

society, one can come to the conclusion that only a logical, thoughtful, consistent policy that pays due attention to the analysis of the economic situation in general and social protection of the population can change the existing state of affairs.

The regulation of demographic processes also requires the development of appropriate legal acts to create conditions for ensuring a stable population in the long term. Recommendations in the field of demographic and family policy can be developed in general in the following directions [2]:

- strengthening the traditional family and increasing the birth rate;
- improving the health of the population;
- minimization of illegal labor migration;
- development of a system of measures of a full-fledged state demographic policy for the formation in the long term of the optimal type of population reproduction.

Thus, there is a general relationship between the economic development of a country and the reproduction of its population. High birth rate, decrease in mortality. An increase in the number of young ages in the education of the population can cause an increase in the quality and competitiveness of the country's labor resources.

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2. Thevenon O. Family policy in developed countries: contrasting models [Electronic resource]. - *Population etsociétés*, 2008, № 448. URL:http://www.ined.fr/en/resources_documentation/publications/pop_soc/bdd/publication/.

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GENDER PROFILE OF PONDICHERRY – AN OVERVIEW

Pondicherry is part of the geographic and linguistic-cultural region of the South Indian peninsula. Pondicherry exhibits a cosmopolitan population with diversified culture and faith. However, there are many issues related to women and gender sensitivity that could be improved due to influence of many traditional and modern factors.

Pondicherry ranks third amongst Indian States and Union Territories with a population density of 2,029 per sq.km. This is an increase of 346 per sq.km as compared to 1991 when it was 1,683 per sq.km. Density in the UT is seven times that of India as a whole.

In terms of the Human Development Index and Gender Disparity Index, the social sector expenditure in the UT was 37% as against the Indian Government figure of 15% (1997-98). Nonetheless, expenditure on women as a proportion of Net State Domestic Product is only 0.049% (2001-02). Per capita expenditure on women development was Rs.18.94 (2001-02). However, Per capita expenditure on women development had increased three times between 1993-94 and 2000-01.

The population of Pondicherry (Census, 2001) is 9.74 lakhs. As a proportion of the country's total population, it was 0.09%. Women and men constitute exactly 50% of the population (4.87 lakh) [1].

At all levels of education, primary to higher secondary, girls and boys had more or less equal size of enrolment. The Gross enrolment ratio of girls at the different levels was marginally lesser than boys. The number of girls enrolled per 100 boys was 94 at the primary, 92 at the elementary and 96 at the secondary levels. In fact, at the higher secondary level the number of girls enrolled per 100 boys was 104 [2].

There have been no dropouts among boys or girls at the primary and the elementary stages. In this respect, the UT is comparable to Kerala the most literate state of India. The dropout

rates at the secondary stage were the lowest in India after Kerala. Interestingly the dropout rate at the secondary stage for girls was lesser than boys.

In 2001, the number of crimes committed against women in Pondicherry was 115 (table 1). In terms of contribution to the All India total of crimes against women, this accounted for only 0.1% (26th rank among States and Union Territories). However, the State recorded a relatively much higher rate of cognizable crimes against women (18th rank among States and Union Territories) [3].

Trends in crimes against women in Pondicherry: 1999/2001

Nature of Crime	1999	2001
Rape	6	9
Dowry (crime related to marriage)	-	-
Molestation	36	35
Sexual Harassment	19	27
Cruelty by husband and relatives	6	-
Kidnapping and Abduction of Women and Girls	2	3
Dowry Prohibition Act	4	2
Immoral Traffic (prohibition act)	50	39
TOTAL	123	115

Rape, kidnapping and abduction, dowry deaths, cruelty by husbands/relatives, molestation, eve-teasing (sexual harassment) and immoral trafficking are the crimes against women which are common like in many other States. Majority of the cases are those relating to the last three mentioned offences. Victims of rape are mostly in the age of 18 years or less. Rapists are mostly known to the victims, more often neighbors. It was reported that slums around Pondicherry was the breeding ground for immoral trafficking. All Police Stations in Pondicherry deal with cases of atrocities against women so as to protect their human rights. In order to deal with the dowry (a social evil associated with marriages) menace, the Department of Women and Child Development conducts awareness camps in villages. There are also designated Dowry Prohibition Officers in the departments of Government to deal with this menace.

In pursuance of the guidelines and norms laid down by the Supreme Court of India, the State Government has formed a Complaints Committees in all the four regions of the State to act on sexual harassment complaints of women employees in the Government Departments and Public Sector Undertakings. The Committees have been mandated to examine complaints and make appropriate recommendations to the Heads of the concerned Government Departments and Organizations. The Committees are to function as watchdogs for prevention of sexual harassment at workplaces.

The Pondicherry Women's Commission Act was enacted in the year 2001. But it has been brought into force only in September, 2004. Inter alia, the Act provides for the Constitution of the Pondicherry Women's Commission with a Chairperson and not more than six other Members.

The principal functions of the Commission are:

1. To inquire into unfair practices and recommend to Government actions to be taken in respect of such practices.
2. To cause investigations on issues of importance concerning women and issues concerning unfair practices.
3. To submit annual reports to Government, inter alia, on inadequacies in laws in their application to women, enforcement of laws, recruitment and promotions in public service having implications for equality of opportunity for women inspection of prisons, police stations etc., welfare measures for women, maintenance of data on social, economic and political condition of women etc.
4. The Commission can also pass orders for prosecution in cases of criminal offences.

The Chairperson of the National Commission for Women and her team had extensive interactions with the Chief Minister and senior officers of the Government of the Union Territory of Pondicherry as also NGOs on the status of women in Pondicherry on the 5th of October, 2004. Large number of recommendations on the following headings for the protection of women and enhancement of their status emerged.

- **Political participation** – 33% reservation for women
- **Health** – measures against female foeticide, improvement of health and sanitation, safe drinking water

- **Education** – Building safe school buildings, enough toilet and water facilities and better infrastructure, regular health checkup for girl students, adequate teaching staff, educational loans

- **Employment** – Schemes and programs designed to facilitate women's access to employment, Entrepreneurship programs, transfer of technology to women, especially those in rural areas, Lands should be freely assigned for women in the rural areas, Reservation of jobs for women, equal Remuneration for women's work, Labor protection, occupational safety of women, especially those employed in hazardous industries and more working women's hostels should be established.

- **Self Help Groups (SHGs)** – Non-Government Organizations should be construed as SHGs to facilitate their involvement in undertaking economic activities.

- **Legal right to property** – Ownership of property, women to be given rights equal with men in inheritance of property.

- **Women in old age** – Counseling of children to care for the aged, especially women, financial assistance for uncared women in old age etc.

- **Physically challenged women** – Job oriented training according to capabilities. Help in marketing their products.

- **Sex workers** – Programs for the rehabilitation of sex workers

- **Poverty** – the Public Distribution System should be reformed to function better; name of the Women should be exhibited as the head of the family in the ration cards.

- **Violence against women** – Effective measures should be taken to bring about a sea change in the police methods, better transparency and unwanted political interference

- **Sexual harassment** – Sexual harassment in work places is rampant. Act on harassment of girl students in schools and colleges. Grievance Cell for women employees, Committee on Sexual Harassment should be formed at appropriate levels.

- **Societal problems and atrocities against women** – There is high level of alcoholism in the Union Territory. This also has implications for violence against women. Men given to alcoholism tend to get violent against their spouses. Strong measures should be taken to tackle alcoholism & violence.

- **Marriage related problems** – Issues related to legal jurisdiction, payment of alimony, marital violence, registration of weddings, prevent child marriages, pre and post marital counseling.

- **Pedophile problem** – The UT Administration should seriously take steps to crack down on the offenders.

- **Jails** – Facilities in jails to be gender specific. Lack of proper toilet facilities, absence of adequate care of children of women in prisons, inadequate health care and recreation facilities are problems to be addressed. Credible NGOs should be encouraged and associated in rendering services for women in jails.

- **Dispensation of justice** – Separate courts for dealing with cases relating to women to help in sensitive and speedier dispensation; More Family Courts should be set up, appointment of women judges.

- **Legal Aid** – Legal Awareness Camps for the benefit of women in villages.

- **The Media** – The media, especially television and movies project violence. The influence of the Media which indulges in the portrayal of a false image of the woman may lead to violence, abuse and crimes against women. The Media to refrain from advertisements and magazines that portray women as weak and as objects of sex, effectively justifying women's subjugation.

- **Right to Information** – Right to Information Centers mandated to bring out documentation on the status of women and children in the UT. [4]

Some of the challenges that have been brought to notice in regard to dispensation of justice in cases of violence against women are the following:

1. In cases of sexual harassment, intimidation by the immediate higher official against whom complaint is made is experienced; sometimes, the offending officials are just transferred without any penalty being imposed on them;

2. In cases of dowry death, there are serious difficulties in establishing the guilt of the husband/family; the families of the deceased are advised to accept return of jewels, vessels etc. instead of the cases being pursued.

3. Follow up by the police authorities in cases of extreme violence against women is not

as it should be.

4. Advice given by the Women Police Cell approached by victims of violence is often arbitrary, sometimes motivated by extra-legal considerations and are also advised to “adjust to the situation.”

Mangalam meaning Goodness or Blessing is a village near Villianur in Pondicherry with about 500 families. Fifty per cent of the people in the village live below poverty line. Project Mangalam was started by the National Commission for Women in 1994 with the support and cooperation of the Government of Pondicherry. It was designed to secure **justice delivery by women for women**. The principal objectives of the Project were:

1. Education of women on laws concerning their basic rights.
2. Equipping women to participate in the democratic, political process of Panchayat administration and in exercise of power with accountability.
3. Formation of Mahila (Women) Courts by Groups of women so that women could voluntarily bring before such Courts grievances and disputes for resolution through conciliation, mediation, negotiation or arbitration.
4. Helping women to avoid costly litigation and secure low cost, fair and quick justice at their doorsteps.

Several Legal Training camps were conducted under the Project so as to generate awareness about their rights in the family and society, and government welfare programs. The project also inculcated values of gender equality, empowerment, leadership etc.

Counselors under the Project handle various women related problems such as dowry, extra-marital relationships, property disputes, alcoholism etc. and try to resolve them including by coordination with Legal Aid Cells, Panchayats and courts wherever considered necessary. Groups of women and volunteers trained under the Project involve themselves in various community activities such as creation of Mathar Sangham (Association of Women), adult literacy, skill training for self/wage employment etc. The Mangalam Project now covers 140 villages benefiting 7000-8000 women. [4]

There is an exclusive Department of Women and Child Development which was established in 1996 on instructions from the Government of India to focus on the development of women and children. Under the Citizens' Charter of the Department, it stands mandated to providing nutrition and health support to children, pregnant and lactating mothers, apart from implementing development programs for women with special attention to widows and those in old age. The principal activities of the Department include:

1. Running Integrated Child Development Service (ICDS) Projects
2. Running of Working Women's Hostel
3. Running of Service Home for destitute women
4. Granting financial assistance for remarriage of widows
5. Issuing share capital and managerial assistance to Women Development Corporation
6. Giving financial support for the Mangalam Project for creating awareness regarding gender justice.

7. The Department has also proposed a scheme with funding from Government for rehabilitation of women with AIDS infection, especially among commercial sex workers.

Pondicherry Corporation for development of women and differently abled persons was established in 1993. The objective of this corporation was to make women and differently abled persons socially and economically self-reliant and empowered. The Corporation imparts training to women and differently abled persons in various skills and helps them setup their own trade or business by providing loan assistance. The training programs include computer operation, typewriting, auto-rikshaw driving, Tanjore Arts painting, fishnet weaving etc. The Corporation also helps in the formation of Self Help Groups among women. Training is given to members of the Groups in health, nutrition, legal awareness, leadership quality etc. Linked to savings by the members of the Groups, Group loans are sanctioned for helping them undertake various kinds of income generating activities. Over 300 Groups have been formed in Pondicherry and Karaikal. Micro credits are also given to individuals for running small business. The Corporation functions as the channelizing agency of the National Handicapped Finance Corporation (NHFC) for extending benefits including business loans to differently abled women. Further the Corporation runs Working Women's hostels, Short stay homes and Day Care Centers.

The Centre for Women Studies, Pondicherry University works for the creation of critical awareness and sensitivity to women's issues in every field. It encourages academic development and empowerment of women. The thrust areas of the Centre includes awareness generation,

expression of women's voice, socio-cultural issues and studies on marginalization, women's legal rights, restructuring of women's role in history and critical analysis of stereotyping. The Centre follows a multi-disciplinary approach. It also offers courses on women's studies.

Conclusion. Pondicherry with all its cosmopolitan outlook and good education is one of the best places for women to establish and grow. It has concerns and issues much like many other places but not as significant as other according to the data available. The administration is doing its bit in empowering women and differences are there for us to see. However, the actual efficacy of the schemes and their long term impact on the lives of women has not been researched upon extensively. Data of few case studies are also available to record the change. Given that Pondicherry is viable example for dealing with welfare of women reasonably well, the social and cultural prejudices could play a vital role still. Hence, it is recommended that studies targeting specific schemes or targeted women population should be taken in right earnest so that deeper understanding and data can be obtained on the subject and set an example for welfare of women in India and the globe.

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GENDER ATTITUDES AND BARRIERS IN TURKISH NATIONAL POLICE

Introduction

Discrimination can be described as domination or negative effect of any kind of belonging over other belongings among a social group (Feagin and Eckberg, 1990: 1–2). In analyzing discrimination, it is very important to understand what is meant by discrimination and to recognize that it can be of different types and take different forms. Discrimination based on gender (or sex) is a common civil rights violation that takes many forms, including sexual harassment, pregnancy discrimination, and unequal pay for women who do the same jobs as men. Unfortunately, most U.S. women are all too familiar with all of these inequalities. Gender-based discrimination can be defined as either direct discrimination or indirect discrimination. For instance, giving less responsibility to a female police officers than male police officers in the same business is a direct gender discrimination. Indirect discrimination is formally egalitarian behavior or practices that can appear as discriminatory effects on the women in the aftermath. For example, the height precondition should be over 65 inch during the application of police candidate exam would make female applicants disadvantageous.

Police officers should be at equal distance in law enforcement services regardless of the discrimination based on race, language, religion, gender or ethnic identities. This egalitarian attitude is also an indication of the legitimacy of the police. That's why the tackling with gender-based discrimination in policing is important for the respect for human rights; it is also essential for democratic policing.

Recent research indicates that in most developed democracies the percentage of sworn women police remains at or below one quarter, with much lower numbers in management ranks, and with women from racial or ethnic minorities suffering greater marginalization (Cordner and Cordner, 2011; Stroshine and Brandl, 2011). In Turkey, percentage of women police is 5,5 %. Also quota limitation for the number women police employment and the percentage of women police is under 1% in senior level are leading that discussions on gender inequality issues come into agenda in Turkey. On the other hand, either in the worldwide or in Turkey researches show that hegemonic masculinity discourse is dominant in police subculture and traditional policing values includes gender-based discrimination. It is aimed in this research that attitudes of police officers are measured in terms of gender roles in professional life scale. Also the relation between sex, age, marital status, rank of the police and the gender-based attitudes will be analyzed in this