

**GENDER DIMENSION OF REPRESENTATION OF POLICE OFFICERS IN HIGH
RANKS IN ZAMBIA POLICE SERVICE**

By

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**A dissertation submitted to the University of Zambia in Partial fulfillment of the
requirements of the Degree of Master of Arts in Gender Studies**

UNIVERSITY OF ZAMBIA

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2012

DECLARATION

I, Sylvester Musonda Shipolo, declare that this dissertation hereby submitted is my own work and has not been previously submitted for a degree, diploma or other qualification at the University of Zambia or any other University. Where other people's work has been drawn upon, acknowledgements have duly been made.

Signature of Author:.....

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CERTIFICATE OF APPROVAL

This dissertation of Sylvester Musonda Shipolo has been approved as partial fulfillment of the requirements for the award of the degree of Master of Arts in Gender Studies by the University of Zambia.

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ABSTRACT

Gender equality in all areas and at all levels was well appreciated by the world community especially when it's promotion reached the climax during the fourth UN conference in Beijing in 1995 (Hilka, P. and Jeanne, V. 1995). Member states including Zambia participated in making declarations to promote gender equality even in Zambia Police Service. However gender equality in high ranks in Zambia Police Service is far from being a reality. Statistics obtained from police records reveal low levels of representation of female police officers in high ranks in Zambia Police Service. High ranks are dominated by male police officers.

This study, therefore, was initiated to examine the factors that influence low levels of representation of female police officers and high levels of representation of male police officers in high ranks in Zambia Police Service; to assess the gender sensitivity in the promotion of officers in Zambia Police Service; to examine police officers' views on the promotion of female police officers to high ranks and to analyse the qualifications required in the promotion of police officers to high ranks, with a view to recommending ways of increasing the levels of representation of female police officers in high ranks and thereby contribute to the promotion of gender equality at all levels and in all areas in Zambia and the world at large.

The aim of the study was attained through a descriptive cross section study on conveniently and purposively selected sample of 100 respondents from Lusaka Province's Chelstone, Central and Emmasdale Police Stations and the Police Service Headquarters. A self administered questionnaire, focus group discussion guide, record review guide and an in-depth interview were used to collect data.

The study revealed that a number of factors are at play towards levels of representation of police officers in high ranks in Zambia Police Service between male officers and female officers. Negative attitude, lack of gender policy, lack of a gender expert as focal person, lack of gender disaggregated data and discrimination are some of the common factors which affected gender equality in the levels of representation of female and male police officers in high ranks in Zambia Police Service.

Arising from the study, it is therefore, highly recommended that affirmative action be taken in the Zambia Police Service to address the issue of gender inequality in high ranks between female and male police officers. This must include the opening up of a gender section and appointment of a gender expert to man the same department in whose expertise policy will have a gender consideration. The negative attitude towards the promotion of female police officers to high ranks and gender disaggregated data can be adequately attended to by the gender expert. The appointment of the gender expert as gender focal person is cardinal as he will also coordinate all matters pertaining to gender in the Zambia Police Service as well as coordinating with other external gender institutions for exchange and update of ideas.

DEDICATION

To my late grandfather Mr Ngolofwana Kapaya who at one time in my childhood gave me what I wanted, love. You should have been here man; you could have assisted me in this fight for a better life. Let your spirit reign in me and be there to encourage me to do even better until I get there.

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To God where my strength reign be the glory and to the following people for the support rendered in this study: Dr Fay Gadsden my Supervisor, Dr Kunsanthan Head Gender Studies department, Prof Macwan'gi my lecturer in Research and to Dr Mooyo for shaping up my research topic.

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LIST OF ACRONYMS

ACP	Assistant Commissioner of Police
A/Supt	Assistant Superintendent
AU	African Union
BPFA	Beijing Platform for Action
COMPOL	Commissioner of Police
Const	Constable
CEDAW	Convention on the Elimination of all forms of Discrimination Against Women
C/Insp	Chief Inspector
DCP	Deputy Commissioner of Police
GIDD	Gender in Development Division
FNDP	Fifth National Development Plan
FEMNET	African Women's Development Fund for Women
I.G	Inspector General of Police
Ingepol	Inspector General of Police
Insp	Inspector
SACP	Senior Assistant Commissioner of Police
Sgt	Sergeant
S/Supt	Senior Superintendent
Supt	Superintendent
SNDP	Sixth National Development Plan

SADC	Southern Africa Development Conference
SDGD	SADC Declaration on Gender and Development
UN	United Nations
UNDP	United Nations Development Programme
W/Sgt	Woman sergeant
W/Insp	Woman Inspector
W/C/Insp	Woman Chief Inspector
ZP	Zambia Police Service
ZARD	Zambia Association for Research and Development
ZPSDP	Zambia Police Strategic Development Plan

CHAPTER ONE

INTRODUCTION AND BACKGROUND

1.0 Introduction

This chapter presents the background to the study. The statement of the problem, purpose, objectives, research questions and significance of the study are also brought out. Operational definitions of the terms used in the study and the structure of the dissertation are also presented.

1.1 Background to the problem

Three decades after the formation of the United Nations, the resolve to address matters pertaining to equality of women and men at all levels became at the centre stage of the global meetings (Hilka and Jeanne, 1995). Four U.N women's conferences were convened by the United Nations and this shaped the fight against gender inequality. This enabled member states to promote gender equality at all levels not only within their own countries but even outside their borders through regional and international organizations. The first world conference on the status of women was convened in Mexico City in 1975 (United Nations Decade for Women: <http://findarticles.Com/3/3/11>).

The Conference along with the United Nations Decade for women (1976-1985), launched a new era in global efforts to promote the advancement of women by opening a world dialogue on gender equality (Liana and Ignacio, 2000). To this end, the General Assembly Identified three key objectives that became the basis for the work of the United Nations on behalf of women.

- Full gender equality and the elimination of gender discrimination.
- The integration and full participation of women in development.
- An increased contribution by women in the strengthening of world peace.

The Conference adopted 'a world plan of action', a document that offered guidelines for governments and the international community to follow for the next ten years in pursuit of the above three key objectives. This is what led to the establishment of the International

Research and Training Institute for the advancement of women (INSTRAW), the United Nations Development Fund for Women (UNIFEM) and the 1979 Convention on the Elimination of all forms of Discrimination against Women (CEDAW). These were established to provide the institutional framework for research, training and operational activities in the area of women and development and gender responsive laws (1975 World Conference on Women in Mexico City: <http://www.org/Conference>. 17/02/11).

In 1980, about 145 member states met in Copenhagen for the second world conference on women whose agenda was to review and appraise the 1975 Mexico meeting (United Nations status of women: <http://www.un.org/Conferences/Women>.01/03/11). It was during the second UN women conference that obstacles to achieving the three objectives identified during the first conference were discussed which included shortage of women in decision making positions (ibid).

The Beijing Declaration and Platform for Action is another instrument behind the promotion of gender equality in decision-making positions. This was adopted by consensus on 15th September 1995 in Beijing during the United Nations women conference which was attended by about 189 governments and more than 5000 representatives from 2, 100 non-governmental organizations (UN Conference on women, Op cit) . The resolutions which came out from this conference is what is referred to as the Beijing Platform for Action (BPFA) whose agenda was to promote the advancement and empowerment of women in relation to among other areas of concern, women and decision-making (Hilka and Jeane, 1995).

This led to the adoption and execution of international, regional and national instruments aimed at promoting gender equality including equality of men and women in decision-making at regional and sub-regional level by the African Union (A U) and the Southern African Development Community (SADC) respectively (African Protocol on women rights ACDD: <http://www.org/acgd/gender>. 28/02/11, Southern Africa Gender Protocol Alliance: <http://www.genderlink.org.za> 21/02/11). These include the Convention on the Elimination of all forms of Discrimination against Women (CEDAW) (1979), Beijing Platform for Action (BPFA)(1995), the African protocol(AU) and the SADC protocol on Gender and Development (SDGD, 1997) (Beijing + 10 Regional Summit: 09284. audit 2005 review-

1pdf). Decision-making is often interpreted to mean political decision-making. However, SDGD states that it is referring to “women in political and decision-making structures”. Related commitments expand on the definition of decision-making, for example, BPFA refers to government bodies and the Judiciary while CEDAW refer to public office (Ibid).

The BPFA elaborated on how women’s increased participation in decision making can be achieved. This include affirmative action; the reform of the electoral system; ensuring that women are represented in political party structures, criteria for selection and recruitment in the case of women appointed as opposed to elected office and awareness raising. The BPFA gives a clear commitment to equality between men and women; that measures to protect and promote human rights must underlie all actions; and that institutions at all levels must be reoriented to expedite implementation.

The Beijing Platform for Action further urges governments, the international community and civil society including non-governmental organizations to take strategic action in the area of addressing inequalities and inadequacy of participation in decision making positions. The Platform set aside area of concern No. 7, “women in power and decision-making” which outlines the strategies required to promote gender equality in decision-making positions (ibid).

Targets were set in which to attain the objectives indicated in the BPFA areas of concern. Member states were required to attain 30 % women representation in decision making positions by 2005 (Beijing+5- Women 2000: Gender Equality Development and Peace for the 21st century-thi- <http://www.un.org/womenwatch/daw>. appeared on 03/03/11).

The Africa Platform for Action is another instrument made by the African Union to guide and influence member states in promoting gender equality including decision-making positions at regional level (African Centre for Gender and Social Development. 2000). On 28th June 1995, the OAU again committed itself to a common position for the advancement of women through institutional arrangements such as national gender machineries. The target was set at 50 % women representation in decision making positions (FEMNET, 2010).

The SADC protocol on Gender and Development to which Zambia is party has set declarations which member states are supposed to implement in their countries. On representation in decision-making positions, a target of attaining 50% women representation in decision-making positions by 2020 for those countries that attained 30 % representation has been set (SADC Audit 2005 overview: <http://www.genderlink.org.za>). For those countries that failed to attain the initial target of 30 % women representation in decision-making positions by 2005 they were urged to achieve this by 2015 or earlier (ibid).

The ideas of promoting gender equality are reflected in the Zambian Constitution within the human rights perspective. Article 23 of the Constitution of Zambia as amended by Act No. 18 of 1996, prohibits the treatment of any person in any discriminatory manner by any person acting in the performance of a public office. The constitution in this regard even before any further action is taken in effecting CEDAW concerns is adequate on its own to guarantee equal representation. Despite this, the government undertook measures to adhere to the international, regional and sub-regional instruments namely the UN, AU and SADC. This included administrative measures that were aimed at promoting gender equality such as the establishment of a Division for Gender in Development (GIDD) within cabinet office (Holden, op cit).

GIDD was mandated to spearhead gender issues, and to formulate a gender policy. This led to the development of the National Gender Policy that was adopted in 2000 (Ibid) to achieve equal participation of men and women in all endeavors of life with a view of achieving equal opportunities in the social, economic and political spheres. The National Gender policy outlined concrete measures for the government to promote equal representation in decision-making positions (National Gender Policy, GRZ 2000. P41). To address women's low representation in decision-making positions in various institutions the government of Zambia endeavored to:

Develop criteria for recruitment, appointment and promotion of more women to advisory and decision-making positions; promote and facilitate continuous gender orientation programmes using appropriate channels to change people's attitudes regarding the role of women in decision making; restructure, recruitment and career development programmes to ensure that all women, especially young women and

persons with disabilities have equal access to managerial leadership training including on- the-job-training; facilitate and carry out gender training and awareness programmes at places of work in public, private and in the communities; take positive action to build a critical mass of women leaders, executives and managers in strategic decision-making positions to act as role models in the public offices including defence and security; ensure equitable representation of women and men in decision-making at all levels (GRZ, 2000. p63-64).

In April 2005, the government established the office of the Minister of Gender in Development in order to ensure that gender issues were represented at the highest level of decision making in government. This showed serious commitment to promote gender equality in the nation (ZARD, 2010). The aim of gender equality is also reflected in the Sixth National Development Plan (GRZ, 2011).

The Zambian government by 2005 despite policy pronouncements failed to attain 30 % of women representation in decision- making positions (GRZ, 2006. P311). This failure is a result of the policies of some government departments where women's representation in decision- making position is low such as the Zambia Police Service. Decision making positions are occupied by high ranking officers in Zambia Police which is dominated by men. It is against this back ground that this study was initiated with a view to assessing the factors affecting the low representation of female police officers in high ranks in Zambia Police Service; when we are fifteen years old from the birth of the Beijing Platform for Action, and thirty five years old from the moment the first blue print to promote equality of men and women including decision- making position was made.

The levels of equality in the Zambia Police Service between female and male police officers are far from being attained. Women are underrepresented in high ranks in Zambia Police Service. By December, 2010, Female police officers throughout the country accounted for only 106 (12.3%) of the 859 superior officers (2010, Superior staff list).

It should be mentioned here that after the elections of 20th September 2011, the new government, under the Patriotic Front, led by Micheal Chilufya Sata, which won the elections, brought in drastic changes at the top positions in favour of female officers in the

Zambia Police Service. The President, on the ranks of the Inspector General of Police and Commissioner of Police which are a presidential prerogative, appointed for the first time in Zambian history a female Inspector General of Police and six female Commissioners of Police as opposed to the three male officers in the ranks of 1 Inspector General and 2 Commissioners of Police which was the case since Independence. This has led to a situation where the two most senior positions in the police service are dominated by female police officers where 7 positions went to female police officers as compared to 5 which went to male officers). However, notwithstanding the changes concerning the Zambia Police Service, female police officers are still underrepresented in all the other ranks in the Zambia Police Service (see table 1). On the other hand, the fact that the President came in to bring the female police officers in senior positions didn't affect the views of police officers. Nevertheless, the appointment of female officers to the two senior positions is encouraging for gender equality for it shows political will in appointing women to decision-making positions, but whether the appointments are in line with the requirements of gender equality is beyond the scope of this study, it is a matter of another study to pursue.

Before September 1911, there was no female representation in the ranks of Deputy Commissioner of Police (DCP) up to the Inspector General of Police which includes the six directors behind policy formulation in the Zambia Police Service(see table 1).

Table 1: Percent distribution of total number and rank of police officers in Zambia Police Service by Sex as at December, 2010

Rank	Male	Percentage (%)	Female	Percentage (%)
INGEPOL	1	100.0	0	
COMPOL	2	100.0	0	
DCP	10	100.0	0	
SACP	21	75.0	7	25.0
ACP	42	87.5	6	22.5
S/SUPT	103	91.96	9	8.04
SUPT	153	84.5	28	15.5
A/SUPT	411	83.4	54	16.6
C/INSP	733	80.7	175	19.3
INSP	4799	81.5	1086	18.5
SERGEANT	901	90.5	95	9.5
CONSTABLE	4322	76.3	1341	23.7
TOTALS	11498	80.4	2801	19.6

Source: Zambia police Headquarters Strength. 2010.

The women officers were at 0.0 percent representation in the ranks of Deputy Commissioner of Police to Inspector General of Police (ibid). Information displayed on the wall of the reception at Zambia Police Headquarters indicating names of the office bearers to the office of the Commissioner of Police and Inspector General of Police from first to the current reveals that since independence to 2011, there have been 20 Commissioners of Police and 14 Inspector Generals. All of them were male officers with no female officer at any time a clear indication that a female police officer was never represented in the senior most positions in Zambia Police Service. As can be seen in table 1 female police officers are underrepresented in all the other ranks. However, the situation changed in 2012 when the female police officers were appointed to the rank of Inspector General of Police and Commissioner of Police respectively (see table 2 below).

Table 2: Percent distribution of total number and rank of police officers in Zambia Police Service with the new changes at two top positions as at September 2011.

Rank	Male	Percentage (%)	Female	Percentage (%)
INGEPOL	0	0.0	1	100.0
COMPOL	5	41.6	7	58.3
DCP	10	100.0	0	
SACP	21	75.0	7	25.0
ACP	42	87.5	6	22.5
S/SUPT	103	91.96	9	8.04
SUPT	153	84.5	28	15.5
A/SUPT	411	83.4	54	16.6
C/INSP	733	80.7	175	19.3
INSP	4799	81.5	1086	18.5
SERGEANT	901	90.5	95	9.5
CONSTABLE	4322	76.3	1341	23.7
TOTALS	11498	80.4	2801	19.6

Source: Zambia police Headquarters Strength. 2011.

1.2 Statement of the problem

The Zambian government provided for the promotion of gender equality in decision making positions (GRZ, 2000). In reaction to government measures, the Zambia Police Service in 2000 provided for the promotion of gender equality in high ranks (Zambia Police Strategic Development Plan 2001-2006, P35) despite having started incorporating women in the service in 1966 (Mwansa and Mumba, 1981). Decision making positions in the Zambia Police Service are occupied by high ranking police officers to which female police officers account for only 12.3 % despite their total population being at 19.6 percent (Zambia Police Service superior staff list. 2010). The Zambia Police Service has not given reasons as to why there is low representation of female police officers in high ranks. This study therefore, sought to assess the factors that influence the representation of female and male police

officers in high ranks in Zambia Police Service. It further sought to examine the attitudes and views of police officers on the promotion of female police officers to high ranks.

1.3 Objectives

1.3.1 General objective

The general objective of the study was to assess the gender dimension of representation of police officers in the high ranks in the Zambia Police Service.

1.3.2 Specific objectives

- i) To establish the extent of representation of female and male police officers in high ranks in the Zambia Police Service.
- ii) To analyse the qualifications or conditions required for an officer to be promoted to a high rank in the Zambia Police Service.
- iii) To assess the consideration of gender in the promotion of an officer to a high rank in the Zambia Police Service.
- iv) To assess the views and attitudes of police officers on the promotion of female police officers to high ranks in Zambia Police Service.
- (v) To examine the factors that influence gender representation in the Zambia Police Service.

1.4 Research questions

- i) What is the extent of representation of female and male police officers in high ranks in the Zambia Police Service?
- ii) What are the qualifications required for an officer to be promoted to a high rank in the Zambia Police Service?
- iii) How gender sensitive is the promotion criteria of police officers to high ranks in the Zambia Police Service?
- iv) What are the views and attitudes of police officers regarding the promotion of female police officers to high ranks in the Zambia Police Service?

- v) What influences the gender representation in the Zambia Police Service?

1.5 Significance of the study

The study endeavored to assess the factors that influence the low representation of female police officers in high ranks in the Zambia Police Service. It was hoped that the study's findings would;

- i) Highlight gender issues, concerns and gaps in the promotion of police officers to high ranks in the Zambia Police Service hoping that the gaps would be narrowed.
- ii) Generate awareness and interest to the promoting authority on factors that influence low representation of female police officers in high ranks and thereby boost the promotion of gender equality at all levels in Zambia.
- iii) Contribute to the body of knowledge for there has never been a study on the gender dimension of representation of police officers in high ranks in the Zambia Police Service.

1.6 Conceptual and operational definitions

1.6.1 Gender

Gender refers to socially constructed attributes and opportunities associated with being female and male and are changeable over time. Gender varies within and between cultures.

1.6.2 Gender gap

Gender gap refers to the gap between females and males in terms of how they benefit from promotions, decision- making positions and recruitment.

1.6.3 High ranks

High ranks will be used in this study to mean the rank of an Assistant Superintendent up to the Inspector General of Police in the Zambia Police Service.

1.6.4 Low ranks

This will involve any rank below the rank of Inspector.

1.6.5 Middle ranks

Middle ranks will refer to the ranks of Inspector and Chief Inspector.

1.6.6 Front desk

This will refer to the inquiries office at a police station.

1.7 Structure of dissertation

The dissertation is divided into five chapters. The current chapter is chapter one and it focuses on the background and the statement of the problem, the purpose of the study, the objectives as well as research questions and the significance of the study. It also defines the concepts and terms used in the study. Chapter two presents reviewed literature relevant to the study. Chapter three explains in detail the methods used during data collection and how data were analyzed. The chapter also explains the ethical considerations undertaken and the conceptual and theoretical framework of the study. In chapter four, the findings are presented and discussed. Chapter five presents the conclusions and the recommendations of the study including the implications for the future.

CHAPTER TWO

LITERATURE REVIEW

2.0 Introduction

This chapter presents a review of literature on the representation of female police officers in the police organization with a focus on high ranks. Its objective is to identify the factors which influence representation of male and female police officers in police organizations especially in high positions. The chapter will review studies in United States of America, Estonia, New Zealand, Australia, Germany, South Africa and peace support operations.

2.1 Women and their work in police organizations.

Discrimination is the unequal treatment of equals (Swank and Couser, 1983). Hazenberg (1996) argued that, the question of whether women should or should not be part of the police service needs no discussion. International treaties, such as the Universal Declaration of Human Rights of 1984 and the Convention on the Elimination of All forms of Discrimination against Women of 1979, promote gender equality. Each stresses the point that there should be no differentiation by authorities on women in government jobs. One should not even create an impression of discrimination and an active policy must be pursued to eliminate the current areas of women discrimination. However, various researchers such as Block and Anderson as cited in Hazenberg (1996), have found that there are not many women within the police service and those that are there have to deal with a macho culture concerning sexual harassment and unhealthy mutual working relations. In more and more countries the police women criticize openly the existing discrimination when it comes to career prospects. Women were able to make inroads into policing by serving custodial, clerical or counseling positions which were consistent with the contemporary perceptions of women's roles. They also limited their activities to custody or control of the behavior of other women, areas that male police officers were less reluctant to turn to (ibid).

The use of women in law enforcement worldwide is as diverse as various cultures themselves. Statton (1986) has observed that in many parts of the world women continue to perform highly traditionally feminine jobs particularly in those countries where women have never been accorded full social, economic and political equality. According to Beck and

Hazenberg (as cited in Hazenberg 1996), the percentage of women in operational work in 1996 in Europe varied from 1.9 percent to 16 percent. There were practically no women taking part in the governing and managing bodies. Women within the European police service found themselves mainly in the lowest, supporting operational ranks and positions. Derived from the small numbers of the proportion of women in policing, it seems the issue of equality and gender was not seriously taken into consideration by the policy making officials within the police service.

Stratton (1986) indicated that there was a group of women who were supporting and calling for the employment of women. These were the feminists who felt women needed to work and contribute in the police service and not to imitate men. They believed that women's difference was an advantage on its own and that in many of the areas of police activity women can even perform better than men. According to this view, police women are especially suitable for domestic violence and juvenile affairs. They are more acceptable to women and children who have been victims of men's action as such girls and young children have more confidence in women.

The quality of police work would also improve if women are accorded an opportunity to work in the police service in all ranks and positions. According to Durkin (as cited in Hazenburg, 1996), women have a number of physiological aspects that are of advantage to them. Their greater power of observation and perspective faculties are vital for police work. They have a feeling and an eye for details. Block and Anderson (as cited in Hazenburg, 1996) on their studies of women on patrol in the U. S found that women have greater linguistic skills than men. Therefore the confrontations with the public can be solved with less violence. Stratton (1986), indicated that 70 percent to 90 percent of police work involves communication skills that can either escalate or defuse a dangerous situation. The entry of women into high ranks of decision-making can bring about a cultural change that contributes to high quality police organization, open and accessible to everyone.

However, the hiring of women in the police organizations was not without obstacles such as the prejudice from their male counterparts. The male officers who were against the hiring of women in the police organizations were of the view that women are not physically qualified to serve as police officers. Experts acknowledge that women can, with careful training

assume a level of fitness well within the demands of police work when situations become physically demanding. However More and Wegner (1992), argue that policing is not really physically demanding. Martin (1997) attributes the increase in female representation in policing to the substantial body of law requiring non- discrimination on the basis of sex in terms and conditions of employment. Many of the barriers to equal opportunity for women in policing are based on the belief that women cannot adequately perform in the basic police role as patrol officers. According to Hurn as cited in More and Wegner (1992), one of the most significant obstacle women must overcome is the attitude of male officers of all ranks. Throughout the years this male dominated institution has built numerous barriers into the formal and informal structures of the work organization, prescribing the female role as helping and nurturing. The male view is that women are not physically able to handle police work. It believes that women should serve in limited capacities and never be allowed to become a party to the violence and sordidness of daily police work. It is the strength of this view that has led some women to resist the difference theory for fear that it merely reinforces the male view that women are not capable of performing all facets of police role. In spite of the repressive history, women are coming into the police work in ever increasing numbers, perhaps not totally aware of what is expected of them or how they will be treated once they get there, while at the same time males are questioning how women will be able to perform as equals. Stratton (1986) argued that despite the overall commitment of most police agencies to hire women, police personnel can be less than supportive because of their attitudes where they even openly talked about women not being fit for patrol work and at leadership ranks.

In addition to policemen's attitudes, women face a number of other major socially structured challenges that are inherent in their larger society and are played out as well in policing. These include family responsibilities (Brookshire, 1980; Martin, 1980), role strain and role conflict (Martin, 1986; Jacobs, 1983), doubts about competence and self-worth (Glaser and Saxe, 1982), sexual harassment (Wong, 1984) and a concomitant fear of complaining about abuse and lastly, equipment and facility inadequacies including material conditions of such items as locker rooms (Horne, 1980; Washington, 1974), uniforms (Brookshire, 1980) and patrol car seats (Hone, 1980).

2.2 United States of America.

Rajenikova (2003), stated that in the U S law enforcement was strictly a man's job which was based on the military model, before the first police women were hired in 1910. Although women worked as matrons in women's prisons before they entered policing, in both cases women's entry into the field came via demands of other women not from within police departments. According to Shulz (1995), the first women professionals in law enforcement were considered unique and different from their male counterparts. People viewed them as social service workers rather than cops which brought a philosophy of social reform to law enforcement. Most of the police women of this era had at least bachelor's degree and backgrounds in social work, teaching or to a lesser degree in nursing. Many were also involved in the temperance movement or morality-based good government activities.

The first police matron appeared in the nineteenth century and, in 1905 the first documented appointment of a woman with police power took place (Peyer, 1985). Shortly thereafter in 1910, the first woman with full police powers was hired by the Los Angeles police department (Melchionne, 1976). Shulz (1989) indicated that the early history of the police women consisted largely of social service in which women had to meet higher standards of police employment. The women not only received lower wages, but were restricted to a special unit or bureau and were assigned primarily to clerical, juvenile, guard duty and vice work.

According to Price and Gavin (1982), the first police women officers were not permitted to perform basic patrol duties. They were told by their police supervisors that they lacked the full police experience of being on general street patrol yet it was the same male police administration that had refused over the years to assign women to general patrol and thus had blocked their ascendancy to authority. Even then, Women police were not permitted to be promoted except within their own special women's unit nor were they permitted to take the same promotion tests as men. However women were given the opportunity as a result of the federal law which mandated equal opportunity regardless of gender to perform general police work and serve on patrol (ibid). But Statton (1986) argued that regardless of whether they did social work or clerical work, their roles were limited, allowing them to remain assured that the real police work would continue to be done by male officers only.

However, in the 1970s, nine evaluation studies of women in patrol (as cited by Martin, 1997) were conducted in the U. S. These studies found that women are as effective and able to perform patrol work as men. Consequently these studies contributed to increased hiring of women officers.

Price (1996) has indicated that in the United States, police departments must hire people without regard to race or sex. However, in policing, gender integration and the opportunity for women to participate in forming police policy has been strongly resisted. Shulz (1995) has observed that women have transformed their original social worker role in policing only because of their own determination and struggle. Women changed their police role throughout history by drawing on outside social forces, and in recent times, by relying on the law to enable them to work as police officers while engaging in the struggle against acceptance by their male peers. Women received a cool reception from male officers, at worst a hostile reception (Worden, 1993).

In spite of this, steady growth in the number of women entering police work was observed. In 1970, only two percent of all police officers were women and the executive policy making level of policing exhibited very limited representation of women in the U. S, with levels of less than two percent of police (1.4%) in the very top echelons of the uniformed ranks (Price, 1996). Women were in the lower supplementary ranks 2.5% of the lieutenants and 3.7% of the sergeants (ibid). In the New York Police Department, findings were that, Women comprised 15% of all uniformed officers but only 9% were Sergeants, 6% were Captains and 4% were above the rank of Captain (ibid).

Almost all of the past research in the U. S on women, studies focused on the capabilities of women to perform police work; virtually all conclude that women indeed, do have such capability. This capacity includes the physical as well as the mental and emotional fitness. Studies demonstrating women capabilities have covered the areas of patrol work (Block and Anderson, 1974; Sherma, 1975; Townsey, 1982), citizen satisfaction (Sherman, 1975), police chief evaluations (Seligson, 1985), response to hazardous situations (Elias, 1984), academic performance (Elias, 1984), physical capability (Townsey, 1985) physical training receptivity (Molden, 1985; Grenman, 1987). The reviewed literature also reveals that in entering police work, women have encountered difficulties primarily as a result of negative

attitudes of men. Male officers anticipate women failing (Bookshire, 1980), they doubt women officers as doing real police work (Melchionne, 1976) and they perpetuate myths about women's lack of emotional fitness (Bell, 1982). Race and education also seem to influence attitudes towards women; black officers were found to be somewhat more favourable towards women than white officers (Bell, 1982; Block and Anderson, 1974). Better educated officers were also seen to exhibit less negativism towards women (Sherman, 1975). In contrast a study in Atlanta concluded flatly that male officers did not accept women as police officers (Remington, 1981). Horne (1980), has pointed out that the biggest challenge facing women officers is the resistance displayed by male officers in their attitudes toward women in policing.

In 1997, the National Center for Women & Policing conducted a study on the status of women in policing in the largest law enforcement agencies in the United States (Status of women in policing: <http://www.womenandpolicing.org/status.html> 26 Feb 2011). The centre was established in the United States of America in 1995, to monitor the growth of women in law enforcement. The study examined the gains and gaps in the numbers of women in policing and provided a picture of the position of women in policing together with the major barriers preventing women from increasing their numbers in law enforcement and listed the detrimental effects of continued under-representation of women in police departments. It was found out that the low representation of female police officers in law enforcement was as a result of male resistance who regarded the police as a male profession.

Price (1996) observed in her research on female police officers in the U. S, that women in policing are not easily accepted by their male peers, their supervisors or their own police departments. They are viewed with skepticism or worse by their male counterparts in spite of the fact that women have been doing police work for quite a long time. Lack of opportunity for advance, conflict between working hours and their personal life, and negative attitudes of men towards women police officers were cited as the factors which were impacting negatively on women officers. Furthermore, being discriminated against in work assignments and lack of promotions were also noted to affect their representation in high ranks.

The negative attitudes from male police officers influenced the low representation of female police officers in the U S police organization. Women in the early days in the profession encountered a lot of prejudice on what was supposed to be their role and subsequently made them to be discriminated against by their supervisors in both deployment and promotion. The support of the law and studies which were instituted to prove the beliefs on their capacity to do police work is what contributed to their increase in numbers.

2.3 Estonia

According Rajenikova (2003), Estonian Police recorded the highest percentage of female police officers in the world due to the Estonian legislation which guaranteed equal rights to everyone. By 2003, the number of police officers in the Estonian Police Force was 3, 565. One thousand and twenty eight officers (1,028) were women which represented 29 percent of the police officers in the Estonian Police (ibid). In spite of this fact, the upper echelons of Estonian police continued to be male dominated. There was only one high ranking female police officer with the title of Police Director who was in the police board and out of the 209 Estonian higher- ranking police posts, only 26 were filled by women, approximately representing 12 percent of the total number of higher- ranking police positions (ibid).

Despite this, Estonia female police officers faced a number of challenges. Among the factors which impacted negatively on the female police officers in Estonia was biological including child caring. Rajenikova (2003), argued that the greatest influence on the female police officers' progression was culture. The traditional role expectations are rather vigorous in Estonia and the majority of the women bear the heaviest burdens of domestic work in addition to raising children. Fathers do have the right to paternity leave, but do not exercise it (ibid). Caring for babies and young children, as well as other persons in need, is not considered a man's work in Estonia (ibid). As a result, Estonian mothers who work and often manage both work related duties and domestic responsibilities alone experienced higher stress levels than Estonian fathers (ibid).

Another factor which was identified by Saar (1999) was attitudinal in which women were considered a weaker sex and not able to handle police work. This affected women's roles in policing and chances of taking up top posts and perceived challenging responsibilities.

The barriers which affected the Estonian police were similar to the ones the female police officers faced in the U S. The culture of the people had a bearing on them taking performing duties like their male counterparts. Whereas the male officers did nothing in as far as looking after the children, the female officers had to do it (Kaljureand, 2002 and Rajenikova, 2003).

2.4 New Zealand

Changing views about embracing female police officers were apparent in New Zealand although they occurred slightly late. Redshaw (2006) indicated that women's groups in New Zealand started lobbying for the introduction of sworn police women as early as 1914. According to a survey conducted in 1916 to find out the opinions of various Inspectors on the issue of employing women as sworn officers, male police officers resisted the idea of employing women as sworn officers (Redshaw, 2006). The following were some of the responses from the officers:

“Women police will be of no service here” and

“The greatest difficulty we have in training men is to teach them to control their tongue, how long will it take to control a woman I do not know” (ibid)

The notion of recruiting women was rejected until 1941 when the first ten police women were appointed in New Zealand.

According to a report written by Mossman et al. (2008) the women to be employed in the police had to be unmarried or widowed and aged 25-40. Technically the first police women were invested with the same powers as men but the reality of their situation was somewhat different. Until 1946, women were employed only as constables; they were not issued with uniforms until 1952, and they were paid less than men until 1969, with no consideration for promotion until 1966, when the first woman was appointed as Inspector. Even though formal barriers against women were removed they continued to be a minority with low levels of representation in higher ranks. In mid 2007, in the sworn section, women police officers accounted for 6% of the police service at senior sergeant level and above as against 19% of the constables which was an improvement to 3% of mid 1999. Mossman et al

attributed the low levels of female police officers in the police service as well as in the high ranks to discrimination. The women police officers were exposed to limited promotion opportunities and narrower or fewer deployment opportunities as compared to male officers (ibid). Women police officers were assigned to more feminine roles often of a lower status. The minority status of female police officers in high ranks impacted negatively on the population of female police officers in New Zealand Police for it gave an impression that if a woman belonged to the police service it was in lower ranks and in non-sworn positions.

To mitigate the challenges which were being faced by women police officers, a number of measures were reportedly taken by the New Zealand Police Service in which policies and plans of action were formulated and implemented to improve the representation (Mossman et al 2008). The deliberate policy commitment to improving the representation of women police officers and their position in New Zealand Police increased the proportion of sworn women police officers and their number in high ranks (ibid). Though the statistics to this increase is missing the model of New Zealand police can benefit the Zambia Police Service. Deliberate policy and action plan has been proved to be effective in New Zealand Police it can also work in Zambia Police Service.

2.5 Australia

Mculloch and Schetzer (1993) observed that the marginal position of women in the police force in Australia is reinforced by discrimination in promotion which contributes to the small number of women in the high ranks of the force. Victoria Police unlawfully discriminate against women which is contrary to Victoria Equal opportunity Act of 1984 (ibid). Discrimination against female applicants and female police officers takes the form of discrimination in recruitment and promotion along with sexual harassment and inequitable working conditions. The small number of female officers in the police and in senior positions combined with the attitudes that underlie discrimination in recruitment and employment has implications for the type of service women in the community receive from the police force as well as on policing practices.

A report by the Victoria Police on the impact of equal opportunity on policing revealed that females were proportionally underrepresented in the higher ranks of the Victoria Police and

that a much higher proportion of females with more than ten years of service were not in supervisory ranks than their male counterparts (ibid). By June 1992, women accounted for 14.4% of the 10, 025 members in the Victoria Police. Of the 447 police of the rank of Inspector and above only 8 (1.8%) were women. As in 1991, there were 6 Inspectors and 1 Chief Inspector and 1 Assistant Commissioner (ibid).

In terms of procedure for promotion, the report revealed that the women police officers still stand disadvantaged by their inability to fill up all the positions up to the top. In Australia, when a police officer is eligible for promotion, selection for a position involves a procedure of application and screening. A selection panel is convened comprising among others a Convener to assess the relative efficiency and suitability of applicants for appointments to a position. A Convener has to be at least two ranks senior to the vacant position and where the officer to be considered was a female officer, a panel needed to have a female member of a rank senior to the contested position though in practice the panels were made up of all male police officers, a factor which also impacted negatively on the equal representation in high ranks (ibid).

The women police officers were confined to welfare, domestic and administrative roles within the police force. It was noted that while women were the majority of the members within the community, they were not represented in what was considered the real policing such as the Criminal Investigations Branch (CIB), the homicide squad, the special operations group and search and rescue (ibid). The squads that excluded women altogether were considered to be the elite in the police. The homicide squad which had never had a female member was described as ‘the elite of the elite’ within the force and the special operations group which was always an all male squad was called ‘sons of God’ a name that meant elite and for men only. The extent to which women were not welcome in the police force in Australia was even reflected in the attitude of some former police officers who felt that their integration lowered the morale of the force (ibid).

In June, 2006, the Australian Institute of Criminology undertook a study on the career paths of one cohort of police sworn in during 1991 in a number of jurisdictions. The aim of the study was to establish what differences, if any, existed between the male and female

personnel in terms of rank attainment among other things. The findings indicated that recruitment of women in policing in Australia had generally doubled in the decade, but that a higher proportion of men than of women had attained the more senior ranks (Career trajectories of women in policing in Australia:<http://www.aic.gov.au/publications>. Appeared on 10 Feb 2011).

It was observed that lack of women within the senior ranks of law enforcement agencies continued to be a problem in Australia as well as overseas. Of the cohort examined, the proportion of female officers through the ranks had increased slowly. Between 1995 and 2006, the proportion of female constables increased from 17 to 27 percent; the proportion of female sergeants / senior sergeants, from four to 11 percent; and the proportion of female commissioned officer, in still relatively low percentages: from two to eight.

By the end of 2005, of the 538 officers in the 1995 cohort who were still serving, 20 percent were female and 80 percent were male; 144 had attained the rank of sergeant or above; and 84 percent of the highest-ranking staff members were male. The majority of staff members were still at the rank of senior constable and 79 percent of those were female.

Lack of experience in various areas was believed to be one of the main barriers to career advancement of women within the police services (Ibid). Others included lack of efforts to ensure that women are given opportunities to learn to become competent managers, lack of limited opportunities for deployment in specialist areas, traditional police cultures and entrenched negative attitudes towards women within policing.

2.6 Germany

In Germany a research was undertaken in 2006 to examine the contexts in which gender and sexuality were relevant categories within the Berlin Police (Dudek, 2006). It was found that there have been certain historical times in which women were considered capable of working as police officers and at times in which they were denied all the general qualifications for police work simply by referring to their sex. Their relevance was felt only in the absence of male applicants. Doubts about women's ability to work in the police force often got raised if enough men were there to do the job. Even when they got the job, female

police officers were given social and welfare duties of almost motherly nature which shaped the picture of women within the police. The female uniformed police would be especially responsible to search prisoners, to give information to citizens, to investigate sex crimes and crimes in which children, adolescents and women were involved (ibid).

Dudek used in-depth interviews to analyze individual reflections on management of sexuality and gender with eight Berlin police women. She found that women were treated as objects rather than colleagues. Interviews on the eight women police officers collected and analysed data to obtain narratives about everyday experiences with colleagues and deputies focusing on daily routine work. The interviews were analysed using Straws and Cobin (1996)'s grounded theory. Grounded theory makes it possible to discover underlying concepts in verbal data and differentiate them in their dimensions.

The main factor which was found to be affecting women police officers was the male police officers' attitudes. The male police officers did not consider the female officers' capability for they did their work without asking them (ibid). The atmosphere was unfriendly against women police officers and they were only considered as being helpful when performing feminine duties.

Martin (1979) described this type of work as a double bind request. She argued that female officers' shifted in continuum between 'POLICE woman' and 'police WOMAN'. This indicates a shifting between a traditionally stereotypical masculine self identification as a police officer and a stereotypical self identification as a police woman. Choosing the first identification female police officers were deemed to threaten the male hegemony, in the second case they were no longer a threat to traditional police cultures, but ended up being labeled as weak and of no use for the job as a police officer. This seems to affect the representation of female police officers in high ranks. Low (1991) observed that if a woman picked on a complementary role, she was not considered a threat to the dominant male group but helpful. He concluded that this enabled women not to question dominant power relations. However, this complementary model often caused frustrations for female police officers upon realizing that their achievements do not get rewarded but underestimated. Hence it results in women not working in leading positions within the police. Such a situation can only be harmonized when there is effective promotion of women in high ranks

(ibid). Franke (1996) argued that the women will not be free to apply and work in any area of operation in police work until such a time that male and female behavior was enacted by men and women within the police. Policy making should be done by both men and women. In other words, gender equality in decision making positions is required.

Dudek's research showed that there was a policy on the acceptance of female police officers and other minority groups of different races in Berlin Police. Despite this, it was not fully accepted on the ground. Female police officers due to discriminatory tendencies against them lose out on promotion. It appears that the number of women in police organizations and the number of women in high ranks complements and affects each other.

2.7 South Africa

Morrison (2004) reported that the first two women were appointed by the South African Police in January 1972. They were accountable to the Commissioner of South African Police with powers to execute duties as described in the South African Police Act. Later in the same year an additional one hundred police women were recruited (ibid). At that stage there were more than fifty thousand police men in the South African Police (ibid). The policewomen were at a different post structure to the policemen, which meant that the policewomen had to compete with each other for promotion and not with policemen, though in 1989, the post structure was abolished. Promotion posts were allocated according to the numerical strength of policewomen which in itself limited promotion possibilities (ibid).

To ensure that women by law received equal rights in the new South Africa, the women's movement formed the Women's National Coalition in 1992 which consisted of 54 South African groups (Mufweba, 2003). South Africa's first democratic elections resulted in the change of government that brought many democratic reforms. The new government introduced a bill of rights in 1996 which brought into perspective gender discrimination which was deemed a crime against human rights (Morrison. 2004). The perspective opened the door for women to become more involved as professionals in South Africa (ibid). This led to the steady infusion of females into law enforcement in spite of the objections of their male colleagues. Findings from the survey of the South African population of eighteen years and above conducted by the Researchers from the Human Sciences Research Council

(HSRC) and the Institute of Defense Police (IDP) revealed that gender equality in the police force was being prevented by deeply entrenched cultural factors such as the patriarchal system. Seventy percent of those questioned felt that women should not be allowed to do police patrols in dangerous areas, and 83 percent of the subjects felt that the males should always accompany female colleagues on police patrols. The researchers found that stereotyping existed which meant that women were unable to take positions of their choice especially where danger or risk was involved (Morrison 2004).

According to Morrison (2004), in a qualitative research, conducted on 26 women police officers to capture their feelings, attitudes and views on policing since 1994, the study reported that women were found to be more effective than men in certain cases. The findings indicated that the women police officers assisted more than male police officers when the victims to a crime involved women, children and older people in society because of their softer approach (ibid). Women police officers were more empathetic and compassionate in their dealings (ibid). Benzuidenhout and Theron (2000) also found that females are more capable in handling sensitive cases such as sexual abuse cases or domestic violence.

The observation on the question of promotions of female police officers was no different from other countries reviewed in this study. The women police officers were usually lagging behind in that discrimination on the ground of sex was at play in as far as promotion of police officers in the South African Police was concerned. The respondents to the study did not accept that gender equality existed in the transformation of the South African Police for boardrooms and senior positions were still male dominated (ibid). In Webb (2000), it was found that contributions of female police officers are never taken seriously by the superiors. The equity policy was in force in South Africa but indications were that it was not used to benefit women police officers. Women were discriminated against (Morrison, 2004).

Conklin (1993) argued that the advantage of eliminating discrimination would be to open opportunities for the minority groups such as women and the previously disadvantaged. Heidensohn (1998) said women police officers in the South African Police were perceived as a threat within the male dominated culture.

Morrison (2004) noted that other areas were changed in favour of women police officers such as those areas which were perceived to be soft areas such as child protection units and on cases in which victims were women and children. In these areas women outnumbered male police officers and even headed such units unlike before and they were also allowed to go on patrol in the community and could even accompany men to scenes of crime. Despite this, South African Police Service was found to be male dominated in that women had not yet been integrated into the mainstream of policing especially in high ranks. It was advanced that it may take years of evolution to see gender equality in South African Police because there still seemed to be an ingrained predominantly male-oriented tradition in the police environment in South Africa (ibid).

2.8 Female representation in Peace Support Operations: The case of Ghana and Nigeria

The representation of female police officers in high ranks was a source of concern even in peace keeping operations. Evaluating the operational effectiveness of West African Police Officers' participation in peace support operations in Ghana and Nigeria, Ford (2008), elaborated why it was imperative to not only involve women in peace keeping operations but also to increase their numbers in decision-making positions. Helping women and children who are affected as a result of armed conflicts and humanitarian situations demands a multidimensional approach to facilitate increased responses towards alleviating their suffering and help those in need. It was observed that the limiting factor in the ability of the United Nations to address the needs of women and children in armed conflict was the fact that members of its own personnel committed acts of sexual abuse and exploited women and children while on peace support operations (ibid). In 2003, 24 cases of abuse by U N personnel were reported and between 1st January, 2004 and 2nd November, 2006 and 319 peace keeping personnel were involved. As a result 17 police officers and 144 military personnel were sent back to their homes for offences connected to sexual exploitation and abuse against women.

This enabled the U N on 31st October 2000 to pass resolution 1325 on Women Peace and Security which called for the increase in the participation of female police officers and the increase in the representation of women at all decision-making levels in national, regional

and international institutions and mechanisms for the prevention, management and resolution of conflict (ibid). The premise upon which the resolution was passed is that an increase in female officer representation on U N operations especially in decision-making positions can make a positive difference as regard to improving service delivery to local women and children.

However, it was revealed that seven years after the adoption of resolution 1325, the representation of female police officers was still low (Ford, 2008). One would argue that member states had not yet increased the allocation of female officers to the officers they were sending to peace keeping operations not out of will but had no option since even in their own countries the proportion of female officers in the police organizations was reported to be low both in operations and in ranks as seen in some of the literature reviewed in this study.

2.9 Zambia

Mwansa and Mumba in their 1981 paper indicated that Zambia Police Service, formerly Zambia Police Force is a replica of the British policing system both in its form and content as it developed when Zambia was a British colony. Habeenzu (1993) argued that the Zambia Police Operation's origin was in the military for the police officers used to be recruited and trained by the military. The Commander of the Northern Rhodesia Army was also the Commissioner of Police. Jeffries (1952) as cited by Mwansa and Mumba (1981) indicated that all senior officers were men with military experience.

According to Mwansa (1992) as cited in Habeenzu (1993) the duties of the early police service were to combat the slave trade in order to create a conducive environment for commerce and missionary work; arrest and guarding of African offenders; providing security to the British South African Company Tax Collectors and to suppress and prevent the outbreak of disorder especially from the natives. Therefore only strong able bodied men were enlisted as police officers.

Mwansa and Mumba (1981) stated that the civilian police began in 1932 when the police was separated from the military with only seven superior officers (high ranked), 73 inspectors and 447 other officers in other ranks up to a constable and at the time of

independence the total number of officers reached 6,000 men. Zambia Police Service started recruiting women for the first time in 1966 though the programme was suspended in 1979 under unexplained circumstances (ibid) and information is missing when they resumed recruiting them. The demand for variety of work for police officers which sprung up in the modern world such as search of female suspects, arrest and treatment of juvenile offenders the employment of women police officers was prioritized. In 1996 for instance, female police officers on training were 48 as against 375 men, but the number in 1998 rose 161 women recruits against 578 men (Masinga, 2011). There are no studies in Zambia yet on female police officers to be able to bring out information on the career progression of Zambian women police officers and probably such a study is required to find out exactly what the nature of their duties used to be as compared to now when they do all that a male officer is doing.

2.10 Main factors identified from the reviewed literature

Going by the literature that has been reviewed, it cannot be disputed that attitudinal barriers and discrimination are some of the obstacles to the contribution and recognition of female police officers in most police organizations the world over. Negative attitudes, discriminatory tendencies compounded by lack of administrative will to enact and put in motion gender related policies and action plans impact negatively on the representation of female police officers not only in the entire police organization but most especially in high ranks. The findings appear to be similar in all the studies reviewed so far and it is relevant to this study in that there is a lot of similarity on the representation of female police officers both in the entire police service and in the high ranks.

Findings from the studies that have been reviewed in this study indicate that female police officers have got the capacity to do police work just like male police officers. They can contribute even in the areas where their male counterparts cannot deliver effectively such as in cases involving women and children including in peace keeping operations. The only major impediment which obstructs them is male attitude which is sustained by social cultural values. Cultural values result in them being discrimination by their supervisors to both deployment to areas of operations and promotions. This in turn diminishes their chances of exploiting and proving their full potential in policing. But it has also been shown

that with the support of the law, their contribution to police work can be improved in that many more women get attracted and enlist like in the case of Estonian police.

It remains the task of this study therefore, in its endeavor to assess factors which affect the representation of police officers in high ranks in Zambia Police Service, to confirm if at all the factors found in other countries are similar to those obtaining in Zambia police Service.

CHAPTER THREE

METHODOLOGY

3.0 Introduction

This study was about the gender dimension of the representation of police officers in high ranks in the Zambia Police Service. This was attended to by establishing the extent of representation of female and male police officers in high ranks; examining how gender sensitive is the promotion process; assessing the views and attitudes of police officers on the promotion of female police officers in high ranks and analyzing the qualifications required in the promotion of a police officer in Zambia Police Service. This Chapter outlines the methods used, and the data collection techniques followed by the study to gather, analyze and present both the qualitative and quantitative data. These are presented under the following headings: study design, study sites, study population, sampling methods, data collection methods and tools, pre-testing the methodology and data analysis. This chapter also presents ethical issues and the problems that the researcher encountered during data collection.

3.1 Study design

The research design is a road map to achieving the intended objectives of a research or to answering the research questions. According to Cooper and Schindler (2003) a research design is ‘the plan and structure of investigation so conceived as to obtain answers to research questions’. Coldwell and Herbst (2004) argued that a research design is ‘the strategy for the study and the plan by which the strategy is to be carried out’. This study was a cross-section survey design and descriptive in nature and it made use of both the qualitative and quantitative methods of data collection in order to identify and explain the factors that influence representation of police officers in high ranks between female and male officers in Zambia Police Service. A cross-section design is one that offers a snapshot of a population at a particular point in time (Bless and Higson-Smith, 2000). This design was chosen for the study intended to gain immediate knowledge from four different places

during the same period of time. The places being Chelston Police Station, Central Police Station, Emmasdale Police Station and the Service Headquarters.

The study was undertaken in August 2011. A questionnaire, record review, two focus group discussions and four in-depth interviews were used to collect data. Record review was used to collect quantitative data on the extent of representation of female and male police officers in high ranks. Patton (1990:14) states that quantitative approach is helpful in understanding the extent and scope of specific problems, and for defining parameters within which various potential solutions may be debated. The questionnaire, in-depth interview and focus group discussions were used to collect qualitative data in examining how gender sensitive are the promotions of police officers, assessing the views and attitudes of police officers on the promotion of female police officers to high ranks and in analyzing the qualifications required in the promotion of police officers. According to Brewer and Hunter (1989:187), qualitative approach is helpful in defining the social process by which problems emerge and for suggesting possible interventions to deal with the problem.

Qualitative and quantitative methods were employed as they complement each other. The concepts of mixing methods in research started in 1959, when Campbell and Finke used multiple methods to study the validity of psychological trials based on the recognition that any method used on its own has limitations and biases which could be reduced by employing multiple approaches (Cresswell: 2003). The mixing methods approach made it possible to obtain the exact numbers of female and male police officers in high ranks and other areas of decision-making positions and gain an insight into the patterns of representation of female and male police officers in Zambia Police Service; the criteria for promotion of officers; views and attitudes of police officers on the promotion of female police officers to higher ranks and the qualifications required in the promotion of police officers.

3.2 Study site

The study was conducted in Lusaka Province at Chelston, Central and Emmasdale Police Stations and at the Police Service Headquarters. The Police Stations chosen and Police

Service Headquarters are all situated in one geographical area of Lusaka Urban and can all be reached in one day without difficulties of distance. The study sites were purposively selected for having adequate numbers of targeted participants due to their central position in the country. It was the need to access and select relevant participants to the study without difficulties that Lusaka was chosen for it has a good number of high ranking police officers as well as all other officers of various ranks in one place. This decision was made not only to enable the researcher attain the objectives of the study but also to harmonize the factors of time and financial challenges in getting to the respondents required in the study. The three police stations were selected for having a variety of officers from all the sections in policing starting with the front desk and the Police Service Headquarters for having a good number of high ranking officers. The focus of the study was on high ranks and policy or procedure behind the promotion of police officers, hence the Headquarters which is endowed with policy makers and a good number of high ranking officers was also included.

3.3 Study population

The total population of female and male police officers from the four sites namely Police Headquarters, Chelstone Police, Emmasdale Police and Central Police Station was 1, 383 of whom 305 were female officers and 1, 078 were male officers. The study population consisted of attested members of the Zambia Police Service. Its composition included officers of various ranks from the lowest rank of the sergeant and to the highest rank of the Inspector General of Police in the four sites.

3.4 Study sample

A total number of 100 female and male police officers were selected from the four sites and were categorized into three subgroups as follows:

1. Eighty (80) respondents, of whom 32 were female officers and 48 were male officers of the ranks of constable and above, all from the four sites, broken down as follows: 20 from Police Headquarters, 20 from Chelstone Police, 20 from Emmasdale Police and 20 from Central Police Station, and these were administered with a questionnaire.

This category failed to capture an equal number of female and male participants due to the low proportion of female police officers in the Zambia Police Service;

2. Two focus group discussions; one for female officers and the other one for male officers, each with eight participants. Both groups comprised officers of the rank of constable and above. A participant to both male and female focus group discussion was an officer in the service with not less than five years. This was because five years was found to be adequate for a serving officer to fully understand the police culture regarding the promotion of police officers to high ranks and therefore capable of making a meaningful contribution to the study out of the experience attained and;
3. Four (4) high ranked police officers were sampled and were involved in the in-depth interviews on matters to do with policy, procedure and qualifications required for promotion of police officers in Zambia Police Service. This comprised two high ranking female police officers and two high ranking male police officers. This group was made up of key informants who are well versed in matters of policy or procedure and administration of the police service especially as it relate to promotions of police officers.

3.4.1 Sampling technique

According to Zikmund (2003), the major ways of taking a sample may be grouped into probability and non-probability techniques. Probability sampling is where each member of the study population has an equal chance of being included in the study sample where as non-probability sampling, members are chosen depending on the nature of the study without giving each member of the study population an equal chance of being included. For this particular study only police officers who were relevant to the research objectives were targeted to be respondents. Purposive and convenient sampling was utilized.

Purposive sampling was used to select key informants as participants for the in-depth interviews regarding the consideration of gender and the qualifications required in the promotion of police officers in high ranks. Purposive sampling was also used in selecting participants to the two focus group discussions regarding views and attitudes of police officers on the promotion of female police officers in high ranks.

Convenient and purposive sampling was used for the respondents to the self-administered questionnaire as supplementary data on views and attitudes of police officers on the promotion of female police officers to high ranks as well as whether gender is considered in the promotion of police officers in Zambia Police Service. Convenient sampling was applied because the staff nominal roll which would have been used as a sampling frame in probability sampling could not be adequately used, for most police officers on the roll were not physically present on the ground due to the fact that a lot of officers were out of town for election duties. Zambia was about to hold the presidential, parliamentary and local government elections on the 20th September 2011 and many officers were deployed to faraway places out of Lusaka Town. Therefore it became convenient to administer the questionnaire to those qualified officers who were present provided they qualified to be included in any of the categories to the study.

3.5 Study tools

The study used triangulation which is the use of multiple tools in data collection in order to complement each other's limitations (Creswell: 2003). The study therefore used four(4) main data collection tools to collect data namely; self administered semi-structured questionnaires (appendix v), in-depth interview guide (appendix vi), focus group discussion guide (FGD)(appendix vii) and record or document review guide (appendix viii). These were supplemented by pretesting of the instruments used in a pilot study.

3.5.1 Pre-testing of research tools

Pre-testing of research tools to ascertain clarity of questions was done at Kabwata Police Station within Lusaka Urban of Lusaka Province from ten purposively selected police officers (five female police officers and five male police officers) for the questionnaire and focus group discussion guide, and an in-depth discussion with the officer-in-charge of the station and his supporting staff for the in-depth interview guide.

During the pilot study, clear instructions were given to the respondents so that:

- (i) Responses could be given as openly as possible,

- (ii) Questions were encouraged where respondents were unclear, and
- (iii) Suggestions for improvements in questioning of the items were encouraged

As a result, areas of flaws in the research tools were later adjusted to heighten clarity in questions by rephrasing those that were unclear, limiting them to what was relevant to the research objectives. Some areas which were initially proposed as sources of data collection were also done away with during actual data collection in that data from those that remained was found to be adequate for the study. Hence, only the four sites: Police Headquarters, Chelstone Police, Emmasdale Police and Central Police Stations remained.

3.5.2 Semi-structured questionnaires

Semi-structured self administered questionnaires were used to collect qualitative data. The questionnaire was used because it is a versatile tool for both qualitative and quantitative data (Johnson, 2004) and it facilitates the collection of data from a large number of respondents within a short period of time (Bamberger, 2000). The questionnaire was used to obtain primary data from police officers on whether sex was considered in the promotion of police officers in the Zambia Police Service and on the views and attitudes of police officers on the promotion of female police officers to high ranks.

A self administered questionnaire was used because it is the most effective method in reducing social interest bias. The method isolates the researcher from the study subjects and assures anonymity.

3.5.3 In-depth interviews

An interview guide was used for in-depth interview with high ranking officers that occupied decision-making positions and policy making positions to solicit in-depth information on the criteria for promotions of police officers in Zambia Police Service as to whether sex is considered or not and on the qualifications required in the promotions of police officers to high ranks. Confidentiality on the information provided was assured and respondents' consent was sought before the interview. In addition to providing in-depth information, the

one to one interview makes it possible to observe non-verbal behavior, hence it is easier to assess the validity of the respondent (White, 2003)

3.5.4 Focus group discussion

One focus group discussion guide was designed for the two focus group discussions. This was meant to guide the questions during the discussion (Morgan, 2007; Stewart and Shamadasani, 1990; Debus and Novelli, 1988). It was used to collect data and clarify issues emerging from semi-structured questionnaires. This method also enabled the respondents to provide detailed information on the consideration of gender in the promotion of police officers in Zambia Police Service and on the views and attitudes of police officers on the promotion of female police officers to high ranks. Focus group discussions are a good tool used to gather information from a relatively large number of people in a relatively short time (Salkind, 1996)

Two focus group discussions were conducted one for female police officers and one for male police officers. All of them were held in the conference room at the Zambia Police Service Headquarters. The venue for the focus group discussions was organized and arranged by the office of the Zambia Police Service Research and Planning Unit based right at the headquarters. The focus group discussion for female police officers was held on 5th September, 2011 from 10:00 hours to 12: 00 hours and the focus group discussion for male police officers was held on 8th September, 2011 from 10: 00 hours to 12: 00 hours.

The focus group discussion team included the researcher who moderated the discussion and two research assistants who helped in taking down notes during the focus group discussions. The proceedings of the focus group discussions just like that of the in-depth interview could not be recorded for participants declined to have their voices recorded. Confidentiality was assured and the purpose of the discussion was explained to the participants which enabled them to be as free as possible when discussing.

3.5.5 Record or document analysis/desk review

Zambia Police Service staff nominal rolls and relevant instruments were used to collect secondary and quantitative data. Other materials included articles on gender equality and UN- conferences, research reports on female representation in policing, books journals and published and unpublished project documents.

3.6 Data analysis

Coding of data was done manually. Qualitative data was analyzed thematically based on the research objectives that guided the study and the conclusion were made with reference to the main objective.

Analysis of in- depth interviews and focus group discussion notes involved the process of grouping emerging themes. This analysis is what Fox (1969) calls ‘an intriguing process, probably the most intellectually demanding of all techniques of data analysis, and one of the few areas in the later stages of research process in which the researcher plays a strong and creative role’

Quantitative data was analysed using Statistical Package for Social Sciences (SPSS) and was presented in form of tables and frequencies.

3.7 Challenges encountered during the study

Firstly data collection was done in August 2011 and the following month in September 2011 on 20th general elections for presidential, parliamentary, and local government were to be held in Zambia. The respondents to the research, the police officers, were deployed throughout the country away from their respective stations, to election duties during the election process even before the election date during the political campaigns. Therefore officers on the staff nominal roll were out of town for the same election duties. This was a challenge to the study in that the remaining officers were not as representative to the main station as they would have been if probability sampling from the same staff list as a sampling frame had been used.

Secondly, the fact that the proportion of female police officers compared to male police officers is low in the Zambia Police Service means that the required number of respondents to the study was not going to be met if probability sampling were to be applied in the selection of respondents. Therefore to capture at least a substantial number of female police officers to be participants in the research the study was left with no option but to apply convenient and purposive sampling.

Thirdly, the nature of police work itself made tracing of respondents on the staff list difficult especially in Lusaka which is busy being a Capital City. The officers in Police Stations in Lusaka are rarely at one place or at base waiting for reports; they are always on the move attending to emergencies. Nevertheless, with the use of purposive and convenient sampling, it was possible to get a representative sample which was adequate for my study.

The major drawback this study encountered was the impossibility to collect all the issued questionnaires from some respondents. Of the 80 questionnaires that were given out only 60 comprising 24 for female respondents and 36 for male respondents were collected having fully been answered. Of the twenty remaining some were left unanswered by some respondents after going out on some new assignments away from the station.

The other area was lack of sex disaggregated data on the early recruitment of female police officers. There is no traceable record of the statistics of the first women police officers to be employed, the duties they were employed for as well as the reasons why the women recruitment was suspended one time in 1976 (Mwansa and Mumba, 1981). The career progression of women police officers in as far as gender equality is concerned is important and can only be adequately done with such records available.

3.9 Ethical issues

The researcher obtained permission to conduct the study in writing from the Inspector General of the Zambia Police Service and permission was granted (see appendix iii). Participants were informed of their right to or not to participate in the study (see appendix iv).

Personal details for respondents were left out when designing the questionnaire, the interview guide and the focus group discussion guide in order to keep their confidentiality.

In order to ensure that respondents felt comfortable when completing the questionnaire, a method of a self administered questionnaire was used. This allowed for respondents to give their answers in the privacy of their homes and comfort without any interference. The data obtained from the respondents were also kept confidential but the general findings in the study were communicated to them.

3.10 Conceptual framework

This study has its roots in the Beijing platform of action particularly declarations as they relate to the promotion of gender equality in all areas including decision making positions.

In its pursuit to promote gender equality in decision making positions, the Beijing Platform for action underscores the Universal Declaration of Human rights which states that everyone has a right to take part in the government of his/her country (UN Document. Gathering a body [of] agreement. <http://www.un-document.net/bpa-4-g.htm>. Appeared on 27th November, 2010). Achieving the goal of equal participation of women and men in decision making positions will provide a balance that more accurately reflects the composition of society and is needed in order to strengthen democracy and promote its proper functioning. The Beijing Platform observes that women's equal participation in decision making is not only a demand for simple justice or democracy but can also be seen as a necessary condition for women's interest to be taken into account. Without the active participation of women and the incorporation of women's perspective at all levels, development and peace cannot be achieved.

I have also been influenced by the gendered organization theory. Martin and Jurick (1996) argue that gender is a process that emerges through social practice and not as an individual attribute. It is an ongoing social production affected by "routine accomplishments" and 'structural interaction"

In a gendered organization such as the police agencies, the distribution of power and work and the differences between men and women are important factors in understanding factors behind low levels of representation of women police officers in high ranking positions as well as their experiences. Since departmental policies and informal practices are gender specific in police work, women face dilemmas and barriers beginning with their training and continuing through out their career.

It is well known that women meet considerable resistance from male officers. Research reveals that cultural, organizational and structural barriers are the factors behind women stagnation in the lower ranks. Female police officers are subjected to stereotypes, discrimination and harassment (Haari, 1997).

CHAPTER FOUR

PRESENTATION OF FINDINGS AND DISCUSSION

4.0 Introduction

This chapter presents the findings and discussion of the study on the gender dimension of representation of police officers in high ranks in the Zambia Police Service. The presentation will be as follows: (i) personal/background characteristics of the respondents such as age, highest level of education attained by respondents, number of years in employment, marital status and other relevant variables; (ii) attitudes and views of police officers regarding the promotion of female police officers to high ranks in Zambia Police Service; (iii) how gender sensitive are promotions of police officers to high ranks in Zambia Police Service; (iv) Qualifications required in the promotion of police officers to high ranks in Zambia Police Service. The findings are presented in the form of figures, tables and comments.

4.1 PERSONAL CHARACTERISTICS OF RESPONDENTS

4.1.1 Sex of respondents.

The focus of the study was on female police officers and their representation in high ranks in Zambia Police Service. The factors contributing to their inadequate representation could not only be solicited from female police officers alone. The inclusion of the male police officers was found to be important in as far as gender balanced perspective is concerned. They were also the decision makers. That was the reason why the study took two focus group discussions, one for male police officers and the other one for female police officers. The same applied to in-depth interviews where an equal number of high ranking male police officers and high ranking female police officers were interviewed. However for the respondents to the questionnaire, it was not possible to find an equal number of female police officers and male police officers. This was because the proportion of female police officers in the Zambia Police Service compared to that of male police officers is very low (See Table. 3).

Table 3: Distribution of number of respondents and data collection method by sex:

Data collection method	Male		Female		Total	
	n	%	n	%	n	%
Questionnaire	36	40.0	24	30.0	60	70.0
In-depth interview	2	4.3	2	5.3	4	10.1
Focus group discussion	8	10.0	8	10	16	20.0
Total	46	54.3	34	45.9	80	100.0

Source: Field data(2011).

Female police officers only account for 19.6 % (Zambia Police Strength 2010) in the whole Zambia Police Service.

4.1.2 Age of respondents.

Table 4: Percent distribution of age of respondents by sex:

Age of respondents	Male		Female		Total	
	n	%	n	%	n	%
25-29	1	2.2	7	20.6	8	10.0
30-34	17	30.0	14	41.2	31	38.8
35-39	13	28.3	8	23.5	21	26.2
40-44	7	15.2	2	5.9	9	11.2
45-49	3	6.5	1	2.9	4	5.0
50+	5	10.9	2	5.9	7	8.8
Total	46	100.0	34	100.0	80	100.0

Source: Field data (2011).

The respondents were asked to state their age in years as at last birthday during the survey. The majority of the respondents fell in the age group 30-34 years represented by 17 (37.0) for male police officers and 14 (41.2) for female police officers. Only 1 (2.2 %) male respondent was in the minimum age group of 25-29 the age group in which the female respondents outnumbered the male respondents by having 7 (20.6 %). In all the other age groups on respondents to the questionnaire the male respondents outnumbered the female respondents a reflection of gender imbalance in the Zambia Police Service as a whole.

Further probing through focus group discussion and in-depth interview revealed that, age influenced the appointment and promotion of an officer to high ranks. Academic qualifications do not have as much influence as age in as far as promotion of police officers is concerned in Zambia Police Service.

Furthermore probing on the indication of the gender imbalance in the sample that of having more younger women (20.6 %) than men (2.2 %) in the age group of 25-29 revealed that most young women officers were deployed during the day time and within the station whereas most of the young male officers were deployed to work at night and on out of the station duties. Data collection was done during the day time. The pattern of deployment of officers where female police officers were deployed at the front desk and male officers on patrols is a police culture which in the name of experience negatively affected the female officers regarding promotions to high ranks. To some male officers this was deemed as a favour towards the female officers:

Some commanders do not deploy women officers out on patrols and in the night because they favour them just because they are women but if it is a man they say ‘ just go you are a man’ Source: Focus group discussion.

This practice disadvantaged female police officers as they were deprived of the experience when being considered for promotion. During the in-depth interviews, experience was found to be one of the requirements supervisors look for when considering an officer to be promoted in the Zambia Police Service.

According to gendered organization theory, deployment of personnel have a bearing on the low levels of representation of women police officers in high ranks (Martin and Jurick, 1996). This finding therefore, fits in so well in that women are not deployed in all areas as their male counterparts which is not good for gender equality to be attained in all areas.

4.1.3 Education attained by respondents.

Table 5: Percent distribution of education respondents attained by sex:

Education levels	Male		Female		Total	
	N	%	N	%	N	%
Secondary	18	39.1	13	38.2	31	38.6
College	21	45.7	15	44.1	36	45.0
University	7	15.2	6	17.7	13	16.2
Total	46	100.0	34	100.0	80	100.0

Source: Field data (2011).

Table 5 above shows the education levels of respondents. The study asked the respondents to state their highest level of formal education attained. Results showed that for female respondents, 13 (38.2 %) had attained secondary education; 15 (44.1%) had attained college education and 6 (17.7 %) were university graduates. For male respondents, 18 (39.1 %) had attained secondary education; 21 (45.7 %) had attained college education and 7 (15.2 %) were university graduates. Personal observation made on the police officers with a humble background in terms of education revealed that they tended to be more prejudicial on the female police officers as compared to those officers who had been to grade 12 and beyond. This could be attributed to the fact that an educated police officer is literate enough to grasp, interpret and even implement or apply gender concepts and issues as they are being discussed in the media on gender equality. This was further confirmed during the contributions of respondents during the focus group discussion and in-depth interview. Moreover, the results meant that the sample for the study was well educated to understand and answer the research questions on the self-administered questionnaire.

Findings also revealed that officers with a humble education background were not gender sensitive as compared to those that had been to grade 12 and beyond. This can be attributed to the fact that the concept of gender came on the scene in the 1990s the time that the Zambia Police Service started recruiting more female police officers and with strict adherence to education qualification as requirement to recruitment. A university graduate with a degree was allowed to join the police service at a high rank of Assistant Superintendent already in high ranks.

4.1.4 Marital status.

Table 6: Percent distribution of marital status of respondents by sex:

Marital status	Male		Female		Total	
	N	%	N	%	n	%
Unmarried	2	4.3	5	14.7	7	8.8
Married	42	91.3	25	73.5	67	83.3
Divorced	0	0.0	2	5.9	2	2.5
Widowed	2	4.3	2	5.9	4	5.0
Total	46	100.0	34	100.0	80	100.0

Source: Field data (2011).

Respondents were asked about their marital status. Information obtained from the in-depth interview revealed that this question of marital status had a bearing on the consideration of promotion of police officers in that those officers that were married were deemed to be stable and hence capable of handling any responsibility given to them and were thus recommended for promotion more often than the unmarried officers. Categorization of marital status included unmarried, married, separated, cohabiting, divorced and widowed. Respondents were therefore, asked to state the current marital status at the time of the survey. Table 6 presents that there were more males 42 (91.3 %) than females 25 (73.5%) who reported married. Two (2) representing (4.3%) male respondents and 2 (2.25%) female respondents admitted being widowed. None of the male respondents was a divorcee as

compared to 2 (5.9%) female respondents and two male respondents and five female respondents reported that they were single.

During the focus group discussion for male police officers, one male participant said that, the women police officers get derailed in acquiring the required experience because when they are pregnant. They are given light duties usually to man the inquiries office and this is made worse after they give birth for they have to spend time at home to look after the babies. This rather put the women officers in a dilemma in that both situations appear to disadvantage them from this perspective. She will be forced to marry because she does not want to be labeled an unstable officer. On the other side after getting married she gets pregnant after which she could spend part the time to care for the newly born. During the promotion time, this is bound to affect the female officers especially in areas perceived to be busy by the male dominated police institution as it may be used to deny a female officer a promotion. This in turn contributes to the low representation of female police officers in high ranks. According to information obtained from the focus group discussion the average number of children the women preferred to have was three.

4.1.5 Years of service of respondents by sex.

Table 7: Percent distribution of respondents' years of service in the Zambia Police Service:

Years of service	Male		Female		Total	
	n	%	N	%	n	%
1-5	0	0.0	4	11.8	4	5.0
6-10	11	23.9	14	41.2	25	31.2
11-15	21	45.0	10	29.4	31	38.8
15+	14	30.4	6	17.6	20	25.0
Total	46	100.0	34	100.0	80	100.0

Source: Field data (2011).

Respondents were asked to state how long they have been working in the Zambia Police Service up to the time of the survey. Results in Table 7 show that none of the male

respondents were in the category of officers who served between one (1) year and five (5) years. There were more female respondents than male respondents who had served between the years six (6) to ten (10) years which is 11 (23.9%) for male respondents and 14 (41.2 %) for female respondents. 21 (45.7%) male respondents compared to 10 (29.4%) female respondents reported having served in the category of eleven (11) to fifteen (15) years of service. Only 14 (30.4%) male respondents and 6 (17.6%) female respondents had served for more than fifteen (15) years.

Information obtained from the focus group discussions revealed that the longest serving officers were more likely to be promoted because they were believed to have acquired a lot of experience over time. But this did not appear to be the case with the early recruited women police officers. The Zambia Police Service started employing women in 1966 (Mwansa and Mumba, 1981). From 1966 up to 2010, we have 44 years and a serving officer gets to his full service after 25 years. This means almost two circles of police service passed without a woman officer ever holding the policy making ranks of the Deputy Commissioner of Police to Inspector General in the Zambia Police Service which is a clear manifestation of discrimination. This means that, the number of years in service did not have as much impact on the promotion of female police officers to such high ranks as it had on male police officers.

Table 7 shows that female officers are more than male officers in the category of those that had been in the service between 6 and 10 years and in the category of those that had been in the service for more than 15 years female officers are less than male officers. In depth interviews revealed that a large number of women were employed as police officers at a certain point in time. Counting back the years from the time of this study confirms the force behind the women movement's influence after the 1995 Beijing conference towards gender equality in all areas. More women started getting in the male dominated professions like the police after 1995 than they used to do before; of course this is with the support of government's gender policies. This trend was confirmed from the personal interview with the Zambia Police Lilayi College Commandant, 2011. He explained that from 2000 and beyond the Zambia Police Service instituted a deliberate practice of employing more women by way of a quota system than it used to be before.

4.1.6 Rank of respondents by sex

Table 8: Rank of respondents:

Rank	Male		Female		Total	
	N	%	N	%	n	%
-C/Insp	33	76.1	30	88.2	65	81.2
A/Supt	5	10.9	2	5.9	7	8.8
Supt	3	6.5	0	0.0	3	3.8
ACP	2	4.3	0	0.0	2	2.5
SACP	0	0.0	2	5.9	2	2.5
DCP+	1	2.2	0	0.0	1	12.0
Total	46	100.0	34	100.0	80	100.0

Source: Field data (2011).

As indicated in the Table 8 above, the majority of the respondents came from the category of ranks of and below the rank of Chief Inspector (C/Insp) which was 35 (76.1%) for male respondents and 30 (88.2%) for female respondents. Five (10.9%) male respondents and 2(5.9%) female respondents were Assistant Superintendent (A/Supt). There was no female Superintendent (Supt) among the respondents as compared to 3 (6.5%) male police officers. Only 2 (4.3%) male respondents were Assistants Commissioners of Police (ACP) with no female Assistant Commissioner of Police as respondents. The opposite was the case when it came to Senior Assistant Commissioner of Police (SACP) where there was no male respondent as against 2 female Senior Assistant Commissioner of Police (see Table 8).

The majority of the respondents were in the lower ranks for both male and female officers. The statistics on the ranks of Assistant Commissioner and Senior Assistant Commissioner is as indicated in Table 8 above not because there were no male officers of the rank of Senior Assistant Commissioner of Police but because high ranked key informants were purposively selected to participate in the study and therefore only high ranked officers who were relevant to the research objectives were selected. It is only on the rank of Deputy Commissioner of Police where there was no female police officer during the time of the survey. There was an

indication especially from in depth interview that regardless of the rank, officers who had been in the service longer but with a humble education background had negative attitudes towards female police officers in general and the promotion of female police officers to high ranks in particular. The reasons obtained after a thorough probe was because they still believed in the orthodox type of policing, where physical confrontation with riotous individuals was taken to be what policing was all about.

The rank structure for the whole Zambia Police Service as at August 2011, for Inspector General of Police, female police officers accounted for 0 (0.0 %) while male police officers 1 (100%); Commissioner of Police, female police officers accounted for 0 (0.0 %) while male police officers 2 (100.0 %); for Deputy Commissioner of Police Female officers were 1 (10.0 %) whereas male officers were 9 (90.0 %); on Senior Assistant Commissioner of Police, female police officers accounted 7 (23.3 %) and male police officers 23 (76.6 %); on Assistant Commissioner of Police female police officers were 6 (11.5 %) and male police officers 46 (88.5 %); on the rank of Senior Superintendent female police officers were 20 (18.04 %) as compared to 90 (81.8 %) of male police officers; the rank of superintendent female police officers accounted for 31 (15.5 %) as compared to 169 (84.5 %) of the male officers and the rank of Assistant Superintendent female police officer accounted for only 57 (9.6 %) and male officers 533 (90.3 %). The total number of female police officers in high ranks from the rank of Assistant Superintendent to the Inspector general of Police was at 120 (12.0 %) which is far below their total population in the Zambia Police Service (See table 9).

Table 9. Distribution of high ranking officers in the whole Zambia Police Service as at August 2011 by sex:

Rank	Female		Male		Total	
	N	%	N	%	n	%
Ingepol	0	0.0	1	100.0	1	100.0
Compol	0	0.0	2	100.0	2	100.0
DCP	1	10.0	9	90.0	10	100.0
SACP	7	23.5	23	76.6	30	100.0
ACP	6	11.5	46	18.5	52	100.0
S/Supt	20	18.4	90	81.8	110	100.0
Supt	31	15.5	169	84.5	200	100.0
A/Supt	57	9.7	533	90.3	590	100.0

Source: Zambia Police Service superior staff list, August 2011.

Further probing on the ranking levels of the police officers in relation to education, information was missing on the education qualifications of the officers. In depth interview held with the officer in charge of Research and Planning Unit at the Zambia Police Service Headquarters revealed that the police command of that time instructed the removal of education qualification column from the nominal roll. No reason was documented other than a speculation that the column was removed because it was embarrassing to a number of high ranking officers with a humble education background or who had not been to grade twelve yet some junior officers under them had university degrees by their names. This situation arose because the Zambia Police Service was established first and foremost to maintain peace and order and to suppress the demonstrations and uprising of the natives against the company rule and colonial government and later to safeguard the one party state of the second republic hence physical fitness were the qualifications upon which recruitment of police officers was based and consequently promotion. By the time of this study the Zambia Police Service was being led by an officer who had gone only up to the secondary education when there were more than one hundred (100) university graduates including those with Masters Degree and doctorates. Even though it has changed to an extent where a university

graduate is now heading the Zambia Police Service, this is one of the factors that contributed to the low levels of female police officers in the Zambia Police Service for such qualifications were not within reach to a number of women contenders.

However, information on the years of service to see if at all it had an effect on the promotion of police officers indicated that it did not matter how long one has been in the service to get promoted. It appeared that the practice of promoting officers who had been in the service long was not applicable to all officers in that other qualifications in the mind of the recommending officer were considered (See table 9, 10, 11, 12, 13, 14 and 15).

Table 10 Distribution of officers in the rank of Assistant Superintendent and their number of years in Zambia Police Service at 31st August 2011 by sex:

Number of years	Female officers	Male officers
4	3	21
5	-	1
6	-	4
8	2	14
9	-	5
10	2	15
11	2	14
12	6	17
13	4	20
14	5	30
15	4	61
17	-	9
18	-	2
19	-	1
20	3	33
21	-	1
22	5	33
23	3	43
24	-	22
25	-	7
26	3	9
27	2	3
28	1	11
29	-	17

Table 10 continues on page 51.

Table 10: Distribution of officers in the rank of Assistant Superintendent and their number of years in Zambia Police Service at 31st August 2011 by sex continues

Number of years	Female officers	Male officers
30	1	27
31	3	5
32	2	5
33	4	14
34	1	7
35	2	-
36	1	-
37	-	1
Total	58	450

Source: Zambia Police Superior Officers Staff list 2011.

The interviews revealed that the term of office of a police officer is 25 years but a superior police officer of the rank of Assistant Superintendent and above can work up to the age of 55 years old before retiring. It all depends what the officer wants. The longest serving officer in the category of Assistant Superintendent was a male officer with 37 years of service. The 3 female police officers and the 21 male police officers indicated in the table 10 with four years were direct entrant Assistant Superintendents who joined the Zambia Police as university graduates. According to the Zambia Police Service Standing Orders an officer can be promoted to the rank of Assistant Superintendent after passing through the lower ranks of sergeant, inspector and finally Chief Inspector and this takes about not less than 12 years of service. On the other hand a university graduate from a recognized university automatically becomes an Assistant Superintendent upon joining the Zambia Police Service (Zambia Police Service Standing Orders: 2009). A serving officer who obtains a degree whilst working is equally elevated to the rank of Assistant Superintendent regardless of how long one has been in the service. Information obtained from in depth interviews revealed that male police officers were more often going for further studies at the university with a view to upgrade themselves than the female officers thereby contributing to inequality in the

levels of representation between male and female police officers in high ranks as indicated in the table 9. The rest of the promotions depend on the supervisor's perception of a serving officer. It is only the rank of Assistant Superintendent that includes a statutory requirement for an officer to be promoted upon becoming a graduate despite there being no education policy of sending officers to school.

Table 11: Distribution of Superintendent and their number of years in Zambia Police Service at 23rd August 2011

Number of years	Female officers	Male officers
4	1	2
8	2	9
9	-	1
10	1	1
11	1	2
12	4	6
13	-	3
14	1	16
15	6	11
17	1	5
18	1	-
19	-	1
20	1	16
21	-	4
22	4	8
23	1	20
24	-	3
25	-	4
26	-	9
27	-	2
28	1	9
29	-	8
30	-	14
31	2	1

Table 11 continues on page 54

Table 11: Distribution of Superintendent and their number of years in Zambia Police Service at 23rd August 2011 by sex continues

Number of years	Female officers	Male officers
32	-	7
33	1	1
34	1	4
35	1	-
36	1	-
Total	31	163

Source: Zambia Police Superior Officers Staff list 2011.

The longest serving officers in the rank of Superintendent were female officers, one with 35 years of service and the other one with 36 years of service. In terms of years of service, these officers are senior to all the officers in the rank of Deputy Commissioner of Police meaning that other attributes are considered in the promotion of police officers to high ranks other than seniority in the number of years.

Table 12: Distribution of Senior Superintendent and their number of years in Zambia Police Service at 23rd August 2011 by sex

Number of Years	Female officers	Male officers
4	1	-
8	9	1
12	-	1
13	-	2
14	1	13
15	1	12
20	-	7
21	-	2
22	1	5
23	-	6
24	-	2
25	-	2
26	1	1
27	-	5
28	1	7
29	1	4
30	-	11
31	1	5
32	1	3
33	2	5
34	-	2
35	-	1
Total	20	97

Source: Zambia Police Superior Officers Staff list 2011.

Table 12 shows that a female police officer amongst the Senior Superintendents was the least serving officers with four years of service and must have attained her promotions in

such a short period by firstly entering the Zambia Police Service as an Assistant Superintendent with a degree. The longest serving is a male police officer with 35 years of service. This might be amongst those cases where seniority is compromised by lack of other qualifications in the mind of the recommending officer or the officers could not have been in good standing with the appointing authority as alluded to in the focus group discussions.

Table 13: Distribution of Assistant Commissioner of Police and their number of years in Zambia Police Service at 23rd August 2011

Number of years	Female officers	Male officers
4	1	-
7	-	1
12	-	2
14	1	9
15	1	1
20	-	1
22	1	1
23	-	3
24	-	3
25	-	3
26	-	3
27	-	1
29	-	2
30	-	7
32	-	4
33	-	3
35	2	-
36	-	1
42	-	1
Total	6	46

Source: Zambia Police Superior Officers Staff list 2011.

A female officer was the shortest serving officer in the rank of Assistant Commissioner of Police with four years of service. She must have, together with the other male officer with less than 12 of years of service, joined the Zambia Police Service as a graduate. The longest serving officer amongst the Assistant Commissioner of Police was a male officer with 42 years of service making him longest serving officer amongst the high ranked officers even to

the Inspector General of Police whose years of service was 41. Information obtained from the in-depth interview on the question of a shortest serving officer in this category was that she attained the rank by virtue of the office she was held that of the public relations officers of Zambia Police Service. According to the rank structure of the office of the public relations office, the bearer of the office needed to be of the rank of Assistant Commissioner of Police (Personal interview with In Charge of Research and Planning Unit of Zambia Police Service). On the question of a male police officer with the longest years of service as to why he could not be the highly ranked officer in Zambia Police Service in depth interview revealed that despite the top position being a presidential appointment the officer could have fallen short of other qualifications bordering on discipline. According to the Zambia Police Service Instruction (2009), an officer with a disciplinary charge is supposed to stay for seven years without being considered for promotion.

Table 14. Distribution of Senior Assistant Commissioner of Police and their number of years in Zambia Police Service as at 23rd August 2011:

Number of years	Female officers	Male officers
13	-	1
14	4	4
16	1	-
20	-	2
22	-	2
23	-	1
24	-	3
27	1	1
28	-	1
29	-	2
30	-	3
32	-	2
33	-	2
38	1	-
Total	7	24

Source: Zambia Police Superior Officers Staff list 2011.

A female police officer is the longest serving officer in the rank of Senior Assistant Commissioner of Police with 38 years of Service. She has been in the Zambia police Service longer than any of the officers in the rank of Deputy Commissioner of Police. Therefore, the number of years on this premise is over ruled to be an influence in the promotion of an officer in high ranks.

Table 15: Distribution of Deputy Commissioner of Police and their number of years in Zambia Police Service at 23rd August 2011

Number of years	Female officers	Male officers
14	-	1
20	-	2
26	-	1
27	-	1
29	-	1
31	1	1
32	-	2
Total	1	9

Source: Zambia Police Superior Officers Staff list 2011.

One female police officers with 31 years of service became the first female to hold a policy making position with a rank of Deputy Commissioner of Police since the Zambia Police Service was established. She was promoted on 18th July 2011(Zambia Police Superior Staff list: 2011). The longest serving in this category was a male officer with 32 years in employment. The fact that there is one male officer with 14 years of service means that one need not be in the service for so many years before being promoted to a policy making position of the rank of Deputy Commissioner of Police for if it were so, officers who had been in the Zambia police Service longer than 32 years old would be in this category.

Table 16: Distribution of Commissioner of Police and their number of years in Zambia Police Service at 23rd August 2011

Number of years	Female officers	Male officers
27	-	1
35	-	1
Total	0	2

Source: Zambia Police Superior Officers Staff list 2011

The rank of Commissioner of Police is a political appointment and as can be seen from table 14, one of the two commissioners has been in the Zambia Police Service for 27 years a period lower than other police officers in the ranks below casting doubt as to whether years of service is a factor to the promotion of police officers in high ranks.

Table 17: Distribution of Inspector General of Police and the number of years in Zambia Police Service at 23rd August 2011

Number of years	Female officers	Male officers
41	-	1
Total	0	1

Source: Zambia Police Superior Officers Staff list 2011

The rank of Inspector General of Police which is highest position in the Zambia Police Service just like that of Commissioner of Police is a political appointment whose qualifications are known only by the appointing authority. It doesn't matter the number of years an officer has been in the Zambia Police Service, as long as one satisfies the desires of the appointing authority one can get the rank.

The presentation made on the statistics of officers' years of service was necessitated by the inability of the study to generalize the findings purely on the respondents. Information from the statistics is a reflection of representation of high ranking officers in Zambia Police Service. It also clearly sets the position regarding the promotion of police officers in high ranks based on the length of service in the Zambia Police Service. What has come out is that, it is not in all cases that years of service is a requirement to attaining a promotion to high ranks in the Zambia Police Service. There are other factors that are considered such as discipline and education qualifications before an officer is promoted. The age of an officer is not an absolute factor as indicated in the presented statistics regardless of whether one is a female officer or is a male officer. However, there is a challenge on the representation of female police officers when the percentages are analyzed in that they fall short of their total population in the Zambia Police Service. Whereas the female police officers account for 19.6% in as their total population the statistics presented reflect 12 % in high ranks.

Therefore, given the fact that the other factors such as the years of service, education and age of an officer is not all that is required to promote an officer the female police officers could be facing other challenges as to why their 19.6% is not reflective of their representation in high ranks in Zambia Police Service. They are underrepresented and as regard the resolutions made prior and after the 1995 Beijing conference to promote equality between men and women in decision making positions, there is very little that has been done in as far as the progression of female police officers in high ranks in Zambia Police Service is concerned.

4.2 QUALIFICATIONS REQUIRED IN THE PROMOTION OF POLICE OFFICERS TO HIGH RANKS

This section sought to solicit information from the respondents on the qualifications required in the promotion of police officers to see whether they have an influence on the levels of women in high ranks. Four (4) questions were put to the respondents in the questionnaire to supplement information which was collected from high ranked key informants in the Zambia Police Service. This section greatly benefited from the interviews held with the head of Human Resource and Development, a Deputy Commissioner of Police. Additional information was collected from Zambia Police documents as well as the laws of Zambia.

4.2.1 Qualifications as per Zambia Police Service Standing Orders

According to the Zambia Police Service Standing Orders, promotions will in all cases be dependent on experience and merit in addition to the following qualifications:

1. To be a Sergeant one must have been in the Zambia Police Service for three years, must be confirmed and must have passed the Zambia Police Standing Order and Instructions Examinations as well as the junior supervisory course Examinations;
2. To be an Inspector, one must have been a Sergeant for five years and must have met the qualifications of a Sergeant in addition to passing Law and Middle Supervisory Course Examinations;
3. To the rank of Chief Inspector, one must have been an Inspector for five years and must have met all the qualifications of an Inspector in addition to passing Middle Supervisory Course and Middle Management Course Examinations;
4. To the rank of Assistant Superintendent, one must have been a Chief Inspector for three years. In addition to meeting all the qualifications in the substantive rank, he must have passed Senior Management Course Examinations. However, a university graduate becomes an Assistant Superintendent upon entry into the Zambia Police Service but as a cadet until after she/he is confirmed and after serving for one year;

5. To the rank of Superintendent and Senior Superintendent, one must have been in the substantive rank for four years and must have qualified to be promoted to all the ranks below as well as passing Junior Commanders' Course Examinations;
6. To the ranks of Assistant Commissioner of Police to Deputy Commissioner of Police, one must have been in the substantive rank for four years and must have qualified in the previous ranks in addition to passing the Senior Commanders Course Examinations, and
7. The ranks of Commissioner of Police and Inspector General of Police are regulated by the Constitution of Zambia whereby one becomes such upon being appointed by the president (Zambia Police Standing Orders, 2009).

“Promotions are by selection based on the above qualifications by the Promotion Board which is appointed by the Inspector General of Police. All the promotions are done by the Police and Prisons Service Commission on behalf of the President. However, the Inspector General of Police may in his discretion dispense with any qualification in respect of officers below the rank of Chief Inspector” (ibid).

In the event that the officer over stays without a promotion, she/he has a right to complain against her/his delay to the Police and Prisons Service Commission through her/his immediate supervisor (Zambia Police Service Instructions, 2009). When asked to shed light on the question of writing the police examinations and promotions the Head of Research and Planning Unit for the Zambia Police Service indicated that the procedure and the issue of examinations used to be followed sometime back but now officers just get promoted to various ranks without meeting the qualifications indicated in the Zambia Police Service Standing orders. He said:

‘ I don't think those qualifications apply nowadays because it is a long time that officers were called to write the same exams yet a number of promotions have taken place’

The Assistant Commissioner of Police said sometime back every officer used to be issued with copies of Zambia Police Service Standing Orders and Zambia Police Service

Instruction and could start reading it as they worked to prepare for the same examinations after which whoever was ready to sit for the same was supposed to apply to the Inspector General of Police through the immediate supervisor. This simply means that the officers were aware of the qualifications and the procedure required on their promotions. Also at the training school they are taught about it.

On the question of vacancies and any other attributes the recommending officer considers before recommending an officer for promotion, the Director of Human Resource Development said the vacancies and any other attributes are known only by the supervisor. The officers have no right even to question the promotion made neither do they have the right to apply for the same promotions. The Deputy Commissioner of Police said:

'In the police there is nothing like applying for a promotion, it all depends on the discretion of the supervisor an officer can know that there is vacancy but cannot apply for it because first and foremost we don't advertise for vacancies'

No matter how qualified an officer is in line with the promotions to various ranks, the starting point is usually a recommendation by the immediate supervisor who has to use his mind and discretion whether to recommend any such officer or not, of course in the name of experience and merit and on whether the vacancies to such a promotion exist. But what is not known, is what type of experience and merit is required before an officer satisfies the supervisor or the recommending officer, since the terms are not defined either conceptually or operationally. The Zambia Police Service has a number of departments or sections to which any officer if not transferred can get experience over time. It is only hoped that this is taken into consideration before any such recommendation for promotion is made. The question of recommending an officer for promotion by the supervisor has influence on the levels of representation of high ranked officers between female and male police officers in the Zambia Police Service. If the supervisor is ignorant about gender equality or if the supervisor is inclined to one sex than the other, gender equality cannot be guaranteed.

According to the Beijing platform for action member states including Zambia have been urged to put up measures aimed at attaining gender balance in decision making positions

including implementing measures to substantially increase the number of women in decision making position (UN Document. Gathering a body agreements. <http://www.un-document.net/bpa-4-g.htm>. Appeared on 27th November, 2010). However, this finding indicates that nothing of the sort is on the ground in the Zambia Police Service.

4.3 CONSIDERATION OF GENDER IN THE PROMOTION OF POLICE OFFICERS IN ZAMBIA POLICE SERVICE

4.3.1 Promotion procedure or process according to the Zambia Police Service Instructions

Prior to the promotion of an officer, the immediate supervisor must recommend the officer in question stating that the officer is suitable for promotion. If it is at a police station for instance, the Officer-in-Charge of the police station recommends officers under her/his station to the officer commanding a district. The Officer Commanding the district will recommend as well all officers under the district to the Commanding Officer of the division or province. The Commanding Officer will also recommend all officers under the division or province to Inspector General of Police. The Inspector General of Police will also recommend to the Police and Prisons Service Commission which will finally promote the recommended officer (Zambia Police Service Instruction, 2009). The officer becomes eligible for a recommendation after meeting the qualifications as per Zambia Police Service Standing Orders indicated in chapter 4.2 of this presentation. When Zambia Police Service is promoting a lot of officers the Inspector General of Police appoints a Promotions Board comprising high ranking officers to select suitable officers to be recommended to the Police and Prisons Service Commission (Zambia Police Service Standing Orders, 2009). The composition of the Promotions Board and the Police and Prisons Service Commission has never been gender balanced for the obvious reasons that the members of the Board are high ranking police officers whereas members of the Police and Prisons Service Commission are former high ranking personnel in the Zambia Police Service and Zambia Prison Service. The level of representation in high ranks has never been gender balanced and in some top policy making positions of Deputy Commissioner of Police and above there has never been a female officer since independence. The process therefore is not gender balanced and we expect the product to be the same if sex is not considered. This implies the process of promoting officers is not gender sensitive.

The question of recommending officers on the ground of sex is not documented anywhere in the police books. Questions in this section targeted the officers in decision-making positions,

those that had the responsibility of supervising others and thereby recommending them for promotions. In depth interview was used to probe in detail on gender related issues and on the composition of the promotion Board and the Police and Prisons Service Commission.

4.3.2 The availability of gender disaggregated data in the Zambia Police Service

Preliminary inquiry and observation undertaken in the Zambia Police Service on the availability of gender disaggregated data indicated that it does not exist. Whenever there are promotions in the Zambia Police Service, there is a promotion list or message which is released from police command at the headquarters to divisions and stations indicating officers and various ranks to which they have been promoted. Usually this list is made after the tour of the Police and Prisons Service Commission of all police stations in the country. A check at some of the previously sent out promotion messages and other messages from the police headquarters information room or signal department revealed that the information is not disaggregated as it goes out to divisions and stations. The messages don't show how many are women and how many are men from the promoted officers neither do they take into consideration the issues of female and male police officers. Further probing from in depth interview confirmed that actually data is not disaggregated, in that a supervisor with gender ideals would decide to recommend officers for promotion, based on a gender disaggregated data, indicating the number of female police officers and the number of male police officers to police command, the promotion messages which come out is different.

4.3.3 Consideration of gender in the promotion of police officers in Zambia Police Service?

This section was about finding out if gender was considered in the promotion of police officers looking at the fact that female police officers are exposed to low representation in high ranks in Zambia Police Service. The source of the information was in depth interviews with high ranked police officers. This section was included with a view to establish the extent to which gender was being applied in promoting police officers in Zambia Police Service considering that policy pronouncements were made and documented in the Zambia police Strategic Development plan of 2001-2006. In 2001 the Zambia Police Service

recognized the low levels of high ranking female police officers and committed itself to improve the levels of representation of female police officers in the high ranks (Zambia Police Service Strategic Development Plan, 2001).

When asked if sex is considered in the promotion of police officers one female Assistant Commissioner of Police said she felt let down by the system in that when she puts up recommendations with a gender face of indicating how many of the female police officers and how many of the male officers that have been recommended the results don't indicate that and usually the number of the recommended female officers is reduced.

‘Me what I do once am requested to submit a certain number of officers to be considered for promotion under my section, I indicate the number of female police officers and the number of male police officers and I usually use a quota system but unfortunately when the list of those who have been promoted comes out from command it does not indicate how many of the male police officers and how many of the female police officers have been promoted. It is just a list and you count on own your own if you want to know the details and usually the proposed number of my female officers is reduced’.

The answer by a female Assistant Commissioner of Police was confirmed by what was gotten from one male Deputy Commissioner of Police a Director of Human Resource Development at the Zambia Police Service Headquarters. He had the following to say:

‘Male police officers and female police officers are all officers and are subjected to the same qualifications. The question of gender does not arise when promoting the officers....police is police, there is nothing like she is woman, no, she is a police officer and if she can't perform she remains’

Asked if at all an instruction was given by authorities to supervisors to be recommending more female officers than male officers so as to narrow the gap, a male Assistant Commissioner in charge of Research and Planning Unit in the Zambia Police Service indicated that there has never been such an instruction. However a female Senior Assistant Commissioner of Police a Deputy Director of Legal and Professional Standards in the

Zambia Police Service felt that the police had started considering sex in the promotion of police officers. She cited a recent promotion of a first female Deputy Commissioner of Police on 18th July 2011 and made Director of Information Technology and Communication (Zambia Police Service Superior Staff list, 2011).

'I feel she was promoted because she was a woman to represent women in the ranks of Directors because if you look at her male colleagues in her previous rank there are about two male officers who are senior to her who could have been promoted'

The opinion of the senior officer attracts more questions than answers. Looking at the number of years of high ranking officers indicated in section 4:1, there is a clear indication that seniority is not considered in the promotion of police officers in high ranks because a number of senior officers in terms of service had lower in ranks to those that had few years in the police service. For example, if it were correct that sex was being considered, then the two female Superintendents with 35 and 36 years of service would have been elevated and replaced some of the male Deputy Commissioners of Police in the name of promoting gender equality because all of them were less than 33 years of service making them juniors to female superintendents. A scrutiny at the years of service of all the other Deputy Commissioner of Police (Directors) indicates that she became second senior most to all of them having been in the police service for 31 years compared to the other five with less than 31 years of service.

Therefore it may be argued that, considering the gender gaps that still exist between female police officers and male police officers in high ranks and the findings indicated in this section, policy pronouncements made by Zambia Police Service on the question of improving the levels of representation of female police officers in high ranks appear not to have been implemented. Even the statement suggesting that gender is being considered in the promotion of officers in high ranks in the Zambia Police Service is just personal speculation or perception of one informer for another female officer said the promotion given to female officers including herself were out of hard work. The gender gap in high ranks is too big a margin. High ranked female police officers are at 12.3 % compared to 87.7 % of male officers. If the total population of female police officers was at 12.3 % of the

police officers in Zambia Police Service it was going to be understood but the total population of female police officers is at 19.6 % implying that the female officers are also not representative of themselves in the police service. This simply means sex is not considered in the promotion of female police officers in high ranks with a view to promote gender equality in decision making positions.

4.4 VIEWS AND ATTITUDES OF POLICE OFFICERS ON THE PROMOTION OF FEMALE POLICE OFFICERS TO HIGH RANKS IN ZAMBIA POLICE SERVICE.

This section presents and discusses the views and attitudes of police officers on the promotion of female police officers to high ranks in Zambia Police Service. It includes the following issues: police officers' preferences on the levels of representation between male police officers and female police officers in high ranks in Zambia Police Service; views as to whether they would be comfortable if a female police officer was promoted to the rank of Inspector General of Police and their perceptions on the contribution of female police officers in high ranks with reference to the few who are in high ranks.

4.4.1 Preference on distribution of ranks between male and female police officers in high ranks in Zambia Police Service

The respondents were asked to state how they would want high ranks to be distributed between male police officers and female police officers and were asked to give reasons for their answers. The categories of answers were: more high ranking male police officers to female police officers (male +); more high ranking female police officers to male police officers (female +) and more high ranks equally shared between male police officers and female police officers (male=female). Table 18 below shows the distribution of respondents' preferences on how they would want high ranks to be distributed between male police officers and female police officers.

Table 18: Percent distribution on how high ranks should be shared between female police officers and male police officers by sex

Distribution of ranks	Male		Female		Total	
	n	%	n	%	n	%
Male+	18	50.0	0	0.0	18	50.0
Female+	0	0.0	0	0.0	0	0.0
Male=Female	18	50.0	24	100.0	42	70.0
Total	36	100.0	24	100.0	60	100.0

Source: Field data (2011).

Table 18 above shows that the majority of respondents 42 (70.0%) preferred an equal distribution of high ranks between male police officers and female police officers. However all the female respondents indicated that they preferred an equal distribution of ranks compared to half of the male respondents that was represented by 18 (50.0%). The other half of the male respondents preferred to have more high ranking male police officers than female police officers. The fact that no respondent wanted more high ranking female police officers may imply the extent of lack of confidence in female police officers to be leaders in the high ranks of the Zambia Police Service. This is portrayed firstly, from within the female police officers themselves and from the rest of the officers. It would appear the male dominated culture of patriarchy still persists in the minds of the officers, where there is that belief that only male persons can lead whilst the women follow. However information revealed from the focus group discussion and in-depth interviews from the practical point of view, officers are well aware of the fact that the total population of female police officers is much lower compared to the total population of male police officers in the Zambia Police Service. Total number of female police officers as at 31st December, 2010 was at 2, 801 (19.6 %) and that of the male officers was at 11, 496 (80.4 %) (Zambia Police Service Headquarters, 2010 strength). This means even if all the women personnel were to be promoted without any male officer being promoted they were not going to be more than the already promoted number of male officers unless they replaced all the male officers from the high ranking positions which is also practically impossible and tantamount to gender

inequality. The ranked male police officers including Chief Inspectors, Inspectors and Sergeants totaled 7, 176 (ibid)

Some of the reasons given by the respondents who wanted equal distribution of ranks were that:

‘Because nowadays women are fighting for gender equality, hence we need high ranks to be equally shared between men and women’ (Male respondent);

‘Because the work a man can do, can also be done by a female [person]’ (Female respondent);

‘Because we all do the same work so equality is needed’ (Female respondent);

‘Because we attained the same course’ (Female respondent);

‘Because when employing they are employing as one to undergo the same course or exercise’ (Female respondent) and

‘Gender equality should be encouraged in the Zambia Police Service for the betterment of tomorrow’ (Male respondent).

One male participant to the focus group discussion appreciated the fact that women police officers had contributed a lot towards public relations:

‘Women police officers have performed well in communications as the police spokes person’

Some of the reasons given by the respondents who preferred more high ranking male police officers than female police officers felt that:

‘Female officers have a lot of commitments [for example] breast feeding they cannot work in the night. They also go on maternity leave’ (Male respondent);

'Women are naturally weak than men and in terms of contribution in the [police] service it is mostly done by male police officers' (Male respondent);

'There is more physical confrontation to maintain law and order currently which requires men than women' (Male respondent);

'Female police officers even if they are promoted they do not perform to expectation, their capability is low' (Male respondent) and

'Women police officers don't want to work hard they just want things on a silver plate' (Male respondent).

It is quite clear from the answers given by some of the respondents that there is appreciation of the principles behind gender equality in the Zambia Police Service. Half of the male respondents supported gender equality in high ranks and they gave tangible reasons as to why they felt it should be so.

However, the opinion given by female and male police officers were more to do with attitude than reality and this is also similar to those found by a study in Australia (Hurn as cited in More and Wegner, 1992). Male attitude was found to be a most significant obstacle to equal opportunity for women in policing. The expression of patriarchal values by some male officers in their preference of more high ranking male police officers as compared to female police officers is a reflection of the Zambian Society's Patriarchal value system in which a man feels he is superior to a woman which spills over even at places of work. One of the opinions given for supporting more male high ranking officers than female officers that women are not physically qualified to confront violent situations has however been challenged by Stranton (1986) who found out that 70 percent to 90 percent of police work is not made of physical confrontation but rather involves communication skills. Moreover experts have endorsed the findings that a level of fitness within the demands of the police can well be attained by women officers as long as long they are carefully trained (More and Wegner, 1992). It has also been argued that an institution can adequately deliver the services to the community if it is representative of the same community it services (Ford, 2008). A situation of allowing male officers to dominate high ranking positions will disadvantage the

women clients as decisions and policies will be made by male officers with no input from women.

The gendered organization theory says gender is process that emerges through social practice and not as an individual attribute (Martin and Jurick, 1996). The views and opinions expressed by the participants to this study correct as they may be cannot be taken as a guide to policy aimed at disadvantaging one sex over the other. Training and concerted effort to attitude change can alter the result found on the views and attitude of police officers on the promotion of female police officers to high ranks.

The focus group discussion of female police officers was 100 % in support of equality between male police officers and female police officers in high ranks in the Zambia Police Service. Asking them to comment on why the high ranks are dominated by male police officers, the female participants gave out a number of reasons. Some of them were:

‘The problem is amongst us women police officers, because we are jealousy of each other and instead of supporting each other we spend time on useless competitions’;

‘The problem is when you don’t have an intimacy affair with the supervisors they don’t recommend you for promotion’

This point was shared by all the female participants to the focus group discussion who expressed displeasure at a few of their colleagues who they perceived to be promoted after being in a sexual relationship with their supervisors. They attributed this factor to be behind lack of trust and respect from other officers to such high ranking female officers including the promoting male officers.

‘What do you expect when we are too few in the service compared to male officers?’

On equal representation of male and female police officers in high ranks all female respondents expressed a general argument that female police officers can perform and contribute at the same footing to the police service as compared to their male counterparts. When it came to the male focus group discussion one participant said:

'A female police officer can make it as well because she is trained through the same course for the same job just like a male police officer'

'Nowadays women are just as educated as men'

Findings from the male police officers focus group discussion were different to their counterparts from the questionnaires. What came out from the focus group discussion of male police officers was the general acceptance of the gender equality in high ranks in Zambia Police Service from over 75% of the participants. Though a few participants (less than 25%), disagreed to the promotion of female police officers at the same level as the male police officers in high ranks citing lack of exposure to all areas of police operations on the part of female police officers. One of them said:

'Female officers are favoured by male supervisors thereby not sending them to more challenging duties hence they lack experience required for high ranks'

The reaction of female police officers to the question of deployment to areas of operation was that they blamed the supervisor for discriminating against them. The female officers felt that they were left out on some duties that have allowances in terms of money and were only considered during those duties that has no allowances. They said this was made worse if a supervisor had his sexual advances turned down by a female officer and such female officer will suffer harassment to a point of being transferred. Nothing of the sort was mentioned by male officers as being experienced when under the supervision of female officers during their focus group discussion. The fact that this point was mentioned in both focus group discussions may qualify sexual harassment to be one of the factors that influence the levels of representation of female and male police officers in high ranks in the Zambia Police Service. The same applies to negative attitude or stereotypes held by some male officers towards female police officers as they can influence the levels of representation of female and male police officers in high ranks.

4.4.2 Views on the promotion of a female police officer to the rank of Inspector General of Police.

In order to assess the views and attitudes of police officers on the promotion of female police officers to high ranks in the Zambia Police Service, the respondents were asked if they would be comfortable for a female police officer to be promoted to the rank of the Inspector General of Police which is the highest rank in the Zambia Police Service. They were presented with two possible answers ‘yes’ and ‘no’ after which they were asked to give reasons to their answers. Forty seven (78.3 %) of the total number of respondents said ‘yes’, and 13 (21.7 %) said ‘no’. Of the respondents who said they would be comfortable if a female police officer was promoted to the rank of the Inspector General of Police, 23 representing 95.8 % were female officers and 24 representing 67.7 % were male officers. One (4.2 %) of the female respondents and 12(33.3 %) of the male respondents said they would not be comfortable if a female police officer was promoted to the rank of the Inspector General of Police (see Table 19 below).

Table 19: Percentage distribution of respondents as to whether they would be comfortable if a female police officer was promoted to the rank the of Inspector General of Police by sex

Would you be comfortable if a female police officer was promoted up to I.G	Male		Female		Total	
	n	%	N	%	N	%
Yes	24	66.7	23	95.8	47	78.3
No	12	33.3	1	4.2	13	21.7
Total	36	100.0	24	100.0	60	100.0

Source: Field data (2011)

The reflection from the respondents' answers give direction on the attitudes of police officers in the Zambia Police Service on the promotion of female police officers to the high ranks in particular and on the concept of gender equality in the high ranks in general. Most of the reasons given simply show the acceptability of the gender concept in one of the security institutions in Zambia which used to be a no go area for women prior and a few years after Independence (Mwansa and Mumba, 1981). Some of the reasons which were given by the respondents that were comfortable for a female police officer to be promoted to the rank of the Inspector General of Police were:

'A female police officer is a human being who is capable of leading a group, institution or even the police service as whole' (Male respondent);

'All officers are equal and so long as she is qualified she can lead'; (Female respondent)

'Any highly educated qualified and deserving officer ought to be considered for the rank of the Inspector General of Police not necessarily looking at sex' (Male respondent);

'Because a female police officer is also capable of running the same office if appointed on merit' (Male respondent);

'Because it is high time we are ruled by women, so we need a female Inspector General of Police who will take good care for both' (Male respondent);

'Because we do the same training' (Female respondent) and

'Because there is supposed to be equality and a female can perform better'(Female respondent).

However from the respondents who said they would not be comfortable if a female police officer was promoted to the Inspector General of Police the following were some of the reasons which they gave:

'Inspector General of Police is a sensitive issue which is highly manageable by a male police officer than a female police officer' (Male respondent);

'Women are always weaker vessels and in terms of facing weaker challenges they always cry quite easy' (Male respondent);

'The rank of Inspector General of Police is a political appointment it needs a male police officer who are able to stand firm' (Male respondent);

'With the pressures which come with that position am not particularly sure if some might be able to cope' (Male respondent) and

'Women are generally weak and cannot be strong to handle an organization like the police' (Male respondent).

Findings from a female focus group discussion were 100 % in favour of the promotion of a female police officer up to the rank of the Inspector General of Police. Among the notable reasons advanced by participants in the female focus group discussion was the issue of going to the same training school and undergoing the same course. One female participant said:

'A female officer can make it as Inspector General of Police because we go to the same school and taught the same course for the same job'.

Another one said:

'The world is talking gender because women are also human beings like men'.

Another female participant indicated that they have very low representations in high ranks because they are discriminated against especially when they refuse sexual advances from their supervisors. She said that:

'If you were proposed before by a male supervisor and you refused, you will be stuck in the same position as long as you remain under the same supervisor'.

When asked further as to shed light on why the female officers have been lagging behind in particular in high ranks where they represent a very low percentage, one female Inspector said lack of support hinders the elevation of female officers in high ranks

'We don't support each other'

About 75.0 % of the male participants to the male focus group discussion supported the idea of promoting a female police officer to the Inspector General of Police. One prominent contribution from the participants was the promotion of female police officers on the same footing as their male counterpart because of going to the same training school and doing the same course.

However some male participants had no kind words towards the idea of promoting a female police officer to the rank of the Inspector General of Police. One male officer said:

'Women are aggressive when they are annoyed and as such can't make a good decision and can't lead a sensitive institution like police, they are emotional'

Three quarters of the officers (78.3 %), had no problem in having a female police officer to the top position of the Inspector General of Police. This categorically means that they have positive attitudes on the promotion of female police officers to high ranks. The reasons they gave vary from the human rights perspective to organization practice. The issue of saying as long as one is a human being with qualifications one can do what any other person can do and the fact that officers go for the same training is more reason why all should qualify to hold the top position according to the respondents.

The reasons advanced by the respondents who said they would be uncomfortable if a female police officer was promoted to the rank of Inspector General of Police are more to do with attitude than policy. Their perception of a police organization being a hard and physical institution is similar to those raised in item 4.4.1 and same discussion equally applies where the question of physical and violent approach was challenged by Ford, (2008).

Both the Beijing Platform for action and the gendered organization theory have indicated that socialization and negative stereotyping of women and men reinforces the tendency for decision making to remain the domain of men (Frank and Jurick, 1996; Haari, 1997; UN Document, 2010). Negative stereotyping is why in the Zambia Police women are underrepresented.

4.4.3 Contribution in terms of policing of female police officers in high ranks to Zambia Police Service

The Zambia Police Service has a way of evaluating the services rendered by an officer towards police duty and usually they categorize such evaluation as either above average, below average or fair. Therefore, in order to further assess the attitudes of police officers towards the promotion of female police officers to high ranks, the respondents were also asked how they evaluated the contribution of female police officers in high ranks and were presented with three categories of answers: above average, below average, fair. Of the respondents who felt that the contribution of high ranking female police officers in the Zambia Police Service is above average 21 (88.5 %) were female officers and 18 (50.0 %) were male officers. None (0.0 %) of the female officers and 16 (44.4 %) of the male officers said the contribution of high ranking female officers is below average. Only 3 (12.5 %) of the female respondents and 2 (5.6 %) of the male respondents said the contribution of high ranking female police officers is fair (see table 20).

Table 20: The percent distribution of respondents on how they evaluated the contribution of female police officers in high ranks in the Zambia Police Service by sex

Contribution of female police officers	Male		Female		Total	
	N	%	N	%	N	%
Above average	18	50.0	21	88.5	39	65.0
Below average	16	44.4	0	0.0	16	26.7
Fair	2	5.6	3	12.5	5	8.3
Total	36	100.0	24	100.0	60	100.0

Source: Field data (2011)

Statistics from Table 19 show that more than half (65.0 %) appreciated the contribution of high ranking female police officers to the Zambia Police Service just by saying that the contribution of female police officers in high ranks is above average. This means that they have a positive attitude and are ready to receive instructions from high ranking female police officers. This is good for the Police Service in as far as promoting gender equality in high ranks is concerned especially when those officers who felt high ranking female police's contribution to the Zambia Police Service is fair (8.3 %). This study may attribute the responses of those who felt that the contribution of high ranking female police officers is below average to lack of confidence and support on the part of the female officers and to the patriarchal syndrome; the feeling that a male person is superior to a woman (Figs, 1970), on the part of the male officers.

Regarding the same question of the contribution of female police officers in the high ranks, the respondents were required to give reasons for their answer which are grouped in themes. The following were some of the reasons given by those respondents who indicated that high ranking female police officers' contribution is above average to the Zambia Police Service:

1. Helpful

'During training female officers handle female recruits problems properly, they also handle women sports clubs [such as] Nkwanzu and Paramilitary net ball. There are areas which suits women e.g. PRO (public relations officer) because most women are naturally talkative. Female officers play a big role' (Male respondent);

'Supportive because they work accordingly' (Male respondent);

'There some instances where female officers would be needed especially when dealing with delegates and female suspects' (Male respondent);

The fact that women have been known to be good communicators is an advantage especially in the area of public image building. The area of handling senior delegates such as United States Secretary of State and other female personalities such as the first lady requires female officers usually from high ranks. Their security is usually provided by high ranking female officers as aides' and this has been observed by the respondents that felt the contribution of high ranking female police officers has been above average. In this regard they have been valued to have contributed by virtue of their gender.

2. Role models to other women

'They encourage their fellow women in the service to go higher and to look smart in uniform. They also encourage women to work hard' (Male respondent);

'They are hard working, educated, well disciplined and they are well dedicated to work' (Female respondent);

This factor is significant both within the police service and outside the police service. The influence within the police service is the fact that other female police officers are motivated to work even harder because they know they can as well be promoted to such a high rank in the police service. The women outside the police service are also encouraged to apply for employment in the police service when they see women holding a high rank. This in the long run can positively contribute to the gender equality in the Zambia Police Service.

3. Proven leadership qualities

'All the senior female police officers I have come across have quality and exceptional leadership' (female respondent);

'As at now we have a Deputy Commissioner of Police (DCP) a woman who is even Director' (Male respondent);

'We have Director Legal a very high ranking female police officer heading the most important unit in Zambia Police Service' (Male respondent).

The high ranking female police officers were perceived to have performed above average on the very fact that they are breaking through in being appointed to what was known as challenging responsibilities. Apart from the recent appointments no female police officer has ever been promoted to the rank of Deputy Commissioner of Police nor has there been a female police officer to head the department of legal and profession standards from the time that the positions were established.

4. Equal to male officers

'Contribution [of male and female police officers] is the same' (Female respondent);

The observations of some officers were that the contribution of high ranking female police officers is just the same as the male officers.

Of the officers who felt that the contribution of female police officers is below average, the following were some of the reasons which they advanced to justify their answers:

'Women feel inferior even when they are capable because of cultural beliefs' (Male respondent);

'Too much complaints' (Male respondent);

'Too much excuses so work at her office will not go well as expected' (Male respondent);

'They don't apply themselves as firmly as their male counterparts' (Male respondents);

'They don't have self confidence in themselves and as such they cannot support upcoming officers' (Male respondent);

The opinions given by male officers is an indication of negative attitude. It is this attitude unfortunately that was found by studies reviewed in this study to have been obstacles to not only female police officers but to other women with intentions to joining the police profession (Hurn as cited in More and Wegner, 1992). Almost all the reasons given were found not to be true. Sherma (1957) found that female police officers do have physical as well as mental and emotional fitness. On the question of too many complaints, female police officers were found to have a concomitant fear of complaining about abuse. Despite this, there is no law written or otherwise which states that an officer may not be promoted on the basis of a complaint. To the contrary the Zambia Police Service has even a documented procedure which police officers must follow whenever aggrieved (Zambia Police Service Instruction). This means complaining is not an obstacle but a right. The reason of not being firm and lacking confidence stands challenged by the findings that female police officers were found to be capable to perform just like their male counterparts (Block and Anderson, 1984). What can be deduced from the male officers responses is the fact that male police officers have a negative attitude towards female police officers and this is what was found to be their true character in as far as their perception of female police officers is concerned (Melchione, 1976). Male police officers are in the habit of perpetuating myths about women's lack of emotional fitness. The question of saying that female police officers don't apply themselves firmly is nothing but a myth because there is no evidence.

The views expressed by respondents on the contribution of high ranking female police officers to the Zambia Police Service have a positive impact in the promotion of gender equality in the high ranks first and foremost and in the whole Zambia Police Service. The reasons given by those who felt the contribution of high ranking female officers to the Zambia Police Service is above average and their representation which is more than half gives hope that gender equality in the high ranks in Zambia Police Service is certain.

CHAPTER FIVE

CONCLUSIONS AND RECOMMENDATIONS

5.0 Introduction

This chapter presents the conclusions and recommendations made from the findings of the study. The conclusions are presented first and then followed by the recommendations.

5.1 Conclusion

The overall aim of this study was to assess the factors that influence representation of female police officers in the high ranks of the Zambia Police Service. The specific objectives were to establish the extent of women representation in the high ranks in the Zambia Police Service, to assess whether the criteria used in the promotion of police officers was gender sensitive, to examine police officers' views and attitudes on the promotion of female police officers to the high ranks and to analyze the qualifications required in the promotion of officers to the high ranks. The importance of this study was to try to bring out the cause for inadequate representation of the female police officers in the Zambia Police Service with the hope of recommending how the levels can be increased.

Through a descriptive cross-section study using both qualitative and quantitative methods of data collection, a number of factors were discovered to be behind inadequate representation of female police officers in high ranks in Zambia Police Service.

The very important conclusions drawn from the study was that institutional factors such as lack of a departmental gender policy or gender department impacted negatively on the attitudes of officers especially the male officers on the promotion of female police officers to the high ranks. Whereas to a certain extent the idea was accepted, there were officers who harboured negative attitudes and felt that a female police officer cannot manage a police organization.

Female police officers are discriminated against on matters of deployment which eventually affected their promotion to high ranks. This results from a perception amongst the police

officers that passing through all the areas of police operation makes an officer experienced and suitable for promotion up to the rank of Inspector General of Police yet at the same time the female officers are allegedly favoured by being deployed at the front desk.

The other conclusion is that the process of promotion is not gender friendly to promote gender equality. This is because the recommending officers have no gender guide lines to consider when promoting and the promotion Board as well as the police and Prisons Service Commission are not gender sensitive.

To summarize, the study found out that age, education and length of service were not considered important qualifications for promotion to high ranks in the Zambia Police Service. It was also found out that qualifications for promotions are there but they are not applied in totality as some officers were being promoted without undergoing the tests prescribed in the same qualifications. Merit and experience are put as determinants for promotion of police officers. The numbers of female police officers as compared to male police officers was found to be low but this was also found not to have a bearing on the representation of female and male police officers in high ranks as it was not representative for instance, the female police officers were 19.6 % in the whole Zambia police Service whereas in high ranks they were 12.3%. The female police officers are underrepresented in high ranks. Negative attitude was found to be the cause with about 50 % of male police officers. All women supported the performance of female police officers in high ranks though they felt discrimination to deployment and promotion and sexual harassment was affecting their progression.

In Zambia today just like in any part of the world especially those in conflict and post conflict areas, the cases of violence against women is on the increase and therefore the low levels of female officers representation at all levels will not be of help. The low representation of female officers in particular will worsen the situation in that it will impact negatively on the general representation of female officers in the whole of the police organization. This is done either directly by their inability to influence policy on increasing female applications or indirectly by the absence of role models to would be female applicants. In this regard gender based violence and all other cases involving boys and girls can only be guaranteed a maximum service if the female police officers are represented in

the community they serve both in operations and in the high ranks. The police should consist of men and women on the basis of equality at all levels and in all areas including the rank structure. After all, the police will always have to deal with the preservation of legal order, if necessary by force, but also with the aid of victims of accidents and crime. This duality of duties can be characterized as masculine and feminine. The more the organization becomes a reflection of society, the more confidence it will get from the general public.

The low numbers of female police officers in high ranks will remain the way they are as long as there is no affirmative action to increase their representation. In studies undertaken before in policing in Australia on the levels of representation of female police officers as compared to male police officers as indicated in the literature review, affirmative action was found to be an appropriate remedy towards addressing the deficit of female representation in the high ranks. Differential treatment therefore is a must if Zambia police Service is to record some contribution towards the promotion of gender equality in high ranks.

The implication to this will be the failure on the part of the Zambia government to reach the 30 % women representation in decision making positions by 2015 as prescribed by the regional and international bodies to which Zambia is a party. Zambia Police Service will fail to contribute to the attainment of the much wanted gender equality at all levels and in all areas.

5.2 Recommendations

5.2.1 To address the imbalance in representation in all the high ranks in the Zambia Police Service, affirmative action is the answer. This should be supplemented by concerted effort to work on the mind set of some officers with negative perceptions on the calibre of a female police officer in as far as performing in high ranks is concerned. An orientation must be undertaken on gender and gender roles in particular on some officers including supervisors to enable the promotion of female police officers to high ranks on an equal basis to that of the male police officers. Therefore, the Zambia Police Service must as a matter of importance establish a gender section and appoint a gender focal person to advise on gender issues and work on mindset of the officers. A deliberate policy and action plan aimed at increasing the number of high ranking female police officers can work like it did in New Zealand (Mossman, 2008).

5.2.2 The Zambia Police Service should review and revise existing security related legislation, policies codes of conduct and protocols to ensure that they are not discriminatory and take into account the specific need and capacities of female and male police officers.

This recommendations is in line with one of the Beijing platform for action recommendation to promote gender equality in decision making position:

government should promote an active and visible policy of mainstreaming a gender perspective in all policies and programmes so that before decision are taken, an analysis is made of the effects on women and men respectively(UN Document. Gathering a body of agreements.<http://www.un-documents.net/bpa-4-g.htm>.)

5.2.3 The Promotion Board as well as the Police and Prison Service Commission must not only be representative or gender balanced, but must be given instructions and guidelines on the promotion of gender equality

5.2.4 There is need to revisit the qualifications and the promotion process so that emerging concerns and factors are incorporated to address all issues of men and women especially in the area of merit and experience so as to broaden its meaning as it relates to all areas of police operation. This is because some officers may become experienced by serving in one area, for example in victim support unit, yet not exposed to other areas such as patrol or general operations which is always deemed to be an important area from where the needed experience for promotion to high ranks is acquired. There is need to give an operational definition to the meaning of experience and merit indicated on the qualifications required for promotion of police officers in the manner which can embrace gender concerns.

5.2.5 Zambia Police Service should be conducting a gender responsive assessment annually, including sex-disaggregated data and must survey the different security needs and capacities of women and men so as to incorporate the same in item **5.2.4** above.

This recommendation is in line with one of the Beijing platform of action's recommendation which urges government to;

monitor and evaluate progress in the representation of women through the regular collection, analysis and dissemination of quantitative data and qualitative data on women and men at all levels in various decision making positions in the public and private sector and disseminate data of women and men employed at various levels in governments on a yearly basis, ensure that women and men have equal access to the full range of public appointments and set up mechanism within governmental structures for monitoring progress in this field (ibid)

5.2.6 Implications for future practice

Implementing the above recommendations will go a long way into increasing the levels of representation of female police officers in high ranks and will have a positive bearing on the Zambia Police Service both internally and externally. Internally in that once gender equality is attained the Police Service will be able to offer effective services to the whole community as it will be representative of the population which it is destined to serve. This will also have a bearing on the country's effort to be in line with the global UN declarations of promoting

gender equality. To increase the number of women in decision making position is the cornerstone of the UN's effort to eradicate poverty and sustainable development at is actually at the centre stage of the international relations. Scoring on gender equality in the Zambia Police Service therefore will mean scoring globally. Alas, if no effort is made the opposite will happen. At the moment it looks promising with the political will exhibited in the historical appointments of female officers to the two top positions by the new government of the Patriotic Front under the leadership of Micheal Chilufya Sata.

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APPENDICES

APPENDIX I: Work Plan/Project time scale

Dissertation activity	Duration (weeks)	Month
Problem Identification	8	January-February
Clarifying aims and Objectives/Research questions	8	February-March
Literature review	6	March- April
Methodology	2	April
Pilot study	2	June
Data collection	4	June-July
Data processing-findings	4	July-August
Writing a report	4	August
Viva preparation(Oral presentation preparation)	4	September

APPENDIX II: Budget

Description	Item	Quantity	Rate(k)/unit	Total
Professional fees- Research Consultant	Working days	5	250,000=00	1,250 000=00
Reimbursables- Researcher's transport	Days	100	50,000=00	5,000 000=00
Substance- Lunch allowance	Days	100	50,000=00	5,000 000=00
Secretarial Services and Stationary	(a)Ink and reams of paper	4x920 Hp officejet ink	180 000=00	720 000=00
Secretarial services and stationary	reams of paper	4	30 000=00	120 0000=00
Photocopyng	Copies	110x3	27,500=00	82,500=00
Flash disk	8 gigabytes	1	280,000=00	280,000=00
Pens	Blue	10	1000	10 000=00
Reporting of final dissertation submission	Copies	110x4	27,500=00	110 ,000=00
Cover and binding	Copies	4	60 000=00/Copy	240,000=00
Talk-Time	All Networks	100,000x3	100,000/Network	300,000=00
Sub total				13,112,500=00
Contigency reimbursement at 10%		Sub-total	Sub-total	1,311,250=00
Grand total				14,423,750=00

Appendix III: Letter for permission to conduct study in Zambia Police to Inspector General of Police

The University of Zambia

Directorate of Research and Post Graduate Studies (Department of Gender Studies)

P. O. Box 32379

LUSAKA.

May, 2011.

The Inspector General of Police

Zambia Police Service Headquarters

P. O. Box 31449

LUSAKA.

Dear Sir,

Am No 1054 A/Supt Shipolo of Lusaka Urban Headquarters currently pursuing a Master's Degree in Gender Studies at the University of Zambia.

As part of the requirements for to obtain the degree am doing a research on 'factors contributing to inadequate representation of female police officers in high ranks' in Zambia Police Service. Permission therefore is hereby sought to do this research in Zambia Police. At the end of the study Zambia Police will access the results to this study by virtue of a copy of a report which will be given and will be in a better position of addressing the problem of inadequate representation of female police officers in high ranks.

Yours faithfully,

Sylvester shipolo M

Permission(approved or not
approved).....

Name.....Signature.....Date.....

Appendix IV: Letter of consent to respondent

Topic: Factors contributing to inadequate representation of women police officers in higher ranks in Zambia Police Service.

Introduction

Dear respondent,

My names are Sylvester Shipolo M, a student at the University of Zambia.

You have been identified as one of the respondents to participate in this research. Participation in the Survey is completely voluntary. You have the right to withdraw at anytime without explanation. However, we hope you will participate in the Survey since your views are important.

I would like to ask you questions on the factors that contribute to inadequate representation of women police officers in higher ranks. This information will also help the progression of women police officers in higher ranks thereby promoting gender equality in decision-making position and contributing towards the Zambian government’s effort towards attaining the 30% women representation by 2015. You are therefore asked to answer the questions provided in this questionnaire.

Whatever information you will provide will not be shown to other persons, it will be kept strictly confidential to the extent permitted by law.

If you need clarity, feel free to contact my supervisor Dr Fay Gadsden, School of Humanities and social Sciences, Gender Department, University of Zambia, P. O. Box 32379, Lusaka.

At this time, do you want to ask me anything about the survey?

May I begin the interview now?

Signature (1) Interviewee/Respondent.....

Date.....

(11)

Interviewer.....Date.....

Study site.....

Appendix V: Questionnaire

There are four parts in this questionnaire, each under a specific heading. The first part will ask about personal details, the second part will ask about the attitude regarding promotion of women police officers in higher ranks, the third part will ask about gender related questions and the last part will ask about the qualifications required to be promoted to higher ranks.

You don't have to answer all the questions. If you come to a question that you don't know feel free to skip it and move on the next question. For your answers please Tick in the provided box or write in the provided space where applicable.

Study site.....

Date.....

Part A: Personal Details/Background

Q1. Sex of respondent:

- 1. Male []
- 2. Female []

Q2. Age of respondent

- 1. 25-29 years []
- 2. 30-34 years []
- 3. 35- 39 years []
- 4. 40-44 years []
- 5. 45-50 years []
- 6. 50 + []

Q3. Highest level of education attained by the respondent

- 1. secondary []
- 2. College []
- 3. University []

Q6. Marital status of respondent

- 1. Unmarried []
- 2. Married []
- 3. Divorced []
- 4. Widowed []

Q7. For how long have you been working in the Police Service?

- 1. 1- 5 years []
- 2. 6-10 years []
- 3. 11-14 years []
- 4. 15+ []

Q8. What is your current rank?

- 1. C/Inspector and below []
- 2. A/Supt []
- 3. Supt []
- 4. S/Supt []
- 5. ACP []
- 6. SACP []
- 7. DCP and above []

Part B: Views and Attitude of police officers on the promotion of female police officers to high ranks

Q8. How would you want higher ranks to be distributed among male and female police officers in Zambia Police Service?

- 1. More high ranked male officers to female officers []
- 2. More high ranked female officers than male officers []
- 3. More higher ranks equally shared by both male and female police officers []

Q9. Give reasons to answer to Q8.

.....
.....
.....

Q10. Would you be comfortable if a female police officer was promoted to the rank of the Inspector General of Police?

- 1. Yes []
- 2. No []

Q11. Explain your answer to Q10.

.....
.....
.....

Q12. How would you evaluate the contribution of female police officers in high ranks compared to male officers?

- 1. Above average []
- 2. Below []
- 3. Fair []

Q13. Give reasons to your answer to Q12.

.....
.....
.....

...../the end. Thank you for your time.

Appendix VI: Focus Group Discussion Guide on attitudes of middle ranked officers on promotion of female police officers to higher ranks.

Participants in this discussion will involve officers of the middle ranks between the rank of A/Supt and Deputy Commissioner of Police.

Two group discussions of 12 police officers will be held. One group will have only female police officers and the other group will have male police officers only to allow officers express themselves without any due influence.

Selection of officers will be done purposively, only officers with the said ranks and who will be present at the proposed day of the discussion will be chosen.

Each group will have one session with one in the morning from 09 00hrs to 1200hrs and the other group will sit in the afternoon from 14 00hrs to 17 00hrs in the Zambia Police Headquarters conference room or any other place which will be available and convenient for the discussion.

Discussions will commence with the introduction of the Researcher, the Research Assistant and the Research itself. Officers will then introduce themselves.

Introduction

Upon entering the conference room at Police Service Headquarters proceedings will be as follows:

“...Good morning/afternoon sirs/madams(or Commanders)....,

...I am no 1054 A/Supt Shipolo of Lusaka Division Headquarters currently pursuing a Masters Degree in Gender Studies and this is.....my research assistant who is helping me in the taking of notes. I am carrying out a research as a partial fulfillment of the studies on the ‘factors contributing to inadequate representation of female police officers in higher ranks in Zambia Police Service’. You have been purposively selected to participate in this discussion on the researcher’s understanding that your input will help in answering objectives of the research and there by contribute to the increasing of the levels of representation of female police officers in higher ranks and promotion of gender equality in the Zambia Police. Participation is voluntary in that you are free to refuse to take part or to withdraw from the discussion at anytime. You are also assured that information received from you will be confidential and will be used specifically for academic reasons. Anonymity is guaranteed in that your names may not be mentioned if you so wish. Zambia Police may benefit from the recommendations which will be made in that a copy of the report will be given to the institution. If it is alright for you to take part in this discussion we can now introduce ourselves so that we start the discussion.”

As officers introduce themselves the letter of consent should be signed by each participant.

The discussion will commence according to the listed themes and the Research Assistant will take down notes or record accordingly. Each participant to be given an equal chance of contributing and to be encouraged to do so.

Focus Group Discussion Guide (to be conducted on officers expecting promotions).

Place.....Date.....

Part A: Views on qualifications on promotions to high ranks

1. What motivates to work as a police officer
2. The ambitions
3. Are promotions made on merit that is are the promoted qualified

Part B: Attitudes of officers on promotion of female officers to high ranks

1. Why senior positions (higher ranks) are held by men.
2. Who can make it as Inspector General of Police between male officers and female officers

Part C: Whether promotions being gender sensitive

1. Have you ever been discriminated against as a result of being a male or being a female police officer
2. Should there be gender equality in promotions?

Part D: Suggestions for promotion of gender equality in high ranks

1. How can gender equality in higher ranks be achieved

Appendix VII: Interview guide for an in- depth interview (to be used on officers in decision making positions)

Procedure

The interviews to start with a greeting, followed by an introduction of the reporter, the assistant when available and the research to which the interview is being sought.

Introduction

Upon entering the office of the selected interviewee proceedings will be as follows:

“...Good morning/afternoon sir/madam...,

...I am no 1054 A/Supt Shipolo of Lusaka Division Headquarters currently pursuing a Masters Degree in Gender Studies and this is.....my research assistant who is helping me in the taking of notes. I am carrying out a research as a partial fulfillment of the studies on the ‘factors contributing to inadequate representation of female police officers in higher ranks in Zambia Police Service’. I would like to ask you on the qualifications for promotions and whether the promotions which are gender sensitive or gender neutral. You have been purposively selected to participate in this research on the researcher’s understanding that your input will help in answering objectives of the research and there by contribute to the increasing of the levels of representation of female police officers in higher ranks and thereby promote gender equality in the Zambia Police. Participation is voluntary in that you free to refuse to be interviewed or to withdraw from being interviewed at anytime. You are also assured that information received from you will be confidential which will be used specifically for academic reasons and anonymity is guaranteed in that your name may not be mentioned if you so wish. Zambia Police may benefit from the recommendations which will be made in that a copy of the report will be given to the institution. In this regard is it alright for me to interview you?

If permission is not granted, thank the selected interviewee and leave.

If an appointment is given, accept the date given and to thank the interviewee for the opportunity and make a follow up.

If permission is granted let the interviewee sign on the letter of consent as you fill in demographic data on part A of the interview guide and proceed with the interview by following the questions indicated on page 2. The assistant researcher to take notes, or when not available, the interview to be recorded with the help of a tape recorder or phone. Record site, date and time.

Part B: Qualifications and procedure used to promote police officers in Zambia Police Service

Place..... Date.....

1. Briefly describe your job description.
2. How did you attain your current position?
3. What procedure is used to promote an officer to high ranks (A/Supt to DCP)?
4. What procedure is used to promote an officer to the position of Commissioner of Police and Inspector General of Police?
5. Are the vacancies advertised?
6. What are the qualifications for one to be promoted to high ranks?
7. What are the qualifications for an officer to be appointed to the office of the Commissioner of Police and Inspector General of Police Candidate?

Part C: If promotions made are gender sensitive

8. Is there a gender policy in Zambia Police Service? (elaborate on Written or Unwritten)
9. Do you have knowledge about gender?
10. Briefly explain if gender is considered in the promotion of police officers in Zambia Police Service?
11. Is there a deliberate policy to increase the level of representation of either male or female officers in ranks where they are underrepresented?
12. Are officers encouraged to apply for promotions in areas where they are underrepresented in the Zambia police Service?
13. Is the promotion list disaggregated by sex, does it show how many males and females have been promoted?

..... /the end. Thank you for time.

Appendix VIII(a): Documentary/Desk/Record review guide.

To be used for establishing the extent of underrepresentation of female police officers in higher ranks. Data for this will be collected from police service headquarters staff office, research planning unit, signals and by phone from divisional signals throughout the country. Statistics from provinces to be obtained separately and then added and the percentages to calculated accordingly and then entered in the tables below.

1. What is total number of female police officers in Zambia Police Service holding ranks as from the lowest rank (constable) up to the highest rank (Inspector General of Police)?

1.1 General duties ranks female police officers representation

Rank	male	Percent	Female	Percent
Inspector general of Police				
Commissioner of Police				
Deputy Commissioner of Police				
S/Assistant Commissioner				
Assistant Commissioner				
Chief Superintendent				
Senior Superintendent				
Superintendent				
Assistant Superintendent				
Chief Inspector				
Inspector				
Sub/Inspector				
Sergeant				

Appendix VIII(b): Record review guide.

To be used for establishing the extent of underrepresentation of female police officers in higher ranks. Data for this will be collected from Zambia Police Service Statutes, Zambia Police documents from the research planning unit and the police college.

What has been the trend of recruiting female police officers as compared to male police officers since independence?

What are the qualifications of promotion of officers to high ranks and

What is the process as regard to the promotion of an officer in Zambia Police Service?