

CHANGES AND CONTINUITY IN ROLES OF NIGERIAN WOMEN POLICE IN POST COLONIAL NIGERIA

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Abstracts

Nigeria police at the enlistment of women into the organization assigned them to roles that are in line with the women traditional domestic roles of looking after women, children and delinquent juveniles. This created an impression on the citizens about women's role as dependents on male officers and therefore are less relevant in the system. This study became a necessity because over the years' women police roles have been modified and therefore have witnessed several transformational developments and yet have received little or no attention. This work consequently discussed the changes and development in the activities of Nigeria policewomen. Qualitative descriptive method of research was adopted. The study however submits that women police have worked in almost every department in Nigeria police and have achieved excellent feats in all the aspects. For this reason, they should be accorded the same opportunities available to policemen and be promoted into several positions including the management cadre to avail them the opportunity to exhibit their qualities.

Keywords: Women, Police force, Juvenile, Criminal investigations

Introduction

The necessity for women involvement in police was first recognized in the United States of America in 1845. Matrons were hired in the New York police department to take care of female detainees. Canada enlisted women in 1896 and Germany in 1903. In 1910, Mrs. Alice Stebbins Wells of Los Angeles was employed as the world's first professional woman police. Her appointment raised a prevalent interest among individuals. She was properly recruited as a female officer and given the authority to arrest crime suspects. Australia employed women police in 1915, Britain 1933, France 1935, India 1938, Japan 1946, Delhi 1948, Singapore 1949, Italy 1959 and Israel 1960.¹ In United

Kingdom, the Women Freedom League carried out a campaign on male violence against women, this led to the recruitment of women police officers in United Kingdom in 1914. The enlistment of the women police was attained with so much antagonism. This development was further driven by Florence Belgarnie of the Women's Temperance Association who concerned by the events in the Metropolitan Police Department, like the incarceration of female prisoners under the control of male police officers, began a movement for the recruitment of women matrons to guard female inmates in police stations. ²

In Nigeria women had practically minimal or zero function in the colonial police structure as they could barely be relied upon to be viable for purposes of controlling riots or as agents of force. However, with growing societal awareness, complexity and consciousness of some aspect of police responsibilities where women comprise an irrefutable advantage, the need to complement the efforts of the men folk with their female counterparts became obvious. As a result of that women were enlisted into the Nigerian police force in 1955. They began training on first October 1955 and had their passing out parade on 26th April 1956.³

The duties allotted to women police at their inauguration worldwide were aligned to the protection of women and children and safeguarding of law and order. This is significant in light of the fact that the colonial government's reasons for recruiting women into the law enforcement were as a result of the negative impacts and tendencies which antagonistically influenced women and children. Nevertheless, even with the difficulties of the contemporary time, phenomenal variations and expansion in the frontiers of task carried out by police women have been occurring. Currently, women have been acquainted with tough jobs which were initially preserved for male officers, in spite of the fact that this organization was designed as a male dominance sphere with the Police Act putting women in a dependent position. Women have consistently been consigned to the defensive mode role that attempts to shield them from the tougher crimes which involve hazards, thus restraining their roles within the force. Police job normally is mentally and physically challenging. Most people refer to women as mentally and physically feeble and therefore unfit to deal with the nature of police job which involves crime fighting. Contrary to this assertion, Bell asserts that women make proficient and efficient police officers.⁴ Currently, it is not unusual to see women police officer heading police divisions. There is hardly any capacity or activity which a woman has not handled, they have worked at parity with their male counterparts and have demonstrated their abilities in all their tasks.

Literature Review

These studies showed that women police worldwide undertake the same roles and responsibilities though some are still relegated to their traditional roles even in advanced countries. Nigeria has involved women in those roles that were initially made for male officers. In deliberating on the improvement in status and roles of women police, Loiuise Jackson⁵, Frances Heidensohn⁶ and Harper Collins⁷ compared the status of women in United States Police by compiling their experiences since 1964 when they were granted the opportunity to take on the male dangerous jobs like patrol, arrest and handling of guns and clubs and are now treated equally with men in same training, duties, same uniforms and pays. They argued that irrespective of the change in status, women are still minority in midlevel managerial positions. Susan Martin⁸, similarly examined the global changing roles of women in policing. She traced the history of women in policing down and the factors that led to the role change of police women. She reiterated that structural barriers which consists of socialization and departmental policies still negatively impact on the upgraded roles of police women.

Annie Hau-Nung Chan⁹ analyzed the development of Hong Kong women police from pre-world war era to twenty first century. He discovered that irrespective of the change in status of women police, they are still more attracted to women and juvenile cases because such tasks are naturally appealing to them and they somehow enjoy doing them more than men. Hong Kong police force and its female officers are remarkable. Presently the Hong Kong police female officers are not excluded from any unit and their social status is high.

Adki Surender¹⁰ in his analysis on the growth and development of women police in India, stated that irrespective of the growth and change in roles of police women that has occurred in several countries, the Indian women police are still attached to the traditional roles of caring for women and juveniles and they occupy about three percent of the India police service. In this analysis it can be seen that irrespective of the change in status of women police worldwide and the clamor for equal role with the male officers, in Hong Kong and India, the women officers are still comfortable and attached to women traditional police roles. Natarajan Mangai¹¹ had a different opinion about the change in roles of police women because she felt that instead of the change of the status an All Women Police Unit (AWPU) should be established to ensure that the traditional roles of women police are persevered

Bredan Maguire¹² opined that contrary to the beliefs that women police are not as capable as their male colleagues if not more capable in fulfilling their roles as police officers, that women police in Washington DC executed their duties and achieved the same outcomes in handling violent and aggressive citizens as patrol officers. Women officers are rarely charged with misconduct. They have achieved giant strides and accomplished a commendable job on daily basis.

The Statutory Specified Duties Assigned to Women Police

In Nigeria, the duties of women police are clearly spelt out under section 4 of the Police Act paragraph 115 and 116. As a general rule, women police officers are employed on duties, which are connected with women and children and shall be particularly employed in the following duties:

- Investigation of sexual offences against women and children.
- Recording of statements from female witnesses and female accused persons and from children.
- Attendance when women or children being interviewed by male police officers.
- The searching, escorting and guarding of women prisoners to and from police stations.
- School crossing duties
- Crowd control where women and children are present in numbers.
- Clerical duties.
- Telephone duties.
- And other office /orderly duties ¹³

Searching of Female Suspects

Despite the fact that there is no articulated capacity to search any individual and detain property found in such a person's possession, it is an acknowledged practice for the police to search an individual ensuing arrest. In regard of searching officer ought to be escorted to the police headquarters by a police officer if possible with a female officer. This is to safeguard the officer from any accusations the female convict may bring up future.

Traffic Control

Women police officers fill in as traffic officials. The purpose of traffic control is to dial down traffic jamming or blockade. This department was exclusively placed under the supervision of women police.

Exclusive Right to Investigate Juvenile Cases

The Juvenile and Women crime section in most police divisions are controlled by women. These Juvenile units are practical rehabilitation centers and the women police officers perform the roles of mediators there. It is not designed like the mean and harsh looking regular police offices. Women are invested with the sensitivity and ability to handle children and issues related with them and they execute the responsibilities better than their male colleagues. Women Inspector, Assistant Superintendent of Police and Deputy Superintendent of police are in charge of juvenile welfare centers with separate offices in many police divisional headquarters primarily to perform the above responsibilities. It is the exclusive duty of the women police officers to look after uncontrolled children, lost and run away children till arrangements to transfer them to their owners or safe shelters and government welfare centers are resolved.

Interrogation of Female Offenders

It is usual that female offenders are probably going to open up to the female police officers than they would do to the policeman. In this case the utilization of the woman police becomes appropriate. They are likewise used to trap elusive criminals. Ivy Okoronkwo¹⁴ in her study revealed that no young woman can be questioned by male officer. Such work is delegated solely to policewomen who, by their womanly simplicity and instinct are able to gain the assurance of their younger sisters.

Administration

Women police officers likewise work in the administrative department of the police force. They are known as Administrative officers while in the position. They organize and collect crime statistics, news and report from the post and notify the Divisional police officer about such happenings. They similarly arrange the posting of suitable hands to numerous crime and inquiry department in the division. Women also function in these capacities as chief clerk, crime officer in various divisions and as typists, they type the charge sheet and extract information from crime diary. Women police also carry out the role of nurses and tailors in workshops.

The Expansion of the Roles of Women Police

The evolution and growth of Nigeria society prompted an adjusting improvement and extension in the Nigerian police force. Subsequently the capacities of operation of the female officers were extended and diversified to meet with their growing responsibilities. In Nigeria women police had also

exceeded the nominal roles assigned to them and now performs general duties of Nigeria Police force. They are no longer limited by the conservative law of merely looking after women and children. Women are now involved in other diverse areas of police jobs such as investigation and prosecution of cases involving men, surveillance, charge room duties and administrative duties.¹⁵

Some have risen to the level of Divisional Crime Officers, Divisional Police Officer, Commissioner of Police, Assistant Inspector General of police and Deputy Inspector General of police. Women were ushered into the management cadre from 1973, when Mrs. Bisi Ugowe was appointed commissioner of police in acting capacity, she subsequently became the first female commissioner of police, in 1989 she was promoted to the position of Assistant Inspector General of police and Deputy Inspector General of police, making her the first Nigeria woman to attain these heights. These feats were followed by the promotion of Mrs. R. I Iyamabo and Mrs. R. R Wushishi to the position of Assistant Inspector General of police in 1992, by Inspector general of police Aliyu Attah. Currently, fighting crime is no longer what constitutes the main part of police work, therefore, physical stature and strength are no longer a disadvantage to police women particularly with upgrading in new strategies and machineries.¹⁶

Women have also had the opportunity to handle core positions which include the appointment of Mrs. Ugowe as the secretary to police commission under the presidency in 1992, an extremely strategic position for the government and police force. While in 1993, Assistant Inspector general of police Mrs. Racheal Iyamabo was made the first female force secretary of Nigeria police force.¹⁷ This position constituted the key and crux of administration in the force.

In June 1992 Inspector general Aliyu Attah expanded the roles and duties of women police and introduced them to motor vehicle driving and the riding of motor cycle, to justify that female officers be assigned to more challenging roles like their male counter parts. The pioneer officers who were 27 in number undertook a six- month training course and passed out in 31st December,1992 as drivers' / women patrols.¹⁸ They were all posted to Abuja and their fundamental duties were traffic control, dispatch and escort duties, ceremonial functions patrols and surveillance.

In 2005 Inspector General of police Sunday Ehindero stirred a new wave in women policing by appointing the first female commissioner of police for

State command in the person of Mrs. Ivy Okoronkwo. With this women police have been moved from been administrative head to operational heads in the management cadre. She was posted to head Ekiti State command. He also directed that Mrs. Ireju Barasua be appointed the Public Relations Officer for Rivers state and Mrs. Olabisi as Public Relations Officer for Delta State. DSP Jummai Sanda Zakayo was made the commanding officer of 46 Police Mobile Force Squadron Abuja Force headquarters. He also directed that 25 percent of foreign mission allocation be given to women police officers. In his words he said that as part of the empowerment move, that at least five women will be heading at least different commands as Commissioner of police. ¹⁹

Mobile Police Force

On 1st July 2002 women were conscripted into the Police Mobile Force by Inspector General of Police Mr. Mustafa Balogun. Directive was also given to all squadron commanders to overhaul the women Police mobile force unit with a view to actualizing gender equality. They are in MOPOL 46 otherwise known as the Inspector General's squadron. It has about three thousand police women. The women mobile police squadron based in Abuja falls directly under the supervision of a female police officer, a Deputy Superintendent of police. The essence of this is to include women more seriously in the area of crime prevention. The routine duties of the entire unit for now are centered on local training in Abuja. The training schedules include, arms drill, riot drill, unarmed combat, raids, internal security, mob dispersion especially of riots and demonstration carried out by women and mountain climbing. The women mobile police function as security details for visiting first ladies and women dignitaries during ceremonies. They function as security personnel during national events that involve female dignitaries.

Community Policing

In 2003, community policing was introduced by Nigeria Police Force in the three states of the federation. Assistant Commissioner of Police, Peace Ibekwe Abdallah led one of the teams. It is a partnership in which the community and the police force join forces to guarantee the security and wellbeing of life and property. The community policing idea is essentially favorable for female officers more than male colleagues. Females are more lenient and open; they can get things done efficiently, better understanding and they are better at coexisting with the members of the community. ²⁰

Community policing was introduced because of the growing tension between the police and the public. Therefore, it's an attempt to bridge the communication gap between the police and the citizens. This is to guarantee the abatement in the cynicism and suspicion between the two. It will also empower the resident to effortlessly offer information about criminalities in their neighborhood. This will assist the police with being receptive to the citizen's petitions and to completely be acquainted with the neighborhood they serve in and its residents, trouble spots, its traditions and its strength.²¹ Years of studies have proven that women in policing perform better than their male counterparts in dispersing potentially precarious and violent situations. They become less involved in the unwarranted utilization of force and construct better community interaction. Women police officers also react and resolve far more effectually incident of violence against women.²²

Investigation of Other Offences

Apart from managing women and juvenile issues, women police officers participate in counteractive action and detention of criminals, the arrest and arraignment of offenders are efficiently done by them. Under section 4 of the Police Act, it is indicated that the police shall be utilized for the reasons of deterrence and detection of crime.²³ Presently, the police women are engaged in investigation of both male and female criminal cases.

Charge room Officer

Women police right now are presently engaged in charge room responsibilities. Women police officers also presently embrace different duties that were previously allotted to police men. There has been an astounding parting from the conservative affection to children and women related roles to involvements relating to women in different areas of police work. Women officers often find themselves behind the counter as the charge room officer. During their duty week they receive report of burglary attacks and record them in the station log. At the initial phase, they might allude progressively more complex cases to the division crime branch for thorough investigation. Also women officers may convey issues that necessitate critical concern to the divisional police officer for exigent consideration. Hence, through this she turns into a mechanism of correspondence between the Divisional Police Officer and the public.²⁴

Surveillance Unit

The utilization of officers in mufti who tour within a given area on observation is one of the conventional techniques in the aspect of crime

prevention in the police force. One of the significant times of a police woman's work is patrol duty which brings her into close connections with the factual ongoing in the community, and enables her exercise her powers as an officer of the law, sometimes in defence and sometimes as a backup. When dealing with juvenile delinquents, she might use traditional punitive measures to handle them. Women police are similarly engaged in duties relating to the prevention and detection of crimes. The women police also apprehend criminals since they are authorized to arrest like their male colleagues as stated in section 20 of Police Act and section 10 of Criminal Procedure Act. Some women police that have excelled in this sector have been posted as Divisional crime officers and officer in charge special Enquiry Bureau.²⁵

Criminal Investigation and Intelligence Department

This is the most elevated investigating arm of the Nigeria Police force. It executes duties such as investigation and arraignment of serious crimes in Nigeria and overseas.

This sector is divided into units that are commanded by a Commissioner of Police. Some of the units include Antifraud, the Central Criminal Registry, Special Anti-Robbery Squad (SARS) Special Enquiry Bureau, X-Squad, General investigation, Special Fraud Unit, Legal section, Administration, Forensic science, Interpol, Homicide. Several female officers have functioned and headed this department and have made remarkable impact.

Women Police as Divisional Police Officer

Women police officers who are diligent have been elevated to the post of Divisional Police officer, while in this position, they naturally take on the roles of a crime officer in her area of authority. The duties of a Divisional Police officer are such as Administrative duties, Operation duties, Inspection and Public Relation duties are stated in the Police Regulation of 1968 section 18, paragraph 303 to 307.

Human Trafficking Unit

Trafficking in persons is one of the most structured crime in modern society. It is a crime where individuals are conveyed unlawfully for illegal profitable sexual abuse, constrained labor and commercial transactions. Trafficking of persons comprises of enrollment, sheltering or shipping people into circumstances through the use of forcefulness, trickery or intimidation and compelled to work against their will. In frequent times, children and young girls are their preys as they are tricked out of the country into overseas

countries. They lure them with easy riches and enticing job openings. The Nigeria police have formed anti-trafficking units in Twelve states of Nigeria discovered as prevalent exit channels, Ondo, Oyo, Ogun, Ebonyi, Edo, Delta, Akwa Ibom, Cross Rivers, Lagos, Kano, Borno and Abuja as head unit in the year 2000. Since its inauguration women police have been heading the unit. In this regard, police women have been renowned to play important part in this unit. The pioneer officer is Mrs. Giwa Osagie.

In 2002, Dorothy Gimba took over from Mrs. Osagie as the head the Human trafficking unit. The core resolution of the unit is to scrutinize and guarantee the effectual indictment of human trafficking cases. They carry out incursions and investigation on the traffic representatives. The interference is at airports and land borders of deportees/casualties of human trafficking is part of their achievements. They also travel to countries where detained traffickers are to be deported and escort them back to Nigeria for trial and reintegration. The Anti trafficking unit under the supervision of women police had thwarted various exercises of the human traffickers.

Peacekeeping

Women and children are generally the casualties of war and this has required the contribution of women police in peacekeeping. The victims find it easier to co-operate with them and provide them with sufficient information. Their involvement similarly achieved a peaceful atmosphere which helped the male peacekeepers to concentrate on the current conflict. The United Nations resolution 1325 of 31st October, 2000 has triggered the expansion of the role of women in United Nations field based operations among military observers, civilian police, human rights and humanitarian rights.²⁶ The United Nation furthermore stated that women sent in as police, military and civilian peacekeeping have made progressive influence on peacekeeping environs both in assisting the role of women in building harmony and defending women's rights²⁷

In 2006, The Inspector General of Police, Sunday Ehindero directed that 25 percent of foreign mission apportionment be given to women police officers.²⁸ In line with this, Nigeria was among the first United Nations member states that provided about 49 women police officers for peacekeeping missions in 2006 and sent a parallel police troops to support the African Union mission in Dafur, Sudan in 2007.²⁹ This clarifies the belief that women have natural capabilities that they bring to conflict resolution and peacekeeping missions offer them with the prospect to exhibit it. It is obvious to see that women police are an irreplaceable advantage in peace keeping. In accordance with

this the first woman police Sandra Paisley was assigned in June 2003 to head the United Nations Civilian Police force in East Timor. Her participation brought to fore the importance of women participation in peacekeeping and their expertise and competences that could be harnessed with their involvement. Nigeria Women Police have participated in numerous peacekeeping operations such as Kosovo, East Timor, Liberia, Congo and Sudan.

...two separate missions were led to Kosovo by Nigerian Female officers, assistant commissioners Bosede Dawodu and Dije Dan-Musa, who were highly commended for their excellence.³⁰

Contributions of Women Police in the Nigeria Police Force

Various perceptions have exhibited that women police are not just as dynamic as men in law enforcement duties but have even attained a more prominent level than the men especially in internal situations. Female officers are usually less hostile and able to connect with families in internal situations than the male counterpart and they resolve family quarrel more efficiently. Skilled in the management of sexual offences and other domestic problems, women police in Nigeria have been able to impact social changes among women and youths.

Women Police officers related better with the community with less distrust particularly when it includes observing activities of criminals and passing exact information for quick operational action. In this regards, they do better in surveillance roles than men. The administrative part of the police force had consistently been done by women police and they carry it out with exactness and accuracy. They have an exceptional capacity in this and are more effective than the male officers. They can equally collaborate as a group, this has helped in numerous divisions as records are exact and accurate.

The multifaceted nature and ontological perspective of Nigeria society that tends to perceive the Nigeria police as ruthless, callous, frightening and repressive has been soft pedaled as the courteous nature of the women police has helped in refurbishing the picture of the force as they characterize the reverse side of the public's view about the police. Due to their remarkable endeavors and advancement, they currently work in various sections, establishment, divisions and offices in the police force. For example, general investigation, Criminal registry, Ballistic, Forensic laboratories, Medical marine, Airwing and the Technical branches of the force. They have similarly been elevated to several ranks and positions of honor, status and saddled with great responsibilities and senior management functions. There are many

women Divisional Police Officers, Commissioners of police, Deputy Commissioners, Assistant Commissioners, Assistant Inspector general of police, Deputy Inspector general of police, Divisional Crime officers, commandants of police colleges and other lower ranks.

Women Police officers currently participate in short distance patrols and reconnaissance duties in company of armed male officers. This has diminished allegations of harassment arising from the search of arrested female suspects in gangs of male criminals. They have been commended for handling cases of abandoned babies, stolen babies, children and young persons in need of care and consideration, and reducing cases of contact of children and youths to moral threat. They also assist in providing temporary protection of run-away girls and found children until proper or sufficient reintegration.

In Human trafficking unit, under Dorothy Gimba it has investigated those cases where the unfortunate casualties were at last deported back to their countries; from Ghana, Togo, Benin, Philippines, Moldavia, Russia, Belarus, Romania, Ukraine and Lebanon. Nigeria also entered into joint agreement and salvaged casualties from Thailand and Libya. The criminals were prosecuted. A police woman, Deputy commissioner Mrs. Giwa Osagie was part of the group United Nations Protocols on Migrants and trafficking in women and children, delegated to Palermo, Italy in 2000 and in 2003 under the management of Mrs. Dorothy Gimba. Three hundred Benin children were rescued from stone quarries in Abekouta and were handed over to Benin republic government. From 2003 to 2005 they made incredible improvement.

The involvement of women police in peace keeping has helped in the decrease of sexual abuse of some female casualties in conflict susceptible areas. It has expanded the cooperation of the local women in peace building. This is because it builds trust in the mind of the community participants and therefore has amplified effectiveness.

In the area of sports many police women have exceeded expectations and have brought grandeur and honor to the Nigeria Police Force through their individual exhibitions. For instance, Chioma Ajunwa who won Nigeria's first gold Olympic medal was a police woman and a significant number of them are members of various female football teams like Mercy Aigbe and Kikelemo Ajayi. They have much effect in Nigeria female football.

Several women police officers are Divisional police officers at very exceptionally unpredictable places. Some are Area Commandants and

Commissioners that had handled insecure and extremely politics influenced State Commands, others are AIGS in-charge of distress and high crime zones and while others have been Deputy Inspector General of Police in-charge of Command Headquarters. This shows that women police have excelled beyond the constitutional in accomplishment the intrinsically constraint allotted to them and have contributed immeasurably to the advancement of Nigeria police Force.

Challenges of women police

There are various challenges faced by women police which impedes their productivity. These challenges emanate from patriarchal ideology which impedes their productivity, stereotyping, male hostilities and perception that women are not relevant in police and therefore are faced with several forms of hostilities from the citizens.

Negative perception: In African society and culture which Nigeria prided itself. A woman is assumed to be a domesticated being. Therefore, once a woman goes out of her way to do the extraordinary or get a job in a male oriented organization such as police force, the woman is seen as being unrestrained, because the public perceives her as a misfit or to have sexually satisfied all her male colleagues. They are ignored, taken for granted, her instructions are taken lightly or disregarded. Negative perception from the male officers also causes the female officers to probably experience larger amount of overt antagonism at the work place such as negative behaviors of male officers, exposure to disaster, collective faults, mockery, rumours, exposure to vulgarity and sex jokes and humiliation because of appearance.

Challenges of integration: In the context of male colleagues' acceptance of their female counterpart as the work was essentially conceptualized as a man's job. Issues of female acceptance by male officers' manifests in derogatory attitudes towards them. The nature of the work discourages most women from joining the force. Most people view it as a male dominating field due to the physical aspect and dangers involved. Others view women as weak creatures that lack physical strength irrespective of the fact that most of police force involves administration and petty crime prevention, juvenile and women which are areas women functions perfectly. It is also observed that most people feel that women are irrelevant in police force as higher percentage of criminals are male and therefore requires to be handled with male strength.

Perceived rank limit for female police officers: Men officers constructed an image in their mind of a kind of rank a female police officer should not

exceed. Attempt by women officers to close the constructed rank gap to reach higher positions that are perceived exclusively reserved for male police officers is dangerous and challenging, which involves stepping on the wrong toes. It is obvious that police force is structurally perceived masculine in terms of numbers, promotions and opportunities. This is influenced by the foregoing social structures which defined women as domestic beings and men in the public sphere. The heightened nature of this in police force has continued to create social skirmish and embarrassment. Most of the challenges being faced by women stems up from women been viewed from their traditional role which the society has accepted on their stead. According to Malcom Young³¹, women officers face a lot of hostilities in the job from fellow policemen who try to maintain dominance and control at the work place. Clarice Feihnman³² substantiates this that as long as women stayed in their prescribed, traditional roles in criminal justice (clerical and dispatch) they were largely acknowledged and that when they try to break out of these restrictions severe hindrances appeared. Women in traditional male fields therefore, may be subjected to a variety of discriminatory behaviours ranging from mild and unintended forms of exclusion to the most unconcealed and aggressive behaviours.

In short irrespective of women being promoted to the rank of Deputy Inspector General Police (DIG) and Assistant Inspector General of Police (AIG), it is still not statutory as it seemed more like generousities from the Inspector General of Police that his policies accommodate women.

Psychological trauma is an off shoot of occupational stress caused by different stressors that women police encounter in the work place. Problems like sexual harassment, negative perception from the public, hostilities from the male colleagues, family responsibilities, inadequate promotion and lack of funds and mobility to carry out some assignment are possible causes of stress. These may affect female psychology as they might start feeling inferior to men thereby de-feminizing themselves in trying to work extra hard to prove their relevance. On the other hand, it can affect their psychology towards the work; they might feel not fitted into the work. This may ultimately lead to resignation from the work and redundancy.

Conclusion

Finally, physical strength, bravery and fierceness are described as the qualities displayed by a perfect police officer, while the other many qualities needed to carry out police work successfully which include tolerance, compromise, compassion and tact are disregarded. All these are qualities that women

possess to a substantial amount. Equally overlooked is that policing serves not just law enforcement but also two other important functions, the maintenance of order and service to the public which women can perform equally well if not better than men. As women become an important part of police establishment, male police officers, police administrators and the public will accept women police more. This will in turn lead to more women showing interest and choosing policing as a career and the pressure to hire women will increase.

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