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Police Rules, Regulations (PRR) and Female Recruitment into the Nigeria Police (NP)

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Abstract: *The Nigeria Police like any formal organisation has its rules and regulations guiding the enlistment of officers. While studies on the effect of the rules on the recruitment of policewomen are inadequate, the public continues to advance subjective effects. Hence, the study explored how the police rules and regulations affect the recruitment of women into the NP. The study adopted a descriptive survey design consisting both quantitative and qualitative. Z test formula which was used because the target population was not known. The formula gave a sample size of 385 female respondents that were selected randomly from Zone7 of the NP. 305 questionnaires were recovered for quantitative analysis out of the 385 questionnaires that were administered. Key informant interview (KII) and in-depth interview (IDI) were used to generate qualitative data. Socialist and liberal feminism were used as a theoretical guide for the study. The quantitative data generated were analysed using SPSS and content analysis was used to analyse the qualitative data. Findings showed that police rules and regulations affect the enlistment of women into the NP, especially married women seeking for enlistment. The study therefore recommended that police rules and regulations should be amended and relaxed to encourage and accommodate more women into the Police.*

Keywords: Nigeria Police; Police rules and regulations; Female police; Recruitment

Introduction

Culturally, female gender is placed on a scale of inferiority and lowliest position by the practices of almost every organization with respect to recruitment, appointment, functions and promotion to top management positions. Many scholars argued this situation to be a result of the delineation of historic masculinity that had dominated the whole systems of many organizations encompassing both genders. The system of domination is also seen to establish a solid root in the cultures of the police organizations and had graduated into a virus smearing the police rules and regulations. This originated from the perception that the Police was initially meant for men and therefore encouraged the development of the male-friendly police rules and regulations guiding the enlistment of officers irrespective of their gender.

Furthermore, most police cultures placed policewomen on a very low status compared to their male colleagues in both functions and rankings indicating a patriarchal and paramilitary definition of organizational settings as women are underrepresented in the Police. All these undermine any effort to recruit and retain women and contribute to their dramatic underrepresentation in recognized law enforcement bodies (Tamuno, 1970; Burton, 1987; Alemika, 2001; Martin & Jurik, 2007; Prenzler & Sinclair 2013).

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The low recruitment of women into the police profession transcends underdeveloped countries to include the developed countries as well. In fact, researchers like Cordner & Cordner, (2011), Stroshine & Brandl, (2011) and Prenzler and Sinclair (2013) reported that the percentage of policewomen, in most developed democracies, remains at or below one quarter, compared to their male counterparts, with much lower numbers in the top management ranks. Consequently, most of the public believe that the low recruitment of women in the NP is also a function of the Police Rules and Regulations. Hence, it is to validate or reject this perception that this research examines the relationship between the Police Rules, Regulations and female recruitments with emphasis on the nature of the relationship.

Statement of the Problem

The police organistion like any social system has its own structure, rules and regulations. Generally, analysis of such structure and rules are often mono-gendered in nature which Feminists have pointed out the need to re-examine the perceived orientation and the need to account for gender in police culture and tradition. More instructive to this current study, is the military culture that has percolated into the police institutions and by extension its culture. A ready-made example is the common compliment in the service-'morning sir.' This, as it were, writes off the female folks in the police workplace (with the likelihood of a wide range career effect) and point to the needs to take a gendered look into the police rules and regulations as it affect the women enlistment into the Nigeria Police

Literature Review and Theoretical Framework

Empirical literature

The police rules and regulations have placed policewomen on a very low status in both application and recruitment. Women are underrepresented in the Police; they are not encouraged to apply because of the aggressive and authoritarian image of the Police which is based on the outdated paramilitary model of law enforcement. These undermine any efforts to recruit and retain women and these contribute to their dramatic under representation in sworn law enforcement (Tamuno, 1970; Alemika, 2001; Martin & Jrurik 2007; Prenzler & Sinclair, 2013). Policewomen are facing problems associated with recruitment, gender, career advancement and or discrimination.

Accordingly, career women ascertained that different barriers prevent women enlistment into the Police. Women in the Police claimed that such barriers include the Police Rules and Regulations and the physical strength tests, which largely contributed to the enlistment of more men into the Police nationwide (Tamuno, 1970; Austin, 1996; Alemika, 2001; Prenzler, 1996). By the 1990s, the number of female officers in the most of the progressive democracies nations reached the 10% mark, but with women often absent from smaller units such as water police or dog squads (Stroshine & Brandl, 2011; Prinzler & Sinclair, 2013). Recent research indicates that in most developed democracies the percentage of sworn women police remains at or below one quarter, with much lower numbers in management ranks, and with women from racial or ethnic minorities suffering greater marginalisation (Cordner and Cordner, 2011; Stroshine and Brandl, 2011). Women also remain grossly under-represented in most non-democratic nations or emerging democracies; (Natarajan, 2008). Recent research also points to a leveling out in female recruit numbers in the advanced jurisdictions around one third in the more optimistic scenarios and a possible problem with female attrition (Cordner and Cordner, 2011; Prenzler et al., 2010; Van Ewijk, 2012).

The police culture is also seen as monolithic which is made up of subcultures. The rules or culture drives the character of an organisation. It guides employees on what they are expected to believe

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and act, and promotes communication and mutual understanding (Skolnick 2008). Skolnick (2008, p.35) posits that "occupational groups develop understanding about how to interpret conduct, retain loyalties, express opinions, and use authority largely from organisational structures". However, the enlistment of officers irrespective of the gender is guided by the police rules and regulations. These rules as stated in the Police Regulations and the Police Act, presented the qualifications required and the conditions of service of officers. Some of these conditions as appeared in the Police Regulations include:

The Police Rules and Regulations

Qualifications and Conditions of the Service, Cadet A.S.Ps:

Section 41 of the Police Act says that:

The appointment of cadet assistant superintendent of police shall be restricted to trainees destined for general appointment in the Force.

Section 42

Subsection (1) the general qualifications required of a male or female candidate for appointment as cadet assistant superintendent of police (general duties) are as follows-

(a) Age-not below twenty-three years or above twenty-eight years;
(b) Physical fitness- must be certified by a Government Medical Officer as being physically and mentally fit for service in the Force;
(c) Education- must be in possession of a pass degree from a university recognized by the Federal Ministry of Education;
(d) Character- must be exemplary;
(e) Financial Status- must be free from pecuniary embarrassment.

(2)A male candidate shall not be less than 1.67 meters' height and shall have an expanded chest measurement of not less than 86 centimeters

(3)A female candidate shall be unmarried, and shall not be less than 1.67 meters' height.

Police Women – Miscellaneous Condition of Service:

Section 124: A woman police officer who is desirous of marrying must first apply in writing to the commissioner of police for the State Police command in which she is serving, requesting permission to marry and giving the name, address and occupation of the person she intends to marry. Permission will be granted for the marriage if the intended husband is of good character and the woman police officer has served for in the force for a period of not less than three years.

Section 126: A married woman police officer who is pregnant may be granted a maternity leave in accordance with the provisions of the General Orders

Section 127: An unmarried woman police officer who becomes pregnant shall be discharged from the Force, and shall not be re-enlisted except with the approval of the Inspector-General.

Theoretical Framework

The study is guided by socialist feminism. Socialists view the situation of women resulting from the structural oppression of the society. To the socialists, police rules and regulations negatively affect the enlistment of women because of the patriarchal nature of the police rules. At the core of the socialist is; to provide a critique of the structural oppression suffering by women in the patriarchal and capitalist society; a new social movement from the expanded analysis and understanding of Marxist historical materialism; to bring together synthesis of and theoretical explanation of Marxian and radical feminist thought to the explanation of women expression of oppression of the Police via the PRR (Martin & Forest 2004; Ritzer, 2011).

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Study Method

The study adopts a survey research design which is descriptive in nature. The research design used for the study is Mixed Method (quantitative and qualitative methods). While questionnaire was administered only on the female respondents, KII and IDI were conducted with both Policemen and women for data generation. Target population for the study were policemen and women who were enlisted as ASPs in Zone Seven (Abuja, Kaduna and Niger) of the Nigeria Police. Z test formula was used to select a sample size of 385 at a confidence level of 95% (1.96) giving room for 5% confidence error. $\mathbf{n= (Z\alpha/_2\sigma)^2/ D^2}$. Therefore, the sample size of 385 was proportionally spread over the state commands constituting Zone Seven. For KII, five (5) high ranking officers found in the Zone were purposively selected for the interview. IDI was conducted with 12 Policewomen and men who have attained the ranks of DSP, SP and Deputy Inspector General of Police among the officers enlisted as ASPs in the Zone. Analysis was based on the 305 recovered questionnaires using SPSS to generate frequency and percentage tables; and to measure the central tendency using bar chart. Qualitative data were analysed using content analysis.

Results And Discussions

Table 1: Socio Demographic information:

Characteristics	Frequency	Percentage (%)
The Age Distribution of the Respondents		
18-24 Years	19	06.2
25-34 Years	95	31.1
35-49 Years	153	50.2
50 Years & above	38	12.5
Total	305	100.0
Marital Status		
Single	33	10.8
Married	230	75.4
Divorced	27	08.9
Widow	15	04.9
Total	305	100.0
Educational Qualification of the Respondents		
HND/B.Sc	222	72.8
PGD	81	26.6
M.Sc	02	00.6
PhD	00	00.0
Total	305	100.0
Rank/Designation		
ASP 1 & 2	167	54.8
DSP	43	14.5
SP	39	12.8
CSP	27	08.9
AC	13	04.3
DCP	09	03.0
CP	05	01.6
AIG	01	03
DIG	01	03
Total	305	100.0

Source: Field Survey, 2016

Table 1 reveals the age range of the female officers in the NP. Most of the female officers in the Zone7 of the NP are between the ages of 35-49 years, presenting 50.2% of the total respondents. 31.1% of the respondents are between the ages of 25-34years, 6.2% and 12.5 % are between the ages of 18-24years and 50years and above respectively. The table also revealed a gap between the married and the single female officers. Majority of the policewomen are married with the highest percentage of 75.4%, while only 10.8% are single, 8.9% and 4.9% are

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divorced and widowed respectively. Most of the officers (72.8%) in the Nigeria Police got enlisted with HND/B.Sc qualifications. 26.6%, and 0.4% improved on their qualifications to PGD, and M.Sc respectively; none of the officers has Ph.D degree. 167 (54.8%) of the respondents are ASP1 & 2, 43 (14.1%) are DSP, 39 (12.8%) are SP, 27 (8.9%) are CSP, 13 (4.3%), 9 (3.0%), 5 (1.6%), 1 (0.3%) and 1 (0.3%) are ACP, DCP, CP, AIG, DIG respectively.

Police Rules, Regulations and Female Recruitment into the NP

Table: 2 Police Rules and Regulations specify how applicant must be recruited into NP

Response	Frequency	Percentage (%)
Yes	305	100
No	0	0
Total	**305**	**100**

Source: field Survey, 2016

The Police force is a formal organisation guided by rules and regulations which every officer must abide including the enlistment of every officer. Table 2 reveals (100%) submission from the officers to the police rules. All the respondents reported that the Police Rules and Regulations specify how applicants must be recruited into the NP. This is an indication that applicants must meet up with the requirements before enlistment as stated in sections 42 of the Nigeria Police Rules and Regulations (see pages 4and 5), and this usually has great effect(s) on the success of the applicants whether male or female.

Effects of Police Rules and Regulations on the Enlistment of Policewomen

Table: 3 Police Rules and Regulations affect the recruitment of women in the NP

Response	Frequency	Percentage (%)
Yes	249	81.6
No	56	18.4
Total	**305**	**100**

Source: Field Survey, 2016

Most of the respondents in Table 3 report that Police rules and regulations affect the recruitment of women into the NP. While 81.6% of the officers are of this opinion, 18.4% did not in any way see the effect of the police rules and regulations on women enlistment into the NP. However, it is clear from in table 3 that the low representation of women in the NP started partly from the rules guiding the recruitment exercise. They further report that the law has affected women by not allowing married women to be enlisted; that alone would affect the percentage of women that would be applying for enlistment. For instance, Section 42 sub-section (3) states: Female candidates shall be unmarried, and shall not be less than 1.67 meters' of height.

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Reason for More men than Women in the NP

Table: 4 Reasons for more men than women in the NP

Response	Frequency	Percentage (%)
Rules & regulations specify the enlistment of more men than women.	31	10.2
The rules are more favourable to the enlistment of men.	29	09.5
more men usually apply than women	103	33.8
A and B	23	07.5
A and C	35	11.5
B and C	21	06.9
All of the above	57	18.7
None of the above	06	02.0
Total	**305**	**100.0**

Source: Field Survey,2016

There are more men than women in the NP because more men apply than women for enlistment, as reported by 33.8% of the respondents. Though the women are of different opinions on why we have more men than women in the NP, 10.2% of the respondents believe that Police Rules and Regulations specify the enlistment of more men than women via its unfriendly rules to female. While 9.5% of the respondents report that more men are found in the NP because the rules are more favourable to them, 18.7% believe that, despite the specification that more men should be enlisted and the unfriendly rules to the enlistment of women, more men than women apply for enlistment into the NP. Furthermore, 7.5% are of the opinion that more men are enlisted because police rules are more favourable to them, 11.5% are of the opinion that police rules specify the enlistment of more men than women; and 6.9% are of the opinion that more men apply, because police rules are favourable to them. However, 2.0% of the respondents did not attach any reason to why there are more men than women in the NP. In an in-depth interview, a woman (CSP) is of the opinion that:

> We have more men in the NP because it was initially meant for them; the men believe that, providing security is a man's business, therefore, this perception gave rise to the demand for more men than women (IDI/Female/Police Division/Zaria/2016).

Another respondent, a female DIG in the Force Headquarters Abuja is of the opinion that "*men have the number in the NP, and they will continue not until the women decide to join in numbers and which we can't force them because we need numbers" (IDI/Female/2016).* For instance, a female CSP argues:

> During my time, only 5 women applied out of the 100 candidates that applied. So when more men apply, what do you expect to see? Is it not more men? To me, is not a big deal, the issue is let's get more women applying. Our culture is not friendly to women too, most especially here in the North. They call a police woman names such as prostitute (IDI/Female/Police Headquarter /Niger2016)

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Enlistment of Married Women in the Nigeria Police

Table 5: Prevention of married women from being recruited in to the Nigeria Police

Response	Frequency	Percentage (%)
Strongly Agree	19	6.2
Agree	27	8.9
Disagree	101	33.1
Strongly Disagree	158	51.8
Total	**305**	**100.0**

Source: Field Survey, 2016

Table 5 shows the perception of the policewomen regarding the enlistment of married women. This shows that married women should be considered for enlistment provided they are not pregnant at the point of enlistment. Up to 51.8% of the respondents strongly disagree with the police rules and regulations to continue to prevent married women from enlistment. While 6.2% and 8.9% strongly agreed and agreed that married women need not be recruited respectively, 33.1% disagreed. Most women in the NP see the aspect of the rule preventing married women enlistment as discriminatory and see the need for the rule to be reviewed. For example, the most senior officer among the respondents argues:

> though women are not ready, like the men, to join the Force, but the rule itself is contributing to the low turnout of the female because there have been a lot of discriminatory rules in the NP which are both in the Police Act and regulations and as said earlier, this is one of the aspects (KII/female/Police Headquarter/Abuja/2016)

Need to review laws guiding the enlistment of women in the NP:

The rules and regulations guiding the enlistment of the female officers need to be reviewed as indicated in Table 6. The frequency table shows that 63.3% of the respondents are of the opinion that the aspects of the law regarding the enlistment of women into the NP need to be reviewed to accommodate and encourage more women enlistment. Contrary to this, 36.7% are of the opinion that the rules need no ammendent for an interested female applicant to apply and be enlisted.

Table 6: The need to review Laws guiding the enlistment of women in the NP

Response	Frequency	Percentage (%)
Yes	193	63.3
No	112	36.7
Total	**305**	**100.0**

Source: Field Survey, 2016

Considering the discriminatory rules against women as contained in the Nigeria Police Rules and Regulations (NPRR), most of these women have different perceptions regarding which aspect of the rules needs review as shown in Figure

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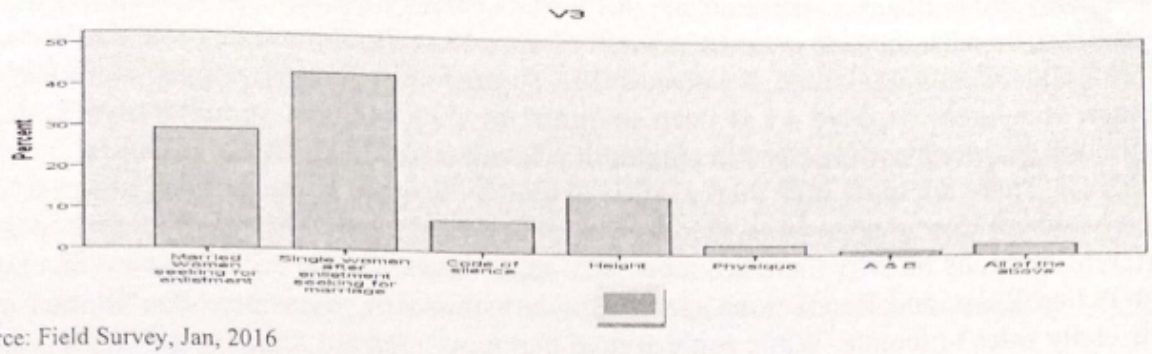
Figure 1: Aspects of the law that need review



Source: Field Survey, Jan, 2016

Obviously, the bar chart shows the highest response for single women after enlistment seeking for marriage. This means that most (43.7%) of the women in the NP see the rules guiding single women after enlistment seeking for marriage as discriminatory since the rule is applicable to only female officers. However, 89 respondents, representing 29.2%, report that the aspect of the law that needs review is the married women seeking for enlistment. This is because they see it as one of the aspects largely contributing to the low recruitment of women in the NP. While some (23), representing 7.5 % of the respondents see the need to review the code of silence, 43(14.1%) are of the opinion that the height requirement of the female applicant should be relaxed in order to have more women scaling through for the enlistment. Furthermore, 7 (2.3%) believe that the physical requirement for the female officer is too much; therefore, it needs to be relaxed so as to encourage more women enlistment. However, 3(1.0%) are of the opinion that both rules guiding the enlistment of married women and single women seeking for marriage after enlistment need to be reviewed as against 8(2.6%) those that see problems with the entire laws guiding the enlistment of women in the NP. In line with the argument, the most senior female officer argues:

> Several aspects of the NP Rules and Regulations regarding the female officers need to be reviewed, because some of these aspects look discriminatory, most especially, the aspect of the single women after enlistment seeking for marriage. Though, we are making effort towards the amendment of these laws. We have set up a committee to look in to the Police Rules and Regulations to come up with recommendations, and this would be considered along with the UN report that was suggested in 2010 (KII/Female/Police Headquarter/Abuja2016).

From the responses generated, Police Rules and Regulations affect the enlistment of women and contribute to gender imbalance in the Nigeria Police. Accordingly, the socialist see the PRR negatively affecting the enlistment of women because of the patriarchal nature of the rules. Hence, the socialist provided a critique of the structural oppression suffering by women in the Nigeria Police via the PRR and expanded analysis and understanding of historical materialism to the theoretical expression of the oppression of women by the PRR (Ritzer, 2011).

Discussion of Findings

Few women are found on high ranking position in the Nigeria Police generally because of the PRR that affect the enlistment of women. This is similar with the situation of police women in most developed democracies. The percentage of sworn women police remains at or below one quarter, with lower number in management ranks, and with women ethnic minorities suffering

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greater marginalization via the guided rules such as in the PRR (Cordner and Cordner, 2011; Van Ewijk 2012; Prinzler and Sinclair, 2013). The PRR guide officers' enlistment and after enlistment, on what they are expected to believe, how to acts and promotes communication and mutual understanding (George & Jayan, 2012). Accordingly, feminist argued that PRR affect women enlistment because it has been designed by men for men so as to ensure adequate restriction for women and probably making it a Men's World (McDowell. 2008, Ritzer, 2003 & 2011). There are more men than women in the NP because of the patriarchal nature of the society which encourages more men to apply for enlistment. Though, the women are of different opinions on why there are more men than women in the NP. Some women believe that Police Rules and Regulations specify the enlistment of more men than women via its unfriendly rules to female. While some argued that more men are found in the NP because the rules are more favourable to them, some believe that the police is mostly seen as men's world. This is also plausible with the arguments that female are leveling out in recruitment in numbers in the advanced jurisdictions around one third in the more optimistic scenarios and a possible problem with female attrition (Cordner and Cordner, 2011; Prenzler et al., 2010; Van Ewijk, 2012). However, two major barriers prevent women from joining the Police which are both formal and informal. The formal is the PRR and the informal is the treatment the women would receive from the larger society after enlistment.

Conclusion and Recommendations

The PRR as an element of the police culture serves as a guide to officer's enlistment. As a regimental organisation, it guides officers on what they are expected to believe and promote. PRR affects the recruitment of women into the NP most especially the aspect of married women seeking for enlistment and single women seeking for marriage after enlistment and these contribute to the underrepresentation of women in the NP. Hence, the research recommends that marital status should not be considered for women enlistment, in as much as the applicants are not pregnant. Nigerians should improve on their culture(s) to encourage women to participate in the force specifically from Northern Nigeria. To ensure women participation at all level, recruitment should be taken down to Wards and Local Governments, at the same time, the height required for women seeking enlistment should be relaxed to allow more women to scale through.

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