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Table of Contents

Discrimination and Women Career Prospects in the Kaduna State Police Command

Isiaka Monsurat

Productivity in Nigeria's Public Enterprises: An Overview of Nigeria Telecommunications Sector

Bashir Bello

Usman Junaidu

&

Tijjani Nazir Zango

Criminal Recidivism and Social Exclusion: A Conceptual Analysis of Social Stigma and Social Ostracism

Ahmed Aminu Musa

&

Abd Halim B. Ahmad

Religion and Adolescent Development: An Islamic Conceptual Model for Designing a Youth Empowerment Scheme

Salisu Shehu

Decomposing Agricultural Labour in the Savanah: Agrarian Transition and Labour Organization in Kano State, Nigeria

Aminu Fagge, Mohammad

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Discrimination and Women Career Prospects in the Kaduna State Police Command

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Abstract

Women suffer a range of discrimination worldwide in the Police Force from recruitment, ranking sex discriminations to sexual harassment. While there are studies on this general discrimination, this study therefore, explore the nature of the discrimination in the NP and examined there impact on the performance and career development of women in the NP. Both quantitative and qualitative methods were used to generate data for the study. The quantitative data was obtained via administration of questionnaire. A total number of one hundred and eighty (180) questionnaires were distributed from which one hundred and forty two (142) were recovered and analyzed. The qualitative data on the other hand was collected through the use of Focus Group Discussion (FGD) and the In-depth Interview (IDI). Two groups of six were drawn from the target population, one comprising only the women while the second group comprising only the men. The result of the analyses shows the different nature of discriminations that exist in the NP and how these discriminations very seriously affect both performance and career progress of women in the NP. Consequently, the paper recommended that female officers should be treated with equity in all the departments of the Police; they should not be discriminated against, either base on sex, training and ethnicity among others and emphasis should be on capacity and ability not sex for the role allocations in the police force.

Keywords: Discrimination, Women, Nigeria Police, Career Prospect

Introduction

Globally, women have thus been either historically denied access to or granted equitable access to economic opportunities, power, status and privilege in the society. Presently, women participation in national development in Nigeria is still at the preliminary level where their roles or contributions in both private and public sectors are hardly noticed, even in the paramilitary institutions like the Nigeria Police Force. Women also suffer a range of discrimination worldwide in the Police Force, from recruitment, ranking to career development, which at the end hindered not only their performance but also career progression. Therefore, this paper looked at the ranges of discriminations being faced by women in the Nigeria Police Force and how they impacted on their Nigeria Police Force. This paper is sectioned to capture the statement of the problem, objectives of the study, the reviewed literatures, theoretical framework, methods of data generated, discussion of the findings and then, summary, conclusion and recommendations.

Statement of the Problem

Discriminatory practices, which are detrimental to the development of women, occur daily at different levels to all women irrespective of their status and age, particularly to women who have answered a call in the security sector of the economy. These women, particularly in the Nigeria Police Force have different perceptions regarding discriminatory challenges as well as their effects on their career prospects in the Police Force. Therefore, this research looked at the nature

of discrimination and their effects on the career prospect of women in the Nigeria Police Force with a view to providing strategies on how to address the problems based on the research findings.

Study Objectives

The general aim of this article was to look at the nature of discrimination and their effects on the policewomen development in the NPF. Other specific objectives of the study included:

To explore the nature of discrimination against women in the NP

To determine the effect(s) of the discrimination on women career prospects in the NP

To explore ways on how to eliminate discrimination of all kinds in the Nigeria Police

Literature Review

Systemic Discrimination

Burton (1987) argued that there was reliable evidence that informal barriers prevent women from entering different parts of the force and senior ranks. There is proportionately a higher representation of women within the Community Policing Squad. Brute Force II suggests that women are steered towards traditional feminine areas involving juveniles, family violence, and administration. The phenomenon of streaming women into specific areas within an organization is not limited to the Victoria Police. The researcher further put forward that the central question is whether women are in these positions because they choose to or because there are allocative procedures, which place them there.

Burton (1987) argued that there are a number of organizational processes that indicate systemic discrimination. These processes include initial job assignment, training development, study leave, job design and the politics of skill. The perceived nature of policing, be that of a dangerous occupation, may result in female officers being shielded by their male colleagues from mainstream duty. Another view may be the result of residual bias felt by men towards women. Wimshurst (1995) found that in the United States and Britain, a degree of tension and antagonism towards women has developed as a result of women invading the male dominated world of policing. The threatening of men could result in biased decision being made against women who apply for promotion or selection to specialist squads. Lonsway's (2002) research in the United States further indicates that males are unwilling to share power unless threatened by legislation. Hunter (1992) states that structural discrimination arises from the fact that organizational norms, rules and procedures used to determine the allocation of positions and benefits have generally been designed, whether deliberately or unreflectively, around the behavioural patterns and attributes of the historically dominant group in public life. For example, in (1988) McKenna claimed that she was denied access to training courses and temporary assignment that would enhance her skills.

Sex Discrimination and Sexual Harassment

Sex discrimination is based on whether a person is male or female. It also encompasses conditions and treatment based on presumptions about sex, for example, an assertion that women are not likely to stay on a job despite many deprivations because they are likely to become pregnant. Other forms of discrimination include paying a woman a lower salary than a man for the same job, providing them with fewer career opportunities and educational development as compared to men, relieving them of opportunities overtime and/or promotions (Goward 2004, Martin 2004). In fact, the most recent form of discrimination in the Nigeria police force is a house based discrimination. A policewoman who is not married to a policeman would not be given accommodation in the police barrack.

It has been a problem for researchers examining the issue and defining the concept of sexual harassment. In the past, researchers have used different definitions of it in surveys, resulting in different behaviors being measured by different researchers (Avery and Cavanaugh 1995). In 1995, Prenzler conducted a survey and found that sexual harassment was a problem for female officers, with 63.1% of female officers reporting that they had been exposed to sexual harassment as compared to 14.2% of male officers.

While there is evidence of consistent sexual harassment in the police, there is an apparent reticence on behalf of women to report these instances. This could be partly because of fear for further victimization from colleagues if it is reported: and also, fear that the claims would not be supported or acted upon by supervisors (NSWP 1998, Sutton 1996) and, largely, because of the code of silence discussed earlier. According to Goward (2004), less than one third of sexual harassment experienced in the work place is formally reported in Australia. For example, the 1998 case of McKenna versus Victoria Police may very well be an indicative of the type of sexual harassment faced by women in the policing environment. McKenna claimed she had been subjected to sexist attitudes, discrimination and harassment when she was stationed at a large county police station. She was subjected to constant sexist jokes about a woman's "rightful place", intrusively fondled, asked for oral sex and was dragged into a police cell.

From the countries reviewed above, it is now evident that these problems cut across many countries, as the victims of such conduct have been found to suffer from stress, low morale, low productivity and little commitment to the work and the organizational goal(s) (Thoman and Serritella, 1994; Marchett and Ruskin, 2004). For example, the North South Wales Police (NSWP) argued that discrimination on the basis of gender and sexual harassment is significant for discriminatory practices have led to limitations on career opportunities for many female officers (Taylor and Mckenzie 1994). Research in Queensland has found that discrimination and sexual harassment suffered by women from their male colleagues is their prime stressor, not the job (Fielding, 2000). For instance, Sutton's study of 1996 found that 59% of NSWP women who had suffered sexual harassment found the experience extremely stressful. Also within the NSWP, some female officers have reported that dealing with sexual harassment from their male colleagues was often a greater problem than dealing with violence on the street (Borries 1994; Heidensohn, 1996).

However, three main factors were identified as the contributory factors to the level of sex discrimination and sexual harassment experienced by women. Firstly, a masculine police culture

is based on male values; secondly, the resistance of female officers by male officers; thirdly, a gender imbalance with research indicating that Policemen frequently oppose the appointment of female officers on the basis that women are not physically strong or aggressive enough to perform police work (Balkin 1998; Prenzler 1996; Fleming and Lafferty 2002). Therefore, these factors lead to a culture that can be both hostile and resistant to policewomen (Simpon 2000; Adams 2001).

Discrimination and sexual harassment can also have financial consequences. According to Jenkins (2000), there is no limit to the damages that can potentially be awarded in a discrimination claim in many places, particularly Australian jurisdiction. Jenkins further argues that the drain of funding a legal team to resolve litigation, combined with the cost of any necessary compensation for unlawful discrimination or sexual harassment and the damage to the public image of the organization, are obvious. For example, an Australian lawyer, Elizabeth Weston, who was working for Merrill Lynch in London, received a \$1.3 million out of court settlement she sued that company for sexual harassment after a work colleague at a Christmas function told her she had a great cleavage and breasts (Crabb 2004, and Fitzmaurice 2004).

The New South Wales Police (NSWP) responded to the problem of sex discrimination and sexual harassment by implementing two key policies. Firstly, in 1998, the Gender Based and Sexual Harassment Policy was implemented. The Policy makes it clear that sex discrimination and sexual harassment are breaches of legislation and that when women sex discrimination or sexual harassment occurs, prompt action should be taken to remedy the situation and ensure that the workplace is safe for all employees (Ryan 1998). The policy pointed out that management and supervisors have a responsibility to:

Create an environment in the work place where all employees understand that harassment will not be tolerated and complaints will be treated seriously. As managers and supervisors, your overall aim is to prevent harassment occurring and to act when it does... (Ryan, 1998:1).

The Policy defines gender based harassment and sexual harassment and offers a number of examples of such conduct. The policy also informs employees of the procedure they should follow if they are subjected to sex discrimination or sexual harassment. Secondly, the NSWP Internal Grievances Policy, implemented in 2002, stated and provided the NSWP with a consistent approach to the most fair, open and effective resolution of internal grievances. In addition, a Harassment and Discrimination Report Form was introduced which must be completed by all complaints of sex discrimination and sexual harassment (Employee Management Branch 2002). Though the policies are not without their weaknesses, the main weakness of the policies is that, they fail to address the three earlier mentioned contributors to gender discrimination and sexual harassment (masculine police culture, resistance to policewomen and gender imbalance)

Theoretical Framework

This study is guided by the Feminist Perspective which viewed the world from women point and aim at providing a better world for women. There are variations within the perspective both in and out of sociology. Sociologically, the study was specifically guided by gender and structural oppression theories of feminism. This is because they see the situation of women resulting from

a direct power relationship between men and women in the society. However, this theory is characterized by major themes which include:

Women are being controlled, subjugated and oppressed by men anywhere in the society

The oppression is violent in nature mostly in a patriarchal society

The oppression is also a practice of domination by the men

The arrangement of power in the patriarchal society focuses on some groups of people deriving direct benefits from domination

Feminist theorists on gender and structural oppression see the situation of women as the consequences of a direct power relationship between men and women in which men have fundamental interest in using, subjugating, controlling and oppressing women. That is, the oppression is the product of the practice of domination. There are two major variations within this theory, psychoanalytical and radical feminism. Psychoanalytical feminism emphasizes that gender oppression resulted from the emotional dynamics of personality engendered by the fear of death and the social emotional environment in which the personality of a child is developed. The basic assumption of the radical feminist is based on the belief that women are oppressed violently everywhere in the society, mostly in the patriarchal society. To Marxist feminists, discriminations occur against women in policing due to the fact that policing is seen as men's world, and since policing is been ruled and controlled by men, then discrimination of all kinds would occur to women and even the promotional process will be organized to favour men, leaving women with less advantage or bluntly disadvantaged (Ritzer2003).

The structural oppression theorists, like gender oppression theorists, argue that the arrangement of power in a patriarchal society focuses on some groups of people deriving direct benefits from domination. Also, there are two types of the structural oppression theory; these are the social feminists and intersectionality theorists. Social feminism aimed at developing an explicit and adequate method for social analysis of the conditions and experiences of women from the Marxist historical materialist perspective. For example, Smith (1990) in her analysis of women experience holds to the relations of ruling. She argued that capitalist patriarchal domination is ensured through an interdependent system of control that includes not only the economy. but also the state.

Like any theory of oppression, the intersectionality theory believed that women's situations result from the relationship between men and women. But this theory begins with the comprehension that women's experiences of oppression on the basis of gender are different and varied in the degree of intensity, which Collins (1990) in her phrase called the "matrix of domination". These arguments of inequality, according to her, include class, race, global location, sexual preference and the age. Intersectionality theory recognizes the link between ideology and power that allows dominants to control subordinates by creating politics in which difference becomes a conceptual tool for justifying the arrangement of oppression (Collins 1990).

Research Methods

The research design for this study was a survey design. It involved the administration of questionnaire on the female officers only. To further compliment the survey method, a qualitative method was adopted. The qualitative methods were Focus Group Discussion (FGD) and the In-depth Interview (IDI). Focus group discussion was held with both male and female officers in the headquarters. Two groups of five were drawn proportionately from the target population, one comprising only the women while the second group also comprising only the men (who are officers of the same ranks) for the FGD. One of the reasons for this grouping was to provide self reinforcing mechanism for the respondents. In-depth Interview was conducted with both men and women who have attained a rank of DSP and above. Tape, Video recorder and hand written report were used in recording data with the help of two Research Assistants. Ten percent was used as sample size because of the homogeneity in the nature of the study population. Stratified sample was used in dividing the population into strata where simple random sample was used in selecting respondents from each stratum. A total number of one hundred and eighty (180) questionnaires were distributed from which one hundred and forty two (142) were recovered and analysed. The survey instrument (questionnaire) was used along with FGD guide and the Interview Schedule to generate information from the respondents. The questionnaire was divided into sections using the number of research questions raised while both FGD guide and IDI schedule consisted of five questions each which were further probed.

Findings and Discussions

This section dealt with both analysis and the discussion of findings. From the 180 questionnaires that were distributed to the respondents, only 142 were returned and which the analysis was based on the 142, a total of 78.8% of the questionnaires distributed.

Descriptive Explanation of the Personal Data

Table 1: Age Distribution of the Female Officers in the Kaduna State Police Headquarters

Age	Frequency	Percentage (%)
18 – 24	21	14.8
25 – 34	95	66.9
35 – 49	24	16.9
50 Years & Above	2	1.4
Total	142	100.0

Source: Field Work, 2010

From the above table, majority of the female officers were between the age category of 25-34 accounting for 95 Policewomen, representing 66.9% of the total respondents. 16.9% are between the age of 35-49 while 14.8% and 1.4% are between the ages of 18-24 and 50 years and above respectively. From this table it is obvious that most of the women are youth because 81.7% are below the age of 35 years.

Table 2: Marital Status

Marital Status	Frequency	Percentage (%)
Single	40	28.2
Married	91	64.1
Divorced	3	2.1
Widowed	8	5.6
Total	142	100.0

Source: Field Work, 2010

The above table reveals that majority of the police women were married with the highest percentage of 64.1% coming from age category 25-34 as shown in table3 below. While 28.2% are single, 3 of them representing 2.1% are divorced and only 5.6% are widowed.

Table 3: Relationship between Age and Marital Status

Age	Marital Status					
	Single	Married	Divorced	Widowed	Total	Percentage (%)
18-24	21	4	-	-	25	17.6
25-34	13	69	1	1	84	59.1
35-49	6	18	2	5	32	22.5
50 Years & Above	-	-	-	2	2	1.4
Total	40	91	3	8	142	100

Source: Field Work, 2010

This table further indicates the relationship between the age categories of the respondents and their marital status. It also shows the willingness of the women to combine marriage with career after enlistment as officers. The data from the two tables above showed that the wide belief that single women after enlistment into the force find it difficult to get married because most of them are labeled as prostitute is false. From all indications, most of these women got married after enlistment because the NPF rules and regulations do not give consideration to married women. During a focus group discussion with the female officers, one of the respondents who was a Deputy Superintendent of Police (DSP) status provided a further insight:

Most of our officers are married; they got married after serving for few years. We encourage women to marry their colleagues because women married to colleagues are preferred to those who married outside. In fact, I personally as a senior officer encourage my fellow women to marry their colleagues because of certain benefits that are attached to that, for instance, civilian husbands are not allowed to stay with their wives in the police barracks and provision is made for officers' wives which are not meant for civilian husbands.

Table 4: Educational Qualification of the Respondents

Education	Frequency	Percentage (%)
Primary	8	5.6
Secondary	91	64.1
OND/NCE & Related Qualifications	42	29.6
BSc/HND or its Equivalent	1	0.7
Total	142	100.0

Source: Field Work, 2010

The detail in the above table reveals the low level of educational attainment of the police women. The table indicates that most of the female officers in the command had ordinary school certificate with the total percentage of 64.1% while 29.6% of the respondents had OND/NCE or equivalent qualification, 5.6% had primary school certificate, just 0.7% was having Bsc/HND equivalent qualifications and none of the respondents was having post graduate certificate. This information clearly indicates that, most of the female officers are found in junior ranks because of their low level of education as further indicated in table 5.

Table 5: Rank/Destination

Rank	Frequency	Percentage (%)
No Response	1	0.7
Constable	50	35.2
Corporal	50	35.2
Sergeant	32	22.5
Inspector	8	5.6
Superintendent & Above	1	0.7
Total	142	100.0

Source: Field Work, 2010

The above table shows that most of the policewomen are junior officers with constable and corporal representing total percentage of 69.7% and sergeant representing 23.2% of the total respondents. While only 5.6% of the female officers are inspectors, only 0.7% of them is a superintendent officer. This table further reveals the relationship between the low level of educational qualifications of the female officers and the low ranks they were wearing. This was further strengthened by an excerpt from a male respondent who was an A.S.P. that "Most women do not further their education after enlistment because of lack of interest and this is really affecting their ranks."

In response to this quotation, the women argued that:

....lack of interest may contribute but the issue is, the management itself hardly releases us to further our education or even encourage us since most of the senior officers can use their influence to get or help us with admission, but they don't do that. So lack of official release, most especially of the junior officers is also affecting our educational development.

Discrimination in the Nigeria Police Force

Table 6: Nature of Discrimination in the NPF

Nature of Discrimination	Frequency	Percentage (%)
Sex	38	26.8
Recruitment	23	16.2
Ethnicity	21	14.8
Promotion	18	12.7
No Response	16	11.3
Police Law	12	8.5
Training	8	5.6
Education	5	3.5
Police Culture	1	0.7
Total	142	100.0

Source: Field Work, 2010

The above table shows that discrimination exists in the Nigeria Police Force, but there is a variation in what an individual police woman perceived and considered being discriminated which may resulted from their different experiences. Thus, the two major discriminations from the above table were sex representing 26.8% and recruitment representing 16.2%. Also from the above table, most of the police women did not see training, education and police culture as being discriminating representing 5.6%, 3.5% and 0.7% respectively. While 14.8% of the respondents saw ethnicity as basis for discrimination, 12.7% considered promotional process being discriminating and 8.5% perceived the police law being discriminating. Only 11.3% of the respondents did not say anything about their experience in the NPF.

Based on the above data, different types of barrier prevent women from enlistment and entering in to senior ranks of the force in Nigeria. The nature includes sex, ethnicity, recruitment and promotion. Accordingly, similar results were obtained by Burton (1987), Boni and Circelli (2002). For example, in Australia Burton (1987) argued that:

... the disparity between men and women in the Australian Police Force resulted from lack of part time work, sex segregation of the work force and possibly sex discrimination.

According to Boni and Circelli (2002), different types of behaviour experienced by women varied and were not limited to sex discrimination. Others include missing work opportunities and intimidation/bullying which have detrimental impact on women both professionally and personality wise. However, it is obvious that the nature of gender and career discrimination in the police force is universal and requires a global attention.

Table7: Level of Mean Agreement on the Extent to which Discrimination Exist in the NPF

Extent of Agreement on Discrimination in the NP	Frequency and Percentage	Mean Agreement
Strongly Agree	76 (53.6%)	
Agree	57 (40.1%)	
Disagree	8 (5.6%)	
Strongly Disagree	1 (0.7%)	
Total	142 (100%)	3.6

Source: Field Work, 2010

The above table shows the degree at which discrimination exists in the NPF. 53.6% of the respondents strongly agreed that discrimination exist in the NPF and 40.1% agreed while only 5.6% disagreed, 0.7% strongly disagreed. From the table, 133 of the respondents representing 93.7% with 3.6 mean response level, admitted that discrimination strongly exist in the NPF. Meaning that, the level of the discrimination in the NPF is very high. In a focus group discussion with the junior female officers, one of the respondents reported that:

...What I see as discrimination in the NPF is the recruitment method. When it comes to enlistments of officers, men are given more priority than women. You see the number of men outweighing that of women.

A police man of ASP status provided further insight on why male officers are given more priority in terms of recruitment as follows:

More men are needed in the police force than the women because of the rigors involved in the act of policing. Women are only good in the administrative aspect of the force, which I believe men can also do better if not best. Therefore, if I should have my ways, the numbers of women in the Nigeria Police Force will be reduced to a minimal.

This officer was of the opinion that the police job is too demanding for the physique of a woman and even conflicting with her domestic or house hold functions as a wife and mother. He commented further:

In this command now, once it is four or five o'clock, you see the female officers changing their uniforms, leaving the office job for their domestic work. Some will even tell you they have marriages to attend. Another reason is that you can never see woman on patrol either local or highway patrol, so I see no reason why we should have more women in the Police Force.

The above quotations further revealed the attitude of most of the male officers towards their female colleagues. It also revealed that female officers were not mostly accepted by the male colleagues as well. Accordingly, Boni and Ceireeli (2002) in Australia further reported that women were not encouraged and supported by their male counterparts, at the same time they were less likely than men to think that their male colleagues' reaction would be positive if they were to receive a promotion. This perception may deter some women from seeking promotion. Indeed, women were more likely than men to perceive lack of colleague support as having hindered their professional education and success (Boni, 2002; Adam, 2001).

Similarly, the cultural feminist believed that the attitude of the male officers which emanate from the police culture best pushes women experience and it is most frightening, which limit the career option and development for the police women. In a similar vain, the radical feminist argued that the experience of police women or the attitude of the male officers toward the female resulted from the fact that the police force is so defined by men as the men's world,

Contrary to the last two quotations above, the DCP, also a male officer was of the opinion that:

Women have roles to play in the force generally, therefore they should be included in the NPF.....There are issues that when they arise women will better serve, like the Juvenile cases.

The officer further advanced reasons why the need for more women in the Police Force.

...here in the north, when there are cases associated with marriages or women in general, you cannot assign a male police to go and apprehend a married woman because the law does not permit that. In fact, she will tell you that you are a man and she is somebody's wife, so you will have to wait for my husband before the arrest. In fact, that is if you are allowed in.

Discrimination Hindered the Career Prospects of Women in the NPF

Table 8: Level of Agreement on How Discrimination Hindered Career Prospects of Women in the NPF

	Frequency & Percentage (%)	Level of Response		
		Mean	S.D	S.E
Very Strongly	84 (59.2%)			
Strongly	48 (33.8%)			
Not strongly	9 (6.3%)			
Not very Strongly	1 (0.7%)			
Total	142 (100%)	3.5	1.67	.090

Source: Field Work, 2010

Data from the above table indicate that discrimination very strongly affects the career prospects of women in the NPF. 59.2% of respondents were of the view that career prospect of women is affected very strongly by gender discrimination, 33.8% were of the view that gender discrimination strongly hindered the career prospects of women. While 6.3% argued that the career prospect of women is not strongly affected by gender, 0.7% reported that gender discrimination did not very strongly affect their career prospects. However, 93% of the respondents as against 7%, either very strongly or strongly agreed that gender discrimination hindered career prospects of women in the NPF with the mean response agreement of 3.5. The above data further indicate that gender discrimination have a very serious effect on both performance and career prospects of women in the NPF. For instance, Marchett and Ruskin (2004) argued that: *Sex discrimination affects the productivity and commitment of women to organizational work.*

This finding also confirmed the argument of Taylor and Mckenzte (1994) that gender and sexual harassment led to limitations on career opportunities for many female officers. The victims of such conduct have been found to suffer from stress, low morale, low productivity and little commitment to the organizational work (Thoman and Serritella, 1994; Marchett and Ruskin, 2004). Thus, the prime stressor for female officers generally is not the masculinity in the nature of the job rather the discrimination which they face. For example, Borries (1994) and Heidensohn, (1996) reported that some female officers have reported that dealing with sexual harassment from their male colleagues was often a greater problem than dealing with violence on the street.

During a focus group discussion with the female officers (rank and file), a female respondent reported that:

There is a discrimination based on sex in the NPF; even from assigning of duties, male superior officers preferred dealing with male officers, rendering the women useless.

Different information was obtained from a male senior officer, he opines that:

There is no gender discrimination in the NPF; the force does not see any difference between men and women. The force has no respect for sex or age, except for ranks; even marital status is not a barrier after enlistment. For instance, equal opportunities are given to all officers for professional courses and training irrespective of your sex but the female hardly make use of it. In fact, some female often expect to be treated differently as a result of inferiority complex.

Summary, Conclusion and Recommendations

Women suffer different types of discrimination in the NPF from sex, recruitment, ethnicity, promotion to police rules and regulations, training, education and police culture. Even though there is no narration on sex discrimination from the respondents the table indicates (see table 4.2) that majority of the police women experience sex discrimination, recruitment and ethnicity with the total percentages of 26.8%, 16.2% 14.8% respectively. Furthermore, 133 of the respondents representing 93.7% of the target population with mean agreement level of 3.3 admitted that discrimination strongly exist in the NP. Career prospects of women in the NP is being affected by the existing discriminations, most especially the discrimination which is based on "Gender" with 132 of the respondents representing 93.7% of the target population reported that gender discrimination either very strongly or strongly affected the career prospects of women in the NP. Furthermore, majority of the respondents have also agreed that discrimination have serious effects on the performance of female officers as well as their career. However, it was concluded that women are being discriminated on several ground such as sex, recruitment, promotion, police law and culture. These discriminations very seriously affect the career prospects of the women in the NP. Based on the findings the study is recommending that the female officers should be treated with equity in all the departments of the Police; they should not be discriminated against, either base on sex, training and ethnicity among others and emphasis should be on capacity and ability not sex.

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