

**FEMALE POLICE OFFICERS AND POLICING IN KEFFI AREA COMMAND OF
NASARAWA STATE, NIGERIA**

BY

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NSU/MSC/SOC/0049/17/18

**BEING A DISSERTATION SUBMITTED TO SCHOOL OF POSTGRADUATE
STUDIES, NASARAWA STATE UNIVERSITY KEFFI IN PARTIAL
FULFILLMENT OF THE REQUIREMENTS FOR THE AWARD OF MASTER
OF SCIENCE (M.Sc.) DEGREE IN SOCIOLOGY**

JUNE, 2021

DECLARATION

I hereby declare that this dissertation titled “Female Police Officers and Policing in Keffi Area Command of Nasarawa State, Nigeria” has been written by me and it is a report of my research work. It has not been presented in any previous application for M.Sc. All work consulted in the course of this study have been duly acknowledged by means of reference



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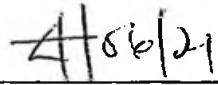
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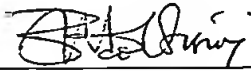
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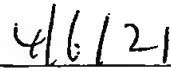
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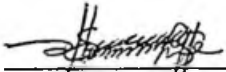
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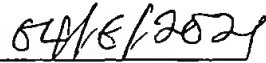
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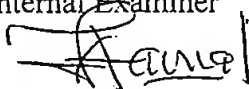
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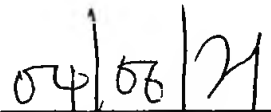
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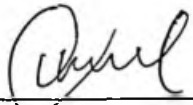
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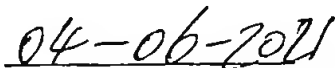
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DEDICATION

This dissertation is dedicated to Allah Almighty the giver and sustainer of life

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ABSTRACT

The role of women in traditional crime prevention and control has been overshadowed by the accounts of men and the events that shaped history, women have been involved in the social systems of the home, work, and community control. This study examines female police officers and policing in Keffi Area Command of Nasarawa State, Nigeria. A social survey design was adopted. A sample of 235 respondents was drawn, using stratified sampling techniques in the selection of respondents from the study area. Primary and secondary data were utilized in the study. The primary data were generated through the use of questionnaires. The questionnaires were analyzed quantitatively using tables, frequency, and percentages. The results show that women are still left behind since the inception of the Nigerian police no woman has reached the highest position and there is still disparity in recruitment in the Nigerian police based on sex. Therefore, the study recommends that the Police authority should, therefore, make conscious efforts not to allow gender discrimination concepts creep into their policies such as recruitment process, promotion, and appointment to higher offices or positions. Adoption of positive, equal opportunity and fairness in the engaging workforce which tends to increase employee performance, subsequently increases organizational performance should be pursued.

CHAPTER ONE

INTRODUCTION

1.1 Background to the Study

Although the role of women in traditional crime prevention and control has been overshadowed by the accounts of men and the events that shaped history, women have been involved in the social systems of the home, work, and community control. The role of women as reproducers of societal norms and values has meant that there is often a societal reference to what 'we learned at our mothers' knees'. This means that society places a high level of importance, as well as expectation, on the behaviour of women who are supposed to full the responsibilities of caring and disciplining at home and in public. However, women's involvement in social control has not remained static. To meet the needs of women and children in trouble, women have supported formal agents of social control by enlisting in the police and other security sector institutions (Charles, 2013).

There has been minimal change in the demographics of Nigeria law enforcement especially the Nigeria Police. Thus far, many female recruitment campaigns have been unsuccessful, and after many years of policing, there is a lack of adequate research on policewomen's experiences (Burke & Mikkelsen, 2005). There is some discrepancy in the actual number of certified female police officers in Nigeria. However, the number of female police officers is steadily declining. Women are still underrepresented at all ranks, and the numbers are lower and sometimes nonexistent in rural areas (Nicholas, 2012).

The struggle for women's empowerment and equality that followed the end of the colonial rule also gradually paved the way for women's integration into the police service. For 25

years after the establishment of the NPF in 1930, consequent to the amalgamation of the north and south protectorates' police forces, no women police existed in Nigeria. Notably, women were not deemed fit for the rigours of police work until the increase in criminal activities involving women suggested a profound need for women police in crime prevention and control. As a result, the campaign for the enlistment of women in the police started.

The issue of upgrading the role of women in policing is for the most part displayed. The argument is somewhat down to business in nature, concentrating on the issue of specialists' efficiency and laborers relations. Defenders of such projects have kept up that upgraded employment of women is fundamental for good police/network relations (Janet, 2002).

According to the last census conducted in 2006, Nigerian women were reported to represent about 49% of the population (Census 2006). Despite almost half of the population, this numerical strength of the Nigerian women has not affected the age-long inferior status the society flagrantly bestows on the women. It is intriguing to note that the subordination of women knows no boundaries or barriers and is not dependent on the social, educational, or economic status of Nigerian women. In Nigeria, religion and cultural beliefs tend to contribute largely to Nigeria women gender discrimination, bias, and low status. Nigeria is a signatory to many international instruments such as the Convention on the Elimination of all Forms of Discrimination against Women (CEDAW) but has not implemented the provision of the instruments (Alemika & Agugua, 2001).

Furthermore, the effects of the many years of military misrule have negatively affected the human rights treatment of the citizens in which women are the worst sufferers. Nigeria

women are under-represented in the political arena, police organization structure, army, and in the public or private sector which further lowers their status in society. This also affects the little opportunists among them who are in the system. There is a need for a paradigm shift in Nigeria. Our traditional world is gradually craving for modernization in which potential talents, competencies, skills, abilities, and education amongst others speak for the individual rather than the gender. Generally and across the globe except in the developed nations, the female gender is discriminated against and marginalized.

Attempts to prevent (control) crime by female police officers in Nigeria have become a significant issue to be discussed in Nigeria and globally. The role of women in policing could be traced back to the pre-colonial era. The significance and contemporary roles of women in certain social arrangements in society cannot be glossed over (Odekunle, 1979).

In Nigeria, the genesis of women in the police force began in 1955, thus coming long after the force was inaugurated in 1930. This development will be further appreciated with a look at the history of the evolution of the Nigeria Police Force. The Nigeria Police Force was formed in the year 1930 and later enshrined in Section 194 of the 1979 Nigeria Constitution.

Coomassie, (1998) posits that police around the World are undergoing one form of reform or the other, and this is aimed at trying to improve their response to, and protection of individuals and the community they serve. The continued poor representation and status of women in the Nigeria Police Force is derived from layers of discrimination and exclusion suffered by female members of Nigerian society. Therefore, to understand the status of women within the Nigeria Police Force; there is the need to understand the discriminatory

rules: it should be investigated, analyzed, and explained by applying insights provided by the concepts of gender and patriarchy (Alemika, 2010).

In modern-day policing, the police organization is supposed to be representative of the community it serves; it should aim at providing support and essential services in the area of ensuring the safety and security of its local community members. Similarly, the Nigeria Police Force should embark on the development or full enforcement of a gender policy that would cover: recruitment, training, deployment, promotion, and accountability issues in the organization (Alemika, 1999). It is against this background that this study examines female police officers and policing in Keffi Area Command of Nasarawa State, Nigeria

1.2 Statement of the Problem

Women have for the most part been viewed as simple family unit guardians under the strength of men, this conviction appears to have consigned women's roles in different ideals or duties despite their noticeable endeavors to parallel men. In all extras of life, women are seen taking an interest and advancing by and large they rise above superior to their men partner. In Nigeria, women are engaged with a wide range of exercises; they are all over in private open, and even independently employed. They are additionally, part of the Armed Forces and even paramilitary associations. Even though their number is by all accounts acknowledging, yet they are in lesser number and enjoyed less overwhelming works.

Nigeria's police force is one area that women police are confronting with certain challenges. It is against this background that this study seeks to examine the problems militating against low enrolment of women into the Nigerian police force, issues relating to recruitment, training, duties, promotion, and termination.

Both men and women of the force were enlisted on indistinguishable criteria as indicated in the Police Act 1990. The arrangement of the Act did not separate among men and women, all applicants looking for recruitment must have similar capabilities which make a few women to be precluded. These criteria made the quantity of women police in Keffi Area Command of Nasarawa stateless as a result of social foundation compare to their male partner; this demonstrates that there is an unseemly portrayal of women in the Nigeria Police Force.

Since the establishment of the Police force, men and women of the Nigerian Police force were attending and receiving the same training after recruitment, women although they are fragile, endure and complete the course at the same time as their male counterparts. A good example is that of German police in which men and women were trained on crime detection and surveillance, they are equally found in the mobile operation commandos unit. But why are Nigeria women not as sophisticated as those in the advanced countries? Is it because of lack of state of the art training facilities or they are discriminated against in the course of training? There is the problem of women police, in some organizations women reach the highest peak of such organization from financial to law enforcement agencies most especially in the advanced countries, women hold various chief executive offices and they sometimes perform better than their male counterparts. Why is this not attainable in the Nigeria Police force? Based on this, therefore, the study examines female police officers and policing in Keffi Area Command of Nasarawa State, Nigeria

1.3 Research Questions

This study was guided by the following questions.

- i. What are the career prospects open to Female Police Officers in Keffi Area Command of Nasarawa State, Nigeria?
- ii. What are the gender disparities in recruitment in Keffi Area Command of Nasarawa State, Nigeria?
- iii. What are the roles of Female Police Officers in Keffi Area Command of Nasarawa State, Nigeria?
- iv. What are the challenges Female Police Officers faced in Keffi Area Command of Nasarawa State, Nigeria?

1.4 Objectives of the Study

The main objective of the study examines Female Police Officers and Policing in Keffi Area Command of Nasarawa State, Nigeria. Other specific objectives are:

- i. To examine the careers prospects open to Female Police Officers in Keffi Area Command of Nasarawa State, Nigeria
- ii. To examine the gender disparities in recruitment in Keffi Area Command of Nasarawa State, Nigeria
- iii. To ascertain the roles of Female Police Officers in Keffi Area Command of Nasarawa State, Nigeria
- iv. To examine the challenges Female Police Officers faced in Keffi Area Command of Nasarawa State, Nigeria

1.5 Significance of the Study

It will stimulate lawmakers to amend or promulgate laws and policies in terms of gender equality and equal job opportunity in the Nigeria Police force. The study will provoke

further researches on this area and consequently lead to the production of more empirical data that would be of benefit to prospective researchers in the future.

This study will add to the little or none existing knowledge in the field of Female Police Officers and create awareness among the police and the members of the public in general. Over the years, there is a low interest in research in the field of female policing and in particular on the issue of gender within the force.

Knowledge gain would therefore be useful not only to academia but to the general public. It would also be of immense importance to expose the kind of gender dynamics in Keffi Area Command, Nasarawa State Command, and the Nigeria Police at large.

1.6 Scope of the Study

The study was limited to Female Police Officers and Policing in Keffi Area Command of Nasarawa State, Nigeria. Keffi Area Command of Nasarawa State comprises five (5) divisions which include Keffi, Karu, Kokona, Toto, and Nasarawa. The focus of the study is police officers working in Keffi Area Command of Nasarawa State which encompasses men and women of the force. The choice of Keffi Area Command of Nasarawa State is because of the high concentration of female police officers in the area. The study covered from 2016 to 2018.

CHAPTER TWO

LITERATURE REVIEW

This chapter consists of a useful literature review on Female Police Officers and Policing in Keffi Area Command of Nasarawa State, Nigeria to achieve the aim and objectives of the study. Theories will also be used to give a better understanding of the study which forms part of the theoretical framework.

2.1 Conceptual Framework

2.1.1 Concept of Police

Police refer to a legal institution or state agency charged primarily with the enforcement of criminal law and the maintenance of order. The police are agents of the state, established for the maintenance of order and enforcement of the law. From the knowledge of history, the Police have always performed two central functions, namely, the enforcement and maintenance of law and order. Apart from enforcing laws, the Police are “not only to monitor but also to discharge and destroy challenges to the existing order of things” (Bowden, 1978: 14). Thus, where there is a crisis, the Police are deployed as a “buffer between elites and masses and perform the essential holding operations against the malcontents until military force could be applied in a punitive and salutary manner” (Bowden, 1978). The Police, therefore, are supposed to help contain crimes as much as possible.

According to Martin (1990:6); Police work involves a variety of tasks and responsibilities. Officers are expected to prevent crime, protect life and property, enforce the laws, maintain peace and public order, and provide a wide range of services to citizens. A common trend

unifying these diverse activities, however, is that potential for violence and the need and right to use coercive means to establish social control (Bitner, 1970) Understanding that the police act as the representatives of the coercive potential of the state and the legitimate users of force helps explain a number of their attitudes and characteristics. Modern police forces are assigned the primary duty of law enforcement and order maintenance. But the content of law and what constitutes order vary widely across time and nations and are determined by the political economy of societies. The concrete roles played by the police are defined by law and conception of order following the political and economic interests of the dominant or ruling groups in society. Robert Reiner (1993) stresses this point. The police are the specialist carriers of the state's bedrock power: the monopoly of the legitimate use of force. How and for what this is used speaks to the very heart of the condition of political order. The danger of abuse, on behalf of particular partisan interests or the police themselves are clear and daunting.

Police are organized to defend and preserve the interests of the dominant groups and classes in society. Consequently, the significance of police as either facilitators or inhibitors of pro-poor change initiatives will depend on the character of their society. In a totalitarian and economically inequitable society, the police role will be more to defend the status quo of political oppression and economic injustice. In contrast, in a democratic society, the police are more likely to provide services that will enhance development and democracy (Alemika 1993). However, by maintaining order and enforcing the law in consonance with the principles and practices of a democratic society, police will foster entrepreneurial initiative and public safety, which are critical to the development and human cooperation in general. It is in these respects that the police can make positive contributions towards

pro-poor change initiatives. Some of the major concerns of the poor apart from material deprivations and lack of access to services are their vulnerability to insecurity, crime, police brutality, and denial of due process rights (World Development Report 2000/2001).

Therefore, like the state, the character, roles, and priority of police forces are determined by the political and economic structures of their nations. Similarly, the form and activities of policing by state and non-state agencies are also dependent on the character and composition of the political economy of society. The tasks of police are dictated by the contradictions and conflict of interests among groups and classes in society which if not regulated can threaten the preservation of the prevailing social order or status quo. In Nigeria, police are described more in negative terms by major segments of the population. The Nigerian Police Force which was a production of British has its cause in Lagos in 1861. The Political, social, and monetary challenges experienced by the British authorities from 1840 to 1860 helped the rise of the Lagos Consular monitor in 1861 when Lagos was added, the British Consul John Beencroft utilized the consular protect to keep up peace and enforce sterile controls (Iyamabo, 2009).

After two years, in 1863, this little watch of 30 men had developed to 600 men and re-named the Hausa Police because of the enlistment into it of some caught runaway majestic specialist in Lagos and its environs. One of such semi-military obligations was the arrangement of a detachment of a few officers and men for the Arochukwu campaign (destruction of the Juja). On first January 1986, the Lagos Police was made and equipped like the Hausa Police (Kasali, 2010).

The origination of the police force as a defensive and law enforcement association created from the utilization of military bodies as watchmen of the harmony, for example, the

Praetorian Guard, of the antiquated Rome. The Romans accomplished an abnormal state of law enforcement which in actuality until the decrease of the realm and the beginning of the Middle Ages. Starting in the fifth Century, policing turned into a component of the fiefdoms and realms (American Heritage Dictionary, 2003).

During the middle ages, policing authority particularly in England was the responsibility of local nobles on their estates. Each noble generally appointed an official known as a constable to carry out the law. The constable's duties included keeping the peace and arresting and guarding criminals. For many decades constables were unpaid citizens who took turns at the job which increasingly burdensome and unpopular. By the century, wealthy citizens often resorted to paying deputies to assume their turn as constables as this practice became widespread, the quality of the constables declined drastically (Jenny, 2004).

In France, during the 17th century, King Louis XIV maintained a small central police organization consisting of some 40 inspectors who with the help of numerous paid informants supplied the government with details about the conduct of private individuals. The king could then exercise a kind of summary justice as he saw fit, this system continued during the reigns of Louis XV and Louis XVI after the French revolution, two separate police bodies were set up one to handle ordinary duties and the other to deal with political crimes (Effiong, 2004).

In 1663, the city of London began paying watchmen (generally old men who were unable to find other work) to guard the streets. At night until the end of the 18th century, the

watchmen as inefficient as they were as well as a few constables remained the only form of policing in the city (Alemika, 2010).

The inability of watchmen and constables to curb lawlessness, particularly in London led to a demand for a more effective force to deal with criminals and to protect the populace. After much deliberation in parliament, the British statesman Sir Robert Peeling 1829 established the London metropolitan police which became the world's first modern organized police force. The development of the British Police system is especially significant because the pattern that emerged not only became a model for the American police system but also had a great influence on the style of policing in almost all industrial societies (Dorothy, 2015). The metropolitan police force was guided by the idea of wrongdoing avoidance as an essential police objective, it likewise typified the conviction that such a force relied upon the assent and collaboration of general society, and the possibility that police constable was to be thoughtful and respectful to the general population. The force was efficient and taught and after an underlying time of open incredulity turned into the model for other police forces in Great Britain. Quite a long while later, the Royal Irish Constabulary was shaped an Australia, India, and Canada before long settled comparable associations. Different nations, awed by the achievement of the arrangement stuck to this same pattern until countries all through the world had embraced the policy framework on the British model (Maria, 2006).

In the U.S, the first full-time organized police department was formed in New York City in 1845 and shortly thereafter in Boston, not only in response to the crime but also to control the unrest. The American police adopted many British methods but at times they become involved in local partisan politics. The British Police on the other hand traditionally

remained aloof from partisan politics and have depended on loyalty to the law, rather than to elected public officials as the source of their authority and independence.

2.2 Empirical Review

2.2.1 Career Prospects Open to Police Women in the Force

This limiting enclosure encapsulated among other such duties affecting women and children the aged and infirm crowd control, telephone operation, clerical and secretarial duties, etc as has been noted earlier (Iyamabo, 2009).

The Nigeria Police force has effectively developed into a major oak. Having been formally introduced in 1930, it had initially been a transcendently male issue. It was not until 1955 that women made their introduction in the force. At this inchoate stage, their obligations and capacities were constrained and limited to explicit zones thought about perfect with their gender and terribly confere separated from the increasingly manly and testing roles of their male confrere. This constraining walled in area exemplified among other such obligations influencing women and children the matured and decrepit group control, phone activity, administrative and secretarial obligations, and so forth as has been noted before (Iyamabo, 1993).

The growth and development of Nigerian society saw a corresponding and advancement of the Nigerian police force. Thus the areas of operation of policewomen in the force became expanded and diversified to cope with increasing responsibilities. They started to perform examination and reconnaissance obligations and other which had been the elite save of men today policewomen have achieved extraordinary statures in the force, at some point, outperforming their male partners besides the post of Inspector General of Police,

women have held every single other post in the force. Present, there had been a Deputy Inspector-General of Police. Right now, the post of force secretary is held by Mrs. R. I Iyamabo, Assistant Inspector General of Police, this post comprise the essence and center of an organization in the force. In June 1992, the occupant Inspector general of Police, Alhaji Aliyu Atta consistent with his imaginative and dynamic nature extended the wildernesses of the roles and obligations of women in the force by acquainting the majority with engine vehicle driving and the riding of Motorcycles (Iyamabo, 2009).

The pioneer officers comprising of twenty-seven from the framework of the general obligation experienced a six-month course and go out in December 1992, as drivers/outriders they were altogether presented on Abuja and their essential capacities are traffic control, dispatch, and escort obligations formal capacities watches and observation. In the event of their go out in Abuja on December 31, 1992, the Inspector-General of Police noticed that the thought behind the creation and arrangement by the conviction that female Police officers ought to be appointed all the more difficult roles like male partners saw that this development wound up fundamental in the perspective of the expanding number of officers enrolled yearly. He stated: "There is in this way the need to open up, make testing regions for them following the dynamic change occurring the world over"

National Centre for Women and Policing 2000 conducted research and came up with the following results:

The 2001 status of women in policing review gives an exhaustive and disheartening picture of women's portrayal in law enforcement, examine demonstrates that the quantity of

women sworn law enforcement stays little, and in huge offices the pace of increment has slowed down or even switched.

In 2001, women represented 12.7% of all sworn enforcement position in vast organizations (with at least 100 sworn faculty) – assume that is less four rate focuses than in 1990 when women involved 9% of sworn officers in little and provincial offices (with less than 100 sworn workforce) women include a significantly littler 81% sworn staff when these figures are joined in a weighted gauge they demonstrate women speak to just 11.2% of all sworn law enforcement staff in the U.S. – significantly not exactly the investment of women in the entire of the workforce at 46.5% (Bureau of Labour Statistics, 2000).

Women right now contain 12.7% of all sworn law enforcement positions among vast civil nation and state law enforcement organizations in the United States with at least 100 sworn women officers of shading hold 4.8% of these positions. In little and rustic police organizations, women hold just 8.1% of every single sworn position of shading are missing with a portrayal of 1.2% for this study little and provincial police officers re-characterized as those nation and civil offices situated in a nation with a populace of under 50,000 and with less than 100 sworn staff.

Over the last ten years, the representation of women in large police agencies had slowly increased from 9% in 1990 to 12.7% in 2001 again of less than 4% this under-representation of women is striking given that women account for 46.5% of the adult labour force. There is now mounting evidence that the slow pace of increase in the representation of women in large police agencies has stalled or ever possibly reversed the percentage of women in police agencies was 14.3% in 1999, 13.0% in 2000, and 12.7% in 2001. This

discouraging trend is primarily concentrated among municipal and state agencies and raises the question of whether women will ever reach equal representation or gender balance within the police profession (Feminist Foundation, 2001).

Within large police, agencies sworn women currently hold only 7.3% of top command position 9.6% of a supervisory position, and 13.5% of line operation positions sworn women of color hold 1.6% of top command position, 3.1% of a supervisory position, and 5.3% of line operation positions (Feminist Foundation, 2001).

In small rural agencies, sworn women hold only 3.4% of all top command positions, 4.6% of all supervisory and 9.7% of all line operation position women of color represent less than one percent of these top command position (0.3%) and supervisory (0.4%) and only 1.5% of all line operation position (Feminist Foundation, 2001). More than half (55.9%) of the large police agencies surveyed reported no women position and the vast majority (87.9%) reported no women of color in their highest ranks for small rural agencies 97.4% have no women in top command position and only 1 of the 235 agencies has a woman of color (Charles, 2013).

In recent years, there has been an increase in the number of women in the police force, from 6 900 (5%) in 1993 to 36 128 (12,4%) in 2018, but they are concentrated in the lower ranks. In July 2018, data indicated that 97,41% of the female police staff occupied low ranks, compared to 93,02% of their male colleagues; 936 of the 18 745 senior officers were women (5%). The effort to recruit women into police work may have been energized by the drive for equal opportunities for women, the lack of employment opportunities, and the desire for a government bureaucracy that represents all segments of the population. Women

have also benefited from demographic changes; the total number of people employed has increased dramatically and so women have filled the gaps, particularly as the supply of male workers has not been adequate to meet the rising demand.

2.2.2 Disparity in Recruitment of Women Police in Nigeria

The under-representation of women in law enforcement also has significant implication for women in the community who are victims of domestic violence. Research shows that women officers respond more effectively to domestic violent incidents – which constitute approximately half of all violent crime calls to the police, moreover studies have found that up to 40% of police officers commit domestic abuse themselves that means that 4 in 10 officers responding to the sense of a domestic violence incident may themselves be abusers, the overall quality of police response to cases of violence against women would improve greatly by increasing the numbers of women in law enforcement (Feminist Foundation, 2001).

The Equal Employment Opportunity Commission has interpreted Title VII of the recruitment law to mean that where an employment selection criterion has a substantiality disorientate and does not relate to the actual successful performance of the job in question if otherwise fail to serve a valid business necessity maintenance of such a testing policy is in violation of Title VII (9) tests of physical strength or stamina are lawful only if the tests can be shown to be job related and constitute valid predictors of an employee's performance on the job (10) for example a 150 pound weight requirement or offer in Ohio was held by a federal court to constitute unlawful discrimination on the basis of sex because it disqualified 80% of the female applicants for the job (as compared to 26 of the male applicants) without any prior

showing of the business necessity or predictive validity of weight for police performance of official duties 911) height requirement for employment as a municipal police officer (between 5.8 and 6.60 also have been found to be discriminator against women in several jurisdiction (Onyeozili, 2005).

Despite overwhelming evidence that women and men are equally capable of police work widespread bias in police hiring selection practices and recruitment polices keeps the number of women in law enforcement artificially low, entry exams with an over-emphasis on physical prowess block many qualified women from serving even though research documents that such tests are not job-related and they do not predict successful job performance while discriminatory height requirement was finally discarded in the early 1970s, today physical ability tests continue to bar qualified women from joining police (Feminist Majority Foundation, 2002).

Section 118 of the Police Act states that the prescribed qualification for a candidate seeking enlistment in the police force shall be as follows:-

- i. **Age:** not less than nineteen years and not more than for entrustment in the force twenty-five years of age
- ii. **Height:** not less than 1.67 meters in height,
- iii. **Physical Fitness:** must be certified by a government medical officer in the prescribed form as being not pregnant, and as being physical and mentally fit for service in the police.
- iv. **Education:** Must have a Secondary School Leaving Certificate (middle iv)

- v. **Character:** must be of good character and must not have been guilty of any criminal offense (other than any offence which the inspector-general accepts as being of a minor nature)
- vi. **Financial status:** must be free from any pecuniary embarrassment
- vii. **Marital status:** must be unmarried.

Section 119 of the Police force Act states that. The provision of this regulation governing the enlistment procedure for recruits constables except in the following particulars –

- a. Form CRO 21B shall be used for the fingerprinting of women candidates, and
- b. The medical examination of women candidates shall take place at the police college immediately before enlistment (Police Act, 1990).

It has long been recognized that female participation in the workforce has grown steadily over the decades and the gender-specific norms in many workplaces have been gradually and rightly diminishing.

2.3 Roles of Women Police

Research conducted both in Nigeria and internationally clearly demonstrates that women officers who rely on a style of policing that uses less physical force are better at defusing and de-escalating potentially violent confrontation with citizens and are less likely to become involved in a problem with the use of excessive force additionally women officers often possess better communication skills than their male counterparts and are better able to facilitate the cooperation and trust required to implement community policing model. In an era of costly litigation, hiring more women in law enforcement is therefore likely to be

an effective means of addressing the problems with excessive force and citizen complaints (Women & Policing, 2003).

The body of evidence thus clearly suggests that male and female police officers are equally capable to successfully meet the demands of the law enforcement profession. It was observed that not all women can handle all police jobs – but neither are men, the fact is that in some respects, at least women are better suited for police work than men (Women & Policing, 2003)

Women and Policing (2003) illustrate how a good cop uses communication skills in every aspect of the job and can often reduce the need for force by de-escalating the potentially violent situation. By this criterion, women make “good cops” as demonstrated in research both in Nigeria and internationally over the last 25years. Below are the outcomes of the findings:

- i. To date, several studies are demonstrating that females utilize less on the physical force – despite similarities in inactivity and effectiveness.
- ii. Several research studies have documented that female officers are not reluctant to use force when necessary. That is men's women are equally likely to use force during routine professional duties (Feminist Majority Foundation, 2003).

Based on the assumption that strength and agility are necessary for successful performance as a police officer, most agencies use some form of physical testing as part of their selection process. Yet studies consistently fail to support this basic premise.

The validity of physical testing is also undermined when a significant percentage of incumbent officers fail the test when no evidence is provided to suggest that these officers

were performing their duties unsatisfactorily. The following are the outcomes of the officer's ability test.

In one such 32% of the male and 48% of the female officers, no one Nigeria police department failed the test known as the Police Officer Physical Abilities Test (POPAT).

- i. Two additional studies respond that 30 – 40% of incumbent officers failed each of several test events.
- ii. In another example, 14% of the incumbents on the Nigeria Police department failed the fitness test standards, although “Officer was rated in poor condition the physical conditioning item on the performance evaluation.
- iii. For example, the detailed analysis of peace officer deaths in Nigeria between 1995 and 1999 revealed that all 33 felonious deaths were shootings and the primary factor involved was a tactical error or an unprovoked sudden and deliberate attack.
- iv. physical strength also fails to predict the likelihood of assaults on officers rather analysis such as that conducted by Nigeria POST reveals that training is the primary factor in preventing the injury and death of officers.
- v. Indeed some have suggested that alternative characteristics might be preferable to physical strength such as the ability to defuse potential violence and maintain composure in situations of conflicts.
- vi. Given that an estimated 80 – 90% of policing involves no criminal or service function, the emphasis in traditional policing on physical strength might serve as a liability to police departments seeking to successfully meet the demands of their community.

- vii. Additionally, physical agility tests 'weed out' qualified women (and men) who could potentially implement an alternative model of policing that focuses less on physical force and more on interpersonal communication.
- viii. Interviewing officers shall bring to the attention of women candidates for enlistment into the force the provisions of these regulations governing the duties of women polices and the miscellaneous conditions of service attaching to women police (National Center for Women and Policing, 2003).

Section 121 of the Police Act states that "Women police officers shall as a general rule be employed on duties which are connected with women and children and shall be particularly employed in the following police officers duties:

- i. Investigation of sexual offences against women and children
- ii. Recording of statements from female witnesses and female accused persons and children.
- iii. Attendance when women or children are being interviewed by male police officers.
- iv. The searching, escorting and guarding of women prisoners in police stations and the escorting of women prisoners to or from police stations.
- v. School crossing duties.
- vi. Crowd control where women and children are present in any numbers.

Section 122 of the police act states that "Women police officers recruited to the general employed duties of the force may to relieve male or women police officers from these duties, be employed in any of the police in offices following duties namely:

- i. Clerical duties

- ii. Telephone duties
- iii. Office orderly duties (Police Act, 1990)

The role of women police and selected achievements of the role of women police in almost all countries of the world is the same for it points to duties related to women and children. However, given the challenges of modern times, remarkable changes, and expansion in the frontiers of the task undertaken by Policewomen have been taking place. In some clines, women have been introduced to the rough kinds of stuff that were originally the exclusive preserve of men, for example, in the North-Rhine Westphalia, in the Federal Republic of Germany; policewomen enjoy equal job opportunities as their male colleagues. They are exposed to the most modern techniques of crime detection and surveillance. They are equally found in the mobile operation commandos unit, the Kriminal Polizei (CID), and the Grenzschutz Polizei (border security police). They are involved in all spheres and handle robbery, murder, rape, blackmail, homicide, illicit drug cases, etc. candidates of both sexes are exposed to joint training programmes that encapsulate theoretical and practical experiences from specialized skills and discipline to the use of firearms and sports.

The Nigeria police force is also in a state of flux. Significant changes are taking place. There has been a remarkable departure from the conventional attachment to children and women related duties to experiences involving women in diverse areas of police job. Women officers now investigate an officer with a doctorate in the entire Nigeria police force. Closely following are some policewomen with first and second degrees (Adebayo & Emmanuel, 2009).

Despite all these achievements and the relatively seeming expanded role of women in the force, it is believed that their fate of upward mobility is comparatively slow while the numbers are negligible. Given the performance and achievement of female police officers so far acknowledged, there is the need for further encouragement, effective job enrichment, and enjoyment of equal opportunities in all spheres as their male counterparts (Iyamabo, 2009).

2.2.4 Challenges of Female Police in Nigeria

Gender relations and the status of policewomen in Nigeria have either been grounded in laws and policies and/or patriarchal attitudes. The positions women occupy within the police force depend to a large extent on the individual goodwill of successive police chiefs and their disposition towards women. The existing Police Act and Police Regulations (1990) view and treat women 'as not on an equal standing with men'. Sections 121–125 and 127–128 are biased against women. As previously mentioned, there is discrimination in terms of the conditions of employment (e.g., the right to get married and have children) and there is an under-representation of women in the service as a whole, but specifically in senior positions.

The police services are also seen as insensitive to the plight of victims of sexual and gender-based violence. They have been criticized for being unwilling to intervene in the protection of women and girls in 'domestic disputes', especially in 'more traditional areas of the country' and in cases where 'the level of alleged abuse does not exceed customary norms in the areas'. Not only do the police ridicule and trivialize cases of domestic violence and rape reported to them, but they go further and blame the victims for their victimization.

Police personnel has been identified as lacking the knowledge and skills to respond sensitively to gender-based crimes or to deal with vulnerable groups such as children and persons with disabilities, as they have received no training in policing such groups. The inclusion of women has therefore not had the desired impact of changing gender relations within the services and of increasing the security of women in society as a whole.

According to Adebayo and Emmanuel (2009), several challenges are facing the Female police in Nigeria; however, some of it can be itemized and discussed as stated below:

Gender Discrimination: It is the fundamental right of all citizens to be treated equally by law in all endeavours. That is not the case in policing as pertains to women. However, the problems of discrimination against women emanated from the social background. In some cases and societies, women are not allowed to be seen outside, and if they have to, they must be properly covered. This attitude impedes their education and exposure and makes them be subdued according to some people, while others see it as the best thing and good thing done to them as all these are based on religious beliefs. Ehindero (1998) states this, “the status of women and children in Nigerian is determined not only by law but also by customs, cultural influence, religion and attitude of the society.” That our women suffer from prejudices rooted in history.

Consequently, Nigeria women in police just like women in other segments of the society are faced with problems of discrimination and suffer inequality as in previous decades, but nowadays the people that have favours most are women, they get good posting, promotions and are even untouchable to men be it officers and the rank and files because they are entirely different and God favour women on us. The Civil Rights Act 1972 Volume vii

prohibits discrimination by employers based on sex, race, and colour. The Act covers both public and private sectors in which the police belong to the former.

Strength: The available statistics of the total number of women as of 2003 show that women are fewer than men, in the workforce. The percentage of women to men is 10% against 90%. But so far so good, women are increasing in number than the previous years, this data shows that recruitment of women is given little consideration before but now is given more consideration than before. For example, Nigeria Police Academy was founded in 1988, and so far has trained 2,848 Cadets as Asps and 2,374 Cadets Inspectors. Thus, a total of 5,222 Cadet officers have passed out through the Academy.

Ten of these officers were from the Republic of Gambia and Sierra Leone. The present sets of Cadets who commenced training on the 9th January 2012 are made up of 266 (54.29%) Cadets Asps and 224 (45.71%) Cadet Inspectors. While the Batch that commenced training on the 9th of July, 2012 is made up of 437 (64.08%) cadets Asps and 245 (35.92%) cadets Inspectors, the number of women police in Batch B is more than double the numbers of women in Batch A.

Marriage: Section 124 of the Police Act and Regulation Cap 359 LFN 1990 provides that women police officer who desires of marrying must first apply in writing to the Commissioner of Police via the State Police Command in which she is serving, requesting permission to marry and given the name, address, and occupation of the person she intends to marry. Permission will be granted for the marriage if the intending husband is of not less than three years. These procedures render some women officers helpless in that the men they have and might be willing to settle down with maybe disqualified during the interview.

This automatically takes the women a good number of years to get another suitor, because the women might not be willing to wait for two years. This has also discouraged a lot of women from joining the force. But with awareness and Nigerian style, married women are been recruited into this job knowingly and unknowingly that they are married.

Sexual Harassment: Despite the achievement of women in the force, they are mostly victims of prejudice and discrimination. They are faced with intimidation, sexual harassment and so many other problems. Sometimes, they get a very hostile reception from their male counterparts. In the area of posting the women face discrimination seriously. The senior rank officers (male) are either demanding sexual gratification or money to do their official duty for the female police officer.

However, when women sought to break out of these confines in the late 1950s, serious obstacles appeared. Comments made by male officers about women seeking equal employment opportunity, promotion and advancement up the career ladder typically included words such as “unwomanly”, “sexually suspect”, “physically weak” and “emotionally unstable”. Very often the idea that women police officers would be dangerous to the lives of the police officers and the public at large finds expression among men officers (Adebayo & Emmanuel, 2009).

One study of 40 mixed-sex pairs of police patrol officers by Janet (2002) found that these negative attitudes on the part of male police officers towards policewomen serve to hinder officers from developing more productive patrol styles.

Section 124 of the Police Act states that: A woman police officer who is desirous of marrying must first in writing to the commissioner of police for the state police command

in which she is serving, requesting permission to marry and giving the name and occupation of the person she intends to marry. Permission will be granted for the marriage if the intended husband is of good character and the woman police officer has served in the force for not less than three years.

Section 125 of the Police Act states that: A married woman police officer shall not be granted special privileges because she is married and shall be subject to posting and transfer as if she were unmarried.

Section 126 of the Police Act states that: A married woman police officer who is pregnant may be granted maternity leave following the provisions of general orders.

Section 127 of the Police Act states that: An unmarried woman police officer who becomes pregnant shall be discharged from the force and shall not be re-enlisted except with the approval of the inspector general.

Section 128 of the Police Act states that: A woman police officer while in uniform shall not;

- i. Wear face powder or lipstick or nail varnish except those of neutral colour or
- ii. Wear any article or jewelry other than a wedding ring or an engagement ring or a wristwatch or
- iii. Dress her hair in such fashion that it falls over the uniform collar, the hair if long is to be pinned or plaited over the top of the head or if worn in short plait, the plait is to be tucked under the uniform cap (Police Act, 1990).

2.3 Theoretical Framework

Radical Feminism

Radical feminism blames the exploitation of women on men. To a radical feminist, it is primarily men who have benefited from the subordination of women. According to Bryson (1999), Radical feminism sees women as an oppressed group who had to struggle for their liberation against their oppressor that is against men.

Radical feminism sees society as patriarchal; it is dominated and ruled by men. Men are the ruling class and women of the subject class. The family is seen by some radical feminists as the key institution oppressing women in modern societies. The family is certainly given more prominence than in Marxist sociology where as part of the superstructure it is given only secondary importance.

Radical feminists tend to believe that women have always been exploited and that only revolutionary change can offer the possibility of their liberation.

Criticisms of Radical feminism

According to Bryson (1999) other feminist have criticized radical feminism in the following ways:

- i. The concept of patriarchy has been criticized for being descriptive and historical; it described the position of women without providing any explanation for it. It also tends to ignore variations in the experience of oppression by women of different class and ethnic backgrounds.

- ii. Some critics have claimed that radical feminism encourages women to focus only on the negative experience of relationships with men and to ignore, for example, the experience of a happy marriage. Bryson suggests that this may have led to a reputation for feminism as complaining, whining, and negative creed, irrelevant to the lives of the go-ahead young woman.
- iii. It has also been argued that radical feminism tends to portray women as essentially good and men as essentially bad.

According to Benchley, women may be particularly suited to form part of the reserved of labour in Britain because they are less likely to be unionized than men, less likely to be entitled to a redundancy payment and because of domestic responsibilities are more likely to accept part-time work. The reserved army of labour theory certainly seems to explain some of the changes that took place in the proportions of women working in Britain during the twentieth century. For example, it would appear to account for the increased employment of women during the two world wars.

Justification for the theory

Veronica Beechley (1986) has developed a second strand of Marxist thought to explain the position of women in the labour market.

Marxists argued that capitalists required a reserved army of labour; that is a spare pool of potential recruits to the labour force. According to Marx because of their in-built contradictions, the capitalist economy went through cycles of boom and slumps and it was essential to be able to hire workers during the booms and fire them during the slumps. One of the main functions of the reserved army is to reduce the wages of all members of the

labour force. A group of unemployed people looking for work creates competition in the workforce. This gives employers an advantage and allows them to reduce wages and increase the rate of exploitation.

Although the research was carried out in England, it applies to all women the world over. This theory is relevant to the study under investigation as the police recruit women into the force when it wishes to do so. Hence women are seen as a reserved army of labour for the police force. That is why they are treated in the manner they are being treated in the force. That is why they are treated in the manner they being treated in the force.

CHAPTER THREE

RESEARCH METHODOLOGY

The chapter consists of the location of the study, research design, population of the study, sample size and sample techniques, methods of data collection, and methods of data analysis that make up the segments of the section.

3.1 Location of the Study

Keffi Area Command came up after the creation of Nasarawa State on 1st October 1996. Keffi Area Command comprises five Divisions in Nasarawa State. These divisions include Karu, Keffi, Kokona, Nasarawa, and Toto. The Area Command is headed by the Assistant Commissioner of Police. The various divisions under Keffi Area Command are headed by a senior police officer from the rank of superintendent of police.

The Keffi Area Command is located at an elevation of 350 meters above sea level. Its coordinates are 8°49'60" N and 8°7'0" E in DMS (Degrees Minutes Seconds) or 8.83333 and 8.11667 (in decimal degrees). Its UTM position is MQ07 and its Joint Operation Graphics reference is NC32-14. The current local time is 10:18; the sun rises at 08:59 and sets at 21:06 local time (Africa/Lagos UTC/GMT+1). The standard time zone for Keffi Area Command is UTC/GMT+1. The local government area has a postal code of the area is 961

Apart from Keffi Area Command, Keffi Local Government Area also houses Federal Medical Centre, General Hospitals, Commercial Banks, Nigeria Police Area Command, Nigeria Immigration Service office, National Orientation Agency, Federal Road Safety

Corps Command, Nigeria Security and Civil Defence Corps Command, Government Secondary Schools and numerous primary schools which include both private and public schools.

3.2 Research Design

This study employed a social survey research design. The social survey involves a research design that permits the collection of data from a little or portion of a study population, which can be viewed as genuinely speaking to the bigger population utilizing the questionnaire instrument. The questionnaire instrument contains structured and unstructured inquiries. The selection of social surveys is because it gives the researcher an adequate favorable position in the gathering of data from the population spread at ease and it is an unmistakable method for getting precise data of a significant extent.

3.3 Population, Sample Size, and Sampling Techniques

The target population for this study was police officers in the Keffi Area command of Nasarawa state. Keffi Area command of Nasarawa State consists of five divisions which include Keffi, Karu, Kokona, Toto, and Nasarawa divisions. The population of these categories of people in Keffi Area command of Nasarawa State stood at 746 (Public Relations Unit, Keffi Area Command, 2018). See table 3.1 beneath for details of the distribution of officers of Nigeria Police force in Keffi Area command of Nasarawa State.

**Table 3.1 Population Distribution of officers of Nigeria Police force in Keffi Area
Command of Nasarawa state**

Division	Male	Female	Total
Keffi	131	58	189
Karu	106	29	135
Kokona	124	47	171
Toto	104	18	122
Nasarawa	88	41	129
Total	558	193	746

Source: Public Relation Unit, Keffi Area Command, 2018

The study takes a sample size of 248 based on the population of 746, 95% confidence level, and a 5% margin of error allowed (Research advisors, 2006). (See Appendix 1 for details).

The study utilized stratified sampling techniques. The researcher stratified dependent on specific characteristics that incorporate sex, age, rank, and location of the respondents. The choice of the sampling techniques is because it guarantees the satisfactory portrayal of each kind of class along these lines giving more noteworthy unwavering quality and improves the exactness of the sample estimates.

3.4 Method of Data Collection

Data for this study was collected through Primary and Secondary sources. The primary data was gathered utilizing a questionnaire. A questionnaire is a survey instrument containing several well-structured questions designed specifically to gather primary data from the field. Its results are, thus, used to answer already formulated research questions, as well as test appropriate hypotheses. The questionnaire is the most appropriate instrument for this study because of its general simplicity and has a wider reach of the

respondents. It provides a standard form of responses for the generality of the target respondents which also makes it easier for analyses. In this study, an opened and closed-ended questionnaire was designed to generate quantitative data from the respondents. Section A consists of socio-demographic characteristics of respondents and sections B, C, D, and E consist of data on female police officers and policing as encapsulated in the research questions of the study respectively. The questionnaire in the study was administered using self-administered and interviewer-administered methods with the help of research assistants. The choice of these methods is considered more appropriate because the study area has an educated population. Research assistants' were drawn from 400 level students of the Sociology Department, Faculty of Social Sciences, Nasarawa State University Keffi who have a fair knowledge about humanity. They were trained on how to administer questionnaires and the strict adherence to research ethics.

3.5 Methods of Data Analysis

This research draws out data from the quantitative method. Quantitative data was investigated utilizing univariate and bivariate analysis. The univariate analysis includes the utilization of descriptive statistics, like frequency distribution, mean, and percentage. The bivariate analysis includes the utilization of cross tabulation of key variables to show the relationship among the variables. Data were checked for fulfillment, altered, coded, and went into EPI information measurable software variant 3.5.1 and sent out to SPSS factual software for analysis.

CHAPTER FOUR

DATA PRESENTATION AND ANALYSIS

The chapter has encompassed the presentation, interpretation, and analysis of data gathered by the researcher from the field. The presentation, interpretation, and analysis of data cover quantitative data that were gathered for the study. Two hundred and forty-eight questionnaires were administered out of which 235 were legitimate, properly finished, and returned. Accordingly, the data for this study were exhibited and investigated dependent on the 235 surveys returned by the respondents.

4.1 Socio-demographic Characteristics of Respondents

This section highlights the socio-demographic characteristics of the respondents as they relate to the subject of the study. In this regard, the study highlighted and analyzed the distribution of the respondents based on their age, sex, marital status, religion, level of educational attainment, rank, and years of services

This part features the socio-demographic characteristics of respondents as they identify with the subject of the study. In such a manner, the study featured and analyzed the appropriation of the respondents based on their age, sex, marital status, religion, level of educational attainment, rank, and years of services

Table 4.1: Sex of Respondents

Sex	Frequency	Percentage (%)
Male	76	32.2
Female	159	64.7
Total	235	100.0

Source: Survey Field, 2019

Table 4.1 is the presentation of respondents by sex. This indicates that 32.2 percent of the total respondents in the sampled area of the study are males while 64.7 percent are females. This implies that a larger proportion of the respondents is females in the sampled areas of study.

Table 4.2: Age of Respondents

Age	Frequency	Percentage (%)
18-27	64	27.2
28-37	51	21.7
38-47	77	32.7
48 and above	43	18.3
Total	235	100.0

Source: Survey Field, 2019

Table 4.2 shows the ages of respondents, and the respondents between aged 18-27 years constitute 27.2 percent of the total population sampled followed by the respondent between the ages of 28-37 years with 21.7 percent, 38-47 years with 32.7 percent and 48 and above with 18.3 percent of the total respondents. This indicates that the population of the sampled areas is largely between the ages of 38-47 years.

Table 4.3: Marital Status of Respondents

Marital status	Frequency	Percentage (%)
Single	72	30.6
Married	81	34.4
Divorced	47	20.0
Widowed	35	14.9
Total	235	100.0

Source: Survey Field, 2019

Information in Table 4.3 illustrates that 34.4 percent of the total respondents in the sampled area of the study are married, while 30.6 percent are still single and never got married,

widowed, and divorced are 20.0 percent and 14.9 percent respectively. From the table, it is clear that the highest proportions of the total respondents are currently married.

Table 4.4 Educational Attainment of Respondents

Educational Attainment	Frequency	Percentage (%)
No formal Education	05	2.1
Primary	17	7.2
Secondary	123	53.2
Tertiary	103	43.8
Total	235	100.0

Source: Survey Field, 2019

Table 4.4 gives a poll of the educational attainment of respondents where respondents with secondary education are 53.2 percent higher than other categories of educational attainment. About 44 percent of the total respondents attained tertiary education, 7.2 percent of the total respondents had primary education and 2.1 percent of the total respondents had no formal education. It was acknowledged that the majority of the respondents had secondary education which is the benchmark for entry into the Nigeria Police Force.

Table 4.5: Rank of Respondents

Occupation	Frequency	Percentage (%)
Constable	55	23.4
Corporal	48	20.4
Sergeant	72	30.6
Inspector	33	14.0
Other	27	11.4
Total	235	100.0

Source: Survey Field, 2019

Table 4.5 shows the rank of the respondent in the sampled areas of the study. This shows that the majority of the respondents are sergeants in the sampled areas with 30.6 percent of

the total respondents. This is attested to the fact that the majority of the officers in Keffi Area Command are the ranks and files.

Table 4.6: Number of Years in Service of Respondents

Number of years in service	Frequency	Percentage (%)
1-5 years	51	21.7
6-10 years	67	28.5
11-15 years	106	45.1
16-20 years	14	5.9
Others	03	1.3
Total	235	100.0

Source: Survey Field, 2019

Table 4.6 is a presentation of the number of years in the service of respondents. The table indicates that the majority of the total respondents have been in service for 11-15 years in the sampled areas of the study. This was established with 45.1 percent of the total respondents.

Section B: Data on Assessment of the Role Performance of Women Police

Table 4.7: Whether there is any sex preference for recruitment

Response	Frequency	Percentage (%)
Yes	159	64.7
No	76	32.3
Total	235	100.0

Source: Survey Field, 2019

Table 4.7 shows whether there is any sex preference for recruitment in the Nigeria Police Force. Data from the study revealed that the majority of the total respondent accepted that there is sex preference on recruitment with 64.7 percent of the total respondents in the sampled areas of the study. This implies that the Nigeria Police Force is dominated by particular sex against the other.

Table 4.8: Response on which sex is preferred

Response	Frequency	Percentage (%)
Male	182	77.5
Female	53	22.5
Total	235	100.0

Source: Survey Field, 2019

Table 4.8 indicates whether sex is preferred more in the Nigeria Police Force. The study affirmed that males are more preferred to females with 77.5 percent of the total respondents in the sampled population. Reasons for the choice of males to females are a result of physical strength possess by the males which are highly required for police work.

Table 4.9: Whether there is any different method of training for men and women in the field of training

Response	Frequency	Percentage (%)
Yes	127	54.1
No	108	45.9
Total	235	100.0

Source: Survey Field, 2019

Table 4.9 is a presentation on whether there is any different method of training for men and women in the field of training. The majority of the sampled population has the same opinion that there is a different method of training for men and women in the field of training with 54.1 percent of the total respondents. This is as a result of differences in physical strength and body composition.

Table 4.10: Whether female police officers play the same role as their male counterpart

Response	Frequency	Percentage (%)
Yes	84	35.7
No	151	64.3
Total	235	100.0

Source: Survey Field, 2019

Table 4.10 illustrates whether female police officers play the same role as their male counterparts. Data of the study revealed that an overwhelming proportion of the respondent said no with 64.3 percent of the total respondent. In the Police act, there are different roles for male and females officers. Mostly the roles for the female officer are less tedious than that of their male counter.

Table 4.11: Whether women are discriminated against in their duties in crime control matters

Response	Frequency	Percentage (%)
Yes	184	78.3
No	51	21.7
Total	235	100.0

Source: Survey Field, 2019

Table 4.11 indicates whether women are discriminated against in their roles/duties in crime control matters. Higher percentages of the total respondents have the same opinion women are discriminated against in their roles/duties in crime control matters with an affirmation of 78.3 percent of the sampled population in the study area. This implies that there are different roles/duties for female officers in the Nigeria Police.

Table 4.12: Whether promotion requirement the same for both males and females in the Police

Response	Frequency	Percentage (%)
Yes	192	81.7
No	43	18.3
Total	235	100.0

Source: Survey Field, 2019

Table 4.12 is an illustration of whether the promotion requirement the same for both males and females in the Police. Information from the study indicates that an overwhelming proportion of the total respondents acknowledged that the promotion requirement for both

males and females in the police is the same. This means that there no disparity in promotion requirements as a result of sex differences.

Table 4.13: Duties of Police Women

Investigation of sexual offences against women	Frequency	Percentage (%)
Yes	214	91.1
No	21	8.9
Total	235	100.0
Investigation of sexual offences against children	Frequency	Percentage (%)
Yes	197	83.8
No	38	16.2
Total	235	100.0
Recording of statements from female witnesses and female accused persons and children	Frequency	Percentage (%)
Yes	205	87.3
No	30	12.7
Total	235	100.0
Attendance when women or children are being interviewed by a male police officer	Frequency	Percentage (%)
Yes	193	82.1
No	42	17.9
Total	235	100.0
Searching, escorting, and guarding of women prisoners in police stations	Frequency	Percentage (%)
Yes	214	91.1
No	21	8.9
Total	235	100.0

Source: Survey Field, 2019

Table 4.13 shows the duties of policewomen in the sampled area of the study. Most of the respondents reported strongly agreed that investigation of sexual offences against children and searching, escorting, and guarding of women prisoners in police stations are the major duties policewomen performed in the area sampled with 91.1 percent of the total number of respondents. Other duties of policewomen include investigation of sexual offences against women, recording of statements from female witnesses and female accused persons and children, attendance when women or children are being interviewed by the male police

officer and searching, escorting and guarding of women prisoners in police stations. This implies that an overwhelming proportion of the respondents affirmed that the investigation of sexual offences against children and searching, escorting, and guarding of women prisoners in police stations are the rudimentary duties of policewomen.

Table 4.14: Other duties of Police Women

School crossing duties	Frequency	Percentage (%)
Yes	205	87.2
No	30	12.8
Total	235	100.0
Crowd control where women and children are present in any number	Frequency	Percentage (%)
Yes	193	82.1
No	42	17.9
Total	235	100.0
Clerical duties	Frequency	Percentage (%)
Yes	214	91.1
No	21	8.9
Total	235	100.0
Office orderly duties	Frequency	Percentage (%)
Yes	208	88.5
No	27	11.5
Total	235	100.0
Telephone duties	Frequency	Percentage (%)
Yes	198	84.3
No	37	15.7
Total	235	100.0

Source: Survey Field, 2019

Table 4.14 is the presentation of other duties of policewomen in the sampled population. The majority of respondents agreed that other duties of the policewomen include school crossing duties, crowd control where women and children are present in any number, clerical duties, office orderly duties, and telephone duties as illustrated in table 4.13. This

was confirmed that these other duties of policewomen are performed by the policewomen in the sampled areas of the study.

Table 4.15: Whether Policewomen are involved in crime prevention

Response	Frequency	Percentage (%)
Yes	193	82.2
No	42	17.8
Total	235	100.0

Source: Survey Field, 2019

Table 4.15 is a presentation of whether Policewomen are involved in crime prevention. The data shows that the majority of the respondents strongly disagreed with the response. This has been confirmed by 82.2 percent of the total respondents in the sampled population of the study.

Table 4.16: Whether the effort of policewomen have contributed to the effective crime prevention

Response	Frequency	Percentage (%)
Yes	205	87.3
No	30	12.7
Total	235	100.0

Source: Survey Field, 2019

Table 4.16 shows whether the effort of policewomen has contributed to effective crime prevention in the respondents' area. A higher number of respondents agreed that the effort of policewomen have contributed to the effective crime prevention in their community with 87.3 percent of the total respondents in the sampled population

Table 4.17: Challenges that undermine the effectiveness of Policewomen

Marriage	Frequency	Percentage (%)
Strongly agree	115	48.9
Agree	62	26.3
Undecided	14	5.9
Disagree	20	8.5
Strongly disagree	22	9.3
Total	235	100.0
Physical strength	Frequency	Percentage (%)
Strongly agree	142	60.4
Agree	43	18.3
Undecided	29	12.3
Disagree	11	4.6
Strongly disagree	10	4.2
Total	235	100.0
Sexual harassment	Frequency	Percentage (%)
Strongly agree	93	39.5
Agree	113	48.1
Undecided	8	3.4
Disagree	11	4.6
Strongly disagree	10	4.2
Total	235	100.0
Gender discrimination	Frequency	Percentage (%)
Strongly agree	65	28.0
Agree	121	51.8
Undecided	18	7.3
Disagree	16	6.8
Strongly disagree	15	6.0
Total	235	100.0

Source: Survey Field, 2019

Table 4.17 indicates the challenges that undermine the effectiveness of Policewomen in the sampled areas of the study. Most of the respondents agreed that marriage; sexual harassment and gender discrimination are the challenges that undermine the effectiveness of Policewomen with a confirmation of 48.9 percent of the total respondents, 60.4 percent

of the total respondents, and 39.7 percent of the total respondents respectively. Others strongly agreed that physical strength is the challenge that undermines the effectiveness of Policewomen in the sampled areas of the study with 60.4 percent of the total respondents. This implies that an overwhelming proportion of the respondents accepted that Physical strength, marriage, sexual harassment, and gender discrimination are challenges undermining the effectiveness of policewomen in the areas sampled for the study.

Table 4.18: Other Challenges that undermine the effectiveness of Policewomen

Emotionally unstable	Frequency	Percentage (%)
Strongly agree	27	11.5
Agree	33	14.0
Undecided	24	10.2
Disagree	141	60.0
Strongly disagree	10	4.2
Total	235	100.0
Cultural and religious beliefs	Frequency	Percentage (%)
Strongly agree	111	47.2
Agree	69	29.3
Undecided	21	8.9
Disagree	22	9.3
Strongly disagree	10	4.2
Total	235	100.0
Corruption	Frequency	Percentage (%)
Strongly agree	89	37.8
Agree	113	48.1
Undecided	12	3.4
Disagree	11	4.6
Strongly disagree	10	4.2
Total	235	100.0
Godfatherism	Frequency	Percentage (%)
Strongly agree	112	48.1
Agree	92	39.5
Undecided	10	4.2
Disagree	11	4.6
Strongly disagree	10	4.2
Total	235	100.0

Source: Survey Field, 2019

In table 4.18 is the presentation of other challenges that undermine the effectiveness of Policewomen. Data in the study strongly agreed that cultural and religious beliefs, corruption, and Godfatherism affect the performance of policewomen. This is attested by 47.2 percent of the total respondents, 37.8 percent of the total respondents, and 48.1 percent of the total respondents in the sampled population. Also, respondents disagreed that emotionally unstable does not undermine the effectiveness of policewomen in carried out their duties.

4.2 Discussion of the Findings

On career prospects open to women Police, findings of the study affirmed that women are still left behind has since the inception of the Nigerian police no woman has reached the highest position of Inspector General of Police. This was corroborated by the Bureau of Labour Statistics, (2000) that the status of women in policing review gives an exhaustive and disheartening picture of women portrayal in law enforcement, examine demonstrates that the quantity of women sworn law enforcement stays little and in huge offices the pace of increment has slowed down or even switched. In 2001, women represented 12.7% of all sworn enforcement position in vast organizations (with at least 100 sworn faculty) – assume that is less four rate focuses than in 1990 when women involved 9% of sworn officers in little and provincial offices (with less than 100 sworn workforce) women include a significantly littler 81% sworn staff when these figures are joined in a weighted gauge they demonstrate women speak to just 11.2% of all sworn law enforcement staff in the U.S. – significantly not exactly the investment of women in the entire of the workforce at 46.5% (Bureau of Labour Statistics, 2000). The Nigeria police force is also in a state of flux.

Significant changes are taking place. There has been a remarkable departure from the conventional attachment to children and women- related duties to experiences involving women in diverse areas of police job. Women officers now investigate and prosecute cases involving men. They have also made incursions into surveillance and charge-room duties. Some are DPOs while others are holding the post of divisional crime officers (DCO). They conduct raids of criminals in hotels, markets, and residential areas. Furthermore, despite all these achievements, and the relatively seeming expanded role of women in the force, it is believed that their fate of upward mobility is comparatively slow while the numbers are negligible (Iyamabo, 2009).

Regarding gender disparities in recruitment, the study findings revealed that there is a still disparity in recruitment in the Nigerian police based on sex. These findings were supported by Feminist Foundation (2001) that the under-representation of women in law enforcement also has significant implication for women in the community who are victims of domestic research shows that women officer respond more effectively to domestic violent incidents which constitute approximately half of all violent crime call to the police, moreover studies have found that up to 40% of police officers commit domestic abuse themselves that means that 4 in 10 officers responding to the sense of a domestic violence incident may themselves be abusers, the overall quality of police response to cases of violence against women would improve greatly by increasing the numbers of women in law enforcement (Feminist Foundation, 2001). Despite overwhelming evidence that women and men are equally capable of police work widespread bias in police hiring selection practices and recruitment polices keeps the number of women in law enforcement artificially low, entry exams with an over-emphasis on physical prowess block many qualified women from serving even

though research documents that such tests are not job-related and they do not predict successful job performance while discriminatory height requirement was finally discarded in the early 1970s, today physical ability tests continue to bar qualified women from joining police (Feminist Majority Foundation, 2002).

Concerning the duties of policewomen, the study findings show that policewomen are actively engaged in the investigation of sexual offences against children and women in the study area. This was established by Oviasogie (2013) that women officers rely on a style of policing that uses less physical force are better at defusing and de-escalating potentially violent confrontation with citizens and are less likely to become involved in a problem with the use of excessive force additionally women officers often possess better communication skills than their male counterparts and are better able to facilitate the cooperation and trust required to implement community policing model. In an era of costly litigation, hiring more women in law enforcement is therefore likely to be an effective means of addressing the problem with excessive force and citizen complaints. The body of evidence thus clearly suggests that male and female police officers are equally capable to successfully meet the demands of the law enforcement profession. Joseph balking observed that not all women can handle all police jobs but neither are men the fact is that in some respects, at least women are better suited for police work than men (Mbagwu, 2000).

Based on the challenges that undermine the effectiveness of policewomen in the study area, findings discovered that physical strength, sexual harassment, gender discrimination, cultural and religious, corruption and Godfatherism were the challenges undermining the effectiveness of policewomen in the area of study. Confirming the study findings Adebayo and Emmanuel (2009) that the problems of discrimination against women emanated from

the social background. In some cases and societies, women are not allowed to be seen outside, and if they have to, they must be properly covered. This attitude impedes their education and exposure and makes them be subdued according to some people, while others see it as the best thing and good thing done to them as all these are based on religious beliefs. Ehindero (1998) states this, "the status of women and children in Nigerian is determined not only by law but also by customs, cultural influence, religion and attitude of the society." That our women suffer from prejudices rooted in history. Also, the available statistics of the total number of women as of 2003 show that women are fewer than men, in the workforce. The percentage of women to men is 10% against 90% But so far so good, women are increasing in number than the previous years, this data shows that recruitment of women is given little consideration before but now is given more consideration than before.

CHAPTER FIVE

SUMMARY, CONCLUSION, AND RECOMMENDATIONS

The rationale for the study was Female Police Officers and Policing in Keffi Area Command of Nasarawa State, Nigeria. In this chapter the researcher summed up the whole work, concludes, and makes suitable recommendations for the study.

5.1 Summary

Data gathered from the field of Female Police Officers and Policing were analyzed and displayed in chapter four. The discussion is made utilizing the items in the questionnaire to respond to the research questions of the study. The following are the major findings of this research;

On career prospects open to women Police, findings of the study affirmed that women are still left behind has since the inception of the Nigerian police no woman has reached the highest position of Inspector General of Police. The status of women in policing review gives an exhaustive and disheartening picture of women's portrayal in law enforcement, examine demonstrates that the quantity of women sworn law enforcement stays little, and in huge offices, the pace of increment has slowed down or even switched.

Regarding gender disparities in recruitment, the study findings revealed that there is a still disparity in recruitment in the Nigerian police based on sex. The under-representation of women in law enforcement also has significant implication for women in the community who are victims of domestic research shows that women officer respond more effectively

to domestic violent incidents which constitute approximately half of all violent crime call to the police.

Concerning the duties of policewomen, the study findings show that policewomen are actively engaged in the investigation of sexual offences against children and women in the study area. Women officers rely on a style of policing that uses less physical force are better at defusing and de-escalating potentially violent confrontation with citizens and are less likely to become involved in a problem with the use of excessive force additionally women officers often possess better communication skills than their male counterparts and are better able to facilitate the cooperation and trust required to implement community policing model.

Based on the challenges that undermine the effectiveness of policewomen in the study area, findings discovered that physical strength, sexual harassment, gender discrimination, cultural and religious, corruption and Godfatherism were the challenges undermining the effectiveness of policewomen in the area of study.

5.2 Conclusion

The conclusion of this research was based on the findings of the field survey conducted by the researcher. Women are discriminated against when it comes to assigning roles/duties such as patrolling; guarding etc. Therefore, from the views of the respondents, one can deduce that position of women police need to be enhanced to achieve gender-balanced policing work in the Nigeria police force which will lead to a reduction of crime and Nigerian women joining police work as their female counterparts the world over like in America, Germany Britain, etc. The Nigeria police force is also in a state of flux.

Significant changes are taking place. There has been a remarkable departure from the conventional attachment to children and women- related duties to experiences involving women in diverse areas of police job. Women officers now investigate and prosecute cases involving men. They have also made incursions into surveillance and charge-room duties.

5.3 Recommendations

The study makes the following recommendations:

- i. The Police Act and Regulations should be reviewed to eliminate the various discriminatory provisions on the enlistment of married women, duties of policewomen; discharge of unmarried pregnant women; posting, training, and use of firearms and dressing by policewomen.
- ii. There should be statutory provisions or measures to accelerate the enlistment of women into the force. The provision may include the introduction of pre-enlistment Cadet Corp in Secondary and Tertiary Institutions to attract female students into the force. Statutory provisions aimed at enhancing police officers' access to redress in cases of discrimination and harassment should be introduced.
- iii. The syllabus of the police training institutions should include a variety of subjects including discussions of gender relations, human rights, democratic governance and accountability, and rule of law. Also, statutory provisions should be introduced to de-emphasize police work as a paramilitary force.
- iv. Police should be better funded and re-oriented towards pro-active policing. Therefore effective surveillance, adequate investigation, and communication tools to prevent crimes should be used rather than resort to reactive policing which is

often accompanied by the use of force and violence in enforcing the law and maintaining order. This re-orientation will also accommodate greater representation and participation of women in policing.

- v. The working environment of the police should be drastically improved to attract and retain highly motivated personnel and thereby attain effective and efficient policing without jeopardizing human rights and accountability. Police facilities should be designed to take account of, and meet the special needs of female officers.
- vi. Police officers should be trained to avoid the use of sexist language in their relationships with fellow officers and the public. The curriculum of the primary and secondary schools should incorporate subjects that orientate and socialize citizens against religious and cultural 'basis of patriarchy and gender inequalities.
- vii. Police authority should, therefore, make conscious efforts not to allow gender discrimination concepts creep into their policies such as recruitment process, promotion, and appointment to higher offices or positions. Adoption of positive, equal opportunity and fairness in the engaging workforce which tends to increase employee performance, subsequently increases organizational performance should be pursued.
- viii. Women should be encouraged to join the force by creating awareness to the members of the public and soften the policy on women through legislation. More legislation to soften the existing laws on recruitment of women should be put in place so that women will join police work.
- ix. The female police officers' motivation and welfare packages should be given high priority through regular and prompt payment of salary, appropriate promotion, and

other operational incentives such as loans, allowances, and so on. This will not only make the female police officers put in their best, but it will also discourage them from colluding with criminals to commit a crime and boost their morale in service.

- x. The entire fabric of Nigeria society particularly the police force needs quality and fundamental restructuring to accommodate more women. Thus, it requires giving equality to all irrespective of sex, tribe, religion, and language background.
- xi. The police force should pay attention to a participatory management style that will give rank and file of the force opportunity to make inputs. This will not only motivate the rank and file but will also enhance performance (particularly the female police officers).

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APPENDIX

QUESTIONNAIRE ON FEMALE POLICE OFFICERS AND POLICING IN KEFFI AREA COMMAND OF NASARAWA STATE, NIGERIA

Dear Respondent,

This questionnaire is for the purpose of gathering information by a Postgraduate student of the Department of Sociology, Faculty of Social Sciences, Nasarawa State University, Keffi, on a research topic: "Female Police Officers and Policing in Keffi Area Command of Nasarawa State, Nigeria". This information is for academic purpose and your response are strictly confidential. Please fill in the spaces and tick appropriate answer from the options provided for each questions. Thanks for your Cooperation.

SECTION A: SOCIO-DEMOGRAPHIC DATA OF RESPONDENTS

1. Sex: Male (), Female ()
2. Age: 18 -25 (), 26 – 30 (), 31 – 35 (), 36 – 40 (), 46 – 50 (), 51 and above ()
3. Marital Status: Single (), Married (), Divorce (), Separated (), Widow ()
4. Educational attainment: No formal Education (), Primary (), Secondary (), Tertiary ()
5. Rank: Constable (), Corporal (), Sergeant (), Inspector (), others Specify _____
6. Number of years in service: 1 – 5years (), 6 – 10years (), 11 – 15years (), 16 – 20years (), others Specify _____

SECTION B: FEMALE POLICE OFFICERS AND POLICING

7. Is there any sex preference for recruitment? Yes (), No ()
8. If yes, which sex is preferred? Male (), Female ()
9. Is there any different method of training for men and women in the field of training?
Yes (), No ()
10. Do female police officers play the same role as their male counterparts? Yes (), No ()
11. Are women discriminated in the assignment of roles/duties in crime control matters?
Yes (), No ().
12. Is the promotion requirement the same for both males and females in the Police? Yes (),
No ().

S/NO	DUTIES OF POLICE WOMEN	Yes	No
13	Investigation of sexual offences against women		
14	Investigation of sexual offences against children		
15	Recording of statements from female witnesses and female accused persons and children		
16	Attendance when women or children are being interviewed by male police officers		
17	The searching, escorting, and guarding of women prisoners in police stations, and the escorting of women prisoners to or from police stations		
18	School crossing duties		
19	Crowd control, where women and children are present in any numbers		
20	Clerical duties		
21	Telephone duties		
22	Office orderly duties		

23. Police women are involved in crime prevention in the Area. Yes (), No ()

24. The effort of the police women in crime prevention is acceptable in the Area. Yes (), No

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S/NO	CHALLENGES THAT UNDERMINE EFFECTIVENESS OF POLICE WOMEN	SA	A	UN	D	SD
25	Marriage					
26	Physical strength					
27	Sexual harassment (A violation of fundamental human right)					
28	Gender discrimination					
29	Emotionally unstable					
30	Cultural and religious beliefs					
31	Corruption					
32	Godfatherism					