

Discriminations that Obstruct the Woman to be Police – Myth or Reality

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Abstract: The entry of woman in policing was not the issue to be welcomed. Feminism, masculine dominance and gender discrimination is a prolonged issue and debate in the working place over the world as well as a significantly this issue plays a vital role in the public policy. Feminism, masculine dominance and gender issue are given always priority and emphasis in the theory, research and state policy. Still now it is not available any department at anywhere in the whole world that woman and man are equally appointed in number or ratio is reasonable and rational. This paradigm raises a new question in police science that consideration of gender issue in police is reality or myth. Equal treatment, recognition, effectiveness, difference, diversity and essentiality are robust questions and relevant in this perspective. In the law enforcement multiple performance of multispectral manpower are distinctively important and no one could defy this cop culture.

Keywords: Gender discrimination, Woman Policing.

Introduction

Policing at present days is a crucial issue as well as the most visible government's administrative organ or instrument. Police as agents of Government have to work among cross-cultural and multispectral people and during this performing duty police have to use a multispectral specialized instrument and working force. In the contemporary world most of the civil rights movements are militant (Samuel & Charles, 2002, p. 41). Police have to play multiple and spatially different roles to face these civil rights movements. During the periods sometimes police are negotiable, arbitral and sometimes non-negotiable, arbitrary and coercive force. To face these civil rights movement police should not rush into the hotspot as a non-negotiable coercive force (Klockars & Stephen, 1991, p.530). Woman police is one among the multiple working forces. This intensive study intends to trace out the essentiality and rational presence of the woman police in the society. To protect the diverse dignity of man and woman, police's presence is considerably desired during law enforcement. But a lot of questions about the mental and physical fitness of women to be police are raised from different corners. The study of past police history showed that at different places of the world different types of woman police played their successful role in the need of the state as well as in need for themselves. In the past woman police were recruited for two purposes-

- (1) To fulfill the requirement of the state
- (2) To fulfill the requirement of the individual woman's employment.

In ancient times, especially in India, women police played an inevitable role in the intelligence collection, espionage, guarding the gate and in searching for assassins. In ancient Sanskrit literature women police were available to espionage. Ancient Indian notable political book '*Arthashastra*' written by Kautilya showed a lot of women police were engaged in different types of policing works. Women with shaved heads (*munda*) and wandering spies (*sanchárah*)(Kautilya, *Arthashastra* (English Translation by R. Shamasastri, pp.25-30). In Europe and in America women were recruited in the police. In America in 1845 as 'Police Matron' woman was recruited in police (Vishnoi, 1999, p.38).Henrette Arendt was the first German woman police and she was a member to assist the medical investigation team (Jennifer & Frances, 2000, p.6). These studies showed the success everywhere of women police.

Policing in every society is not the same. A lot of models of policing are prevailing across the world. Each model is not compatible and consistent to work for women police.Mawby mentioned two policing models where he referred about compatibility for women police to work. These two models are (Natarajan, 1988, p.11)-

1. Control Dominated Policing System
2. Community Oriented Policing System

Control Dominated Policing System is rigid policing where major aims are to implement the government's policies. Community Oriented Policing System is flexible, legitimate service to community oriented under decentralized structure where the major aims are to secure the society. In this policing system women police feel comfortable to work with their colleagues. The aforesaid two policing models are controlled by three factors (Newburn, 2008, p. 30): 1. Functions, 2. Structure and 3. Legitimacy. These three factors determine responsibilities, working environment, multilateral cooperation accommodation of pluralistic policing.

Another two policing models are: 1. Integrated Model and 2. Gendered Model (Natarajan, 1988, p.13). In the Integrated Model women police feel comfort and the working environment for women is congenial. This model promotes to work male and female work together. The Gendered Model advocates only for women to do a variety of works. Gender specialist Jennifer briefed that women police have to overcome the following six steps ((Natarajan, 1988, p.15) to reach at desideratum level (Jennifer Brown, *International Journal of the Sociology of Law*, Issue. 25, 1997, pp.1-19): 1. Entry, 2. Separate restricted development, 3. Integrated, 4. Take-off, 5. Reform, 6. Tip- Over.

It is said that law enforcement is a masculine working domain. The term 'Policing' itself is male and hegemonic masculinity values (Jennifer & Frances, 2000, p.42). Law enforcement holds the position of hegemonic power and this

power is preserved only for the privileged male. The privileged male is the dominant class in the society and the subordinate is an outsider in the masculine working domain. The domestic domain is the working place of feminine (Kumar, 2000, p.1). The extension of the working place of females is non-traditional as well as a threat to the masculine domain. The determination of the working domain is the obstruction of equal justice to all. Criminal law doesn't make a difference between male and female during implementation of judgment. The determination of the working domain determines the discrimination between male and female. A robust question is raised that is there any factor in effect that makes the female incapable to be employed as police? So the objectives of this study are-

- (a) To know the reasons why women were not employed earlier in the police.
- (b) To find out the real barriers if any that obstruct the woman to be employed in the police.

Methodology: Common sensual presumption, intuitions, derived logical senses are considerably important in the sociological research field. As a sequel these help to produce the reliable data that are used as sources of information of new data. For this sequel it is necessary to follow the systematic process of research. This study is conducted through investigation of available papers, data, and documents of the past years. This study is intended to trace out the objects through the exploration of the historical documents, books, journals and articles relating with relevant issues. The historical documents, literature, books, journals are descriptive. So the method is analysis of documents. This study analyzes documents as secondary data that illustrate the historical documents, literature, books and journals. The method of the study explores some historical documents, reports, existing laws, rules, instructions, policies and the ruling regime's administrative steps. This qualitative study is also exploratory in nature and observed in-depth insight.

Findings:

The entry of women police was not welcomed at all because of some mythological and masculine reasons. It is perceived that some gender biased and masculine barriers were obstructing the woman to be police.

Most of the powerful arguments against the entrance of women in police were masculine. The physical-biological variations between genders are genital and universal and this argument goes in favor of Masculinity. Pregnancy is a unique gender specificity for women (Kumar, Delhi, 2000, pp.8-9). The general and traditional perception is that the crime fighting image is masculine and policing does not go with female behavior (Roy, et. al, 2011, p.393). Most people believe it and this is the most acceptable popular perception.

It is perceived that the women are reluctant to work outside of the domestic sphere as laborious; conceive and compare the works of outside as wastage of domestic time. In a research Irene Padevic and Babara F. Reskin showed the

following two causes of remaining excluded of women from policing (Natarajan, 2008, p. 10)-

1. Women are socialized to take up different kinds of work than men
2. They believe that they will not be treated well by their male co-worker

Citing the book 'Police Revitalization' of Gerald Carden Dempsey & Forst described the following causes of keeping the women away and excluding from performing from regular policing-

1. Women because of their gender and typical size were not capable of performing the same type of patrol duty as men.
2. Men did not want to put up with social inhibitions placed on them by the presence of women.
3. Men did not want to be overshadowed by or to take orders from women.
4. Men did not want to be supported by females in the performance of potentially dangerous work.

In another research Lillydahl referred following five causes why women reluctant to prefer policing (Natarajan, 2008, p. 10)-

1. Women may prefer white-collar employment to blue-collar because of the inherent characteristics of each type of employment
2. Women may seek out only 'Socially acceptable employment and they avoid jobs that they believe may result in negative feedback and harassment from family members, friends, male co-workers, and employers
3. Some women may have previously experienced sex discrimination in hiring and employment or harassment on the job. These women may no longer desire these jobs again
4. Women may feel ill prepared for blue-collar work
5. The working hours and work schedules of some blue-collar jobs may deter women, especially those with young children

Most of the activities in policing are male attributes such as aggression, physical competence, resistance, protection, apprehension, and force application. On the other hand, the common traits of women are compassion, empathy, sacrifice, compromising, avoiding, nurturing, negotiation and non-coercive (Roy, et. al, 2011, p.393). Police and policing is non-negotiable and coercive (Klockars & Stephen, 1991, p.530). These non-negotiable, authoritarian and coercive enforcement and attributions don't coincide with lenient women. The lenient, flexible, negotiable and impulsive attribution is not desired in policing (Roy, et. al, 2011, p.393).

A lot of villainous criticism was trodden by the pioneer women police officers to reach at desideratum point. Women have faced an enormous uphill struggle to earn the right to wear the uniform and perform the same basic police duties that

men have performed for years (Dempsey & Forst, 2005, p. 321). Criticizing the entrance of women in policing, the cartoon was published in 1852 in London Illustrated Magazine writing 'Efficiency of female police in what is vulgarly called a jolly row'. Even the then renowned female singer in 1907 Vesta Tilley sang a song 'A policeman's lot is not a happy one' praising of male police and degrading the women police. During colonial times the convicted women were to migrate to Australia and had to compel for prostitution. For the missionary's demand these women were employed in the police. These police were known as 'God's Police' (Anne, 2016).

This advancement was possible due to the supportive male's positive role (Mawby, 1990, p. 209). Without support even violation is not possible and discrimination exists due to patronization ((Azad, PSC Journal, 2022, p. 74)). RuchiraTabassum Noved (Research Fellow on Sexual Harassment and Discrimination on Women, International Diarrhea Research Institute, Bangladesh-ICDDR) stated that pro-government imbalanced powerful hoodlum comparatively more unruly and they are involved with pseudo sexual violence (*ProthomAlo*, Thursday, 8 October, 2020). These are perceived as pseudo-psycho obstacles for the entrance of women in policing.

In reality society demands the presence of women in police. Some cases and incidents demand the presence of women in the hotspot. Women police are more reliable and comfortable to deal with these cases. Always domestic violation and sexual harassment is not visible, explanatory, illustrative, illuminating or predictable because it is pseudo and wannabe; way of collection of information and judicious detection of perpetrator's modus operandi is not welcomed in the prejudiced society (Azad, PSC Journal, 2021, p. 69). In some places in the world for religious and conservative values women police are considered as more competent comfortable. It is believed that women police are soft hearted and more congenial to deal with women and children who come in contact with law and law enforcing agencies.

Discussion

Women police are not befitting to face the outrageous mob and their violent behavior due to their frail and ill physiques. These frail and ill physiques deprofessionalize the women police. Rather women police in uniform increase the sexual attractiveness as well as the incitement among the unruly mob (Jennifer & Frances, 2000, p.44). Thus the unruly mob's behavior becomes more violent on the hotspot. Through the defeminization in women police and to turn it into mannish woman is anti-traits of nature. Reasonably the question is raised; is it possible to make the woman into mannish woman through training for policing?

Gender is now a crucial and exceeding discipline everywhere in every issue. In national, institutional policy formulation, in academic discipline or organizational division everywhere gender is like an omnipresent agenda to be discussed as order of the day. Criminology, criminal justice administration, judicature, policing,

police science and gender related disciplines are incomplete in the absence of gender issues. To ensure equity and diversity, gender is inevitable in public policy formulation (Heidonsohn, 2008, p. 642). Distinctively now adopting women police in policing is the part of coop culture and the importance of gender and accommodation of women police in policing is accepted without further creating any issue of new debate.

The polarization and new dimension in crime is the modus operandi of the criminals. The criminals every day are opening and inventing new fronts and strategies in the crime actus reus. Recent scholars perceived that the integrated police force is more effective that will benefit policing service recipients (Roy & others, 2011, p.393). No physical, mental or psychological factors are the determinant to create the sphere of work for women, but it is just symbolically significant in the society (Kumar, 2000, p. 24).

The economist now thinks that domestic work is also employment as well. No one can ignore it now. Citing Heidenshon (Frances Heidenshom), the renowned gender specialist criminologist Tim Nuwburn quoted that women have four crucial arenas to play their role in ordering the behavior to control the society (Newburn, 2007, p. 828)–

- (1) Traditional domestic role where they play the role like angel
- (2) Traditional community bindings where they play the role likewise woman among the kins
- (3) The role in protection of patriarchal feminine to save the welfare of family in modern world
- (4) To save the modern world feminine welfare as semi- professional

In the light of this role women have an inevitable and significant enormous scope in ordering the society whether it is maintenance of family or eco-socio-politico organization or institution. But the entrance of women in police in the late modern age or the entrance in police of men and women consecutively (not simultaneously) raised the question of gender discrimination that why women are obstructed to get employment in police. The debate is on the rationality, justification, accusatory blaming and questioning of entry of women in police and its gradual progression over the ages in different places.

The history of entry of woman in police is commenced through a cartoon in United Kingdom after peeler's approaching in policing. This cartoon was published in the magazine 'Illustrated London' in 1852 where policing by woman was shown in derogative position. In that cartoon it was shown that women police facing the unruly mob on the London street but the outrageous mob rushed into the women police frustrating their resistance due to lack of physical powers (Jennifer & Frances, 2000, p.43). These epigraphs make policing disqualified, ineffective, amateur and non-professional. The women police officers were selected showing the physical toughness, ability to get man's job. In 1971 a

cartoon was published in the 'Police Review' Magazine describing overweight of women police that commence the ineffectiveness of policing ('Police Review', 1971). In another cartoon in same magazine, it was published that an Hour-Glass-Figure woman police member standing alongside with a male police member who stared at her. Dennis O'Kelly published a picture portraying that a woman police sitting on the lap of male where was written 'Police woman in action'. It is perceived in the general people about the physical attractiveness of woman police on uniform is an issue in the cop's culture. In Australian police Journal a cartoon was published depicting a car was crushed with road alongside tree in which male driver gaze at attractive police woman during his driving. The smug society saw another odd-looking cartoon in 1996 in an article titled 'Equality Trap' published in 'Police Review' magazine. The cartoon connoted that woman police wore sharpen protective breast plate with two spikes where was written 'If she wants to call it baton, who are we to argue'. Language and terminology are important factors that are also used as tools to make gender-based class (Firdous and Maheen, 2010). These types of languages created masculine hegemony, gender based ethos and discrimination. Deviations and inconsistencies derived from these ethos (Kumar, 2000, pp.8-9). These masculine hegemony and gender based ethos and discriminations relegated the woman to the domestic sphere (Firdous and Maheen, 2010). These all publications were derogatory and pejorative for not only women police but for all women of mankind.

The proven physical and mental efficiencies of women police are now undeniable. The progress to achieve the target has not been visible overnight. The day was such a time in history the very idea of a female police officer was unheard of. This breakthrough took a prolonged dark time in the history of women police to prove them as capable. Some determined brave female police officers play their pioneering role to pave their followers. The determined brave female police officers proved their dual successful domain of work in domestic as caring as well as in police organization as daring. From 'Damned Whorse', unpaid or low paid 'Prison Matron' or hired as social worker to assist in policing promoted to the highest rank – everywhere the women police depicted their footprint of success. Alice Stebbins-Wells, the first woman police officer in the USA was hired as a social worker to assist in policing. Later on promoted to the highest rank and was the founder chairman of International Policewoman's Association (established in 1915). These achievements are not free of cost and the cost of ribaldry and sacrifice is not so less. Women police had to bear ribaldry and sacrifice in the history of women policing. Marry Allen was the symbol of tough woman police but she had to care highly for her career. Such female police officer were nurse henricteArend in German, AgdaHaldin in Sweden, Dina Samson in Nederland, Alice Stebbins-Wells in USA, Kate Cocks in Australia, Christine Silverberg and Pauline Clare in UK, Kiran Bedi in India, Koraiza Abdullah in Malaysia and FatemaBegam in Bangladesh- all of them reached at their desideratum point. They proved their capability; they proved of becoming police is

individual capability, not the issue of becoming masculinity; they proved the zone of policing is not unilaterally a domain for the male. They proved that the job is for everyone; everyone can achieve the mental and physical toughness individually to make a career in policing. It is their success that they breakthrough the barriers, proved- blames are myth, ability is individual, policing is not the domain only for masculine and policing is for all capable individuals.

Research on Women police and Policing Model

The most antagonist and inimical environment for the women police is present in the working sphere even where female colleagues or women police are present due to male dominance. In the existing situation a few female officers feel loneliness and isolated from the male colleagues dominated sphere of jobs (Newburn, 2007, p. 829). For the removal of these depression feelings the 'British Association of Women Police' (BAWP) published 'Gender Agenda' in 2001 where the following issues were included (Newburn, 2007, p. 829)-

1. For the service to demonstrate consistently that it values women officers.
2. To achieve a gender, ethnicity and sexual orientation balance across the rank structure and specialisms consistent with the proportion of women in the economically active population.
3. To have a woman's voice in influential policy for focusing on both internal and external service delivery.
4. To develop an understanding of the competing demands in achieving work/ life balance and a successful police career.
5. To have a working environment and equipment of the right quality and standards to enable women officers to do their job professionally.

Conclusion

It is unnecessary to say that women police are significantly underrepresented everywhere and in each country till today. A lot of masculine blaming and arguments are given against female policing. These blaming arguments are not myth, not real, rather mythological reality. No research yet proves the physical and mental incapability of women that obstruct the entry of women in policing. The debate and sociological research about the entry of women in policing had been battling over the last twentieth century though is not yet completed. To establish human rights in full length the urge of woman police entry was inevitable and this inevitability created the scope for women police to prove all efficiencies physically and mentally. Humanization in policing is urgent these days and this humanization process in policing is to make the human being without gender discrimination. To make the policing useful and for comprehensive policing none-gender biased policing is essential. Now this comprehension is under consideration all over the world. Earlier masculine dominance and mythological blaming obstructed the woman's entrance in policing.

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