

Female Police Officers in Turkey: Challenges and Expectations

Tülin Günşen İçli

Abstract

Although Turkey has accomplished noteworthy progress in incorporating females into the Turkish National Police, many male colleagues continue to believe that women police officers are not capable of performing all of the job responsibilities. A comprehensive survey of Turkish National Police front line and executive female officers has revealed that many are satisfied with their positions and are enthusiastic to advance their educations and careers.

Keywords: Law Enforcement; Women in Policing; Turkey

Introduction

Women's struggles as it relates to gender inequality continues. Most women in Turkey can find jobs, but they are often employed in positions with lower salaries. The reality is that many women are not offered positions or promotions in fields that are considered in Turkey to be more suitable for men. The traditional view in policing in Turkey continues to be that women cannot be as good police officers as men since women are considered not to be as physically as strong as men and are viewed as being incapable of establishing authority. Women are expected to behave in a feminine way and to assume feminine roles. However, at the same time women in the workplace are expected not to be feminine, but at the same time, they are often open to abuse.

As seen in other occupations, there is a gender-based discrimination within the Turkish National Police. Therefore, male police officers continue to adopt their already established perspectives on gender in their occupational patterns and believe that office jobs are much more proper for female police officers, while the male officers should deal with criminals on the streets. In short, an atmosphere of feeling in control has been created and it has been applied to gender in law enforcement. It follows that office jobs require communication and public relation skill development, while patrol and investigative positions require the ability to maintain control and use physical force if necessary. Male police officers, while interacting with female criminals, take advantage of their perceived gender superiority. In such situations they are mostly rude and maintain a perspective that women have a lower social status. However, when a female police officer interacts with a male criminal, she is in a disadvantaged position because most males will not abide by the officer's direction, thinking that their status would be decreased in doing

so. Female police officers are expected to be both less emotional, but at the same time, retain their femininity. Therefore, male officers often behave to them in a conflicting way in terms of professional roles and the control of feelings. Regardless, the number of female law enforcement officers has increased over the last two decades and the scope of policing has been extended.

Previous Research on Women in Law Enforcement

The Turkish National Police was established based on the national law number 2049 dated 30 June 1932. This law also made it possible to hire female police officers.

Traditional views assume that women are physically weaker, more emotional, irrational, compassionate, and ethically superior than men. Men have the opposite characteristics. Therefore, men are considered to be much more appropriate for the policing profession. The basic argument of those who do not support the employment of women as police officers is that women lack the physical strength and prowess that policing requires. However, there are studies, indicating that women officers much more successfully deal with violent cases (Balkin 1988). In addition, it is reported that the cases of domestic violence that are mostly often dealt with by women police officers are the most actually the most dangerous encounters for police. In recent years, the Turkish National Police has begun to focus on the cases of domestic violence and juvenile criminality. As such, these cases that were formerly regarded as relatively insignificant have become new focal points for the agency.

Studies on female law enforcement officers and gender-based differences in policing have been carried out for more than 40 years. The frequently examined topics in such studies are masculine acts like the use of force by women officers and traditionally feminine acts like care taking. The differential skills and abilities of men and women officers have also been studied. Although gender-based differences in policing have been frequently discussed, the topic of how such differences affect policing has been rarely investigated.

The earliest studies on female police officers that were carried out in the 1970's and 1980's mostly focused on operational performance and professional adaptation of women officers (Martin and Jurik 1996). After the passage of the British law on gender discrimination in 1975, many studies on women law enforcement officers began to focus on gender discrimination in policing. On the other hand, two significant legal cases were experienced: one in 1984 by Wendy de Launay and the second in 1990 by Alison Halford. Jones

(1986) argued that after the 1975 gender discrimination law, women police officers in the United Kingdom became much more disadvantaged in terms of entrusting, promotion and learning opportunities. Other Studies concerning female officers and their use of force concluded that they make use of less force during the arrest process in contrast to male officers (Garner and Maxwell 2002; Schuck and Rabe-Hemp 2005).

Many studies concerning female police officers have dealt with the difficulties experienced by them as it has related to their work performance, the views of the public and victims about women officers, job satisfaction and the use of force by female officers. Gilligans (1982) argued that since socialization and biological structure of men and women differ significantly, their professional performance is also different. Gilligans further stated that female officers have brought more skill in communication, empathy and various options regarding the use of less force. The assumption that a woman's world view consisted only of tenderness and empathy has been criticised in this study and in other feminist-oriented research. Gilligans concluded that women were found to be more compassionate and responsible in their personal relations, whereas males were found to have paid much more attention to justice and individual rights.

Skoe, Cumberland, Eisenberg, Hansen and Pewrry (2002) examined the effects of gender on the ethical perspectives and social personality characteristics using a study sample of 209 people. Their findings indicated that women and persons who are feminine show much more emphatical attention to other people in contrast to men and those who are masculine. It was also found that masculine persons do not pay attention to other's personal sadness and anxiety. Those persons who have both feminine and masculine characteristics were found to most helpful.

Raganella and White (2004) carried out a study in 2002 with a sample of 278 newly hired police officers working in the New York City Police Department. Their findings indicated that policing motivations are similar in terms of race and gender. Such factors as a desire to be helpful and personal security were influential in selecting a position in the policing profession. The authors also added that many social groups were active in exerting pressure in New York City to hire female officers.

Sun and Chu (2008) compared women officers in the United States and Taiwan in terms of their attitudes towards the role and tasks of police officers. Data was collected through the administration of a survey questionnaire to 119 Taiwanese women officers and 110 American female officers. The findings of the study indicated that Taiwanese officers had different attitudes in contrast to their US colleagues. More specifically, female Taiwanese police officers were

found to support aggressive patrols, to be more reactive against legal limitations, and expressed reservations against the use of selective force.

Dantzkert and Rubin (1998) argued that nearly half of the US population is female. However, the rate of female law enforcement officers in 1997 was only 9 %. One explanation for this difference was found to be related to job satisfaction. Their findings revealed that women's level of job satisfaction was much lower than that of male police officers.

Garcia (2003) *analysed the gender differences in relation to the criminal justice system*. Garcia argued that traditional occupations for women were nursing and other care-based occupations. In policing, the task of male officers was formulated to make it possible to obey the existing rules, while female officers were expected to be ethical role models for people. Historically, women officers had been dependent upon male colleagues and were routinely paid less. Garcia also dealt with the police subculture. Garcia further stated that society had attached much more importance on masculine values in contrast to feminine ones. Like all other gender-based institutions, police departments regard masculine values such as competition, being active, and enduring as desirable attributes. A woman should likely make less mistakes in contrast to a man. Garcia also added that female officers are viewed as being unpredictable while performing their responsibilities, however when they behave more aggressively they are viewed as being deviant. Garcia further argued that although female officers have been successful in the police profession, they are seldomly accepted and appreciated, because their physical power is perceived as being limited. Therefore, female officers are viewed as being elegant and act as care takers rather than being true police officers. *Garcia stated that the acceptance of women into police departments has occurred since women have been viewed as being different and as long as they behave in accordance with their gender. Assigning female officers supervisory roles in these departments, on the other hand, has led to conflicting viewpoints. Garcia did not support the position that women are different and that they are more humane when compared to men.*

Balleva (2007) analyzed the concept of security in terms of social differences based on gender. Balleva argued that since contemporary social structures involve those policies that are not sensitive to gender equality, women's social and political participation has not been encouraged, and the existing gender inequalities have continued. Therefore, inequalities based on economy and power have become much more apparent.

Rabe-Hemp (2008) analyzed the effects of gender on everyday interactions between police officers and the public. The samples group were from St. Petersburg in Florida in the USA. As stated in other studies, it was

found that female police officers exercise less extensive controlling acts such as threats, physical limitations, searches and arrests.

Brown (1999) examined the effects of the police subculture on women officers. For Brown, full participation of women and promotion of females into management positions have not been openly accepted. Historically females became familiar with the law enforcement profession during World War I, but were limited in number. Since it had been accepted that emotional aspects of policing are much more suitable for women, they became marginal elements in the law enforcement field. Research has further suggested that they have been successful in coping with the problems that have focused on either their gender or their identity of being a police officer. They reorganize the gender roles in the educational process and in dealing with criminal suspects. However, they have been forced to sacrifice either their feminine characteristics or professional roles in order to compete with their male colleagues. Ultimately it is hard to retain feminine characteristics to be regarded as a good police officers.

Wilkinson and Froyland (1996) have found that nearly 13.5% of the Australian police officers are women. Therefore, there has been no gender balance in the Australian police departments. Wilkinson and Froyland argued that although there is no legal limitation for women to be employed as a police officer and to be promoted, it has been difficult to overcome this unequal balance.

Young (1991) observed that male police officers have behaved badly to their female colleagues. Heidensohn (1992) pointed out that in the US and Britain, women police officers have systematically experienced discrimination at the hands of their male colleagues.

Studies on the psychology of men and women (Berg and Budnick 1986) have suggested that those characteristics that are seen as masculine traits include: being skillfull for a particular job, self-confience, technical competence, and being reasonable. On the other hand, the other characteristics such as being emotional, weak, and lack of physical power are feminine traits. Martin (1990) has noted that there is a difference between male and female police officers in terms of their professional status. Although the rate of female officers and managers in police departments has been increasing, it is still relatively low. However, the significance of the physical differences between the two sexes has decreased in contrast to previous periods. But, women officers are not still assigned to those managerial and specific assignments in units dealing with tactics and crowd control. Martin also reported the prevalence of hostility and sexual harassment directed at women officers.

Brown (1998) examined female police officers in England and Wales in terms of their access to promotionional opportunities. Additionally, the rate of

sexual harassment was measured. The findings of the study showed that 59 % of women officers and 28 % of those in a control group frequently came across comments about their physical appearance. It was further found that 51 % of the women officers and 18 % of those in the control group frequently heard sexual jokes and that 24 % of female officers and 14 % of the control group members sometimes experience touching and other physical contact.

Woodeson (1993) argued that World War I was an opportunity for women to enter the law enforcement profession, which had been traditionally a male occupation in England. The trigger for this was the reduced number of men in the communities. Although more than 5000 women were employed during this period, the number of women officers in 1922 again decreased. For instance, the number of women officers in London was 112 until 1922. However, it was just 24 after 1922. As a result of the war, in 1918, the Metropolitan Police Chief had announced that a permanent female police force would be established, but this turned out not to be the case.

White (1996) addressed the factors that may be limiting the career plans of female police officers. Only 3 % of police officers in Southern Australia were women. Furthermore, these officers were found to mainly be assigned to administrative tasks. White argued that the view that policing is a male profession is common. Women officers interviewed in the study reported that they felt a requirement to improve themselves professionally. Some of them stated that they tried to be accepted through behaving more masculine. In addition, females often have experienced discrimination in regard to professional opportunities. Some participants reported that policing is still considered to be a male job and that police officers did not want to work under a female supervisor. Some women officers emphasized that there were many female officers who behaved like a man and gained a masculine attitude. They also reported that whenever they made a mistake, it was perceived as resulting from their gender. Women officers were only assigned to case investigations related to other female and children victims. It was further found that the public did take male officers seriously. Women officers were not expected to be self-confident and assertive and that physical power shaped the cognitive schema involving the law enforcement profession.

Cauchi (1998) analysed whether or not women officers in Malta had experienced discrimination. In the study, interviews were carried out of 40 female officers. Cauchi found that female police officers were mostly assigned to administrative positions. In Malta, the highest point attained by a female supervisor was a promotion to the rank of police inspector. In Malta, only 67 of 200 women officers worked in the regions. The remaining females were working at the general directorate. However, of note was that their job

satisfaction was at high levels and all of them were pleased with their positions. Women officers did not perceive a problem that they were performing those tasks that were regarded as proper for their gender. The author argued that this may have resulted from either unequal opportunities or learned helplessness by women. All women officers interviewed argued that they believed that females should be assigned to supervisory positions. The author stated that since the training program for police officers required physical strength and technical skills, men were in a more advantageous position. Women officers in Malta had therefore experienced the prejudice of both their male colleagues and the profession itself. Sexual and verbal abuse were reported to be two major stress factors for women officers. Furthermore, female officers, unlike their male colleagues, were faced with also coping with familial stress, since in Malta women assume much more familial responsibility. As a result, some of the female officers in Malta had eventually quit working.

De Guzman and Frank (2004) reported that women acclimating to male dominated organizations is very difficult. In the Philippines, the first female officers began to work in 1910. Their study analysed the correlation between the performance of women officers and the problems related to gender. However, it was found that there was no correlation between their performance and gender. Women officers participated in this study reported that their physical abilities were not taken into consideration and they were assigned to less attractive tasks or positions.

Statistics indicated that in 2006 there were a total of 9,833 police women in the Turkish National Police. The majority of females were officers (9308), while the number of female directors was 87 and only 32 were chief. The number of women chief commissioners and commissioners was 102 and 26, respectively. The number of female assistant commissioners was 88. The data also showed that the majority of the women officers were married (86 %) and aged between 20 and 40 (96 %). The distribution of female officers based on age range was found to be: 20-30 age group 5,112; 31-40 age group 4,306; 41-50 age group 356; and 51-60 age group 59. In terms of their educational background, 62 % of them were graduates of higher education institutions and 38 % of high school (Ankara Haber Ajansı Erişim tarihi 03.02.2007).

Demir (2006) interviewed a total of 82 female Turkish National Police officers working in Aydın. During the interviews, the questions related to personal and family life, working life, and social values were asked to the participants who were aged between 25 and 35. All of the participants were married and the majority of them were graduates of higher education institutions. The participants reported that the reasons for working in the

Turkish National Police were economic freedom, proving themselves, having a higher social status, and having the right to express themselves.

Study Methodology

The research study was designed to evaluate the perceptions of female police officers in Turkey and was carried out from October 2007 to December 2008 in different provincial units of the Turkish National Police. The participants of the study included women police officers and executives.

At the time of the study, the total number of female law enforcement officers and executives was 10,427. The demographical data form and the Maslach Burnout Inventory were sent to all of these individuals. The number of surveys returned was 1,017, leading to 95 % significance and 1 % tolerance. The returned forms were analysed using several statistical analysis techniques.

The “demographical data” form is composed of 33 items dealing with the participant’s personal and professional characteristics. The Maslach Burnout Inventory includes 22 items. The data obtained from these forms was used to develop one way frequency tables, and these tables were employed to describe the participants. Some of the characteristics will be presented later in the form of graphs.

Answers to the items in the Maslach Burnout Inventory were expressed through “Likert scales.” ANOVA was used to analyse and identify any potential correlation between the responses to these items and various variables such as the professional status of women officers (i.e. officer or supervisor), marital status, age, the number of children, the number of siblings, professional experience, and administrative tasks. This correlation was analysed through the use of the Kendall coefficient. The homogeneity analysis technique was employed to further analyse those variables that resulted in significant correlations.

The mean scores of the participants were also determined. The P and F values of the data were also identified and are later presented in the form of graphics and tables. These values will later be more thoroughly evaluated and interpreted.

Research Results

In this study, a survey questionnaire was administered to 1,017 female Turkish National Police officers in order to better understand their working conditions, opinions and perspectives about different issues. Based on their

answers to the items, one way tables were developed. Then based on the results obtained from the Maslach Burnout Inventory, the characteristics of the participants were analysed in relation to the variables of professional status, age, the number of children and siblings, and duration of working experience. Lastly, their answers to the items concerning job satisfaction and professional life were further analysed quantitatively and qualitatively in relation to those factors that were found to be significant.

The age range of the participants was found to be between 21 and 57. Their mean age was 31. The working duration of the women officers with one or two children or siblings was found to be 2.2 year, indicating that they are mainly novice officers. The majority of women officers were graduates of the Police vocational high school. However, when evaluating their parents, 62 % of their fathers and 49 % of their mothers were graduates of primary school. The rate of married women officers is found to be 80 % and 79 % of them were employed. Of the married female officers, 71 % have children. They mostly have only one child (mean number of children is 1.39). It was also found that 96 % of the participants do not have physical problem and 99 % have no mental illness. Economic and working conditions were stated as their two major problems by 18 % and 15 % of the participants, respectively. In order to cope with these problems, the participants preferred talking to their friends (50 %). The majority of the female police officers reported working at police stations, airports, and the aviation squad. The rate of the participants who were awarded the certificate of appreciation was found to be 53 %. The rates of the participants awarded other certificates and who had received promotions was found to be 36 % and 52 %, respectively. The rate of the participants who regarded their occupation as satisfactory in terms of economic gains was 11 %. The rate of those who reported that their job moderately met their economic needs was found to be 74 %. The participants mostly do not want their children to be a police officer (46 %), and the rate of those who wanted them to become police officers is 24 %. The reason for not wanting their daughters to become a police officer was reported to be "heavy working conditions" (73 %). Some of the participants reported that they wanted their daughters to be a police officer due to its being a respectful occupation (49 %) and it being a job that empowers the people (45 %). The feeling that they were economically prosperous was given by only 5 % of the participants. Only 11 % of the participants reported that they became police officers to obtain economic gain. 70% of the participants reported that the Turkish National Police is very effective in reducing and eliminating crime. Those who argued that the police were not effective in reducing criminal activities provided these reasons for this ineffectiveness: lack of public support (58 %) and overly challenging working conditions (26 %).

In regard to the factors affecting their professional lives, 19 % of them reported taking the job to support their family, 16 % for economic status, and 13 % to support agency administrators. Although the participants were not pleased with their economic status, when they asked “If you can change any aspect of your job, which aspect do you want to change?,” the economic status is given as the third frequent answer with the rate of 17 %. “Working hours” and “public approach towards policing” were the two most frequent responses to this question with the rates of 32 % and 30 %, respectively. In regard to future plans, the women officers mostly stated their plans for holding graduate degrees or for improving their professional knowledge (nearly 57 %). The rate of those who are planning to work at a different unit is found to be 20 %.

Although more than half of the participants (53 %) were satisfied with the conditions of their working place, the rate of those who are not satisfied with these conditions is found to be 47 %. It was also found that 49 % of the participants work during the night shift and 56 % had administrative tasks. However, the majority of the participants (96 %) regard themselves as a member of the team in which they are working. The most frequent answer to the question “What is the basic benefit of working at this institution for you?” was “being useful for the society” (48 %).

The Maslach Burnout Inventory involves a total of 22 items. Of these, items 1., 2., 3., 5., 6., 8., 10., 11., 13., 14., 15., 16., 20. and 22. items reflect the burnout condition. The following items in the inventory refer to the desirable emotions and conditions: 4. (I can easily figure out the feelings of people as an experience resulted from my job); 7. (as a routine in my job, I find the most suitable solutions for people.); 9 (I think that I contribute to the others’ life through my job.); 12. (I can achieve many things); 17. (I can create a relaxed atmosphere while interacting with people as a result of my professional experience); 18. (after having close relationships with people in my job, I feel myself refreshed); 19. (In this job, I have achieved much success.); and 21. (I can approach the emotional problems in a cool manner).

The mean scores of the participants in regard to the Maslach Burnout Inventory are reported below. In ideal situation, the scores for negative attitudes should have the mean of 0 and those for positive attitudes should have the mean score of 4. In the study, it was found that the mean scores for the items 5., 20., and 15. which express negative attitudes were lower with scores of 0.23; 0.34 and 0.42, respectively. The mean scores for the items 9., 7., 12., 21., 17. and 4. expressing positive attitudes was much higher, specifically 3.02; 2.98; 2.88; 2.78; 2.77 and 2.75, respectively. The results of ANOVA showed that in relation to being an officer or a chief, only item 19. (In this job I have

achieved much success.”) has statistically significant differences ($F=9.99$; $P=0.002$). More specifically, the police officers’s mean score for this item was found to be 2.07 while it is found to be 2.30 for chiefs.

As stated earlier, there is no statistically significant difference in other items of the inventory between female police officers and chiefs. The mean scores of 310 police officers in the sample were similar. The mean scores of this group for items 5., 20. and 15. expressing negative attitudes were found to be lower, i.e. 0.25; 0.27 and 0.43, respectively. The mean scores for items 9., 7., 12., 21., 17. and 4. expressing positive attitudes were much higher, namely 2.95; 2.94; 2.84; 2.75; 2.75 and 2.70, respectively. Similarly, the mean scores of the 693 female police chiefs were similar. The mean scores of this group for items 5., 20. and 15. expressing negative attitudes were lower, that is 0.23; 0.33 and 0.42, respectively. The mean scores for items 9., 7., 12., 21., 17. and 4. expressing positive attitudes were found to be much higher, specifically 3.05; 3.00; 2.89; 2.80; 2.78 and 2.77, respectively.

There was no statistically significant differences in the mean scores for the items of the Maslach Burnout inventory between police officers and chiefs except for item 19 (In this job I have achieved much success). It was found that marital status of the participants leads to statistically significant differences in the mean scores for items of 9., 11., 13., 14., 16., 19., and 21. This difference seems to be a result of a more positive attitude of the participants who are widows. Therefore, it can be argued that those participants who are widows try to overcome their sorrow through their relationships with colleagues.

The data on the age of the participants indicated that the participants can be grouped into three age groups as follows: 21–30 age (younger group), 31–40 age (middle-aged group) and 41–57 age (older group). It was found that the mean scores of the participants for the items of 4., 7., 9., 10., 11., 12., 17., 18., 19. and 20. in the Maslach Burnout Inventory statistically significantly differ based on the age group. This difference seems to result from the answers of the older group except for item 20. in the inventory. The number of children was found to lead to statistically significant differences only in the mean scores for item 20. (“I feel that I am at the end of the road.” With $F=8.751$; $P=0.000$). The mean scores of those with one child, those with two children, and those with three children were found to be 0.26, 0.49 and 0.90, respectively. Therefore, it is safe to argue that higher the number of children, the higher the level of burnout.

The number of siblings is found to have statistically significant effects only on the item 19. in the Maslach Burnout Inventory (“In this job I have

achieved much success.” with $F=4.321$ and $P=0.014$). More specifically, the mean scores of the participants with 1 to 3 siblings and those with 4 to 6 siblings were found to be 2.15 and 2.29, respectively. However, the mean score of those with more than 7 siblings was found to be 2.48. Therefore, it can be stated that those who have more siblings have higher levels of self-confidence. It was also determined that the duration of working experience leads to statistically significant differences in the mean scores for items 1., 2., 3., 4., 7., 8., 9., 12., 14., 17., 18., 19. and 20. This difference seems to be a result of the response of those with more than 21 years of working experience. This finding suggests that those with more than 21 years of working experience do not routinely come across so much difficulty due to being administrators or they become so experienced that the problems they experience do not lead to so much difficulty for them. Therefore, their level of burnout is much lower. Although they felt burnout as reflected in their answers to items of 1., 2., 3., 5., 8., and 14., they also feel that they contribute to other people, thereby balancing their feelings of burnout.

Having an administrative position is found to have statistically significant effects only on two items of the Maslach Burnout Inventory, i.e. 7. (“As a routine in my job, I find the most suitable solutions for people.”) and 19. (“In this job I have achieved much success”). More specifically, the mean score of the participants with administrative responsibility for item 7. is found to be 3.08 ($F=15.443$; $P=0.000$), while it is found to be 2.88 for those without this responsibility. The mean score of the participants with administrative responsibility for item 9. was found to be 2.39 ($F=32.036$; $P=0.000$) while it is found to be 1.99 for those without this responsibility.

A correlation has been found between mean scores for the items on problems experienced in daily life and age, working experience, and the number of children. Analysis indicates that for those with three children and 16 to 20 working year experience, economic conditions were problematic, whereas for those who are in the age group 21 to 30 and have less than 5 year working experience, marriage and education were viewed as their two major problems. Responses to the item related to coping strategies were found to be affected by being a police officer or a chief. Both groups equally employ the strategy of talking to friends. However, police officers mostly prefer not sharing the issue with others or using shopping as a coping strategy. Chiefs, on the other hand, mostly prefer housework or sports as a way to cope with their problems.

It is found that being a police officer or a chief, marital status, working experience, and the number of children have statistically significant effects on the answers to the question, “do you want your children to be a police officer?”

Those who are single, and have less than 5 years working experience do not want their children to become a police officer, while those who have longer working experience, are married and hold chief positions, and have three children reported that they want their children to be police officers. Age, rank (being a police officer or a chief), and working experience were found to have statistically significant effects on the reasons for choosing this profession. Those who are in the age group range of 21 to 30 and who have less than five years working experience reported that they chose this job due to the potential for gaining economic advantage or due to family pressure to take the job. The participants who are chiefs and who have 15 to 20 years working experience stated that they chose this profession since it empowers people or is a prestigious job.

Age, working experience, the number of children and siblings were found to have significant effects on the future professional plans of the participants. The future professional plan for the participants with less than five years working experience, who are from the age group of 21 to 30, and who have only one child and 1 to 3 siblings was found to be the goal of completing graduate studies. It was found to be desire to improve professional knowledge for those who are within the age range 31 to 40, who have 11 to 15 years of working experience, who have 2 children, and who have 4 to 6 siblings. The future professional plan for those who have three children and more than 7 siblings and with between 16 and 20 years of working experience was found to be seeking a position in a unit with more relaxed working conditions.

Only professional status and the number of children were found to have significant effects on the answers to the question of whether or not working conditions were satisfactory. The analyses show that those who have administrative tasks and one child regard the working conditions as sufficient, while those who do not have any administrative tasks and have two children consider the working conditions as insufficient. Age, marital status, working experience, professional status, and the number of children and siblings were found to have no significant effects on the answers of the participants to the question of “do you see yourself as a member of this organization?” Marital status and professional rank were found to have significant effects on their views about the contributions of being a police officer. The findings indicated that those with administrative responsibility who are either married or widowed reported that policing refers to self-improvement or being useful to society. Those who have no administrative responsibility and who are single stated the policing provided them with economic contributions or made no contribution to them.

Conclusion

The data obtained revealed that the youngest participant in the survey was 21 years old and the oldest 57 years old. The mean age for the sample was 31. The number of children and siblings was found to be between one and two. The mean working experience of the participants was found to be 2.2 years. The majority of female police officers were graduates of the Turkish National Police vocational high school. This would appear to indicate that many of the female officers were new to the law enforcement profession. In addition, the survey seems to suggest that chiefs have much more comfortable working conditions than police officers. Age, working experience, and the number of children and siblings were found to have significant effects on the future professional plans of the participants. Marital status and professional rank were found to have significant effects on the officers' views about the contributions of being a police officer. The findings indicate that those with administrative responsibility who are either married or widowed reported that policing has led to self-improvement or being useful to society. What is interesting is that 96 % of the participants regarded themselves as a member of the institution. Nearly half of the participants consider the major benefit of this job to be usefulness to other people. However, the rate of those who want to improve their professional knowledge is high. It is very significant since they want to adapt to the changing conditions of their environment.

It is apparent that females within the Turkish National Police have been impacted by their personal home family environment, by age, and by rank as it relates to job satisfaction and the perception of job opportunity. Their overwhelming desire to enhance their education levels indicates that there exists the opportunity to move upward in their careers. Overall, there appears to be enhanced potential for female police officers in Turkey, particularly in relationship to other nations where Islam is the predominant religion.

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Appendices

Appendix 1: Maslach Burnout Inventory

Following you will find statements of various feelings and situations. After thinking about whether or not you have experienced these feelings and situations, please put a number for each statement onto the form indicating your experience.

Scale				
0	1	2	3	4
Never	Rarely	Sometimes	Mostly	Always

	Frequency	
1.		I feel that I grow away from my job.
2.		After my work I feel myself burnout.
3.		When I wake up, I think that I could not endure my job.
4.		I can easily figure out the feelings of people as an experience resulted from my job
5.		As a result of my job I am aware that I behave other people as if they are not people
6.		Dealing with people all day long is really back-breaking for me.
7.		As a routine in my job, I find the most suitable solutions for people.

8.		I feel that I have burnt out due to my job.
9.		I think that I contribute to the others' life through my job
10.		Since I enter this job, I feel I have become more tough.
11.		I am afraid that this job will make me more tough.
12.		I can achieve many things.
13.		I feel that my job limits me.
14.		I feel that I work hard at my job.
15.		As a result of my job I do not care about what people experience.
16.		I experience much stress as a result of dealing directly with people..
17.		I can create a relaxed atmosphere while interacting with people as a result of my professional experience
18.		After having close relationships with people in my job, I feel myself refreshed
19.		In this job, I have achieved much success.
20.		I feel that I am at the end of the road.
21.		I can approach the emotional problems in a cool manner in my job.
22.		As a result of my job I feel that people behave as if I create some of their problems.

Appendix 2-QUESTIONNAIRE

1-Birth date . -----

1. Education

- a. Polis Meslek Yüksek Okulu
- b. Police academy
- c. Polis Meslek Yüksek Okulu + University
- d. Other

2. Educational status of your mother

- a. Illiterate
- b. Literate
- c. Primary school
- d. High school
- e. Undergraduate
- f. Graduate education

3. Educational status of your father

- g. Illiterate
- h. Literate
- i. Primary school
- j. High school
- k. Undergraduate
- l. Graduate education

-
4. How many siblings do you have?
 - a. 1–3
 - b. 4–6
 - c. +7
 5. Marital status
 - a. Single
 - b. Married
 - c. Widow
 - d. Divorced
 6. If you are married, is your partner employed?
 - a. Yes
 - b. No
 7. Do you have children?
 - a. Yes
 - b. No
 - c. If yes, how many?-----
 8. Do you have any physical problem?
 - a. Yes
 - b. No
 9. Do you have any mental problem?
 - a. Yes
 - b. No
 10. Which one of the followings is a problem in your life?
 - a. Marriage
 - b. Health
 - c. Education
 - d. Economic conditions
 - e. Working conditions
 - f. Transportation
 - g. Job security
 - h. None
 11. Which of the following coping strategies do you use to deal with your problems?
 - a. Talking to friends
 - b. Smoking
 - c. Sports
 - d. Alcoholic drinks
 - e. Shopping
 - f. Housework
 - g. I do not share my problems with anyone
 - h. Other
 12. Working experience
 - a. Less than 5 years

-
- b. 5–10 years
 - c. 11–15 years
 - d. 16–20 years
 - e. + 21
13. The unit where you are working at. -----
14. Working shifts
- a. 12/12
 - b. 12/24
 - c. 12/36
 - d. 08.00–17.00 (day time)
 - e. Other
15. Have you received appreciation certificate?
- a. Yes
 - b. No
 - c. If yes, how many? -----
16. Have you receive other certifications?
- a. Yes
 - b. No.
17. Have you been promoted?
- a. Yes
 - b. No.
18. How much your job affects you in terms of economic conditions?
- a. Well
 - b. Moderate
 - c. Less
 - d. Not satisfactory
19. Do you want your children to become policemen/police women?
- a. I do not want my daughter to become a police officer
 - b. I do not want my son to become a police officer
 - c. I do not want my children to become a police officer
 - d. I want my children to become a police officer
20. Why do you want your daughter not to become a police officer??
- a. Heavy working hours
 - b. Low salary
 - c. It is not prestigious
 - d. Other -----
21. Why do you want your daughter to become a police officer?
- a. It is prestigious
 - b. It empowers people
 - c. Its economic conditions are good

22. Why did you choose this job?
 - a. Since my family wanted
 - b. It is prestigious
 - c. It empowers people
 - d. Its economic conditions are good
 - e. Other
23. Are police officers effective in reducing criminal acts?
 - a. Yes.
 - b.No.

Those who answered to the 24 item as “No” will answer the 25. item.

24. Why are police officers not effective in avoiding or reducing criminal acts?
 - a. Lack of public support
 - b. Since police officers are tired due to heavy working conditions
 - c. Since police officers do not have enough information how to eliminate criminal acts
 - d. Since police officers o not focus on their task due to economic problems
25. Which of the followings do you think that affect your profession??
 - a. Economic condition
 - b. Necessary knowledge
 - c. Public support
 - d. Support of my family
 - e. Support of my chiefs
 - f. Other

If you have any chance, which aspect of your job do you want to change?

- g. Working hours
- h. Economic conditions
- i. Public opinion about policing
- j. Working conitions
- k. Nothing
- l. Other

What are your future plans for your job?

- m. I would like to improve my knowledge about policing
- n. I would like to pursue graduate studies
- o. I would like to work at a unit with more relaxed conitions
- p. Other

26. Are your working conditions sufficient?
 - a. Yes
 - b. No
27. Are you working at night shift?
 - a. Yes
 - b. No
28. Do you have any administrative duty?

- a. Yes b. No
29. Do you feel that you are a member of an institution?
- a. Yes b. No
30. What is the primary advantage of working at an institution for you?
- a. Personal development
- b. Being useful to societyProfessional development
- c. Economic gains
- d. No advantage
- e. Others

Appendix 3 - TABLES and GRAPHS

Table 1. Scores of the participants from the Maslach Burnout Inventory

	N	Lower Limit	Upper Limit	Mean	Std. Deviance
I feel that I grow away from my job	1008	0	4	0,16	1,001
I feel that I mentally bunout	1006	0	4	1,49	1,079
When I wake up I think that I can not stand my job any more	1008	0	4	,74	,929
As a result of my professional experience I can understand what people feel	1008	0	4	2,75	,716
As a result of my Professional experience I think I do not behave people as if they are not people	1007	0	4	,23	,591
Dealing with other people all day is back-breaking for me	1006	0	4	1,32	1,044
As a result of my Professional experience I can find best solution	1002	0	4	2,98	,765
My job burnout me	1004	0	4	,95	1,044
I believe that I contribute to people's life through my job	1007	0	4	3,02	,934
Since beginning my career I have become more tough	1008	0	4	1,05	1,073
I think this job makes me more tough	1007	0	4	1,05	1,073
Valid observation	983				
I have power to make many	992	0	4	2,88	,930

good things					
I feel that my job is jealous of me	1005	0	4	1,73	1,203
I feel that I work hard in my job	1008	0	4	2,11	1,134
As a result of my professional experience I do not care about what people experience	986	0	4	,42	,887
Working directly with people makes me stressful	1007	0	4	1,23	1,039
As a result of my professional experience I create a relaxed atmosphere	1005	0	4	2,77	,931
After closely working with people I feel myself refreshed	994	0	4	2,46	,989
I have achieved great success in this job	975	0	4	2,23	1,044
I feel I am at the end of the road	1005	0	4	,34	,782
I approach towards emotional problems in my job in a cool manner	1005	0	4	2,78	,910
As a result of my professional experience I feel that people behave as if I cause their problems	1006	0	4	1,02	1,113
Valid observation	934				

Table 2. What is the basic benefit of working at this institution

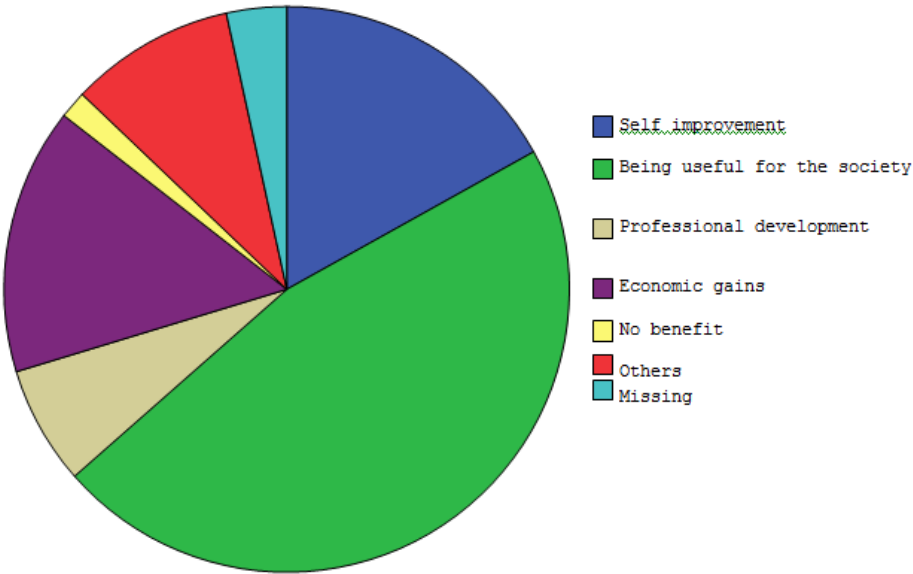
	Frequency	%	Valid %	Cumulative %
Self-improvement	172	16,9	17,5	17,5
Being useful for the	474	46,6	48,3	65,8
Professional development	69	6,8	7,0	72,8
Economic Gains	155	15,2	15,8	88,6
No benefit	16	1,6	1,6	90,2
Other	96	9,4	9,8	100,0
Valid	982	96,6	100,0	
Deficient Observation	35	3,4		
General sum	1017	100,0		

Table 3. Scores of the women police chiefs from the Maslach Burnout Inventory

	N	Lower Limit	Upper Limit	Mean	Std. Deviance
I feel that I grow away from my job	686	0	4	0,18	,997
I feel that I mentally burnout	687	0	4	1,48	1,058
When I wake up I think that I can not stand my job any more	686	0	4	,73	,911
As a result of my professional experience I can understand what people feel	687	0	4	2,77	,712
As a result of my professional experience I think I behave some people as if they are not people	687	0	4	,23	,571
Dealing with other people all day is back-breaking for me	686	0	4	1,30	1,035
As a result of my Professional experience I can find best solution	682	0	4	3,00	,764
My job burnout me	686	0	4	,94	1,037
I believe that I contribute to people's life through my job	686	0	4	3,05	,919
Since beginning my career I have become more tough	687	0	4	1,03	1,042
I think this job makes me more tough	687	0	4	,99	1,103
Valid observation	675				
I have power to make many good things	674	0	4	2,89	,939
I feel that my job is jealous of me	684	0	4	1,71	1,183
I feel that I work hard in my job	687	0	4	2,12	1,122
As a result of my professional experience I do not care about what people experience	670	0	4	,42	,909
Working directly with people makes me stressful	687	0	4	1,20	1,041
As a result of my professional experience I create a relaxed	685	0	4	2,78	,936

atmosphere					
After closely working with people I feel myself refreshed	677	0	4	2,50	,966
I have achieved great success in this job	663	0	4	2, 30	1,031
I feel I am at the end of the road	684	0	4	,36	,801
I approach towards emotional problems in my job in a cool manner	684	0	4	2,80	,911
As a result of my professional experience I feel that people behave as if I cause their problems	686	0	4	,98	1,088
Valid observation	631				

Graphic 1. What is the basic benefit of working at this institution



About the Author

Tulin Icli is a Professor at the University of Hacettepe in Turkey, who continues to also work as a professor at the Turkish Police College. She can be contacted at: ticli@hacettepe.edu.tr