFINITION OF POLICE

The term police have neither been defined in criminal procedure code nor in the police act of 1881 nor in any state

Black's law dictionary defines "police" As (1) "the government department charged with the perversion of public order, The promotion of public well-being, and perversion and detection of rime" and (2) "the officers or members of this department"<sup>18</sup>

The police force as an argument body came into being in England in the 1820's when Sir Robert peel established London' s first municipal force,<sup>19</sup>before that policing had either been done by volunteers or by sliders progressive military service.<sup>20</sup>

The UN Code of conduct for law enforcement officials defines "law enforcement officials"<sup>21</sup> As including all officials whether they are elected or hired who exercise police powers, especially the powers of arrest or detention<sup>22</sup>and also include military personnel who exercise police powers whether they are allotted with police uniform or not<sup>23</sup>

The term "Police" can simply be defined as any person or body of person created by the authority of the state, obliged and empowered to maintain law and order, Prevention and investigation of crime.<sup>24</sup>

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<sup>16</sup> 16 UNITED NATIONS, "Handbook on Effective police responses to violence against women" New York 2010,

<sup>17</sup> Ibid

<sup>18</sup> The Black's law Dictionary. {8<sup>th</sup> ed,1999}

<sup>19</sup> David Bayley, *police for the Future* {1994}

<sup>20</sup> Id., P27.

<sup>21</sup> The code of conduct for Law Enforcement officials was adopted by the General Assembly By Resolution 34/169of December1979.

<sup>22</sup> See The UN code of Conduct for law enforcement officials, commentary {A} To Art 1

<sup>23</sup> Id ., Art, Commentary {B}

<sup>24</sup> Dr H. Abdul Azeez. Human Rights and The police , 6,

## VI. INTERNATIONAL GUARANTEES

One of the important purpose of the UN Charter is to promote and encourage human rights and ultimate freedom which is also involved in global agreement on economic, Social and cultural Rights and the International Covenant on civil &political Rights

### **(A) Article 3 of the UDHR provides<sup>25</sup>**

Everyone has the right to life, liberty and protection.

### **(B) In the same way , the Object of the article 6(1) of the ICCPR provides<sup>26</sup>**

Every human being has the inherent right to life, this right shall be protected by law. Certainly no one will be arbitrary deprived of his life.

### **(C) Object article of the 5 of the UDHR provides <sup>27</sup>**

No one shall be subjected to torture, or to cruel, inhuman or degrading treatment or punishment Further right to equality before the law and righty to effective remedy for acts violating the fundamental rights have been current guaranteed.

### **(D) The Object of Article 5 of the Declaration provides <sup>28</sup>**

No unique shall be subjected to arbitrary arrest detention, or exile. Everybody is permitted in fall equality to a fair and public hearing by an independent and impartial tribunal. In the fortitude of his rights and obligations and of any criminal charge against him. Everyone charged with a penal offence has the right to presumed innocent until proved guilty according to law in civic trial at which he has had all the assurances necessary for his defence.

No one shall be held guilty of any offence and account of any act or omission which did not establish a penal offence under national or international law at a time when it was committed.

### **(E) Article 7 of the ICCPR further provides**

No one shall be subjected to torture or cruel, inhuman or humiliating treatment, in particular, no one shall be subject without his free consent to medical or scientific obliteration.

It has been further provided that everyone has the right to liberty and security of the person, no one shall be subjected to arbitrary arrest or detention. On no account one shall be deprived of his liberty expect on such grounds and in accordance with such procedure as are established by law.

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<sup>25</sup> <http://www.ohchr.org/EN/UDHR> ( access june 23 2021) .

<sup>26</sup> <http://www.ohchr.org/En/UDHR/pages/>.

<sup>27</sup> <http://www.ohchr.org/En/UDHR/documents/60UDHR/leafent>.

<sup>28</sup> <http://www.ohchr.org/EN/UDHR/documents/UDHR.eng>.

In addition to this declaration on the protection of all persons from being subjected to torture and other cruel, in human or degrading treatment or punishment.

## **VII. WORK PRESSURE**

Pressure is a fact of daily life. every profession has inherent pressure level whether in its working conditions, social conditions, in environment or in burden of duties assigned to the employees. In police are the doorkeeper of the criminal justice system. In comparison with other occupations, police work has been identified as a stressful occupation <sup>29</sup>not only because of the nature of police work, but also as a consequence of many encouragements connected with the work situation, the organization and the public scrutiny of securing. The purpose of police services is not only limited to protect life and property through enforcement of laws, but also extends to variety of duties like answering emergency calls, checking everything for violations, keeping peace, interviewing suspects, victims and witnesses of crime, routine patrol, law regulation, escorting prisoners to and from court and other related police duties as assigned by their superiors. Such an occupation shape offers large extent of stress in employees which, is turn, has a determine effect on their mental health. So much pressure on police personnel can result in tragic consequences not only for affected employees. Then also for the population they are thought to help.

The burden of police personnel is handled, but not recognised at the major enemy. There are many negative aspects of this job namely, long hours of work, excessive paperwork, unpredictable working hours, boredom, shift work, dealing with violators of law and antisocial elements of society, lack of respect from public, extortions of being injured or killed, the militaristic or regimental nature of the bureaucratic structure with decreased communication rigidly allocated strength outline.<sup>30</sup>it is stated by Dhaliwal(2003) the most of the police personnel in India remained overburdened with work and has to stay away from their families and children for long periods, due to which they are unable to strike a balance in their profession have pointed out,

### **(A) Callous work culture**

According to the National police commission, police personnel effort for lengthy and hard hours on most days of duty, very much in excess of the normal eight hour .<sup>31</sup> A research approved out by the national productivity council has revealed that the normal working time

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<sup>29</sup> Good man 1990; Alexander, 1999;Anshel,2000;Paton&violanti,1999;Cooper et al.,

<sup>30</sup> Bhaskar, 1986; Bureau of police research &development, 1993;et al. , 1989; mathur 1995 stotland& pedlenton , 1989.

<sup>31</sup> Government of India, National Police Commission, First Report (1979)



put in every day by an an average subordinate police officer employed in public order or crime investigation duties is anywhere between 13to16 hours on an average. The police job is said to be ‘twenty fours hour duty’. The police man work even on gazetted holidays, when others celebrate their festivals. They are sometimes not able to avil their normal entitlement of leave every year. The upcoming trend of suicides or killing of superior officers on refusal of leave amply testify the frustration, stress and strain caused by unfavourable culture prevailing. In police force. Even the d grade job like peons and clerks employed in private and public sectors enjoy better quality of work conditions, than policeman serving the country. The prevailing captive and callous work culture has made the police force the democratic slaves<sup>32</sup>.

Families of police personnel usually fell neglected. As a result, the police work exacts a heavy toll from the wives, children and relative of police personnel. A number of studies on this subject have highlighted their problem comprehensively, In one of the studies insufficient time for the family was identified as top ranking stressor of police personnel. The intensity of this stressor is most severe in the lower rung of the organization. Police personnel suffer a variety of psychological and behavioural stress effects. Police personnel operating under sever and chronic stress may well be at great risk of errors, accident and over reaction that can compromise their wellbeing, performance, jeopardize public security and pose significant liability cost to the organization<sup>33</sup>.

### **(B) External pressure on police personnel**

It is generally known fact if police force from unnecessary external pressure and is allowed to work according to law and its consciences, not only high officials but there are majority in lower cadre also who are competent to improve law and order situations and also to protect human human rights. It has been emphasised by national police commission (1977-1982) that the police can effort efficiently only when it is keep from external pressure and interface particularly political one. Mr.N.S. Saxena is of the opinion that humanitarian police chiefs are persona non grata in the eyes of chifeminsiter and ministers of home affairs at the centre. The reality is that political advantage is at the top and humanitarian face of the police does not find place even at the second or at third. similar is the view of Mr.Ved Marwah, the formerly police commissioner of Delhi, who said that in the latest past police, is increasingly becoming toy in the hand of politically aware masters who use it the way they like to achieve their political end

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<sup>32</sup> K. N. Gupta, “Police Professionalism: Emerging new challenges in changing Scenario”Indian Police Journal April –September 2016,

<sup>33</sup> Ibid

### (C) Crime against women in India

Violence against women is extensive in India, obstructs educational accomplishment and earnings possible, and has significant economic and social values. COVID-19 has visible the fault lines of gender equality, with increases in the frequency of domestic violence throughout lockdown. Public programmes to sensitise men and boys on sex-related issues, and community-level platforms like SHGs should be supported to afford consciousness on welfare mechanisms for women, sexual and reproductive health, and family planning selections.<sup>35</sup> The Acid Attack, Bigamy / Polygamy, Cyber Crime against women, Denial of Maternity Benefits to women, Dowry death, Free legal aid for women, Gender Discrimination including equal right to education & work, Harassment of married women/Dowry harassment, Indecent Representation of Women, Outraging modesty of women/Molestation, Police Apathy against women, Protection of Women against Domestic Violence, Rape/Attempt to Rape, Right to exercise choice in marriage/Honour Crimes, Sex selective abortion / female foeticide / amniocentesis, Sexual Attack, Sexual Harassment, Sexual Harassment of Women at workplace, Following / Voyeurism, Traditional practices derogatory to women rights i.e. sati pratha, devdasi pratha, witch hunting, Trafficking / Prostitution of women, Women's right of custody of children in the event of divorce,<sup>36</sup>

The numbers of violent crimes in India especially those against women including rape that are reported in official statistics are increasing with each passing year<sup>37</sup>. This effectiveness increases inside a milieu of steady economic growth, and increasing inequality between the rich and poor in Indian society; India's GINI coefficient that has increased after 0.32 to 0.38 in the last two decades is evidence to that<sup>38</sup> India's new riches and growth strides as witnessed by its GDP growth from \$450.42 billion in 2000 to \$1841.7 billion appear to tolerate no fruits for its womanhood. In 2012, the crimes against women described by official figures increased by

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<sup>34</sup> Neelam Kumari, R.K.Sharma "Pursuance of Core Principles of Police Reforms: A Critique" *The Indian Police Journal*, April –September 2016,

<sup>35</sup> Government of India National Commission for Women "Nature-Wise Report of the Complaints Received by NCW in the Year : 2020 (Report generated through 14.139.155.11 at 14/07/2021 15:59:36)

<sup>36</sup> Ibid

<sup>37</sup> Government of India. Ministry of External Affairs. National Crime Records Bureau: Crime in India – 2012. 2012. Available from: <http://ncrb.nic.in/CD-CII2012/cii-2012/Snapshots-5312.pdf#page=1&zoom=auto,0,605> [cited 30 December 2013].

<sup>38</sup> The World Bank. Washington, DC: The Organization; 2013. Working for a world free of poverty. Available from: [http://data.worldbank.org/indicator/SI.POV.GINI/countries?order=wbapi\\_data\\_value\\_2011wbapi\\_data\\_value&sort=asc&display=default](http://data.worldbank.org/indicator/SI.POV.GINI/countries?order=wbapi_data_value_2011wbapi_data_value&sort=asc&display=default) English, Spanish, French, Arabic, Chinese [cited 30 December 2013]. [Google Scholar]

24.7%, compared to those reported in 2008<sup>39</sup> Ranging from the so-called *eve teasing*-and outright sexual harassment on the street or place of work, to harassment for *dowry*, molestation in public transport vehicles, and the often-reported rape, these criminalities alongside women reflect the vulnerability and deep-rooted problems related to the position of women trendy Indian people. On view of 29 states, 10 states reported more than 10,000 cases of crime against women in 2011 putting states with both high and low HDI (Human Development Index) and literacy rates in the list; perhaps an clue that education and commercial growth alone do not influence the occurrence of these crimes and pointing near socio-political and national factors. This know how to be further Iwitnessed in the National Crime Records Bureau (NCRB) statistics which show that cruelty by a husband or his relatives (46.8%) and *dowry*-related crimes (7.1%) description for more than half of the crimes against women. Through increased occurrence and prominence of these gruesome crimes, there is an urgent necessity to discourse this problem at multiple levels of Indian society, including professional, familial and public situations.

According to the NCRB, 24,923 cases of rape were reported in 2012<sup>40</sup> amounting to one rape every 22 minutes. A endless increase in the stated cases of rape has been observed in the period from 2009 to 2012 with more than 3% increase in the number of cases stated in 2012 over 2011. Nearly, 12.5% (3,125) of the total victims of rape were girls younger than 14 years, 23.9% (5,957) were in the 14–18 age group, 50.2% (12,511) were in the 18–30 age group and 12.8% (3,187 victims) were in the 30–50 age group. These statistics possibly do not capture the actual numbers. While gross under-reporting could be one reason for this<sup>41</sup>, the other reason is that crimes such as gang rapes, stalking and acid attacks on women were not included in official statistics of crime against women until the law was amended after Nirbhaya case on 3<sup>rd</sup> February 2013. Uneven between those wrong doing, the NCRB data takes only the principal offence of the formal complaint (First Information Report) into account. So in conditions such as the Delhi gang rape, which resulted in the death of the rape victim, the rape would stand unaccounted for in the official statistics; the true scale of gender violence thus remaining undercounted.

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<sup>39</sup> Government of India. Ministry of External Affairs. National Crime Records Bureau: Crime in India – 2012. 2012. Table 5(A) – Crime head-wise incidents of crime against women during 2008 – 2012 and Percentage variation in 2012 over 2011. Available from: [http://ncrb.nic.in/CD-CII2012/cii-2012/Chapter\\_5.pdf](http://ncrb.nic.in/CD-CII2012/cii-2012/Chapter_5.pdf) [cited 30 December 2013].

<sup>40</sup> Dreze J, Sen A. London: Penguin Group, Penguin books Ltd; 2013. An uncertain glory: India and its contradictions; p. 228. Chapter 8, The grip of inequality. [Google Scholar]

<sup>41</sup> Global Press Institute. Thomson Reuters Foundation; 2012. Mar 7, Mass rape survivors still wait for justice in 22 Kashmir. Available from: <http://www.trust.org/item/20120307023000-i7m26/?source=search> [cited 30 December 2013]. [Google Scholar]

The problematic of sarcasm of the gender-based crime is compounded by failure of the justice system of the country in securing convictions. The NCRB statistics indicates that 54.6% of rape cases reported in 2011 are yet to be examined, while 30.6% remain waiting for trial. Only very less percentage 16% of the cases have resulted in convictions. The latest objections demanded for stricter laws, possibly under an assumption that greater punishment will reduce the rate of sexual crime. However, through the abysmal conviction rate, stricter laws alone may not achieve the necessary deterrence.

The modifications made to the criminal law (3) are not (yet) comprehensive. Marital sexuality, for example, is still not considered a criminal offence. Rape by way of armed personnel (military and police), although under the purview of the law, is excluded if it occurs in several states of India (north- part of the condition states, Jharkhand, and Jammu and Kashmir) where the draconian Armed Forces Special Powers Act (AFSPA) divests women from seeking legal recourse in such circumstances. The impacts of having separate law for Armed forces are many. For instance, the supposed mass rape of 53 women in 1991 and the supposed rape and subsequent killing of Manorama Devi in the year 2000, both incidents complicated armed forces personnel. Equally cases are still in court and the verdict is yet to be delivered, decades after the crimes

On one hand is the political apathy in formulating and implementing sex-related policies. Happening the other is the lack of a clear protocol of action in these issues, care of victims of rape being one such example. Though a detailed directive was sent to all the state governments on establishment of Rape Crisis Centres (RCCs) and specialised Sexual Attack Action Units (SATUs) in 2009, no such units have been set up in the states even now, except in Delhi.<sup>42</sup> The law states that a female police officer should record the victim's statement, as well as assist her with medical and legal support. However, womanly police personnel account for only 6.5% of the police strength, which makes it difficult to implement this. Further, the government health services in the country shortfall the infrastructure and resources needed to instrument care for the rape sufferers as specified by the law in most district and sub-district health centre. It has existed informed that traumatised victims often have to go from one hospital to another for forensic examination following rape<sup>43</sup> Victims often sit on behalf of times in soiled clothes in the clinic and feel humiliated all over again in the course of insensitive history-taking by

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<sup>42</sup> Human Rights Watch. New York: Human Rights Watch; 2005. Dignity on trial: India's need for sound standards for conducting and interpreting Forensic examinations of rape survivors. [Google Scholar

<sup>43</sup> India's insensitive political class: who said what after Delhi gang-rape. Daily Bhaskar; 2013. Jan 4, Available from: <http://daily.bhaskar.com/article/DEL-india--s-insensitive-political-class-who-said-what-after-delhi-gang-rape-incide-4137388-NOR.html> [cited 20 March 2014]. [Google Schola

doctors and health workforces. Judgemental approaches and lack of confidentiality in government healthcare establishment worsens their trauma <sup>44</sup>

## **VIII. REACTING TO VIOLENCE AGAINST WOMEN: THE ROLE OF THE POLICE PERSONNEL**

The police have a vital role to play in the prevention of violence against women. One and only part of this is how they respond to incidents and what measures are taken to protect the woman in the immediate aftermath, before and at trial, and afterwards. In times past, in many countries, police have not fulfilled all these duties as they related to violence against women. Often, police have not taken specific steps to respond to or prevent violence against women. In some contexts, a major complaint of women has been uneven service delivery or sometimes no response at all to complaints of violence. This has at times been compounded by limited access to police and the ability of women to report victimization.

Generally, police have a duty:

- (a) To effectively investigate all alleged incidents of violence against women;
- (b) To conduct all research in a method that compliments the rights and needs of each woman without needlessly adding to the existing burden experienced by the victim;
- (c) To take action to support and protect all victims of crime; (d) To prevent crime, maintain public order and enforce directions.
- (d) To prevent crime, maintain public order and enforce law

There has been improved police training and the creation of specialized investigative units to respond to reports of domestic forcefulness. Novel guidelines have been violated. Passed and, in some States, specialized courts devoted to domestic violence have been established. Programmes that promote community education, greater awareness and the prevention of domestic violence have also been set up. Local authorities and national Governments in many States now collect and monitor statistics relating to violence against women.

## **IX. CONCLUSION**

Pressure at workplace of police personnel has been widely studied in many literature and it remains a constant source of discussion even today as police personnel suffer from various negative stress-related outcomes. The long overdue makings aim at insulting police personnel from any pressure whatsoever, particularly, political pressure, separation of investigation from

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<sup>44</sup> Sen A. Missing women—revisited. *BMJ*. 2003;327:1297–98. [PMC free article] [PubMed] [Google Scholar]

law and order, mental health of police personnel is of major concern, because the pressure police personnel behave in ways that are dangerous not only to them, but also to their colleagues, offenders and public at large, any concern for police personnel development. Though, it will be lacking, if it does not take into account, the inhuman work culture is ruling police personnel in India. The police personnel in India work under very severe constraints. The complete work burden of police personnel, particularly of subordinate and middle rank officers is dehumanizing and DE intellectualizing. As a result, it will be a great difficulty to the police personnel to concentrate effectively to conduct qualitative investigation to prevent crime against in society.

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