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## STRUGGLE, CHALLENGES AND WORK LIFE BALANCE OF WOMEN IN JHARKHAND: A CASE STUDY OF WOMEN POLICE IN RANCHI, JHARKHAND.

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**Abstract:** Winds of career have touched women in their career roles encouraging them to opt career of their choice. Women want to be treated as equal so much so that if a woman rises to the top of her field it should be a commonplace occurrence that draws nothing more than a raised eyebrow at the gender. This can only happen if there is a channelized route for the empowerment of women. Thus it is no real surprise that women empowerment in India is a hotly discussed topic with no real solution looming in the horizon except to doubly redouble our efforts and continue to target the sources of all the violence and ill-will towards women. A woman life is full of challenges and obstacles, right from managing a full-time workplace, when the day is done at office their other duty also comes under action, managing household which is handled with much more responsibility and commitments at home. The life of working women is revolving and juggling with numerous responsibilities at work, some of them are heavy meeting schedules, business trips and on the top daily routine responsibility of life and home. Many women are grinded between these two phases of life running behind work and managing all domestic affairs. Previously women were educated for the sake to get married and start new family but nowadays they utilise their skill productively. The professional women have set very high standard for themselves and are no exception compared with others. This step have changed the ways they used to look at themselves and also has changed the way the world looks at them. This study tries to analyse the ways women professionals struggle to reconcile dedication with their commitments to family. The research is all about the balancing of work life of such professional women, their struggle and obstacles faced by them from organisation and family.

**Keywords:** challenges, struggle, Women work life, family, society,

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### **Introduction: : Women empowerment:**

In the simplest of words it is basically the creation of an environment where women can make independent decisions on their personal development as well as shine as equals in society. Women want to be treated as equals so much so that if a woman rises to the top of her field it should be a commonplace occurrence that draws nothing more than a raised eyebrow at the gender. This can only happen if there is a channelized route for the empowerment of women. Thus it is no real surprise that women empowerment in India is a hotly discussed topic with no real solution looming in the horizon except to doubly redouble our efforts and continue to target the sources of all the violence and ill-will towards women.

**Education:** While the country has grown from leaps and bounds since its independence where education concerned, the gap between women and men is severe. While 82.14% of adult men are educated, only 65.46% of adult women are known to be literate in India. Not only is an illiterate women at the mercy of her husband or father, she also does not know that this is not the way of life for women across the world. Additionally, the norms of culture that state that the man of the family is the be-all and end-all of family decisions is slowly spoiling the society of the country

**Poverty :** Poverty is considered the greatest threat to peace in the world, and eradication of poverty should be a national goal as important as the eradication of illiteracy. Due to object poverty, women are exploited as domestic helps and wives whose incomes are usurped by the man of the house. Additionally, sex slaves are a direct outcome of poverty.

**Health and safety:** The health and safety concerns of women are paramount for the wellbeing of a country, and are an important factor in arguing the empowerment of women in a country. However there are alarming concerns where maternal healthcare is concerned.

In its 2009 report, UNICEF came up with shocking figures on the status of new mothers in India. The maternal mortality report of India stands at 301 per 1000, with as many as 78,000 women in India dying of childbirth complications in that year. Today, due to the emerging population of the country, that number is sure to have multiplied considerably. The main causes of maternal mortality are: - a) Hemorrhages: 30% b) Anemia: 19% c) Sepsis: 16% d) Obstructed Labour: 10% e) Abortion: 8% f) Toxaemia: 8%

While there are several programmes that have been set into motion by the Government and several NGOs in the country, there is still a wide gap that exists between those under protection and those not.

**Literacy rate in India since 1951-2011**

Census year	Male Literacy (%)	Female Literacy (%)	Sex ratio (females per 1,000 males)
1951	27.16	8.86	946
1961	40.4	15.35	941
1971	45.96	21.97	930
1981	56.38	29.76	934
1991	64.13	39.29	927
2001	75.85	54.16	933
2011	82.14	65.46	940

**Table no 1.1****Source: Govt of India Ministry of Home Affairs Census of India**

Sl No.	Crime Head	Year 2006	Year 2007	Year 2008	Year 2009	Year 2010	Year 2011	Year 2012	Percentage Variation in 2012 over 2013
1	Rape (Sec. 376 IPC)	19,348	20,737	21,467	21,397	22,172	24,206	24,923	3.0
2	Kidnapping & Abduction (Sec. 363 to 373 IPC)	17,414	20,416	22,939	25,741	29,795	35,565	38,262	7.6
3	Dowry Death (Sec 302/304 IPC)	7,618	8,093	8,172	8,383	8,391	8,618	8,233	-4.5
4	Torture (Sec. 498-A IPC)	63,128	75,930	81,344	89,546	94,041	99,135	1,06,527	7.5
5	Molestation (Sec. 354 IPC)	36,617	38,734	40,413	38,711	40,613	42,968	45,351	5.5
6	Sexual Harassment (Sec. 509 IPC)	9,966	10,950	12,214	11,009	9,961	8,570	9,173	7.0
7	Importation of Girls (Sec. 366-B IPC)	67	61	67	48	36	80	59	-26.3
8	Sati Prevention Act, 1987	0	0	1	0	0	1	0	-100.0
9	Immoral Traffic (Prevention) Act, 1956	4,541	3,568	2,659	2,474	2,499	2,435	2,563	5.3
10	Indecent Representation of Women (Prohibition) Act, 1986	1,562	1,200	1,025	845	895	453	141	-68.9
11	Dowry Prohibition Act, 1961	4,504	5,623	5,555	5,650	5,182	6,619	9,038	36.5
	Total	1,64,765	1,85,312	1,95,856	2,03,804	2,13,585	2,28,650	2,44,270	6.8

Poverty and illiteracy add to these complications with local quacks giving ineffective and downright harmful remedies to problems that women have. The empowerment of women begins with a guarantee of their health and safety

**Need for women empowerment:** In this, contemporary world, women need to gain the same amount of power that men have. Now, it is time to forget that men are the only holders of power. In India, women are still facing different obstacles in male-dominated cultures. The things are related to women's status and their future. However, I believe that Indian women are slowly getting empowerment in the sectors like education, politics, the work force and even more power within their own households. The worth of civilization can be arbitrated by the place given to women in the society. People must come forward to help in rooting out such social evils. Law enforcing agencies cannot work alone. When the people are dynamic in their drive against crimes, the police cannot remain a mute spectator though they are supposed to be the protectors of citizens. They will be forced to dispense their bounden duties. Youth should be motivated to be socially responsible and protect women. This is the need of the hour. Everyone must think of changing society. If we all abide by the rules, women in our cities will surely be safer.

The crimes against women fly directly against orchestrating women empowerment in India. A report on the crimes against women by the National Crime records Bureau comes up with some alarming statistics:-

A total of 2,44,270 incidents of crime against women (both under IPC and SLL) were reported in the country during the year 2012 as compared to 2,28,650 in the year 2011 recording an increase of 6.4% during the year 2012. These crimes have continuously increased during 2008 – 2012 with 1,95,856 cases in the year 2008, 2,03,804 cases in 2009 and 2,13,585 cases in 2010 and 2,28,650 cases in 2011 and 2,44,270 cases in the year 2012. West Bengal with 7.5% share of country's female population has accounted for nearly 12.7% of total crime against women by reporting 30,942 cases during the year 2013.

Area of research is Ranchi, Jharkhand, where the discrimination still persist in the contemporary times, inspite all legal enactments. Instances which occur are ignorance, exclusion and treated in an unfair manner, sexual harassment at workplace. Though the discrimination occurring is so frequent, study revolves around the discrimination among professional women police at their workplace. Each and every minute detail of a women facing in her

policing career is tried to cover. Some of the issues still remained untouched and unclear by the past researchers which can be matter of a concern. All the obligations and discrimination will be focused which are faced by a women police and their sufferings were remained untouched and unclear.

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

The need and importance of women police in the society is also increasing with the increase in crime. Women police have a unique dynamic to policing and female police are often competent crucial components of community policing. Women are good communicators with great interpersonal skills. This is important as a policing as a whole, it is especially helpful where victim feels more comfortable discussing the details of the crime with female police officers. As the crime against women is increasing day by day the number of female police officers should also be available in respected number. Female officers complement their male partners and can provide an alternative perspective on a problem. Women police often approach and solve problems from a different angle than their male counterparts. Women police recognize these differences and see them as vital components of a great team. Both the gender brings something unique and valuable to the job. That's why a diverse membership is important in the police department.

**Table no. 1.3**  
**Source: Data provided by SP office of Ranchi, Jharkhand**

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

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

**Table no.1.4**  
**Source: Data provided by SP office Ranchi, Jharkhand**

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

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

Research studies over the past two decades which have explored the construct of job involvement have approached it from two different perspectives. First, when viewed as an individual different variable, job involvement is believed to occur when the possession of certain needs, values, or personal characteristics predispose individuals to become more or less involved in their jobs. The second perspective views job involvement as a response to specific work situation characteristics. Thus, in recognition of the above mentioned approaches, the purpose of this study is to further examine the relationship between job involvement and individual, family and work domain variables. The findings of this and similar studies would enable one to identify and assess the impact of variables that can be used as predictors of job involvement and the insights gained may lead to more accurate predictions of the consequences of various structural and behaviour interventions in the workplace.

When a woman achieves a successful work life balance, she has job satisfaction and becomes highly

committed and productive and thus succeeds in her career. But, in certain cases women is not able to succeed due to incapability in balancing her work and professional life. She is unable to set her priorities. Also the society evil thinking for women which always held them back to come up with their talents. Some of drawbacks are as following: (1) the customs and traditions prevalent for centuries in the society against women. (2) The high percentage of illiteracy among women (3) Ignorance of their rights (4) Patriarchal Society. (5) Economic system (6) Acceptance and believing of the old belief that woman can work at home serving family and husband.

As a result she withdraws from her work due to these simple reasons like taking care of her children, aged in laws/parents, and other family pressures. If in these cases the man is able to share some of her responsibilities, she would be proud successful women. And in this research as we are considering the women police it is very important to bring all the obstacles which they are facing in their day to day job

.Police job is considered to be one of the toughest jobs with full physical fitness and the mental pressure. And to frame all the obstacles and issues concern with this worklife balance of women police this study is made.

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

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

#### **Research Methodology:**

**Data collection:** The present study is based on an exploratory research design of Jharkhand woman Police section .Study will be based on primary data like face to face interview of women police of Ranchi, Jharkhand, random observation and questionnaire as per the requirement of research, secondary data is also taken under consideration to support the research like documents provided by Jharkhand police, journals & articles and websites.

**Period of study:** The study will cover the time period of the year (2007 -2014 up to July).As the Jharkhand was formed in the year 2000 due to certain political and beaurocratic reasons the recruitment was delayed and the sample study was considered here will be from recruitment of 2007 onwards.

**Findings, analysis and Discussion:** Women in today's times have achieved a lot but in reality they have to still travel a long way. Women started leaving the secured domains of their home and moved out, but a harsh, cruel, exploitative world awaits them, where women have to prove their talent against the world who see women as merely vassals of producing

children. This new era of civilisation Indian women occupy important position in almost every field. Large numbers of girls are getting into the professional colleges and are proving themselves and the extraordinary students and later excellent professionals. The last few decades there have been noticed an enormous growth in levels of education, confidence and the most importantly, ambition noticed towards in women, who all are striving their rights and claiming a dignified place in the society. Previously women were educated for the sake to get married and start new family but nowadays they utilise their skill productively .The professional women have set very high standard for themselves and are no exception compared with others .This step have changed the ways they used to look at themselves and also has changed the way the world looks at them. This was a remarkable step taken by women to stand firm in the society with respect.

**Limitations:** There are certain limitations occurred in the study:

1. The sample selected was women police rank below DSP of Ranchi, Jharkhand.
2. Only the last five years is taken under the research.
3. The area for research taken is Ranchi, Jharkhand.
4. Research defined here is qualitative study so chances of variation may be possible.

#### **Conclusion:**

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

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

All the government's attempts made for the women police either sensitivity or over sensitivity and the male police personnel have made women in the police psychologically weak. The government should implement and formulate some policies that could

guarantee genuine equality between the male and female workforce in the police department's .Numerous training programmes, seminars, courses and workshops should be organised by the authorities concerned to change the attitude of the male police personnel and society at large. Women in the police should also recognize their endurance, strength and capabilities to handle tough situations in an effective way.

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

Portraying all aspects that comes in women police life in balancing work life .It is very essential to look after all the minute but crucial matters which can be a huge blunder in the future if ignored. Women policing is a critical section where the areas has to be

explored and examined. It's not an easy task to survive and grow in a policing career. In this research it is tried to depict all the aspects and tried to suggest a model to remove obstacles to attain work life balance and a women police should be recognised with their endurance, strength and capabilities to handle tough situations in an effective way and get a respectful position in the society.

**Suggestions:** These are the minor issues if neglected can be the reason of major cause. Being in this era women rights and duties should be properly reserved. People awareness is increasing and they are accepting these facts but some hidden dimensions of women problems are still ignored and unseen. A professional or a non professional women ignores her worries and pain and ultimately surrender herself entirely for the family .So there should be a legal provisions and rules for them throwing lights in their challenges which she faces to balance her lifestyle and career ,such that there importance and equality in the social life won't be hampered. Social audit system need to be changed .A proper counseling system should be made where the matters and cases regarding women should be discussed and proper suggestions would be given to solve the case to some extent from local level. The bold decision of every women police should be held high with proper dignity of their work and provide them each and every facilities which they have not been given as their basic rights, respect in family and in society .Every successful women police deserves a grand salute for their intrinsic care and strength . Empowering girls and women, since it is the only way long lasting and sustainable social change can be achieved by various communities. Society needs to be enhanced its efforts for women empowerment and to boost the progress being made by women. It is society's constitutional, moral and social responsibility to confirm women's progress giving women equal opportunities and rights.

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