



School of Graduate Studies
Center for Gender Studies

**Assessment on the Impacts of Traditional Gender Roles and Expectations on
Job of Women Police Officers of Federal Police Commission, Crime
Prevention Sector of Addis Ababa, Ethiopia.**

By: - Mlashu Birhanu

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This is to submit a thesis prepared by Milashu Birhanu entitled:

Assessment on the Impacts of Traditional Gender Roles and Expectations on Job of Women Police Officers of Federal Police Commission, Crime Prevention Sector of Addis Ababa, Ethiopia.

Name of Student Milashu Birhanu signature _____

APPROVED BY BOARD OF THE EXAMINERS

Chairperson Signature Date

Adviser

Signature

Date

Internal Examiner

Signature

Date

External Examiner

Signature

Date

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ABSTRACT

The study which was conducted on employees of federal police commission crime prevention sector was intended to see the representation of female police officers and if at all the traditional gender roles and expectations have created a negative impact on their representation at the commission. Moreover, the study intended to see the possible challenges that women police officers face on their workplace starting from recruitment to that of job advancement once they are employed. The study also included the different perceptions and attitudes of male police officers towards their counterpart. There is no research that was done on the possible effects of gender roles and expectations on female police officers work and their carrier advancement. To achieve the objectives of the study, qualitative research method was used. So as to understand the lived experience of women police officers and the different challenges that they have faced in their workplace, data were collected using in-depth interviews, FGDs, key informant interviews and review of related different literatures. The data was thematically organized and analyzed by triangulation of various data sources to increase its reliability and validity. One major finding of the study is that a major gender gap exists in policing profession as female police officers are not duly represented and this has been the case for many years. The commission doesn't have a discriminatory deployment rule; but the practice shows that female police officers are not able to do works like patrolling and operational tasks which require physical strength as well as full time engagement. Women officers are expected to do work at home and this has some effect on their physical capability and time management. The misrepresentation become even worse as one goes up on the higher position in the policing hierarchy. Responses of different male police officers are evident that they are not positive towards the ability and skills of their women counterparts. This had led them to be resistant and disobedient to the commands and orders of their counterparts in the event that women police officers are superior in position. The effect of gender roles and expectations has made female police officers to be double burdened as they struggle to reconcile their work load with the load they have at home. The findings also show their burden is more prominent as one got married and has children as the primary care giver is said to be the mother. And as traditional role shaped female to accept whatever the society expect them to do and this has led them to prefer an indoor activities, female police officers prefer to do indoor works than outdoor activities accepting the fact that they are the primary caregivers in their family. According to the above findings of the study the researcher has recommended different measures to be taken at organizational level, on personal level and interpersonal level. One important recommendation is enhancing the capacity of female officers through trainings and scholarship opportunities. There should exist a sisterhood environment among female police officers as one who has higher position should inspire others in the lower position. Male police officers should be given trainings to support their counterparts at the workplace and to understand female officer's burden.

Key words; Gender roles, Women, Police officers and Challenges

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Acronyms and Abbreviation

FPC	Federal Police Commission
FPCCPS	Federal Police Commission Crime Prevention Sector
FPCCIS	Federal Police Commission Crime Investigation Sector
FDRE	Federal Democratic Republic of Ethiopia
FPCHRS	Federal Police Commission Human Resource Sector
EPUC	Ethiopian Police University College
FGD	Focus Group Discussion
GBV	Gender Based Violence
WPO	Women Police Officer
MPO	Men Police Officer
KI	Key Informant

CHAPTER ONE

Introduction

This chapter has been divided in to six subtopics. The first section discussed the background of the study. The following section high lights the impact of traditional gender roles and expectations on women polices job by identifying literature gap on the issue. The third section identifies general and specific objectives of the study the questions which the research attempts to address. Following this the fourth section identifies the significance of the study. The fifth section provides the scope and limitation of the study. The last or sixth section outlines the organization of the paper at whole.

1.1 Background of the Study

Traditional gender roles and expectations are “those behaviors seen from men and women in those old movies” (Mazarin J 2018). As mentioned, traditionally men are expected to take care of the family financially, as sole providers and guiding the family. Even they listen what their wives say, decisions are made by men. Women in the other hand also expected to be in running the household activities. Mothers are expected to do laundry, cooking food, cleaning rooms, taking care of children and so on. This role classification between male and female affects women to face a number of major challenges in their different activities including policing jobs.

Family responsibilities, role strain and role conflict, negative attitudes of their male partners are listed as main challenges faced by women police officers. Almost all of the past research on women police has focused on the capabilities of women to perform police work and the findings of the studies conclude that women can definitely do have such ability to perform police work (Brookshire & Martin 1993). However, as stated above there are different barriers which hinder their ability to be equally competent with their male partners in their carrier.

Policing is the maintenance of order, the control of disorder, the prevention of crime and the detection of offenders. And it is the way which serves and protects basic human

and democratic rights of citizens Stevens, (2000) as cited by Burtukan (2014). Traditionally policing is a male dominated and male-defined profession. But after many straggles women got the chance to be employed on those male dominated work places. However, still the representation of women in law enforcement agencies including police organizations is not satisfactory.

According to Arlether (2016), the fight for Gender equality in the world as a whole needs to place a higher value on the work that women do. This fight for women's rights and gender equality also began more than a century ago, following that women all over the world continue to gain entry into male-dominated professions. But once they enter, institutional barriers are implemented, and women are rarely offered opportunities for promotion or advancement. Even though women are equally capable of performing most police work, the unfairness in recruitment efforts and selection practices prevent women from entering the profession (Seklecki & Paynich, 2007).

In Ethiopia there is small representation of women officers in different police organizations including Federal Police Commission Crime Prevention Sector. It was believed that policing is an unsuitable job for women because of their shyness and lack of physical strength. But in reality, much police work does not need physical strength or it involves little use of force (Brinser2016). Experience has shown that much of the crime prevention activities and all the service functions of police can be performed just as well, by women officers (Natrajan, 2008). The findings of Balkin(1988) and Natrajan (2008) also show us, even with the negative stereotypes, women and men are equally capable of police work, for example women are no less capable than men in handling potentially violent situations.

In western countries, even if women obtained the right to enter the market place in professions traditionally reserved for men one century ago, however, the representation they have in policing profession is not satisfactory because there is no chance to obtain and secure equal opportunities in the field of law enforcement (Brinser 2016). In law enforcement agencies there are written policies that allow women to stand at equal footing with their counter parts with regard to get opportunities on job advancement, but the practice has deviated from the stipulated policies as women are not given chances to enhance capacity and hence to fight for advancement(Brown, 2000).

Even if there are some changes and there has been an increase of women in law enforcement through time; however, the percentage of women in law enforcement and career advancement has remained constant for a long period of time (Davis 2005). Many of the assumptions made of women to lie down in their traditional placement, as women police officers are positioned in roles which are related to care taking like to take care of those who are victims of domestic violence and cases that are related to juvenile as traditionally women are expected to be care givers(Lonsway2003).This show that even if women are said to be given equal opportunities during recruitment and deployment the practice implies there is existence of distinction among men and women police officers on the task allocation.

Natrajan(2008) in his study found that, there is another main challenge that women police officers face in their lives which is conflict between work and family roles, including the problems of balancing child-care duties and work related duties. Since women are still considered as the primary caregivers and homemakers in most households, almost all of the burdens on taking care of the home and performing the duty in their work place led to many conflicts.

In Ethiopia women police officers face different challenges in their work place as a result of traditional gender roles and expectations. The main challenges are also balancing family responsibilities and their office job; negative male perceptions of female police officers like women are not capable to accomplish police work. There is also a challenge acceptance by their male counterparts in work place. The burden also becomes more prominent for women in crime prevention sector with its irregularity of work which makes female officers less competent with their partners.

These traditional gender roles identify what is acceptable in terms of employment for women. Even if gender inequality in law enforcement agencies is a universal problem, it also has been a major concern and problem in our country Ethiopia. Moreover inequalities in number, employment, in decision making are shown. The major issue of the commission at this time is also inequality in their educational level. Clearly, the critical inequality between the numbers of men and women involved in policing is still shown in federal police commission agencies (Birtukan 2014). In male-dominated careers, especially policing, it is expected that behavioral differences would occur

between males and females due to role traits cultivated in childhood, including values, characteristics, and personalities (Feldberg & Glenn, et.al , 2001).

1.2 Statement of the problem

The report of UN Women (2012), declare that, gender inequalities in the labor market have decreased worldwide in the past decade, but now a time seems to have increasing. Since different social systems and cultures in many countries are constructed, the lives of many women still remain in their traditional roles, especially in terms of being access to well-paid occupations or positions (Yilma 2010). As women are traditionally expected to take care of their family and household activities as given by the society, they perform different activities to survive themselves and their family in their home. Come to those working women, they are also responsible for both of their household activities and their carrier activities. The burden on those working women is more prominent as increasing their responsibilities, especially on women police officers as the profession is traditionally male dominated.

There is lack of women in law enforcement agencies like police organizations. While the employment of women in the police force is gradually increasing, women are still underrepresented by law enforcement agencies (Natarajan, 1996). As law enforcement is a male-dominated profession, gender stereotypes and inferior attitudes about women by men constrain the professions ability to recruit and retain talented women (Birtukan2014). This results also the existence of gender inequality within police organizations.

Policing in its nature relies on shift work, which can be especially difficult for women who are looking after children. The nature of policing celebrates masculine ideas which effectively limit women's participation (Natarajan, 2008). The structure of the system creates challenges for women, and in many cases makes it difficult to retain women in policing. This study focuses only on women police officers and the challenges they face that may be initiated due to their gender in traditionally male dominated field.

Different researches tell us there is a gap on gender equality in law enforcement agencies all over the world (Brinser L 2016). The opportunity of Ethiopian women police officers in relation to career advancement is not more significant as needed. The

current status of FPCCPS on the annual report made on November 2011 E.C of the commission, show us shows us there is no any woman police officer above the level of commander in policing rank and also there is no any women officer above the director level in managerial position. This enables us to understand how it is difficult for women officers to escalate to higher policing ranks and highly valued assignments which contributed for the under-representation of women in senior management positions.

The researcher has first reviewed enrolment data to see the difference in engagement rate starting from 2002-2011 EC which found in FPCCPS human resource office. And the report shows that even if there is a progressive change in the enrolment rate of female police officers the disparity is seen in the managerial positions as male officers are higher in number in such posts. These gender roles and expectations and the societal attitudes have also their own contribution for this result. This study provides better understanding of the negative impact of traditional gender roles and expectations of female police officers in traditional male dominated profession.

According to FDRE Constitution Article 35(8) women have obtained the right to equality in employment and promotion. In doing this, the constitution reclaimed the right of Ethiopian women to enter the market place in professions traditionally reserved for men including law enforcement agencies (Birtukan 2014). Research also indicates us, while there are changes in law and policy appeared to be advancement for women polices, in reality they are still lagging behind. In Federal Police Commission of Ethiopian (EFPC), the participation of women police officers is increasing in number, but still they are not given the opportunity to occupy senior ranks or positions of high status. For example when we see the current report of FPC crime prevention sector there is a big difference between the number of women and men officers, that is about 23,253 are men officers from total of 26,792 officers and the rest 3539 are also women police officers, or 86.7% of the total officers is covered by male officers and the rest 13.2 % are female officers.

In Ethiopia, there are studies conducted on policing and gender by different researchers with different topics, for example Ruth (2017), assessed that the response of police officers for GBV cases and the researcher found gender differences effects on police response for GBV.

A study conducted by Birtukan (2014) on the carrier experience and advancement opportunities of women police officers in Addis Ababa found that gender equality is not assured in police departments and the opportunity for advancement is restricted. And Fitih (2012) conducted a research on police officers attitude towards GBV and the contribution of community policing for gender based violence, and other researches were conducted in relation to policing and gender roles with in different times.

While the above mentioned researches pointed different correlated points on women and policing, the negative impact of traditional gender roles and expectations remains understudied. The main purpose of this study is to explore how traditional gender roles and expectations affect the job of women police officers, to find out the main challenges women officers face with in their work place because of their gender difference. Additionally this study had tried to see work deployment experience of the commission, the role preference of women officers relating with their traditional gender roles and carrier advancement of women officers in federal police commission crime prevention sector. Research determined why women still represent in a very small proportion of police officers, even with a good effort for gender equality in the work place. And it also identified the current challenges that women officer's face, and set an idea for solution in order to reduce or remove the challenges that women officers face as a result of traditional roles and expectations.

1.3 Objective

1.3.1 General objective

The general objective of the study is to analyze how traditional gender roles and expectations cause a negative impact on job of women police officers in work place of Federal Police Commission Crime Prevention Sector of Addis Ababa.

1.3.2 Specific objectives

- To examine the perception of male police officers on the role of female police officers within police work.

- To identify the challenges that women officers face as a result of roles and expectations that hinder their policing job in general and their carrier advancement opportunities in particular.
- To examine how women police officers overcome the challenges they face in relation to their household and work duties
- To examine the role preference of women police officers and their reasons.

1.3.3 Research questions

❖ Based on the objective of the study the research questions includes;-

1. What does work deployment experience show in federal police commission for women and men police officers?
2. What are the perceptions of male Police officers on the role of women Police officers?
3. What are the role preferences of women police officers in their work place and why?
4. How do household roles affect the job of women police officers in their policing work in FPCPS?
5. What are the different challenges women officers' faces that hinder their carrier advancement opportunities and affect their day to day activities in general?
6. How do women police officers overcome the different challenges they face in their workplace and at home?

1.4 Significance of the study

This study examined the lived experience of women police officers and how traditional gender roles and expectations affect their job and assess the perceptions of men police officers on their women partners work ability. This study also determined the gender-related challenges that women officers face that could affect them from using the opportunities for their carrier advancement. The findings of this study will help to explain the imbalance of employment between males and females in law enforcement in our country Ethiopia. Following this it will help us to find out the main cause for lack of female opportunities. Furthermore, its aim is to identify and analyze the negative impact of traditional roles and expectations on job of female officers. The

study can serve as a base line for other researchers as it will shift the attention towards the attainment of gender equality in law enforcement agencies one of which is policing which is male dominated profession. The finding of this study will be so helpful in indicating the importance of focusing on women officers and working towards building their capacity and skills to open the door for them to get job advancements. The last but not the least is the study can be a policy base for policy makers to consider women burdensome life at home and make sure that there are equivalent positions for women to engage in like their counterparts.

1.5 Scope and Limitations of the Study

To study the impact of traditional gender roles and expectations on job of women police officers, the participants were selected from federal police commission crime prevention sector of Addis Ababa. Using this central topic the study recognized the lived experience of women police officers and the challenges they face in result of traditional gender roles and expectations. The research generates data from men and women officers selected from the organization.

The study primarily selected participants from the sector which contains different divisions and Ketas which are distributed within different sub cities of the capital city Addis Ababa. In this study, the area is selected using purposive sampling method and delimited to crime prevention sector. This sector is selected as major policing activities are available for police officers and the researcher believed that the selected sector can be a representative for all other policing sectors. During the study problem faced by the researcher was that there were no sufficient reports or documents in relation to this traditional gender roles and expectations.

1.6 Organization of the paper

The paper has been organized in five chapters containing different topics. The first chapter presented the introductory parts which are background of the study, statement of the problem, objective of the research, the research questions, and significance of the study, scope of the study and limitations of the study. Chapter two contains a review of related literature. The third chapter has the methodology and procedures used to gather

and analyze the data for the study, the study area and ethical considerations are also presented in this chapter. The findings of the study are presented in chapter four and finally, chapter five provides conclusion and recommendations.

CHAPTER TWO

REVIEW OF RELATED LITERATURE

2.1 Introduction

This Chapter provides a review of literature regarding the impact of traditional gender roles and expectations on job of women police officers with in different subtopics. This literature review starts by defining of the main topic of the study which is traditional gender roles and expectations including different terms. The negative impacts of traditional gender roles and expectations on women police officers and women police officers role preference also included in this chapter. Following this historical overview of women in policing is sated. Finally it provides the theoretical frameworks used in understanding the topic of the study.

2.2 Definition of Traditional gender roles and expectations

Gender roles can be defined as behaviors, values and attitudes that a society considers appropriate for male and female. Traditionally men were seen as provider for the family and women were seen as care taker of both the home and the family (Miezer 2012). There are several careers that have a stigma attached to them as being masculine which extends the perception of male-domination from the family to employment opportunities. This label associated with career choices may be in existence for a variety of reasons, such as the cultural expectations, stereotypes, job requirements, and basic interest (Kadee Lynn, 2016). Many researchers have concluded that, women have gradually acculturated into the police subculture while still experiencing varying degrees of inequality, sexual discrimination, and harassment (Heidensohn, 1992; Gossett & Williams, 1998).

Being a ‘woman’ or being a ‘man’ gave a social position of superiority or inferiority, not because people decided that way but because learned it as children. The inequality resulting from this social value keeps both genders from having the same opportunities for personal and collective development (Alfaro, 2000). Many researches like Green & Del Carmen, (2002); Hassell, Archbold, & Stichman, (2011) and others found that

women police officers increasing over time in this male dominated profession. However there are still differences in their number as well as their role preferences in work place. Gender role theory also recognized and emphasized that traditional gender roles, gender differences, and gender expectations between male and females (Zuo& Tang, 2000)

Socialization represents the whole processes of learning throughout the life course and is a central influence on the behavior ,beliefs, and actions of children's as well as adults and which may lead to desirable out comes sometimes labeled as "moral" as regards the society where it occurs (Alfaro, 2000:36). This adaptation may also make difficult to assure gender equality at every aspect of activities still worldwide and also in our country Ethiopia. The gap on gender equality in men dominated organizations like police organization is shown significantly.

2.2.1 Definition of different terms

Gender: It is the socially constructed identity which used to distinguish male and female or the role they have. Gender is referring not to biological difference between men and women but it refers as an organizing principle of society resulting from socially prescribed norms that emerge from everyday social interactions (Kiriti, 2011).

Gender role; is an activity cultivated from the age of children or at a very young age which differently by men and women human beings. Children are taught about traditional gender roles, with focus on masculinity and femininity traits, also the role difference between male and female which is socially prescribed or an activities which given to male and female differently to perform.

Policing- is a social service created by human beings, rendered by human beings to human beings in an environment shaped by human beings. Policing is a means to justice and to the security of individual liberty (Stevens, 2000). In general policing is maintenance of order and peace keeping.

Police Officers: are persons empowered by the state to enforce the law, protect property, and limit civil disorder with legitimized power use of force. The term is most commonly associated with police services of a state that are authorized to exercise the

police power of that state within a defined legal or territorial area of responsibility (Police Studies Institute, 2009).

Deployment experience: are assignments or activities that are given to employee to done.

Role preference: activities or assignments which may mostly men or women would like to work.

2.3 Why women officers are few in police organization?

According to UK essay (2018), the difference in numbers between women and men in the powerful positions could relate to the lower numbers of women applying to the police force. There may be different reasons why a few number of women applying to police organization, and the obvious issue which stands out when thinking about police work and the gender divide is the nature of police work. This is generally thought to be male oriented due to the idea of the physical aspect attached to the job and the danger involved in it. The idea of women as weak creatures is reflected in the police force, mainly in regard to physical strength. This presumed weakness reflects both physical and mental readiness for the crime fighting nature of the job.

Another aspect that leads the police to a more male orientated idea is the offenders with which they deal. As the majority of crimes are committed by men the job lends itself to male officers. This is to do matching strength; males are seen as stronger of the two and viewed as better equipped to deal with male offenders. While recent literature and this research have shown improvement, female officers perceive discrimination in law enforcement today. Women still face acts of discrimination when applying for jobs that are considered a male-dominated line of work. Although women have increased their presence in law enforcement, they have yet to find total acceptance in such a male-dominated field (Wilson 2016).

In case of Ethiopia, women's participation in law enforcement agencies is very recent phenomena and still their number in top level managements is very low. The number of women leaders and decision makers at the various level of the decentralized government including law enforcement agencies structure is still very low and they are

still largely underrepresented in decision making positions. Therefore for a variety of reasons women tend to be not active participant in such position.

2.4 Impact of traditional gender roles and expectation on women officers' job.

Historically, policing has been considered as men's work because of its close association with danger, crime, and coercion. In addition, law enforcement is typically associated with violence and strength which emphasizes a requirement of masculinity within the police force (Martin 1998). Since the society is accepted the role of male and female is regarding to physical strength, women are considered neither physically nor mentally matured to do activities which can performed by male. As a result of male authority, women have underrepresented in police organizations. Even if women they are capable to do what men are able to do, they not have the opportunity to redefine or expand the scope of policing.

Studies conducted before 1980s found that that women are historically played the role of the protected not protector. This extends also to be police force is a male oriented field as well as to seem as a job allocated to strong, manful acts of crime fighting and their taking (foster et al 2005). Since law enforcement agencies like police organizations are dominated by male, the few women among them rarely occupy decision-making roles. Instead, they are often found in more culturally appropriate positions such as administration or secretarial activities. Even if they are part of operations, most of the time they are in positions that concern "women and children" such as guarding female perpetrators or dealing with domestic violence or child abuse.

According to Martin (1991), Gender inequality is deeply ingrained in almost all of police organizations worldwide. The analysis the study is also determined that women face major challenges in their work place to be equal competent. As police work is considered men's work and women are expected to take household responsibilities, women police officers still has not equal representation in police organizations. Police work is based upon societal expectations and attitudes (Natrajan 2008). Traditional gender roles and Expectations start from our child hood to differentiate the role of men and women affects the role of women police officers have. Traditionally the

responsibility to take care of children's and house hold work in general is given for women in our society for this reason women police officers face different challenges in their work place to compute equally with their male counterparts (Birtukan 2014).

Women have always had a lower occupational status than their male counterparts. In fact, the gap between the sexes varies across cultures and time (Sociology Index, 2002). Margaret (2005) and other researchers also stated that women being fully integrated in to the police force is a recent development. In more traditional societies, women still play a minor role in police work" (Natarajan, 1996).

So, even different researches show us that women made their entry in to the field of law enforcement more than century ago, but gender is still considered major obstacles for women. As we have seen above there are different reasons stated that because a few women participation on police work, but it was difficult to find a study conducted on the negative impact of traditional gender roles and expectations on this result. The current literature also attempts to defend the absence of female officers by rationalizing society's view of policing. Kim and Merlo (2010) argued that some male dominated organizations may structure job duties that require long hours and frequent travel to discourage women from applying for similar jobs. Specifically in the police profession, comparing males to female is unfair, seeks to sexualize the work environment, subjects female officers to discrimination, limits women's opportunities to advancement, and imposes consequences for non-compliance.

2.5 Historical overview of women in policing

Different researches show that women have a long history in police departments and the history of women in policing is similar to women's history in general. Women in policing emerged in specialized role positions based on gender but replaced this ideal with demands for equality and participation in uniform patrol. According to Meier (2013), the development of women in policing follows the same pattern of women's entry into other traditionally male occupations. Women's first emergence as workers in the American criminal justice system came in the form of prison matrons who supervised female prisoners. The roots of women in policing can be traced by their

earlier approaches to addressing society's troubles. Their introduction into the occupation was one of the earliest significant modifications to policing (Brinser L 2005).

To understand the lack of women in law enforcement, it is better to understand the overall police subculture. The status of women in policing is also important when explaining why there is a lack of women in law enforcement. Women enter to law enforcement at huge disadvantage, simply because of their gender. And with their different responsibility they receive from the society which differs them from their male counterparts as well as negative attitudes from their counterparts, come an overwhelming number of barriers that she must deal with on a daily basis (Yilma 2010).

2.4.1 Historical Overview of Women in Policing in Ethiopia

Throughout the history of policing, the number of Ethiopian women employed as either sworn officers or civilians has been low. Women have performed various policing duties in the country Ethiopia. As history tells us police force have long period of time in Ethiopia. According to the study of Andargachew (2004), the modernized police force is established on 1917s with the name of *Ardazebegna*. But all of these developments were interrupted by the Italy occupation. Then reestablishment was started during the regime of imperial H/sllasie in 1942s by the Proclamation No. 6 of 1942. And then *Abadina College* which's now called Ethiopian police university collage was opened on 1946s by imperial H/sllasie. The educational background of the police at that time was poor. However, gradually it becomes improved. The Emperor also expanded the police institutions into big towns, and equipped them with modern instruments for both patrol and criminal investigation. Andargachew (2004) found that, there were only 5 police officers in the beginning of 1954s and their name were, Constable Aselefech T/micheael, Fiqirte Mekonen, Almaz Tadesse, Menbere Gedion and Yeshiemebet Zewdu. And after they had finished their training they got the second level of rank which was called lieutenant at that time. Then the number of women police officers becomes increasing gradually through time with in different police organizations of the country.

In spite of limitations placed on most women in policing during the early part of the 20th century, some were granted broad police powers that included patrol duties and detective works. For most of the 20th century, the roles of women in policing remain unchanged. Today, women in policing continue to face different challenges in their work place and they are underrepresented, and only a few have advanced to command and supervisory positions. Historically, police departments have attempted to improve the quality of their personnel and the way in which officers reach decisions as a means to control the negative side of officer behavior and to improve the delivery of services.

Haregeweni & Emebet (2003), in their study declared that, our country Ethiopia is the collection of society which is filled with negative perception for women. Like other African countries women, the value of Ethiopian women in every aspect of the countries development is seen as little or as simple contribution. History tells us women had their own contribution at economic, social political aspects in the development of our country. In addition to this women had also a big contribution during war in different period of time. For example as we know in history ,Etege Taitu who was the wife of emperor Minilik and other women had a big contribution during the war of Adwa which was very appreciative and thankful contribution. But because of the domination of men counterparts their contribution had not visible as men and they had not got the chance to give their sound in decision making. Blackburn (2006) stated that, the tendency for women and men to work differently is an important attribute of all societies and there is always a degree of gender segregation in occupations.

The finding of this research tells us most of the time women officers are deployed on indoor activities than of the field work. This is also comes from the social norm which classifies that roles for men and women based on their gender. We can also simply understand how our roles and expectations affect the roles we have in office.

Now a time there are changes and there are women police officers participating in decision making positions. But, even they have a chance and ability to do all policing activities equally with their male counterparts, still there are not equal in number and position with them in result of their gender roles which they learned from the society.

2.4.2 Police Rank and levels

According to the Ethiopian Federal Police Commission Establishment Proclamation No. 720/2011 the ranks of police officers are as follows.

Table 1: rank of police and managerial level

Police rank	Managerial level
1. Constable; 2. Assistant Sergeant; 3. Deputy Sergeant; 4. Sergeant; 5. Chief Sergeant;	lower management levels
6. Assistant Inspector; 7. Deputy Inspector 8. Inspector;	medium management levels
9. Chief Inspector; 10. Deputy Commander; 11. Commander; 12. Assistant Commissioner 13. Deputy Commissioner; 14. Commissioner; 15. Deputy Commissioner General; and 16. Commissioner General.	Higher management level

2.5 Role preferences of female officers

The role preference of women police officers is depend on the role they have cultivated from the society. Women officers most of the time wants to perform indoor activities or to investigate crimes which are committed on females. Even women are have an ability to do an activities that their men partners do, the participation of women officers in operation activities and decision making is not significantly present. Since women are traditionally capable on administering indoor activities than the outdoor operational carriers their preference is also depend on this.

According to the study of Blok and browns (2005), in England women placed domestic violence and searching for a missing person higher in their subsequent rank ordering than men. On the other hand, men placed road traffic collision, sexual offence and youth's attempting car theft higher in their priority ordering than women.

Feteh (2012) in her study of police officers attitude towards gender based violence tried to show how gender influences the desire and commitment to investigate cases related with GBV. And then she states that female police officers were more interested and committed to investigate GBV issues. So, this research may also improve the participation of women police officers at every aspect of policing activities.

These traditional attitudes taken into custody women to choose them the indoor activities to balance their family and their carrier even they want to put their hand on operational activities. It also hinders women's physical and mental ability they would use in the field operational activities which grow up to affect their carrier advancement.

Women have a choice whether to accept traditional roles in policing or simply to break away from that mentality and make the police subculture their own. Those who choose to accept those traditional roles pose no threat to male officers; however, by accepting female law enforcement roles, women are limiting their careers and nearly ruling out the chance of either patrol, or other command position (Berg & Budnick, 1986).

2.6 Theoretical framework

As different researches indicate us there has been much change and transformation over time for female police officers in policing, but it is not assured gender equality still now

or there is difference's in their number as well as their roles assigned to do. So, the researcher was tried to relate this study with the following two theories which are Gender role theory and feminist theory.

2.6.1 Gender role theory; -

Gender role theorists stated that, gender roles are cultivated from the age of children or at a very young age. Traditional gender roles focus on masculinity and femininity personality which could be affect the role preference of individuals. Traditionally males considered independent, self-confident, and aggressive. Females, on the other hand, are taught to be more Passive, sensitive and supportive. This is an extension of the role mandate that males are expected to provide for their families as the breadwinner and female stays at home to raise the children and take care of household duties (Zuo& Tang, 2000). Since there is an adaptation of role classification by gender, it extends to role preference in the office. This study found that women police officers most of the time preferred the indoor activity rather than of field works. The reason is also, women had already cultivated the role of indoor activities. Women officers have also an advantage to have fixed work time and they could use the time they have after their office work to care their family or children.

2.6.2 Feminist theory

This theory in general refers to theories of women's experience and the subordination. It also recognizes many flaws in traditional philosophy of western, European and other countries of the world and offers a new way of thinking about issues affecting human lives in the world. This theory in addition identifies gender equality and the understanding of causes of gender inequality with a goal to empower women to create a gender equitable environment.

Liberal feminist:- According to (Metko, 2000),liberal feminist theory focuses on restricted gender roles, the patriarchal division of labor in work and family, and the impact of gender roles on social, legal, political, and economic inequality. In addition to this liberal feminists focuses on reform of the division of labor within law, work, and family spheres, and the acceptance of individualism and personal choice. This study also analyzes the impact of traditional gender roles and expectations on their job of

policing which is a man dominated profession and it founds that the negative impact of the traditional gender roles and expectations on gender in equality on work of women police officers. Even the role preference of women police officers is based up on their socially constructed responsibility which is indoor activities for women and outdoor activities for men even the role preference of women police officers is based up on.

Since, the main purpose of this study is to analyze the impact of traditional gender roles and expectations on job of women police officers, and feminist theory encompasses the traditional way of thinking which supports the subordination of women which could support to the aim of the study to analyze the impact of traditional roles and expectations, the researcher intends to use this feminist theory.

Socialist feminist: -A study conducted by Makori .O (2016), tell us, the rise in feminism increased the number of female police officers. The 1980s became known as the era of emergence of female police officers in the United States due to the passing of equal employment standards, not only for females, but for minorities. This provided a legal backbone and support for females in the workforce. This research found that, a female as police officers has found benefits of the usage of female police officers, particularly in community policing and victim services.

Socialist feminist theory also focuses on the public and private spheres of women's lives and also analyzes the importance of understanding the power of patriarchy in relation to women's oppression and dual role. As the research examined the impact of traditional way of thinking on role classification women are exposed to face different challenges in result of their dual roles.

Socialist feminist also declared that, all human adults are capable of practically all types of labor or both sexes can perform the labors required for basic subsistence, sexual satisfaction, and emotional nurturance (Garcia, 2003). This study found that of even women have been given the only responsibility of achieving these goals within the household or private realm; they have an ability of performing policing activities equally with their male counterparts.

CHAPTER THREE

METHODOLOGY

3.1 Introduction

The purpose of this study is to examine the negative impact of traditional gender roles and expectations on job of female police officer as well as to determine the challenges that female police officers face on their lives. To understand the lived reality of female police officers and describe what they face on daily bases, a qualitative research method was used to collect and to analyze the data. This chapter presents all the information about the research design; instrument used and selection of participants for using the qualitative method, data collection techniques and data analysis method, the role of the researcher, how confidentiality was addressed, and possible ethical issues.

3.2 Research design

This study used a qualitative research method to better understand the situation of women police officers and to better address the challenges they face in relation to gender roles and expectations. Bryman, (2008) has described as qualitative approach is best to identify different factors that influence an outcome, and to understand the best predictors of outcomes. Due to the nature of the research problem, this study used a qualitative, hermeneutic phenomenology research method. Through this method, the research studied what individuals experienced and their description of the context and situations that has influenced their experience of the phenomenon.

According to Creswell (2009) qualitative approach enables a researcher to dig out exact data in the field at the setting where participants experience the issue under study. And also it helps the research subjects to be able to recount their lived experiences in their own voices without limits there by to generate detailed information. Since main purpose of this research is to analyze the impact of gender roles and expectations on job of women police officers and to find out the main challenges that women police officers face, in FPC Crime Prevention Sector, the researcher used a qualitative approach to collect the data and analyze the result.

3.3 Description of the Study Area

The selected organization known as Federal Police Commission Crime Prevention which found in Addis Ababa is chosen as target to assess the challenges of female police officers in relation to gender roles and expectations. The organization is selected for different reasons one of which is the fact that it embraces all kind of policing works and can represent all other policing sectors and moreover the close attachment that the researcher have with the commission make obtaining information from participants very easy. The selected samples are distributed in different Woredas and Kebeles of the city. Thus all participants were selected from, head quarter of Federal Police Commission, one from Kolfe Camp, one Ketena from Janmeda Camp , one Ketena from Legehar Gibi, one Ketena from Temama Foqe , one Ketena from Goma Kuteba, one Ketena from Meskel Flower from which riot control and operation divisions. This is done on purpose to share different ideas from different individuals with different living experience.

3.4 Sampling techniques

During selection of sample considering the research questions which needs to answer is important. Researchers argue that participants should be selected on their ability to provide substantial contribution to the study (Burtukan 2014). Thus, during selection of officers for the interview a purposive and availability sampling method was made in this study on the convenience and relevance of their participation towards providing answers to the research questions which are derived from the research objectives of this study.

Purposive sampling has been defined as “a type of sampling in which particular settings, persons or events are deliberately selected for the important information they can provide that cannot be gotten from other sources” (Maxwell, 1997). The participants for this study were selected using this purposive and availability method to achieve the goal of the study. Furthermore, as the main targeted participants of the study are female police officers as the study focused on the impacts of traditional roles of women officers work, addressing the different research questions of the study requires using of purposive sampling method.

The sample size consisted of fifteen women police officers and ten men officers from different directorates and divisions were recruited for in depth interview. Those directorates and divisions were selected using random selection method. The participants from the selected divisions were also selected using purposive and availability method of sample selection as explained above. Four key informants were also selected purposively whom were (one head of federal police commission crime prevention sector, the head of women affairs divisions and two women officers who are from top level management). A total of five groups, in which three women's and two men's group and the groups contained a maximum of six and minimum five officers within a group prepared for FGD using same method of selection.

3.5 Data Collection tools

The purpose of qualitative research methods is to obtain information directly from a group of people regarding their thoughts, opinions, beliefs, and attitudes, and using this information to represent or estimate the views and beliefs of some larger population (Keppel, Saufley, and Tokunaga, 1992).

This study used both of primary and secondary data. Interviews, reports, documented references (related literatures, books, journals and official internet documents) were used. To collect sufficient secondary data for the study the researcher conducted using three different data collection tool which are in-depth interview, FGD and key informant interviews as discussed below.

3.5.1 In-depth interview

In-depth interviewing is one of qualitative data collection technique that involves on conducting intensive individual interviews to explore their perspective in a particular idea (Boyce & Neal, 2006). In this study in-depth interview was conducted with fifteen women and ten men police officers from different divisions of the sector to obtain the data. The interviews with all respondents were conducted in their own office and each interview session lasted in the range of 9 - 46 minutes. The data were collected from March – April 2019 and for the profile of participants (see table two).

A research guide questions were prepared after reviewing different literatures. A total of twenty five in-depth interviews were conducted in this study. Five of in-depth

interview were conducted with police officers from Ketena Hulet riot control directorate which found around Goma Kuteba in Addis Ababa city. Six in -depth interviews were conducted with police officers from Ketena Siwost riot control directorate which found around Janmeda in Addis Ababa city. Three of in-depth interview also conducted with police officers from anti terrorism division which found at Temama Foqe building around Mexico square of Addis Ababa city. Two of in-depth interviews were conducted with police officers from VIP division which found around Meskel Flower in Addis Ababa city. Three in-depth interviews were conducted with police officers from operation division which fond in the head quarter of Federal Police Commission around Mexico Square. Three in-depth interviews were also conducted with police officers from Ketena Anid riot control directorate division Siwost which fond in Legehar Gibi Camp. Andother three in-depth interviews were conducted with police officers from Ketena Anidriot control directorate division Hulet which found at Kolfe Camp.

All the interviews were conducted after participants are ready to share their idea and they express their willingness for the interview. An explanation was made to all participants about the purpose of the study. The researcher also aware the participants that they have a right to not answer any question which feels them uncomfortable. A tape recording and written notes was used during gathering information from all participants.

3.5.2 Focus Group discussions

FGD was also used in order to increase the reliability of the information gathered using in-depth interviews. This FGD was also used to select out the main challenges that women police officer face in result of their gender roles and expectations. During this session participants were ask questions each other and share comments on the ideas they discuss. A total five FGD sessions were conducted, one with women officers detained at Goma Kuteba riot control division and the group was contained five participants, one with women officers with six participants as well as one with male officers contained five officers detained at Janmeda riot control division, one with women officers group contained five participants held at Mexico Temama foqe anti-

terrorism division and one with male group with six officers held at Kolfe Camp riot control division.

In addition to making appropriate guidance and intervention during the FGDs; early briefings were given to all interviewee and FGD sessions participants. In order to run all of the sessions smoothly, interview and FGD guides were used. Written notes were used to record the qualitative data. Each discussion session lasted in the range of 30 minutes – 90 minutes. The data were collected from March – April 2019 and for the profile of participants (see table three).

3.5.3 Key Informant Interview

The researcher also used key informant interview in addition to the above data collection tolls. A total of four key informant interviews were conducted with purposely selected police officers from Federal Police Commission crime prevention sector. Those were the head of federal police commission crime prevention sector, the head of women affairs divisions and two women officers who are from top level management within the sector. The interview lasted 30 -50 minutes. The interview was conducted in the month of April 2019. All of the interviews were recorded using tape recorder as well as written notes. All participants were informed about the purpose of the interview before they share their idea on the issue.

During data collection there were different challenges faced by the researcher. One of the most visible challenges in the field was during the data collection time to interview with women and men officers as well as key informants due to different reasons. In some instances, due to meetings and they were on duty participants were not able to interview; sometimes after three or four visits were made to conduct interview with a single officer. Even after meeting or other duty the officers, there were also shows face of unwillingness. About five women police officers and two men officers totally remained unwilling to provide information. So, to balance this, another officer was incorporated in the interview. And some male officers also felling unhappy with this work because they understand this research is useful only for women or they fells it is not their business. The other challenge in some part of the data collection time is there

was sound disturbance after the researcher starts interview with respondent in their office some other body open and shut the door and this disturbs our interview in a little way.

3.6 Data analysis method

The collected data generated from the in-depth interviews and focus group discussions were analyzed manually through careful interpretation of meanings and contents, organizing, and summarizing in accordance with the issue under investigation.

Therefore, all the data that were collected using local language which is Amharic were directly translated into English by the researcher. In so doing, an attempt was also made to maintain the originality and clarity of information while translating it into English. In line with this, the researcher was changed to make expressive presentation of the data in a reflexive manner even as keeping its original content. Thus, in the data presentation and analysis process, the direct voices of the study participants were in use. Furthermore, the analysis was supported with data from secondary sources. The findings are presented in an explanatory manner by giving codes for participants to maintain confidentiality.

3.7 Ethical considerations

In order to get confidential information from respondents, interviews was conducted after their willingness to discuss on the issue. In conducting interview with the respondents of this study only when privacy was ensured. First permission was asked and after explanation on the purpose of the study is made to the participants. The interactions were also recorded after the participants have expressed their agreement and willingness. The respondents were also informed that the information they provide will be confidential.

CHAPTER FOUR

FINDINGS AND DATA PRESENTATIONS

4.1 Brief Description of in-depth interview participants

This chapter presents descriptions of the demographic and other characteristics of informants. In this study in-depth interview participants were both male & female officers and the demographic data consisted of marital status, police rank, placement, the level of education of the police officers and their years of experience. The participants of this study consisted of fifteen female police officers and ten male officers for in depth interview, three groups of female officers two groups of male officers of FGDs with separate group .There were also four key informant interviewees from the head of human resource of crime prevention sector, head of women affairs and two women officers from top level management of federal police commission crime prevention sector. All the interviews were conducted face-to-face and note was taken.

The first work of the researcher during data collection was taking note starting from personal back ground of the interviewees. Looking into the educational status of interviewee's; only one of the respondents holds a master's degree and others six completed their first degree, seven of them have completed grade ten, two of them completed ten plus one, four of them have completed 12⁺¹ and one have a certificate, seven of them completed diploma. In terms of marital status, ten of them were single and nineteen were married. Their rank ranged from constable to Commander, their age ranged from twenty to forty eight. To see in detail the full information of all in-depth interview participants is listed in the table below.

Table2.Demographic profile of interview participants

Participant No	Sex	Age	Rank	Marital Status	Number of Children	Position	Educational level	Year of experience
Par 1	F	37	Inspector	Married	Three	Team leader	12 ⁺	20 years
Par 2	F	26	Deputy Sergeant	Married	One	Team leader	Diploma	7 years
Par3	F	22	Assistance Sergeant	Single	-	Member	12 ⁺	4 years
Par 4	F	24	Assistance Sergeant	Single	-	Member	Diploma	5 years
Par 5	F	23	Assistance Sergeant	Married	One	Team Leader	10	6 years
Par6	F	48	Inspector	Married	Two	Gender office team	10	30 years
Par 7	M	47	Chief Inspector	Married	Two	Supervisor	12 ⁺	22 years
Par 8	M	46	Inspector	Married	Four	Indoctrination Team leader	12 ⁺	16 years
Par9	F	25	Sergeant	Single	-	Coordinator	Diploma	7 years
Par10	M	25	Assistance Sergeant	Single	-	Member	10 ⁺	5 years
Par 11	M	20	Constable	Single	-	Member	10 ⁺	1 ½ years
Par12	M	48	Chief Inspector	Married	Two	Team Leader	10	27 years
Par 13	F	25	Sergeant	Married	-	Team Leader	10	7 years
Par14	M	45	Commander	Married	Three	Director	MA	24 years
Par 15	F	28	Inspector	Married	Two	Coordinator	Degree	7 years
Par 16	F	24	Deputy Sergeant	Single	-	Member	10	4 years
Par 17	M	30	Sergeant	Single	-	Team leader	Diploma	7 years
Par18	F	35	Inspector	Married	Three	Coordinator	Diploma	10 years
Par19	F	44	Chief Inspector	Married	Two	Coordinator	Degree	25 years
Par20	F	28	Deputy Inspector	Married	One	Team leader	Degree	6 years
Par21	M	32	Inspector	Single	-	Team leader	Degree	8 years
Par 22	F	24	Assistant Sergeant	Single	-	Member	10	4 years
Par23	F	33	Sergeant	Married	One	Member	Diploma	8 years
Par24	F	34	Chief Sergeant	Married	Three	Team leader	Certificate	11 years
Par25	M	43	Chief Inspector	Married	Four	Division	Degree	21 years
KI 1	F	44	Commander	Married	Four	Coordinator	Degree	26 years
KI 2	M	30	Inspector	Single	-	Coordinator	Degree	8 years
KI 3	F	32	Assistance Inspector	Married	Two	Team leader	Diploma	7 years
KI 4	F	27	Sergeant	Married	One	Member	10	5 years

Source: participants of the interview

4.2 Profile of Focus Group Discussion participants

Table3. Profile of Female Focus Group Discussion Participants

Code No	Age	Educational Level	Police rank	Group name
WPO1	39	12	Inspector	Visionary women
WPO2	22	12	Assistance Sergeant	
WPO3	20	10	Constable	
WPO4	24	Diploma	Constable	
WPO5	28	Diploma	Deputy Sergeant	
WPO1	26	10	Assistant Sergeant	Anbessit
WPO2	24	10	Assistant Sergeant	
WPO3	23	12	Assistant Sergeant	
WPO4	20	10	Constable	
WPO5	30	10 ⁺³	Chief Sergeant	
WPO6	23	Degree	Assistant Sergeant	
WPO1	35	Degree	Assistant Inspector	Successful
WPO2	37	Diploma	Assistant Inspector	
WPO3	25	10 ⁺³	Chief Sergeant	
WPO4	40	12	Inspector	
WPO5	35	Diploma	Inspector	

Source: participants of the interview

Note: Code No represents the code name given to the participants, WPO-1 as woman police officer one, WPO2- woman police officer two and so o

Table4. Profile of Male FGD Participants

Code No	Age	Educational Level	Police rank	Group name
MPO1	24	10 ⁺³	Deputy Sergeant	Supportive
MPO2	28	10 ⁺⁴	Deputy Sergeant	
MPO3	30	10 ⁺²	Sergeant	
MPO4	24	10	Assistance Sergeant	
MPO5	40	Diploma	Inspector	
MPO6	33	Diploma	Constable	-
MPO7	29	Degree	Assistant Inspector	
MPO8	26	10	Assistant Sergeant	
MPO9	42	Diploma	Commander	
MPO10	35	10 ⁺³	Deputy Inspector	
MPO11	30	10 ⁺³	Sergeant	

Source: participants of the interview

Note: Code No represents the code name given to the participants, MPO-1 as male police officer one, MPO2- male police officer two and so on.

4.3 Work deployment experiences of FPCCPS

Work deployment may be defined as classification of work based on educational level, position, personal profession, personal experience, as well as gender difference. In policing profession there are indoor and outdoor activities which need the participation of both men and women officers. The participation of female police officers is important for the full range of Ethiopia's police activities, such as the promotion of rule of law, intelligence, planning, leadership, investigations, public order management, gender awareness raising and communities. In addition, female police officers plays a

great role to bring gender equality, as their involvement inspiring women and girls to advocate for their own rights and practice careers in law enforcement. Female police officers, moreover, provide a greater sense of security to women and children. They also contribute to improve access and support from law enforcement agencies to local women. Participation of women in policing has also a big role in order to address and respond to sexual exploitation and abuse in Ethiopia.

The trend in policing field shows that female officers are more preferable to be assigned the tasks that involve administrative works as compared to that of tasks requiring more physical involvement that might offer them with dangerous risks, such as patrol and specialized units like the emergency response. The response that has been obtained from the targeted respondents reveals that there exist no assignments of tasks which given for women and men differently. But there might be some exception considered for women officers according to their biological difference. When we see the experience of work deployment of Federal Police Commission Crime Prevention Sector, activities are assigned for different officers based on their work experience, educational level and positions. This qualitative method has explored that participants responded for the question whether the commission makes a distinction between male and female applicants during recruitment and assignments of tasks. Most of the participants in the focus group dissections and in-depth interview responded as there is no distinction between male and female employee during recruitment because as long as both took the training they suffice to be assigned in the different positions that the commission has. However at the time of departure to serve their community female police officers might be assigned to different tasks with those male officers by considering their biological differences.

During in depth interview, the first male participant (MO1) responded on the experience of work deployment in their department as follows;

In our department all policing assignments are distributed equally for men and women officers or there is no difference on distribution of duties and there is no any activity which differentiates both sexes. But most of the time women officers participate on the work which is

unsuitable for them as policing by itself has many risks and women are considered to be venerable groups given the physical difference that they have against their male counter parts or the experience they have. In this department the number of women officers is less than men officers there is one or two women officer with in a team this women officers are also mostly deployed on administrative works (March 19/2019 from Janmeda riot control division).

In the discussion of assignment of tasks beside the fact that women are considered as venerable for some assignments, there also exist a long lived trend which has been developed and accustomed to be normal that is women police officers assigned for activities to be performed with in the compound of the commission like administrative works than that of works done within the community.

The other Respondent (MO2): Also added

In my experience policing assignment distribution is equally for men and women officers. As a policy there is no work difference between both sexes, but sometimes when we see in the ground there are activities covered by male partners to assist women officers this is not because they are not capable in policing work but women are one of the vulnerable group and they need protection and support from their male partners (March 19/2019 from Janmeda riot control division).

As has been discussed in the part that discussed about methodology the researcher has also interviewed key informants which were selected from top level management one of a gender officer as to triangulate the information obtained from in depth and focus group discussions. The person assigned at the gender department replied for the question as whether there is a difference on deployment of male and female officers in different tasks as follows.

(KI 1) explained; -

Work deployment in the sector is equally for both male and female officers as a policy. Our women officers are capable of handling all type of police activities everywhere at any time. The other positive part of women officers is that they have done their assignments effectively and on time they are also punctual when we compare them with their male partners. But practically there are differences of deployments according to the interest of the officer as well as the experience they have. When we see the experience of work deployment in this sector most of the time women officers are deployed at finance and record room this is for the reason that women are mostly left for indoor activities to do working that the socialization has put for them to do neglecting the fact that women have an ability of administering and doing any tasks that their counterparts can perform (April 18/2019 from head office of the sector).

Participants of the FGD have also discussed on the issue of work deployment experience on their department as follows; as the explanation of (WPO5) of from visionary group, most of the time female police officers willingly and honestly provided feedback concerning the perception of their work experiences.

Women officers deployed with their male officers and they perform their assignments equally with their partners. Women have an ability to lead, to manage resources to enforce the law, as well as to pass on decision on issue that needs command. But some of male partners are not happy to recognize the quality of women officers especially when women came to a higher hierarchy than men like supervisory position. Most of male officers don't obey and follow instructions and commands that their female supervisor passes on as they feel inferior to their counterparts (March 25/2019 from Janmeda riot control division).

The custom-made on assumptions of policing are directly linked to physical ability which could have a negative effect on the job of women police officers. They are

deployed for indoor administrative duties, such as positions that required less physical strength. There is also a finding of one in depth interview participant of women police officer which shows us how house hold responsibility affected women officers. The response of (WO 11) for this question was stated as follows:-

Of course as a rule it might be claimed that men and women police officers are equally deployed, however when we see in the ground there are unfair deployments seen in our department. In my experience one day there was a duty which needs fifteen officers and it had allowance payment for the duty and our boss selected men officers as he needs and send them to the field work. And after, I asked him why he doesn't give the chance for me and his answer was, that was because the work is difficult for me because I am a woman and I have other responsibilities in my home. Shortly he answered me by saying; you may not perform the duty effectively as the organization wants because you may give priority for your children and your household work. At that time I felt something bad and even I hated my gender for a moment (April 02/2019 from Kolfe camp riot control division).

This shows that the socialization has affected people who are in higher position to believe that women role in the house holed is greater and child bearing is left for the woman in the household as her exclusive burden that has a capacity of affecting their effectiveness of doing works at their work place.

In addition to the above response, other two key informants (KI2) and (KI4) had also replied in almost the same way and they explained that the experience of work deployment based on gender in the department as follows:-

(KI2) stated that:

In this sector most of women officers are deployed in administrative or secretarial organizational positions because they are capable to administering everything and because it is considered that women have the experience of family management in addition they are naturally capable to organize and distribute resources. In this sector when we compare the

number of women and men in the finance office, women officers are high in number doing quality work. This is also because women are not exposed to corruption and also there is a believe that women are the role model for their children in the family. So they act in a proper manner and that will transfer to their position which makes them trustworthy. For this reason most of women officers in this sector are deployed in finance and record room (April 24/2019 from head office of the sector).

And (KI 4) in addition explained that:-

Most of the time our women officers are deployed in finance and purchasing departments. This is because women are mostly honest and most of the time they are not exposed to corruption. Moreover they have a good ability of administering equally comparing them with men officers in general (April25/2019 from Temama Foqe operation division).

In general as we have seen the responses of participants of the study, even the rule and regulation of the organization sets that there is equal work deployment for men and women officers, but there are different barriers which force women officers to choose the administrative work than of the field work. The main barrier the socially constructed perception that anticipate women to be physically weak than that of men and in policing profession it has been a trend that indoor activities that require less physical strength are left for women by considering their choices. And outdoor activities are given to men police officers. The other thing that can be considered as a barrier that hinder women from engaging in outdoor activities and hence create a difference in deployment is the fact that women give birth and men don't given. The traditional perception that the primary care giver for children in the house holed are women. It will make the issue even more complicated as the perception goes to extent of saying women who give birth will no more be concentrating on their tasks after the birth and be less effective even for the indoor activities let alone assigning them to do outdoor activities that need more physical strength in which case giving birth might compromise their strength. Moreover policing is male dominated profession women also face different challenges after they return back from maternity leave to their office

in balancing of the household responsibility and their job. As a result of this most women officers want to do the office work with the fixed work time than of field work.

Thus even if there are changes from time to time but still there are few women officers we see in the outdoor activities of policing which needs unlimited work time or 24 hrs a day. The above mentioned challenges are those which women officers face and hinder them from their carrier advancement comparing with men officers one most mentioned reason for almost all of them is the traditional gender role and expectations.

4.4 Views of both men and women officers on women officers policing work

To increase the competence of deployment and unity of work relationship among men and women officers, it is important to understand how male officers perceive women's roles in policing and how open they are to have women as work partners. Understanding the perception of men officers on having women partner at the work place and knowing what the social construction has to work can help in knowing what kind of training and educational programs be structured and implemented.

During in-depth interview Respondent WO1: stated that

Policing especially crime prevention is difficult not only for women but also for men officers but I am still working my job in a good efficiency because I love the profession .Inequality is almost everywhere one of which is in the household, men are nurtured to be superior and the social construction makes it harder for me to deal with issues even at home (March 18/2019 from Goma Kuteba riot control division).

The main reason why gender equality has still not been assured in different organizations especially in police agencies is that, most of the time men officers are resistant to change and don't want to be subordinate to their women colleagues. For this many reasons can be mentioned one is frustration of losing their patriarchal power which the society gives for them. Moreover women police officers are abide by the socially constructed roles and stereotypes and less resistant to the norms.

Respondent WO2; in addition replied for the question by showing that, there are negative attitudes towards women officers on positions that they are assigned to do.

There are some male officers who have the attitude that women are physically and mentally weak to perform their policing work. The fact that they have witnessed women performing their assigned tasks in an efficient manner as that of their counterparts doesn't convince men to hold the perception that women can perform as equally as men this is what the socialization has nurtured them as they consider themselves as a leader. Losing their superior power is unarguable (Mar18/2019 from Goma Kuteba riot control division).

In Ethiopian federal police commission especially crime prevention sector it is difficult to see women police officers at top management level above the directorate. Even when we see their police rank level there is no one above the commander level in the sector which implies how it has delayed women officers' carrier advancement in male dominated professions like policing.

As the explanation of the gender officer of the sector who is (KI 1),

There are some male partners who became surprised when they see women officers around the top level management I think this is unexpected for them because they are not ready to perceive gender equality. The reason might also be those men officers have accepted the beliefs that women are not capable physically as well as mentally to perform policing work. But I am not generalizing for all men officers because there are also male officers with positive and supportive attitudes towards their women partners and supervisors. However, this negative attitude is still seen in our organization. This is why it becomes difficult to assure gender equality within the organization (April 18/2019 from head office of the sector).

As we have seen participants of the study declared that, there are negative attitudes of men police officers on women police officers. In policing there are operational tasks

which are considered difficult to perform by women officers according to their biological or natural differences. The biological difference of men and women police officers is taken as a differentiating ground for men police officers to go on saying that women police officers can't do outdoor tasks. Following that the participants explained in such a way that even this attitude is still prominent in the organization, but this is wrong because there are also women officers who are physically and mentally powerful to do policing activity effectively and wisely. The organization is working on disseminating information on the need to enhance women police officer's involvement on works that are previously left for men police officers and the gender department is working on the different gender issues that need to be addressed. The attitude that men officers have toward women officers is said to be one factor for having many more men police officers than that of women.

According to socialist feminist theory, all human adults are capable of practically all types of labor; both sexes can perform the labors required for basic subsistence, sexual satisfaction, and emotional nurturance (Garcia, 2003). However, women have been given the only responsibility of achieving these goals within the household or private sphere, and thus have been separated from themselves, their children, other women, and society in general. Women's orientation has been placed on them by the patriarchal form of society, which has worked to create and maintain women's subordination.

Researches on views both officers on policewomen's job also indicate that, policemen are resistant to acknowledge that women are capable of performing all the functions of policing. Some view policewomen as, "physically incapable, insufficiently aggressive, too emotional, mentally weak, immature, and incapable of gaining the respect of citizens' (Martin & Jurik, 1996). This also shows us our traditional gender roles and expectations caused that to have negative attitudes on women at whole especially in male dominated organizations like policing.

In this research in addition to in-depth interview and key informant interview there were also FGD conducted with different groups.

One participant from supportive group who is (MPO6) discussed on the issue as follows;

“Now a day in our organization the number female leaders are increasing I think this is also the result of the policy of affirmative action which gives priority for women officers.”(Mar 29/2019 from Janmeda riot control division).

From what has been mention from the participants in the FGD the researcher has perceived that the inclusion of women police officers has not reached a stage where it can be said satisfactory, hence there is a need to embrace more women in the organization on top level management of the organization which can be done using affirmative action policies. In the other hand there are also male officers who explained the ability of women in a good manner and positive thinking’s as follows:

The response of Respondent (MO1); from in depth interviewee is also as follows:

In my experience I have worked in unit with different women officers, and their ability was good and they have an ability to perform their policing job effectively using a minimum force. Women officers in their work are very serious and they are very strong even, the efficiency of most of the women is also above male police officers. Even this profession is useful for women to measure their ability and to feel they are strong to perform every activity which we male officers do. This also increases their self-assurance to achieve the goal of gender equality (March 19/2019 from Janmeda riot control division).

The explanation of the respondent has manifested that the commission is striving to bring gender equality but the social construction has making the work very hard.

Key informant (2) in addition explained:-

Our women officers’ ability is almost similar with men officers and they can perform their duties equally with their male partners and I have no doubt with their ability. But sometimes the traditional attitudes they

accepted affect them to feel they are physically and mentally weak than men this is because our patriarchal society has guided us that always men is superior to women. And this mentality has become a bottleneck to achieve gender equality in law enforcement agencies like policing (April 24/2019 from head office of the sector).

According to radical feminists explanation, through the systematic privileging of men and the masculine and subordinating women and the feminine, interlocking system of the society supports women's subordination and inferiority the overthrow of women in to the various forms of violence perpetrated against them (Norsworthy, 2002).

Further researches show that negative attitude of their male partners is a barrier for women police officers in their work which leads them to feel that they are inferior of their male partners. Females are capable of handling the emotional requirements associated with the role of a police officer and they have advantage of effective verbal communication due to a nurturing nature.

This study in the same way found that there are still negative attitudes of male officers over their female partners and most of men officers don't want to be women's subordinate which show us the superiority and inferiority feelings. Even there are good explanations of different respondents on the ability of women officers, which show us women are capable to do policing activities as good as their men partners but the traditional mentalities affected them to be viewed as inferior than their male partners. In general the view of both sexes on women police officers policing work was looks like this. Thus both the organization and gender office of the sector is expected to do so in order to be assuring gender equality within the commission.

4.5 How do household roles affect women officers policing job?

Women are more likely to be assigned to domestic roles as primary caretakers of children and to perform all of the household activities, on the other hand; men are typically associated with workforce involvement and the responsibility to financially provide for a house hold as bread winners (Heilman 1997).

Many female officers have problems of balancing work with their family life because women are traditionally seen as the caretakers of the home and children, they frequently carry most of this burden, which can potentially translate into problems with work. During FGD with women officers in this study, there are so many issues discussed with their different life experience. And the findings of this research also confirmed with the above ideas.

One of focus group discussant (WPO6) from Anbesit group on this issue, how women officers face challenge in balancing of their family's responsibility and their policing job as follows and the rest of group members have also agreed with her idea.

The socially constructed perception has lagged women from engaging in works of different type and this in return has rendered women to be under represented in many male dominated work areas. Inclusion of women in law enforcement agencies has paid a cost our seniors a lot to pass on a smooth path for us. More changes are yet to come as socially stereotyped gender roles are still dominant. Comparing men and women on the basis of their effectiveness both officers perform their work in an effective manner, but the burdens that women officers have in their home affect them to be either physically tired or mentally stressed. Hence job advancements will be granted for men officers (March 27/2019 from Janmeda riot control division).

The other participant from this group (WPO3) also added on the issue:

We women have a good observation skill which is useful for this type of profession. But still we are not represented equally with our male partners as a result of different factors. One and most mentionable is the socially constructed gender role which rendered women to be under represented and demand more work to be done to ensure gender equality (March 27/2019 from Janmeda riot control division).

In this study in addition to FGD and in-depth interview key informants interview also used during data collection to examine how women officer balance their house hold responsibilities and their policing assignments. Those participants were selected with

the recommendation of their immediate commanders or supervisors as well as from gender office of the sector. By conducting interview with those key informants the following ideas were found.

These days' different sectors are becoming women friendly and the old stereotypes are diminishing if not eradicated and women are engaged on top management level. But there might be some barriers to achieve this because our countries economy by itself affects them indirectly to do so. Women must learn in a quality school to be competent with other developed countries women. But our social, economic and cultural attitudes are not matured to do this especially our social life have a big contribution on this. So as I have said at the beginning women by themselves must commit to break out the traditional attitudes to achieve their goal (KI 2, April 24/2019 from head office of the sector).

So, as we have seen the above explanation it is easy to understand how much our traditional roles contribute on the presence of gender inequality in our country especially in law enforcement agencies like policing. Even if there are changes on giving priority for women to be competent at every aspect of the country's development but our social norm is still affected them on their job when we compare with women of other developed countries.

In addition to this (KI4) also stated that:

Household chores are mostly left for women which will give women a double burden as they are expected to perform household tasks and tasks at the work place .Most of the works that women perform in the household require physical engagement which will render women to be physically and mentally occupied hence might affect their effectiveness at the work place .In a very patriarchal and traditional society like Ethiopia men are expected to be a bread winner for the family and except for some

men who help their partners in the household others don't do household tasks (April 25/2019 from Temama Foqe operation division).

In balancing their work and caring responsibilities, female officers appeared to be under strain and pressure, especially those with children (Yilma 2010). In this research the study also found that policewomen are more likely to be constrained in their occupational upward mobility by gender-specific traditional expectations and responsibilities, such as childcare and family responsibilities.

Since women are still considered the primary caregivers and homemakers in most households, the burden of taking care of the home and holding down a job has led to many conflicts, particularly given the scheduling demands and unpredictability of police work (Archbold 2002).

The finding of this study has also confirmed the above idea and it makes easy to understand how household roles affect the role of women in their work place to be difficult to perform duties of policing with physical and mental tiredness. This may also result in ineffectiveness in work of women officers, people tend to confuse the natural difference of men and women with that of the social burden women have, as in policing profession physical and mental activeness is helpful for the different tasks that the commission might assign ,hence women given the household burden are mostly physically tired and mentally occupied by different stressing situations hence are not preferred to be assigned in supervisory and decision making position. This lack of women in higher positions makes the work of bringing gender equality very difficult.

When we see socialist feminist theory it focuses on the public and private spheres of women's lives and also analyzes the importance of understanding the power of patriarchy in relation to women's oppression and "dual role". The finding of this study supports this idea because women officer's domestic responsibilities affect their advancement in the work place.

4.6 Main challenges women police officers face

Women officers may face different challenges as a result different factors which hinders their ability and affects their carrier advancement. Historically females were not

easily accepted into the field of policing. As has been discussed on the finding from the focus group discussion women don't get the chance of work promotion for the different reasons stated and even when they get advancement their male counterpart are not obedient to their order and commands like the case of supervision. In general the main challenges that women police officers face on their office job and the responses of participants on those challenges are listed down under subtopics.

4.6.1 Less acceptance by their male partners

As law enforcement is a male-dominated profession, gender stereotypes and inferior attitudes about women by men constrain the professions ability to recruit and retain talented women (Marshal, 2013). The greatest barriers to utilizing women in police patrol positions are not from the performance of the women themselves but from resistance of their male counterparts" (Weisheit, 1986).

During in depth interview (WPO 13) explained that:-

In my experience most of the time male police officers were not happy to work with their female officers and the females officers are stressed with the discriminatory treatment that they receive from their coworkers. Even some time because of the number of female officers is few within team, female officers exposed to sexual violence by different male officers as this increase women vulnerability. My personal experience is an evidence for this as one time there was an accidental operation field work and the command comes forwarding from the top level to us in the lower management and our boss told us to be ready to go to the field at the night time, and then the only female officer within the team was me and there was about ten male officers within the team and three of them told me independently that each have a feeling that they want to share it with me, it was a very tough time for me and from that time onwards I at least guessed that the reason for putting women in an indoor activities can be the refusal of women for the sexual affair that they counterpart offer for them (April 9/2019 from Meskel Flower VIP division).

Another respondent (WPO 14) from in-depth interview also added:

We women have an ability to perform activities equally with our men partners especially when there are cases of GBV. Because we women officers to those women or juvenile victims, as well as those types of criminals to took their idea freely as we have motherhood wisdom. But there are challenges we face in result of our traditional societies belief means most of the society of the country don't accept the participation of women in the profession (March 25/2019 from Legehar Gibi).

Findings by Martin (1980) suggested three classifications of male police officers: males who oppose female police officers, males who accept female police officers, and males who are uncertain. Therefore, the literature on lack of acceptance by male police officers is not generalized to all male police officers. According to Burtukan (2014) most of the time when we see the view of policemen on policewomen indicates that policemen are opposed to acknowledge that women are capable of performing all the functions of policing.

Female officers face different challenges at the work place because of their gender as the social construction favors male and left female voiceless which makes the fight for gender equality to be much harder.

During in depth interview with male officers as well as FGD with male groups the researcher has realized that male officers don't have a full scaled trust on female officers and they are doubt full on the ability of their women partners.

From in depth interview participants respondent (MO8) stated that:

Women police officers face different challenges as a woman in their home and as a police in their job. These challenges become increase especially after they got married and give birth. This is also because there are roles that the society gives for women to tack care their children and there are tasks the organization assigned to them to perform. At this time women become stressed in balancing their tasks.

And it becomes also difficult for them to be competent with their male counter parts (March 25/2019 from Legehar Gibi).

Another male participant (MO 4) also added:-

of course women may do police tasks which needs a minimum force as men officers but in situations where the work requires strong physical and mental as well as emotional strength like the task of riot control women lack the necessary requirements as they lack one of the three requirements which is physical strength (April 9/2019 from Meskel Flower VIP division).

The discriminatory act go on to the extent that when female officers are assigned in a position that have been previously taken by male officers the male officers feel as if they are subordinate and inferior to the female officer as they believe that there should exist an independent and relatively a lower position that female officers should be assigned to work on than what the male officers are assigned.

Gossett & Williams (1998) and Martin (1993) argued that, male officers feel reduced in status because if a woman can do the same job that male officer have been doing for many years, that takes away from their social status and standing in society. The finding of this study is also confirmed as it shows us that male officers not want to be subordinate of female officers.

During FGD with supportive group (MPO5) states that:

Women may perform all police tasks in a good manner especially when we see their indoor activity and administration they are effective compared with male officers. Because women naturally have the ability of administering, but when we see them in the operational work of policing which needs physical and mental strength they may not effective as men especially on the supervisory role which needs a strong command (from Kolfe Camp riot control division April 2/2019).

The above idea declared that there is still less acceptance women officers by their male partners and it also show us those men officers do not want to be subordinate of women officers this attitude by itself is one big challenge that women officers face in their policing job. This makes also difficult for women to be competent equally with their male partners in their carrier advancement.

(MPO3) from this group in addition says that:

It is difficult to perform policing work effectively without women because they are spices of the organization. Women officers are significant when we enforce the law. There are different types of crime committed by different bodies on different bodies so women are needed especially when crimes are committed on vulnerable groups like crime committed on women victim, children victims or elder groups to investigate the crime. Most of the time this type of victims needs an emotional support which women are naturally gifted to render. But they have some limitations when we see them on supervisory role, because most of women's prioritize their family responsibility or taking care of their children and they are not able to perform the managerial role (from Kolfe Camp riot control division April 2/2019).

In general the above two ideas were also the idea of all of the group participants as they explained during their discussion and it shows us even the participation of women in law enforcement is more significant to achieve the goal of the organization but still their men partners have a doubt on effectiveness of women officers.

In addition to the above ideas one respondent from key informants who is a women officer from top level management (KI3) also explained that the one challenge from different challenges women officers face in their job is that less acceptance by male police officers. Additionally she also tried to assert that this less acceptance by male partner also hinders women officers' ability in their job.

In this sector you can't find a single female officer at the top of management level and the trend has informed male officers to hold higher

positions and they get surprised when they find a women officer positioned on higher level management areas. Well the surprise can be emanated from the believe that women are born to do household chores and from the fear of subordination considering male as leaders. When we see women officers in their policing activity they can perform every type of assignment that men officers perform but it is not visible as men officers' activity. This is also because most of team leaders are men officers and they don't want to report that women could perform equally with men officers (April 18/2019 from Temama Foqe operation division).

As has been discussed above the idea of almost all respondents of the study declare there that male officers don't have a full scaled trust on female officers and they are doubtful on the ability of their women partners.

4.6.2 The issue of balancing family with carrier

Our social norm or the traditional society gives the unlimited activities of the house hold for women to perform in the house. Some t of the activities are taking care of children, washing clothes of the whole family, preparing food for all of the family, buying materials needed to the family, cleaning the house which are done on a daily basis. As a result of this women police officers face different challenges in order to balance their family responsibility and their carrier.

In this study interview was conducted with different respondents selected from the study area and their idea also confirmed with the above statement.

From the respondents (KI 2), explained that

The observation I have made on challenges of women is of a different type depending on the marital status of women officers as women who are married suffer the double burden that women who are not married one good example can be uptake and use of annual leave as mostly married women use their annual leave to do household chores while those that are not married use their leave to develop their skill like taking short courses , Now a days there are changes on sharing responsibility of family on both

of the wife and husband but there are some women officers who are sucked in the traditional gender roles and expectations the society gave them. Given my own experience my support to my wife by giving advices for her professional career and she is now in middle level management my support comes from the understanding on the hardship of her work as I also work on higher management level. Given the three kids we have back home there are different household chores waiting for us but my wife is resistant and she want to do household tasks by her own and on the occasions that I do some tasks she wouldn't be satisfied and this showed that she make the household tasks part of her own burden and no one else's business and she lives in a way that the society has shapes her and in a way that the tradition want female to act which make her life very much burdened (April 24/2019 from head office of the sector).

And there is also an idea added by (KI 1)

Working women are burdened as they are expected to deliver whatever they are expected to deliver at the work place and back home there are different tasks waiting for them and most women tend to do household chores back home compromising the time that should have been allocated for them to rest, hence they do works in the night time. Women police officers spend their day on policing work like patrolling, riot control, and security, administrative and so on. This is given to us as a gift. Women are strong and capable in nature even they are tired they complete their duty effectively (April 18/2019 from head office of the sector).

During the time of data collection from respondents two women officers were do their policing activities with piggyback their children. Their respond is written as follows:

Respondent (WPO6) from Afinchober anti-terrorism division is one women officer who does policing office activities by piggyback her baby boy in the office. It is difficult for her and as she told me that a day care is needed for the organization to put

our children and our tasks effectively if not it will be very difficult for mothers who work in this area. Because police work needs concentration it is about preventing or detecting crime.

I always took my baby with me and it makes it a necessity for me to work like no matter how hard it might be as once I gave birth the responsibility of taking care of my baby is my primary responsibility in the family. My husband is also engaged in professional work like mine but his salary is not sufficient to support the family so no matter how hard and tiresome it is I took my child with me to work (March 14/2019 from AFinchober anti-terrorism division).

During FGD with women participants they discussed by raising different issues of their house hold duty especially the challenges they face after they got married and start giving birth. Other participants have also same life experience with the above women officer in the department. And she explained that of the challenge she faced.

One group participant who was WPO4 explained the challenges she faced in order to balance her family responsibility and her policing job as follows.

I am engaged in administrative work and I am a single mother ,I always take my baby with me as I don't have a nanny to look after my baby at home this is because I can't afford to pay for the nanny ,I don't get financial as well as emotional support from my ex-husband ,it would have been much more better for mothers who have children to have a day care center at the organization and we have requested for that but we haven't received any reply so far (March 12/2019 from Janmeda riot control division).

In addition to this the other group discussant (WPO1) from this group also raised the issue of house hold responsibility starting by explained that she supports the idea of her group member.

Sometimes I get surprised when I am thinking about the responsibilities of women officers as working women are expected to perform their household

tasks as well as the tasks that are assigned to them professionally. The double burden of women hinder them from attaining job advancement which need an upgrade in their educational level to compete with their counter parts which is very much difficult for them to attain given the burden (March 12/2019 from Janmeda riot control division).

As research has shown that female police officers face different challenges in balancing of their household activities and their job, the findings of Birtukan (2014) and Martin (1993) also confirmed with the above idea.

This is because male police officers once maintained a belief that policing is a male-dominated occupation where females are neither physically nor emotionally capable of performing the job requirements. The rise in feminism increased the number of female police officers due to the passing of equal employment standards in all over the world including Ethiopia (Yilma 2010). This provided a legal backbone and support for females in the police force.

This study in addition found that, the participation of women in policing activities has a benefit, particularly in community policing and victim services.

During data collection participants explained that women officers are a role model participant especially on GBV cases.

Finding of this study shows us the biggest challenge women police officers face is that of the issue of balancing internal and external responsibilities. In our country Ethiopia most of the time all types of house hold activities are left for women starting from take caring the children up to cooking the food for the family. Hence for women who want to be competent in the work market household chores are the basic challenges. When we understand the above ideas raised from in depth interviewees as well as focus group participants our traditional gender roles and expectations are dominated for women. This domination also continued up to their external work or the office work of women to be dominated by their male partners. In general it is easy to understand that of traditional roles has a negative impact on job of women police officers.

4.6.3 Intra-gender (personal) challenges

The challenges that working women face are of multidimensional and the one challenge that women officers face is intra gender. The finding of this research also makes to be sure that there are challenges women officers face because of the absence internal commitment.

During FGD (MPO 4) from supportive group members explained that:

In my experience I had worked with different women officers who have been posted and lived in the policing culture and conform on the duties of policing and they look themselves as they are primary actors in all of policing duties. There are also women police officers who have a belief that policing duty is difficult for them because of their gender and they look themselves as assistance of male officers. So the case is very technical there is no conclusive remark to say women are incapable one thing that we can agree up on is the existence of traditional attitude towards women role (March13/2019 from Janmeda riot control division).

In addition to the above another FGD participant also raised the idea of how women officers accept and adapt their duty as follows.

Beside the existence of the traditional gender role perception one's own personality matters in the decision that women police officers make as whether to take risks and work on posts that has risks and dangerous policing tasks .Hence there are women who believe that they are capable of doing works that their men counterparts do, there are women who consider themselves as being subordinate to their men counterparts (March13/2019 from Janmeda riot control division).

This research have reviled that there are two types of women police officers within the organization. This also confirmed with the findings of (Martin, 1980), which concluded two types of policewomen: **police women** and **police women**.

Both classifications consist of female police officers, but there are a difference of adaptations of the roles of police officer differs. **Police women** are female police officers who positively adapt to the role of a police officer they conform to job duties

and requirements, are aware of the risks and dangers, and are able to identify and react to criminal situations in a professional manner. In the other hand **police women** are female police officers who hold their normative gender roles when on duty. Personalities and attitudes are not molded to the role of a police officer but hold the standard of a female gender

4.7 Role preference of female police officers and their reason

Basic interests do vary between males and females which may contribute to whether they pursue a desired career choice. Traditionally careers that may be considered as a male-dominated field include the following: car sales, construction, mechanics, engineering, sports, and military combat roles.

Different ideas were raised from different participants on this issue during data collection as follows:

(KI 1) explained about role preference of women officers and their reason in the department:

As a rule in a military force it is not permitted to choose a carrier or a post to be assigned. Every officer is deployed equally on same duty or there is no any duty which differentiates both sexes. But sometimes there are issues which the department considers when deploying officers to their duty. Most of married women police officers 85% posted on different positions who work in the capital city of Ethiopia. The different responsibility that women have in the household has made it very difficult for them to engage themselves in outdoor activities (April 18/2019 from head office of the sector).

From in-depth interview participants (WPO13) says that:

In my experience I have passed through different types of policing activities including crime investigation which paved the way for me to work on crime committed on mothers and children and working in this section has a higher satisfaction for me and it was a good chance for me

to advance my post (April 4/2019 from Afinchober anti-terrorism division).

The other participant (WPO 9) also explained her idea about her role preference like this

Women have been neglected and traditionally disadvantaged from participating in the different sectors that their counter parts engaged in. With the coming of the current constitution which embraces right for everyone to be engaged in any activities a progress has come in many aspects. So this can be a stepping stone for women to fight for their rights .To do this educational empowerment plays a big role to be competent with our partners. That is why I prefer to do the indoor rather than field work activities to learn at weekend time (March 3/2019 from Meskel Flower VIP division).

And from male FGD participants (MPO5) adds that

Most of the time women officers want to do administrative or secretarial activities because when their role is in office they can manage and use their time after office to be programmed on their time after their office work to use for take caring of their family or also to go to school improve their educational status (March 15/2019 from Leghar Gibi riot control division).

Within different organizations people may choose careers that are consistent with their beliefs about themselves and their family. Similarly in police department even if it is difficult to choose a type of work according the rule of military is, “do or don’t do command”. But sometimes there may be a chance to choose carrier for women officers especially who have family responsibility in order to improve women officers within the organization.

In line with the above findings from respondents of the study female officers disclosed that administrative jobs, with fixed daytime hours are often attractive to women with

young children, on reduction of the burden because they have using their time in program. As the research found that, women were mostly involved in administration duties as well as other support assignments than other functions of policing such as patrolling, riot controlling or other supervisory positions.

According to Natrajan (2008) preferred roles for women officers are divided into three categories: (1) the traditional role in which women do not do the same work as men, but instead specialize in duties such as those involving female offenders and victims, juveniles, and missing persons; (2) an integrated role in which women take on the same duties as men; and (3) a modified role in which women may take on similar duties except those where violence is anticipated. The researcher had also tried that to look the career preferences of women police officers through these forms under discussion.

As we have seen the finding of the study also confirmed with the statement. Research found that majority of women officers have role preference within the police is for maintaining their traditional role, i.e. indoor and administration. The information tells only few women officers prefer an integrated or modified role within the department, same role as male counterparts. A comparison of women officers who prefer integrated and modified role with those preferring a traditional role found slight difference in their personal satisfaction on their job. Women preferring non-traditional roles tended to have wider deployment experience, other than administrative duties, mostly in patrolling or other operation activities. Further, more women preferring nontraditional roles had undergone special training than those preferring a traditional role. While women preferring traditional roles have restricted work experience mostly on human resource and other support assignments and they were not passed through special training. This also causes negative impact on their opportunity of advancement.

The idea of the above FGD discussant was also supported by all of the group discussants at that time. The idea also shows us to understand the impact of traditional gender roles and expectations on role preference of women officers.

4.8 The opportunity for carrier advancement

There is unequal distribution of women and men police officer especially when we came up to the higher level of the sector. Most of the time in male dominated

organizations the opportunity of career advancement of women is not satisfactory. This might happen for different reasons like discrimination, less commitment of the organization and the failure of women to upgrade themselves, moreover the impact of our traditional roles are mentionable. To analyze the problems a study was conducted by collecting data from different resources. The finding has revealed that the ratio as to the engagement of men and women officers is almost similar as one goes to the lower level where as the number of women officers keep on declining as one goes to the higher level.

During in-depth interview with women police officers one of the interviewee (WPO6); explained that;

The organization works on advancement of women officers with the help of affirmative action and priorities have been given to women officers nevertheless; it has not assured gender equality. This can be for different reasons ranging from lack of personal motivation to advance once status to that of lack of training in the organization, and also because of the burdensome activities those women done in the household which hinder them from getting time to bring about educational advancement unlike their counterpart.

My personal experience is evident for the disparity in the ratio and gender gap exist in the organizations for personal and organizational factors that women officers face. Me and my husband have been taking policing trainings together and once we completed the training we joined crime prevention sector ,riot control directorate with the same educational level .Things started to change after we got married and have children as I stayed home to take care of my children for some time and go to work with a retarded physical and mental status while my husband started another class to upgrade his educational status and to get job advancement in the organization ,he has succeeded on both his goals as he has received middle management level while I stayed with lower level management position hence ,at the cost of my suffering both

financially and emotionally as much of his salary was paid for his education and I was not able to accept the free education scholarship that the organization offered to me this has rendered be not to have the power to say anything in the house as he become the main decision maker in every aspect of our life (March 6/2019 from Temama Foqe anti-terrorism division).

As we have seen the lived experience of the interviewee the women officers life have completely changed once she got married and gave birth but her counterpart has succeeded in educational as well as job advancement this is the socially constructed attitude that people have towards women as there is a predefined role of women to take care of their children as is their only responsibility and also women by themselves are not as such resistant to sacrifice their dream for their counterpart.

(KI 1) Also addressed that,

Now a day the opportunity of carrier advancement provided in our organization are equal for both sexes, but the gender gap exists for different reasons. Hence the organization is working towards making women competent enough with their men partner by engaging them in different programs (April 18/2019 from head office of the sector).0

Two male participates during in depth interview and one of key informant (KI2) had explained in same ideas as follows;-

Job advancement is granted for different criteria's among other things we look in experience worked ,educational status ,work efficiency and the organization also uses affirmative action to bring women on equal footing with their counterpart. Notwithstanding the effort of the organization the gender gap is still seen in the organization especially on higher managerial level, for this there are different reasons mentioned below.

As policing is a men-dominated profession and only few women have started the job initially and it took time for them to have the needed experience for job advancement. Our traditional attitude and belief by itself contributed to delaying them from different activities especially in male-dominated professions. Women's personal commitment by itself has contribution as there are women officers who are not committed to break out the culture and struggle for their equality. Because most of the time they give priority for their family rather than their career advancement.

There are varieties of factors we need to consider in understanding why women have failed to attain the top positions. One reason can be found in the specific individual-level characteristics of women: their level of human capital investment in such things as education and job training, as well as their attitudes, values, and expectations about the role of women work and family issues. Horner (1972) in his study also stated that women's lack of representation in the professions and management can be attributed to women's lack of ambition or success which confirms with the finding of the study.

Both of the studies explain that the reason why the number of women officers is becoming decreasing when seen to the upward positions is that because the commitment and personal characteristics of women officers do not compute equally with their male partners using the opportunity the organization give them for their career advancement is not satisfactory. Since women officers have dual duty their family responsibility as well as their policing work they may not be able to educate themselves to be competent with their male partners.

As discussed above there is doubtful thinking about equal opportunity of career advancement as the all circumstances show that there is no equal treatment between men and women officers. For example women are not considered as capable as men officers especially in managerial positions. This causes also to be not having for advancement opportunities. When there are trainings most of the time men take the priority, because there is a belief that women may not attend regularly the trainings since they have household responsibilities. There for we can see how our traditional roles affect women policing duties and also it hinders the ability they have.

CHAPTER FIVE

CONCLUSION AND RECOMMENDATION

5.1 Conclusion

The main objective of this study was to assess how traditional gender roles and expectations affect the job of women police officers of federal police commission crime prevention sector with the aim of identifying the main challenges that women officers face as a result of their traditional roles, understanding the perception of male partners on the ability of women officers on their role of policing and also identifying the main factors which hinder the ability of women officers and affect them on their carrier advancement opportunity. Efforts were made to investigate the deployment experiences of the organization to find out if there is a difference between both sexes or not, to figure out the main challenges women offices face and describe role preferences of women police officers with their reason and to examine female officer's opportunity for career advancement in the sector.

With regard to the challenges encountered by female police officers as a result of their traditional roles and expectations while undertaking duties in their work places, the survey found out a number of factors that influence their service delivery at the working place which include their responsibility within their family among other things taking care of children, the fact that women officers have been looked down by their men counterparts, some of male officers being insensitive to the needs of female officers, sometimes use of abusive language, being left out of decision making process, junior male officers ignoring orders from senior female officers, some female officers were not committed to be competitive that hinder them from carrier advancement. This result shows as traditional roles and expectations has played a great role in ignoring women from equal participation on social, economic and political aspects for long period of time in the world as well as in our country Ethiopia.

Women have traditionally been the primary caregivers of children as well as home makers including laundry, cleaning and cooking and so on. Women also often spend more time with child care or elderly parent caring activities. Studies show that women

spend more time on paid household engagements than men which has become a bottle neck from meeting their dreams outside of the household.

The assessment made on the different law enforcement agencies was evident that our traditional gender roles and expectation were the root cause for the existence of gender inequality at least in those organizations. Women are helpful asset for this type of organization; they should be given the same respect that their male coworkers have received throughout history. As police commissions create policies that aim to increase the number of women in policing, they must also remain aware of the existing barriers that challenged women to stand on equal footing as their counterpart.

Changes are yet to come in those law enforcement agencies a vast awareness creation programs are needed to be done to awake most and not all male officers to change their negative attitude on the effectiveness of their counterparts .Even if the number of women employees is showing a progress in police agencies equality has not been attained in the amount and type of house hold tasks allocated for women. Women police officers tend to choose indoor activities than that of outdoor activities as outdoor activities require physical force to be exerted on crime prevention works and furthermore most women officers submit to the traditional roles and expectations .

In the discussion of career advancement even if the policy in the organization gives priority for women the practice looked in to women responsibilities in the household to go on saying women might not be capable of advanced works hence women might not get the chance to advance themselves.

Generally women have encountered numerous barriers that need massive work to overcome them. The existence of traditional role and expectations are undeniable however from the study that was conducted, things are changing through time men officers are becoming women friendly.

5.2 Recommendations

Based on the findings of the research I have made the following recommendations that can be put in place to overcome the challenges that women officers faced in executing

their duties. The recommendations touched on three categories that is personal level, to their colleagues and to the organization. In addition based on the findings of the study and others related literatures the researcher tried to forward some recommendations which are easy to perform and important to fill the gap

- Women police officers should be committed to break down the traditional attitude to empower themselves by attaining higher level posts and be granted opportunities for further education and training.
- Women in the workplace have to struggle against what seems impossible in order to gain acceptance as valued persons in our competitive job market.
- The organization by itself should implement the written policies effectively to the ground and give the same basic and professional trainings equally for both sexes to assure gender equality within the organization.
- Qualified women should be assigned as staff units, such as planning and research, crime investigation, teaching and training, intelligence, inspection, public information and community relations, and as legal advisors instead of only in administration.
- The commission should give trainings to bring about perceptual and attitudinal changes in the police personnel with regard to gender roles and relations and make the male police personnel behave in a gender sensitive manner towards the women victims and women colleagues.
- The police commission in cooperation with employees should work towards a system of child care through funding of adequate services, which provides women with the greatest opportunity to stay, enter, or re-enter the workforce.
- The organization should improve educating those who are inspiring to become police officers as well as utilizing and reinforcing the concept of equality to those who are currently working in law enforcement in order to eradicate the negative attitudes of the male officers 'perception.
- The gender office of the sector in cooperation with the organization should improve the program of training on attitudinal change using the seventy thirty program for both sexes.
- The police organization should strive to ensure equal treatment of female officers.

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Annexes 1

In-depth Interview checklist

The purpose of the questionnaire is to gather information to conduct research entitled; the impact of traditional gender roles and expectations on job of women police in federal police commission crime prevention sector, Addis Ababa". The data to be collected from this interview guide will be used only for the purpose of educational research. Your response will be kept confidential and you will not be asked to disclose your identity. I kindly request you to participate in this study voluntarily. The quality of this study depends on your genuine response.

Thank you in Advance!

Interviewee's background

1. Sex _____
2. Age _____
3. Police Rank _____
4. Marital status _____
5. Number of children _____
6. Position _____
7. Educational background _____
8. Years of Police Experience _____

Annex 2

In-depth Interview Guide Questions for women police officers

Date: _____

Introduction: The purpose of the questionnaire is to gather information to conduct research entitled; the impact of traditional gender roles and expectations on job of women police in federal police commission crime prevention sector, Addis Ababa”. The data to be collected from this interview guide will be used only for the purpose of educational research. Your response will be kept confidential and you will not be asked to disclose your identity. I kindly request you to participate in this study voluntarily. The quality of this study depends on your genuine response.

Thank you in Advance!

In-Depth Interview Questions

Part One; Work Deployment Experiences on the Sector

1. What is the work deployment experience in your department?
2. Is there any job classification for men and women officers differently?
3. Which type of police task do women perform most of the time? Why?

Part two; Main challenges women officers face

4. What are the main challenges faced only by women officers in your department?
5. By whom the challenges mostly faced by married ones or single ones? Why?
6. How do women polices overcame their challenges?
7. Why do you think the participation women in police organization few in number?

Part three; Role preference of women officers

8. Is there any role a chance to prefer tasks in your department?

9. If yes, what is your role preference to do? Why?

10. Where do you think mostly women police officers deployed? Why do you think?

Part four; Carrier advancement opportunities

11. Do you have equal opportunity of carrier advancement with your men counterparts?if no why?

12. Do you think that the role you have at home affects your carrier advancement?

13. If your answer for the above question is yes please discuss briefly.

14. Do you have any additional idea or opinion?

Annex 3

Guide for FGD participants

Introduction: The purpose of the questionnaire is to gather information to conduct research entitled; the impact of traditional gender roles and expectations on job of women police in federal police commission crime prevention sector, Addis Ababa”. The data to be collected from this interview guide will be used only for the purpose of educational research. Your response will be kept confidential and you will not be asked to disclose your identity. I kindly request you to participate in this study voluntarily. The quality of this study depends on your genuine response.

Thank you in Advance!

Date _____

Department: _____ **Group Name:** _____

Time Duration: _____

Code No	Sex	Age	Educational level	Policing rank	Remark
p1					
p 2					
p 3					
p 4					
p 5					
p 6					

Focus Group Discussion Questions

1. How do you describe the role of police women in your police department?
2. Do you think that women are capable enough for policing duties?
3. Is there a difference in the deployment of women and men officers in your police station? In what aspect?
4. What are the roles that are mostly preferred by female officers?
5. Do you think there is equal opportunities of career advancement for men and women officers in your department? If no why?
6. What are the main challenges women officers face in their job?
7. Do you think that the role women have at home affected their policing job? If yes how please discuss briefly.
8. How women officers overcame the challenges they face?
9. Any idea to add?

Annex 4

Key informant Interview Guide Date: _____

Introduction: The purpose of the questionnaire is to gather information to conduct research entitled; the impact of traditional gender roles and expectations on job of women police in federal police commission crime prevention sector, Addis Ababa”. The data to be collected from this interview guide will be used only for the purpose of educational research. Your response will be kept confidential and you will not be asked to disclose your identity. I kindly request you to participate in this study voluntarily. The quality of this study depends on your genuine response.

Thank you in Advance!

Questions

1. What do you think about the major obstacles to women’s full representation and integration in policing?
2. Is there any difference of work deployment on your department? If yes, in which way are the duties policewomen are employed on different?
3. How do you describe the role of women officers in the department?
4. What do you think about the role preferences of women officers?
5. Are there any policing roles mainly preferred by female officers? Why do you think?
6. What are the qualities of female police supervisors?
7. Is the promotion policy of the department equal for women and men?
8. Do you think that the role women officers have at home affects their policing job?
9. Is there any deployment pattern in specific policing functions for women? Why?
10. What steps are being taken to improve women’s status in your department?
- 11.