



Understanding the Grand Challenges of South African Police Women: Can Relevant Policy Measures Ease This Burden?

Dee Khosa

Lecturer, Department of Safety and Security Management, Tshwane University of Technology, South Africa

Email: Khosad@tut.ac.za

<http://dx.doi.org/10.47814/ijssrr.v5i11.725>

Abstract

The population composition in South African total citizens displays that more than 50 percent are Females. In contrary, confusion arises when job opportunities and available vacant posts are not distributed equally with the Male. Thus, the objective of this study was to offer understandings of grand challenges of South African Police Women across South Africa, aided by this hanging question: Can relevant policy measures ease this burden? This qualitative study employed the Scoping Review research design. The non-probability: Purposive sampling was used. The collected data was restricted to 1990-2021. The inductive Textual Content Analysis (TCA) was applied for data analysis. Results indicate that there is an absence of effective policy and regulation that can boost the status of Females in the Police services or Law Enforcement Agencies (LEAs). This is selectively attributed to stereotypical outlook of Male population and resistance to contemporary changes. Moreover, the existence of numerous policies, including 'laws, rules and regulations,' implementations seem distant, further fueled by limited inspections and audits, which continues to deprive Females fair competitiveness with Males across many aspects. It is recommended that implementations of available polices to address challenges faced by Females in different societal sectors should be made an urgent priority. Males should also subject Females to impartial, fair treatment and tolerance. The complexity of SAPS should not be gender-based.

Keywords: *Police Women; Policy Measures; South African; Understanding Grand Challenges*

Introduction

The population of Females in South Africa (SA) is more in comparison to males (The World Bank, 2022). In addition, Females also experiences a disproportionate social status compared to Males of SA. despite the incorporation of social and racial equity within the constitutions of maximum democratic countries, comprising SA, issues related to social and racial equity continue in various forms and different fraternities, comprising conservation (Story *et al.* 2020). Historically, during the apartheid and colonisation era, across Africa, conservation is predominantly related to specific races, particularly whites

and individuals of the upper class along with the people of higher authority. Besides, Women were also excluded from the articulation process. Gender is a 'discriminatory variable' in the context of conservation since the voice or opinion of Females are suppressed at the regional level where real projects are built. For instance, in the rural region of KwaZulu-Natal (KZN), communities are quite organised and continue to follow a patriarchal outlook where male members are given the right to dominate Females in the decision-making process, and Females tend to agree with and depend on the male members during the meeting session. Male members of the family are the sole decision-makers in maximum African nations than been branded as 'Housewives.'

It is without any doubt that Males dominate the workforce participation across the organisations of SA. The significant disparity between the participation of Females and Males in the labour market. This segregation and inequality are prominent in male-dominated industries like police, military and law enforcement. The government of SA has formulated different policies as the Employment Equity Act [EEA] (No. 55 of 1998) and Broad-Based Black Economic Empowerment Act [B-BBEE] (No. 53 of 2003) respectively ensure convenient access to job opportunities. Progress in the term of Women getting equal reach in the SAPS. Therefore, this study has significant originality since, unlike the past studies, it has primarily focused on identifying the gap in the existing policy practices to make operational advancement for Females in the SAPS. Although the existing studies have discussed the challenges faced by Females in the workplace as well as while acquiring leadership positions, the current study has thoroughly researched the loopholes in policies that are hindering the Females of SA to increase their participation in the police service.

Methods and Materials

This qualitative study employed the Scoping Review research design, focusing on primary sources. This was accomplished by purposively identifying key concepts, knowledge gaps on this subject to set the agenda for research. The relevant types and sources of evidence to inform existing practices, policy-making, and future research studies. Matthews and Ross (2010); and Maluleke (2016) agree that researchers can also ask questions to documents, in the same ways as one might ask questions of the study participants. The consulted studies, such as the 'newspaper reports, internet sources and journal articles, amongst others,' restricted to 1990-2021. The secondary sources from the 'Google Scholar' were also reviewed. The timeline of the majority of consulted sources were seminal in nature, demarcated to 10 years or less, with some of the selected studies older than 5 years. Broad varieties of the sources have been selected to get a better insight into the status of Women in the workplace of SA, particularly in the police service department. These keywords, such as the 'Women underrepresentation, Women empowerment, 'challenges faced by Women in leadership positions, policies formulated by the government of SA, and population composition of South Africa' have been considered.

The inductive Textual Content Analysis (TCA) was applied for data analysis. This data analysis method is heavily depending upon very detailed data for efficient analysis. Its effectiveness rests on limited body of data to work with and may be useful to explore different kinds of data to establish data set and it can limit material further by only taking a few texts or parts of texts [I.e. Headlines] (Maluleke, 2020, Mokwena & Maluleke, 2020, Mokwena, Motsepe, Maluleke & Shandu, 2020; and Silverman, 2014).

Identification of Study Themes, Review of Literature and Discussions

The Turbulent Nature and Extent of Challenges Facing South African Females

The voicing of Females during cultural or social gatherings is often viewed as ‘disrespectful and Taboo,’ this patriarchy thinking remain witnessed in SA and continues to grow. Hence, the matter of ‘community game’ is not significant for the Female population in the SA, as it poses no direct advantages to them (Musavengane & Leonard, 2019). Reputable companies involved in international trade comprise a significant share of SA’s employment and output. Thus, their behaviour has a major impact on national outcomes comprising gender inequality. The removal of every kind of discrimination against Females can increase per capita global productivity by about 40 percent (Bezuidenhout *et al.*, 2019). Moreover, a smaller Gender Wage Gap (GWG) increases the opportunity costs of Females staying extrinsic to the workforce market; thereby boosting Women’s workforce participation. As the participation of Females in the labor force of SA is a sole issue, it further affects the economic aspects. Besides, trade tends to raise the GWG since it transfers resources to trading organisations that prefer a flexible workforce, as they are concerned with clients across various time zones.

Equally, Females are generally regarded as less flexible in comparison to men as they are burdened with the responsibilities of domestic activities like child rearing. It has even been observed that the total contribution of Women’s workforce to agricultural activities was quite lower, between 7 percent and 35 percent. The intensity of labour experienced by Females in farming is largely reliant on males’ tasks (Baudron *et al.* 2019). Gender continues to be a core aspect of social relations in SA. Economic roles like later-life pensions and mid-life migration of labourers’ brief social roles particularly in gendered ways; for instance, real Women of SA are tied-up to the chores of the household. On the other hand, men are likely to get accustomed to working migration.

To this course, Men have more scope to establish social connections with different migrants and hence tend to get familiar with extended community members (Harling *et al.* 2020). Women, on the contrary, majorly migrate to regions near to their local residence and maintain familial bonds during their period of migration. Further gender norms imply that Females are burdened with household management and tend to maintain intergenerational associations with the increase of their age, often simultaneously caring for and looking after their grandchildren and children. Therefore, these social forces can result in a gender-related model of social support as observed in higher-income nations.

The above narrations indicate that the female population across the region of South African experiences acute disparities and discrimination. This issue more or less exists in every other region around the world. Since the current study aims at assessing the future of female police in SA, it is necessary to understand the status of Women in the labour force; particularly in the department of SA police. With certain exceptions, war is mostly conducted by males, with almost less than 1 percent of all involved fighters in the past being Females. Even in today's age, Women continue to hold a minor position in the military panel, both in senior posts and combat, despite attempts to promote and recruit Women. Importantly, SA has 25 percent of the labour force with Women involved in active duty as well as 15 percent has their post in peacekeeping operations (Heinecken, 2022). This depicts that Females continue to experience several social, institutional and physical barriers that affect the rate of their inclusion.

Furthermore, resistance against Women soldiers particularly in combat roles has been a continuing phenomenon. This resistance is specific to different arguments, of which the most fundamental is that Females cannot fulfil the demands of physical activities required in military forces. On the other hand, Women are inherently peaceful in comparison to men and hence do not fit in the military or armed forces. Female soldiers also tend to affect cohesion among group members and male bonding (Wilén & Heinecke, 2018). In the current years, arguments for female involvement in the military have increased,

coinciding with the rise in peacekeeping operations. While initially trained and enrolled in the department of civil relief, the role of Females gradually evolved and was restricted only to non-combat support sections like personnel, logistics, medical service, welfare, intelligence and finance.

They were given basic training from male members at the (South African Women's Army College (SAWAC). Apart from being accustomed to the process of physical training, they were asked to meet the standards as that of men on completing their basic provision of training. It included typical 'feminine tasks' like how to apply make-up as well as behaving as a stereotyped lady to conserve the feminine status of Women (Rosman-Stollman,2018). Even though Women are promoted and remunerated similarly to those men and other courses of military forces including the basic training were combined, Females were not allowed to take part in the combat roles. Even the weapon training was restricted to self-defense (Alchin *et al.*, 2018).

It has been reported that although there are about 57.7 million individuals residing in SA where more than 50 percent of the total population (nearly 52%) is female as per the home affair registration, they are inadequately represented in political, economic and social spheres. Stereotypical outlook has significantly contributed to the continuing discrimination (Khosa, 2021). Thus, the main concern of discrimination faced by Women in the police department is what the current study aims at addressing. In addition, the present research tends to shape the future of frame police and highlight effective strategies across the study region. Even though the population of SA has more Females compared to males, the participation of Females in the military or police workforce is the opposite where males are given more support and opportunity to join these departments; thereby creating significant discrimination against Women, especially those who are willing to join the armed forces. There is limited agreement on the approach to comprehending hindrance to diversity, particularly the strategies of inclusion allowing Females in SA's Metropolitan Police Departments (MPDs).

The gender-based discrimination prevails within the leadership posts in the police service. Further, the absence of Females in higher positions is more specific. Therefore, there is a need to undertake the current topic of research for getting a better insight into the effectiveness of existing policy measures and systems adopted by the South African government. Despite the higher number of Females in the population of SA, the number of males in police and related services is more, which clearly depicts the lack of support and empowerment that the Women are facing across the region of SA. It is not that Women cannot succeed in the military services or related leadership positions; it is the confidence that the administrative officials have to grow on the abilities of Females and take steps accordingly. Hence, it is required to conduct the current study to shape the future erection of Women police in SA and assess the lack of strategies and measures that are still existing in the region and concerned departments; thereby increasing the extent of Women empowerment. Empowering Females not only imply making way for the opportunities for Women but also taking strategic steps to upskill the capabilities or competencies of Females in every sector including police departments; which can be helpful in the selected region where the participation and voice of Females are suppressed.

Understanding the grand challenges of South African Police Women

It has been observed that the underrepresentation of Women in one of the nations in SA, Botswana has led to an increasing unemployment rate. This further indicates that the scope of job opportunities that men receive is higher, compared to Females. In addition, males of this region have majorly enjoyed high levels of education in comparison to their female counterparts. This is the core reason behind a relatively lower rate of unemployment among males. The situation of the labour market has not much difference even if the Females are better educated which implies that they are less represented. The less representation is particular to the formal sector; however, in the informal sector, they are over-represented at about 36 percent and 75 percent respectively (Matandare, 2018). This

difference confirms that males of the Botswana region find it much more convenient to enter the labour market in comparison to the Females of Botswana. Moreover, the traditional and dominant role of males in creating wealth in both rural and urban families is one of the prime causes behind the comparatively high rates of unemployment among Females. This is extended by wrong traditional and cultural beliefs that the role of Women is caring for the family and childbearing (Diraditsile & Ontetse, 2017).

Subsequently, Womens employment fell comparatively more than that of men due to the “hard” lockdown and crisis. During the pre-crisis period in February 2020, nearly 46 percent of Females and 59 percent of males with ages 18 and above were unemployed. This suggests that the representation of Women in the Labor force is less. Even in the context of unemployment, Women are more vulnerable to the situation. Further, during the period of “hard lockdown” in April 2020, 54 percent of males and 36 percent of Females disclosed being unemployed (Casale & Posel, 2020). This amounts to a decline of 22 percent in the share of Females being employed in comparison to a decline of approximately 10 percent in the share of males being employed between the months of February and April.

The employment gender gap has grown. During both hard lockdown and pre-crisis pandemic period, Females are more likely to lose their job as well as less likely to gain a job compared to males, overall Females experience a bulk loss of jobs (Posel & Casale, 2019). Besides, the percentage of individuals working in February who faced a job loss in April was considerably more for Africans, those with no tertiary education and those in the category of lower earnings as far as earnings in February 2020 is concerned. On the contrary, a specific concern for the global trade union remains to be the under-representation of female and precarious workers due to significant social trends such as feminisation and precarisation of work (Schmalz *et al.*, 2018).

Female participants or employees are made to feel stereotyped as “quota employees”. Apart from gender stereotyping in the workplace, organisations in SA also practice racial stereotyping where black Females are particularly stressed on the challenges of establishing a self-w0rth on the two “quota” stereotypes. This has been counterproductive to the acceptance of their “true” capabilities, knowledge and achievements. They consider Employment Equity (EE) as counterproductive to being accepted for their real worth. As far as racial discrimination is, concerned, black males are also victimised in the workplace in SA. The provision of EE not only reduced the self-worth of black Females but also created a barrier for white Females in the context of job opportunities (Mayer *et al.* 2019).

However, EE created a quota for both black males and Females to get a prior job opportunity. In this current context of differences in job availability, leaders are required to undertake a strategy toward ensuring diversity management in the workplace with the EE policies. Furthermore, Females face tokenism in the office due to their skin colour even if they try to give their best in the interview or during working hours; which makes them highly frustrated. This has further been validated in a study that specifies that Females in SA for several decades have been experiencing discrimination within the workplace since certain job posts like the position of senior and top management are specially kept open for males.

Even though Females are employed, they are given job opportunities at lower positions in the organisations or the jobs of that administration or secretaries. Despite the formulation of different policies and measures by the government of SA, the development toward employment parity in the workplace of SA is low-paced and insufficient. There remains extreme inequality and widespread poverty. It has already exceeded 20 years since the ‘Beijing Declaration and Platform for Action,’ varied pledges continue to be unfulfilled and progress in the context of gender equality in the workspace is slow, especially in SA (Sinden, 2017). Although Females have contributed to the nation’s social and economic well-being, they remain immensely undermined. Besides, their involvement in the workforce is imperceptible since a maximum number of Females are employed in the informal sectors. In the last 20

years, the count of Women in the economic domain who has a chance to enter the workforce has advanced from about 40 percent to only 48 percent. This advancement is remarkably negligible or slow. If this pack of development continues, it may take approximately 50 years to attain the estimated party in the African regions (Balasubramanian *et al.* 2018).

A Comparative Analysis of Challenges Faced by Women across the Globe

Women are particularly responsible for the ‘reproductive labour’ which includes the responsibility of managing cooking, household chores, keeping home, cleaning, looking after family members, and domestic tools in repairing goods, clothing and others. It may be unpaid or paid in which “unpaid” reproductive labour does not let Females take optimum advantage of the provision adopted by the International Labour Organisation (ILO) which is specific to frame a standard for measuring vulnerability in the workplace. This unequal facility of unpaid domestic chores is considered a significant obstruction to the advancement of Females in the workplace, if concerns related to the ‘unpaid reproductive labour’ are downgraded to the private domain of society (Mackett, 2021).

In SA, Women’s workforce participation, employment growth and employment probabilities are restricted by the burden of child rearing and bearing imposed on them. It is further limited by the cultural expectations or outlook, which accompany a specific marital status. The household responsibilities given to Women leaves hardly any time for them to enter the workforce market. Due to the nature of work, such as being low-paid or unpaid, Females continue to remain in a worse socio-economical position than their male counterparts do. Further, Women are even under-represented in leadership job positions. Although Females are finding paths and receiving acceptance in different organisations and occupation activities, some fields with organisations and occupations continue to remain challenging and also closed for them to access. Among these organisational and occupational spaces, include leadership positions.

As per Amakye *et al.* (2021), the number of Females in the positions of leadership within corporate institutions around the globe rose from about 19 percent in 2004 to about 25 percent in 2017. In this same time span, the count of corporate entities without Females in senior leadership posts also increased from 33 percent to about 34 percent. Further, as per the 2018 report of Catalyst, Females constituted a mere 5.2 percent of leaders in USA organisations and Canada, it was at 37.1 percent. Moreover, in Japan and India, the figures were about 7 percent in 16 percent respectively (Catalyst, 2022).

Further, in the European region, it was observed that Females constitute about 10 percent of the board of members and 1.8 percent of Chief Executive Officers (CEOs) in the 500 organisations listed under financial times. In the context of Africa, the status of Women, even if not poorer than the other regions, is similar to theirs. Hence, the advancement of Females in corporate entities in the current era is undeniable, their low representation, particularly in the position of leadership is worrying and factual. Therefore, a vicious cycle of debate is prevalent within the global community and labour market.

Women are excluded from the ‘male-dominated’ sector (Li *et al.*, 2019). Previously Women have been not allowed to engage in exercising any kind of raising voice in the police service departments, however, they are taking a firm hold in the department of law enforcement despite the objections raised by their male peers. The government formulated programmes and policies to promote the inclusion of Females in every domain of life but these milestones have not presented the systematic barriers that Females continue to experience; thereby increasing the extent of a hindrance for them in the context of assessing leadership positions. As far as female participation in the police service is concerned, there are different factors that significantly contribute such as the lack of human resources in the police department and the increasing crime rate (Farrell *et al.*, 2018).

Consequently, institutes like the ‘National Women ’s Council of South Africa’ and the ‘National Council for Child Welfare (NCCW)’ put forward that Females need to be employed as representatives of the SAPS. These proposals brought out the initial major transition in the policing fraternity. Despite the positive efforts to bring advancement in the status of Females in the MPD, the recommended improvements continued to be only a belief that Females are viewed as inferior and weak to that of their male peers (Khosa, 2021). Marginalisation is the most significant obstacle for maximum female officers.

Women Empowerment: Undertaken Initiatives South Africa versus Globe

Given the challenges of gender segregation faced by Women in every sphere of their life, there are several measures and policies undertaken by governments of every nation to ensure the inclusion of Females irrespective of their age, colour, religion and other classifications. The study conducted by Ariffin *et al.*, (2020) highlight the natives of Women empowerment in the Strategic Plan of 2013-17, undertaken by the “Ministry of Women, Family, and Community Development” of Malaysia. This has aimed at increasing the contribution of Women within the socio-economic field. This initiative is framed as per the National Action Plan (AP) and National Women’s Policy (NWP) to promote Women’s empowerment and their development in Malaysia.

In the context of powerful armed and military forces, India is in one of the topmost positions along with that China, Russia and the USA. However, gender equality and Women’s participation in the rammmed and police service department has remained to be a major challenge even in these regions. The Supreme Court of India has ruled that Females can take part in the role of army commanders, despite the fact that male army officers or soldiers may find it disturbing to take steps as per the direction of Women officers (Dhar, 2019). Similarly, Jordan formulated their NAP for executing “United Nations (UN) Security Council Resolution 1325 (Women, Peace and Security)” for the period of 2018-21 and further has implemented a gender-based approach toward female’s participation in prohibiting and intervening in stability, security operations and conflicts” (Maffey & Smith, 2020). Although this is a vital step taken toward increasing the participation of Women in the army and different national security entities, Jordan has faced major concerns to improve its ranking in the context of gender equality.

The government of SA has also formulated various measures to empower Women in different fields. Because of the changing characteristics surrounding the workforce, especially since it links with the emerging precariousness within the labour market, the ‘Decent Work Agenda’ have been developed to determine workplace vulnerability (Mackett, 2021). This enlisted the matter of gender equality as the cross-cutting objective of this Agenda and acknowledged the reproductive domestic labour of Females as well as its contribution to Females’ vulnerability within the labour market.

The South African government to eliminate discrimination in the workplace has adopted the EEA, 1998. Women need to continuously prove their worth and abilities to join the police services. This is the crucial challenge experienced by Women in the workplace for every sector, particularly in those sectors, which need physical strength and endurance. Currently, psychological related tests are allowed under the EEA, 1998 to ensure that the applicants are selected based on their competencies and not on their gender (Khosa, 2021). In every industry, EEA, 1998 permits equal opportunity of employment and fair representation that were not previously followed by the then ruling government of SA during the apartheid era.

The policy of Black Economic Empowerment (BEE) has also aimed at eliminating discrimination all across the region of Africa particularly based on skin colour. In SA, policies, institutions and progressive laws formulated since 1966 tend to multiply Women’s representation, particularly black Africans across the private sector (Matotoka & Odeku, 2018). Women’s underrepresentation has

continued to be the key issue in the organisations of SA; also experienced by black Women. In this note the establishment of the B-BBEE, 2003 allows organisations to support economic transformation for enabling a meaningful involvement of black communities. The emphasis of this policy is more on the criteria of race rather than the participation of gender.

The Women Empowerment and Gender Equality Bill (WEGE), 2013 has been implemented with an aim to make way for fair opportunities for Females in getting job opportunities in SA. It further provides a condition where 50% of Females are required to be employed in the positions of decision-making (Hills, 2015). Under the leadership of 'The African National Congress Women's League (ANCWL)' and Federation of South African Women (FEDSAW), Females of distinct races raised their voices against the absence of sensitivity in the implemented laws and policies (Khosa, 2021). The struggle of Women had a turning point on 17th April 1954 after the approval of the 'Women's Charter.' As per the Charter, Females irrespective of their race residing in any part of SA has the right to violate the discriminatory practice, laws that do not allow them to enjoy their basic rights to fair opportunities of employment (Khosa, 2021).

Further, the Labor Relations Act (LRA) [No. 66 of 1995] was also formulated to provide fair opportunity in employment status. The guidelines of the LRA, 1995 prohibit employers from dismissing employees on the grounds of unfair validation. Also, Section 186(1)(c)(i), under the LRA, 1995 prohibits employers from dismissing a willing employee from returning to their office after the period of maternity leave. Precisely, the LRA makes way for unfair dismissal (Sychenko *et al.* 2019).

Women Empowerment and Related Benefits

Empowering a person indicates supporting and motivating the individual to undertake or participate in a certain activity if they were previously restricted due to a lack of opportunities and adequate resources. The same context is relevant when Women's empowerment is discussed. Females have a major contribution to the decision-making as well as to the well-being of households (Sell & Minot, 2018). Thus, it is necessary to assess the significance and the patterns driving Women's empowerment. However, the matter of empowerment stresses agency, achievement and resources. Resources are the control over financial, human, intellectual and physical resources, whereas agency indicates getting possession of the freedom and capability to take individual life preferences. Combined resources and agency constitute 'functioning achievements' or general achievements, which is associated with globally shared fundamental functioning; however, also implies individual choices.

Moreover, a few factors that tend to influence or determine empowerment include gender, nationality, marital status, age, economic activity, health, intra-family distribution and social role (Gupta *et al.* 2022). Other factors influencing the degree of empowerment include participation in economic activities. Authority over resources or assets does not result in empowerment; however, it can only be a 'catalyst for empowerment.' While resources such as social, political and economic are critical in facilitating Women to be empowered, they are often insufficient. Without a female's collective or individual capability to utilise and recognise resources as per their interests, the resources can never lead to empowerment (O'Hara & Clement, 2018).

Further empowerment of Women is regarded as the "process" and inter-connected terms like autonomy, status and agency have been considered in the existing studies. Conventional treatment of female empowerment tends to differentiate instrumental (Altruistic) versus self-interest (Selfish) notions of Women's autonomy. The measuring criteria of empowerment are fixed on self-compassion (Socio-psychology) to explore the debate associated with health-empowerment (Samanta, 2020). Females in society go through several barriers and challenges since they belong to disadvantaged groups. Women are discriminated against to a degree making way for inequalities in access to societal resources, social

services, wealth and property. This is in consequence of the dysfunctions within the structure of society (Unanam, 2020). This discrimination and segregation faced by Females indicate that they have been hardly prioritised; further creating a barrier in the movement towards economic empowerment and self-actualisation. In the absence of these criteria, poverty increases which thereby create obstacles preventing the majority of Females from exercising their optimum potential. This eventually results in the violation of their fundamental rights (Unanam, 2020).

Considerable, after reviewing the existing literature, it has been observed that although SA has more Females, their representation of participation in the workforce both in the private and public sectors is less (Harling *et al.*, 2020; Musavengane & Leonard, 2019; and Story *et al.* 2020). Females in every respect have to prove their abilities since they are viewed as physically weak. Even if they fought to secure a position in the labour market, they are majorly not allowed to hold a leadership status in the workforce. This indicates they are kept at a distance from participating in the decision-making process. The challenges are more or less similar in both developing and developed nations.

As observed from past studies, Women are extensively marginalised in the police service department of SA despite the presence of various policy measures (Farrell *et al.*, 2018; Khosa, 2021; and Li *et al.* 2019). It implies that there remains an absence of evidence justifying the effectiveness of policy measures in SA to reduce gender discrimination in the police department. A significant gap exists pertaining to the discussion of the area where the government of SA needs to work to improve the Women's police service. In this context, the current study tends to address the gap and formulate relevant policy measures to ensure the progress of Females in the field of the police department.

Conclusion and Recommendations

The position of Women in the workplace is yet to go a long way to maintain an equal balance with that of their male peers. Results of the present review paper confirm that equal representation of Females in the policing domain continues to lag. However, due to the formulation of acts or policies, Females in SA can take part in the workforce and secure their targeted job. In the context of male-dominated sectors like law enforcement and policing, the growth of women is stagnant since, in SA, they are hardly allowed to participate and join the troops of the police service. This slow growth is due to the stereotypical outlook of the entire society and the male members of the workforce. Even if Women are given leadership positions in organisations, most men show reluctance to follow the direction and advice of the female leaders. This hinders the growth rate of Women. Even if Women contribute considerably to economic empowerment and most of the time are more capable than their male counterparts, the withdrawal attitude of the male-dominated society pulls the female of the community backwards.

Furthermore, it is recommended to focus on the proper implementation of the policy measures. In addition, it is also required to increase the level of knowledge to eliminate the stereotypical outlook and notion about Females, males, society, race or culture. At the basic level, awareness and knowledge about the existing policy measures are vital. This can make the victim who is the Women population get fair opportunities based on the existing laws and regulations. In addition, there is a lack of inspection, which indicates the setting up of an Inspection or monitoring Committee for a better audit and investigation of whether the target audience is getting maximum benefits from the policies and governmental regulations. This can further help to address the gap currently existing in the strategies and measures adopted to support the Women police service of SA.

References

- Alchin, A., Gouws, A & Heineken, L. (2018). Making a difference in peacekeeping operations: Voices of South African Women peacekeepers. *African Security Review*, 27(1), pp.1-19.
- Amakye, S., Chimhutu, V & Darkwah, E. (2021). Beyond the glass ceiling: an exploration of the experiences of female corporate organisational leaders in Ghana. *Journal of Human Behavior in the Social Environment*, pp.1-18.
- Ariffin, A.S., Baqutayan, S.M.S & Mahdzir, A.M. (2020). Enhancing Women entrepreneurship development framework: Policy and institution gap and challenges in the case of Malaysia. *Journal of Science, Technology and Innovation Policy*, 6(2), pp.22-33.
- Balasubramanian, S.A., Kuppusamy, T & Natarajan, T. (2018). Financial inclusion and land ownership status of Women. *International Journal of Development Issues*. *International Journal of Development Issues*, 18(1), pp. 51-69.
- Baudron, F., Misiko, M., Getnet, B., Nazare, R., Sariah, J & Kaumbutho, P. (2019). A farm-level assessment of labor and mechanization in Eastern and Southern Africa. *Agronomy for Sustainable Development*, 39(2), pp.1-13.
- Bezuidenhout, C., Van Rensburg, C.J., Mathee, M & Stolzenburg, V. (2019). Trading firms and the gender wage gap: evidence from South Africa. *Agenda*, 33(4), pp.79-90.
- Casale, D & Posel, D. (2020). Gender and the early effects of the COVID-19 crisis in the paid and unpaid economies in South Africa. NIDS-CRAM Policy Paper No. 18.
- Catalyst. (2022). Women CEOs of S&P 500. <https://www.catalyst.org/research/Women-ceos-of-the-sp-500/>.
- Dhar, S. (2019). Gender and sustainable development goals. In *India's Social Sector and SDGs* (pp. 203-227). Routledge: India.
- Diraditsile, K & Ontetse, M.A. (2017). Lived Experiences and Consequences of Unemployment on Women: An Empirical study of Unemployed Young Women in Mahalapye, Botswana. *Journal of International Women's Studies*, 18(4), pp.131-143.
- Farrell, A.L., Monk-Turner, E., Danner, M.J & Scallon, C.J. (2018). There is no crying in police work: Exploring police shootings with feminist methods. *Gender Issues*, 35(3), pp.220-235.
- Gupta, S., Sahoo, P.K & Paltasingh, K.R. (2022). Does development deter crime against Women? Panel evidence from India. *Journal of Business and Socio-economic Development*. *Journal of Business and Socioeconomic Development*, 2(1), pp. 19-33.
- Harling, G., Morris, K.A., Manderson, L., Perkins, J.M & Berkman, L.F. (2020). Age and gender differences in social network composition and social support among older rural South Africans: findings from the HAALSI study. *The Journals of Gerontology: Series B*, 75(1), pp.148-159.
- Heineken, L. (2022). Women still considered a threat to military effectiveness and warrior spirit <https://mg.co.za/opinion/2022-03-23-Women-still-considered-a-threat-to-military-effectiveness-and-warrior-spirit/>.

- Hills, J. (2015). Addressing gender quotas in South Africa: Women empowerment and gender equality legislation. *Deakin Law Review*, 20(1), pp.153-184.
- Khosa, D. (2021). Gender and Police Leadership: An Analysis of Metropolitan Police Departments in South Africa. *International Journal of Criminology and Sociology*, 10, pp.1333-1341.
- Li, J.C., Cheung, J.C & Sun, I.Y. (2019). The impact of job and family factors on work stress and engagement among Hong Kong police officers. *Policing: An International Journal*, 42(11), pp.1-19.
- Mackett, O. (2021). Quality of work and unpaid reproductive labour in the South African labour market. *Journal of International Women's Studies*, 22(7), pp.47-68.
- Maffey, K.R & Smith, D.G. (2020). Women's participation in the Jordanian military and police: An exploration of perceptions and aspirations. *Armed Forces & Society*, 46(1), pp.46-67.
- Maluleke, W. (2020). The African scare of fall armyworm: Are South African farmers immune? *International Journal of Social Sciences and Humanity Studies*, 12(1), pp.192-206.
- Maluleke, W. (2016). The use of Deoxyribonucleic Acid in combating stock theft in South Africa. Unpublished Doctor Technologiae: Policing. Tshwane University of Technology: Soshanguve South.
- Matandare, M.A. (2018). Botswana unemployment rate trends by gender: Relative analysis with upper middle-income Southern African countries (2000-2016). *Dutch Journal of Finance and Management*, 2(2), pp.1-13.
- Matotoka, D & Odeku, K.O. (2018). Transformative interventions fostering mainstreaming of Black South African Women into managerial positions in the private sector. *European Review of Applied Sociology*, 11(16), pp.36-50.
- Matthews, B and Ross, L. (2010). *Research methods. A practical guide for the social sciences*. Pearson: Essex.
- Mayer, C.H., Oosthuizen, R.M & Tonelli, L. (2019). Subjective experiences of employment equity in South African organisations. *SA Journal of Human Resource Management*, 17(1), pp.1-12.
- Mokwena, R.J & Maluleke, W. (2020). South African rural communities and the land restitution process: The application of criminological and legal theories in identifying obstacles to rightful allocations of land. *Gender and Behaviour Journal*, 18(3), 16145-16156.
- Mokwena, R.J., Motsepe, L.L., Maluleke, W & Shandu, SN. (2020). A study of land restitution to rural communities in South Africa: An analysis of traditional leaders perceptives. *Gender and Behaviour Journal*, (18(3), pp.16132-16144.
- Musavengane, R & Leonard, L. (2019). When race and social equity matters in nature conservation in post-apartheid South Africa. *Conservation & Society*, 17(2), pp.135-146.
- O'Hara, C & Clement, F. (2018). Power as agency: A critical reflection on the measurement of Women's empowerment in the development sector. *World Development*, 106, pp.111-123.
- Posel, D & Casale, D. (2019). Gender and the economy in post-apartheid South Africa: Changes and challenges. *Agenda*, 33(4), pp.3-10.
- Rosman-Stollman, E. (2018). Military service as bargaining: The case of religious Women soldiers in Israel. *Politics, Religion & Ideology*, 19(2), pp.158-175.

- Samanta, T. (2020). Women's empowerment as self-compassion? Empirical observations from India. *Plos one*, 15(5), 1-18.
- Schmalz, S., Ludwig, C & Webster, E. (2018). The power resources approach: Developments and challenges. *Global Labour Journal*, 9(2), pp.113-134.
- Sell, M. and Minot, N. (2018). November. What factors explain Women's empowerment? decision-making among small-scale farmers in Uganda. In *Women's Studies International Forum*. (71), pp.46-55.
- Sinden, E. (2017). Exploring the gap between male and female employment in the South African workforce. *Mediterranean Journal of Social Sciences*, 8(6), pp.37-51.
- Silverman, D. (2014). *Interpreting qualitative data*. Sage: Thousand Oaks, California.
- Story, W.T., Tura, H., Rubin, J., Engidawork, B., Ahmed, A., Jundi, F., Iddosa, T & Abrha, T.H. (2020). Social capital and disaster preparedness in Oromia, Ethiopia: An evaluation of the "Women Empowered" approach. *Social Science and Medicine*, 257(c), pp.1-11.
- Sychenko, E., Laruccia, M., Cusciano, D., Chikireva, I., Wenpei, L & Smit, P., 2019. Dismissal protection in the BRICS countries in light of International Labour Organisation Convention No. 158. *BRICS Law Journal*, 6(4), pp.34-66.
- The World Bank. (2022). Population, female (% of total population) - South Africa. The World Bank. <https://data.worldbank.org/indicator/sp.pop.totl.fe.zs?locations=za>.
- Unanam, H.R. (2020). Impact of Women's Economic Empowerment in Development: An Evaluation of Development Exchange Centre in Plateau State. *International Journal of Gender and Women's Studies*, 8(1), pp.1-16.
- Wilén, N & Heineken, L. (2018). Regendering the South African army: Inclusion, reversal and displacement. *Gender, Work and Organisation*, 25(6), pp.670-686.

Copyrights

Copyright for this article is retained by the author(s), with first publication rights granted to the journal.

This is an open-access article distributed under the terms and conditions of the Creative Commons Attribution license (<http://creativecommons.org/licenses/by/4.0/>).