



**FACTORS INFLUENCING STRUCTURAL VIOLENCE AGAINST FEMALE POLICE OFFICERS IN ZAMBIA POLICE SERVICE. A CASE STUDY OF MONZE POLICE STATION**

BY

Sianga Godfrey, Institute Of Distance Education, University Of Zambia

Harrison Daka, School Of Education, University Of Zambia

Lydia Mukuka Mulenga – Hagane, School of Education, University of Zambia

Kalisto Kalimaposo, School Of Education, University Of Zambia

Janet Mundando, School Of Education, University Of Zambia

**ABSTRACT**

The purpose of this study was to examine factors influencing structural violence against women in Zambia police taking particular interest Monze police station. The study endeavoured to achieve the two (2) objectives namely; to establish factors behind structural violence against women in the police service the at Monze Police station and; to examine measures to address the causes of structural violence in the police service at Monze police station. In this study, a qualitative descriptive research design was used. The study population was drawn from among police officers based at Monze police station. Monze police station has a total population of sixty (60) police officers. Among these 35 (59%) are male officers while 25 (41%) are female officers. In this study, purposive sampling technique was used to identify respondents from the targeted population. Data was collected until a saturation point was reached. 30 in-depth interviews were conducted on a one on one in this study with police officers drawn from Monze Police station both males and females. The data was analyzed thematically. Thematic approach was used where data was grouped according to common themes and patterns as well as differences in the participants' responses. Thematic analysis was done after verbatim transcription of the interviews. It study revealed that structural violence against female officers in the Zambia police service has been in existence for a long time now. This has been necessitated by gender inequality which exist between men and women in most Zambian communities. Others include culture and belief that women are not ready to take risks and do not work throughout the month or year. Measures to address these from the study were found to come up with steps such as empower women, support community level transformations of social norms and practices, formulate laws and policies that will deal with the inequality between men and women and increase knowledge and sensitizations on gender equality and equity. The study recommended that measures must be taken to ensure that African cultural practices must have no influence in the Zambia police service administration and that Laws and Policies must be established to support the current pieces of legislature to address structural violence against female police officers in Zambia police service.

**Key words:** *Structural violence, Female Police Officers, Culture, Human Rights, Policies*

## 1.0 Introduction

Globally, women for a long time have been victims of abuse in several circumstances. Women in all countries, irrespective of status, class, age, caste or religion, experience violence in virtually all spheres of life (WHO, 2013; Nsana and Daka, 2023). The above has been the case with uniformed officers serving in different security wings. Among the security wings police women have been victims of structural violence. This is because people perceive police as a masculine occupation. The police institution has been recognized as one of the world's most masculine occupations, constructed on demeaning sexist views and practices (Lockwood and Prochaska, 2015). This view has led to gender disparities. For instance in England BAWP (British Association of Women in Policing, 2014) reported that women only account for 28% of police officers in Britain. Statista (2017), also indicated that there are only 12.5% female police officers in the United States of America (USA). Idowu (2016), reported that there are only 10% female police officers in Nigeria. Lastly Abbey (2018) indicated that there were only 26% female police officers in Ghana. This comes against the fact that gender equality is accepted and recognized by governments and international organizations globally.

Globally, there is high unemployment rates among women than men (Chibvembe, Daka and Mulenga – Hagane, 2023; Phiri, Daka, Kanyamuna, Mundando and Bril, 2023). The reason is probably that employers prefer men than women. Other than that promotion opportunities are mostly higher among men than women in various sectors of employment (Kalumba, Daka, Kalimaposo, Phiri, Mulenga-Hagane and Mugala (2023). According to Natarajan (2008) there has been absence of women in supervisory positions in several ministries. For instance, in the Ministry of Home Affairs, it is said that from immemorial time women were recruited in the Zambia police service for the only purpose of female searching and to perform other simple tasks.

Premier (1998) stated that the role of women in the police during the nineteenth century was basically that of auxiliary nature. The type that was taken as civilian or midwife for those in custody. They were to basically give support in the search and custody of female suspects. Unfortunately, that perception still exist in Zambia police and has led to women not to be trusted with key leadership positions. This is happening at a time when the Human Rights of all people must be respected. Natarajan (2008) explains that women were never accepted and integrated in the police system. It was until a decade ago when women received a few recognitions as officers.

That explains why they are still the minority and their representation at management levels is still very low.

Many people believe that since police work is a masculine job, this hinders women from being trusted with key leadership positions. That thought is unamplified by Hemp when he argued that “women do not possess sufficient physical strength which limits them in certain operational functions. Especially those involving the use of physical force. Women have a build size and appearance which is associated with weakness and may be easy to attack or be perceived as less authoritative (Rabe - Hemp, 2008).

Police has a culture of how leadership styles are valued on whether a leader is a man or woman. This is in harmony of the incongruence theory proposed by Eagly and Karau (2002). The theory basically argues that for someone to occupy and effectively perform leadership positions, it is a must to display masculine qualities. Osterlised and Haake (2010) also postulated that within police organizations, women are under represented at the leadership level because they tend to exhibit characteristics considered too soft, in effective and characteristic of a people-oriented leadership or “feminine” style of leadership. “The higher echelons of policing remain firmly in the hands of men and ideas about leadership remain under pinned by traditional idea of masculinity in negotiating the climb to the top, women experience the force of structural constraint” (Silvestri 2003, p. 278). It is extremely dangerous to base the argument that women are weak and deny them an opportunity to hold key leadership positions. This is because there are many women who are strong and of huge appearance while there are some men who weak and whose body structure is too small. Therefore, the above background sets the basis for this study.

## **1.2 Problem Statement**

Even if Zambia is a signatory to various international and regional instruments that have influenced the development of policies on women and children, structural violence against women is still visible in government institutions. These international and regional instruments for the promotion of gender equality have not been domesticated or integrated comprehensively into national laws. This violence against women has a big impact on the women especially in places of work. It impacts women’s health, hampers their ability to participate fully in society, effects their enjoyment of sexual and reproductive health, rights and is a source of tremendous physical and psychological suffering for both women and their families (WHO, 2013).

For the past twenty – one (21) years at Monze police station no woman has ever been trusted with or given the chance to be Officer in Charge. Furthermore, no woman has ever been promoted either to the rank of Chief inspector or Assistant Superintendent (these are senior ranks in police). Lastly, female officers are identified by their sex while male officers are not identified as such. It is unclear to whether factors influencing structural violence against women has been fully examined before. Therefore, it is against this background that this study was undertaken to examine factors behind structural violence against women in the Zambia Police Service with particular interest at Monze police station.

### **1.3 Research Objectives**

- i) Establish factors behind structural violence against women in the police service the at Monze Police station and;
- ii) To examine measures to address the causes of structural violence in the police service at Monze police station.

### **1.4 Theoretical Framework**

This study adopted the radical feminism theory. The Radical feminism theory was developed by Clare Chambers, Andrea Dworkin and Allan Hunter from 1967 to 1975. The study adopted this theory because according to Jaggar and Rothenberg, 1984, its advocates believe that it was more important to deal with women's oppression as compared to others. They further claim that society is composed of a number of sub-groups. These sub groups are inter linked with social relations for instance sex, caste, race, age, gender. They say that in these divisions, there exists some people who have authority over others. In relation to this study this theory was very appropriate in the sense that in most circumstances' women have been victims of structural violence perpetrated by men. The circumstance they never apply for by virtue of their creation. Above all the theory provides a link to many variables to the status of women in Zambia police service. The radical feminist theory is also a point of departure were gender perspectives and the relation between men and women are put with a special focus. It is the above justifications that, this study adopted the radical feminist theory to explain structural violence against women in Zambia Police Service.

### **2.0 Reviewed Literature**

## **2.1 Concept of Structural Violence**

Structural violence is a daily occurrence, it is something we see and experience every day when certain people or communities are unable to access basic needs or are excluded and separated into a group where they are exposed to unequal conditions in life. Structural violence focuses attention on the social machinery of exploitation and oppression. Structures are seen as the settings within which people may do large amounts of harm to other human beings without the intention to do so, just performing their regular duties as a job defined in the structure.

Structural violence has killed ten times more people as compared to suicide, homicide and warfare combined. Gender-based structural violence is one of the types of structural violence. Structural violence owing to gender reveals itself through unequal hierarchies between men and women, characteristic of patriarchal societies (Nsana and Daka, 2023). Using a socio-cultural lens, norms around an ‘ideal’ man or woman, maintaining family honor, kinship rules, socialization of discriminatory norms, devaluing of girls and women and acceptability of violence all play a role in creating conditions that increase the chances of women and girls facing interpersonal violence.

Mulenga- Hagane and Daka (2022) claim that Inequality, discrimination, exploitation and forced choice are themes that permeate women and girls’ lives. The implication here is that inequality manifests in violence against women and girls such as child marriage, domestic violence and honor-based killings (Speck, Daka, 2023; Mulenga – Hagane and Daka, 2022). This is because girls and women are defined by their relationships to men in their lives and unequally bear the burden of upholding the family’s honor. Boys and men face inequality since their experiences of abuse are often dismissed and considered less traumatic than girl’s.

## **2.2 Structural Violence against Women from a Global Perspective**

Federal Bureau of Investigations Statistics (2013) survey in USA focused on assessing ranking rates among females in law enforcement. The findings of the survey were that about 477000 sworn law enforcement officers found at local level in the United States of America only 12% were women. The findings further show that 6.3% of those who were intermediate level rank are women. However, such mandates have not been able to help women achieve high ranking positions. The findings also reveal that women are more likely than men to remain at lower ranking positions throughout their law enforcement carrier because they are less likely to be considered for higher rank command positions.

Dahal, Joshi & Swahnberg (2022)'s study in Sweden focused on gender inequality and gender-based violence. The findings of their study were that, a power play between men and women reinforce inequality and increases the likelihood of violence for women. The findings suggest that the subjugation of women occurs due to practices based on gender differences, constricted life opportunities, and internalization of constructed differences among women. The study identifies that interpersonal and socio-cultural violence can result due to established differences between men and women.

### **2.3 Structural Violence against Women from Sub-Saharan Africa**

Most of the preliminary literature reviewed on structural violence against women from Sub-Saharan African perspective is lacking in some ways as it is not coming out clearly on factors behind structural violence against women in the public sector or civil service. For instance, Jorondrazana (2021)'s study in Kenya focused on the effects of structural violence on society. The findings of his study were that structural violence has taken different shapes forms and manifestations. It has become ingrained in society and has taken a deep seated and rooted nature in creating the conditions experienced by marginalized and exploited communities.

Utuzza (2021)'s study focused on Gender-Based Violence among Women and Girls with Disabilities in Sub-Saharan African Countries. The findings of his study were that that efforts to seek help are often hampered by barriers, stigmatization, and denial of human rights. Educational opportunities are limited or inaccessible. Health promotion programs are often perceived as non-disability-specific or non-inclusive. Women and girls with disabilities have few options when seeking to leave abusive relationships, a problem that is compounded by the fact that their abusers are frequently their caregivers.

### **2.4 Structural Violence against Women in Zambia**

Most of the preliminary literature reviewed on structural violence against women from a Zambian perspective is lacking in some ways as it is not coming out clearly on factors behind structural violence against women in the public sector or civil service. For instance, the literature reviewed Musune (2015)'s study focused on female domestic violence against men in Lusaka and Chongwe district. The findings of his study show that female domestic violence against men is in form of physical assault, verbal abuse, sexual violence and psychological abuse. It further revealed the reasons for why female violence against men vary but mostly it is because of men's perceived

infidelity, infertility, failure to provide for the family, alcohol abuse, children from other marriages and retaliating male dominance.

Kalumba, Daka, Kalimaposo, Phiri, Mulenga-Hagane and Mugala (2023) in their study on the navigation strategies by women into decision-making positions in the Ministry of Education, Zambia discovered that women need to network on their own in order to help each other come out from being left out in promotions. The study revealed that women even recommends fellow women as a strategy to navigate into decision – making positions. The study didn't focus on violence against women in the process of navigation.

Mutakwa (2016)'s study focused on trends and patterns of gender-based violence and help seeking behavior in Zambia the case of Lukulu district of Western Province. The findings were that Gender-Based Violence exists in Lukulu in all its three major types which are physical, emotional and sexual and it is a health problem with serious cultural attachments. It is also a growing problem. It is caused by a number of factors which are mainly culture centered. These are early marriages, marriage systems such as patrilineal, widowhood practices, initiation, rite of passage and misconceptions about the cure of HIV and AIDS.

### **3.0 Research Methodology**

In this study, a qualitative descriptive research design was used. A descriptive research refers to research studies that have their main objective the accurate portrayal of the characteristics of persons, situations or groups (Kajala and Daka, 2023). This approach was used to describe variables rather than to test a predicted relationship between variables. The descriptive approach in data collection gives the ability to collect accurate data on and provide a clear picture of the phenomenon under study. Essentially, this design was appropriate because it provided an accurate and authentic description of the lessons and experiences of women in the Zambia police service.

The study population was drawn from among police officers based at Monze police station. Monze police station has a total population of sixty (60) police officers. Among these 35 (59%) are male officers while 25 (41%) are female officers. In this study, purposive sampling technique was used to identify respondents from the targeted population. Data was collected until a saturation point was reached. According to Kombo and Tromp (2014) purposive sampling involves targeting a group of people believed to be reliable for the study. This ensured that only information relevant to the study was collected thereby saving both the researcher's and respondents' time. The term

in-depth interview can be defined in various ways. The goal of the interview was to explore the respondent's point of view, feelings and perspectives. 30 in-depth interviews were conducted on a one on one in this study with police officers drawn from Monze Police station both males and females. To maintain the original information, the voice recorder was employed in some cases and the content transcribed later so as to identify the critical junctions. Open ended questions were employed in order to get precise answers to the questions. In addition, unstructured open-ended questions were used to encourage elaboration and further discussion.

The data was analyzed thematically. Thematic approach was used where data was grouped according to common themes and patterns as well as differences in the participants' responses. Thematic analysis was done after verbatim transcription of the interviews. The analysis of qualitative data from interviews which was used categorized strategies which according to Mulenga and Daka (2022) claim that involved the identification of similarities and differences among the data, coding and sorting according to their respective categories. In this case, categories, issues or themes identified were to be compared and contrasted in order to interpret the data accordingly.

#### **4.0 Research Findings**

The evidences presented in this study emanated from the in-depth interviews conducted from Monze police station. They were presented according to the themes that emerged.

#### **4.2: Participants views on the factors behind structural violence**

Some themes which emerged from the interviews on the causes of factors behind structural violence are presented below. Four major themes emerged from the first objective.

##### **(a) Culture**

The deep roots of our African culture in the police service. For instance, women are mostly not chosen as traditional chiefs or village headmen. Only in isolated cases. For instance, all Chiefs in Monze district are males. Culture also influence on the administration of the Zambia police service. The African culture is deeply rooted in the Zambia Police Service. For instance, women are prohibited to do certain jobs as they are reserved for men. The positions of Officer in Charge at Monze Police Station is strictly reserved for men because no woman has ever ascended to that



position for the past 20 years. For the past 20 years only, men have been Officers in Charge there. This has influenced the police service leadership.

In response, this is what one Female Police Officer (FPO) had to say:

*“I do not understand why the African culture is deeply rooted in the Zambia police service. They believe that women cannot be leaders. Why do they employ us if they feel we are useless? In other countries such as Rwanda where there is equal opportunities for both men and women, that country is doing far much better because there is less corruption than us. How can you deliberately ignore women yet they are the majority? This is why our police is behind”.*

In addition, one female officer a Key Informant Officer (KIO) who had served at Monze police for about 22 years had this to say:

*“I have been at this station for a long time. I have never seen a female officer in charge. Not even the station inspector or an administration inspector. This is because culture has a lot of influence in Zambia police”.*

#### **(b) Police as Masculine**

Women do not have the power or what it takes to be a police officer. This is because police is mostly masculine which female officers lack. One female officer had this to say:

*“It is not possible that we can change to be men. We can't change our selves. So, let them respect the fact that God wanted us to be what we are. For that reason, they allocate us to sections such as Victim Support Unity (VSU) and information room where there is light work. Unfortunately, such sections promotions are hard to come by. So, we want to be given opportunities to prove ourselves”.*

Furthermore, it was of the view of the respondents that police work is dangerous. So, it's not good to expose women to this danger. A male police officer had this to say:

*“Police work is too dangerous to let women lead certain sensitive areas. How can a woman be in the flying squad? That is too risky for women”.*

Women also don't like taking risks. One male officer had this to say:

*“Women do not like taking risks. For instance, when we choose to go to training, there are a lot of risks involved. The chances that you will fail are high”.*

Lastly on cultural perspective, it was clear that respondents identified gender imbalance in the police service. A male police officer had this to say:

*“We need to learn a lot from Rwanda in terms of equal treatment between men and women. That is why that country is better than us. One thing we must understand is that equal treatment is a human right. So, women and men must be treated equally”.*

### **(b) Women not leaders**

Some male police officers believe that the cases are as a result of women not being leaders, women absence from work, police being dangerous job, women not risk takers and gender in equality. Women are not leaders according to our African culture. Woman are supposed to be followers and not leaders. One male officer openly said:

*“One thing we should not forget is that we are Africans. Our culture does not allow in most cases women to lead men. Just look at the villages in Monze. There are no women village leaders, even in churches, you don’t find women as leaders. Top leadership positions are reserved for men. Our culture defines who we are and has a lot of impact on our conduct. Unfortunately, Zambia police is not spared from that fact.”*

### **(b) Women absence from work and difficult to mobilise**

Women are mostly away from work. This is due to Mother’s Day, Maternity or looking after children and families. This makes women not get consideration because police work is for those who are available all the time. One male police officer agreed to that and has this to say:

*“For sure our mothers are mostly away from work most of the time. I know one police woman who has babies almost every year. She is away from work either on maternity leave, looking after the older kids or even when she is on Mother’s Day. As a result, she is still a Constable despite having had worked for 12 years in police. While she is away, others are getting promotions. Just imagine, choosing such to be an officer in charge of a police station, can she run her office effectively? I do not think so”.*

Men are preferred because they are easy to mobilize in emergency times than women. For instance, women can take many hours dressing up. As for men they take very few minutes to get ready for work in emergency situations. A female officer had this to say:

*“It is true men are easy to mobilize. Men take few minutes to dress up. At times we don’t pick up our phones on time when we are wanted at work. As for men, they pick up calls as soon as they are called. This makes us not respond quickly to emergencies”.*

#### **(c) Women do not support each other**

Women do not support each other when they are trusted with leadership positions. Instead, they align themselves with men and call each other names. A male police officer had this to say in support of the statement:

*“If you choose a woman today to lead a key leadership position, she will forget about all her female colleagues. In steady, she will bring close to her male officers. Her fellow women will be busy complaining in the background that she is pompous. To make matters worse, a female leader will be too harsh on her fellow women than on men”.*

#### **(d) Women are easy prey**

Women are easy to manipulate. That is why they can be abused sexually. You can’t do that to a man. One male officer had this to say:

*“Women can be easily manipulated than men. This makes them easy to be controlled and abused in the process. This unfortunately has given way too many sexual harassments in Zambia police. This has also denied them opportunities to get promotions on merit”.*

### **4.3: Measures to be taken to Deal with Structural Violence**

This section presented the views of participants on measures to be taken to address the causes of structural violence against women in Zambia police service. During the interviews with different participants who were police officers at Monze police station, indicate that came there is need to take up measures to end the violence against women. This include which gender equality, remove cultural beliefs, encourage women to be present at work, women to be trusted with key positions, sensitizations, respect of Human Rights, encourage fair competition, talk about the injustice,

increase the number of women in police, formulate laws and policies and support women's education.

### **(a) Gender Equality**

The participants noted that gender equality must be encouraged at all levels. This will help in the fight against structural violence against women in the Zambia police service. For instance, participants recommended that a gender officer must be appointed at every police station in Zambia. This will help reduce the structural violence. One of the participants from the female police officer supported that and said:

*“Gender equality must be emphasized at all cost. We can even open up a department called Gender Office to look into matters of gender equality. Such a department must not only be in Lusaka but dotted everywhere in the country”.*

Another respondent from the key informant officer emphasized the need for gender equality and said:

*“We need non-governmental organizations to spearhead the whole process of gender equality. If you leave it in the hands of the police the chances of it failing are high. It's like sending a thief to go and catch himself”.*

### **(a) Deal with Cultural Influence**

The participant strongly recommended that African cultural beliefs that claim that woman cannot be leaders must be removed from the Zambia police service administration. These beliefs have denied women to ascend to higher leadership positions such as the position of Officer in Charge at Monze Police Station. Once eradicated, women will have an opportunity to realize their dreams.

A respondent from male police officer had this to say in support of the above:

*“These cultures that are harmful and discriminatory must be rooted out of the police. The police for instance can send a delegation to Rwanda or western country and learn how they have managed to get ride off influences of detrimental cultures that are dangerous to women's development”.*

### **(c) Women to Work Hard**

Participants encouraged women to work hard all the time. If women start working hard they will be trusted with any leadership positions. Furthermore, women must be available all the time at work. They should not stay away from work because the time they are away men get promoted and given key leadership positions. Measures must be put in place to ensure that even when women are on Mother's Day, and maternity they should be able to work at home.

One of the male police officer said the following in reference to the above:

*“Women must just work hard and stop being crybabies. They must insure that they are ever on duty and stop staying away from work any how”.*

#### **(a) Motivate Women**

The participants noted that women must be trusted with key leadership positions and get promotions to senior ranks. By doing so, it will encourage fellow women so that they can work hard. Women will also endeavor to support each other.

In response, one female police officer shouted on top of her voice and said:

*“Give us iwееееее. The system must try us and not base their arguments on assumptions. We are very good leaders. That is why we are able to look after families including the same male officers”.*

#### **(e) Increase Sensitizations**

Participants observed that some structural violence against women in Zambia police are done ignorantly. Therefore, there is need to increase sensitizations so that the trend is eradicated. So, by introducing gender equality and equity at the training institutions and refresher courses for in service officers will help end the trend. They say people perish as a result of ignorance. Zambia police is equally suffering from that.

One member of the key informant officers had this to say in support of the above:

*“We need more sensitizations in police on Gender equality and equity. If not, this issue will continue and more women will suffer. Even the Bible claim that people die due to ignorance”.*

#### **(f) Human Rights**

The participants noted that the level of human rights awareness especially among officers trained at Kamfinsa and Paramilitary was poor. This explains why the levels of gender inequality are high since gender equality is a human right. So, there is need to ensure that Human Rights education is intensified among officers.

The officer from female police officers stated that:

*“Gender equality is a human right. So, this issue must not be taken beke beke (lightly). It is very important that our rights are respected. If we are ever marginalized, how will we respect the rights of the people we serve? The way we are treated is how we will behave in society. Human rights must be made compulsory in all training schools of police”*

### **(g) Talk about the Injustice**

The participants strongly recommend that the structural violence against women in the Zambia Police Service must be talked about. Many times, people continue doing wrong things and in the end such vices become normal. So, there is need to talk about the injustice so that it is brought to the end. NGO must equally have leading roles in advocating against structural violence against women in Zambia Police Service.

In support of the above, one respondent from the female police officer had this to say:

*“We must not stop talking about this problem if we are to win the battle. The road will be rough but we will endure”.*

### **(h) Formulate Laws and Policies that Protect Female Officers**

Participants strongly recommended that laws and policies must be formulated to protect women from structural violence. These laws must come with severe punishment to those who deliberately violate the rights of women in any form. NGOs must play key roles to ensure that the laws and policies are strictly adhered to unlike the current pieces of legislature that are there for cosmetic purposes.

A respondent from the key informant officer said the following in support:

*“Laws that protect women from abuse must be formulated. Apart from that, policies must be formulated to ensure that the current structural violence against women in police must be addressed. The current laws are not adequate since they can’t address the problem”.*

**(i) Increase Number of Women and Support their Education**

Participants recommended that the number of women must be increased. When the number of women is increased that will encourage competition with men. Further, the system must support the education of women. They say if you educated a woman you educate the whole community. For instance, provide loans with flexible repayment terms. That way, more women will access education.

The respondent from male police officer noted that:

*“The number of female officers must be increased as per United Nations recommendations. The UN is leading by example today because it encourages female officers to take part in its peace operations. So, we can also learn from the UN. Once the number is increased, that will also mean taking keen interest in women’s affairs”.*

**5.0 Discussion of Findings**

The discussion is presented based on the responses from the participants who included female police officers, male police officers and key informants police officers. The discussion draws the guidance from the research objectives.

**5.2: Factors behind Structural Violence against Women**

It is very clear from the findings of this investigation that female police officers in Zambia police service face structural violence. Although there are laws written, women still face discrimination in Zambia police service. Chibvembe, Daka and Mulenga- Hagane (2023) noted that the things that are not visible does not mean something is kept in secret and hidden from view. The position is true, that even when things were not visible that does not mean something not true. The ones that are hard to see are mostly right in front of our eyes but simply taken for granted.

The study established that structural violence against female police officers were as a result of the African culture, police is for men not women, women were not strong enough, few police officers

in the Zambia police service, women were mostly away from work due to maternity Mother's Day and taking care of families, Gender imbalance and women not being risk takers.

### **5.2.1: Cultural Beliefs**

The study established that cultural beliefs were among the factors that lead to structural violence against women in Zambia police service. For instance, in the African culture, women were not considered to be leaders. For instance, in Monze district all the six chiefs in the district are men. That is Monze, Hamusonde, Choongo, Chona, Mwanza, and chief Ufwenuka this is also true that there are more male village headmen called *Sibbuku*. So, the African culture is deeply rooted and has great influence in the Zambia police service. For instance, key leadership positions such as administrative positions are mostly reserved for male officers. In the same way Phiri, Musonda and Daka (2020) and Mulenga and Daka (2022) noted that cultural beliefs are quite hard to overcome. So, the Zambia police service is no exception.

### **5.2.2 Women are not Strong Enough**

The study indicated that police work was for strong people. It is impossible to make it if one was not strong. This was the reason why male officers were preferred and not female police officers. For instance, an officer must be strong enough to go out and apprehend law breakers. So, even society believes that police work was a masculine job. This factor has led to women subjected to structural violence. To make matters worse, there are fewer female police officers in the Zambia police service.

### **5.2.3 Gender Equality and Equity**

The study indicated that the gender inequality that exists between male and female officers leads to structural violence against female officers. This agrees with Nsana and Daka (2023) that women fail to excel in top positions due to violence against them. For instance, female officers are not given equal opportunities as compared to male officers. Further, the needs of female police officers were never put into consideration. For instance, when female officers go on Mother's Day and maternity, they are exempted from career opportunities such as promotions and Inservice trainings. This is visible at the level of the inspector general of police. From independence the top leadership of Zambia police service has been dominated by male police officers. The only time Zambia had a



female police IG was in 2012 when the then president Michael Sata appointed Madam Stella Libongani. In 2015 she was replaced by a male IG to date we have had no female IG.

#### **5.2.4 Absence from Work**

The study noted that women were mostly away from work for various reasons. These reasons range from Maternity leave, Mother's Day and taking care of their families. It is during such time when they are away from work when their male counterparts get promoted and get key leadership positions. This does not take into consideration that women were different from men. The same was revealed among school going children by the study done by Mulenga – Hagane and Daka (2022) that girls need to be understood as during their menstrual periods days they can miss classes due to uncomfortable feeling they may have. Nevertheless, this difference must not be used as a fool to disadvantage them.

### **5.3: Measures to Address Structural Violence against Female Police Officers**

The study through the in depth interviews noted that steps must be undertaken to address the structural violence against female officers in the Zambia police service. These steps include increase in knowledge and change the attitude of male officers to female officers. Develop and support the implementation of laws and policies that bridge the gap between male and female officers. Mulenga and Daka (2022) also in their study agreed that the support community level transformation of social norms and practices that are deeply rooted in our culture influence certain actions in such workplaces which can be applied to Zambia police service. Empower women to express and exercise their meaningful participation in decision making process in Zambia police so that their interest is taken into consideration. If the above measures are put in place, structural violence that exist in the Zambia police service against women can be addressed.

#### **5.3.1 Increase Knowledge and Change Attitude**

The study noted that there was too much ignorance on the rights of female officers. Further, there is need to increase knowledge and sensitization on gender equality and equity. This is a major cause of the present structural violence against women in Zambia police service. Zambia police service is men dominated and believe that women are not equal to men. This belief can only be done away by increasing gender equality sensitization. Once this is done, there will be attitude change. Men will start treating women as equal partners. For example, NGO can partner with

government in imparting knowledge in officers from the police post to the highest office which is police headquarters. For many years people have taken the current situation in Zambia police where women are not given same opportunities as something normal. Once the sensitization is done, that will increase knowledge and lead to enormous change in attitude between men and women. Duke (2010) claim that there is need to change in attitude because men remain at the helm of affairs and make decisions virtually even when the issues borders on women.

### **5.3.2 Develop and Support Implementation of Laws and Policies**

The study brought to light that for structural violence against women in Zambia police service to addressed, there is need to formulate laws and policies that will deal with the situation. Government can come up with deliberate laws and policies that aim at bringing equality and equity between men and women in Zambia. For instance, there can be a law that demands for equal numbers of female and male police office. These laws and policies must gender equity and equality in all areas of all of human interactions. Speck and Daka (2023) and Chibvembe, Daka and Mulenga – Hagane also proposed measures that should be put in place to mitigate the challenges that women and girls face to access services. These will lead to implementation of special measures which actively aim at eliminating all forms of discriminations against women in the Zambia police service. This must not end at formulating laws and policies. There is need to create a mechanism that is to ensure that laws and policies are adhered to and no one is to remain behind.

### **5.3.3 Support Community Level Transformation**

The communities in Zambia must be engaged so that structural violence against women in Zambia police service is addressed. This is because our culture has a lot of influence on our leadership and influence a lot of our decision-making process. Measures must be taken to support community level transformations of social norms and practices in Zambia police service. This can be done through open discussions among police officers on gender equality and equity. Members of the service can identify harmful practices and norms that can be dangerous to the community. The discussions can also aim at empowering members in a way that is leading to equality and equity. This encourages knowledge sharing understanding which shape social norms.

Once social transformation and attitude change is addressed with all those cultural beliefs that bring about gender equality and equity can be a thing of the past. Our culture has a lot of influence

in the way we behave towards one another and make decisions. Bari (2005) noted that in most cases, gender roles ideology creates duality of feminist and masculinity. This is done by placing them in hierarchical fashion where females are mostly less valued as compared to males due to socially ascribed roles in reproductive sphere.

#### **5.3.4 Empower Women**

The study recommended that there was need to empower women. This would in turn help them express and exercise their meaning full participation in decision making in Zambia police service. By doing so, interest of women will be represented at all levels of decision-making process. This process is beneficial to development of families, communities and country at large. Empowering women police officers' results in them living safe fulfilled and productive lives and makes them reach their full potential. This is further translated into female contributing their skills to the work force in Zambia police service and raise happier and health families. According to the UN (2018) when women are given an opportunity to work in a stable job, they always invest their income in securing the basic needs of their families in the opportunities and wellbeing of their children and also their communities. If the Zambia police service empower women, it does not mean that male officers will have nothing left for them. That means all having equal opportunities. The UN (2018) noted that if women are given an opportunity, it does mean there will be no room for men. There will be more room for everyone to go about without discriminating anyone. When women are empowered and include them in diverse voices in conversation making, this means every level of our community is strengthened.

### **6.0 Conclusion and Recommendation**

This section concludes the study on structural violence against female officers in the Zambia police service, a case study of Monze Police station. Furthermore, the study's recommendations and some suggestions on areas for that need future research have been presented.

#### **6.1 Conclusion**

Structural violence against female officers in the Zambia police service has been in existence for a long time now. This has been necessitated by gender inequality which exist between men and women in most Zambian communities. Though there has been much debate on the subject with regards to equality between men and women, as guided by the Zambian constitution, much efforts

must be put in place to address the current situation. Steps must be taken such as empower women, support community level transformations of social norms and practices, formulate laws and policies that will deal with the inequality between men and women and increase knowledge and sensitizations on gender equality and equity. Failure to address the problem may harm female police officers in the Zambia police service. This is because they will not be able to fulfil their dream as they will be prevented from meeting their basic needs. Further, they may go through depression due to the feeling of hopelessness. They may also share the fate of miseries and death. NGOs and foreign donors must come on board and assist in ending structural violence against female officers in Zambia police service.

## 6.2 Recommendations

From the results obtained in the study, the researcher wishes to make the following recommendations:

- (1) Measures must be taken to ensure that African cultural practices must have no influence in the Zambia police service administration. This is because culture is deeply rooted in the Zambia police service and has unfortunately influenced structural violence against female officers.
- (2) Laws and Policies must be established to support the current pieces of legislature to address structural violence against female police officers in Zambia police service. Government can work together with NGOs, regional bodies such as SADC and intergovernmental bodies such as the AU to address the situation.

## References

- Abbey, E. (2018). Women in police uniform: Genesis of the story. Daily Graphic. <https://www.graphic.com.gh/features/features/women-in-police-uniform-genesis-of-the-story.html>. (Accessed 1 August 2019).
- Bari, F. (2005) *Women's Political Participation : Issues and Challenges*. Division of Advancement of Women (DAW) Expert group meeting, enhancing participation of women in development through enabling environment for achieving gender equality and advancement of women Bangkok.
- BAWP. (British Association of Women in Policing). (2014). Gender agenda 3. <http://www.bawp.org/Resources/Document/BAWP%20Gender%20Agen-da%203%20final%20%2016-oct-2014.pdf>. (Accessed 1 September 2019).

Chibvembe, D., Daka, H. and Mulenga – Hagane, L. M. (2023). Experiences of Women in Managerial Positions in the Education System. A Case Study of Selected Secondary Schools in Lusaka District, Zambia, *International Journal of Research and Scientific Innovation*, 10 (11), 177 – 187.

Dahal, P., Joshi, S.K. & Swahnberg, K. (2022). *A qualitative study on gender inequality and gender-based violence in Nepal*. BMC Public Health **22**. <https://doi.org/10.1186/s12889-022-14389-x>

Duke, J.E (2010). *Women's Participation in democracy and the achievement of sustainable development*; Being a paper presented at the 1st Commonwealth Parliamentarian Women's Conference held in Port Harcourt: Nigeria.

Eagly, A. H., Karau, S. J., and Makhijani, M. G. (1995). Gender and the effectiveness of leaders: a meta-analysis. *Psychol. Bull.* 117, 125–145.

Idowu, O. A. (2016). *Factors affecting female police officers' performance in Akure Command, Ondo state, Nigeria*. Research on Humanities and Social Sciences, 6(3).

Federal Bureau of Investigation. Uniform Crime Reports: Crime in the United States. (2013). Table 74 – Full-time Law Enforcement Employees by Population Group. Retrieved from <https://ucr.fbi.gov/crime-in-the-u.s/2013/crime-in-the-u.s.-2013/tables/table-74>. 42–52.

Jorondrazana, C. B. (2021). The Effects of Structural Violence on Society: A Case of Kibera, Nairobi. *A dissertation submitted to Ghent University in partial fulfilment of the requirements for the degree of Master of Science in Conflict and Development Studies*.

Kajala, M. M. and Daka, H. (2023). Analysis of Quality Assurance Systems in Selected Private Universities in Lusaka District. *Global Scientific Journal*, 11 (4), 367 – 387.

Kalumba, M., Daka, H., Kalimaposo, K., Phiri, C., Mulenga-Hagane, L. M and Mugala, A. (2023). Navigation Strategies by Women into Decision-Making Positions in the Ministry of Education, Zambia. *European Journal of Development Studies*, 3 (3), 147 – 155.

Lockwood, D., & Prohaska, A. (2015). Police officer gender and attitudes toward intimate partner violence: How policy can eliminate stereotypes. *International Journal of Criminal Justice Sciences*, 10(1), 77–90.

Mulenga – Hagane, M. L and Daka, H. (2022). Child Marriages: Analysing the Narrative Conversations with Survivors, *Journal of Lexicography and Terminology*, 6 (2), 40 – 52.

Mulenga, F. and Daka, H. (2022). An Exploration of School-Community Collaboration in Curbing Child Marriages Among Girls in three Selected Primary Schools of Chama District, Zambia. *Journal of Lexicography and Terminology*, 6 (1), 37 – 59.

Musune, J. (2015). Female Domestic Violence against Men: A Case Study of Lusaka and Chongwe Districts. *Dissertation Submitted in Partial Fulfillment of the Requirements of the Degree of Master of Arts In Gender Studies*. Lusaka: The University Of Zambia.

Mutakwa, E. (2016). Trends and Patterns of Gender-Based Violence and Help seeking Behaviour in Zambia: A Case of Old Market Compound of Lukulu District. *A Dissertation Submitted to the University Of Zambia In Partial Fulfillment of the requirements of the Degree of Master of Arts in Population Studies*. Lusaka: UNZA.

Österlind, M., and Haake, U. (2010). The leadership discourse amongst female police leaders in Sweden. *Adv. Women Leadersh. J.* 30, 1–24.

Natarajan, M. (2008). *Women Police in a Changing Society: Back Door to Equality*. Aldershot: Ashgate.

Nsana, S, and Daka, H. (2023). Strengthening Gender Equality in Decision Making in Public Administration in Zambia, *International Journal of Research and Innovation in Social Science*, 7 (11), 352 – 368.

Phiri, C., Daka, H., Kanyamuna, V., Mundando, J and Bril, P. (2023). Examining the Role of Political Parties in the Enhancement of Women Representation in Parliament, Zambia: A Phenomenological Perspective, *European Journal of Development Studies*, 3 (6), 21 – 31.

Phiri, M., Musonda, A and Daka, H. (2020). The Effects of Chinamwali Initiation Schools on Girl Child Education. A Case of Selected Public Primary Schools of Katete District, Zambia. *Malcolm Moffat Multidisciplinary Journal of Research and Education* 1, (1), 137 – 155.

Rabe-Hemp, C. (2008). Survival in an “all boys club”: policewomen and their fight for acceptance. *Policing* 31, 251–270.

Premier, T. (1998). Concession and containment: the establishment of women in the Queensland Police, 1931-1965. *Aust. N. Z. J. Criminol.* 31, 119–140.

Speck, M., C and Daka, H. (2023). Exploring factors that perpetuate child marriage and strategies to prevent them: A case study of Nyangu Village in Rufunsa District, Lusaka Province. *Global Scientific Journal*. 11 (1), 896 - 922.

Statista. (2017). *Gender distribution of full-time law enforcement employees in the United States in 2017*. <https://www.statista.com/statistics/195324/gender-distribution-of-full-time-law-enforcement-employees-in-the-us/>. (Accessed 4 September 2019).

Silvestri, Marisa. (2003). *Women in Charge: Policing, Gender and Leadership*. United Kingdom: Willan Publishers.

United Nations. (2018). *Office of the special adviser on Gender issues*. Department of Economic and Social Affairs. New York. Page 02.

Utuzza, J. (2021). Gender-Based Violence among Women and Girls with Disabilities in Sub-Saharan African Countries: A Scoping Review of the Literature. *A thesis submitted in partial fulfillment of the requirements for the Master of Science degree in Health and Rehabilitation Sciences*.

World Health Organization (2013). Global and regional estimates of violence against women: prevalence and health effects of intimate partner violence and non-partner sexual violence, *London School of Hygiene and Tropical Medicine, and South African Medical Research Council*, pp. 21-30.

© GSJ