

Gender Dynamics and Role performance In the Nigerian police Force: A Study of the Borno State Command

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Abstract:- Gender dynamics and role performance in the Nigeria police force is the focus of this study. Prior to 1972, there had been the local government and native authority police in different parts of the country. By 1972, the local government police were absorbed into the Nigerian police force. In the year 1944, a delegation of political and social section of women's party advocated the recruitment of female constable into the force, this demand was first established in 1954 and the first women recruits were enlisted and a year later the first batch of women passed out. Relevant literature and theories were reviewed so as to address issues relating to gender roles and duties of men and women Police in this study. The research has some objectives that guides it, these are: To assess the dynamics especially in recruitment in the police vis-a- vis the constitutional/Legal provisions of recruitment, to examine whether men and women receive the same training, to identify the gendered roles and duties of police officers, to assess the implication of gender structure of the police force in crime control and prevention and also to identify the progression of men and women police in the service. However, triangulation method was adapted to this study in which qualitative and quantitative methods were employed through the use of in-depth interview to PCRC members and administer questionnaire to the men and women of the Police Force respectively. The target population is men and women of the police, while the sample size was 320 respondents drawn from various departments and divisional offices of the state command out of which 205 were men, 115 were women police and 5 PCRC members selected from the public. Data collected were presented and analyzed through the use of simple frequency and percentage distribution tables. The major findings of the study show that women are not discriminated in the recruitment but revealed that women are discriminated against in assigning roles and duties such as guarding, patrolling, handling of fire arms in crime control and prevention. Assignment of roles and duties were given only on rare occasions to women mobile police to handle firearms and women are less in number than their male counterparts. This research recommends that there is a need for the police to create more awareness to the public so as to make women join the Police work and the Police Service commission to improve welfare of men and women in the Nigeria Police Force.

I. INTRODUCTION

Prior to 1970 it was thought that the development process affected men and women in the same way. Productivity was equated with the cash economy and so most of women's work was ignored (Mommsen, 1982). When it became apparent that economic development did not automatically eradicate poverty through trickle down effects, the problems of distribution and equality of benefit to the various segment. Research on women in third world countries challenging the most fundamental assumption of international development added a gender dimension to the study of women. (Mommsen 1982) Gender refers to the differences between men and women. Encyclopedia Britannica notes that gender identity is "an individual's self-conception as being male or female, as distinguished from actual biological sex" (page 434) although gender is commonly used interchangeably with sex, within the social sciences it often refers to specially social differences, known as gender roles in the biological science, historically, feminism has posited that many gender roles are socially constructed, and lack a clear biological explanation. People whose gender identity feels incongruent with their physical bodies may call themselves transgender or gender queer. (Encyclopedia of Gender) In the last two decades of the 20th century the use of gender in academia increased greatly outnumbering uses of sex in the social science. Frequently, but not exclusively, this indicates acceptance of the feminist theory of human nature. However, in many instances, the term gender still refers to sexual distinction generally without such assumption. (Encyclopaedia of Gender, 2004). Among the reasons that working scientists have given for choosing gender rather than sex in biological contexts are desires to signal sympathy with feminist goals, to use a more academic term, or to avoid the connotation to copulation (David Haig, the inexorable rise of gender and the decline of sex)

Police work traditionally viewed as male oriented occupation, the Police Service has the ongoing challenge of dismantling the gender divide in the recruitment and deployment of police officers. Considerable efforts are made to integrate female officers and ensure they have equal opportunities to engage in and influence all level of policing. (Timmins, 2006)

Debate over the issue of enhancing the role of racial minorities and women in policing by means of comprehensive programs of recruitment, hiring, and promotion is generally presented. The argument is rather pragmatic in nature, focusing on issue of workers' productivity and workers relations. Proponents of such programs have maintained that enhanced employment of women is necessary for good police/community relations (President's Commission on law Enforcement and Administration of Justice, 1967: 167). Prior to 1972, there had been Local Government and native authority Police in different parts of the country. There were Yan Dokas in the North, the Akodasin the west, etc. (Iyamabo 1993) by 1972, the Local Government police in all parts of the country was absorbed into NFP. The unique contribution of the constitution of the Federal Republic of Nigeria 1979, it its provision that there shall exist no other Police Force than the Nigeria Police Force, Section 194(1) of the Constitution states that "that there shall be a police Force for Nigeria, which shall be styled the Nigeria Police Force and Subject to the provision of this section, no other Police Force be established for the Federation or any part thereof. In contradistinction to the Colonial Police, the Function of the Nigeria Police is clearly defined. As enacted in section 4 of the Police Act 1967 and amended by act No 23 of 1979, the Police are charged with the following general duties.

1. The Prevention and detection of crime
2. The protection of life and property.
3. The apprehension of offenders
4. The preservation of law and order
5. The due enforcement of all laws and regulations with which they are charged.
6. The performance of such military duties within and outside Nigeria as may be required of them by or under the authority of any act. (Iyamabo 1993: 470)

As evidence in the historical synopsis, the evolutionary process of the Nigeria Police Force recorded no female presence. But the idea to introduce women into the establishment was first mooted in the 1940s by some Nigeria Female leaders who expressed interest in such reform in the Police Force. (Iyamabo 1993). In 1944, a delegation of the political and social section of the Women's Party advocated the recruitment of female Constable into the Force, proposing that "Women between 40 and 50 years of age be employed as Police Constable because they would be better able than men to prevent prostitution and deal with female criminals".(Iyamabo 1993) This demand was first tabled before the Chief Secretary to the Government Mr. A.E T Benson and Subsequently before Mr. H. King, a Briton, and the Commissioner of Police in charge of the Nigeria Police at the that time. Mr. King objected to the demand and addressed a memorandum to the Chief Secretary expressing the view that Police Women aged 40 -50 year would not be able to perform the tasks recommended by the Women's Party delegate as he considered it "very risky to entrust Police Women with a task of dealing with the Boma-Boy Phenomenon- a euphemism for gangsters in Lagos. Nor was he convinced that Police Women would be able to cope with the swelling army of prostitutes. Drunken seamen of all nationalities, pimps, touts and the rest of the unsavory fraternity (Iyamabo 1993). In response to the above mentioned question, the Nigeria Police Force admitted that although Nigeria had no licensed or recognized brothels, it was obvious to her that she lacked the type of Police women desired by the United Nations economic and social council to prevent prostitution and deal with women criminals. In March 1951, before the Government formulated and made public a clear policy Dr. NnamdiAzikwe who was then the second elected member for Lagos legislative council, urged the Nigeria Police to recruit Police women to deal with the growing number of female offenders. No action was taken on the issue that year and two years later the matter was again tabled in the parliament. (Iyamabo 1993). However, in March 1953 A.O Ogedengbe, member for Owo in the House of representative, once more opened the nation recruitment of women into the Police Force. His motion was supported by Chief Anthony Enahoro (Ishan Division and M. Ahmadu, the Sardauna of Sokoto. (Iyamabo 1993). About a year later Federal Government made public its intention to begin "women's Police Branch" of the Nigeria Police Force. In 1955 women were recruited into the Force for the first time. The first batch of 20 Police women passed out from training early 1956. (Iyamabo 1993).

This maiden batch gave much attention to the establishment of juvenile welfare centre where young sisters in trouble were dealt with in an atmosphere presumed more conducive than the ordinary Police Station. Others undertook motor traffic duties, checked street hawkers (mainly girls) performed Police Station duties. (Iyamabo, 1993:471).

II. STATEMENT OF THE RESEARCH PROBLEM

Presumably, women are generally been regarded as mere house hold keepers under the dominance of men, this belief seems to have relegated women's roles in other virtues or responsibilities despite their visible efforts to parallel men. In all spares of life women are seen participating and progressing, in many cases they transcend better than their men counterpart. In Nigeria, women are involved in all kinds of activities; they are all over in private, public and even self-employed. They are also part of the Armed forces and even paramilitary

organizations. Although their number seems to be appreciating, yet they are in lesser number and indulged in less vigorous works. Nigeria police force is one area that women join but their number in terms of recruitment and other roles are lesser than that of men. It is against this background that this study seeks to examine the factors militating against low enrolment of women into the Nigeria police force, issues relating to recruitment, training, duties/roles, promotion and termination. Both men and women of the force were recruited on the same criteria as specified in the Police Act 1990. The provision of the Act did not differentiate between men and women, all candidates seeking for recruitment must have the same qualification which make some women to be disqualified. These criteria made the number of women police in the Borno State Command to 625 because of cultural background as against the number of men which stands at 4109; this shows that there is a seemingly unproportionate representation of women in the Nigeria Police Force. Since the establishment of the Police force, men and women of the Nigeria police force were attending and receiving the same training after recruitment, women despite the fact that they are fragile, they endure and complete the course the same time with their male counterparts. A good example is that of German police which men and women were train on crime detection and surveillance, they are equally found in the mobile operation commandos unit. But why are Nigerian women not as sophisticated as those in the advanced countries? Is it because of lack of the state of the art training facilities or they are discriminated in the course of training? Another area of problem is the roles/duties 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 counterpart. Why is this not attainable in the Nigeria police force? **Objectives of the Study**

The objective of this study is to assess gender dynamics and role performance in the Nigeria police Borno State Command.

Specific Objectives

1. To assess the gender disparity in recruitment in the Nigerian police force vis-a-vis the constitutional/ legal provisions on recruitment.
2. To examine whether men and women receive the same training.
3. To identify the gendered roles and duties of police officers.
4. To identify the progression of men and women in the service.

The Advent of Police Force

The Nigeria Police Force which was a creation of British has its origin in Lagos in 1861. The Political, social and economic difficulties experienced by the British officials from 1840 to 1860 aided the emergence of the Lagos Consular Guard in 1861, when Lagos was annexed, the British Consul John Beecroft, used the consular guard to maintain law and order and enforce sanitary regulations. (Iyamabo, 1993).

Two years later, in 1863, this small guard of 30 men had grown to 600 men and re-named the Hausa Police because of the enlistment into it of some captured runaway imperial authority in Lagos and its environs. One of such quasi-military duties was the provision of a detachment of some officers and men for the Arochukwu expedition (destruction of the long Juja). On 1st January, 1896, the Lagos Police was created and armed like the Hausa Police. (Iyamabo, 1993).

The conception of the police force as a protective and law enforcement organization developed from the use of military bodies as guardians of the peace, such as the Praetorian Guard, of ancient Rome. The Romans achieved a high level of law enforcement, which remained in effect until the decline of the empire and the onset of the middle Ages. Beginning in the 5th century, policing became a function of the fiefdoms and principalities. (American Heritage Dictionary 2003 Page 198).

During the middle ages, policing authority, particularly in England, was the responsibility of local nobles on their individual 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 citizen who took turns at the job which became 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. (American Heritage Dictionary 2003 Page 349).

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. (American Heritage Dictionary 2003, Page 102).

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. (American Heritage Dictionary 2003, Page 376).

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 great influence on the style of policing in almost all industrial societies. (American Heritage Dictionary, 2003 Page 177).

The metropolitan police force was guided by the concept of crime prevention as a primary police objective, it also embodied the belief that such a force depended on the consent and cooperation of the public, and the idea that police constables were to be civil and courteous to the people. The force was well organized and disciplined and, after an initial period of public skepticism became the model for other police forces in Great Britain. Several years later the royal Irish constabulary was formed, and Australia, India and Canada soon established similar organizations. Other countries, impressed by the success of the plan, followed suit until nations throughout the world had adopted police system based on the British model. (American Heritage Dictionary 2003 Page 222).

In the U.S., the first full –time organized police department were formed in New York City in 1845 and shortly thereafter in Boston, not only in response to crime but also to control 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.

Career Prospects Open To Police Women in the Force

From its small beginning in the colonial era, the Nigeria police force, has today, grown into a big oak. Having been formally inaugurated in 1930, it had originally been a predominantly male affair. It was not until 1955 that women made their debut in the force. At this inchoate stage, their duties and functions were limited and restricted to specific areas considered compatible with their gender and grossly confrere differentiated from the seemingly more masculine and challenging roles of their male confrere. 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, 1993). The growth and development of the Nigerian society saw a corresponding growth and advancement of the Nigeria police force. Thus the areas of operation of police women in the force became expanded and diversified to cope with increasing responsibilities. They began to perform investigation and surveillance duties, and other which had been the exclusive preserve of men today police women have attained great heights in the force, sometime, surpassing their male counterparts, aside from the post of Inspector - General of Police, women have held all other posts in the force. Present, there are women commissioners of police and assistant inspectors –general. There had been a women deputy inspector –general of police. Currently, the post of force secretary is being held by, Mrs. R.I Iyamabo, assistant inspector – general of police this post constitutes the pith and core of administration in the force. In June 1992, the incumbent inspector –general of police, Alhaji Aliyu Atta true to his innovative and dynamic, nature expanded the frontiers of the roles and duties of women in the force by introducing the rank and file to motor vehicle driving and the riding of motor cycles. (Iyamabo 1993)

The pioneer officers consisting of twenty seven from the general duties cadre, underwent a six–month course and passed out in December 1992, as drivers\outriders they were all posted to Abuja and their basic functions are traffic control, dispatch and escort duties ceremonial functions patrols and surveillance. On the occasion of their pass –out in Abuja dedcember31, 1992, the inspector-general of police noted that the idea behind the creation and formation by the belief that female police officers should be assigned more challenging roles like their male counterparts. Observed that this development became necessary in view of the increasing number of officers recruited yearly. He said:

“There is therefore the need to open up make challenging areas for them in line with the dynamic change taking place around the world.”

Global View on Women Police

National center for women and policing 2000 conducted a research and came up with the following results: The 2001 status of women in policing survey provides a comprehensive and discouraging picture of women representation in law enforcement, research shows that the number of women in sworn law enforcement remains small and in large agencies the pace of increase has stalled or even reversed. In 2001 women accounted

for only 12.7% of all sworn enforcement position in large agencies (with 100 or more sworn personnel) – figure that is less four percentage points than in 1990, when women comprised 9% of sworn officers. In small and rural agencies (with fewer than 100 sworn personnel), women comprise an even smaller 8.1% sworn personnel. When these figures are combined in a weighted estimate they indicate they women represent only 11.2% of all sworn law enforcement personnel in the U.S. – dramatically less than the participation of women in the whole of the labor force at 46.5% (Bureau of Labor Statistics, 2000). Women currently comprise 12.7% of all sworn law enforcement positions among large municipal, county, and state law enforcement agencies in the United States with 100 or more sworn women officers of color hold 4.8% of these positions.

In small and rural police agencies women hold only 8.1% of all sworn positions women of color are virtually absent with a representation of 1.2% for this survey small and rural police agencies are defined as those county and municipal agencies located in a county with a population of less than 50,000 and with fewer than 100 sworn personnel. Over the last ten years, the representation of women in large police agencies has 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 labor force.

There is now mounting evidence that slow pace of increase in the representation of women in large police agencies has stalled or even 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 supervisory position and 13.5% of line operation positions sworn women of color hold 1.6% of top command position 3.1% of 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 position 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. (S. Martin, N. Jurik (1996).

Recruitment

The under-representation of women in law enforcement also has significant implications for women in the community who are victims of domestic violence research shows that women officers respond more effectively to domestic violence 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 4.1 in 10 officers responding to the scene 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 Majority Foundation, 2002).

The equal employment opportunity commission has interpreted title VII of the recruitment law to mean that where an employment selection criterion has a substantially disorienting impact on females 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 (11) height requirement for employment as a municipal police officer (between 5.8 and 6.6) also have been found to be discriminatory against women in several jurisdictions. (Heffner, 1979).

Despite overwhelming evidence that women and men are equally capable of police work widespread bias in police hiring selection practices and recruitment policies 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 requirements were 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 :-

- (a) **Age:** not less than nineteen years and not more than for entrustment in the force twenty five years of age

- (b) **Height:** not less than 1.67 meters in height,
- (c) **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.
- (d) **Education:** must be in possession of a Secondary School Leaving Certificate (middle iv)
- (e) **Character:** must be of good character and must not have been guilty of any criminal offence (other than any offence which the inspector-general accepts as being a minor nature)
- (f) **Financial status:** must be free from any pecuniary embarrassment
- (g) **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 prior to enlistment (Police Act, 1990)

Ruth mark, chief executive of ChwaraeTeg, said, “I am very please to be entering this partnership with South Wales police. It is that women are provided with the same career opportunities as their male counterpart and I look forward to working with South Wales Police to break down the barriers and stereotypes that can prevent women from entering the police force.”

It has long been recognized that female participation in the workforce has grown steadily over the decades and the gender – specific norms in many workplace have been gradually and rightly diminishing, ChwaraeTeg can help employers in this regard and I hope will be of great assistance to south Wales police. (www.chwaraeteg.com.)

Roles and Duties of Women Police

Research conducted both in the United States and internationally clearly demonstrates 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 problem with 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. (Women and 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. Joseph balking observed that not all women are able to 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 and policing 2003).

“Police work used to be like a laborers job the only requirement was that you had to be tough now that’s not what we are looking for [thejob] is all about knowing how to talk to people we screen for drug use criminal background but we don’t do much screening for people who can get along with other people – a good cop knows how to defuse the situation by talking it out”. (Hiring and Retaining More Women, 2003).

Timothy Egan illustrates how a good cop uses communication skill in every aspect of the job and can often reduce the need for force by de-escalating potentially violent situation. By this criterion women clearly make “good cops”, as demonstrated in research both in the U.S. and internationally over the last 25 years. Below are the outcomes of the findings:

3. To date, there are number of studies demonstrating that female utilize a less on physical force – despite similarities in activity and effectiveness

4. Several research studies have documented that female officers are not reluctant to use force when necessary. That is men women are equally likely to use force during the course of 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.

To illustrate an early study of the California highway patrol indicated that neither general fitness measures nor” practical application tests” predicated supervisor ratings on 16 critical job tasks yet the practical applications tests were subsequently adopted for selection.

The validity of physical testing is also undermined when a significant percentage of incumbent officers fail test, when no evidence is provided to suggest that these officers were performing their duties unsatisfactorily. The following are the outcome of the police officers ability test

In one such 32% of the and 48% of the female officers no one California police department failed the test known as the police officer physical abilities test (POPAT).

5. Two additional studies reported that 30-40% of incumbent officers failed each of several test events.
6. In another example, 14% of the incumbents on the Austin police department failed the fitness test standards, although "officer was rated in poor condition the physical conditioning item on the performance evaluation.
7. For example, the detailed analysis of peace officer deaths in California between 1995 and 1999 revealed that all 33 felonious deaths were shootings and the primary factor involved were either tactical errors or an "unprovoked, sudden and deliberate attack.
8. Physical strength also fail to predict the likelihood of assaults on officers rather analysis such as that conducted by California POST reveals that training is the primary factor in preventing the injury and death of officers
9. 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.
10. Given that an estimated 80-90% of policing involves no criminal or service function the emphasis in traditional policing on physical strength might actually serve as a liability to police departments seeking to successfully meet the demands of their community.
11. In Addition, 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.
12. 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 police, and the miscellaneous conditions of service attaching to women police. (National center for women and policing 2003)

Duties of Women Police

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

- a. Investigation of sexual offences against women and children,
- b. Recording of statements from female witnesses and female accused persons and from children,
- c. Attendance when women or children are being interviewed by male police officers,
- d. The searching, escorting and guarding of women prisoners in police stations, and the escorting of women prisoners to or from police stations,
- e. School crossing duties,
- f. 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 employ duties branch of the force may in order to relieve male or women police officers from these duties, be employed in any of the police in offices following office duties, namely

- a. Clerical duties
- b. Telephone duties,
- c. Office orderly duties. (Police Act, 1990)

Challenges of Women Police

There is strong evidence of hostility toward the idea of female police officers. Clarice Feihman suggests that as long as women remained in the prescribed, traditional roles in criminal justice (i.e., secretarial and dispatch) they were generally accepted. However, when women sought to break out of these confines in the late 1950's, 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 police officers and the public at large" finds expression among men officers (Feinman, 1980, Keefer, 1981). One study of 40 mixed-sex pairs of police patrol officers by P.A. Heffner found that these negative attitudes on the part of male police officers toward policewomen serve to hinder female 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, address, 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 a period of not less than three years. Section 125 of the police act states that. A married woman police officer shall not be granted any special privileges by reason of the fact that 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 in accordance with 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;

- a. Wear face powder or lipstick, or wear nail varnish except those of a neutral colour, or
- b. Wear any article of jewellery other than a wedding ring, or an engagement ring or a wristwatch, or
- c. 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 plans, the plaits are to be tucked under the uniform cap (Police Act, 1990).

Comparative Analysis of Gender in the Police Force

The role of women police and selected achievements of the role of women police in almost all countries of the world is basically 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 task undertaken by police women have been taking place. In some climes, women have been introduced to the “rough stuffs” which were originally the exclusive preserve of men, for example, in the North Rhine Westphalia, in the Federal Republic of Germany; police women 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 Kriminalpolizei (CID) and the Grenzschutzpolizei (border security police). They are involved in all spheres and handle robbery, murder, rape, blackmail, homicide, illicit drugs cases, etc. candidates of both sexes are exposed to joint training programmes which encapsulate theoretical and practical experiences from specialized skills and disciplines to the use of fire arms, 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 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.

A couple of years ago, a woman officer (DSP) attached to Shomolu division in Lagos, led anti-robbery in the division, and recorded outstanding success. In the same vein, in 1986, a woman Assistant Commissioner of Police in charge of Surulere Area command, Lagos, received commendation for her boldness and courage and meritorious service, she was rated higher than any of her male counterparts in Lagos holding the same post at that time. There was also Mrs. C.B. Ugowe, NPM, mni, DIG (rtd). She was the first woman police officer to attain the position of commissioner of police, first woman assistant inspector general of police, first deputy inspector general of police. She was equally the first woman to be appointed secretary to the police commission under the presidency, a strategic post in government and the police force.

There are other women of substance in the force who are occupying important positions. Some of them are Mrs. R.I. Iyamabo, assistant inspector general of police (AIG), Dr. (Mrs.) R.R. Wushishi, (AIG), Mrs. Farida V. Waziri, CP, Mrs. Owonubi, CP, Mrs. A Ojomo CP, Mrs. O. Abodunrin CP, etc. (Iyamabo, 1993).

It is worthwhile to note that Dr. (Mrs.) R.R. Wushishi who, at present, holds the post of coordinator of courses, is at the moment, the only police officer with a doctorate degree in the entire Nigeria police force. Closely following are a number of police women with first and second degrees.

In spite of all these achievements, and the relatively seeming expanded role of women in the force, it is believe that their fate of upward mobility is comparatively slow while the numbers is negligible. Given the performance and achievements 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, 1993).

COMPARATIVE NUMERICAL STRENGTH OF THE SEXES IN THE BORNO STATE POLICE FORCE AS AT 25 MAY, 2010			
S/No	Rank	Men	Women
1	CP.	1	-
2	DCP.	1	-
3	ACP.	6	-
4	CSP	6	-
5	SP.	8	1
6	DSP.	41	-
7	ASP. I	38	1
8	ASP. II	25	1
9	CHIEF INSPR.	-	-

10	INSPECTOR	246	11
11	SGT. MAJOR	-	-
12	SARGENT	371	62
13	CORPORAL	695	189
14	P. CONSTABLE	2,671	371
TOTAL		4,109	625

* **GRAND TOTAL:** 4,734

(Police Nominal Role 2010)

Percentage population of men = 87%

Percentage population of women = 13%

Furthermore, the comparison strength between both sexes from the rank of ASP, to DIG, is equally and carefully weighted in favour of the men, they are in the following relationship.

Empirical Studies

The evaluation below demonstrated that gender is not a valid reason to exclude women from police patrol work. Both female and male patrol officers responded to similar kinds of calls for service and encountered the same number of dangerous, angry, upset, drunk, or violent citizens. Although both groups obtained similar results when handling angry or violent citizens, it was noted that women patrol officers tended to be more effective than their male counterparts in avoiding violence and defusing potentially violent situations.

3. The study found that women as a group made fewer arrests and gave fewer traffic citations. But the difference in arrest levels did not affect the women’s performance ratings.
4. Researchers discovered that women were less likely than men to engage in serious unbecoming conduct. Such as receiving bribe, use of excessive force.
5. Women were also more likely to be assigned to light duty as a result of injuries. But these injuries did not cause them to be absent from work more often than men.
6. Citizens involved in incidents with police officers had the same level of respect for and favorable attitudes toward patrol officers of both sexes. Female and male officers did not differ in terms of their respect for and attitudes toward citizens with whom they came into contact. (pfinfo@policefoundation.org.)

A report released in April 1999 by the national center for women and policing highlighted gender inequalities in police departments. Only 14% of law enforcement positions were occupied by women, an increase of 3.2% since 1990. One-third of the departments had no women in the top ranks. An exception was the police department of Atlanta, Georgia, which had 26% of the highest positions filled by women. (Research machines, 2004). Two decades of studies have consistently found that women bring a unique and very beneficial style to policing. Most outstanding is women’s ability to verbally de-escalate volatile situations. Relative to male officers, women have dramatically lower rates of use of excessive force, of officer involved shootings, and a lower rate of citizen complaints. (Women and policing 2001). In one study, female police executives were found to be more flexible, emotionally independent, self-assertive, self- confident, proactive, and creative than their male counterparts. Male police executives, on the other hand, were more authoritarian and prejudiced than the women. (feminist majority foundation, 2003). Other research consistently demonstrates that women in law enforcement have more education than their male peers. (Feminist majority foundation 2003)

This article reports on the results of a study of the adaptations of women who have entered the male-dominated occupation of police work. The presence of female officers has posed some conflicts for the role as it has most often been defined by its practitioners. According to Milton, Abramowitz Crites, Gates, Minz and Sandler (1974), many male officers are concerned that women will not be adequately able to handle violent encounters. Moreover, if women can do the job effectively, a police officer is no longer automatically a “real man”. (Western psychological association 1982). Previous work on women in masculine occupations has suggested that female resolve the dilemmas of their status inconsistency through role restrictions. According to Hothschild (1974), women in male occupations, like other marginal people, find that parts of their identities are rejected the partial rejection occurs in attempts to either effeminates them (distance them from other women) or to de-professionalized them (distance them from male colleagues). According to (Blitzer and Graig; 1996), the findings of this research suggest that about average utilization rates for women in policing are associated more with political variable economic ones. Contrary to our expectations, budget conditions did not significant affect the utilization rate of women as police officers. Political factors were found to be the most important variables. The representation of women on city councils showed a significant correction to utilization rates of women, suggesting that having women involved in the political structure benefits women in municipal employment. The type of affirmative action program employed by urban police departments also is strongly related to the hiring of women as police officers. Departments with court ordered affirmative action programs are much more likely to use women at above average rates than are departments that have either voluntary programs or no program at

all. Two decades of studies have consistently found that women bring a unique and very beneficial style to policing. Most outstanding is women's ability to verbally de-escalate volatile situations. Relative to male officers, women have dramatically lower rates of use of excessive force, of officer involved shootings, and a lower rate of citizen complaints. (www.justicewomen.com).

III. CONCLUSION

The conclusion of this research was based on the findings of the field survey conducted by the researcher. This conclusion indicated that the researcher was exposed to the knowledge on how he conducted his work on the research topic "Gender Dynamics and Role Performance in the Nigeria Police: A study of the Borno State command". The research was successful in that gender discrimination in the police is something; the police force should pay more attention in order to eradicate it. From the questionnaires distributed to over 315 men and women of the police force from various departments and police stations across Maiduguri metropolis, the results showed that majority of the police officers agreed that men are more in number than women. Women are also discriminated against when it comes to assigning roles/duties such as patrolling; guarding etc. this is evident in table 4.5.4 supra. Therefore, from the views of the respondents, one can deduce that position of women police need to be enhanced in order to achieve gender balanced policing work in the Nigeria police force which will lead to reduction of crime and Nigerian women joining police work as their female counterparts the world over like in America, Germany Britain etc. Finally most the results of this research work show positive response of the respondents towards analyzing the gender difference in the Borno State police command, Nigeria.

IV. RECOMMENDATIONS

In any research work recommendation is one of the nerve wires that a researcher cannot do without it. It is important because it gives a way forward for administration and policy making for future usage. Based on the fact of the data obtained from the respondents, the following are the recommendations:

1. The number of women police officers should be increased to a reasonable size to close the existing gap unlike the present situation where male is 4,109 against 625 female.
2. 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.
3. More legislation to soften the existing Laws on recruitment of women should be put in place so that women will join police work.
4. Since men and women received the same training in the police force women should be given the chance to handle fire arms the same as their male counterpart.
5. Women should be assigned roles/duties such as patrolling, guarding, investigation and all other duties /roles carried out by their male counterparts here in Nigerian Police and other parts of the world.
6. The police service commission should try as a matter of fact to improve the welfare of police officers generally and more especially that of women in order to encourage them join the police service.

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