

# Factors Affecting Female Police Officers' Performance in Akure Command, Ondo State, Nigeria

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## Abstract

This survey study is designed to give an in - depth knowledge and analysis on the *factors affecting the female police officers' performance in Akure Command, Ondo State Nigeria*. The main objectives of the study are to critically examine the factors affecting the functionality of female police officers in Nigeria; and to identify both the manifest and latent philosophical under – pinning factors hindering their effective performance in the society. It demystifies the issue of discrimination and marginalization of female police officers in Nigeria. It verifies the roles of the Nigeria female police officers in Nigeria. The methodology employed in this study involved both quantitative and qualitative techniques (triangulation). Primary data are collected from the Nigeria female police officers in Akure Ondo State Command, and their male counterparts. This was done with the aid of a survey (questionnaire) and in – depth interview. Simple percentage comparison was used to analyze the data, with the aid of frequency tables and graphical presentations (pictographs). The findings of the study reveal the problems of the female police officers in Nigeria; as well as, their statutory roles in duty. The conclusion is drawn with some recommendations that will make ways for the improvement on the activities of Nigeria female police officers, as well as, the number of personnel and their effectiveness.

**Keywords:** Crime, Effectiveness, Female police, Performance, Discrimination & Marginalization.

## BACKGROUND TO THE STUDY

According to the last census conducted in 2005, Nigerian women were reported to represent about 49% of the population (Census 2005). Despite almost half of the population, this numerical strength of the Nigerian women has not affected the age - long inferior status the society flagrantly bestows on the women. It is intriguing to note that the subordination of women knows no boundaries or barriers and is not dependent on the social, educational or economic status of Nigerian women.

From the foregoing, the gender inequality refers to the obvious or hidden disparity between individual due to gender, and gender is misconstrued. That is why that Jeremy Bentham once wrote that, “*all inequality that has no special utility to justify it is justice*”. Gender inequality is experienced by the woman and is manifested in almost all aspect of human endeavour. This inequalities affect their functionality at work.

In Nigeria, religion and cultural beliefs tend to contribute largely to Nigeria women gender discrimination, bias and low status. Nigeria is a signatory to many international instruments such as: Convention on the Elimination of all forms of Discrimination Against Women (CEDAW), but has not implemented the provision of the instruments (Alemika and Agugua, 2001).

Furthermore, the effects of the many years of military misrule have negatively affected the human rights treatment of the citizens in which women are worst sufferers. The Nigeria women are under - represented in the political arena, police organization structure, army and in the public or private sector which further lowers their status in the society. This also affects the little opportunists among them who are in the system.

There is the need for a paradigm shift in Nigeria. Our traditional world is gradually craving for modernization in which potential talents, competencies, skills, abilities and education amongst other speak for the individual rather than the gender. Generally and across the globe except in the developed nations, the female gender is discriminated against and marginalized.

Attempts to prevent (control) crime by the female police officers in Nigeria have become significant issue to be discussed in Nigeria and globally. The role of women in policing could be traced back to the pre – colonial era. The significance and contemporary roles of women in certain social arrangements in the society cannot be glossed over (Odekunle, 1979).

In Nigeria, the genesis of women in the police force began in 1955, thus coming longer after the force was inaugurated in 1930. This development will be further appreciated with a look at the history of the evolution of the Nigeria Police Force. The Nigeria Police Force was formed in the year 1930 and later enshrined in Section 194 of the 1979 Nigeria Constitution. The roles of Nigeria Police include:

- i. Enforcement of law.
- ii. Protection of lives and properties, as well as,
- iii. Maintenance of internal peace and security.
- iv. Upholding the rule of law.
- v. And carrying their duties such that they are sensitive and mindful to the needs of members of the

community.

Coomassie, (1998) posits that police around the World are undergoing one form of reform or the other, and this aimed at trying to improve their response to, and protection of individuals and the community they serve. The continued poor representation and status of women in the Nigeria Police Force is derived from layers of discrimination and exclusion suffered by female members of the Nigeria society. Therefore, to understand the status of women within the Nigeria Police Force; there is the need to understand the discriminatory rules: it should be investigated, analyzed and explained by applying insights provided by the concepts of gender and patriarchy (Alemika, 2010).

In modern day policing, the police organization supposed to be representative of the community it serves; it should aim at providing support and essential services in the area of ensuring the safety and security of its local community members. To do this, the Nigeria Police Force should embark on the development or full enforcement of a gender policy which would cover: recruitment, training, deployment, promotion and accountability issues in the organization (Alemika, 1999). It is against this background that this research work intends to undertake an appraisal on “*the factors affecting female police officers’ performance in Nigeria*”.

### STATEMENT OF PROBLEM

In Nigeria history, we have Chief Justice of Nigeria to be a female under the current administration as the first female Chief Justice of Nigeria (CJN). However, in this study while considering the roles of women and how crimes are being handled (put under control) by the Nigeria female Police officers, a lot of questions are always at the back of everybody’s mind, such as:

- i. What are the societal reactions to the performance of Nigeria female Police officers in crime prevention and control?
- ii. What causes the low representation of female in Nigeria Police Force?
- iii. Why there is much gender discrimination amongst the Nigeria Police Force?
- iv. Can the female Nigeria Police officers be effective at crime prevention and control?

### OBJECTIVES OF THE STUDY

Generally speaking, insecurity is a phenomenon that affects the socio – economic and the political life of a society, and it is capable of turning the whole life upside down. Both the government and the other members of the society have been exposed to view that insecurity has negative effects on them, while very few people believe that crime is inevitable and functional for any healthy society. In order to critically look at the roles and the factors affecting the performance of Nigeria female Police officers in crime control, the objectives of this study are:

- a. To analyze the societal reaction to the performance of Nigeria female Police officers.
- b. To identify the causal factors to the poor representation of the female in the Nigeria Police Force.
- c. To give attention to the issue of gender discrimination amongst the Nigeria Police Force.
- d. To verify the effectiveness and efficiency of female Nigeria Police officers at crime management in modern policing.

### BRIEF LITERATURE REVIEW

The Section 194 (1) of the 1999 Constitution of the Federal Republic of Nigeria created the Nigeria Police Force as the National Police with exclusive jurisdiction throughout the country. The section enabling her existence status thus: “*There shall be a police force for Nigeria which shall be known as the Nigerian Police Force, and subject to the provision of this section, no other police force shall be established for the federation or any part thereof*”. In addition, the Police Act and Regulation (Cap 359) of 1990 in part 1, Section 3, asserts the following, “*There shall be established for Nigeria a force to be known as the Nigeria Police thereafter in this Act referred to as the Force*”.

Constitutional provision also exists for establishment of separate Nigeria Police Force branches forming part of the Armed forces of the federation for the protection of harbour, water ways, railways and airfield (Section 194, Section C of the 1999 Constitution).

According to the Police Act and Regulation, these branches of the Nigeria Police are for the purpose of command and administration of the force. These include Force Headquarters, Command, Area Command, Districts, Division, Stations, police Post or Village Police Post and not the least, Zones. In fixing the tutorial boundaries as mentioned above, the Inspector General of police shall take into account the following: density of the population, crime statistics, traffic (density, routes and accidents), property (residential, business and industrial) and public centre of amusement (the Police Act, II, organization of the force 4, 5, 6 and 8).

Generally, the police is a civil organization whose members are given special legal power by the government and whose task is to maintain public order, solve and prevent crimes. Police typically are

responsible for maintaining public order and safety; enforcing the law, preventing, detecting and investigating criminal activities. These functions are known as policing. The police are often also entrusted with various licensing and regulatory activities. This was the same in ancient societies as in societies as in sophisticated urban environment.

### **DUTIES OF WOMEN POLICE IN NIGERIA**

Pursuant to Section 121 of the Nigeria Police Act and Regulation Cap 359 LFN 1990, it provides that, women police officers shall as a general rule be employed in the following duties, which are connected with women and children, and shall be particularly employed in the following duties:

- a. Investigation and record of sexual offences against women and children.
- b. Record of statement from female witnesses and female accused persons and from children.
- c. Attendance when women and children are being interviewed by male police officers.
- d. The searching, escort and guarding of women prisoners to and from police station.
- e. School crossing duties.
- f. Crowd control, where women and children are present in large number.

Section 122 of the Police Act and Regulation Cap 359 LFN 1990 also prescribes such additional duties that woman police officers must perform when relieving male police officers in any of these duties:

- a. Clerical duties.
- b. Telephone duties.
- c. Officer's orderly duties.

Obviously, these duties were performed by women for the more fact that woman officers were viewed as not capable of handling situation involving more physical and intellectual abilities the job that involves emotional aspect was always assigned to women, where crime such as: robbery, burglary and scene of accidents were assigned to men (Akuul, 2011).

The Nigeria women police today have performed beyond the above mentioned duties. They are precarious in area of investigation of criminal cases such as: drug trafficking, murder, homicide and advanced free fraud cases and lot more. They are also in the CIB department of the force. You find women as heads and performing as good as their male counterparts.

### **PRIVILEGES OF WOMEN POLICE IN NIGERIA**

Ideally, women police officers are entitled to enjoy some privilege such as:

- i. Maternity leave;
- ii. Pregnancy light duty;
- iii. Breast feeding light duty;
- iv. Non – participation in rioting and other dangerous duties. Mostly on permanent morning duties without shift;
- v. Work usually under good condition;
- vi. Menstrual light or off duty;
- vii. Posting/transfer.
- viii. Non – performance of guard duties and so on.

### **CHALLENGES OF WOMEN POLICE IN NIGERIA**

According to Adebayo and Emmanuel (2009), there are several challenges facing the woman police in Nigeria; however, some of it can be itemized and discussed as stated below:

#### **A. GENDER DISCRIMINATION:**

It is the fundamental right of all citizens to be treated equally by law in all endeavours. That is not the case in policing as pertains to women. However, the problems of discrimination against women emanated from the social background. In some cases and societies, women are not allowed to be seen outside, and if they have to, they must be properly covered. This attitude impedes their education and exposure and makes them to be subdued according to some people, while others sees it as the best thing and good thing done to them as all these is based on religious beliefs. Ehindero (1998) states this, "*the status of women and children in Nigerian is determined not only by law, but also by customs, cultural influence, religion and attitude of the society.*" That our women suffer from prejudices rooted in history.

Consequently, Nigeria women in police just like women in other segments of the society are faced with problems of discrimination and suffer inequality as at previous decades, but now a days the people that have favours most are women, they get good posting, promotions and are even untouchable to men be it officers and the rank and files because they are entirely different and God favour women on us. The Civil Right Act 1972 Volume vii prohibits discrimination by employers on the bases of sex, race and colour. The Act covers both

public and private sectors in which the police belong to the former.

#### **B. STRENGTH:**

The available statistics of the total number of women as at 2003 shows that women are fewer than men, in the work force. The percentage of women to men is 10% against 90% But so far so good, women are increasing in number than the previous years, this data shows that recruitment of women is given little consideration before but now is given more consideration than before. For example, Nigeria Police Academy was founded in 1988, and so far has trained 2,848 Cadets Asps and 2,374 Cadets Inspectors. Thus, a total of 5,222 Cadets officers have passed out through the Academy.

Ten of these officers were from the Republic of Gambia and Sierra Leone. The present sets of Cadets who Commenced training on the 9th January, 2012 is made up of 266 (54.29%) Cadets Asps and 224 (45.71%) Cadet Inspectors. While the Batch that commenced training on the 9th July, 2012 is made up of 437 (64.08%) Cadet Asps and 245 (35.92%) cadets Inspectors, the number of women police in Batch B is more than double of the numbers of women in Batch A.

#### **C. MARRIAGE:**

Section 124 of the Police Act and Regulation Cap 359 LFN 1990 provides that women police officer who is desires of marrying must first apply in writing to the Commissioner of Police via the State Police Command in which she is serving, requesting permission to marry and given the name, address and occupation of the person she intends to marry. Permission will be granted for the marriage, if the intending husband is of not less than three years. These procedures render some women officers helpless in that the men they actually have and might be willing to settle down with may be disqualified during the interview.

This automatically takes the women a good number of years to get another suitor, because the women might not be willing to wait for two years. This has also discouraged a lot of women from joining the force. But with awareness and Nigerian style, married women are been recruited into this job knowingly and unknowingly that they are married.

#### **D. SEXUAL HARRASSMENT (A VILATION OF HUMAN RIGHTS):**

In spite of the achievement by women in the force, they are mostly victims of the prejudice and discrimination. They are faced with intimidation, sexual harassment and so many other problems. Sometimes, they get very hostile reception from their male counterparts. In the area of posting the women face discrimination seriously. The senior rank officers (male) is either demanding for sexual gratification or money in order to do their official duty for the female police officer.

### **METHODOLOGY**

The methodology used in this study presents the description of how data was collected and analyzed. Thus, it offers the data collection techniques. This study is designed to make use of data for information. The research was carried out in Akure Command, Ondo State among the Nigeria Police Force. Purposive sampling method is used since it would be cumbersome to administer the questionnaires among all the female police officers in Nigeria. Therefore, the Nigeria Police Force (NPF) Akure Ondo State Command, Nigeria is the case study.

This research, like many other criminological studies deals with sample rather than the entire population. The data used for this study was obtained from a cross section of officers and mens, rank and files of the Nigeria Police Force Akure Ondo State Command.

Cluster sampling technique was used to distribute the questionnaire because the sampling frame is unknown and the population is quite large to consider the use of sample random technique. The questionnaires were be distributed among Eight divisional police stations on the basis of the population (i. e. how large or small the population "staff strength" and capacity are) in each division.

In order to enable the researcher to be partner with generality, a good deal of quantitative work was done before carrying out the administrative work. This is designed to get the best accurate result from the respondents. The field work involves the police officers and others who have the ideas or knowledge of what responses are needed, with the aid of the Commissioner of Police and Divisional Police Officers (DPOs).

The instrument employed in this study for data collection is questionnaire, which was already been developed and pre - tested. "Questionnaire" serves as one of the most common techniques of social inquiry. The basic procedure is that police officers were asked a number of carefully chosen questions on the topic under discussion, "*the factors affecting the Nigeria Female Police Officers' performance in Akure Ondo State Command, Nigeria*".

The number of people in the sample was carefully selected, so that, they represent the population being under studied. They were asked exactly the same set of questions, so that the replies of different categories of the respondents can be compared for any differences. The information collected is analyzed into tables and percentages. Frequency tables and percentages were used to analyze the data and the total numbers of items was given. The method of the analysis shall be both statistical and descriptive.

## FINDINGS

This section presents the analysis of data collected from the field work, as well as the findings. This analysis is based on demographic variable distribution in tables, as follow:

**TABLE 1: SEX DISTRIBUTION OF THE RESPONDENTS**

SEX	FREQUENCY	PERCENTAGE (%)
Male	180	72
Female	70	28
No Response	0	-
<b>Total</b>	<b>250</b>	<b>100</b>

SOURCE: FIELD WORK 2014

The Table 1 above reveals the dominance of males in the Nigerian Police Force over the females. The males have the higher employment opportunity than the female in the Nigeria Police Force. Female respondents were only 70 (28.0 %), while the male respondents were 180 (72.0 %). The reason for this wide margin is not far - fetched from the fact that the job is energy demanding and females view it as a threat competing with their male counterpart in crime prevention.

Although, the male predominates the work - force and there is likelihood that the organization would be more effective in discharging their duties, invariably the female had been denied to prove their mettle. This also affects the mentality and belief of female as weaker vessel in the profession.

## MEASUREMENT OF FACTORS AFFECTING FEMALE POLICE OFFICERS' PERFORMANCE IN AKURE COMMAND, ONDO STATE NIGERIA

This section analysis the reasons why Nigeria female police officers are not well represented and effective in their operations in Nigeria.

**TABLE 2: FACTORS AFFECTING FEMALE POLICE OFFICERS' PERFORMANCE IN AKURE COMMAND, ONDO STATE**

	VARIABLES	4		3		2		1	
		F	%	F	%	F	%	F	%
A	Nigeria female Police officers can be equated with their male counterpart in security operations.	50	20	85	34	85	34	30	12
B	Nigeria female Police officers are well trained like their male counterpart in security operations.	105	42	75	30	50	20	20	8
C	Nigeria female Police officers are more likely to be weak compared to their male counterpart in security operations.	22	22	80	32	80	32	35	14
D	Nigeria female Police officers are less in population than their male counterpart.	150	60	50	20	25	10	25	10
E	Nigeria female Police officers are more effective than the male.	45	18	10	4	55	22	140	56
F	Female is well represented in Nigeria Police Force, because they are weaker.	45	18	65	26	105	42	35	14
G	There is much gender discrimination in Nigeria Police Force.	100	40	55	22	35	14	60	24
H	Female is well represented in Nigeria Police Force, because they are denied the opportunity.	50	20	70	28	75	30	55	22
I	Social – cultural factors determine the gender discrimination amongst the Nigeria Police Force.	40	16	105	42	70	28	35	14
J	Female Police officers in Nigeria can be effective, if adequate opportunity is given.	100	40	115	46	25	10	10	4
K	Nigeria female Police officers require adequate training.	115	46	95	38	30	12	10	4
L	The police recruitment of men and female should be equal.	60	24	55	22	80	32	55	22
M	Female police officers are more likely to be corrupted than their male counterpart.	35	14	30	12	105	42	80	32
N	Domestic issues affect the performance of female police officers in Nigeria.	100	40	70	28	50	20	30	12

SOURCE: FIELD WORK 2014

### KEYS:

**F** = FREQUENCY

**%** = PERCENTAGE

Table 2 above shows the factors affecting the female police officers in security operation in Akure

Command, Ondo State with some variables. “**Variable A**” reveals that 135 (54.0 %) of the respondents agreed that “*Nigeria female Police officers can be equated with their male counterpart in security operation*”, while 115 (46.0 %) of the respondents disagreed “*Nigeria female Police officers can be equated with their male counterpart in security operation*”. None of the respondents remains undecided. From the explanation above, it was clearly observed that the Nigerian female police officers can be equated with their male counterpart in security operations, if some adequacies are fully met. One of the reasons as excerpted from an in - depth interview states that:

*“nothing much the men can do that women cannot do,  
but there is need for adequate training and facilities”.*

Also, “**Variable B**” shows that 180 (72.0 %) of the respondents support that “*the Nigeria female Police officers are well trained like their male counterpart in security operation*”, while 70 (28.0 %) disagreed. However, the implication is that both male and female police officers receive the same level of training or strategies in crime prevention/control and security operation.

Furthermore, “**Variable D**” makes it known that the “*Nigeria female Police officers are less in population than their male counterpart*”. 200 (80.0 %) agreed, while only 50 (20.0%) did not support it for unknown reason. In addition, one of the reasons could be inferred from “**Variable F**” as, 110 (44.0 %) respondents agreed that “*Female is well represented in Nigeria Police Force, because they are weaker*”, while the majority 140 (56.0 %) respondents disagreed. This shows that the fewer number of female police officer in security operatives is not because they are weak, but due to other factors.

Not that alone, the Table 2 above also shows in “**Variable G**” confirmed that “*there is much gender discrimination in Nigeria Police Force*”. This was affirmed from the field work as 155 (62.0 %) of the total sampled respondents supported that; and only 95 (38.0 %) of the respondents go against this statement. This discrimination may be added to the natural and religious belief system that supports the inequality in Nigeria.

Furthermore, “**Variable H**” made known to us in the study that “*Female is well represented in Nigeria Police Force, because they are denied the opportunity*”. 130 (52.0 %) of the total respondents did not support this ideology and 120 (48.0 %) respondents support that there is few female in Nigeria Police Force because they are denied the opportunity. The implication of this is that, although there are few female police officers in Nigeria Police Force, not only because they are denied the opportunity, but there are other factors to be considered.

In addition, “**Variable J**” looked into the factor that, “*Female Police officers in Nigeria can be effective, if adequate opportunity is given*”. 215 (86.0 %) of the total respondents agreed that, Nigeria female police officers can be effective if they are adequately given the opportunity. In other hand, only 35 (14.0 %) of the respondents disagreed that, female Police officers in Nigeria can be effective, if adequate opportunity is given to them. Obviously, the study shows that the Nigeria female police officers can be effective if they are given adequate opportunity to operate.

In “**Variable K**”, 210 (84.0 %) respondents agreed that, “*lack of adequate training also draws back the activities of the Nigeria female police officers in their security operations*”. While only 40 (16.0 %) respondents disagreed. However, it clearly shows that inadequate education or training has adverse effects on the performance of Nigeria female police officers in security operatives.

Also, “**Variable M**” researches to find out the corruption level of the Nigeria female police officers. The study found out that, “*Nigeria female police officers are not likely to be corrupted like their male counterpart*”. This was confirmed from the field work from the questionnaire used and In - depth interview conducted in the study as 185 (74.0 %) of the total respondents did not support that “*Nigeria Female police officers are more likely to be corrupted than their male counterpart*”. In the same variable, only 65 (26.0 %) of the respondents agreed.

Finally, with reference to the socio – cultural factor on the performance of Nigeria female police officers in “**Variable N**” 170 (68.0 %) of the total respondents agreed that, “*Domestic issues affect the performance of female police officers in Nigeria*”. Only 80 (32.0 %) respondents did not support it. An excerpted from an in - depth interview states that:

*“the Nigeria female police officers are over stressed unlike their counterpart in overseas. The domestic activities have adverse effects on the performance of them in their security operatives. They will perform official duties at work and when they get home another home activities (like: cooking, tidying up of the home, attending to the children and husband, and other extended home affairs) commenced”.*

A cursory review of interaction with the respondents gave us an in - depth understanding that before the effectiveness of the Nigeria female police officers can be realized in their security operations, there are some

cogent factors that must be put into consideration. Based on the data collected from the Nigeria Police Officers and others, the following factors are very **necessary for the effectiveness** of Nigeria female police officers in discharging their duties:

- Adequate and regular training and re-training on how to control civilians.
- Adequate and sufficient knowledge about crime.
- Adequate finance.
- Age of the officer should always be considered.
- Attending refresher/developmental courses.
- Availability of logistics: Vehicle and fuel and so on.
- Bullet - proof uniform for the female police officers.
- Computer based knowledge.
- Cordial police - public relations.
- Educational level of the female police officer need to be cognizance of.
- Effective surveillance system.
- Empowerment and recognition of the relevance of female police officers.
- Eradication of corruption in the police system.
- Exoneration of gender segregation in terms of performance.
- Female police self - discipline.
- Good communication system.
- Good health care services.
- Good leadership system and so on.
- Good Welfare Package.
- Government support (Federal, State and Local Government).
- Handling of cases of investigation to give experiences.
- Keeping of official secret to be secret from the public.
- Knowledge of forensic science study.
- Mental alertness training for the police.
- Modern/sophisticated ammunition and equipment.
- More training in sexual offences.
- Organization of various seminar/workshops for the woman police (Local and international).
- Physical fitness, smart dressing and gallant.
- Police life insurance.
- Proper management system.
- Proper orientation for the newly recruited female police officers.
- Provision of adequate equipment to fight crime.
- Provision of medical facilities.
- Reduction of domestic activities.
- They need human capital building.
- They should be respected by the law/constitution.
- To attend mid - wife training and seminars.
- To maintain good relationship with public.
- Well - armed with modern facilities/equipment/weapon.

That is, the above factors determine the effectiveness of the Nigeria female police officers, in security operations in the country. Availability of these factors and collaboration with other law enforcement agencies will make the Nigeria female police officers more effective in security operations.

More so, in order to know the **social consequences** of low number of police women in the Nigeria Police Force, the following factors were given from the field work:

- Dark - age cultural beliefs.
- Delay in judiciary proceeding of juvenile cases.
- Embarrassment from the public on women police.
- Increasing social delinquency.
- Ineffective crime control, especially capital crime.
- Ineffective service delivery.
- Inferiority complex from the women police.
- Insufficient information about criminal women in the society.

- It causes “I don’t care” attitude to work.
- It leads to corruption of the system.
- It usually brings platonic relationship between women police and their male senior police officer.
- Lack of escorts to female suspects.
- Level of children in crime is the increase in population.
- Low educational qualification.
- Marital stress and conflicts (issues).
- Most women police discourage their children to join the force.
- Problems in conducting and searching on female suspects and care for female suspects.
- Problems in investigating cases involving women and children.
- Problems in investigating rape case involving the male counterpart.
- Prostitution and unconscious husband searching.
- Public disapproval.
- Reduction in work force of Nigeria Police force.
- Shortage of female officer for certain duties.
- Social - cultural and religious belief.
- They are seen as weaker vessel.
- Too low number of female orderlies attached to female V.I.Ps.
- Young victims might suffer proper cares in juvenile court.

As posited by Onwudiwe (2000), Adebayo and Emmanuel (2009), it was further confirmed during the study as some questions were posed to the respondents in order to have in - depth knowledge of the missing factors that hinder the effectiveness of the Nigeria female police officers in Akure command, Ondo State, and it was gathered that unavailability of these factors are responsible for the ineffectiveness of Nigeria female police officers in security operations in the society. These **challenging factors** are:

- ❖ Amalgamation of many duties (wife, mother and officer) could make them not smart.
- ❖ Bad leadership system.
- ❖ Bribery and corruptions.
- ❖ Communication network problem.
- ❖ Delay in marriage and problem of marriage.
- ❖ Discrimination among others (male and female police officers) Gender discrimination.
- ❖ Disorganization of children/family.
- ❖ Disrespected on women police – public assault/insult with abusive words.
- ❖ Domestic duties/obligations are other challenges on the women police.
- ❖ Emotional and psychological breakdown.
- ❖ Ethnicity problems and tribal issues.
- ❖ Female age and marital condition are barriers in recruitment.
- ❖ Gender integration issues among the Nigeria police force.
- ❖ Improper division of labour among men and women police officer.
- ❖ Inability to take good care of their home – children and husband.
- ❖ Inadequate finance from Government.
- ❖ Inadequate motivation.
- ❖ Inadequate well - trained or educated female police officers.
- ❖ Insufficient facilities for female police to operate with.
- ❖ Intimidation from their male counterpart.
- ❖ Lack of accommodation.
- ❖ Lack of confidence in the public viz – a - viz.
- ❖ Lack of flexible mobility.
- ❖ Lack of further education.
- ❖ Lack of scientific method of crime detection and control by female police officers.
- ❖ Lack of sophisticated weapons.
- ❖ Lack of unionism among Nigeria female police officers.
- ❖ Logistic problem i.e. Armless patrol team.
- ❖ Low respect for female police officer.
- ❖ Marital conflict, pregnancy issue and denied of maternity leave.
- ❖ Marital Problems and home break.
- ❖ No time to further their education.
- ❖ Over time (long time) on duty.

- ❖ Poor police – public relations.
- ❖ Poor welfare package.
- ❖ Problem of extra – marital affairs.
- ❖ Promotion stagnation.
- ❖ Separation from their husband’s base.
- ❖ Sexual harassment from superior officers.
- ❖ Shortage of female manpower in police system.
- ❖ Societal tag (label) as prostitutes brings low morale.
- ❖ They are at times the victim off crime – brutality.
- ❖ They are easily tempted and corrupted.
- ❖ They are seen as weaker vessel and not independent.
- ❖ Tribalism and favouritism.
- ❖ Underrating by their male counterpart.
- ❖ Unnecessary transfer and posting on malice.
- ❖ Weakness during pregnancy and problem of long maternity leave after delivery.

All these above mentioned factors are unavailable (challenges) to the NPF and it constantly hinders female police officers’ performance in security operations in the society.

This study also took keen look at the *factors that can enhance the effectiveness* of the Nigeria female police officers. The following factors were developed from the field work with the aid of questionnaire and in – depth interview conducted:

- Adequate funding for police generally.
- Constitutional empowerment.
- Discipline among the female police officers.
- Early marriage for the female police officers should be encouraged in the profession.
- Education should also be encouraged in the police work.
- Enactment of laws to promote gender equality in the Nigeria policed system.
- Equality with their male counterpart.
- Improved welfare packages: Good salary, loan facilities, transfer and posting within her locality.
- Motivation: Night allowance, promotion, loan granting and so on.
- Nursing mother should not perform night duty.
- Proper protection of female interests in the police force.
- Provision for special packages to boost their moral on duty.
- Provision of better and more accommodation or standard barracks for the police.
- Provision of mobility for the female police officers.
- Provision of more room for more female in police force.
- Provision of seminars to create awareness on importance of female police officers.
- Provision of sufficient and standard facilities, funds and equipment.
- Regular (well) training and international training with seminars.
- The number of years allowed to marry after recruitment should be reduced drastically.
- There is also the need for adequate medical check – up for the Nigeria female police.
- There is the need for extension of maternity leave and payment of allowance.
- There should be provision for well secured control point – traffic control.
- There should be reduction in their retirement years.
- They (family member) should be paid well and on time in term of death, while in service.
- They should be engaged in ICT trainings.
- They should serve where their husband resides (posting and transfer).
- Timely promotion for the female police officers should be maintained.
- Well equipped with modern weapon.

## SUMMARY OF FINDINGS AND CONCLUSION

In this study, a critical look was taken at the activities of Nigeria Female police officers, the problems encountered during their duty and the remedy for solving them. Obviously, the Nigeria female police force is saddled with the task of enforcing the law, but its ability and activities are hampered by socio – cultural, administrative and operational problems. In addition to other problems, some are reflection of the nature and extent of corruption in the Nigerian Police Force.

The situation has created a very bad image for the Nigeria female police officers; while they are unable to enforce the law in their security operations. They are perceived to be hostile to the public they are paid to protect. It must be noted, however, that the Nigeria female police officers suffer acutely in terms of the required

resources that will enable them to be efficient.

According to the outcome of the study, the Nigeria female police officers are not to be totally blamed for the persistence wave of crime in Nigeria because “*you cannot rare a chicken without feeding and expect it to survive*”. The information collected revealed that the methods and equipment used by the criminals are highly sophisticated in comparison with those ones employed by the NPF which are obsolete. It shows that the NPF are not adequately financed.

Furthermore, it revealed generally that, there are many area commands and field posts of NPF that are without a reliable patrol car or communication gadgets, such as: telephone or talkies, even guns they carried all about, cannot in any way be compared with the ones used by the criminals i. e. Armed robbers and so on.

The research also revealed that the reduction of crime rate in Nigeria is not only by the Nigeria Police Force, but with the cooperation of other law enforcement agencies, as well as the public to give reliable information to the law enforcement agencies where necessary. Also, it shows that high level of indiscipline and improper management among the Nigeria female police officers are factors militating against their effectiveness in crime control. Moreover, it makes us to realize that the public needs to be re - oriented and changed their beliefs and attitudes towards the Nigeria female police officers and has full confidence in them.

In addition, it uncovers clearly that the welfare package of the Nigerian (female) Police Force is poor according to the research, and even motivation is very woeful. It unmask it that the Nigeria female police officers are not well motivated which also affects their morale and commitment to their conventional duties. The study further established that there is a relationship between the low number of Nigeria female police officers and facilities for their effectiveness.

Finally, this study shows that the Nigeria Police Force still needs more educated and well - trained female officers to boost their effective performance in security operations.

## RECOMMENDATION

Based on the finding, the study recommended the following recommendations:

1. The entire fabric of the Nigeria society particularly the police force needs quality and fundamental restructuring. Thus, it requires giving equality to all irrespective of tribe, religion and language.
2. The police force should pay attention to participatory management style that will give rank and file of the force opportunity to make inputs. This will not only motivate the rank and file, but will also enhance performance (particularly the female police officers).
3. Training of members of the Nigeria Police Force will provide them the needed facilities and knowledge. Modern weapons and taking due advantage of existing communication gadgets to constantly checkmate criminals are needed.
4. The female police officers' motivation and welfare packages should be given high priority through regular and prompt payment of salary, appropriate promotion, and other operational incentives such as: loan, allowances and so on. This will not only make the female police officers to put in their best, but it will also discourage them from colluding with criminals to commit crime and boost their moral in service.
5. Other Law Enforcement bodies should collaborate with the NPF in order to enhance the effectiveness of Police (in general and particularly the female police officers) in crime control in society.
6. There should be provision for training facilities and regular training for Nigeria Female Police officers.
7. Nigeria Female Police officers should be well armed and equipped.
8. There is the need for drastic reduction in inequality and discrimination among Nigeria police force. Thus, government should introduce gender based violation against Nigeria female police officers.
9. Government should educate the public on the importance of women police in Nigeria and to disregard the religious belief that underrate them.
10. The Nigeria female police officers should be promoted to high positions in the system.
11. They should be giving adequate guarantee on security in service and after service.
12. There should be more employment opportunities for females in Nigeria Police Force.
13. They should be encouraged to study more while in service.
14. The Nigeria Female police officer should be allowed to serve where her husband resides.
15. They should be encouraged to involve in peace keeping programs.
16. The Nigeria female police officers should be provided with befitting accommodation and transportation system.
17. High standard of discipline should be maintained amongst the Nigeria female police officers.
18. There should be proper monitoring at the post of duty.
19. There should be reduction in their working hours daily and not to be over – stressed; and as well they will be able to attend to home issues without any hitch.

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