

**AN ASSESSMENT OF POLICE CULTURE ON CAREER PROGRESSION OF
FEMALE POLICE OFFICERS IN NYERI COUNTY, KENYA**

BY

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DECLARATION

This project is my original work and has not been presented for a degree or any other award in any other University

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DEDICATION

With love, I dedicate this work to my two daughters Shanice and Shamim, and to all female police officers in Kenya who are trying their best to adjust their schedules in order to balance work and family, as well as, advance in their careers.

ABBREVIATIONS AND ACRONYMS

APS	Administration Police Service
APCOF	African Policing Civilian Oversight
DCI	Directorate of Criminal Investigations
FGDs	Focus Group Discussions
HURINET	Human Rights Network
KPS	Kenya Police Service
NCWP	National Council of Women in Policing
NPS	National Police Service
NPSC	National Police Service Commission
RoK	Republic of Kenya
SDGs	Sustainable Development Goals
SPSS	Statistical Package for Social Sciences
UNDP	United Nations Development Programme
UNODC	United Nations on Drugs and Crime
UPF	Uganda Police Force
USA	United States of America

DEFINITION OF TERMS

Gender Discrimination - Unfair treatment and bias based on an individual's gender within law enforcement organizations or during police related interactions.

Male Psyche - Psychological characteristics, traits and mental processes that encompass emotional, cognitive and behavioral patterns that can be influenced by biological, social and cultural factors related to gender.

Masculinity Culture - System of beliefs, values, attitudes, behaviour and norms associated with the traditional expectations of masculinity within a particular group.

Operational roles - Various positions and responsibilities that police officers hold to carry out the day-to-day law enforcement functions like patrols, investigations, rescuing hostages and armed standoffs.

Police Culture - A composite system of attitudes, beliefs, norms, values and expectations shared among police officers.

Progression - Advancement of a police officer career within the police service by acquiring higher ranks.

Promotional Courses - Training programs/educational opportunities designed to prepare employees for higher-ranking positions and leadership roles.

Warrior Culture - Mindset and set of values that emphasize a militaristic approach to law enforcement and involve use of force and tactical training

ABSTRACT

Women under-representation in the police service as well as their limited career progression opportunities is a global challenge. In Kenya, women make up a small percentage of the police service, and they face various challenges that may hinder their career advancement. This study sought to assess police culture and career progression of female police officers in Nyeri County, Kenya. The specific objectives were: to establish how male psyche influences deployment of female police officers in Nyeri County, Kenya; to identify the effects of warrior culture on the selection of female police officers for promotional courses in Nyeri County, Kenya; to find out how masculinity culture influences exposure of female police officers in operational roles in Nyeri County, Kenya; and to identify what best practices can be done to address gender discrimination to enhance progression of female police officers in Kenya. The study was guided by Feminist theory and the theory of tokenism. A descriptive survey design was used in carrying out this study. The target population was 1,352 police officers working in Nyeri County, Kenya. To obtain the participants of the study, stratified, purposive and simple random sampling were used. Solvin's Formula was used to determine a sample size of 93 respondents. Questionnaires and interview guides were the main tools for collection of data. Descriptive statistics was used to analyse quantitative data while qualitative data was analyzed thematically. The findings showed that male psyche affects deployment of female police officers at 55.9%, warrior culture influences the selection of female police officers for promotional courses at 62%, while masculinity culture influences exposure of female police officers to operational roles at 59.3%. From qualitative data, the participants observed that female officers were not given equal opportunity as their male counterparts in operational areas denying the exposure that would give them job experiences that is important and considered in selection for promotion. This is despite the fact that both male and female officers undertake the same training to be enlisted in the police service. The study concludes that police culture in form of male psyche, warrior culture and masculinity culture impinges on career progression of female police officers. Based on the findings, the study recommends that the police organization reviews the gender blind policies and regulations, that seem to encourage male psyche, warrior culture and masculinity. This will provide gender equity in recruitment, training, deployment and promotion of police officers, to give them a conducive work environment, improve their productivity and enable them to progress in their careers.

CHAPTER ONE

INTRODUCTION

This chapter is comprised of the background of the study which provides a clear understanding of the police culture and how it impacts on career progression of female police officers in law enforcement. The chapter also captures the statement of the problem, objectives of the study, the research questions, significance and justification to the study, study scope and limitations of the study.

1.1 Background of the Study

Police work is viewed as a profession that require masculinity, best performed by men since history (Yalley, 2020). The profession is mainly connected with aggressiveness, energy and seclusion, entirely bound to the conventional masculinity norms and the greater explanation that police work was and is perhaps viewed as a male-dominated profession. According to Lockwood & Prohaska (2015), the security force has been recognized among the most masculine profession worldwide, built on demeaning practices. The adoration of toughness and masculinity is an integral part to the masculine culture of policing (Silva, 2023), but, female police officers do not live up to this masculinity and physical strength. Due to this, female police officers gain limited acceptance by male police officers in performance of their duties. To this end, very few women are recruited leading to their under-representation in the police service.

In recent years however, globally, women's participation in policing has been steadily increasing, but they are still underrepresented in police services worldwide, particularly in leadership positions. In England, women only translate to 30.4% of police officers, in America 27.8%

(Statista, 2021), and they make up to only around 1.5 percent of the total police force in Pakistan (UNODC, 2021). Though the figures represent general population of the female officers, they allude to the low numbers of officers in leadership. This withstanding few studies examines the impact of police culture on career progression of police officers.

In Africa, women representation in the police force is generally low, with only a few countries approaching the 30% benchmark set by the United Nations for women's participation in decision-making positions. A study conducted by Olutayo and Yalley (2020) on masculinity, gender and policing, by doing an assessment of the implications of masculinised culture of police on domestic violence policing in Southern Ghana and Nigeria, found out that female police officers in Ghana are 26% of the police force and 10% in Nigeria. Similarly, the United Nations estimates indicated that female police officers in Uganda were 14% and in Tanzania, 20%. Though the figures are not aggregated by rank, they nonetheless speak of the possible low levels of female officers in leadership positions.

In Kenya, women represent only about 6.9% of the total police force, and their representation in senior positions is even lower (UN Women, 2023). Specifically, female police officers in Kenya Police Service (KPS) stand at 16%, Administration Police Service (APS) 5% and Directorate of Criminal Investigations (DCI) 16% (NPSC Annual Report, 2022). In terms of promotion of officers to higher ranks, statistics in Nyeri County for the past five years show that women who were promoted across all ranks are 16% in 2017 and 21% in 2021. Despite the efforts by the Kenyan government to raise participation of women in policing, the challenges that hinder their career progression seem to outpace the efforts. However, there has been little reflection on the effect on cultural biases and a male-dominated police culture. This study sought to analyze what effect police culture has on career progression of female officers.

While representation differs substantially across the states, findings are suggestive that women progression in policing careers has kept on with being static for the last 20 years with limited improvement (NCWP, 2021). The stagnation may be due to an unwelcoming culture within police organizations and challenges which include, isolation, unfair working conditions, being immersed in a male dominated culture, tokenism as well as sexual harassment (McGinnis, 2019). These identified barriers, appear to be associated with male chauvinism that denies gender sensitive programs, which could strengthen women police officers.

Surprisingly, it appears that the uniqueness of women is not embraced, despite the evidence that in the emerging security trends, a gender-diverse workforce deliver improved safety and security for all citizens (UN Women 2023). This withstanding, the standard measure has remained masculinity culture which seems to limit progression of women. Arguably, the standards for promotion are set at gender neutral but biased to masculinity culture that could be said to be discriminative. This withstanding, few studies have examined the effect of police culture on career progression of women officers.

Notably, in Kenya, like any other nation, the National Police Service Commission (NPSC) career instructions for the NPS officers show the enlistment, training and advancement standards within the career plan as per credentials, merit, length of service, capability, operational knowledge and proficiency as considered in performance of work and results (Republic of Kenya, 2016). According to Path (2019), experience depends on how one has been exposed in certain work related areas. Notably however, female police officers are rarely given opportunity to gain experience in operational areas that would increase the chances of their progression. The belief that policing is a masculinity field and informed by warrior culture tends to disfavour women hence denying them opportunity for necessary experience. However, there are limited studies

that examine masculinity culture within the police service and how it affects female police officers' progression. This was a concern that this study desired to pursue.

Another area that impacts on career progression in the police service is training as it enhances the competency of police officers. Training not only benefit officers by allowing them to stay up-to-date with new laws and legislation, but also stay focused sharp with new police tactics and developing trends in criminal activities (McHenry, 2019). Accordingly, officers upscale their productivity by making use of their newly earned skills and talents to add to their experiences, which eventually boost their dignity and self-drive. Dynamically trained officers within the police service may be outstanding candidates for progression due to dynamic approaches to learning and applying these skills to their fields. A very important point to note is that an officer is considered for promotion when a vacancy for the rank arises. However, Female police officers may miss on these training programs due to family responsibilities at the time the vacancy arises, hence denying chances to representation of women in top positions (McHenry, 2019). This has the implication that training programs that are gender neutral are not sensitive to female officers' needs. However still, there has been a slight reflection by scholars on how gender neutral training programs affect career progression of women officers in the service.

Professional qualifications and knowledge of the job influence progression of police officers in the Police Service. Having a vast knowledge on job performance and professional qualifications are gained through experiences and training. Ong'ale (2021) in her study to ascertain what influence work-life challenges have on policewomen' performance in Kenya, established that gender-based physical activities and examinations, prevent the female police officers from passing the exams even if they are strong in knowledge. Given that passing all police examinations is a requirement for promotion, this hinders the career progression of female police

officers. It is important to take cognition that these requirements for career progression in police service depend on many factors. For instance, excelling in some police work activities aligned to security functions like beats and patrols, apprehension of dangerous criminals as well as investigating serious crimes exposes police officers to police work. These kinds of duties give the officers an upper edge in career progression and requires aggression and sometimes use of force (Stepler, 2017). However, based on masculinity attitudes, women are not assigned such masculine duties which require masculinity and sometimes use of force. Instead, the police women are either deployed in lesser powerful areas of work or they are given support roles, for instance looking after female prisoners and juvenile victims, or clerical and communication duties. Although such deployment may appear to favour police women given their family responsibilities, they nonetheless act as a hindrance towards their upward mobility impacting on their career progression. This notwithstanding, there has been limited studies conducted to identify the effects of police masculinity culture on career progression of female police officers. This study sought to assess police culture and progression of female police officers in Kenya.

1.2 Statement of the Problem

Security challenges in the contemporary society pose a scenario that demands gender diversity in performing policing duties. This has seen more women being integrated in police institutions across the world. Specifically, in Kenya, female police officers' numbers have increased. However, their career progression does not match their increasing numbers as few occupy positions in higher ranks. Despite this understanding, there are limited studies that examine how police culture impacts on career progression of Nyeri County female police officers.

Recently conducted studies have focused on challenges faced by female police officers, under-representation of women in policing and factors influencing service delivery, but there is little knowledge on how police culture affects women progression in policing. Therefore, the problem that provided motivation for this study was that although women have been integrated in the police service, the service is heavily dominated by masculinity culture and women lag behind in career progression. This study therefore sought to assess police culture on career progression of female police officers in Kenya with a focus on Nyeri County.

1.3 Objectives of the Study

1.3.1 General Objective

This study's main objective was to assess police culture on career progression of female police officers in Nyeri County, Kenya.

1.3.2 Specific Objectives

- i. To establish how male psyche influences deployment on career progression of female police officers in Nyeri County, Kenya
- ii. To identify the effects of warrior culture on selection of female police officers for promotional courses in Nyeri County, Kenya
- iii. To find out how masculinity culture influences exposure of women in operational roles in Nyeri County, Kenya
- iv. To identify what best practices can be done to address gender discrimination to enhance career progression of female police officers in Kenya.

1.4 Research Questions

- i. How does male psyche influence deployment on career progression of female police officers in Nyeri County, Kenya?
- ii. What effects does warrior culture have on the selection of women for promotional courses in Nyeri County, Kenya?
- iii. How does masculinity culture influence exposure of women in operational roles in Nyeri County, Kenya?
- iv. What are the best practices that can be done to address gender discrimination to enhance career progression of female police officers in Kenya?

1.5 Significance and Justification of the Study

1.5.1 Justification of the Study

Career progression is important in the National Police Service for all female police officers. Establishing a more accommodative culture and complementing female police officers could help in career progression of these officers hence enhancing their inclusivity in leadership positions. This study was justified in the spirit that it assessed police culture that is dominant in the National Police Service and how it affects female police officers in advancing in leadership positions. Hence, it will contribute to literature in the Security, Diplomacy and Peace Studies department in the institution.

1.5.2 Significance of the study

This study contributes to the existing body of knowledge on the impact of police culture on career progression of female police officers in Kenya. The study provides awareness into the

ingredients of gender discrimination in the NPS and offer recommendations on how to address them. The findings of the study are valuable to policymakers and police managers interested in promoting gender equity in the NPS. To female police officers, the study raises awareness of the challenges they face in their efforts to achieve career growth. The study highlights the need for cultural change in the NPS to promote gender equity and address gender discrimination, as well as create awareness of the importance of diversity and inclusivity in the NPS and the benefits that accrue from having a diverse police force. Lastly, the study contributes to the empowerment of female police officers in the NPS by providing insights into the best practices that can be implemented to promote their career progression. This will empower them to participate actively in shaping their careers and create opportunities for them to advance in the service. The study's findings and recommendations contribute to efforts to promote gender equity and empower women not only in NPS, but also in other security related professions, thus enhancing career progression of women.

1.6 Study Scope

The core of this study was an assessment of police culture and progression of female police officers in Nyeri County, Kenya. The study used both qualitative and quantitative data collection methods, covered the National Police Service in Nyeri County and involved police officers and unit heads. This was done within a specific timeframe and specifically focused on the specific objectives. The study did not cover other counties in Kenya and the findings of the study are only applicable to Nyeri County.

1.7 Limitations of the Study

The study was only conducted in Nyeri County, Kenya, and the findings might be inapplicable in other counties or regions in the country. Therefore, caution needs to be exercised when generalizing the study findings to other regions in Kenya or other countries with different police cultures. Secondly, the study only focused on the effects of male psyche, warrior culture and masculinity culture on the progression of female police officers, other factors such as education and leadership style were not explored. Lastly, the study was conducted within a specific time-frame, and the results might not reflect changes or developments that occur after the study. Therefore, it is important to interpret the results within the time-frame in which this study was conducted.

CHAPTER TWO

LITERATURE REVIEW

2.1 Introduction

Theoretical framework, empirical review as well as conceptual framework was covered in this chapter.

2.2 Theoretical Framework

The study was guided by the feminist theory and tokenism theory.

2.2.1 Feminist Theory

Developed by Mary Wollstonecraft in the 18th Century, Feminist theory is the prolongation of feminism into theoretical, fictional, or philosophical discourse. It seeks to explain the description of gender inequality (Kolmar & Bartowski, 2005). It looks into social roles of men and women, tasks, interests, expertise and feminist politics in array of fields like communication, anthropology and sociology, psychoanalysis and media studies, home economics, literature education and doctrines. Themes in feminism involve oppression, discrimination, stereotyping, patriarchy, contemporary art and aesthetics.

According to traditional definitions of power, one needs to have access to a certain set of resources in order to control others (Ganesamurthy, 2008). In a society where men predominate, that means being strong. When someone acts aggressively, such as during a military operation, it gives the impression that they are powerful to those around them. Based on masculinity and femininity, there is gendered division of labour that favour those seen to hold masculine power. This disfavours women and is likely to affect their career progression.

According to the theory, denying someone the opportunity to play a role that bestows privileges and making them play a role that revokes those privileges are mutually exclusive. In addition, if female police officers are restricted from the public sphere and assigned to domestic duties, they are unable to assume positions of authority and are denied access to other valuable resources, which places them below men. Discrimination results from male dominance against women, in acquiring positions that offer the chance to earn greater rewards, and the power to decide how social roles are divided into male and female. The theory was thus appropriate for this study because, despite having received the same training as male officers, roles given to female police officers around the world reflect the same kind of dis-empowerment of women officers in the police service through warrior culture and male psyche. The theory also informed the research methods used in this study particularly in relation to issues of power and representation. This could ensure that female police officers were heard and valued as they participated in this research.

2.2.2 Tokenism Theory

Gender equality was discussed in feminist theory, with a strong emphasis on the workplace. The idea of tokenism remains a potential obstacle for females despite the advancement. Why women are underrepresented in management and supervisory roles in policing has not received much research (Brown, 2007). Findings indicate that perceptions of tokenism have reduced the participation of female police officers in the promotion process.

According to Kanter's (1977) theory of tokenism, people who are scarce in their professions are subject to performance pressures, boundary encroachment, and role entrapment. Tokenism is the practice of making only a token or casual effort to include minority group members, by selectively enlisting persons from underrepresented groups to make an appearance of racial or

gender equality in the place of work or in a learning environment. The goal of including a token person at work or school is typically to convey a sense of diversity (racial, religious, sexual, etc.) and social inclusion. Professor Kanter found out that being a token revealed three consequences of behaviour which include visibility, polarization, as well as assimilation. First of all, tokens frequently felt as though they were under constant observation, which increased their sense of pressure to achieve (Kanter, 1977). Tokens perceive that they are being coerced to strive and achieve perfection in an effort to perform well. Second, polarization suggests that the dominant group is uneasy or threatened by tokens because of their differences. As a result of being excluded from the majority group, tokens may experience social isolation. Last but not least, tokens will feel pressure to conform to the stereotypical ridicule of their roles. Women may feel pressured to exhibit behaviors that are appropriate in order to reinforce that behaviour, for example.

Relating to this study, tokenism theory guided the researcher to interrogate how the women perceive their place in the National Police Service and how this influences their performance and the impact on their opportunities for promotion. This is because working under pressure due to constant observation which seems to be micromanaging could make individuals not perform to their best. The theory also sheds light on the importance of examining the interaction between male and female officers and how this affects their career progression. Lastly, the theory enabled the study to focus on the stereotypical caricature and its effect on career progression of female police officers in the NPS. ,

2.2.3 Summary of the theoretical framework

Feminist theory posits that gender inequality is a result of patriarchal societal structures and gender roles that limit women's opportunities for advancement. Tokenism theory, on the other hand, argues that women and other underrepresented groups are often included in organizations in small numbers, but their presence is only symbolic and does not lead to substantive change or equal representation. Purposely for this study, feminist theory was used to understand the patriarchal norms and gender roles and their influence in career progression of female police officers in Kenya. Tokenism theory was used to analyze the extent to which the inclusion of women officers in the National Police Service is merely symbolic, or whether it leads to substantive change in terms of gender equity and equal representation. Collectively, the theories helped to explain the gender inequalities in the NPS based on the gender roles that leverage on tokenism to integrate females in the service and how this affected their career progression.

2.3 Empirical Review

2.3.1 Male psyche and deployment of female police officers

Cromwell (2022) conducted an anonymous online survey about the enlistment of female police officers from five police departments. His aim was to explore the reasons leading to the low representation of women police officers in America. Women reported that the culture of policing, the stress and danger inherent in police work and public conceptions of policing were the most common barriers keeping them from entering or remaining in the profession. A substantial majority of women mentioned the place of work harassment by male officers as factors inspiring them to remain in the police force. The survey results pointed to police culture as being a bigger obstacle to gender equality in police departments than institutional policy. The

study's limitation was in the explanation of police culture's effect on career progression of female officers.

Onyango and Natarajan (2021) conducted a study on gender equity approach to police work in Kenya. They used data obtained from surveying 455 Kenya Police Service officers of both gender. The study looked at the difficulties faced by women in policing. Apart from a little portion of task assignments, results showed policewomen could tackle most of the duties just like or better than policemen. However, due to organizational culture and prevailing cultural norms, women in the police service faced significant challenges due to family responsibilities, performance dependant on male standards, prioritizing on physical strength for promotion, and views of male supervisors. In the study, there was lack of a deeper analysis of the underlying cultural norms, values, and beliefs that inform police practices related to gender equity. The current study explored the impact of police culture on the appointment and promotion of female police officers, including the prevalence of gender bias and stereotypes in decision-making processes.

Ong'ale (2021) carried out a study on the work-life balance and how officers from the Kenya police service in Nakuru County conduct themselves in the performance of their duties. One hundred and thirty five female police officers were used to fill out the questionnaires. Descriptive survey design was used. According to the findings, female officers faced issues with work-life balance. Social unfairness and gender stereotypes partly simulated their productiveness. The study came to the conclusion that social injustices against female officers at work, such as denials of promotions, sexual harassment, and discrimination, had an impact on their productivity. These findings highlighted the problem of the misogynistic male psyche. Nevertheless, the study did not specifically explore police culture which is a crucial aspect in

understanding the challenges policewomen face in terms of career progression. The current study tried to fill this gap.

Ashlyn (2020) carried out a study to examine how women in policing career preserved a work-life balance with family obligations. Findings were that women representation in authority roles in law enforcement was quite low when correlated with other fields like public relations. Results showed that majority nursing mothers often put on hold their career advancement to family responsibilities, and maternity leave was a barrier for one's capability to balance family responsibilities. The study revealed that cultural factors that require toughness, such as long and irregular work hours, lack of workplace flexibility and high levels of stress created barriers to the progression of women police officers. While the study touched on cultural factors that may influence career progression of female officers, it didn't provide a comprehensive analysis of attitudes and beliefs among police officers, which have a likelihood of a significant impact on the career advancement of female police officers.

2.3.2 Warrior culture and selection of female police officers for promotional courses

Rubio, Hinestroza and López (2021) analyzed content on perceptions of top police leaders on policewoman's careers in Europe. Research was done basing the analysis on the opinions of 56 police officers holding top leadership positions, hailing from 26 different European nations and with a lot of experience in the police force. The findings indicated that women are restricted to particular jobs and positions. Women, on the other hand, believed that they did not have same rights as men to obtain the positions they wanted, which had a negative impact on their career advancement. This provided information for the study because gender stereotyping is evident and prevents female police officers from having the same opportunity to be deployed in all locations as their male counterparts. In contrast to the current study, the researchers focused

exclusively on police executive leaders' perspectives, and it would be beneficial to include the perspectives of female police officers themselves.

In Canada's municipal policing, Lee (2020) addressed obstacles to promotion for female officers. The survey's goal was to investigate actual and perceived obstacles that female officers face when being promoted to higher ranks. The survey's findings revealed very few female officers take up high ranking positions in Canada's municipal police agencies. This could be due to the fact that policing has continued to be a male-dominated profession. Under representation of female commanders may lead to lack of inspirational figures and the female influence in decision making at the top leadership levels, hence making it difficult for female police officers to have upward mobility. The study did not address the fact that warrior culture can make it more difficult for female police officers to be selected for promotional courses, particularly those that prioritize physical fitness and combat readiness. Addressing these issues requires a commitment to diversity, equity, and inclusion in police organizations, as well as efforts to challenge gender stereotypes and biases and this is what the current study seeks to fulfil.

Wilson (2019) explored the African-American Female Law Enforcement Officers' mentoring and lived experiences. He noted that female officers of black race were an unjustifiably a group with small representation in the policing field. The results showed that every woman had experienced persistent gender-based discrimination. Numerous participants also brought up the idea of a culture where women were seen as less competent and occasionally underestimated. This study contributed to the literature by relaying the concerns, values, and experiences of Black female officers in law enforcement profession. Findings may also assist in shaping recruitment tactics policy and procedures aimed to support Black female police officers.

To realize how Uganda is meeting its allegiance in terms of the Common Standards, the African Policing Civilian Oversight Forum (APCOF) 2021 and the Human Rights Network (HURINET), conducted a baseline research to correlate the regulatory, legislative and policy framework for policing against the Common Standards. The study found out that officers who were available to work long shifts (primarily men) were more likely to be available to attend promotional training in the police force. Supervisors were more likely to suggest employees for promotion if they were frequently available for deployment. However, because of their commitments to their families, female officers consistently missed out on opportunities for deployment and promotion training. Due to this, male police officers had a higher chance of being promoted than female officers. Therefore, there was a need for a broader cultural shift away from the warrior culture that is deeply ingrained in the policing career, and which may be difficult to change. This study explored strategies for promoting cultural change in police institutions to promote gender diversity and inclusion.

Yu (2021) investigated multiracial feminism as a discourse to show different experiences of women in the place of work, and provided an exploratory analysis of an impediment to occupation using a cross-sectoral perspective on race and gender. To investigate the differences in responses between White women and minority women, as well as between each minority racial/ethnic group, the study specifically used an independent-samples t-test. Results showed varying workplace perspectives and experiences in minority racial/ethnic women as a group and as individuals in comparison to White women, especially in response to a perceived glass ceiling to promotions, an inclusive work culture, and experiencing sexual discrimination, which are in line with this study. The gap identified in this study is that it has a limited geographical scope by focusing on federal police agencies in the United States; hence, it is unclear whether the findings

are generalizable to other contexts, such as state or local law enforcement agencies like in Nyeri, or to other countries with different cultural and institutional contexts like Kenya.

2.3.3 Masculinity culture and exposure of women in operational roles

To examine the perceptions of “fitting in” the job, task-force or in an organization, researchers from the University of Nebraska at Omaha (2020), used a comparative sample of policemen and women. The findings revealed that women "fit in" with the job and the major team, but rarely feel they belong within a minority work group than men. They found out that, women experienced crafty forms of discrimination, which partially described their lower level of belonging. This could be because male officers who subscribe to masculinity culture may be more likely to view female officers as less capable or less qualified than their male counterparts. They also found that masculinity culture is still present in policing and that women perceive they are strangers. The study shows that women in policing still face gender-based discrimination and harassment, including sexual harassment, gender-based stereotyping, and marginalization from decision-making processes and opportunities for promotions. The findings from the current study may help to comprehend why women do not advance in their policing career speedily as their male colleagues.

Nasilele (2020) carried out a case study of Lusaka District on participation of women in supervisory decision making positions in the Zambia Police Service. The findings indicated that women participation in supervisory decision making positions was still low and men occupied most of the positions. The study reported that despite low representation of women in supervisory roles, they still stood a better chance of promotion in the police service. Factors like low education, lack of commitment, low confidence and poor attitudes towards work affected

upward mobility of women in Zambia Police Service. The study also highlighted that men are better placed and more courageous than women and therefore women do not look confident to handle certain positions in Zambia. Many female police officers were discovered to be excluded from the main stream decision-making process in their various stations and that they faced discrimination and unfair treatment during selection because senior officers preferred male officers. Though relevant, study concentrated on factors that led to failure of women to participate in supervisory decision-making positions and failed to include promotion challenges. The predominance of police culture was not discussed and so, it is this gap that the current study intended to fill.

Yalley and Olutayo (2020) did an analysis of the implications of police masculinised culture on policing domestic violence in Southern Ghana. Results showed that police training in Ghana included exhausting bodybuilding, jungle training as well as handling of firearms in order to prepare the trainees for the job. Findings also revealed that high levels of physical fitness and strength often required in policing can make it more difficult for female officers to be assigned to operational roles that require physical strength and endurance. The study showed that police officers' adherence to traditional masculine values and norms can lead to a lack of empathy towards survivors of domestic violence and a prioritization of preserving the patriarchal family structure over protecting survivors. The study advocated that, the same masculine culture that influences the response to domestic violence may also affect the experiences of female police officers. Female police officers may face similar challenges as survivors of domestic violence in a masculinised police culture, including a lack of empathy and support for their experiences, and an emphasis on traditional gender roles that can limit their opportunities for advancement. By promoting gender sensitivity and empathy towards both survivors and female police officers,

police forces can design a highly supportive and inclusive work setting that encourages the advancement of all officers, regardless of gender.

2.3.4 Best practices for addressing gender discrimination

An essential element in constituting a police culture is hiring a diverse workforce, especially in terms of representing women in all ranks within the policing hierarchy (Sebire, 2020). However, many police forces continue to be traditional, hierarchically male-dominated institutions. The findings were that police services should provide an array of adaptable talent management programs in this area to help minority groups in the police unit to advance in their careers. The study suggested best practices for these types of schemes which would involve supportive networks, education and mentoring. A varied panel for appointments like societal representatives, for instance, must make decisions in regard to the most policing appointments for senior officers and in an open and transparent manner to improve the police force's operations and end gender-based discrimination. However, implementing this kind of advice becomes difficult given that female police officers lack leadership and mentorship programs.

Hoehne and Leigey (2021), in their study where they compared the old police training model with the new model, noted that women face many barriers when they chose to pursue a policing career. The study suggested changing the way police training instruction is delivered to better reflect contemporary policing practices, such as community policing. While the old model focused on training on firearms, physical training and defensive strategies, the new model used a problem-solving approach and focused on application rather than memorization. Results showed that women candidates with high academic levels were more likely to excel in the new model. As such, because the new model focused on attributes often associated with being more

feminine, women are suitable for this modern policing style. If implemented, such recommendations would help police departments to produce police officers who fit with the realities of police work job as it prefers application of learning to memorization and uses problem solving model.

Zambia is a dedicated contributor to peacekeeping (UNDP, 2021). Despite a strong commitment to international peacekeeping efforts by Zambia Police Service (ZPF), participation of women in these processes is hindered by a number of obstacles, including broader cultural and structural barriers. Suggestions made in order for the project to produce better results were provision of inclusive and gender-sensitive capacity-building training tools to add on the number of female police officers with technical training, increase participation and strengthen the policy environment for gender equality in ZPF through the establishment of affirmative action, sexual harassment policies, strong national communication and advocacy interventions targeting the recruitment of qualified women. If such a suggestion were implemented, this would raise the pool of policewomen and create a better working space for them. All these would promote better work performance in the police force, hence career progression.

Lavender (2022) wrote a paper that explored the predominance of mentorship chances for policewomen, the kind of mentorship relationships, and their estimated impact on women's career progression. Due to competition within the same group, there was a lack of mentoring among women, and participants actively engaged in mentoring success of police women according to the findings. Because women face different obstacles than men do, it becomes more difficult for them to succeed. This condition was accompanied by a sense of isolation, which should be addressed through formal or informal mentorship programs. Mentoring is more closely associated with peer support than the hierarchical system of supervision. Ultimately, a mentoring

program helps the policewomen become more cohesive, cooperate well, and perform better. In addition to mentorship programs, there is also need to institute a competent human resource management system which involves women. These recommendations were relevant to this study as their implementation could help improve the performance of female officers hence enhance their career progression.

2.4 Conceptual framework

The figure below shows the conceptual framework for this study.

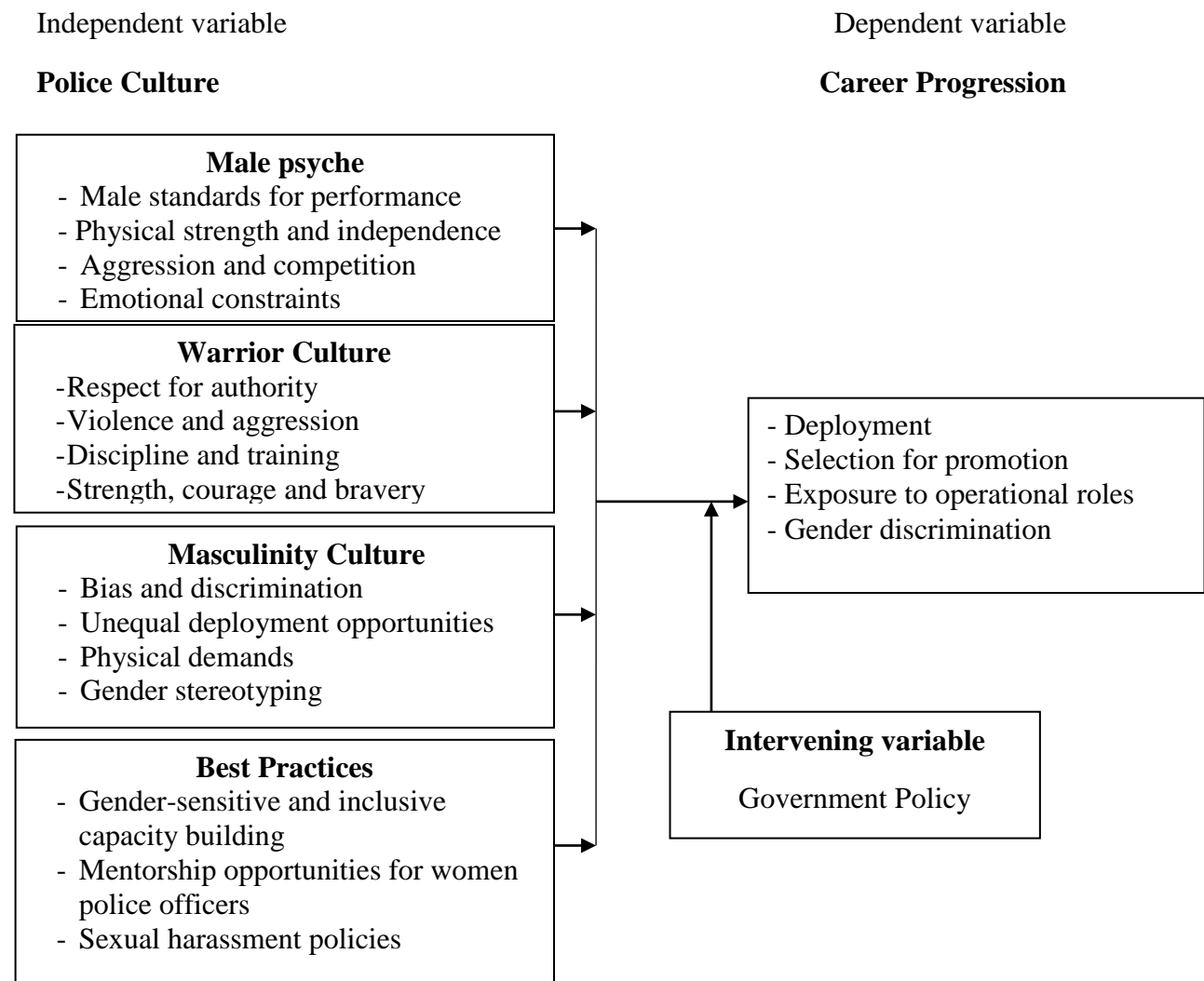


Figure 2.1 Conceptual framework

Sources: Author, (2024)

CHAPTER THREE

RESEARCH METHODOLOGY

3.1 Introduction

This chapter presents the manner in which the study was conducted, with a focus on the research design, target population, sample and sampling procedure and procedures for data collection as well as data analysis presentation methods.

3.2 Research Design

The study embraced a descriptive survey research design. As defined by Kombo and Orodho (2002), a descriptive research design is a type of research method used when one wants to acquire information on the current state of an object, person, or situation. The research design was suitable for this study as it helped to identify patterns and trends in the data, such as differences in experiences and outcomes between male and female police officers, which provided a more comprehensive view of the phenomenon being surveyed.

3.3. Study Site

Nyeri County was chosen for this study. The County was targeted because it serves as the headquarters of the larger Central Region of Kenya. Therefore the expectation is that female police officers are many as well as police commanders who will inform the study.

3.3 Target Population

For this study, the target population was 1,352 officers comprising of all female police officers currently working in Nyeri County, Kenya, male police officers as well as police commanders. NPS is comprised of KPS, APS and DCI, and officers were drawn from the three services. Each of these services have unique characteristics and challenges when it comes to progression, and so, it was important to include police officers and commanders from all the three services in order to capture the full range of experiences and perspectives.

3.4 Sample Size and Sampling Procedure

The number of police officers in Nyeri County determined the sample size. A multistage sampling approach was used to obtain a representative sample. To begin with, Nyeri County was clustered in police administrative units and simple random sampling was used to obtain representative administrative units for the study. Proportionate Stratified sampling was used to obtain the participants in ranks. Simple random sampling was used to select participants from each stratum. In addition, purposive sampling technique was used to select 8 unit heads who purposely took part in the study as key informants. Both female and male police officers and police commanders in Nyeri County were selected to take part in the study. The sample size was calculated using the formula below (Yamane, 1967):

$$n = \frac{N}{1 + N(e)^2} \dots\dots\dots$$

Where n = Sample size

N = size of population

e = error margin

Using the formula above, the sample was calculated as follows:

Size of population (N) = 1,352

Error Margin (e) = 10%

$$n = \frac{1,352}{1+1,352(0.1)^2}$$

$$n = \frac{1,352}{14.52}$$

$$n = 93$$

In total, the study had 93 participants: 8 unit heads and 85 police officers and four Focus Group Discussions each comprising 10 participants.

3.5 Data Collection

Data collection methods for this study included sources from both primary and secondary. Interview guides and questionnaires and were used as tools for collecting data. Primary data was collected through self-administration of questionnaires and in-depth interviews with police officers and police commanders in the National Police Service. Secondary data sources included training and promotion records in the police stations and other relevant materials related to police service culture and career progression of female police officers in Nyeri County, Kenya. The data collection methods were chosen to ensure that both qualitative and quantitative data was collected from a representative sample of the target population.

3.5.1 Questionnaire

Questionnaires were utilized for primary data collection from police officers of the various police departments and were based and organized according to the objectives of the study. They

were designed to collect information as per the specific objectives. The questionnaires had both open and closed ended items which were guided by a list of possible alternatives. Respondents selected the answer that they felt best suited their responses. They were preferred because they were more appropriate when addressing sensitive issues like female career progression and they reduced reluctance and deviation from respondents.

3.5.2 Interview guide

Data was collected among the unit heads using interview guides. They were constructed based on the objectives of the study. Interviews were scheduled based on the interviewees' availability. Interview guides helped collect detailed information about the perceptions, judgement and feelings of the unit heads regarding police culture and its influence on career progression of female police officers. They were preferred because they had a high response rate of 75%.

3.5.3 Focus Group Discussion

Focus Group Discussions (FGDs) involved gathering together individuals of experiences or backgrounds that were to discuss a specific topic. One FGD comprising 10 police officers was formed in each of the 4 sub counties, which resulted in a total of four FGDs with 40 participants in total. This approach captured the experiences and perspectives of participants from each sub-county and identified differences and similarities in the experiences of female police officers across sub-counties.

3.5.4 Document analysis

Document analysis is used in order to scrutinize documentary evidence and respond to particular research questions (Rapley, 2018). In this study, human resource police records were evaluated

to check on the number of employees per police station and their gender, number of employees deployed and their gender and the number of employees promoted and their gender and any other factor influencing career progression of the police officers. This shed more light on the career progression of female police officers.

3.6 Pilot Study

The pilot study involved conducting a small-scale survey with a few police officers in two randomly selected police stations in Murang'a County. The county was chosen because it has similar geographical, demographic and socio-cultural characteristics to Nyeri County, hence making it a good representation of the target population. The pilot study helped test the effectiveness of the questionnaire and identify any unclear or confusing items that required revision or clarification, tested the feasibility of the study design, sampling and data collection methods. Feedback and data obtained after conducting the pilot study were used to amend the instruments and the research design before conducting the main study.

3.7 Validity of Research Instruments

In definition, validity is the meaningfulness of conclusions and accuracy based on the survey results (Kathuri & Pals, 1993). To ensure content validity, the questionnaire and interview guide were developed based on a comprehensive study of existing literature on the topic. This ensured that the questions asked were relevant and appropriate to the research objectives. For construct validity, the researcher endeavored to develop adequate items to measure each object. To enhance face validity, the questionnaires and interview guides were pretested among a small group of participants to assess if the questions were understandable and clear. Feedback from the participants was used to make necessary adjustments. To increase validity, researcher discussed

with resource persons in the research field and her supervisor for modification of study instruments.

3.8 Reliability of Research Instruments

Research instruments are said to be reliable when they are consistent over time (Mugenda and Mugenda, 2003). Two randomly selected police stations in Murang'a County were chosen, where 10 respondents were randomly selected for the pilot. Test-retest reliability ensured the research instruments' reliability and involved administering the same questionnaire to a sample of respondents at two different times (span of one week) and comparing the results. The consistency of the responses over time indicated the reliability of the research instruments. Cronbach's alpha was used to measure the internal consistency of the research instrument. A high Cronbach's alpha score indicates that the research instruments' items are highly correlated and therefore reliable and so reliability coefficient should be equivalent to or more than 0.7 (≥ 0.7) or else the tools would have to be revised. The correlation results produced an alpha of 0.813 which indicated that the instruments items were reliable.

3.9 Data analysis

This is the manner in which a researcher interprets and makes sense of the data collected during a research study (Merriam, 2009). Recorded interviews and discussions were transcribed and organized into manageable units, such as individual quotes and themes to facilitate analysis. Descriptive statistics like frequencies, percentages and mean were used to analyse the quantitative data. The process was aided by computer software version 24 of Statistical Package for Social Sciences (SPSS). To analyse the open ended questions in questionnaires and from the

interview guide and focus group discussions, thematic analysis was used. The findings of the study were presented in charts and tables.

3.10 Data Management and Ethical Considerations

Ethical clearance was obtained from the ethics committee and approval obtained from Kenyatta University review board. Consent to collect data was sought from the Nyeri County Police Commander. Informed consent as well was obtained from all participants before data collection, and participants were assured that their privacy and confidentiality would be protected throughout the study. In this study, data was collected through questionnaires and interviews, and was managed using a secure online platform. All data was stored in password-protected files and was only accessible to the researcher. The accuracy and reliability of the data was ensured through careful monitoring of the data collection process and by conducting regular data quality checks. All data collected was solely used for the purposes of this research study. Data was not shared with any third parties.

CHAPTER FOUR

DATA PRESENTATION AND DISCUSSION

4.1 Introduction

This chapter presents the data that was collected from the field and findings discussed in light of the literature review and the interpretation of the researcher. The study aimed at assessing police culture and progression of female police officers in Nyeri County, Kenya. The area included was demographic characteristics of respondents, male psyche and its influence on deployment of female police officers, warrior culture and how it affects the selection of female police officers for promotional courses, masculinity culture and how it influences exposure of female police officers for promotional courses and the best practices that can be adapted to address gender discrimination. The results were presented in content, tables and charts.

4.2 Response Rate for the Study

In this research, a sample size of 93 participants was targeted for the study. The results on the response rate are shown below:

Table 4.1: Response Rate

Response Rate	Frequency	Percentage (%)
----------------------	------------------	-----------------------

Target Sample	93	
Questionnaires		
Returned	78	91.8
Unreturned	7	8.2
Total	85	100
Interview Guides		
Accepted	6	75
Declined	2	25
Total	8	100

Source: Data (2024)

From the Table, eighty five (85) questionnaires were given out to police officers. Out of this, 78 were sufficiently filled in and returned. This was a return rate of 91.8% for the police officers. Additionally, 8 unit heads were selected and invited for the interview. On this, six unit heads successfully accepted the invite thus the response rate was 75%. Four focus group discussions were formed whereby each had a 100% attendance. This was realized because all the police officers at the station were delighted and eager to take part in the discussion, especially the female police officers. According to Fincham (2008), response rates approximating 60% for most research should be the goal of researchers. Booker et al, (2021) added that a high response rate of 80% or higher is considered excellent, which is the case in this study. The average

response rate for all respondents in this study was 88.9% thus good and adequate enough to provide data that addressed the concerns for this study and gave credence to the findings.

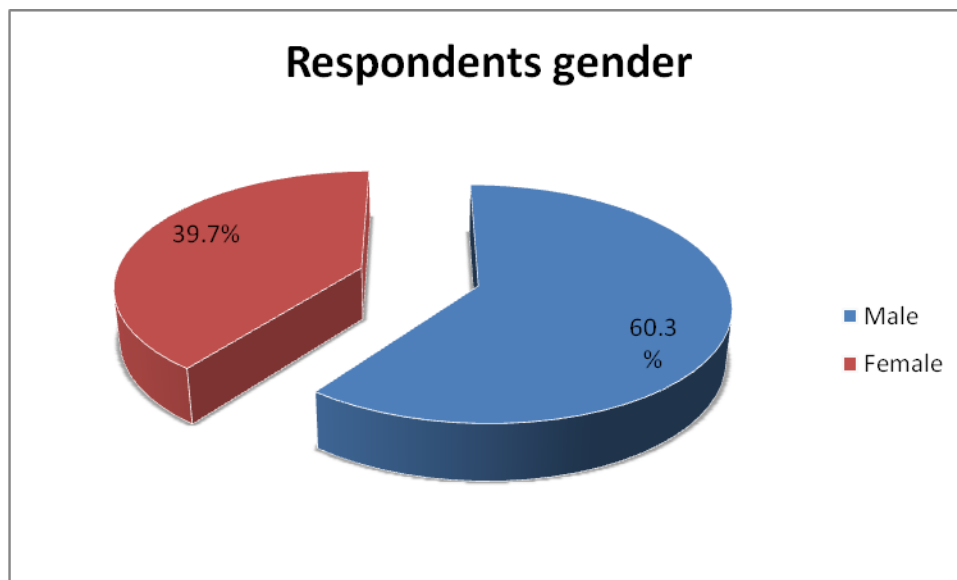
4.3 Demographic information of the respondents

Demographic information included factors like age, gender, education and work experience. It was necessary to use this information to determine whether the individuals in this study were representative sample of the target population for generalization purpose. To explore these factors, a descriptive analysis was undertaken.

4.3.1 Respondents gender

The respondents were asked to state their gender and the results are shown in Figure 4.1 below:

Figure 4.1 Respondents gender



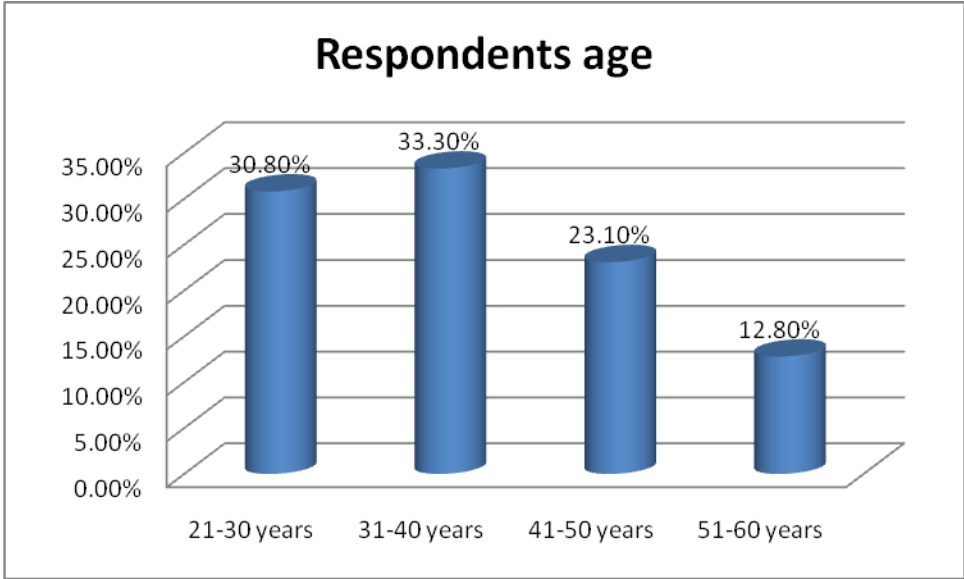
Source: Data (2024)

As shown in Figure 4.1, 60.3% of the police officers who took part in the study were males while 39.7% were females. This implies that there are few females than males in the police service across the country. Despite the fact that female officers were very eager to take part in the study, they are not highly spread in the police station. This could be due to the aggressiveness and toughness required in police work. In concurrence, Olutayo and Yalley (2020) postulated that in Africa, women representation in the police force is generally low, with only a few countries approaching the 30% benchmark set by the United Nations for women's participation in decision-making positions.

4.3.2 Respondents age

Officers were requested to state their age bracket. The results are as shown in Figure 4.2 below:

Figure 4.2 Respondents age



Source: Data (2024)

The findings revealed that 30.8% of the respondents were aged between 21 and 30 years, 33.3% were aged between 31 and 40 years while 23.1% were between the ages of 41 and 50 years and 12.8% were aged between 51 and 60 years. The NPSC (2015) guidelines set the age for fresh entry officers to be between 18 and 28 years, and hence they are less than the middle aged. Many young officers have been deployed to curb terrorism and banditry along the borders leaving the long serving officers in police stations. The NPSC (2015) guidelines also set 60 years to be the mandatory retirement age for all government employees, police officers not exempted, thus the low representation of age between ages 41 and 60 years. More so, officers between ages 41 to 60 years range are more likely to consider early retirement or pursue other opportunities outside the NPS. The findings also indicate that the police service is a mixture of all age groups and thus the respondents had qualified and had the knowledge needed to provide consistent information regarding career progression.

4.3.3 Respondents work experience

The data obtained for work experience as well as the duration they have stayed in their current station is shown in Table 4.2 below:

Table 4.2 Respondents work experience

Work experience	Frequency	Percent
<i>Work experience in the NPS</i>		
Below 5 years	18	23.1
6-10 years	24	30.8
11-15 years	18	23.1
Above 15 years	18	23.1

Total	78	100
<i>Work experience in the current location</i>		
Below 5 years	55	70.5
6-10 years	23	29.5
Total	78	100

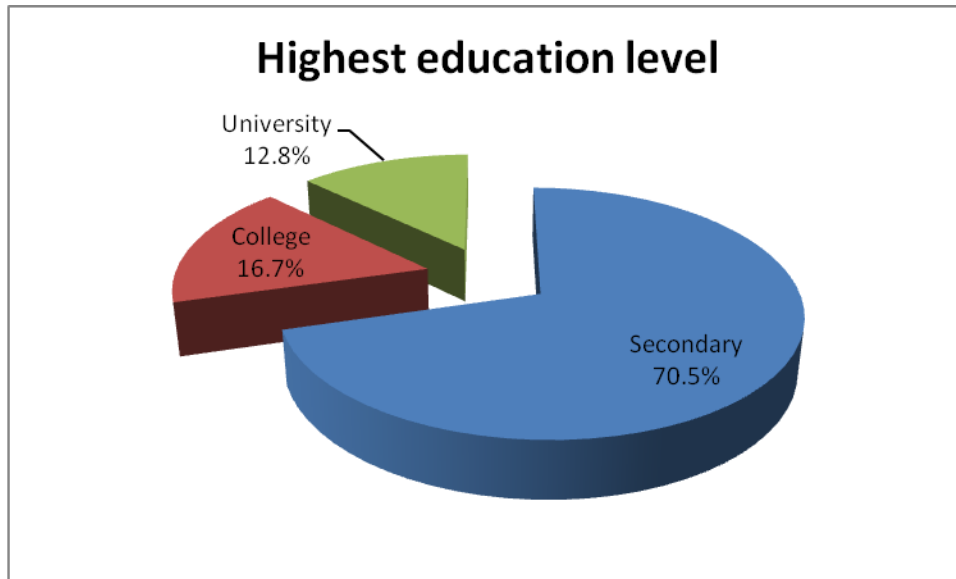
Source: Data (2024)

As shown in Table 4.2, 23.1% of the police officers had been in the National Police service for less than 5 years, 30.8% had worked there for 6 to 10 years, 23.1% had worked there for 11 to 15 years while 23.1% had been there for over 15 years. Work experience is evenly distributed as seen from the data. Those who had worked for less than 5 years were those officers recruited in 2021 and 2022 and there has been no recruitment since then. Over the years, recruitment was done almost yearly up to 2018 hence the high number of officers in the range of 6 to 10 years. For the officers who had worked for over 10 years, the number diminished. However, the officers had worked for at least five years and could provide credible and reliable information based on their work experience. When asked for how long they had worked at their current police station 70.5% said that they had been there for less than 5 years while the rest had worked there for 6 to 10 years. NPSC regulations states that officers will work in one station for a minimum of three years hence, most of the officers were at least serving in their second or third deployment stations. The results are an indication that many of the officers had worked for long and in various work stations and therefore had a lot of work experience needed for this study.

4.3.4 Highest education level

The officers were asked about their highest level education and the data obtained was as shown in Figure 4.3 below:

Figure 4.3 Highest education level



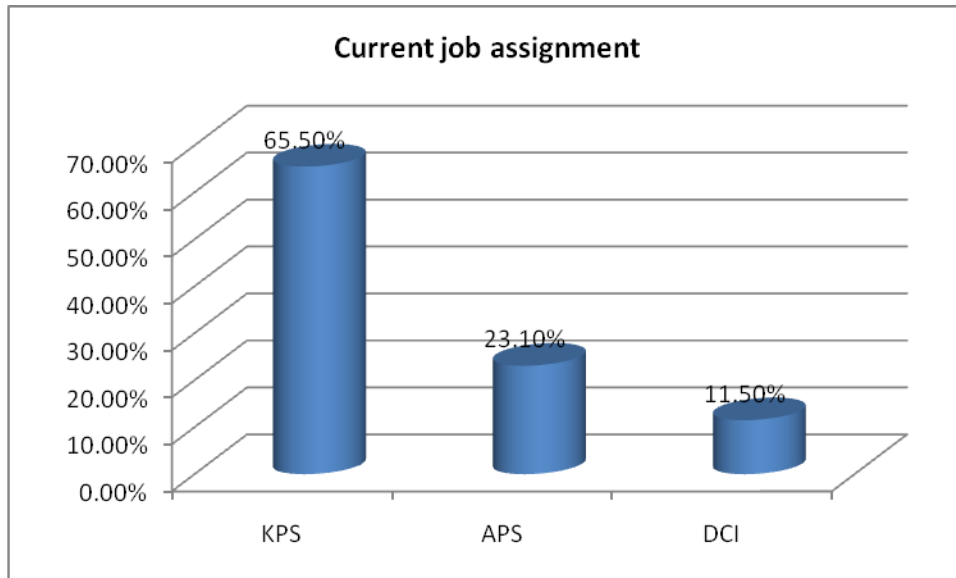
Source: Data (2024)

The results for the highest education level attained by the police officers indicated that majority (70.5%) had attained secondary education, 16.7% had college certificates while a few (12.8%) were university graduates. The implication that majority had secondary education is because the minimum entry level for a police constable is a mean grade of D+ at KCSE. All the respondents (100%) had at least basic education and hence could understand the issue being investigated.

4.3.5 Current job assignment

NPS comprises of KPS, APS and DCI hence the respondents were requested to state from which police department they were deployed to. The results are as shown in Figure 4.4;

Figure 4.4 Current job assignment



Source: Data (2024)

According to Figure 4.4, 65.5% of the police officers who took part in the study were from the KPS, 23.1% were from the APS and 11.5% from the DCI. KPS officers were more because of the nature of their duties. While APS and DCI personnel play a vital role in policing, their responsibilities may be more specialized as compared to KPS duties. For example, APS main duties are security of critical infrastructure and VIP protection, while DCI officers primarily investigate serious crimes. Therefore, the number of personnel in these specialized units may be smaller than those in the KPS who deal with public safety, whereby they cover a large area hence more personnel are needed and recruited (National Police Service Act, 2011). Nevertheless, all the departments were well represented hence their overall view of the police culture and its influence on the career progression of female police officers was included in the study.

4.3.6 Respondents rank

When respondents were asked to mention their rank, data was as shown in Table 4.3 below:

Table 4.3 Respondents Rank

Rank	Frequency	Percent
Constable (PC)	47	55.9
Corporal (CPL)	15	17.9
Sergeant (SGT)	10	11.9
Senior Sergeant (S/SGT)	6	7.1
Inspector (IP)	2	2.4
Chief Inspector (CI)	2	2.4
Assistant Superintendent (ASP)	1	1.2
Superintendent (SP)	0	0
Senior Superintendent (SSP)	1	1.2
Commissioner (CP)	0	0
Assistant Inspector General (AIG)	0	0
Senior Assistant Inspector General (SAIG)	0	0

Source: Data (2024)

Majority of the respondents (55.9%) were constables, 17.9% were corporals, 11.9% sergeants and 7.1% senior sergeants. Inspectors and Chief Inspectors were 2.4% each, while Assistant Superintendent and Senior superintendent were 1.2% each. There were no commissioners and the General rank which comprises of AIG and SAIG because mostly, when officers attain this rank, they are usually deployed as regional commanders or heads of Directorates at the police headquarters. The study was carried out at the county level with participants sampled from local

police stations. The data indicates that most of the respondents were constables, which could be attributed to the fact that a constable is the lowest job level in the police force and all police college graduates start working as constables. Over the years, some are promoted to higher levels which includes Corporal(Cpl), Sergeant(Sgt), Senior Sergeant(S/Sgt), Inspector(IP), Chief Inspector(CI), Assistant Superintendent(ASP), Superintendent(SP), senior Superintendent (SSP), Commissioner(CP) and Generals(AIG/SAIG). Therefore as you move up the hierarchy, representation by ranks diminishes as there are few slots for promotion. Nevertheless, most of the ranks were represented.

4.4 The Findings of the Main Research Objective

Having presented the demographic characteristics of the study participants, this section focuses on presenting and discussing the findings of the main study objectives. It will be recalled that the study had four objectives. The first objective focused on the male psyche and deployment of police officers. This is presented and discussed below:

4.4.1 Male psyche and deployment of police officers

As highlighted in the introductory chapters, male psyche is dominant in security world. Accordingly, security is viewed through the lens of masculinity and so therefore, it is perceived that all activities require individuals with male characteristics. For this reason it was important to establish how this line of thinking influences the deployment of officers for security duties. This was important because as already highlighted, experience in operational duties was one factor that was considered in promotion. To test the influence of male psyche on deployment, the participants were presented a table with items that relate to deployment to respond to the best of their knowledge. The results are shown in the Table below:

Table 4.4 Male psyche and deployment of police officers*(where SD=Strongly Disagree, DA=Disagree, N=Neutral, A=Agree and D=Strongly Agree)*

Statement	Responses (%)				
	SD	D	N	A	SA
Female officers are given equal deployment opportunities as male officers and this enhances their career progression	37.1	38.5	10.3	6.4	7.7
Male officers are given more opportunities for deployment than female officers and this negatively affects female officers' career progression	9.0	3.8	1.3	38.5	47.4
The male psyche has a negative influence on deployment of female police officers which hinders their career progression	2.6	2.6	0.0	59	35.8
Male officers are more likely to be deployed in high ranking positions than female officers hindering career progression for female officers	1.3	0.0	12.8	62.8	23.1
Male officers are more confident in their areas of deployment than female officers and this affects career progression of female officers	44.9	20.5	12.8	19.2	2.6
Male officers are more likely to be favoured by supervisors on promotions and this negatively affects progression of female officers	61.5	11.6	0.0	26.9	0.0

Aggregate Score (%)

26.1 12.8 6.2 35.5 19.4

Source: Author, 2024

As shown in Table 4.4 above, officers were asked whether female police officers were given equal deployment to male officers and this enhances their career progression. On this, 37.3% strongly disagreed and 38.5% disagreed that deployment was equal between male and female officers. Only 10.3% were neutral indicating that deployment did not enhance progression of female police officers. 6.4% agreed and 7.7% strongly agreed that there is unequal deployment among officers in regards to gender. As regards to male officers being given more opportunities for deployment, 47.4% strongly agreed and 38.5% agreed that indeed more deployment opportunities were available for men than women. Only 1.3% were neutral while 3.8% disagreed and 9.0% strongly disagreed that lack of more deployment opportunities for female police officers negatively affected their career progression. On whether male psyche has a negative influence on deployment of female police officers, 35.9% strongly agreed and 59% agreed that it had a negative impact on deployment. 2.6% disagreed and 2.6% strongly disagreed to the statement. As regards to deployment in high ranking positions, 62.8% and 23.1% of the respondents were of the view that policemen are more likely to be deployed than female. In relation to confidence at work, 44.9% strongly disagreed and 20.5% disagreed that male officers were more confident in their areas of deployment, while 12.8% neither agreed nor disagreed, 19.2% agreed and 2.6% strongly agreed. As to whether male officers are more favoured by supervisors on promotions 61.5% strongly disagreed, 11.6% disagreed while 26.9% strongly agreed.

Overall the data appear to demonstrate that there is unequal opportunity for deployment in the distribution of duties that appear to give the male gender an upper hand when it comes to promotion. As seen from the data 75.8% (SD and D), male and female officers have equal opportunities with 85.9% (A and SA) participants suggesting that male officers are given more opportunities. This approach in deployment informed by the male psyche not only denies female officers opportunity to demonstrate their capability but also prevents them from getting opportunity for promotion. The quantitative data is supported by views from qualitative data as from captured from one of the unit heads as in the quote below:

“..... At the field, I am more likely to deploy a male officer over a female officer..... If I have to assign female officers to the fieldwork, it has to be violence free.”

From the quote, it is clear that the officer associates battle with the male and female working in the field where there is no violence. This is not surprising as aggression and violence, especially use of weapons is associated with images of maleness violence hence masculinity (see Greig 2022). Notably, this is against the police training and work policy in the National Police Service. Accordingly, police officers work as profession having acquired skills in all areas of the police work. This has the implication that women police officers are exposed to training that equip them with knowledge and skills to handle violent situations. Despite the fact that all officers received the same kind of training and took the same oath to work anywhere and perform all police functions, regardless of gender, the female officers were assigned mainly desk jobs.

Arguably, the National Police Service in Kenya does not have gender disaggregated training. To this end, to enable quality service, the training ensures that both men and women are well equipped with desired skills and knowledge to counter any situation. The policy on promotion is

also gender blind. In line with this, Denney (2019) observed that a more representative police service draws more effectively on the breadth of available skills and qualities, enhancing overall police quality. Relatedly, the deployment of the police officers as captured in National Police Act 2011 emphasizes skills rather than gender. Therefore, the perception as reflected in the quote can be attributed to stereotypical thoughts based on traditional culture. In line with the feminist theory that guided this study, such cultures propagated male chauvinism which denigrates females in the belief that they are inferior to males and thus deserve less than equal treatment or benefit. It is therefore, possible to argue that denial to assign women challenging duties is a scheme to deny them career progression in National Police service. As such, rather than being guided by modern policing needs, the National Police Service is guided by retrogressive cultures that compromise career progression of female police officers. The findings resonate with United Nations (2019) which observes that traditional analysis has often placed women on the periphery of terrorism and counter-terrorism discourses, being viewed either as victims. This not only denies women police officers to undertake duties that they are trained for, but also limits their chances of career progression. Arguably, women who choose to join the service are well aware of the nature of police work, therefore take training seriously as a capability building to be able to do their work and also grow in service. In line with these views, Onyango and Natarajan (2021) revealed that female police officers can tackle most of the duties just like or better than policemen. Giving varied assignments to female police officers will provide them with opportunities to develop diverse skills and gain experience across different areas of policing. Challenging the stereotypical thoughts as advanced by male officers, one female officer had this to say:

“We also want experience in the field. We have the same training with the male officers. What is the use of the training we got if we never get to use it in the field and just get the ‘soft’ cases within the station?”

As seen from the quote, the female officer appears to exude the confidence associated with the training which to her is not gender based. To this end, this questions the rationality of training if the skills the female officers acquire are invalid. In line with this view, police services are reflective of the societies of which they are a part, but they can challenge gender biases and stereotypes, to ensure police service that is representative of the diverse community it serves. This would enhance trust making it easy for the community members to cooperate with them (Denney, 2019) enhancing their chances of promotion. However, Failure to be given a chance to go to the battle field denies the female officers chance to have field work experience which could negatively impact on their promotions. The findings concurred with Cromwell (2022) survey whose results point to police culture as being a bigger obstacle to gender equality in police departments.

It is evident from the responses that female officers getting fewer deployment opportunities can diminish their chances for promotion. The few deployment opportunities for female police officers could be due to under-representation of female police officers in the law enforcement which starts at the recruitment level. The gender difference in deployment starts right from recruitment. There are very few females recruited in the force and at times, none is recruited. This means that there are fewer females to work with and deploy. This is in line with the government policy on a third gender-rule representation in every organization and could be the reason for under-representation of female officers in the police service and also in leadership positions.. It implies that there are fewer female officers than male officers in Nyeri County,

which could be attributed to police culture and the fact that police work is viewed as a profession that require masculinity, best performed by men since history as reported by Yalley, (2020). Female officers mainly tacked desk jobs while the male offices were sent to the battlefield. From the FGD one respondent reported that,

“..... You cannot send a breast feeding mother to the field at night, they will not perform well, and it may not even be safe for them.”

As seen from the quote, the biological roles of female officers are used as justification for discrimination. Accordingly, while it is true that sending a breast feeding lady to work at night may be inhuman, it is possible to argue that it is unlikely that all police officers in a station would be lactating mothers at the same time. The officer is silent on why they are not able to send other women who are freer to the field. To this end, the female officers in the FGD were in agreement that they were mainly excused from working at night and during the day they were given light duties like secretarial, reception, clerical, and customer care, depending on the bosses' discretion. Notably, however, while it appears that the senior police officers demonstrate human acts to women police officers, they negate their career progression as one officer noted;

“Recommendations from seniors come after performing well in handling tough cases like arresting a bhang peddler or a robber with violence. Working at the desk jobs never gets you recommendations that hasten promotions”.

As seen from the quote, recommendations of seniors for promotion are only based on performance of tough cases. Failure to deploy female police officers could be seen as a design to lock them out of career progression. The NPSC regulations list experience and knowledge of the job as one of the key requirements for promotions in the police service and therefore, female

police officers may lack this requirement. It is though experience that officers get exposed to various work related areas as reported by Path, (2019) report. However, as seen from the data, male psyche that discriminates against women has a significant influence on the deployment of female officers and this in turn affects their career progression negatively. This concurred with Ong'ale (2021) findings that social injustices against female officers at work, such as denials of promotions, sexual harassment, and discrimination, had an impact on their productivity.

The unit female heads reported that male officers do not believe that female officers can work on their own and they can only be promoted due to favouritism. One female officer from FGD had this to say,

“Male officers say that female officers are weak so they are given the ‘soft’ jobs that they can handle like desk jobs.”

Another one added,

“Male officers don’t like being partnered with female officers in the operation field. When that happens the male officer says that they have been assigned the duty alone, yet he has the female officer. This is disrespectful to the female officers as human beings, and also as officers who have gone under the same training as the male officers.”

From the statement, it is evident that male officers didn’t have confidence in the female officers, because they were women and were not dependable in the battlefield. Most of the female police officers raised the concern that the male officers don’t recognize them as qualified officers and treat them as just women. They are demeaned and not recognized as fully trained officers. This affected their work morale and productivity negatively. The findings resonate with the feminist theory that informed this study. Reflecting on feminist theory, Usmani, Ali, Kottaparamban and

Hadi (2023) observed that inequalities against gender diversity can be observed in several places such as workplace discrimination between men and women, prioritizing male over female. This infringes on the human rights of women. To this end, perceived patriarchal beliefs and attitude continue to sustain injustice on women career progression in National Police Service.

Another female officer bitterly said,

“Apart from demeaning us in the assignment of duties, many of the seniors and colleagues also expect sexual favour from us. If we deny them, they discriminate against us. If you require recommendation letter from a male boss whose sexual advances you refused, they can deny and give us the condition that we have to engage sexually for them to write the recommendation letters for us. The other option is to buy the promotion with money. If you don't have the money, you are by-passed even by your juniors at work.”

As seen from the quote, it is not just about the capabilities, but the injustice on women that has been reported against women. Usmani, et al 2023, observed that women continue to endure sexual abuses with the society including work places. Similarly United Nations (2019) observed that women are targets of sexual and gender-based violence. In line with this finding, Georgetown Institute for Women, Peace and Security (2021) observed that female military personnel are more likely to be sexually assaulted by a fellow soldier than killed in combat. This is attributed to environment of pervasive sexual harassment and assault that encourage male to abuse women. The failure of women to yield to sexual abuse appear to act as barrier to their career progression. The findings corresponded with Ong'ale (2021) findings that social injustices against female officers at work, such as denials of promotions, sexual harassment, and discrimination, had an impact on their productivity.

Deployment in high ranking positions begets police officers experience which is one of the requirements in promotion. Denial of such chances to female officers can affect their career progression negatively, which is consistent with report by Path, (2019). As Ashlyn (2020) who observes that women representation in authority roles in law enforcement was quite low when correlated with other fields like public relations, in order to counter the issue of deployment, it is advisable that female police officers be deployed in all areas without looking at their gender and the numbers they represent in the police service. Accordingly, masculinity is integral to police culture which gives men the structural advantages in terms of numbers, opportunities, division of labor, and hierarchical divisions of power (Georgetown Institute for Women, Peace and Security, 2021) thus undermining women capabilities to deny them promotions.

From the data, 65.4% (SD and D) respondents disagreed that male officers are more confident in their areas of deployment than female officers and this affects career progression of female officers. This implies that the gender of the police officer didn't affect their level of confidence in their areas of deployment as some men are also fearful more than women. This was in agreement with Onyango and Natarajan (2021) findings that policewomen can tackle most of the duties just like or better than policemen.

The female officers in the FGD had this to say,

“Even if we are deployed to the desk jobs, we are confident in the work we do there.”

A key informant reported that,

“Men cannot handle some assignments like sexual assault among girls and women. When such cases come to the police station, they are automatically assigned to the female officers. This is because at times the victims of domestic violence and sexual abuse fear talking to male officers,

especially if their abuser was a male. They are more comfortable talking to the female officers and these officers handle such cases exemplary.”

As seen from the quote, diversity of security needs cannot be addressed by male officers alone. Scholars have indicated that women who have been sexually abused are best handled by female police officers. In line with this view, the NPS has put in place a Policare policy that is gender sensitive to address such issues. The findings are in line with Denney (2019) who observed that a diverse police service has a deeper understanding of communities’ needs and so can build stronger relationships with them. This facilitates the provision of more effective policing that is gender sensitive. For instance, female victim of sexual violence can report to a female officer with confidence enabling fighting such crimes.

The unit heads confirmed that work at the police force was controlled by standing orders and discipline and all officers were expected to report to duty and finish all assignments given, and finish them well, irrespective of their gender.

Majority, that is, 73.1% (SD and D) that male officers are more likely to be favoured by supervisors on promotions and this negatively affects progression of female officers. The findings implied that male officers were not promoted on the basis of favouritism by their bosses hence this could not have affected the progression of female officers in their careers. In the FGD, a male officer reported that:

“The police force is a man-eat-man world and only the officers (male and female) who can afford to ‘buy’ the favours with money or sex are actually favoured.”

According to the officer, it implied that favouritism is at play for promotions for those who can afford and this affected the promotions of those with integrity negatively and they were by

passed by their juniors who could offer money and/or sex. This could be true to those who do not conduct themselves with dignity, as corruption is not part of police culture.

In conclusion, it is clear that the officers were in agreement that male psyche has influence on deployment of female police officers with an aggregate mean of 35.5% agreeing, and 19.4% strongly agreeing. This could be attributed to the male-dominated culture within police departments which may harbour biases against female officers. These biases can affect decision-making processes related to deployment, promotions, and assignments. Male officers may perceive female officers as less capable or suitable for certain roles or assignments, leading to their under representation in certain units or positions.

4.4.2 Warrior culture and selection of female police officers for promotional courses

The second objective was to identify the effects of warrior culture on selection of female police officers for promotional courses in the National Police Service, Kenya. While warrior culture is a mindset and set of values that emphasize a militaristic approach to law enforcement that involve use of force and tactical training, promotional courses entails training programs designed to prepare employees for higher ranking positions and leadership roles. Female officers have experienced a growing sense of belonging in policing careers, but still, there remain gender-specific challenges when it comes to selecting them for promotional courses. Therefore, there was need to measure if warrior-like culture in police organization had an effect on policing. To test the effects of warrior culture on selection of female police officers for promotional courses, respondents were given statements to respond to. The results are as shown in Table 4.4 below:

Table 4.5 Warrior culture and selection of female police officers for promotional courses

(where SD=Strongly Disagree, DA=Disagree, N=Neutral, A=Agree and D=Strongly Agree)

Statement	Responses (%)				
	SD	D	N	A	SA
Male and female officers have equal chances of being selected for promotion and this gives them equal opportunities in career progression	61.5	3.8	0.1	26.9	7.7
Warrior culture in policing affects the selection of female police officers for promotional courses hence hindering their career progression	16.7	9.0	6.4	52.6	15.3
Female officers face discrimination during selection for promotional courses due to male attitudes and this affects their career progression	5.1	6.4	0.0	57.7	30.8
Physical strength and toughness is a requirement for police officers and limits selection for promotion and career progression for female officers	3.7	1.4	0.0	71.8	23.1
Warrior culture creates a adverse work conditions for female police officers and this affects negatively their career progression	34.4	41.0	0.2	10.3	14.1
Aggregate Score (%)	24.3	12.3	1.3	43.9	18.2

Source: Author, 2024

As shown in Table 4.5 above, officers were asked whether male and female officers have equal chances of being selected for promotion and this gives them equal opportunities in career progression. Majority at 61.5% strongly disagreed and 3.8% disagreed that chances of being selected for promotion was equal between male and female officers. Only 0.1% were neutral

indicating that selection for promotion does not give female officers equal opportunities in career progression. 26.9% agreed and 7.7% strongly agreed that there is equality during selection of police officers for promotion regardless of gender. As to whether warrior culture in policing affects the selection of female police officers for promotional courses hence hindering their career progression, 16.7% strongly disagreed, 9.0% disagreed while 6.4% of the police officers were neutral and 52.6% agreed while 15.3% strongly agreed. As regards to whether female officers face discrimination during selection for promotional courses due to male attitudes, 57.7% agreed while 30.8% strongly agreed that female officers face discrimination during selection for promotional courses and this affects their career progression. Only 5.1% and 6.4% strongly disagreed and disagreed respectively. On whether physical strength and toughness is a requirement for police officers and limits selection for promotion and career progression for female officers, 71.8% agreed and 23.1% strongly agreed. However, 3.7% strongly disagreed while 1.4% disagreed that physical strength and toughness is a requirement for police officers to get selected for promotion. Regarding whether warrior culture creates an adverse work conditions for female police officers and this affects negatively their career progression, 0.2% were neutral, 34.4% strongly disagreed, 41% disagreed, while 10.3% and 14.1% agreed and strongly agreed respectively.

Overall, the data obtained illustrates that the warrior-like culture in police service had an adverse effect on selection of female police officers for promotional courses. This implies that designing promotional courses around a warrior-like approach that potentially neglects aspects of policing that women might excel in might lead to women missing chances in career progression. The data 65.3% (SD and D) shows that male and female officers do not have equal chances of being selected for promotion with 67.9% agreeing that warrior culture in policing affects the selection

of female police officers for promotional courses. This approach that values aggression and toughness might not be as receptive to different leadership styles that women might bring to the policing career. The female officers from FGD felt that they had fewer chances for promotion than the male officers. There were also fewer or no recruitment chances for female officers compared to the male officers.

One of the officers in the FGD said,

“Female officers are not considered in every aspect of the work hence don’t become competent in some areas hindering them from being promoted in those areas.”

From the quote it is evident that warrior culture has reinforced some stereotypes that women are less suited for high-pressure, combative roles. This brings some form of bias that might in turn influence decision makers in the promotion process, leading to fewer women being considered for advancement. The findings corresponded with Lee (2020) survey's findings which revealed that due to the fact that policing has continued to be a male-dominated profession, very few female officers take up high ranking positions in police agencies. It is unfortunate that even the senior officers in leadership roles have this kind of stereotype too as some indicated that female officers were culturally not effective in the battle field. This is supported by views from qualitative data as reported by a female officer in the quote below;

“When we are allocated duties in the battled field, the supervisors tell the male officers to do their duty, guard the guns and the female officers.”

As seen from the quote, female officers are not trusted as competent in the battled field. This is indicative that women are treated like a weaker gender yet they can take care of themselves hence should not be guarded. Based on warrior culture, male officers provide security for female

officers. Women are therefore looked down upon on the basis of biological essentialism thus excluding them from leadership roles despite the lack of policy barriers (see Georgetown Institute for Women, Peace and Security, 2021). As already argued, professionalism in police work in Kenya is not exclusionary as demonstrated in training of a police officer. In addition, police officers irrespective of their gender work under same professional codes and the call for duty which is to maintain law and order (see National Police Act chapter 84). However, stereotypical views anchored in policing as a masculinity service ensures that women were left out in operation work despite their training. Such an environment created by men as evident from the quote, may affect job satisfaction of female officers and therefore they may seek roles where they are valued and supported and where their skills and contributions are needed.

In some communities where the unit heads had worked, culture is a major issue and female officers could not stamp authority for male officers even at work. This was as Ashlyn (2020) found out that, cultural factors created barriers to the progression of women police officers. Others reported that police work requires aggression and strength which female officers lack, hence male police officers see female officers as weak and should not be in the operation areas or promoted. This could not be true because there were some ladies who were very aggressive and performed very well even in the field, as reported by some male officers in the FGD. However, when it came to promotions, they were always bypassed by their colleagues who were ready to offer sexual favors to the bosses.

The unit heads admitted that they preferred to have male colleagues as partners instead of female colleagues as they were weak. This denied female officers chances to have experience in the field since most of top leadership positions are occupied by male officers.

A female officer reported that,

“The male officers don’t trust women with the key to the armoury and the prisoners, they always handle them. If there are final decisions to be made, and female officers have sound suggestions, the male officers refuse to take it.”

The quote suggests a lack of trust and recognition of female officers’ capabilities due to the fact that male officers can confidently handle highly protected areas like armoury. This kind of perception can reinforce stereotypes that women are less reliable or less capable in high-stake situations. Accordingly, when female officers’ sound suggestions are dismissed by their male counterparts, it reflects a lack of respect for their expertise and contributions. This exclusion undermines their ability to influence important decisions and demonstrates a broader pattern of gender bias. Therefore, the quote illustrates systemic bias within the police organization. If female officers are systematically denied key responsibilities and their input is disregarded, it perpetuates a cycle where they are less likely to be seen as leaders or suitable candidates for promotion. The finding is in line with Georgetown Institute for Women, Peace and Security, (2021) which argued that stereotypes and generalizations around women, and a desire to protect the traditionally male space of combat, directly impacted the promotions available to women, hindered their professional achievement, and progress toward women’s equality in broader society.

Being denied critical responsibilities and having their suggestions ignored can impede female officers’ professional development. Without opportunities to demonstrate their competence and leadership, they are less likely to be considered for promotions, which perpetuates gender inequality in higher ranks. Police women who participated in the study had this to add:

“ ... we are not allowed to have a final say in any important matter. What a male officer suggests stands, even if it is a junior officer. What we suggest is not taken seriously even if it can bring better results...”

In the field, it was observed that there were no female commanders and the assignments came from high above the leadership hierarchy, not just from the police station. The results concurred with Samuel (2020), that many female police officers were excluded from the main stream decision-making process in their various stations. This implies that the third gender rule has not yet been fully observed right from the Inspector General level which is the topmost rank in the structure and organization of the National Police Service. The findings were in line with Yalley (2020) who concluded that police work is viewed as a profession that require masculinity, best performed by men since history.

Even the unit heads claimed that female officers were weak physically as one male officer reported in the quote below;

“I prefer male colleagues in the field with me as the female officers chicken out easily. I want someone who can have my back in case of an attack.”

Adding to this, a male officer had this to say:

... “if there are gun shots, a female officer will grab her colleague seeking safety. This will prevent me from shooting and it will put both of us in danger...”

A female officer added:

“When we are sent together on an assignment, the male officers are instructed to do their work, take care of the guns and take care us.”

From the quote, it shows that when the male officers were deployed with their female colleagues, it put on extra burden on the male officers compared to if they just went with male officers. This coincided with findings by Rubio, Hinestroza and López (2021) which indicated that women were restricted to particular jobs and positions. It shows that women believed that they do not have the same rights as men to obtain the positions they want, which has a negative impact on their career advancement.

The quote perpetuates the stereotype that women are inherently less courageous or competent in high-stress scenarios. Such biases undermine the credibility and abilities of female officers, impacting their chances for career advancement. Statements like this can erode the confidence of female officers, both in their own abilities and in how they are perceived by their colleagues. To this end, if decision-makers hold the belief that female officers are less reliable in dangerous situations, they might be less inclined to assign them to high-stakes or critical roles. This exclusion from important duties can hinder their career progression and limit their visibility within the organization. Reflectively, comments like this reinforce existing gender inequalities and create barriers for women trying to prove their competence and earn promotions. It highlights a systemic issue where gender bias prevents fair assessment and recognition of skills and capabilities. It is also indicative that warrior culture was mostly seen in job assignments where the male officers were sent to the field while the female officers performed office tasks and could not be deployed for such duties as they were not warrior like. There was a case of a female officer who was at one time deployed to Marsabit during the cattle rustling. She reported that,

“We were always left at the camp when the male officers went to the field. Even if the camp was at the centre of the attacks, we were never allowed to step out of the camp and we just handled duties within the camp.

From this quote, the female officers express discontent with the way things were handled against them. By saying that even at the centre of the attacks they were not allowed to get out of the camp, it shows that this created mental and emotional torture for them. Evidence shows that the ladies were not safe out of the camp and inside too. The restriction to camp duties while male officers engage in fieldwork means female officers are denied opportunities to demonstrate their skills in more challenging environments. This inequitable distribution of duties hinders their professional growth and career advancement. The officer added;

“We also face sexual harassment from our colleagues and when we report, the male colleague will face a disciplinary action. This creates a hostile environment for us as we can no longer interact as brothers and sisters within the camp anymore”

Facing sexual harassment from colleagues is a serious issue that impacts the mental health, job satisfaction, and safety of female officers. According to Work and Well-being survey, the hostile environment created by harassment and the inadequate handling of these complaints can contribute to a toxic work culture and even when disciplinary action is taken against harassers, the damage to the work environment can be long-lasting (American Psychological Association, 2022). The resulting hostility and strained relationships between male and female officers can make it difficult for women to work effectively and feel integrated within the team (Mahat, 2023). Relatedly, the inability to interact freely and collegially due to a hostile environment affects team cohesion and morale. A fractured team dynamic can lead to decreased overall

effectiveness and hinder collaboration, which is essential for successful policing. This combination of exclusion from key duties and a hostile work environment creates significant barriers to professional growth. Therefore, female officers may find themselves stuck in roles with limited advancement potential and lacking the support needed to thrive. This corresponded with Wilson (2019) findings that many female officers had experienced persistent gender-based discrimination.

In summary, it is clear that the officers were in agreement that warrior culture had effects on selection of female police officers for promotional courses. The culture of policing within police departments appear to be discriminative against female officers. These biases can affect decision-making processes related to selection, promotions, and assignments. Male officers may perceive female officers as not having the strength to overcome tough situations that require warrior-like approach to policing hence leading to their under representation in leadership positions in the police structure.

4.4.3 Masculinity culture and exposure of women in operational roles

The third objective sought to find out how masculinity culture influences exposure of women in operational roles in the National Police Service, Kenya. Operational roles can include various positions and responsibilities that police officers hold to carry out their day-to-day policing functions like patrols, investigations, rescuing hostages and armed standoffs. These kind of duties are believed to be assigned to masculine individuals according to the beliefs, attitudes and expectations of a society or individuals. To test how masculinity culture influences exposure of women in operational roles, respondents were given a list of statements to respond to, and the results are as shown in Table 4.6 below:

Table 4.6 Masculinity culture and exposure of women in operational roles*(where SD=Strongly Disagree, DA=Disagree, N=Neutral, A=Agree and D=Strongly Agree)*

Statement	Responses (%)				
	SD	D	N	A	SA
Female police officers are given equal level of exposure to operational roles as male police officers and this enhances their career progression	53.8	34.6	10.3	1.2	0.1
Masculinity culture affects exposure of female police officers to operational roles hence hindering their career progression	2.6	3.8	0.0	43.6	50.0
Female officers face discrimination during assignments to operational roles due to masculinity culture and this affects their career progression	16.7	5.1	3.8	60.3	14.1
Physical strength and toughness disadvantage female police officers on exposure to operational roles and hinders their career progression	10.3	33.3	0.0	34.6	21.8
Masculinity culture in the police service reinforces gender stereotypes that limit career progression opportunities for female police officers	14.1	19.2	2.6	29.5	34.6
Masculinity culture creates a hostile environment for female police officers making them not to be assigned operational	61.5	11.6	0.0	26.9	0.0

roles and this affects their career progression

Police work requires masculinity and aggression which hinders female officers' exposure to operational roles hindering their career progression	0.0	1.3	0.0	51.3	47.4
Aggregate Score (%)	22.7	15.6	2.4	35.3	24.0

Source: Author, 2024

As shown in Table 4.6, participants were asked whether female police officers are given equal level of exposure to operational roles as male police officers and this enhances their career progression. As regards to this, 53.6% strongly disagreed while 34.6% disagreed that there was equal level of exposure between male and female officers. As to whether masculinity culture affects exposure of female police officers to operational roles hence hindering their career progression, 43.6% agreed and 50% strongly agreed, while 2.6% strongly disagreed and 3.8% disagreed to the statement. In relation to whether female officers face discrimination during assignments to operational roles due to masculinity culture and this affects their career progression, 60.3% agreed and 14.1% strongly agreed that female officers faced discrimination during such assignments. While 5.1% disagreed and 16.7% strongly disagreed, only 3.8% were neutral. On whether physical strength and toughness disadvantage female police officers on exposure to operational roles, about 10.3% strongly disagreed and 33.3% disagreed, while 34.6% and 21.8% agreed and strongly agreed respectively. As to whether masculinity culture in the police service reinforces gender stereotypes that limit career progression opportunities for female police officers, 34.6% strongly agreed, 29.5% agreed, 2.6% were neutral, while 14.1% strongly agreed and 19.2% agreed. As regards to whether masculinity culture creates a hostile

environment for female police officers, 11.6% disagreed and 61.5% strongly disagreed while 26.9% agreed that this makes them not to be assigned operational roles and this affects their career progression. Regarding whether police work requires masculinity and aggression which hinders female officers' exposure to operational roles hindering their career progression, 51.3% agreed and 47.4% strongly agreed, while 1.3% disagreed to the statement.

Overall, the data obtained appear to dispute that there is equal level of exposure to operational roles for both female and male police officers. From the data, male officers are given an upper hand when it comes to exposure to operational roles. This is as seen from the data 88.2% (SD and D) with 93.6% suggesting that masculinity culture affects exposure of female police officers to operational roles hence hindering their career progression. This implies that, if masculine norms lead to the perception that women are less competent in operational roles, they may be given fewer opportunities to prove their abilities. This perception results in fewer women being assigned to critical or high-profile assignments, as evidenced from FGD where one male respondent indicated that;

“Female officers are afraid of field work especially where guns are involved therefore they are rarely sent to field work”.

From the quote however, it seems not to be true that female officers are afraid of guns because if that would be the case, then they would not be deployed to certain duties especially those that are more engaging. It is worth noting that police work entirely involves use of guns and therefore, it cannot be true that they are afraid of their tools of work. This statement came from a male officer who couldn't explain why the female officers are given the guns yet he thinks that they are afraid. This appears to justify discrimination without any proved evidence. Accordingly, women and

men learn to handle guns during training. This is not to argue that some female officers prefer to be assigned light duties, rather to argue that preference of light duties is not necessarily female. Depending on the situation and status of individual police officer's, individuals may be given light duties. Alternatively, female officers may be on leave or attending to family responsibilities when such duties arise and therefore are not available for such assignments which does not suggest fear of guns. Only those available to work during such assignments are capable of being chosen by their superiors. However, those biased on masculinity use such scenarios to discriminate women officers. Accordingly, armed services are adapted to masculinity by emphasizing physical fitness, combat experience and special operations, which complicated women's full and equal participation (see Georgetown Institute for Women, Peace and Security, 2021). This was concurred by the African Policing Civilian Oversight Forum (APCOF) (2021) and the Human Rights Network (HURINET) findings that, officers who were available to work long shifts (primarily men) were more likely to be available to attend promotional training in the police force. Due to this, male police officers had a higher chance of being promoted than female officers.

In a male-dominated environment, women might be excluded from key operational roles based on the assumption that they are less suited for such duties. This exclusion limits their opportunities for career advancement and professional development. As seen from the data, 74.4% (SA and A) female police officers faced discrimination during assignments to operational roles. Women who enter operational roles may face hostility or exclusion from their male colleagues. This isolation can impact their ability to perform effectively and reduce their likelihood of being selected for future operational assignments. This coincided with the findings from the researchers from the University of Nebraska (2020) which revealed that women

experienced crafty forms of discrimination, which partially described their lower level of belonging.

Additionally, women may be given limited exposure to operational roles, which affects their ability to gain the experience and visibility needed for promotions. This limited exposure can create a cycle where women are less likely to advance because they have not had the opportunity to demonstrate their capabilities in operational settings. Without the opportunity to participate in operational roles, women miss out on important professional development experiences that are often critical for advancement in law enforcement careers.

Masculine norms often emphasize physical strength and toughness. In a policing context, this can lead to an emphasis on these attributes as prerequisites for operational roles, potentially sidelining women if they do not meet these physical standards. This is against the emerging security threats that do not only require physical strength. In addition modern policing is supposed to be pro-people forging a strong relationships with the communities they serve which cannot be achieved through aggressiveness alone (McRegory, 2021). A culture that values aggression and combativeness may prioritize these traits over other valuable skills such as communication and empathy that are critical in modern policing. Women who excel in areas other than aggression are undervalued or overlooked for operational roles.

From the FGD, a male officer had this to say:

“... our female colleagues are given little work which is mainly office work. As for us, we perform night duties and we are sent to tackle very risky assignments as well.”

From the quote, one can notice that the officer was complaining that there were duties for male officers and those for female officers. Results clearly shows that though there is the notion that

women are weak hence shouldn't be sent to the field work, the female officers have agreed to stay in the comfort zone and refused to prove the males wrong. Therefore, the notion that the female officers are weak continues. This is as Silva (2023) found out that the adoration of toughness and masculinity is an integral part to the masculine culture of policing but female police officers do not live up to this masculinity and physical strength.

From the FGDs, a female officer reported that,

“Male officers keep themselves in groups especially when going home or in social activities. The very tough and brave ones stay together while the weaker ones are left to be with us. At times, even the weaker male officers gather up and leave the female officers alone.”

Data clearly shows that Masculine culture reinforce gender stereotypes and biases that women are less capable of handling high-stress or dangerous situations, 64.1% (SA and A). Such stereotypes can influence decision-makers in assigning operational duties and responsibilities, limiting women's exposure to these roles. This could make policewomen face hostile environments due to this male-dominated culture that may result in fewer mentoring and networking opportunities for women. Without strong support systems, women may struggle to gain access to operational roles and advancement This was in line with Yu (2021) results which showed varying workplace perspectives and experiences among women as a minor group and as individuals especially in response to a perceived glass ceiling to promotions, an inclusive work culture, and experiencing sexual discrimination.

Female police officers also may lack of confidence, and therefore, the male supervisors automatically selected male officers when there was a dangerous field operation as they were more confident with them. It is evident from the quote that female police officers refer

themselves to be less brave or weak. This lack of believing in themselves give male officers an upper hand in gaining exposure to operational roles hence reduced the exposure among the female officers. This corresponded with Path (2019) findings that female police officers are rarely given opportunity to gain experience in operational areas that would increase the chances of their progression.

From the focus group discussions, the female police officers said that they were denied opportunities to be in the field despite having the same kind of training. Some officers said that they preferred male colleague to female ones. This was captured in the quote below:

“ I prefer being deployed alongside a male officer to a female officer. Some female officers pretend to be sick when there are tough assignments. You cant work alone. If you are with a male colleague, the work will be done by both of you. Ladies don't front themselves for hard work.”

The ladies were reported to prefer localized operations and hated responsibilities outside the office. This is not surprising, because traditionally, women have been socialized into softer life mainly caring for others and home makers. Therefore many women with this traditional psyche may take advantage of their gender if allowed. Arguably, this are some of the issues that are addressed in training to ensure that women drop their traditional psyche to be police officers just as male police officers are trained on stoicism. Therefore it is possible to argue that the unprofessional behaviour of faking sickness when there is a call for duty is a result of the perceived male biased organizational culture that allows women to regress in their traditional cocoons that ought to have been eliminated during training. The findings corresponded with Yalley and Olutayo (2020) findings which revealed that high levels of physical fitness and

strength often required in policing can make it more difficult for female officers to be assigned to operational roles that require physical strength and endurance.

In summary, female police officers often missed out of assignments to operational roles based on the male guise of their inability to perform in challenging situation. Once opportunities arise, the masculinity space is guarded in the guise of physical weakness of women, as they are bypassed by the supervisors who always prefer male officers. Therefore, it is important to be fair and offer equal chances for all officers whether and in all duties or roles. This would ensure that female officers are not left out in any mission or assignment to gain exposure for all roles in order to enhance their progression.

4.4.4 Best practices for addressing gender discrimination

The fourth objective was to identify what best practices can be done to address gender discrimination to enhance career progression of female police officers in Kenya. Gender discrimination entails unfair treatment and bias based on an individual’s gender within law enforcement organizations or during police related interactions. From our subsequent discussions, we have noted that female officers face discrimination during deployments, selection for promotion, and also lack exposure to operational roles. In this objective, the respondents were asked about what best practices can be employed in order to address gender discrimination especially in the police service. The results are as shown in Table 4.7 below:

Table 4.7 Best practices for addressing gender discrimination

(where SD=Strongly Disagree, DA=Disagree, N=Neutral, A=Agree and D=Strongly Agree)

Statement	Responses (%)
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	SD	D	N	A	SA
Offering various flexible talent management schemes in the police force would enhance progression of female police officers in NPS	0.0	41.0	3.8	23.1	32.1
Implementing an alternate form of police training such as community policing can promote a more inclusive and gender sensitive culture that will enhance progression of female police officers in NPS	0.0	2.6	0.0	33.3	64.1
The police service should provide training on gender awareness and bias to all police officers to enhance progression of female police officers	0.0	2.6	3.8	43.6	50
There should be increased mentorship opportunities and programs for women police officers to address barriers to progression of female police officers	0.0	0.0	10.3	35.9	53.8
The police service should establish policies and guidelines for promoting gender equity to enhance progression of female police officers	0.1	3.8	3.8	25.6	66.7
Robust monitoring system should be put in place to ensure compliance and delivery of results of established policies and programs for gender equality to reduce the effects of gender stereotypes on progression of female police officers	2.6	0.0	10.3	16.7	70.4

The police service should create awareness campaigns to address gender bias and discrimination that hinders career progression of female police officers	3.8	6.4	3.8	32.1	53.9
Aggregate Score (%)	0.9	8.1	5.1	30.0	55.9

Source: Author, 2024

As shown in table 4.7, respondents were asked whether offering various flexible talent management schemes in the police force would enhance progression of female police officers in NPS where 3.8% were neutral. From the data, 41% disagreed while 23.1% agreed and 32.1% strongly agreed to the statement. As regards to whether implementing an alternate form of police training such as community policing can promote a more inclusive and gender sensitive culture, 33.3% strongly agreed, 64.1% agreed while 2.6% disagreed. In relation to training on gender awareness and bias, 43.6% strongly agreed, 50% agreed and while 2.6% disagreed, 3.8% were neutral. As regards to whether there should be increased mentorship opportunities and programs for women police officers to address barriers to progression of female police officers, 35.9% agreed and 53.8% strongly agreed, while 10.3% were neutral. In relation to establishment of policies and guidelines for promoting gender equity to enhance progression of female police officers, 25.6% agreed, 66.7% strongly agreed, 3.8% were neutral, while 0.1% strongly disagreed and 3.8% disagreed. Officers were asked whether robust monitoring system should be put in place to ensure compliance and delivery of results of established policies and programs for gender equality to reduce the effects of gender stereotypes on progression of female police officers. On this, 16.7% agreed, 70.4% strongly agreed, while only 10.3% disagreed. The officers were also asked to state whether the police service should create awareness campaigns to address gender bias and discrimination that hinders progression of female police officers.

Regarding this, 53.8% strongly agreed and 32.1% agreed that while 3.8% were neutral and 6.4% disagreed and 3.8% strongly disagreed.

The officers 55.2% (SA and A) that various flexible talent management schemes would enhance female progression in their careers. This corresponded with Sebire (2020) who discovered that adaptable talent management programs involving supportive networks, education and mentoring could enhance the career progression of female police officers. From the data, 41% disagreed with this and it seems that maybe they didn't understand the question or maybe they thought that the programs are in place. The police service allows officers to take up part-time roles, flexible working hours by working in shifts, parental leave policies and job sharing arrangements to accommodate officers with family responsibilities or other personal commitments (See National Police Act). Usually, this flexibility helps female officers to deal with work-life balance issues. It is worth-noting that parental leaves enable the female officers to manage responsibilities for child care .

From the data as shown, the officers applauded the proposal that the NPS should offer an alternate form of training for instance in community policing which can promote a more inclusive and gender sensitive culture, 97.4% (SA and A). The respondents added that this would help them understand and serve the community better as the current police is a service and does not involve use of force. The data shows that the officers would embrace training on gender awareness and bias, 43.6% strongly agreed while 50% agreed, with just a small number (2.6%) disagreeing. Accordingly, this would be instrumental not only to the female officers but to the males too. Training on this would help officers recognize their own unconscious biases and understand how these biases can impact decision-making and behavior, hence reducing the influence of gender stereotypes in evaluations, promotions, and daily interactions. Educating

officers about the impact of gender bias can lead to fairer treatment of female officers in terms of assignments, promotions, and recognition, ensuring that their contributions are valued equitably. According to Hoehne and Leigey (2021), if implemented, such recommendations would help police departments to produce police officers who fit with the realities and practicality of police work. However, the male officers complained that the young females who are promoted to senior positions through sexual favors with the board members end up harassing the older male officers who become their juniors. A male officer reported that,

“It is very difficult to assign duties and supervise junior female officers who are having sexual affairs with our bosses. They don’t do their duties and when you report them, you are seen as the villain and nothing is done. This makes work very difficult.”

From the quote, we can see that the male officer highlights serious issues related to workplace dynamics, including potential favoritism and inappropriate relationships affecting professional responsibilities and organizational integrity. Addressing these concerns is crucial to maintaining a fair and effective work environment. This can be done through provision of gender sensitivity training to address stereotypes, biases, and issues related to gender in the workplace. The women in the service should also learn to do their work professionally rather than encourage sexual favors from the senior male officers and there should be policies to address such behavior. The police service should also ensure that policies remain effective and relevant in addressing issues of favoritism and professional conduct. These measures if implemented, can help the police service to address the issues raised by the male officer, ensure fair treatment of all officers, and promote a work environment where professionalism and integrity are upheld. This approach will help prevent favoritism and misconduct, improve accountability, and support a more equitable and respectful workplace.

On increased mentorship opportunities for women police officers 89.7% (SA and A) that this would address barriers to promotions for them. They agreed that there is need for NPS to provide access to mentorship and coaching opportunities specifically aimed at supporting career growth for female officers. A mentorship program, which runs during officers' probationary period in many agencies, would define the roles and responsibility of mentors and newly recruited officers (see Randy, 2023). The mentors most significantly model the expected moral and value based behaviours, guide officers and help them set goals and plan their career path. A mentorship program will also give the police department an insight on what areas need improvement, for instance, gaps in training, officer wellness and cultural awareness, as well as help the police service to design a curriculum that is inclusive to all officers regardless of gender. Lavender (2022) had noted that because women face different obstacles than men do, it becomes more difficult for them to succeed. A mentoring program helps the policewomen become more cohesive, cooperate well and perform better. This was supported by views from the qualitative data as captured from the FGD as female officers reported in the quote below:

“We would really love to have mentorship programs from the female commanders who have already risen legally in ranks as this would help us learn to navigate the police force environment”.

The feedback from female officers about the desire for mentorship programs led by female commanders highlights an important need for targeted support and guidance. Physical health, mental health and wellness form a foundation of training in the National Police Service (NPSC, 2021). From the quote, the officers note the importance of being mentored by their female commanders hence, the objectives of a mentorship program could include increasing the number of female officers in leadership positions, improving career satisfaction, and providing guidance

on overcoming barriers. This can be done by identifying female commanders who have successfully navigated the police environment and are willing to mentor others based on their experience, leadership skills, and commitment to supporting the development of female officers.

In regards to policies and guidelines for promoting gender equity, the officers agreed, 92.3% (SA and A) that establishing them would enhance progression of female police officers. One of the unit heads had this to say:

“The Kenya Defence Forces have laid down rules and regulations in place which are strictly followed. Why does the NPS not borrow a leaf from them? Their promotions are based on merit”

From the quote, the officers are concerned about time of service which should be a consideration when promoting officers. This is because there were many officers who had performed well for long but, because of lack of god fathers, they remain in the same position for many years. They said that it was so demoralizing for them especially those who had advanced in education since sometimes the NPS did not consider education advancement in promotions. Interestingly, some females delay giving birth so that they can advance their education only to be denied promotions. There should be equal slots for allotments for both genders as well as equal recruitment chances to increase women representation not only in law enforcement but also in leadership positions. These findings were in line with UNDP (2021) results that there should be establishment of affirmative action, sexual harassment policies, strong national communication and advocacy interventions targeting the recruitment of qualified women. Implementing such a suggestion would raise the pool of policewomen and create a better working space for them.

A robust monitoring system would ensure compliance and delivery of results of established policies and programs for gender equality to reduce the effects of gender stereotypes on

progression of female police officers, as suggested by 87.1% (SA and A). The officers argued that the systems should hold individuals and departments accountable for promoting gender equity and establish mechanisms for reporting and addressing non-compliance with gender equity policies. Clear consequences for failing to adhere to these policies should also be communicated.

Creating awareness campaigns to address gender bias and discrimination is a critical step towards promoting gender equality and improving career progression for female police officers. Such campaigns can help change attitudes, educate staff, and foster a more inclusive and supportive environment. As shown, 86% (SA and A) embraces the idea that the police service should create awareness campaigns to address gender bias and discrimination that hinders progression of female police officers. Creation of awareness campaigns could be a profitable tool in addressing discrimination and bias which is gender based and in turn this would promote progression of female police officers.

In summary, these best practices as agreed by a bigger majority of officers are detrimental to progression of female police officers if not implemented. This is evident from table 4.7 since the aggregate mean shows majority of the respondents accenting that ethical practices may be enhanced through policy, trainees identification and effective monitoring systems for ethical practice and compliance to set NPS standards.

CHAPTER FIVE

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

5.1 Introduction

This chapter comprises the summary of findings, conclusions and recommendations, all based on the objectives of the study.

5.2 Summary of findings

The summary for each objective is as presented below:

The first objective was to establish how male psyche influences deployment on career progression of female police officers in Nyeri County. Findings revealed that majority of the respondents disagreed that female officers are given equal deployment opportunities as male officers and this enhances their career progression. More men than women were deployed outside the station while female officers were mainly assigned desk jobs. Majority agreed that male officers are given more opportunities for deployment than female officers. While the male officers were sent for operation duties and had night assignments, female officers had desk jobs and were excused from working at night. Most of the police officers agreed that male psyche has a negative influence on deployment of female police officers and this hindered their career progression.

The second objective was to identify the effects of warrior culture on selection of female police officers in Nyeri County. From the results, officers were in agreement that warrior culture had effects on selection of female police officers for promotional courses. The culture of policing within police departments appeared to be discriminative against female officers. These biases could affect decision-making processes related to selection, promotions, and assignments.

Physical strength and toughness was seen as a male attribute and therefore, male officers perceived female officers as not having the strength to overcome tough situations that required warrior-like approach to policing, hence leading to their under representation in leadership positions in the police structure.

The third objective was to find out how masculinity culture influences exposure of women in operational roles in Nyeri County. Results revealed that male officers didn't have confidence in the female officers, because they were weak and were not dependable in fieldwork. Majority agreed that male officers were more likely to be deployed in high-ranking positions than female officers. The tough and high-profile roles were mainly assigned to male officers denying female officers such experience. The respondents reported that each gender did well in their area of assignment; male officers in the field and female officers in the desk jobs. Majority disagreed that male officers were more likely to be favoured by supervisors on promotions and this negatively affects progression of female officers.

The fourth and the last objective was to identify what best practices can be done to address gender discrimination to enhance career progression of female police officers in Kenya. Results show that the commended viable initiatives that enhance gender equity in the NPS include awareness creation campaigns to address gender bias and discrimination. Recommended was that leaders should embrace the idea of creating awareness campaigns in the police service to address gender bias and discrimination, that hinders progression of female police officers. Further suggested were policy alignment to ethical practices, trainees identification and selection without bias and effective monitoring systems for ethical practice and compliance to set NPS standards.

5.3 Conclusions

The overall objective of this study was an assessment of police culture and career progression of female police officers in Kenya, based on the following specific objectives; to establish how male psyche influences deployment on career progression of female police officers in Nyeri County, Kenya; to identify the effects of warrior culture on selection of female police officers for promotional courses in Nyeri County, Kenya; to find out how masculinity culture influences exposure of women in operational roles in Nyeri County, Kenya, and to identify what best practices can be done to address gender discrimination to enhance career progression of female police officers in Kenya. The importance of this study was to understand police culture in-depth and know how it affects career progression of female police officers leading to their low representation in leadership positions in the National Police Service. This understanding helps create opportunities for progression of women in their careers.

Concerning deployment opportunities, the major conclusion was that male psyche had an influence on deployment of female police officers and this affected their career progression. The study revealed that female police officers experienced biases due to male dominated culture which affected decision making processes related to deployment, promotions and assignments. Male officers were given more opportunities for deployment than female officers and this negatively affected female officers' career progression. This was coupled with male attitudes that female officers are not fit for some job assignments. Majority of female officers reported that they were demeaned during duty assignments and faced discrimination during promotions for refusal to offer sexual favors to some of their bosses. This shows that discrimination against female officers is not just about capabilities but injustice. The failure of women to yield to sexual abuse appear to act as a barrier to their career progression. There is need to shift mindset from such injustices in the police service.

Regarding selection of female police officers for promotional courses, the conclusion was that warrior culture had effects on selection of female police officers for such courses in NPS. The criteria for selection is not fair and equitable, highly based on a warrior-like approach and this potentially neglected the aspect of policing that women might excel in and hence led to women missing chances in career progression. A respondent reported that when they were allocated duties in risky areas, the supervisors told the male officers to guard their female colleagues and the guns. This was demeaning to the female officers since all officers work under the same professional codes and with the same duty of maintaining law and order.

On the third objective, it was concluded that masculinity culture had an influence on exposure of women to operational roles in Kenya. Female police officers missed out of assignments to operational roles based on the male guise of physical weakness on women. The findings indicated that police work require masculinity and aggression and this hindered female officers' exposure to operational roles. They also indicated that masculine culture reinforce gender stereotypes and biases that women are less capable of handling high-stress and dangerous situations. This kind of stereotyping defines how much police culture has on the National Police Service hence there is need for a mindset shift.

In regards to the best practices, it was concluded that talent management schemes, alternate form of police training such as community policing, training on gender awareness and bias for all officers, as well as increased opportunities and programs for policewomen would address barriers to promotion and enhance career progression for female police officers. There is need to increase the number of female officers who have legally attained higher ranks to top leadership positions. These officers would provide mentorship to female junior officers as well as improve career satisfaction.

5.4 Recommendations

In the quest to assess police culture and career progression of female police officers in Nyeri County, and based on the conclusions, this study recommends the following:

- 1) The National Police Service should be guided by modern policing needs rather than cultures that are retrogressive, that compromise career progression of female police officers. In this regard, all officers regardless of gender, be deployed in all areas of work in the police service so as to give female officers a vast experience and better knowledge of the job of a police officer as these are requirements for promotion. Working in all areas will also help female police officers to get recommendations from their supervisors.
- 2) The National Police Service in Kenya should recognize capabilities of female police officers by giving them opportunities to act in positions of decision making so that they can get to learn and appreciate their work. Give them opportunities to lead from lower ranks for roles like supervising junior officers as well as head different departments like armories, because the more opportunities they are given at lower ranks, the better supervisors they will become. This will help in ending stereotypes, increase their morale and enhance career progression. The respondents were quick to indicate that selection for promotions in the police service should create equal opportunities for both men and women. This will enable female police officers to be confident and fit well in the work environment.
- 3) There is need to revisit the qualifications and promotion process. This will incorporate the emerging concerns and factors to address all issues of male and female officers, especially in the area of merit and experience, so as to broaden its meaning as it relates to all areas of police operation. This is because some officers may become experienced in patrols and

general operations which is always deemed to be an important factor from where the needed experience for moving to higher ranks is acquired. There is need to give an operational definition to the meaning of experience and merit as indicated in the qualifications required for progression in a manner that embraces gender concerns.

- 4) The Government of Kenya should review the existing National Police Service regulations, security related regulations, policies, code of conduct and protocols to ensure that they are not discriminatory and take into account the specific needs and capabilities of all police officers. This will create a platform for action towards promotion of gender equality in high ranking positions.

5.5 Suggestions for further research

This study was limited to Nyeri County and future studies should replicate this research in other areas to account for geographic and contextual differences in order to facilitate the generalization of findings.

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APPENDICES

Appendix I: Introduction Letter

Mugambi Kaari Dyna

P.O Box 85-10106

0725364855

County Police Commander,

Nyeri

Dear sir/Madam,

SUB: PERMISSION FOR DATA COLLECTION FOR RESEARCH PROJECT

I am Mugambi Kaari Dyna, a finalist student undertaking a Master of Science degree in Security and Strategic Studies in the School of Law, Arts and Social Sciences in Kenyatta University. I wish to conduct a survey data collection exercise on assessment of the police service culture and career progression of female police officers in Nyeri County, Kenya. The data collected will only be used for academic purposes. All information obtained will be confidential. Thank you.

Yours Faithfully,

Mugambi Kaari Dyna

Appendix II: Questionnaire for Police Officers

Instructions

This questionnaire is designed to investigate the police culture’s influence on career progression of female police officers in Kenya. You are kindly requested to give an honest response. Information provided will only be used for the purpose of the study.

Section A: Demographical information

1. Gender: Male [] Female []
2. Sub-County:.....
3. Your Age.....
4. Years of experience in the National Police Service.....
5. Years in current location.....
6. Highest level of education....Primary[] Secondary[] College [] University []
7. Current job assignment...APS [] KPS [] DCI [] Others [] (specify)
8. Your Rank.....

Section B: Questionnaire based on the Linkert 5-Scale agreement scale

Questions based on objective 1: Male psyche and deployment of police officers

9. Kindly indicate your level of agreement to these statements where Strongly Disagree (**SD**), Disagree (**D**), Neutral (**N**), Agree (**A**), Strongly Agree (**SA**).

Statement	SD	D	N	A	SA
Female officers are given equal deployment opportunities as male officers and this enhances their career progression					
Male officers are given more opportunities for deployment than female officers and this negatively affects female officers’ career progression					
The male psyche has a negative influence on deployment of female police officers which hinders their career progression					

Policemen are more likely to be deployed in high ranking places than female officers hindering career progression for female officers					
Male officers are more confident in their areas of deployment than female officers and this affects career progression of female officers					
Male officers are more likely to be favoured by supervisors on promotions and this negatively affects career progression of female officers					

10. In your opinion, what can be done to address any perceived threat that male officers may have towards female officers in positions of authority?.....

Objective 2: Warrior culture and selection of female police officers for promotional courses

Statement	SD	D	N	A	SA
Male and female officers have equal chances of being selected for promotion and this gives them equal opportunities in career progression					
Warrior culture in policing affects the selection of female police officers for promotional courses hence hindering their career progression					
Female officers face discrimination during selection for promotional courses due to male attitudes and this affects their career progression					
Physical strength and toughness is a requirement for police officers and limits selection for promotion and career progression for female officers					
Warrior culture creates a adverse work conditions for female police officers and this affects negatively their career progression					

11. In your opinion, what can be done to promote gender equity in the selection process for promotional courses to enhance career progression of female police officers?.....

Objective 3: Masculinity culture and exposure of women in operational roles

Statement	SD	D	N	A	SA
Female police officers are given equal level of exposure to operational roles as male police officers and this enhances their career progression					
Masculinity culture affects exposure of female police officers to operational roles hence hindering their career progression					
Female officers face discrimination during assignments to operational roles due to masculinity culture and this affects their career progression					
Physical strength and toughness disadvantage female police officers on exposure to operational roles and hinders their career progression					
Masculinity culture in the police service reinforces gender stereotypes that limit career progression opportunities for female police officers					
Masculinity culture creates a hostile environment for female police officers making them not to be assigned operational roles and this affects their career progression					
Police work requires masculinity and aggression which hinders female officers' exposure to operational roles hindering their career progression					

12. In your opinion, what can be done to promote gender equity and inclusivity in exposure of female police officers to operational roles in the police service to enhance career progression of female police officers in Kenya?.....

Objective 4: Best practices for addressing gender discrimination

Statement	SD	D	N	A	SA
Offering various flexible talent management schemes in the police force would enhance career progression of female police officers in NPS					

Implementing an alternate form of police training such as community policing can promote a more inclusive and gender sensitive culture that will enhance career progression of female police officers in NPS					
The police service should provide training on gender awareness and bias to all police officers to enhance career progression of female police officers					
There should be increased mentorship opportunities and programs for women police officers to address limitations to career progression of female police officers					
The police service should establish policies and guidelines for promoting gender equity to enhance career progression of female police officers					
Robust monitoring system should be put in place to ensure compliance and delivery of results of established policies and programs for gender equality to reduce the effects of discrimination on career progression of female police officers					
The police service should create awareness campaigns to address gender bias and discrimination that hinders career progression of female police officers					

13. What strategies do you think can be used to make sure that female police officers are not discriminated against during the selection process for promotional courses?.....
.....

14. To what extent does police culture affect the career progression of female officers?
Very great extent [] Great extent [] Moderate extent [] Small extent [] No extent []

Appendix III: Interview Guide for Unit Heads

Instructions

This interview guide is designed to investigate the police culture's influence on career progression of female police officers in Kenya. You are kindly requested to give your honest response. Information provided will only be used for the purpose of the study.

Questions

1. Gender? Male [] Female []
2. Rank? Inspectorate [] Superintendent [] Commissioner [] General []
3. What is your current job assignment? KPS [] APS [] DCI []
4. Tell me about your experiences working in the National Police service. Can you describe any gender-based discrimination or harassment that you have witnessed or experienced while working in the NPS?
5. Do you believe that there are barriers to the progression of female police officers within the National Police Service? If yes, what are those barriers?
6. In your opinion, how do male police officers view the deployment and career progression of female police officers in the NPS?
7. To what extent does gender stereotyping influence selection for promotions?
8. Do you think that warrior culture in the police force affects the selection of female police officers for promotional courses? Can you give an example?
9. In your opinion, what policies or initiatives could be implemented to address gender discrimination and enhance career progression of female police officers in the NPS?
10. How do you think that the NPS can promote more inclusive and gender sensitive culture?
11. Can you describe any successful examples of female police officers who have progressed within the police force despite potential barriers related to gender?
12. To what extent does police culture affect the career progression of female police officers?
13. Do you have any other comments or suggestions related to gender equality and career progression of female police officers in the NPS?



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Internal Memo

FROM: Executive Dean, Graduate School

DATE: 29th September, 2023

TO: Mugambi Kaari Dyna
C/o Security, Diplomacy & Peace Studies

REF: S202/EMB/PT/38063/2017

SUBJECT: APPROVAL OF RESEARCH PROJECT PROPOSAL

This is to inform you that Graduate School Board at its meeting of 13th September, 2023 approved your Research Project Proposal for the MA Degree Entitled, "An Assessment of the Police Culture on Career Progression of Female Police Officers in Nyeri County, Kenya."

You may now proceed with your Data Collection, Subject to Clearance with Director General, National Commission for Science, Technology and Innovation.

As you embark on your data collection, please note that you will be required to submit to Graduate School completed Supervision Tracking and progress report Forms per semester. The Forms are available at the University's Website under Graduate School webpage downloads.

Also, please ensure that you publish article(s) from your project before submitting it to Graduate School for examination as per the Commission for University Education and Kenyatta University guidelines.

Thank you.

JACKSON LUVUSI
FOR: EXECUTIVE DEAN, GRADUATE SCHOOL

c.c. Chairman, Department of Security, Diplomacy and Peace Studies.

Supervisors:

1. Dr. Meresia Sirere
C/o Dept. of Security, Diplomacy & Peace Studies
Kenyatta University



REPUBLIC OF KENYA

Ref No: 513782



NATIONAL COMMISSION FOR SCIENCE, TECHNOLOGY & INNOVATION

Date of Issue: 13/April/2024

RESEARCH LICENSE



This is to Certify that Ms.. DYNA KAARI MUGAMBI of Kenyatta University, has been licensed to conduct research as per the provision of the Science, Technology and Innovation Act, 2013 (Rev.2014) in Nyeri on the topic: AN ASSESMENT OF THE POLICE CULTURE ON CAREER PROGRESSION OF FEMALE POLICE OFFICERS IN NYERI COUNTY,KENYA for the period ending : 13/April/2025.

License No: NACOSTI/P/24/34547

Applicant Identification Number: 513782

Handwritten signature

Director General NATIONAL COMMISSION FOR SCIENCE, TECHNOLOGY & INNOVATION

Verification QR Code



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See overleaf for conditions

Map of Nyeri county showing the sub counties

