

Sociological Analysis of the Problems Faced by Women Police, A Study of District Multan

Hina Aslam¹, Saima Afzal², Zahid Hussain Shah³, Sonia Akram³ and Ghulam Sidra³

¹Lecturer Sociology, Govt. Associate College (W), Basti Malouk, Multan.

²Assistant Professor, Department of Sociology, Bahauddin Zakariya University, Multan.

³M.Phil. Scholar, Department of Sociology, Bahauddin Zakariya University, Multan.

Corresponding Author email: ghulamsidra69@gmail.com

ABSTRACT

Women are partaking in every one of the areas of life. They have critical job in state and security as police. The present study illustrates the sociological analysis of the issues faced by the ladies police, for example, socio-cultural issues and to investigate the determinants which sway the professional efficacy of women police. The study expects to have a quantitative research on ladies police. The exploration was led in the District Multan with a sample of 218 ladies police respondents belonging to the three different divisions of police including Punjab police, Traffic police and Elite police. Simple random sampling was utilized. The data was collected through questionnaire. Comparative analysis of the strata (counting single/wedded and nuclear/joint) was likewise exhibited based on viability of women police force. The outcomes investigated that Effectiveness of ladies police force is significantly different ($p < 0.05$) for single and wedded ladies police respondents yet insignificant for the respondents from nuclear and joint family structure. The comparison was likewise exhibited between the Punjab police and Elite police based on working hours. The outcomes showed that there is significant difference in working hours among respondents having a place with Punjab police and Elite police.

KEYWORDS

Sociological Analysis, Women police, Problems, Traffic police, Elite police, Punjab

JOURNAL INFO

HISTORY: Received: May 24, 2022

Accepted: June 20, 2022

Published: June 28, 2022

INTRODUCTION

A police force is a group of people assigned by the government to enforce the law, protect property, and deal with the most common issues. The legitimate use of force is integrated into their forces. It is mainly connected with law enforcement organizations of a self-governing country which are approved to practice the state's law enforcement power inside a portrayed lawful or nearby extent of correspondence. These are frequently portrayed as discrete from armed forces or various affiliations essential in the hindrance of the country alongside invader; anyway armed forces are martial units blamed for basic policing (Alonso, 2014).

There is in all likelihood guardians mingle their daughters' to have special characteristics than their youngster. It is no traverse that various foundations continue this disparity training likewise rehashing boys and girls as different. There is similarly no contradicting that various foundations engender this disparity training consequently impersonating boys and girls as different. (Jamil & Mohyuddin, 2015).

A woman police officer, like the police officer (male), is at risk to the measures, reins along with punitive strategy to the workplace in addition to it tends to be equipped for comparable privileges, remuneration, advantages and chances. The possibility of W.P. as obvious personage commencing the vigor, on a proportionate reason amid her chap partners, awards use of her fascinating resources by the side of this entire scope of law enforcement job, devoid of reducing the connotation of her basic crucial for woman and adolescents (Abbas, Zakar & Fischer 2020).

The woman police officer's development has been pounced upon by unpretentious limits, as it were, made by the large assurance detained by numerous law enforcement executives; the law enforcement job is essentially a male's livelihood. Obstructions in the law enforcement woman's corporeal excellence plus continuation are routinely alluded in the direction of like obligations to her all-purpose support. Her relations commitments particularly the solicitations of family way plus paternity are seen within a couple of billet as a further impediment. The additional summarize so as to women tend to be increasingly excited as well as apprehensive, thus not as much of vigorous for help the heaviness of law enforcement commitments (Onyango & Natarajan, 2021).

There is also no traversing that in the splitting up of gender differentiate, people esteems manliness over propriety. Essentially similarly as with all associations, in the general establishment of police, the characteristics generally linked with accomplishment are believed to be manly for instance: power, strength, lively relentlessness, and eager partition. As the delayed consequence of the overall population's dichotomization of sexes, anything other is degraded. In case a woman doesn't do sexual orientation she is expels as monstrosity (Epstein, 1970).



This work is licensed under a [Creative Commons Attribution 3.0 License](https://creativecommons.org/licenses/by/3.0/).

Women Police is considered as a sworn harmony official, engaged to actualize most of the laws and orders of the authority in addition to to recognize and catch contraveners, and is delegated in favor of the extended good security of females and toddlers and on behalf of the evasion of wrongdoing along with these females and toddlers, plus in support of these supplementary law enforcement commitments like a woman is most suited for. (Melchionne, 1967)

Female officials showed on a very basic level cut down degree of proportional open entryway acumen, more explanation adversary vocation opportunity differentiation particularly partition, and more lascivious conduct than did male officials. Women police have more prosperity grumbings. These social deterrents work in progressively inconspicuous ways to deal with make the employment increasingly problematic for female officials and disintegrate their assurance (Burke, 2006). As our society is considered to be a male dominant society as well as Police department is associated by and large with males, so the families didn't mostly like to join their females the department of police. Therefore, the reason of the present study was to determine the causal factors to the poor performance of women police in Multan.

LITERATURE REVIEW

Shah (2013), in his study on W.P. and Gender Issues in Khyber Pakhtunkhwa, contended with the purpose of ladies not given satisfactory openings whilst functioning in decree requirement posts transversely Pakistan. So as to more readily comprehend the fundamental reasons, a study including the womanly law enforcement functioning in the K.P.K. law enforcement was directed. The scrutiny of the outcomes has uncovered that most of the feminine officials fixed the organization in favor of continuation had uninhibitedly decided to adhere the police, and were happy, at the same time as a quantity of announced the casualty of inappropriate behavior. The communal along with social setting of Pakistani civilization is overwhelmingly apostolic. The preceding with the nearly all essentialness aspect abided by the feminine law enforcement authorities was the announced conduct/frame of mind of their chap partners. Loads of conceded so as to they don't have a sense of safety and had been explicitly bugged and incited by their associates. The police division must find a way to present a zero resistance approach in such manner with the goal that quick as well as harsh stroke be able to be made adjacent to the rebellers.

McDermott (2013) directed delve into on Networking Women, recommended so as to the difficulties at the moment looked via ladies law enforcement in Pakistan tend not to be remarkable headed for nation. Countries in "Asia and the Pacific" have shaped the P0licing to take in hand the requirements in addition to worries of feminine edict authorization work force. Exercises gained from this fruitful undertaking can be functional to Pakistan and other creating locales to guarantee that women are appropriately spoken to in all positions and arrangement building posts along with law enforcement associations are illustrative of the network conserves. A system of Islamic feminine law enforcement experts would be an intriguing idea and it is conceivable that ladies "Muslims" might be keen on fusion the system.

Burke (2006) led an assessment taking place gender ramifications in law enforcement. Feminine officials demonstrated inside and out cut down degree of equivalent comparable open door discernment, more explanation foe occupation opportunity qualification particularly isolation, and more improper conduct than did male officials. Women police have more prosperity fights. A couple of examiners have broken down the effect of police various leveled society resting on the familiarity of womanly officials. These communal impediments vocation in increasingly simple ways to deal with make the business progressively irksome for female officials and break down their assurance.

Morash et al. (2006) projected the markers of business associated concern for cops and cops. The nearly all ashore pointers of constant worry were tendency of partner and more delicate marker was tongue baiting. The functioning condition problem clarifies sexual direction capability in pressure so as to be identified with the symbolic status as a feminine. There is need to decrease tendency among accomplices to enclose vernacular baiting and offer law enforcement a lengthy opinion of command in excess of labor.

Sekaquaptewa and Thompson (2003) contended so as to ladies running in chap ruled condition may end up to subsist the main ladies there, furthermore the unenthusiastic generalization regarding ladies endure in nature, ladies are just starting to make advances into numerous customarily made named turf similar to (law enforcement building decree and commercial trade), thy are not liable to confront unenthusiastic generalization concerning ladies unacceptable in favor of this profession, excluding on the other hand are probably going to be the main ladies in their workplace, both independent status and generalization risk adversely impact the presentation of ladies however not men.

Brown and Fielding (1993) directed an examination on gender differences in presentation to wellsprings of word related pressure. Women officially fully clad cops tend to be increasingly disinclined to be introduced to law enforcement equipped aggressors together with the latent for brutality, anyway in the occasion that revealed they account more genuine negative reactions in comparison with the officially fully clad cops. Women officially fully clad officials furthermore women criminologists will likely be incorporated amid setbacks of mercilessness or sexual lawbreaking in addition to the past description progressively raised measures of allied self-saw stress in compare with their chap accomplices. There are for the most part couples of differentiations in introduction to various leveled stressors except for that women investigator and officially dressed officials report higher paces of sex partition and inclination than police officers.

Maynard et al. (1980) suggested so as to relations in law enforcement profession is upsetting. Law enforcement routinely practice troubling condition in ordinary job furthermore these tensions have complete effect. Law enforcement forces reveal corporeal restorative problems at a through and through elevated velocity as compared to the wide-ranging populace. Despairing, suicide, alcohol habit plus extra kind of engineered dependence have moreover been represented in alliance with occupation constant worry of law enforcement. The law enforcement calling and its impacts on relations life have underscored the unenthusiastic results of strain in the lead matrimonial association and ahead relations existence of the two men plus women.

THEORETICAL FRAMEWORK

A good number continuing along with incredible societal game plans, as demonstrated by “Heidensohn”, are sex’ job plus sex generalizations. The cliché traits of male category incorporated ability, decisiveness, specific capacity and sufficiency, whereas female characteristics incorporated caretaking’, emotionality’ in addition to acquiescence (Berg and Budnick, 1986).

These’ thoughts as well as ideas are installed in the social’ construction holding the framework mutually. They’ give regularizing suspicions regarding sexual orientation jobs as well as attitudes’. Subsequently when ladies cross into manly positions, they persist through the aftereffects of sexual direction and word related work conflicts (Brown,1998).

Alice Eagly (1987) offers’ amplification of sexual direction headway so as to depend upon socialization. Eagly’s well-disposed work speculation recommend’ that the sexual division of work plus social yearnings considering hypotheses make sex occupations.

Eagly (1987) sees the gathering and agentic assessments of sexual direction summed up attributes. The public piece is portrayed by credits, for example, enthusiastic lucidity, reliably allied with family works out, along with accordingly, by means of ladies. The agnatic component is depicted by attributes’, for instance, self-assuredness in addition to sovereignty. Lead is unambiguously impacted’ by sex occupations whilst social orders embrace sex theories or sexual direction speculations and shape firm longings thinking about those hypotheses.

As Eagly proposes, sexual direction occupations are unfalteringly connected with sex speculations. Speculations are “overgeneralized sentiments about individuals thinking about their selection in one of different social classes” (Anselmi and Law 1998).

METHODOLOGICAL ISSUES

The universe of the current exploration was Multan District. The objective populace of the current review was all the police officers working in District Multan. Absolute populace of ladies police in District Multan were 500 yet at the hour of information assortment, all out of four hundred and seventy be available in law enforcement lines, others were not present. Due to this large number of population of ladies police in District Multan, the researcher tended to choose quantitative research design as it was difficult to collect data from such a large number of population by using qualitative research design. “Cochran’s formula” was being used to settle on sample size.

Population size = 500

Margin of error = 5percent

Confidence level = 95percent

Sample size = 218

The amount of the example comprises of two hundred and eighteen respondents. Among these one hundred and twenty-seven were bachelors along with ninety-one were hitched in the example. All out one hundred and thirty-three ladies cops belong to the branch of P. P. together with two Deputy Superintendent of Police, three Assistant Sub Inspector, thirteen S.I., in addition to one hundred- and fifteen-woman cops. Sixty-five belong to the branch of world class law enforcement along with three Assistant Sub Inspector, three S.I., fifty-nine woman cops plus twenty belonging from the division of traffic law enforcement. The information tends to be gathered in the course of basic arbitrary inspecting. Subsequent to drawing an example and assigned the proper examination procedure, Primary information was gathered through poll. The analyst utilized oneself directed poll where required as large numbers of the woman constables were not exceptionally instructed. Different Statistical procedures were utilized in the investigation of information. A “t-test” is an assessment of 2 masses’ means by the act of factual investigation; a t-test with 2 examples is conventionally utilized with little example measurements, examining the distinction involving the examples when the differences of two ordinary circulations are not perceived.

RESULTS AND DISCUSSION

The hypotheses are described in this section.

H1: The mean of working hours for Punjab police women is different from elite police women

H2: The mean of effectiveness of women police differ for married and unmarried women police.

H3: The mean of effectiveness of women police living in nuclear family differs from mean of effectiveness of women police living in joint family system nuclear

Table. 1. Independent Sample T-Test

Sr. #	Variables	Strata	t-value	df	p-value
1	Working Hours	<i>P. P</i> <i>E. P</i>	-2.851	196	.003
2	Effectiveness of Women Police	<i>Single</i> <i>Married</i>	2.363	216	.023
3	Effectiveness of Women Police	<i>Nuclear</i> <i>Joint</i>	-.188	216	.851

This show the outcomes in regards to the distinctions in working long hours and ladies police respondents having a place with Punjab police and Elite police and the significant results indicate that Punjab women police and elite women police have significant differences in working hours. The p-value is .003.

Similarly, the table portrays the outcomes on conjugal class of ladies law enforcement cops concerning viability of W.P.F. The p-value is .023 which demonstrates that here is a critical distinction in efficacy of ladies law enforcement cops between married and unmarried women police.

Additionally, the table portrays the outcomes on relations construction of ladies cops regarding viability of W.P.F. It basically indicates the Mean of cops have a place with Nuclear family system and the respondents have a place with Joint family system The p-value is .851 demonstrating that here is significant difference in Effectiveness of ladies police respondents who have a place with Nuclear family system and the respondents who have a place with Joint family system.

H4: At least one group of women police have different mean of professional capacity than others

Table.2. (Descriptives)

Variables	M	SD	SE
T. P.	8.60	1.247	.266
P. P.	9.42	1.490	.131
E. P.	9.56	1.515	.186
Total	9.39	1.496	.095

The above table portrays the Descriptive measurement of professional capacity of the respondents having a place with Punjab, Traffic and Elite police. The professional capacity of Punjab police and elite police are a little different from each other while traffic police professional capacities are considerably different from other two.

Table.3. ANOVA

	SS	Df	MS	F	p-value
Between Groups	14.552	2	7.281	3.829	.023
Within Groups	408.262	215	1.889		
Total	422.784	217			

The significant results in the above table approve the hypothesis. So it is concluded that at least one group has a different mean of professional capacities. The p-value shows that there is measurably huge contrast of the professional capacities among the Punjab police, Elite police, and Traffic police. To clear which of the groups is different from others, a POST HOC test was done and results are as follows.

Table.4. POST HOC Multiple Comparison (Scheffe)

(I) Police Department	(J) Police Departments	Mean- Difference (I-J)	Std. Error	p-value
Traffic Police	Punjab Police	-.823*	.330	.047
	Elite Police	-.962*	.352	.026
Punjab Police	Traffic Police	.823*	.330	.047
	Elite Police	-.138	.209	.803
Elite Police	Traffic Police	.962*	.352	.026
	Punjab Police	.138	.209	.803

From the outcomes up until this point, we realize that there is measurably huge distinction between the groups overall. The above table shows which gatherings varied from one another. The table shows difference of traffic police from Punjab and elite force with respect to professional capacities and this difference is statistically significant. However the difference between Punjab and elite force is not significant. The reason behind this difference is probability the place of appointment and daily interaction with public. In Pakistan, most of traffic women police are appointed for office work and the women who are given the duty with mobile van for traffic supervision are not burdened. They require les professional capacities due to fewer requirements.

H5: The mean of socio-cultural problems of Punjab police is different from that of elite women police.

Table.5. Socio-cultural' problems

Variables	M	SD	SE
P. P.	9.75	1.233	.118
E. P.	9.64	1.228	.144
Total	9.68	1.236	.074

The above table portrays the Descriptive measurement (counting Mean, standard deviation and standard error) of the respondents having a place with Elite, Traffic and Punjab police. Concerning the table's outcomes, the mean of socio-social issues for Traffic police is 9.25, for Punjab police.

Table.6. ANOVA

	SS'	Df'	MS'	F'	Sig
Between Groups'	3.030	2	1.520	.972	.380
Within Groups	333.984	215	1.543		
Total	337.024	217			

The non-significant results show that traffic police and Punjab police have no difference with respect to the socio-cultural problems.

RELATIONSHIP AMONG VARIABLES

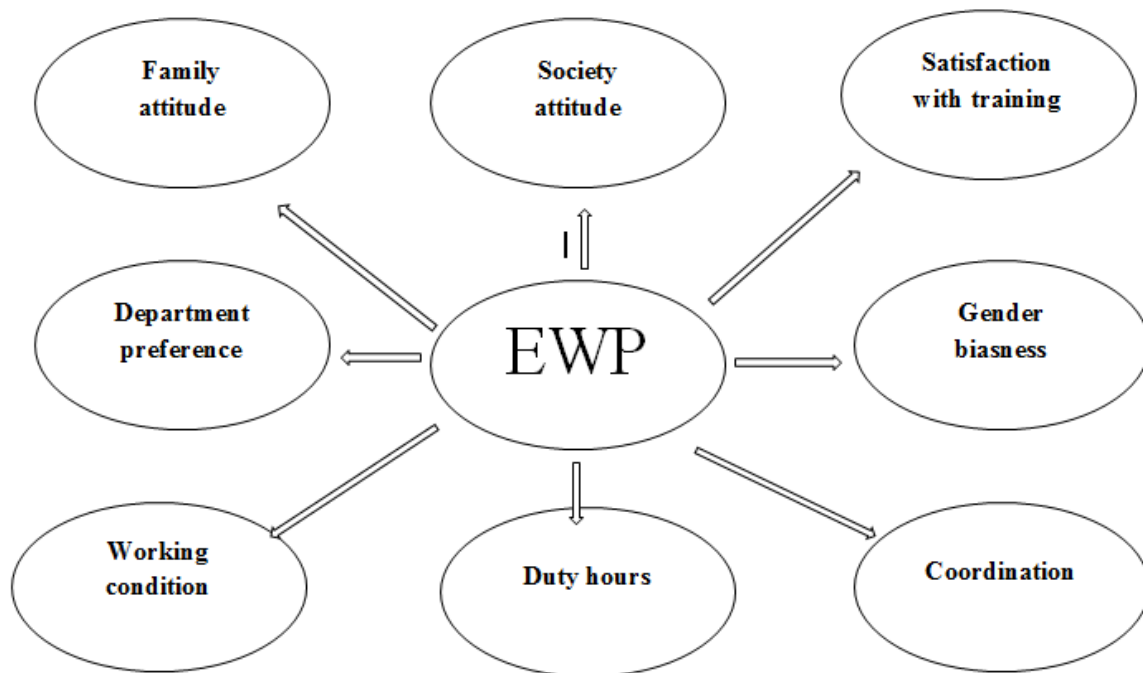


Figure.1. Relationship among variables

DISCUSSIONS

A comparative analysis of the strata based on chosen factors was made. The similar examination affirms that; working hours of the Punjab police are unique in relation to the working long stretches of Elite police. It was bringing into being noteworthy distinction in the functioning hours along with cops having a place with P.P. and E.P. Moreover P.P. will in general contain severe obligation hours when contrasted with the Elite police. They need to work till 20 to 24 hours, because of their exacting obligation hours they confronted an excessive amount of issues.

Single ladies police will in general be distinctive in their rendition as compared to the wedded ladies law enforcement. A huge contrast in the efficacy of ladies police power of solitary and wedded ladies police respondents were being found. As Effectiveness is connected with the bodily competence as well as measure of time ladies police provide for their occupations and both of the strata are generally will in general be distinctive viewing physical limit just as wedded ladies cops comprise additional obligations resting on them.

Ladies law enforcement cops either they belong to the any family structure framework aren't diverse regarding the adequacy by the side of working environment. Their family configuration doesn't encompass at all effect taking place their presentation by the side of working environment. There is bring into being no critical contrast in efficacy of ladies law enforcement power of cops that have a place with Nuclear family framework and the respondents who have a place with Joint family framework.

CONCLUSION

The examination concentrated on the "Professional Capacity", "Departmental Rules and Regulations" plus "Socio-Cultural' Problems' confronted via ladies police force' of "District Multan". There exist "three" divisions of police for example "Traffic Police", "Elite Police" as well as "Punjab Police". This was discovered so as to ladies police respondents having a place with the division of "Punjab Police" need to do the job till twenty to twenty four hours, because of their exacting obligation hours they confronted a lot of issues moreover didn't invested an adequate amount of energy by way of their relations.

The vast majority of the cops were being censured through their relatives intended for picking this calling because of their exacting obligation hours and nonappearance on extraordinary events like "Eids". There is likewise a critical distinction in the viability of W.P.F. of the bachelor and wedded ladies cops. In any case, it was discovered that there is no critical distinction in Effectiveness of ladies police power of respondents who have a place with Nuclear family system and the respondents who have a place with Joint family system.

The police department must use the media to raise public awareness of the presence of WP and women police stations, as well as their jurisdiction, location, and tasks. Strength of WPF should also be increased commensurate with the number of police stations. The latest technologies should be included in the new WPS. The actual necessity of the hour is that all WPS need to be modernized and furnished with the newest amenities to make it easier for them to accomplish their tasks. Changes must be made to the WP's working conditions. The WP's working circumstances need to be changed. Their workday should be limited to no more than eight hours. Their duty schedules have to be established such that they receive at least one day off each week to take care of family obligations.

CREDIT AUTHOR STATEMENT

Hina Aslam: Conceptualization, construction of Data collection tool, Writing-Original draft. **Dr. Saima Afzal:** Data Analysis, proof reading, **Zahid Hussain Shah:** Data collection and Related work, **Sonia Akram:** Methodology, Data collection, **Ghulam Sidra:** review of literature, data collection and data analysis

COMPLIANCE WITH ETHICAL STANDARDS:

It is declare that all authors don't have any conflict of interest. Furthermore, informed consent was obtained from all individual participants included in the study.

REFERENCES

- Abbas, H. (2012). *Stabilizing Pakistan through police Reform*. Washington:: Asia Society.
- Pauline, A. W. (1999). *The women in blue shalwar-kameez*. *Women in Management Review*, 14(4), 128-135.
- Balkin, J. (1988). *Why policemen don't like policewomen*. *Journal of Police Science & Administration*.
- Barlow, D.E., and barlow, M.H. (2000). *"Police in a multicultural society: an American story."* Prospect heights, IL: Waveland.
- Burke, R. J., & Mikkelsen, A. (2005). *Gender issues in policing: do they matter?*. *Women in Management Review*, 20(2), 133-143.
- Butler, E. K., Winfree Jr, L. T., & Newbold, G. (2003). *Policing and gender: Male and female perspectives among members of the New Zealand Police*. *Police Quarterly*, 6(3), 298-329.
- Garcia, V. (2003). *Difference" in the police department: Women, policing, and "doing gender*. *Journal of Contemporary Criminal Justice*, 19(3), 330-344.
- Higgins, L. (1950). *Historical background of policewomen's service*. *J. Crim. L. and Criminology*, 41, 822.
- Hutzel, E. L. (1929). *The policewoman*. *The Annals of the American Academy of Political and Social Science*, 146(1), 104-114.

- Imran, Myra. (2011). *Strategy for controlling violence against women demanded*. The News International.
- Jamal, Asad and PatilSanjay (Ed). 2010. *Police Organizations in Pakistan*. Common wealth Human Rights Initiative (CHRI.)
- Jamil, A., and Mohyuddin, (2015). *A. General problems faced by the women police*. "The Explorer Islamabad" Journal of Social Sciences-Pakistan Vol-1, Issue (7):255-263
- Lloyd, C., Mete, C., & Grant, M. (2007). *4 Rural girls in Pakistan: Constraints of policy and culture*.
- Melchionne, T. M. (1967). Current status and problems of women police. *J. Crim. L. Criminology & Police Sci.*, 58, 257.
- Natarajan, M. (2001). *Women police in a traditional society: Test of a Western model of integration*. In *Varieties of comparative criminology* (pp. 211-233). Brill.
- Jamil, A., & Mohyuddin, A. (2015). *General problems faced by the Women Police*. *The Explorer Islamabad: Journal of Social Sciences*, 1(7), 255-263.
- Pigeon, H D. (1927). "Police Woman in the United State". *Journal of American Institute of Criminal Law and Criminology*; Vol. 18, No. 3. PP.272-377
- Poole, E. D., and Pogrebin, M. R. (1988). Factors affecting the decision to remain in policing: A study of women officers. *Journal of Police Science and Administration*.
- Rehman, F. (2009). *Violence against women turning from bad to worse*. Retrieved April, 20, 2010.
- Roberts, D. J. (2006). *Law enforcement tech guide for creating performance measures that work: a guide for executives and managers*. Washington, DC: US Department of Justice, Office of Community Oriented Policing Services. Washington DC: US Department of Justice, Office of Community Oriented Policing Services.
- Shah, S. A. (2013). *Women police officers and gender issues in Khyber Pakhtunkhwa*. *Pakistan Journal of Criminology*, 5(1), 83-88.
- Wilkinson, V., and Froyland, I. D. (1996). *Women in policing*. *Australian Institute of Criminology*.