



Empowerment of Women in Male-Dominated Profession of Policing: A Qualitative Study of Women Police Officers of Lahore

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ABSTRACT

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This study highlights false conceptions related to policing as a profession for women and highlights reasons for labeling this profession as not suitable for women. The study challenges the fact that regardless of active participation of women in every sector, women are still facing stereotypical behavior from society due to their career building in policing. Through qualitative approach, the study unravels different patterns of behavior. Phenomenological design was used as a strategy of inquiry. Ten women police officers were selected using purposive and snowballing sampling techniques. A descriptive design of interview guide is used to explore and evaluate different aspects related to the research study. The theoretical lens of labeling theory and social learning theory were used to analyze results. Findings of this study show that major factors behind low participation of women in policing and reasons of labeling this profession as inappropriate for females include issues of acceptance from society and non-suitable working environment of policing for women. The participants of the study have shown their progressive concern towards profession of policing by sharing their efforts towards contribution in their profession and showing their concerns towards the importance of inclusion of women in policing and its positive aspects.

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1.0 Introduction

The history of women in policing begins in the territorial west in the 1870s (Archbold & Schulz, 2012; Schuck et. al., 2023). History reveals discrimination issues related to women's development in policing as their major role was limited to municipal policing initially. After World War II, the picture was quite different as many women made their career in policing with moving in a larger police environment by taking more responsibilities (Brooks, 2023; Archbold & Schulz, 2012). For many decades, it has been observed that cultural context defines the role of women in business and in the workforce (Smithsonian Institution, 2002; Sudha & Reshi, 2023). The picture of today's modern world shows active participation of women in every sector, but stereotypical stance associated with different professions affects women's abilities and way forward to success in male dominated professions which is labeled as not suitable for women.

Pakistan is a country with a patriarchal cultural context where working women are facing different sort of challenges in their career building just like unfavorable working conditions and other professional barriers which are constructed through the masculine structure of institutions (Haider, 2015). Due to low participation of women in policing, the department of police remains male dominated and it is considered to be unsuitable profession for women (Garcia & Shen, 2023). By conducting interviews with female police officers, it has been revealed that women are keen towards making their careers in policing but the challenging environment of police stations and myths associated with this profession restrict women to adopt any other profession, other than the female oriented professions. The literature presented in this study is more about the empowerment of women but it gives a deep understanding of women participation in policing on national and international levels. Literature presented in this study shows many dimensions regarding the inferior behavior with female officers, due to which issues like sexual harassment, gender discrimination in assignments and glass ceiling in promotion emerge (Sands, 2023). In short, there is evidence that women from the very start face challenges in the profession of police and now there is a dire need to address them for achieving sustainable progress.

2.0 Literature Review

In one of his research, Evans Makori Oruta (2016) suggests that element of resistance has always been a part of the police department as regards to career of women in this male dominating institution and which is still present. In the department of police where the majority is comprised of the males, females are facing discriminatory behavior on a daily basis from both male officers and some sections of public. Similarly, a study by Yates et. al., (2023) also talks about the male domination in the institution in context with multiple forms of marginalizations and silencing the voices of marginalized genders and communities.

Balkin's article "Why policemen don't like policewomen" (1988), explores the idea that there is always a special sort of aggressive attitude and behavior that is associated with male police officers and it is considered that women are unable to incorporate that competency and professionalism during performing policing duties. His study suggested that women are facing double burden when it comes to their career in policing. These include stress related to their tough duties and stress in coping with attitude of male police. He suggests that the new generation with

the progressive use of technology framework can only change the psychological baggage along with change in typical policing culture (Shuck, 2023; Ansley, 1956).

A research study, “Women in policing in a transforming organization: The case of the Estonian Police” by Aigi Resetnikova (2006) shows that women in police department are more acceptable by the general public as they are more capable of understanding issues related to women and children who have been victims of wrong deeds of men. Other than that, women police officers are also performing their best in investigation departments and crime prevention departments of policing. The research study demonstrates that women are equally capable as their male colleagues with regard to the professionalism and performance and can understand issues of public in an appropriate way.

A research study “Police officer orientation and resistance to implementation of community policing” by Paul McCold and Ben Wachtel (1996) indicated that the idea of community policing is unsuccessful due to cultural dynamics and no change in police attitudes. The study shows that department of policing focuses primarily on crime control and maintenance of law-and-order situation but it fails to focus its attention towards behavior change and that is why the general perceptions of community policing is not changing.

A research study “Male police perception of women police in Pakistan” by Yahya Ahmad, Sundas Syeda in 2012 showed a survey report which was based on women representation in all provinces of Pakistan i.e. Sindh, Punjab, Khyber Pakhtunkhwa, Gilgit- Baltistan. Baluchistan and federal capital Islamabad showed the perceptions of male police in term of reputation, skills, and performance of their female colleagues. It concludes that the absence of women in this department is the basic drawback that is directly linked with the nature of job, image and unfavorable working environment. The survey report showed the willingness of male police officers to work under or along with the female police officer that highlights the positive attitude of male counterparts. According to this research study, 79% male officers had given a positive response towards incorporating females in policing and on the other hand, 49% of male police officers had never worked with female staff that becomes the source of not recognizing skills and talent of female officers. The researcher concluded that a significant change in mind set of society is required to change the typical image of policing in order to make it a favorable profession for women (Alexander & Charman, 2024; Garcia & Shen, 2023)

3.0 Methodology

This qualitative study is based on interpretative research paradigm as phenomenon of empowering women police officers needs to be deeply investigated. The present research followed a social constructivist approach to create a deep understanding of the problem on the basis of daily life experiences as people gain deep understanding of the world with the help of their surroundings and construct different perceptions that has a variety of meanings. Phenomenological Research Design was used as strategy of inquiry. A sample of ten female police officers from different police stations in Lahore coming under the span of control of the Punjab Police Department was selected. Ten participants make up an ideal sample size for a phenomenological research design (Creswell and Poth, 2018). This sample include married and unmarried women police officers with diverse

educational backgrounds ranging from Matric to M.Phil. and occupational ranks such as Assistant Superintendent of Police (ASP), Deputy Superintendent of Police (DSP), Sub Inspectors, Inspectors, Constables and Front Desk Officers. The variation in demographic characteristics of participants helped in gaining a nuanced understanding of female related issues in this male oriented department and also to gauge the influence of their educational background, marital and social status in general on their experiences. Non-probability purposive sampling and snowballing were used as sampling techniques by the team of researchers to induct these research participants. In-depth interviews were used as a tool of data collection. The participants were informed about the research study before starting the interviews. They were clearly elaborated about the purpose of the study and confidentiality was guaranteed to them. For the purpose of data analysis, verbatim from the interviews were transcribed and similar codes were categorized under themes. Collected data was analyzed under labeling theory and social learning theory to understand the phenomena and to give a common ground to all the perceptions that were gathered during data collection. Inductive and deductive coding was done and similar codes were categorized under themes. To assure the trustworthiness of research, analysis of the report was re-consulted with the study participants.

4.0 Findings and Results

The demographic information of participants of in-depth interviews is given in Table 1.

Table 1: Demographic information of participants for In-depth interview

Participant	Married/ Unmarried	Age	Qualification	Rank	Career duration
Participant 1	Married	26	Graduation in Economics	ASP	5 years
Participant 2	Married	50	Masters	DSP	13 years
Participant 3	Married	38	Masters	SHO	9 years
Participant 4	Unmarried	26	MPhil	DPO (data processing officer)	4 years
Participant 5	Unmarried	25	Masters	Front Desk Officer	3 years
Participant 6	Married	25	Masters	Front Desk Officer	3 years
Participant 7	Married	26	Masters	Front Desk Officer	3 years
Participant 8	Married	29	F. A	Constable	6 years
Participant 9	Married	27	M.A. Urdu	Constable	5 years
Participant 10	Unmarried	25	B.A.	Constable	3 years

Through the data collected during IDIs, different themes regarding perceptions and challenges faced by female police officers of Punjab Police emerged.

4.1 Women participation and perception in Punjab Police Department

Punjab Police is considered to be one of the most efficient police departments, when it comes to working of policing in Pakistan. In Punjab Police, a lot of women have been assigned higher posts and they have individual success stories of their careers in policing but still they are less in number as compared to male officers. This gap makes the department a male oriented department. All the participants of this study had a general perception about women participation in policing which was male oriented nature of department. After discussing the topic with different ranked female officers, a change in thinking regarding women participation in policing was clearly observed. The police constables owing to their personal economic challenges have joined the profession while going against the existing gender stereotypes. Punjab police department recently have incorporated a majority of women in a newly emerged complaint cells/Front desks to change the first look of policing by creating a soft image with the help of well-educated female staff. These female staff sit in front desk offices of police stations all over Lahore for the compliance of female applicants. These female officers are quite different in there dealing to public as compared to uniform staff and have an IT based setup of their offices. They are not involved in field work and investigation process rather they are working to promote good will of Punjab police department to change its aggressive image by creating a friendly environment for the complainants. All of the study participants were agreed on a one point regarding women participation in policing which was to take in consideration the gender needs of females in order to make this department women friendly so that they would not resist to join policing and to choose it as their professional career and in this way the thoughts of society regarding this profession can only be changed.

Study participant who is a police constable and had served her 5 years of police services stated that:

“My father was a police officer after his death my younger brother who was in school (Matric) at that time was supposed to join policing but due to his studies and age gap I joined policing for running expenses of my family. This thing was very unpleasant for my family and relatives in which a girl joined police department which is considered to be a male oriented work place and I face a lot of pressure from their side”

Another participant (constable) said that:

“I joined policing under compulsion. My family was not financially stable I was in need of a job with good salary and that’s why I joined policing”

Another participant (DPO/data processing officer) stated that:

“I had joined police department three years back through proper channel which was test based recruitments. I was not sure that I will qualify the exam but after that my parents got worried on joining policing as a profession. They were frightened of societal pressure that

policing is not a suitable profession for females and don't want me to join but after discussing it with the high officials who were present in my interview, they allow me to work as one of the high officials told them these female officers will have separate safe IT based offices and work in between of public and police for the compliance of complaints and not directly linked up with general police''.

Another participant (Front desk officer) stated that:

“Due to the wrong image of policing and thana culture my family was worried for me of how can I sit in a premises of police station. On my recruitment many of my relatives were commenting that it's not a suitable profession for a person like me who is well educated and can do something good for her career. I faced a lot of pressure during first few months of my recruitment which was quite demotivating response”

Another participant (ASP) stated that:

“Joining this department was my own choice. On a higher level of policing things are quite changed for women police officers regarding their image but yes it considered as male dominating department when women think of joining it for her career building and that's why women are less in number in this department. There must be more inclusion of female police officer at all departmental level as they are working effectively with the same working conditions as that of men”

4.2 Levels of women empowerment at different ranks

Inclusion of women in law enforcement department like Punjab police is directly linked up with social attributes and customs of society at large. From working ranks of IGP (Inspector General of Police) to the lower rank Police constable they have different levels of empowerment which are not same at all levels. The male dominating nature of police department have its different level of influence on all levels at which women are participating and they are facing different sort of issues within the department. With the emergence of newly launched set ups like safe city project, front desk project IGP complaints cells, Gender cell situation is getting changed day to day. Participants of the study have shared their experiences regarding the levels of women empowerment in Punjab police. According to the participants levels of empowerment are very low at lower ranks. Women police officers working at the ranks of constables and head constables are facing issues of favoritism, harassment, discrimination regarding their duty schedules and day to day tasks. On the other hand, women police officers at higher ranks are more empowered and they have got more opportunities to prove themselves in a male oriented department. They have more decision-making powers as compared to the females working at lower ranks.

Participant (ASP) stated that

“At the beginning of my career in policing people usually ask me about the scenarios and conditions I face and how people treat me? Did they treat me differently? From the day first till now I feel that this career is very empowering. When you are coming through CSS

level things are entirely changed. I would like to give credit to all my seniors they have never gender discriminated against me and my other female colleagues. They believed that we are more competent than our male colleagues. This thing is not only surprising for me only but for other people also. I have also attained the opportunity to work in Gujarat one of the most criminal area of Punjab. For women of today things are changing day to day it all depends on our efforts and determination. I am very happy that I am trying my level best to break the stereotypes to set a progressive way for other girls''.

Participant (SHO) stated that

“I was the one female who was appointed as SHO after 19 years. For me it was a very challenging task. I was in pressure situation where I have to prove myself as much competent as my female colleagues SHOs in dealing day to day tasks. In my area surroundings I firstly meet business community, local community, and imam masjid for making them feel aware that I will be available for them in every tough situation. I was lucky that they warm welcomed me despite of my gender and trusted me fully like a male officer. We at SHO levels are not entirely empowered as we are answerable for every act to our divisional SP's but we also have their support behind in every legal matter''.

Participant (front desk) stated that:

“In premises of our IT rooms, we are fully empowered to take every sort of application from complainant and the responses from the beat officer regarding this in the time duration of 24 hours. We have permission to forbid any uniform person who is sitting in our room without any work. We are fully empowered to follow our SOPs and to help general public in every possible way''.

4.3 Dealing with different challenges at work place

Women while joining policing firstly face issues of acceptance. The role of women in policing was restricted to female issues and child victims initially but with the passage of time they are now taking part in law enforcement tasks as well. Policing as a profession for women is very challenging as it considered to be a male oriented profession. Punjab Police department took a stand towards reducing male oriented recruitments and practices and launched new projects that strategies towards women empowerment. Study participants who are working in front desk offices and gender cells have told that the day-to-day work place challenges are same as past but now higher officials have empowered them in such a way that the dealing of these challenges become easy for them. In gender cells cases related to rape are assigned to gender cell in-charges who are female police officers of rank sub inspectors and they are fully empowered to investigate them on merit basis. On the basis of responses gathered from the participants of the study the challenges faced by female police officers have categorized into two major parts including gender-based challenges and personal challenges.

4.3.1 Social challenges

4.3.1.1 Patriarchal culture

Profession of policing has strong mechanism of patriarchy with majority of male police officers. This profession has the attributes of strong masculine traits which deal majorly with physical strength and toughness. Patriarchal traits present in policing restrict the administrative skills of women police officers and their professional abilities as well. Due to strong patriarchal culture women police officers feel suppressed while dealing issues related to discrimination and inequality and feel a societal pressure while joining policing (Tripathi, 2020).

Participant (Front desk) stated that:

“When I passed my exam for the post of police station assistant, I was not sure about the response of my family and relatives regarding joining this department. My father told me that it’s a male oriented work place and considered unsafe for women. Somehow, I convinced my father and family and after three years now he is satisfied with the positive change in police culture and he feels proud that I am serving people in a good manner”.

Participant (ASP) stated that

“Yes, patriarchal culture is strong here in police department but this can only be changed with the inclusion of more female officers. We as a society should modernize our thoughts that no profession should be gendered centered and women can play a progressive role in every sector and organization. Stereotypes those are attached with this profession are just in the minds of people there is no reality”

4.3.1.2 Harassment

Sexual harassment is the most common form of discrimination that present in any workplace where male and female work together. Police department is a male dominating work place where female police officers are intimidated to report any activity related to sexual harassment due to fear of defamation (Tripathi, 2020). The harassment is not always sexual; often they become a victim of abusive verbal advances and casual sexism.

Participant (SHO) stated that:

“We are quite unlucky in this way that this department has slow mechanism in adaptation of modern reforms. In most of the other organization there is a proper committee that deals with the issues of work place harassment but in our department, it is very difficult to launch complaints against our male counterparts due to the defamation issues and male dominance. There is a need to pay attention towards this issue if we want more females in police department”.

Participant (constable) stated that:

“I was sexually harassed by an officer in charge who was also my head. I refused him so many times that I don’t want to do friendship with him but he was continuously offering

me. At last there was no option behind for me rather than transfer and I did the same''.

4.3.1.3 Issues of acceptance

Previous research studies have shown that female police officers are not easily acceptable into the field of policing and they also face challenges of acceptance within the department from their male counterparts. The mind set of male police officers are built in a way that this job is not suitable for females as they are not considered physically strong as that of man and they have lack of emotional control (Davenport-Klunder & Hine,2023). Hunt (1990) found that male police officers were afraid that the females would expose secrets of police corruption. This lack of trust created a barrier between male and female police officers (Hunt, 1990, Skolnick & Bayley, 1988). Due to the issues of acceptance female police officers feels discrimination but it cannot be generalized to all male officers of Punjab police department in the current scenario. Some of the respondent of the study reported that their male colleagues give them respect and support but still they do not recommend their own family members to join police force and this is due to the negative perceptions of policing.

Participant (Front desk) stated that:

“Every police station in Lahore has its own separate front desk with in the premises of police station. In front desk there is a team of one female and two or three male officers. We are working in very corporative environment and our male counterparts fully supporting us in making us feel comfortable. At the start of my job my father was very much afraid regarding my posting in police station. My colleague convinced my father that your daughter will not have any trouble here and he took the responsibility’’.

Participant (constable) stated that:

“We sometimes feel opposed behavior from our male counterpart during our duties with them. They make us feel realized that we must leave this department as it is not good for females due to bad reputation. This thing demotivated us and we feel discriminated in this way’’.

4.3.1 Personal challenges

In Punjab police department Women police officers have collective and individual success stories according to the duties and tasks assigned to them. The inclusion of women in this department is transforming this organization into user friendly. Women police officers are working in different sections of Punjab police to facilitate general public and to change the first impression of typical policing in very positive manners. As this profession is very task oriented it has also impacted their personal lives. As a police officer they feel more confident and fearless but they also face some challenges in their personal lives.

4.3.2.1 Gender equality

It is considered that women are not capable of handling emotional situations and profession of policing is considered to be tough for them. Respondent of the study have pointed out the fact

that in reality the caring and nurturing nature of women make them stronger in their communication skills and that's why public feel more comfortable while dealing different issues with them as compared to male officers. Gender equality has largely presented in profession of policing with less enrolment of women police officers in this profession. There is a need to incorporate more women in this profession for the betterment of situation.

4.3.2.2 Managing house hold with duty hours

For catering women issues the role of women police officers cannot be denied. It is considered that duty timing of women police officers in Punjab police is much flexible than duties of males but it depends on the situation and condition. Emergency duties and late-night duty calls for raids affect women police officers and their families. The married police officers have kids and often they bring their kids to work so at times striking a healthy work/life balance becomes challenging.

Participant (constable) stated that:

“Yes, I do participate in my house hold work. I have two kids and I myself cook food for them. I also check their home works but it takes effective time management. It's quite hectic to manage all these but it cannot be possible without support of my husband. During tough duty situations he helped me out in caring of our kids”

Participant (ASP) stated that:

“Society needs to understand this fact that there is a need of women in every sector of life without their induction we cannot be a powerful state. We as a society must change our perception that raring and caring of children and managing household is not only women related tasks. Women can manage both their work and their house hold with the help and support of their family members”.

Participant (SHO) stated that:

Maintaining law and order situation is not an easy task. While dealing public issues sometimes we neglect our family and kids. People must appreciate those efforts as it's not easy for us to being a female to neglect our families for the sake of general public and their safety.

4.3.2.3 Issues of mobility

Women police officers are more exposed towards the society as they deal day to day issues. Respondent of the study have reported that on the lower levels of services pick and drop service is not provided to the female police due to which they have to travel in public transport. Sometimes there are negative comments by public. Punjab police department must consider the need of mobility related issues of women police so that they can work comfortably.

4.3.2.4 Transfer issues

The performance of every women police officer is depending largely on the working conditions and environment. Women police officers also face transfer posting issue as that of male

police officers. Punjab police department tries its level best to build a flexible infrastructure for transfer of female police officer so that they can work in better working conditions. Respondent of the study reported that sometime due to personal issue transfer posting is done. We as a female police officers have to manage our family life and work at the same time and due to transfer posting which is not merit based, we feel unease in our duties.

4.3.2 Myth handling

Police department in Pakistan regarded as corrupt and abusive organization of state. Due to lack of accountability system and good governance stereotypes and myths are attached largely with this department. Every other organization have good and bad people in their surroundings but this department is considered to be closer to issues of general public therefore one bad act reputed it bad as a whole. Female police officers in this department are dealing with stereotypes and myths directly or indirectly. Societal pressure forced them to left this profession and to go towards better options like doctor, teacher etc.

Participant (constable) stated that:

“People associate so many myths with this profession without any facts. It is used to be said that female police officers are not family oriented and they considered corrupt. Every person we meet give advice to us to leave this department and go for other options as this profession considered to be unsuitable for women”

Participant (SHO) stated that:

“I always tried to motivate my female subordinates to work with devotion in this field as we are protector of general public but societal behavior leads us sometimes in stressed conditions. This typical stance needs to be changed now”

5.0 Discussion and Conclusion

This study has highlighted the major factors that are involved in low participation of women in policing and reasons of labeling this profession as inappropriate for females which include issues of acceptance from society and non-suitable working environment of policing for women. The participants of the study have shown their progressive concern towards profession of policing by addressing their efforts towards their profession and telling the importance of how much it is necessary for the department to incorporate more women in this profession for the public facilitation. In this era of technology and advancement women are more concern towards their education and careers and they take every profession as a challenge which is said to be male oriented and police department is one of them. In few years with the emergence of newly launched projects of Punjab police department which include Safe city project, Front desk project, IGP complaint cell, Gender cells a lot of women have attained the employment opportunities with a strong work place mechanism. These projects are monitored and lead by higher authorities and emerged keeping in view the gender needs of female employees. Reforms like these projects which are public friendly can changed the typical environment of police stations and ultimately it can lead the image of female police officer towards betterment. Infrastructural change is also very

much required for this purpose which also include suitable work place environment for women and in this regard trainings and motivational lectures can play an effective role. Media should take responsibility to highlight the positive aspects of efforts of female police officers to change the general perceptions regarding this profession. Police department with the help of media and non-government organizations can build a strong mechanism to bridge the gap between policing and general public to change the typical impression of policing.

5.1 Discussions and Recommendation

Two broader categories of recommendations are defined by the respondents in order to achieve a progressive change and to deal with the challenges which they as a female police officer face.

5.1.1 Departmental level

According to the respondents, the department must make policies and infrastructure taking in special consideration to the needs and challenges of both genders. Exhausting duty schedules must be overcome in order to make this department suitable for women. Respondent have recommended that police department must incorporate women with good educational backgrounds for changing the typical style of policing and this can only be done if they make the environment of police station easy and suitable for a female police officer. There must be separate rooms for the sitting of female police officers in every police station and separate washrooms. To improve service delivery mechanism of merit-based promotions and appreciation is very much important. Motivational trainings for eliminating gender discrimination and to gender equality can change the typical perceptions related to policing. In addition, department should build strong administrative infrastructure for the resistance of issues like sexual harassment, gender inequality, discriminations and deployment issues.

5.1.2 Better working and living conditions

Punjab police department for the betterment of its repute and image have to upgrade the working conditions for its employees both male and female. There is a need to generate gender-based policy frame work for the ease of its female workers. In this regard proper sitting arrangements for female officers, separate washrooms and investigation rooms are required so that police stations can turn into public friendly environment. 8 hours working duties and weekly rest is very much needed for the police officers for their better mental health.

5.1.3 Collaboration with non-government organization

For the betterment of any organization, it needs a strong mechanism of collaboration with other organizations. The role of media and non-government organizations is very important in this regard. Media have power to promote image of any organization by publishing the positive contents. Police department must be provided by a media section for its publications. This will be helpful in bridging up the gap between police and general public.

5.1.4 Infrastructure change

Punjab police department needs infrastructural change which requires use of technology at all levels. Recently launched IT based front desk has changed all the typical style of record keeping and launching of complaint which is highly appreciated by the general public. Now FIR is

launching online in every police station and it has an online system of case record. This sort of project can wash away stains of bad repute from police department.

5.1.5 Accountability

Police order (2002) provides a strong mechanism of accountability of all police officers. If a police officer fails, I performing his/her duty he must be given merit-based punishment so that general public starts trusting this organization. In CCPO (Capital city police office) Lahore a proper desk for handling complaints against police is currently working.

5.1.6 Societal level

Profession of policing is very closely related to the society and its day to day activities. Police officers deal applicants on daily basic. Few years' back general perceptions about policing were not admirable but with the passage of time with the help of police reforms now situation is changing. Firstly, during the government of Benazir Bhutto first women-oriented police station was established in Rawalpindi that was for the facilitation of women. After that this step was taken in other big cities of Pakistan so that cases related to women must be dealt by the women police stations. This process of change was not steadily fast but Punjab Police department is trying its level best to upgrade the standards of policing and to create public friendly environment in Police stations of Punjab by incorporating females in policing. Respondent of the study have pointed out the factor that it is very important that being a member of society people should respect this profession as it is very important department to maintain law and order situations and day to day issues dealings of general public. If people start accepting and respecting women in police uniform it will become easy to break all those stereotypes and myths which are associated with this profession.

5.1.7 Awareness programs and motivation

Government should conduct awareness programs for overcoming the gap between police and general public. There must be awareness workshops held in school colleges and universities to promote good will of this profession so that general perceptions of policing can be changed towards betterment. Women only police station present in major cities of Pakistan can play a crucial role in changing mind sets of people regarding this profession.

Encouragement always gives motivation. Female officers who are currently working in police department have lack of encouragement at departmental and societal level. Their individual efforts and success stories must be published on media. With all their efforts and challenges, they face on daily basis regarding profession they must be encouraged.

5.2 Conclusion

Previously, culture of policing was called *Thana* culture as it was perceived as having elements of corruption, illegal torture and use of power. The system of demanding bribe and the process of biased investigation made the reputation of this department as quite bad. Induction of women in policing is very low worldwide. Police department was considered to be a male dominating department, where women's participation was less than 1%. Currently with the emergence of new projects in Punjab Police department, women are ambitious towards this profession of policing but they have always been discouraged by the society due to misperceptions

about this profession. Women who are already part of this profession, also pointed that the need of induction of women in police department is very necessary for changing the general perception of policing and to promote good will. A dynamic change is required for changing the perception that the profession of policing is not appropriate for women. Awareness-raising of public is very much required in this regard. In today's scenario, there is a female officer sitting in every police station to deal with women complainants. Women complainants feel more comfortable in coming to the *Thana* for their issues due to induction of these female officers in Police stations. Public is very happy with this positive change and appreciate this effort of Punjab Police with their feed backs. This positive attitude of general public is limited to the civil staff only. While dealing with uniformed police officers, they associate myths and stereotypes of typical policing culture with them and do not appreciate their efforts. This thing needs to be changed for the betterment of this profession. A lot of female ASPs, sub inspectors and assistant sub inspectors from a good educational back ground are joining this force to make their careers and to overcome this gender-based resistance. With the emergence of modern world and active participation of women in workplaces, this perception must be changed that females are incapable of handling pressures due to less emotional control. Their role as female police officers must be recognized in positive manner to liberate this profession from myths and stereotypes. Sensitization in this regard is very much important. Media can play very important role in sensitizing people about the changed perceptions regarding policing. It will ultimately encourage women police officers who are currently part of this profession and open up the way for others who want to join this department as their professional career. As defined by labeling theory, if society labels a person as a criminal, other people automatically start labeling him as negative and this can cause more negativity about that person. If media portrays the positive efforts of women police officers, negative perceptions regarding this profession can be changed.

Asma Akram: Problem Identification and Theoretical Framework

Ambreen Salahuddin: Data Collection, Idea Refinement

Inam Ul Haq: Data Analysis, Supervision and Drafting

Conflict of Interests/Disclosures

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