

**ASSESSING PSYCHOLOGICAL PROBLEMS OF WOMEN POLICING
AND ITS EFFECTS ON THEIR PERFORMANCE IN DISTRICT
PESHAWAR KHYBER PAKHTUNKHWA**

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Abstract. *The present study was conducted with major focus on assessing psychological problems of women policing and its effects on their performance. The main objectives of the study to investigate problems of, psychological and harassment problems at work place, and women police personnel performance. This study universe was district Peshawar. The total sample size was 70 which was randomly selected on the analogy of Sekaran (2003). The study major findings are that various problems confronted by female police personnel such as women police personnel are confronted with problems in managing their children feel stressed due to household responsibilities as well as job responsibilities, and expectations being wife, mother or sister are unmet due to job responsibilities revealed by study. Furthermore, psychological and sexual harassment are evident with regard to women police personnel which affect their performance significantly. It includes exertion of pressure from higher authorities and instigating female police personnel for sexual relationships are key problems affecting female police performance. The government should provide separate staying facilities at police stations which include all modern facilities and financial help to decrease their problems. The department should strictly implement moral code and exemplary punishment should be given to those who are involved in the sexual harassment in the organization. Equal opportunities should be given in the promotion and assigning duties to female police personnel are some of suggestions on the basis of study findings.*

Key words: women police, psychological

Introduction

Studies have indicated that the term police and policing have a long history. According to Jami and Mohyuddin, (2014), the term POLICE refers to “Protection Organization for Life and Investment in Civil Establishment”. The history of the word “Police” has been derived from the Greek terminology e.g. “POLITIA” referring to the condition of a state or government. In general, and modern sense, the term Police and policing refers to the civil force accountable for maintaining law and order. The police organization, which at present is known as the police department, is accounted and constituted for the appropriate maintenance of law and order in order to perform the different activities as well preventive and curative functions relating to criminal administration (Price, 1996).

Gender related inequalities or gender differences are common phenomena in each and every culture and society. In this regard, in majority of the cases women remain, and are treated as subordinates (Macionis, 2012; Kendall, 2007).

It is evident from the experience of female police officers that women police are confronted with discriminating behavior within police department by the administration as well as by colleagues, and most importantly from society. In this regard, Pagon (1996) asserts that “gender integration and the opportunity for women to participate in forming police policy has been strongly resisted”

Majority of the societies are male oriented and male dominant whereby women were influenced in each body of work, and the same situation has been found in the police profession also. Similar is the situation of Pakistani society whereby it is stricter regarding women. As a result, women face significant challenges in police organizations as well. Further, police organizations, typically inbred and fraternal in spirit, emphasizing male values of dominance, and use of force, assertion of authority, generally are not hospitable to women even if good-faith efforts are made to integrate them (Jamil and Mohyuddin, 2015).

Organizational challenges are problems or barriers faced by female police officers stemming from police organizations, such as police administration, police officers, or job-related significance. The female police officer does not have control over these challenges as they are posed by other parties. Examples include discrimination, sexual harassment, tokenism, and a glass ceiling.

Personal challenges are problems or barriers faced by the female police officers that are non-organizational which evolved from the personal life outside of work.

History of Women Policing

The 1910s was the era of emergence of female police officers in the United States. Gender discrimination in the work place was prohibited as a result of the 1964 US Congressional Amendment to Title VII of the 1964 Civil Rights Act (Seklecki & Paynich, 2007; Cuadrado, 1995; Steel & Lovrich, 1987). The implementation of the equal employment standards provided females the same opportunities as males in the workforce. Therefore, the number of female police officers increased in the late-1970s. The number reached an appropriate level where standard research could be performed on the sub-group of police officers (Seklecki & Paynich, 2007). It provided the opportunity for scholars to explore female police officers' experiences in a masculine field to determine whether or not gender discrimination existed, as well as what challenges females may face while working as a female police officer.

United Kingdom

Metropolitan Women Police (2017) writes in detail about history of women policing in United Kingdom. History of women policing can be traced back to early 20th century. In 1917 a patrol committee was formed in London which patrolled about 92 areas of London. In the mentioned patrol committee about 2,338 women were working as patrols. A woman played a pivotal role in the patrolling named as Mrs Sofia Stanley and therefore was appointed as patrol supervisor. In 1919, a first woman police were hired in London Metropolitan police. In the same year, three female sergeants were appointed in London Metropolitan police named as Grace Russell, Patty Alliot, and Lilian Wyles.

In 1923, for the first time a woman police were given the authority of arrest, and in the very next year a committee was formed for hiring female in the police department. Few years later in 1927 a law was passed regarding women policing which asserted that only unmarried female should be hired in the London Metropolitan police. In 1930, female police personnel were given the position of staff officer for Women Police, and in 1932 Miss Peto appointed Superintendent in charge of A.4. Branch.

Few years later many advances were made in women policing, for instance, in 1938 Wandsworth Section House was opened for women. In

1939, due to situation of world war two married women were invited to re-join the police department. During world war two women police women police dealt with refugees, evacuees, and enemy aliens. Few years later in 1942 Women Police Section of the M.P.A.A. was formed. In 1947, swimming, tennis, shooting, hockey, athletics and choir sections formed within the Women Police Section of the M.P.A.A. in 1949, superintendent Bather promoted to Chief Superintendent, and another development in police sector was formation of Cricket and Walking women sections. Following in 1951, Metropolitan Women Police Sports Club formed.

Various developments in police department were noted in 1950s. These includes establishment of police council in 1953; the Dixon Committee recommended an increase in Women Police establishment to 656 1956; and, women Officers served with the British Police Unit in Cyprus in 1957.

In 1962 a major development was reported regarding women policing in United Kingdom which was their duties definition including patrolling; escorting women; custody of women prisoners in hospital; enquiries regarding missing females; taking fingerprints; and, statement taking in case of indecency etc.

Later on in 1970s, women were also given the permission to handle dogs trained by police to investigate about criminal cases; women were appointed in traffic division as well, and girls' cadets were introduced. During 1980s the major development includes introduction of new style of uniform for female police personnel; and, introduction of women police trainers. During 2000, the note-able aspects of women police in United Kingdom were commissioner's women's focus group set up; first woman in charge of the Flying Squad; first national senior Police Women's conference; and, appointment of Cressida Dick as Deputy Asst Commissioner in Specialist Operations.

United States

Smith (2015) writes in detail about the history of women policing in United States. The history of women participation in policing is traced back to early 1900. Lola Baldwin was the first female police personnel hired in the American police in 1905. Los Angeles Police Department went a step further in 1910 and swore in Alice Wells as the country's first "policewoman" with badge number 1. However, before world war two the numbers of police women were very rare in United State police but during world war two the number increased rapidly. A major development was noted in 1956 when

International Association of Women Police was formed, further supporting advancement for female officers. In the 1980s women began to break through police department “glass ceilings,” with Penny Harrington taking charge as the Chief of Portland Police Bureau. This trend continued till 1994 where in Atlanta Beverly Harvard became the first black female police chief. In 1995 the International Association of Chiefs of Police conducted a study which pointed out various barriers to female inclusion and advancement in law enforcement organizations and making their careers, in an attempt to reduce them, and today over 300 women serve as chiefs of police in departments across the nation. The 1980s was the era of emergence of female police officers in the United States. Gender discrimination in the work place was prohibited as a result of the 1972 US Congressional Amendment to Title VII of the 1964 Civil Rights Act (Seklecki & Paynich, 2007; Cuadrado, 1995; Steel & Lovrich, 1987). The implementation of the equal employment standards provided females the same opportunities as males in the workforce. Therefore, the number of female police officers increased in the late-1970s. The number reached an appropriate level where standard research could be performed on the sub-group of police officers (Seklecki & Paynich, 2007). It provided the opportunity for scholars to explore female police officers’ experiences in a masculine field to determine whether or not gender discrimination existed, as well as what challenges females may face while working as a female police officer.

Women Policing in Pakistan

The history of women policing in Pakistan is traced back to the British India government, however, afterwards there are no considerable efforts. The one and only significant instance was in 1994 whereby specific police stations in various cities of Pakistan were made for women police personnel. Currently, only 17 police stations are there for women police personnel in Pakistan. Besides, the total strength of women police personnel in Pakistan is 3500 which constitutes 0.86 per cent of the total police force (Ahmad, Ahmad, Syeda and Saleem, 2012).

Justification of the Study

Challenges for females in the criminal justice system date back to 1845 with the hiring of the first female prison matron in New York City (Martin, 1982). Primary duties for the female prison matron involved helping female citizens, primarily other females and juveniles (Davis, 2005). Female prison matrons lacked authority over male officers, and in addition, they lacked law enforcement powers (Davis, 2005). The first female police officer, Alice

Stebben Wells, was hired by the Los Angeles Police in 1910 (Martin, 1982). It wasn't until the rise of feminism in the 1960s and push for equal employment in the 1970s for females to become actively interested in policing, traditionally a male-dominated field.

There is a slight increase in research conducted regarding women policing, and therefore is focused by researcher in academic sphere as well (Oruta, Lidava and Gaunya, 2016). Feminist perspective asserts that men are in control in social, economic as well as religious sphere of life including law enforcement organizations such as army, police, and judiciary etc. In a similar context, like other professions the law enforcement occupations are also traditionally been dominated by males. But, with entrance of females into the police force is leading to an increase emphasis being placed on equal opportunity in the process of hiring (Jamil and Mohyuddin, 2015).

Anshel (2000) explicates that policing is one of the stressful occupations. It is a profession which requires special abilities, capabilities, skills because of the fact that in such profession the individuals are confronted with violence and resistance.

In general policing is one of the stressful professions and job; however, in particular women faced significant problems. In the light of literature, it is evident that women face social, cultural and psychological issues when doing the job of policing. This study is an effort to describe various socio-cultural and psychological problems faced by women police.

Objectives of the Study

- To study socio economic profile of the sampled respondents
- To probe out problems faced by sampled respondents
- To see the association between independent and dependent variables
- To make recommendations on the basis of study findings
- To see the level of job satisfaction of women police personnel

Sampling and Sample Size

Sampling is an important step in any research activity. It is the process of selection of sample/units from population of interest. Sampling has many types, whereby for the current study has utilized non-probability sampling technique, and specifically purposive sampling technique. The target

population was women police personnel working in police department in the study area. The details of women police in Peshawar are:

Table 1: CCP Strength

Lady constable	64
Head constable	1
Assistant Sub Inspector	6
Sub Inspector	2

Table 2: Investigation CCP

Lady constable	01
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Table 3: Traffic CCP

Lady Constable	5
Lady DSP	4

The total number of females working in police organization in Peshawar was 83. According to Uma Sekaran sample size table, the sample size for the population of 83 is 70, and therefore a total of 70 women police personnel was to be sampled purposively. Further details are in the sample frame given below:

Table 4: Sampling Frame

Total Population	Sample size	Sample size determination	Method of sampling
83	70	Uma Sekaran sample size table	Non-probability (purposive sampling)

Tools of Data Collection

Tools of data collection mean the selection of a particular method that was suitable and practically applicable for the collection of authentic information from the target population. For the current study, a structured interview schedule was utilized as a tool for data collection. The interview schedule was contained a series of questions which were asked from the respondent in face to face conversation.

Data Analysis

The collected data was analyzed for this research by software named statistical package for social sciences (SPSS). The data was presented in cross tabulation form where percentages and frequencies. Further explanation was given at the end of each table in order to prove the statements through

literature review. Additionally, chi square test was also be used to test the validity in association between the various variables. Following statistical procedure would be implementing to calculate the chi square as suggested by Kinnear and Gray (2009).

$$\chi^2 = \sum (O-E)^2 / E$$

χ^2 = chi square for categorical variables.

OE = the observe frequency in O row and E column.

E = the expected frequency of O and E.

The degree of freedom was calculated as

$$Df = (a - 1) (b- 1)$$

Df = the degree of freedom

a= number of rows

b= number of columns.

Conceptual Framework

The following are the independent and dependent variables of the study.

Independent Variables	Dependent Variable
Lack of facilitation	Effect on women police performance
Role conflict	
Psychological and sexual harassment	
Gender related differences and discrimination	
Patrolling and Transport related issues	
Lack of job satisfaction	

Results and discussion:

Majority 41 (58.57 %) respondents belonged to age category of 27-34 years. Moreover, 15 (21.42 %) respondents were in the age category of 35-42 years. Furthermore, 13 (18.57) respondents were in the age category of 18-26 years. In addition, 15 (21.42 %) respondents were in the age category of 35-42 years. While, 1 (1.42 %) respondent was aging 43 years and above. In context of the educational level of the respondents none of the respondents

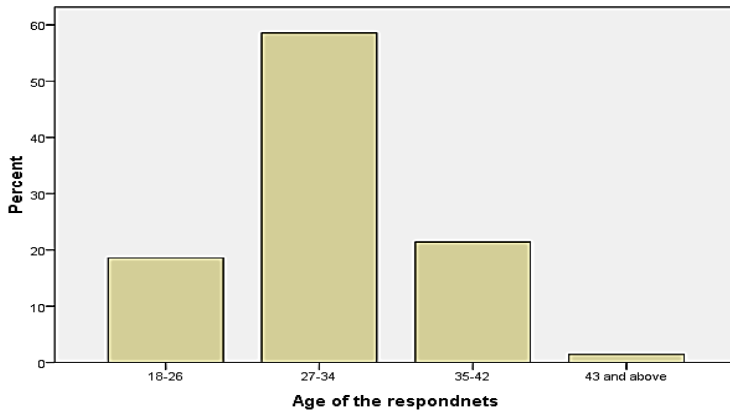
were educated up to secondary level; Majority 45 (64.28 %) respondents were educated up to intermediate level. Moreover, 23 (32.85 %) respondents were educated up to metric level. and 2 (2.85 %) respondents were educated up to higher level. With regard to salary majority 42 (60 %) respondents were earning 30,001-40,000 PKR. Moreover, 23 (32.85 %) respondents were earning 20,001-30,000 PKR. and 5 (7.15 %) respondents were earning 40,001 and above PKR. Besides, majority 61 (87.14 %) respondents were unmarried. Moreover, 8 (11.42 %) respondents were married, while 1 (1.42 %) respondents were widowed. Majority, 42 (60 %) respondents were living in joint family system. Moreover, 28 (40 %) respondents were living in nuclear family system.

Table 5: Socio-Demographic Information of the Respondents

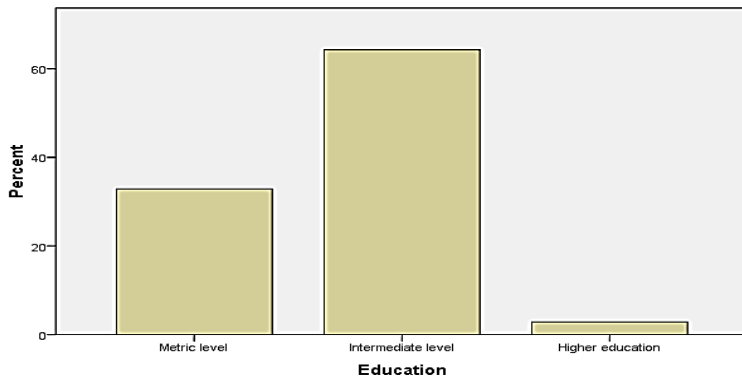
Age	Frequency	Percentage
18-26	13	18.57
27-34	41	58.57
35-42	15	21.42
43 and above	01	1.42
Education	Frequency	Percentage
Secondary level	00	00
Metric level	23	32.85
Intermediate level	45	64.28
Higher education	02	2.85
Salary	Frequency	Percentage
10,001-20,000	00	00
20,001-30,000	23	32.85
30,001-40,000	42	60
40,001 and above	05	7.15
Marital status	Frequency	Percentage
Married	08	11.42
Unmarried	61	87.14
Widowed	01	1.42
Type of family	Frequency	Percentage
Nuclear family	28	40
Joint family	42	60

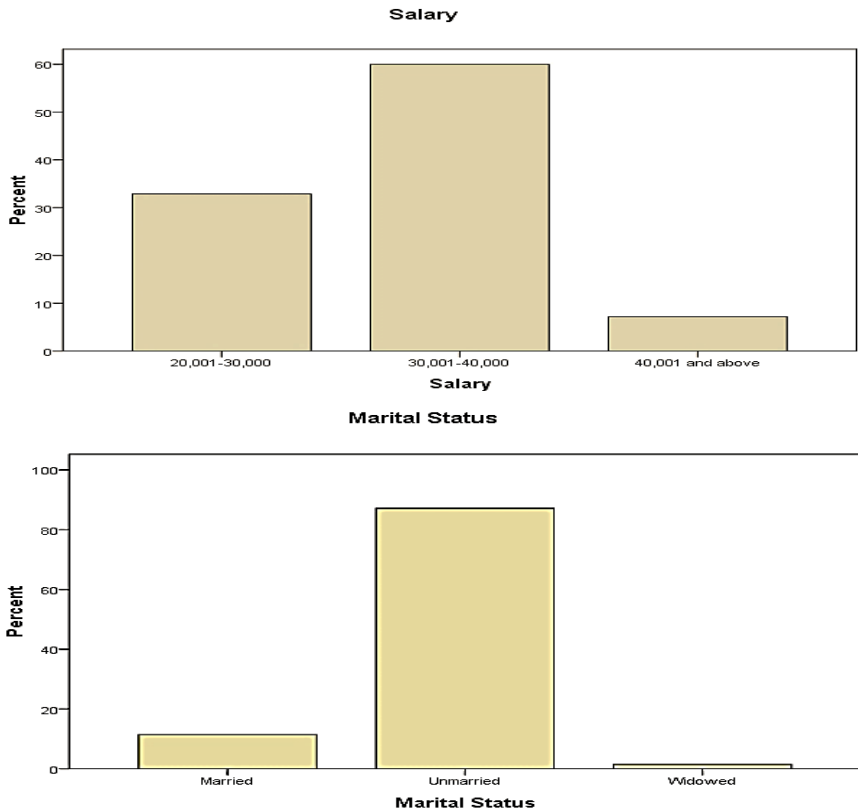
Source: Survey

Age of the respondents



Education





Psychological and Sexual Harassment problems:

The table-majority 38 (54.3 %) respondents reported that higher authorities exert pressure on them to follow their orders. Moreover, 15 (21.4 %) mentioned that higher authorities try to develop sexual relationships, however, 37 (52.9 %) respondents opined no. These findings are against the findings of Crisis Group Asia (2008) reports that physical and sexual abuse of police women commonly prevails within police organization. Higher authorities exert various types of pressures on female police to develop physical relationships with female police. However, 65 (92.9 %) respondents stated they were not harassed by male colleagues. Majority 50 (71.4 %) respondents reported that higher authorities and male colleagues apply pressure to follow them. Only small numbers 5 (7.1 %) respondents revealed that male police officers touch them for sexual provocation. However, 62 (88.6 %) respondents mentioned that they are not harassed by male officers.

In addition, 43 (61.4 %) respondents enumerated that they feel stressful at workplace; however. However, 24 (34.3 %) respondents said that they are not stressful at workplace. Finally, 38 (54.3 %) respondents explained that stress and pressure lead to lack of concentration and satisfaction at workplace. Bannerman (1996) stated that stress and strain prevails among female police officers and one of the common causes of stress among female police is sexual abuse.

Psychological and Sexual Harassment

Statements	Yes	No	No Opinion	Total
Higher authorities exert pressure on you to follow their orders	38 (54.3 %)	24 (34.3 %)	8 (11.4 %)	70 (100 %)
Higher authorities try to develop sexual relationships with you	15 (21.4 %)	37 (52.9 %)	18 (25.7 %)	70 (100 %)
Your colleagues try to develop sexual relationships with you	5 (7.1 %)	65 (92.9 %)	00 (00 %)	70 (100 %)
Higher authorities and male colleagues apply pressure on you to follow them	50 (71.4 %)	15 (21.4 %)	5 (7.1 %)	70 (100 %)
Male police officers touch you for sexual provocation	5 (7.1 %)	62 (88.6 %)	3 (4.3 %)	70 (100 %)
Pressure and sexual harassment make you stressful at workplace	43 (61.4 %)	24 (34.3 %)	3 (4.3 %)	70 (100 %)
Stress and pressure lead to lack of concentration and satisfaction at workplace	38 (54.3 %)	24 (34.3 %)	8 (11.4 %)	70 (100 %)

Psychological and Sexual Harassment and Job Performance of Female Police Personnel

The exertion of pressure from higher authority was found highly significant (p=.000) with the job performance of female police personnel.

Moreover, the act of higher authorities tries to develop sexual relationships was found highly significant ($p=.000$) with the job performance of female police personnel.

Psychological and Sexual Harassment and Job Performance of Female Police Personnel

Statement/dependent variable		Job Performance of female police personnel			Chi-square
		Yes	No	No Opinion	
Higher authorities exert pressure on you to follow their orders	Yes	38	0	0	56.194a .000
	No	22	2	0	
	No Opinion	0	6	2	
Higher authorities try to develop sexual relationships with you	Yes	15	0	0	33.704a .000
	No	37	0	0	
	No Opinion	8	8	2	
Your colleagues try to develop sexual relationships with you	Yes	60	5	0	41.731a .000
	No	0	3	2	
	No Opinion	0	0	0	
Higher authorities and male colleagues apply pressure on you to follow them	Yes	50	0	0	54.444a .000
	No	10	5	0	
	No Opinion	0	3	2	
Male police officers touch you for sexual provocation	Yes	5	0	0	49.254a .000
	No	55	7	0	
	No Opinion	0	1	2	
Pressure and sexual harassment make you stressful at workplace	Yes	39	12	1	51.4 59a .053
	No	3	5	4	
	No Opinion	2	2	2	
Stress and pressure lead to lack of concentration and satisfaction at workplace	Yes	60	3	0	32.1 51a .000
	No	0	5	2	
	No Opinion	0	0	0	

These findings are similar with Oruta, Lidava and Gaunya (2016) who describes that discrimination and sexual harassment is also an eminent problem faced by police women during their service from the colleagues as well as higher authorities. In addition, the act of male colleagues tries to develop sexual relationships was found highly significant ($p=0.000$) with the job performance of female police personnel. Crisis Group Asia (2008) also reports that sexual and physical abuse of female police officers is common even by their own colleagues. Furthermore, the application of pressure to follow them by higher authorities and colleagues was found highly significant ($p=0.000$) with the job performance of female police personnel. Moreover, touching by male police personnel for sexual provocation was found highly significant ($p=0.000$) with the job performance of female police personnel. Wong (1984) asserts that sexual harassment commonly prevails in organizations where women work. A similar situation prevails even among law enforcement agencies whereby women are vulnerable to sexual harassment. It is evident that male police officers touch with female intentionally for sexual provocation, stare them as well offer them with having sex.

However, a non-significant ($p=0.053$) with found between sexual harassment and lack of concentration at workplace. Lastly, stress and pressure and lack of concentration and satisfaction at workplace was found significant ($p=0.000$) with female police job performance.

Conclusions and recommendations

The study concluded that psychological and sexual harassment are evident with regard to women police personnel which affect their performance significantly. It includes exertion of pressure from higher authorities and instigating female police personnel for sexual relationships are key problems affecting female police performance. Furthermore, study concluded that women police were exposed to psychological and sexual harassment in the department/organization. It includes exertion of pressure from higher authorities and instigating female police personnel for sexual relationships are key problems affecting female police performance. The department should strictly implement moral code and exemplary punishment should be given to those who are involved in the sexual harassment in the organization. Management may choose to promote females regardless of their ability to give the perception of equality within the department. Therefore, it is suggested that tokenism cannot be evaluated solely on numbers but is a much more complex concept.

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