

Role of female police officer and her challenges within the police organization

PhD (C.) Fitim Shishani

University of Pristina, Kosovo

Abstract

In the most developed countries, the opinion prevailed that the police profession is only a profession for men. This opinion is an already outdated practice. Interest in women's emancipation has been a phenomenon to which many countries and organizations with influence in the world were committed.

Attention to engage women in public life in society exists even nowadays, growing even more. Employment of women in different professions and the results shown by them have increased the interest of involvement of members of this gender in every sphere of social life. The study of this issue that has to do with engagement, namely employment of women in the police, will be shown in this paper as follows:

Background of women employed in the police;

Emancipated and non-emancipated women in the police;

Attitude towards female police officers.

Keywords: female, police officer, Kosovo, police organization.

Introduction

The way women start their career in the police and the tasks they will perform after entering the service are largely related to the different positions that will reflect on policewomen. It is therefore important, valuable and necessary to give a brief overview of the history of the employed policewomen. During the nineteenth century, many organizations dealing with women's rights took care for their employment in the police. Among the most prominent organizations in this regard is Christian Women's League, which since 1845 in New York managed to enter 6 women in the police, and they were appointed supervisors to women and children in two prisons. An overview of commencement of employment of women in the police, in some places was like this: in Canada in 1900, London in 1905, in Los Angeles in 1910 etc (Balkin, 1989, 40). After World War II, the number of female police officers increased slowly; it can be seen from the manner of their treatment and police activities. Based on trends and status of women police officers in different countries, the International Committee of the criminal police, had the idea that the main interest for women employed in the police is that they be engaged where necessary to aid to children, women and youth, since the appointment of female police officers to other duties was not recommended (Milosavljevič, 1997, 525).

In 1967, it was determined that in 161 police units in major US cities, 1,972 women were employed with police powers (Balkin, 1989, 41).

Exercise of patrolling activity by female police officers

The first study about exercise of patrolling activity and its results was made in Washington in 1973 (Balkin, 1989, 42). Eighty-six (86) female officers and an equal number of policemen (who were with similar results in tests organized by civil services before they get involved with the police), are assigned to the probation office. All performed patrol duties in a period of 1 year. Grade by officials appointed for this was taken as a rating instrument. Deprivation of liberty, subpoenas for court and interviewing citizens in the performance of official duty, were statistical data, which served for subsequent evaluation.

It was proved that during patrol duties they performed flawlessly, with the same result, both women and men. Policemen and policewomen had achieved the same results in preventing and combating violence against citizens (Balkin, 1989, 4).

Seeing as very important the role of women in conducting police operations, and satisfactory results in large, various countries began to devote greater importance to number of women employed in the police.

In 1971 in the US were about 3,700 female police officers, and in 1990, 29,403 or 8.1% of the total number of uniformed police. In Canada in 1988 it was 18.8% women among the total employees in the police. Dissatisfied with the number of female police officers, about 90 different organizations and associations demanded that 50% of employees in the police be women.

In some countries, judicial decisions were taken which found discrimination of female police officers in the police recruitment procedure. (Milosavljević, 1997, 526).

Also in Kosovo, the Kosovo Police had paid special attention to female employment in the police. Until 25 May 2002 it had 4,933 employees in KP, 16% of them women.¹ Currently, in 2015, of about 7000 police officers in Kosovo Police, the number of policewomen graduates reaches 877 or 19.11%, which is relatively large compared with many countries in the world, but also in the region.

Emancipated and non-emancipated women in the police

It is well known that women in society have reached advanced positions in many professions. Police, however, remains a professional body in which women hardly by the end of the last century began to have equal status to men. In this regard, the policewomen today do not perform only routine or light police tasks, but also operational tasks, and also carry out patrol activities. Experience so far has revealed that among the policewomen there are two basic types:

- 1) The so-called emancipated or defeminized type of female police officer; such women are equal partners with their male colleagues.
- 2) The so-called non-emancipated or de-professional type of female police officer; such women manifest little sense of equality, they adhere more strictly to the particular characteristics of women (Martin, 1980, 38).

¹ www.unmikonline.org/justice/police

Position of emancipated women in the police, their ambitions and professional role in police service

Emancipated women (“defeminized” women), engage first and foremost, to act as exactly according to the rules of the police service; they also show interest and care for the exact application of the law (Martin, 1980, 41). Taking into account the specifics of the police profession, female police officers of this kind admit that sometimes, when performing patrol, are prevented by the fact that they are women, because the commanding structure often treats them as incapable of performing some actions, though they do not agree with the conclusion that this prevents them to fulfil their professional obligations (Martin, 1980, 41).

Author Susan E. Martin, in order to prove in detail the real situation and to study the integration of female police officers in the service of patrol police, and wanting to perform her duty better, had taken a job as a reserve policeman in a police unit of Metropolitan Washington, where she worked for about eight months. According to this author, police emancipated women accept with regret the fact that they should be more engaged than men in work to achieve confidence as capable female police officers. One of the female police officers stated:

“– If you are a policeman, it is previously considered you know to perform your task. No one is watching you, to investigate if you are able... But if you are a policewoman, each will monitor you to see how resourceful you are and to what extent you will be able to give orders and if you are able to keep control of the situation. You must prove before the citizens that you are a policewoman... and you are driven to work twice more, so that you show to your colleagues and supervisors in service that you are able to perform official duties”. (Martin, 1980, 42).

Emancipated policewomen are very ambitious. They try to avoid isolation from colleagues in the service and create co-workers in the police and during their leisure time, they socialize more with their male partners than other officials. A large number of emancipated police women continue to establish good relations to political factors and influential people from the police service, believing that, through the system of advancing their difficult work and political maneuvering will be rewarded (Martin, 1980, 45).

Non-emancipated women in the police

As part of the non-emancipated female police officers are the disinterested officers for police work, which continue to behave in the manner of traditional female behavior. As police officers, many of them are not satisfied with their professional defined role, because they are required to supervise the behavior of citizens (Martin, 1980, 46).

Many members of the non-emancipated female police officers highlight the difficulties faced by the attitudes of their gender discrimination. They mainly complain that not assign the jobs suitable for women. This category of policewomen mainly avoids association with groups of male members of the police for fear of slander and access to stories or provocative conversations. That is why they are largely isolated from social and leisure life.

During the development of the police patrol activity, this type of female police officers does not feel anything attractive and good. Many of them said they do not believe in justice regarding the allocation of women in patrol service, it means they consider it unfair. When they should undertake patrol activity duties, non-emancipated policewomen often emphasize their insufficient physical strength, as a typical response in order to avoid dangerous situations that may occur.

In connection with this, a policewoman had stated: "I carry my share of the work and I am not interested to engage more, to expose to the risk and have problems... I do not want to prove anything... I still want to live, and..., and not be needlessly endangered ... The payment is the same, whether you work normally, or more" (Martin, 1980, 49). Non-emancipated female police officers are less oriented into career and are less concerned to advance in service, compared with emancipated women. They are not satisfied with the hierarchical control of leaders.

They do not wish to take on additional responsibilities or overtime. Considering that their hopes for advancement in service are very small, they refrain from delusions and subsequent changes that may occur in their units.

A. Attitude towards female police officers

The attitude of the public towards female police officers

When in 1845 the first female police officer was appointed on duty in New York, thence the public feared that women would be demoralized and despair, especially in contacts with the category of criminals, such as with prostitutes, alcoholics, etc. People at that time thought that the duty of woman is to stay at home (Balkin, 1989, 45).

Such attitudes were not only to female police officers, but primarily to the fact that woman was performing work outside. Subsequent studies from New York reveal the truth that the policewomen were evaluated more successful in their work than male officers.

Citizens thought that the policewomen were more successful especially in interventions related to domestic violence, so that their actions and decisions were considered the most reasonable and the policewomen were the most respected by citizens. From actions in the exercise of their daily tasks, it was proved that policewomen had the skills to calm the intemperate man, understand him completely and prevent possible violence (Balkin, 1989, 45). The importance and special role of female police officers in every police system caused various countries to devote special attention to increasing the percentage of women in the police profession. To emphasize that the female police officer is incorporated in any police activity in KP, as in patrol, administration, border police, investigation, training, etc.

The attitude and the way the career of policewomen began in the Kosovo Police, and the duties performed by the policewomen in the next stage of their career, are undoubtedly factors that affect their relationship with the public.

The participation of female police officers in various projects together with citizens, especially its commitment to the unit for interaction with the public (a unit of this kind

is in the organizational structure of every police station in Kosovo) has made the role of woman not to be seen with much skepticism, but instead, this role is considered equal to male police officers.

B. Attitudes of male police officers to female police officers

The real problems for police women appear to occupy them when they begin work in the Police Service. Negative attitudes of male police officers, shown before to their female colleagues, would find support to the view that (police) women are not sufficiently aggressive and powerful to perform patrol duties (Balkin, 1989, 46). Such a negative attitude of male police officers towards female police officers often impacts negatively on their work.

In Canada in the period of two years (1983-1985), 69 female police officers were terminated on their own initiative (Balkin, 1989, 46). Former policewomen as concrete reasons for leaving work have noted the rejection of "proposals for sex" by their colleagues and being ignored by the colleagues. (Milosavljević, 1997, 527.).

According to a survey made in 1987, police in Los Angeles has established that the majority of female police officers have had problems on the job because of confidence in their abilities to work (70%), then for sex proposals by colleagues (76%), for verbal non-support from their colleagues (55%) etc.

C. Attitudes of police leaders to female police officers

If we look carefully the interest of women to enter the police service in any developed country, it can be said that their integration will not be a problem. An important role in this regard have however police leaders. They should pay a greater attention to the resettlement of female police officers in all police activities, but also to treat them equally in cases of promotion and advancement. Various studies about attitudes of police leaders towards police women, which took place in the seventies in the US, show a negative attitude of leaders towards female police officers.

Studies in other countries, but also in the United States - later, give a different overview. In 1984, author Linden finds that many leaders of Canadian police evaluate the work of female police officers as completely satisfactory (Balkin, 1989, 46).

Education of female police officers and their training for leading positions in the police is the easiest possibility for police leaders to accommodate them in appropriate places within police units. In this context it can be noted that in the US in 1986, 3.7% of female police officers had the rank of sergeant, lieutenant 2.5% and 1.4% had higher ranks. However, in 1990 female police chief barely managed to be appointed (in Houston). (Milosavljević, 1997, 528).

Using modern police achievements of countries that train Kosovo Police, it can be said that the Kosovo Police (KP) should pay particular attention to the whole disposition and professionalism of its members, particularly of female officers. Since the war, when the Police Academy in Vushtrri opened again, women have occupied a significant place in the ranks of the Kosovo police, even the unit to cooperate with the people, as a unit with the close community in terms of cooperation they have the

upper hand. Like any other candidate, Kosovar women are recruited in the police on the basis of criteria set out by the Academy and then undergo 6 months training, to enable them to general skills of a police officer. They do courses on patrol, criminal investigations, traffic control, first aid, interview technique and others.

Regarding the advancement of female police officers in the Kosovo Police, according to statistics of the Information Office of the KP, dated 5 October 2003, in this service in the command structure there was a number of female police officers, and that is: 1 Lieutenant-Colonel, 2 with the rank of Major, 1 Captain, 7 Lieutenants and 31 Sergeants. Naturally, this number continued to increase, depending on the needs of the service and the possibility of involvement of female police officers in the command structures. Therefore, in 2015, according to statistical data from the Kosovo Police, there is a visible increase of female police officers promoted, and this is: 2 Colonels, 3 Lieutenant-Colonels, 4 with the rank of Major, 11 Captains, 36 Lieutenants and 92 Sergeants. The total number of female police officers comes to 149.²

Conclusions

The study and knowledge of gender structure of the police in several countries around the world, has made it possible to conclude that female police officers have an important role in every police. While studying the attitude of public opinion against female police officers, may conclude that the early position on women was that they should perform only housework, now prevails the thought that the police profession is a profession not only for men.

Problems and difficulties about the engagement of women in the profession of police were present in every police system. However, with the involvement of police women themselves, and with their continuous support from colleagues they are reaching more and larger successes in policing.

The special role and importance of female police officers in every police system, but also their commitment and results in the work of the police have led different countries to devote particular attention to increasing the percentage of women in the police profession.

Naturally, in the beginning, the policemen were skeptical as to the involvement of women in the police system, thinking that women are not sufficiently adequate to carry out the various police activities, however, more research (which was mentioned above in this paper), shows that in a later stage of development of society, police attitude towards women has changed, and today they have an equal treatment with men and officers appointed in every police activity.

References

- Abadinsky H. (2007). *Organized crime*, St. John's University.
- Ackerman R. Susan (2002). *Korupcija i vlada- uzroci, polsjedice i reforma*, Zagreb.
- Becker, R. F (2005). *Criminal Investigation*, Second edition, Jones and Barlett publishers.
- Hajdari, A. (2006). *Krimi i organizuar*. Pristina.
- Hajdari, A. (2003). *Veprat penale më natyrë korrupsioni një vështrim të posaçëm në Kosovë*,

² Police Statistics 2015 in Pristina.

Pristina.

Latifi, V. & Beka, A. (2013). *Vrasjet krimi i organizuar terrorizmi, zbulimi dhe te provuarit*, Pristina.

Latifi, V. (2014). *Kriminalistika, zbulimi dhe te provuarit e krimi*, Pristina.

Milosavljević, B. (1997). *Nauka o Policiji*, Belgrade.

Murphy, P. (2005). *Murphy per proven*, Oxford University.

Puhan, I. (1995). *Krivični postupak u Rimskom pravu*, Belgrade.

Pepper K. I. (2005). *Crime scene investigation*, Open University Press.

Journals:

Balkin, J. (1989). *Why Policemen don't like Policewomen*, Izbor Članaka iz stranih časopisa, Zagreb.

Coffin, F. (1994). *On Appeal, Courts, Lawyering, and Judging*, New York, London.

Chazal, J. (1958). *Dela prevention á la post – cure un problemè delènfance dè linquante*, Izbor članaka iz stranih časopisa, Zagreb, nr.2.1958.

James, L (1960). *Personel management and the Police Service*, Izbor članaka iz stranih časopisa, Zagreb, nr. 3/1960.

Jaeger, R. (1989). *Misstrauen als polizeiliches Führungsprinzip?*. Izbor članaka iz stranih časopisa, Zagreb, nr.1.1989.

Martin, S. (1980). *Policewomen and Policemen: Occupational Role Dilemmas and Choice of Female officers*, Izbor članaka iz stranih časopisa, Zagreb, nr.1-2, 1980.

Pugh M. (1987). *The Good Police officer: Qualities, Roles and Concepts*, Izbor članaka iz stranih časopisa, nr. 1-2, Zagreb 1987.

Pušeljčić, M., Veić, P., Gluščić, S., Bačić, Z. Buišković, J (1998). *Priručnik za obuku policajaca*, Zagreb 1998.

Pfenninger, F. H. (1958). *La Colloboration du public á la lutte contre le crime* Izbor članaka iz stranih časopisa, Zagreb, nr. 2/ 1958.

Sigler, T. (1989). *Public perception of petty Corruption in Low Timothy M. Dees, Enformcemen*. Izbor članaka iz stranih Časopisa, Zagreb, nr. 1/1989.

Screvens R. (1979). *Police et prevention de la criminalite*, Izbor članaka iz stranih časopisa, Zagreb, nr. 3, 1979.