

Review Article

Women's Participation in Administration: an Analysis on Police Administration in Bangladesh

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Most. Sangida Rahman. Women's Participation in Administration: An Analysis on Police Administration in Bangladesh. *Humanities and Social Sciences*. Vol. 6, No. 6, 2018, pp. 182-187. doi: 10.11648/j.hss.20180606.11

Received: October 25, 2018; **Accepted:** November 14, 2018; **Published:** December 24, 2018

Abstract: Women's participation in every sector is a recognized prerequisite for attaining development in Bangladesh and also for any developing country. Though, women comprise half of the total population but their socio-economic condition is still poor, their position in a family is very difficult regarding various aspects such as: equal status of men-women, security-safety, social dignity and comprehensive stress. Traditionally, women were engaged in food preparation, cleaning, doing domestic works and child caring in their family. In Bangladesh, everybody thinks that these types of work are their gender role. Many functions of women are not considered as useful works. Participation of men and women are not equal in all spheres of life. Historically, police administration was male oriented and for the first time women joined Bangladesh police in 1974. Therefore, it may be considered that women may have more challenges in policing. Women inclusion in all job sectors is very important and needs greater attention for the appointment of women in Bangladesh police administration. The aim of this study is to present a scenario on women participation in police administration in Bangladesh. This study also discusses the challenging factors to continue their job. Women participation in police administration is crucial. This sector is very essential for maintaining a country's law and order situation, in a single word overall peace and progress of a country. This study suggests some recommendations for overcoming the challenging factors. The government should be sincere about this issue.

Keywords: Participation, Empowerment, Women Empowerment, Women, Bangladeshi Women, Police, Bangladesh Police Administration, Women in Police Administration

1. Introduction

In a democratic country, the executive, the legislature, the judiciaries are the three individual organs where power is confined [1]. The executive operation of the country is performed by the administration. Administration is the vital instrument beneficial to the Government to obtain the goals of the nation. "Administration can be defined as the activities of groups cooperating to accomplish common goals [2]. Cooperative class dealing or cooperative public operation is defined as administration. In the present study, the term administration refers to police administration. "Police administration and general administration co-exist in parallel"[3]. In Bangladesh, police administration is divided all over the country. The large progress of a country depends upon the highest use of her people, both men and women. In Bangladesh women encompass almost half of the whole population. But the position of women is minor than that of men in each area of existence [4]. The goals of fairness,

tranquility and improvement cannot be acquired except the effective involvement of women and amalgamation of women's perception in all spheres of administrative body.

The attempt of the paper is to explore the status of women's participation in Police administration and identify the factors that create hindrances women's participation in police administration. This paper also suggests some recommendations for overcoming these challenges.

2. Objective of the Study

- 1) To present the scenario of women officers in the Bangladesh police Administration.
- 2) To present the constitutional provision for equal job facilities for women.
- 3) To present the challenging factors those create hindrances to women participation in police administration in Bangladesh.

3. Methodology

This study is basically based on the review of information collected from secondary sources i.e. various research works, different published books, newspapers, reports, journals. Internet facilities are also availed for collecting secondary data.

4. Conceptual Framework

4.1. Participation

Participation which is a developing approach recognizes the need to involve disadvantaged part of the population in the design and embodiment of policies as for their well being. In the development discourse, the strengthening of women's participation in all sectors of life has become a major issue. Without the effective participation of women, socio-economic development cannot be completely accomplished. Various scholars define participation in different aspects.

Norman Up Hoff (quoted in Khan) [5] identified four main kinds of participation, which are distinct but interrelated. They are as follows:

- “a. Participation in decision making in identifying problems, formulating alternative planning activities, allocating resources etc;
- b. Participation in implementation in carrying out activities, managing, and operating programs;
- c. Participation in economic, social, political or other benefits individually or collectively; and
- d. Participation in evaluation of the activity and it's outcomes for feedback purposes.”

According to Mishra “participation means collective and continuous efforts by the people themselves in setting goals, pooling resources together and taking actions which aim at improving their living conditions,” [6]

According to Human Development Report, “participation means that people are closely involved in the economic, social, cultural, and political process that affect their lives” [7].

The ‘Participation’ has two sides like a coin-a narrow and wider meaning. In a contracted sense, participation means some specific action by which the citizen participates for a limited purpose. In addition, in a wider sense participation refers to the role of members of the public as distinguished from that of appointed officials, including civil servants, in influencing the activities of government or in providing directly for community needs [8]

4.2. Women

A Woman is a grown up female human being as contradicted to men, a full aged male and a teenier, a female child. The term woman is used to imply biological sex distant, racial gender role differences or both [9].

In a country half of the total population is women. Aside from the household actions, women also contribute to a country's national economy. The First World Conference on women was held in Mexico [10]. In 1978 after three years of this Conference, Bangladesh established a Ministry of Women Affairs. The constitution of Bangladesh (Article 27, 28(1), 28(2), 28(3), and 65 (3) ensure equal rights to every citizen.

Provisions of equal status of women are clearly incorporated in Bangladesh constitution [11].

4.3. Empowerment

Nowadays empowerment is a crucial issue in the era of globalization. Generally empowerment is used for society's disadvantaged groups for improving their conditions and bringing them to society's advanced section.

Empowerment can be defined as a process; the term empowerment is the outcome of other process. Empowerment implies the alteration of form of dependence by elementary shift in law, property authority, have power over women's effort and bodies and the institutions which support and continue male supremacy [12].

According to UN (1995) there is a linkage between empowerment and the issue of power, with entrance to political, economic and social sources, in same terms in a matter of taking decision the man and woman should enjoy equal opportunity [13]. So, we can say that empowerment is a process by which one can establish control over property, decision making power, and participation in every sphere.

4.4. Women Empowerment

Women empowerment is a global issue. Women empowerment means the formation of an atmosphere for women where they can take decisions of their own choice for their individual benefits as well as for the society. Women became confident to claim their various rights. Like

- a freely live their life with a sense of self-worth, respect and dignity,
- b have complete control of their life, both within and outside of their home and workplace,
- c to make their own choices and decisions,
- d have equal rights to participate in social, religious and public activities,
- e have equal social status in the society,
- f have equal rights for social and economic justice,
- g determine financial and economic choices,
- h get equal opportunity for education,
- i get equal employment opportunity without any gender bias,
- j get safe and comfortable working environment. [14]

So it can be said that, the contravention of personal restrictions is women empowerment.

5. Concept of Police

Police is empowered to use power and other forms of compulsion and officially permitted resources to affect public and societal order. The term ‘police’ derived from the Latin *politia* (civil administration). The primary duty of police is to put off crime, arrest criminal, and grip them before the termination of trial, so the police and their activities are significant in criminology ideology. For police employees the understanding of criminology is a must and approximately in each condition police department has a branch of criminology and criminology is a component of their training instruction manual. It is an admitted reality that sincere and honest police battalion can ensure passive society. On the contrary,

despoiled, inexperienced and dishonest police staffs assist the criminals to carry out their actions and create the existence of the citizen wretched [15].

5.1. Bangladesh Police Administration

The main law coercing agency of Bangladesh is Bangladesh Police. The ministry of Home Affairs of Bangladesh government administers Bangladesh Police. It plays the major and pivotal role in sustaining law and order of the state. Through many evolutions and promotions Bangladesh police became organized and formal and perform various activities. The primary responsibility of Bangladesh Police is safeguarding of peace and order, saving people's life and property, revelation and prevention of offense within the margin of the state. After the liberation the usual role of police changed significantly in Bangladesh. At the present time the role of police is no longer limited to protection of law and order and crime detection and prevention. Aside from the compulsory actions that need to be done, there are various troubles that require taking care of. At present the police are now essential to play a vital role in the process of development through the core security mandatory for a country's sustained economic growth to meet up the wants of an independent and emergent country. The main single association is Bangladesh police entrusted with the liability of maintaining rule of law and human rights. [16]

5.2. Functions of Bangladesh Police

The core enforce agency of Bangladesh that is responsible for providing services to every citizen and build Bangladesh as an enhanced and safer place to survive and work is police. Bangladesh police are also liable to maintain rule of law, public order and peace. Assure citizen's protection and safety, crime detection and prevention, bringing criminal for judgment.

The Ministry of Home Affairs of Government of Bangladesh administers it. Outside the Dhaka capital area, police are structured at the district and thana levels. Dhaka metropolitan police maintained the capital and major cities security and order system which raised in 1976. In 1974 twelve female officials were appointed in Bangladesh police Special Branch (SB) [17]. The Special women police contingent (SWPC) was established in 2008. Inspector General of Police (IGP) is the head of the Bangladesh police. Bangladesh police are divided into different branches. They are

Tourist police, Range and district police, Metropolitan police, Special branch, Criminal Investigation Department (CID), Railway police, Highway police, Industrial police, Police Bureau of Investigation, Special security and protection Battalion (SPBn), Armed Police Battalion (APBn), Airport Armed Police (AAP), Rapid Action Battalion (RAB), Police Internal Oversight (POI), River Police, Police Telecom and Information Management, Detective Branch, Counter Terrorism and Transnational Crime Unit, (CT), Range Reserve Force (RRF) [18].

6. The Constitutional Provision of Equal Employment Opportunities for Women

Bangladesh constitution has ensured equal job rights and opportunities for men and women in each sector of life. The article 29 of the Bangladesh constitution states that:

"There shall be equality of opportunity for all citizens in respect of employment or office in the service of the Republic."

"No citizen shall, on grounds only of religion, race, caste, sex or place of birth, be ineligible for, or discriminated against in respect of, any employment or office in the service of the Republic."

"Nothing in this article shall prevent the state from –(a) making special provision in favor of any backward section of citizens for the purpose of securing their adequate representation in the service of the Republic;

(b) giving effect to any law which makes provision for reserving appointments relating to any religious or denominational institution to persons of that religion or denomination; reserving for members of one sex any class of employment or office on the ground that it is considered by its nature to be unsuited to members of the opposite sex. [19]

7. Background of Female Officers in Bangladesh Police Administration

The Bangladesh police are ruled by Police Act of 1861, a legislation which was enacted hundred years ago in colonial era. Using a hierarchical and militaristic police force the first effort of the British Raj to protect its empire was the police Act of 1861. In 1861 legislation, the provision for women is totally inexistent. There has been no noteworthy structural change in police since independence, though it had legacy. The view of policing as manly also endures. Policing is still considered as a man's job. The male domination picture of policing is not distinctive picture of Bangladesh. Internationally, until the latter half of the twentieth century professional police association was unsuccessful to significantly include women. Where tiny figures of woman attended in the police force before then, their primary work was to support male officers or served in units with restricted duties linked to communal welfare, juvenile aid and those dedicated to school. Women first joined as a police officers in special branch in 1974. Total 14 female officers were appointed to the non-cadres rank. Women joined in the metropolitan police in 1976. The first time a woman, named Ms Fatema Begum was recruited to the cadre level in the Bangladesh police. Another four women were recruited to the cadre level in 1988. Though police associations are recruiting women but organizations are not welcoming them. The ability of newly joined women officers are openly questioned by senior male officers. Unavoidably, yet this smallest early recruitment of women shortly faced a strong repercussion. In 1989, in the military regime, Major General Mahmudul Hasan, the minister of Home affairs suggested adjourning recruitment of women at the cadre level

into the police on the opinion that women were incompetent in supervisory position. This recommendation was accepted by the military government and at the cadre level women were no longer recruited. This was continued for ten years of entire military regime. In 1998 Sheikh Hasina was elected and then women were again recruited into the police at the officer level. Since then, there has been a rapid elevation of women officers at the cadre level [20].

8. Results and Discussions

At present, the number of women police is 13,272, the percentage of women police among all working police personnel is 6.66% and the percentage of cadre personnel is 10.26%.

Table 1. Number of Women at various rank.

Sl.	Rank	person
1.	Deputy Inspector General of Police (DIG)	01
2.	Additional DIG	04
3.	Superintendent of Police (SP)	37
4.	Additional SP	93
5.	Senior ASP	0
6.	Assistant Superintendent of Police (ASP)	127
7.	Inspector	107
8.	Sergeant	54
9.	Sub-Inspector (SI)	667
10.	ASI	947
11.	Naik	36
12.	Constable	11200

Source: bpwn.org.bd, July 2018 [21]

Table 2. Women Police in UN Peace keeping Mission.

Current statistics of Lady Officers

SL.	Mission Category	person
1.	IPO	1
2.	Secondment UN job	1
3.	FPU (DR congo)	73
Total		75

Number of Mission Completed Lady Officers

SL.	Mission Category	Person
1.	IPO	59
2.	UN JOB	3
3.	FPU	1049
Total		1111

Source: bpwn.org.bd, July 2018 [21]

The partnership between the Bangladesh Police and the Police Reform Programme (PRP) began in 2006, a persuasive of the UNDP which is a driving force beneath the priority given to the employment and inclusion of women in the Bangladesh police. The Bangladesh police work intimately with PRP to integrate women into the police force. Bangladesh Police's strategic plan 2008-2009 enunciated "gender neutrality" as a core value. To foster gender equal opportunity in policing, a numerous goal set out in this plan. The plan took a number of objectives: drawing an internal policy on gender equality and development of gender sensitization training are among them for increasing women participation in policing

9. Challenging Factors Which Affecting the Women Participation in Police Administration

Absence of proper policies

"Bangladesh needs a new Police Act in tune with the constitutional framework". Though there is amplified recognition of the requirement to comprise women in policing

and so as to policy, procedures are required to recognize this. The major legislation on policing has to be updated and reshaped. Steps should be taken for formatting democratic police legislation. The police ordinance should incorporate provisions to promote and facilitate women's full inclusion in the police [20].

Pessimistic outlook of Male colleagues

Still now our society is extremely controlled by male. Women are not allowed in all spheres of life, especially in decision making position because our society's religious beliefs, norms, values do not allow woman. "Female police think that they are not given important cases to investigate. They also think they do not get proper behavior from their subordinates."

Family Responsibility

Women police in Bangladesh, said "they did not face any obstacle from their families during recruitment but they faced hurdles in the workplace". A considerable number of women uttered disappointment over managing both professional and family obligations because they do extra hours duty. However our cultural heritage is also responsible for this. A woman has to look after her house and also work in her office. So, she has to face double burden." [22]

Lack of sufficient services and facilities

Insufficient services and facilities, such as day care centers, different infrastructure like separate toilet, women resting rooms, prayer place, friendly working ambiance, insufficient transportation and accommodation or women's barracks and so on are hampering the women's participation in Police administration.

Frequent transferring

Many problems arise through frequent transferring for a woman police and also for her family member. Different posting place of husband and wife creates problems in their living. Sometimes women also face physical and psychological hazard as a result of their transfer in remote areas and emergency duties. [20]

Lack of Security

Women constable assumed "they faced sexual harassment at the work place". A senior woman police officer expressively declared that "the authorities are one-eyed and they give blue-eyed boys all good postings.

Lack of societal Awareness

A trust exists in our society that women are not suitable for challenging jobs. Most of the people in our country do not accept women as a police officer. Very little people motivate women to join or carry on such job.

10. Recommendations and Conclusion

Gender equity in government service is one of the major agenda to policy makers, they tried a lot by the constitutional provision and various policy. The recommendations may help to increase women's participation in Bangladesh police and eradicate the barriers in their professional life.

- i Proper policy should be formulated about woman recruitment, promotion, leave, transfer, posting and termination. Ten percent quota should be reserved and more women should be recruited in higher ranks. The policy should be responsive to the family life of the women police. Facilitate same work station for husband and wife.
- ii The working environment should be suitable for the women police. Distinct suitable restroom and accommodation, separate toilet, children's day care center at every police station, transportation facilities should be provided to women employees.
- iii The society's archetypal approach towards women should be distorted. Family members should encourage women to join the police administration and corporate to continue the service.
- iv Police administration should arrange gender sensitive awareness and training.
- v A zero forbearance sexual irritation policy should be adopted.
- vi Bangladesh police women network should be expanded and strengthened.[20]

Women employment is an important instrument for a country's overall development. Employment of women in all sectors is also necessary for women empowerment. If a country want to progress then it should ensure women empowerment. Women can be empowered by employment. But women employment rate is the lowest in Bangladesh. Women's equal

participation in all types of workplace is considered a key tool for women empowerment as well as country's overall progress. At present, women employment scenario has been changed continuously. They participate in all sectors, even many challenging sectors. Women employment not only gives a woman dignity but also gives economic freedom and they become empowered through economic freedom. Police administration is an important part of any country. Women's equal participation in the police administration will help them empowering themselves financially. Government should take proper steps for increasing women participation in challenging job sector like police administration and also take necessary steps to remove barriers.

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