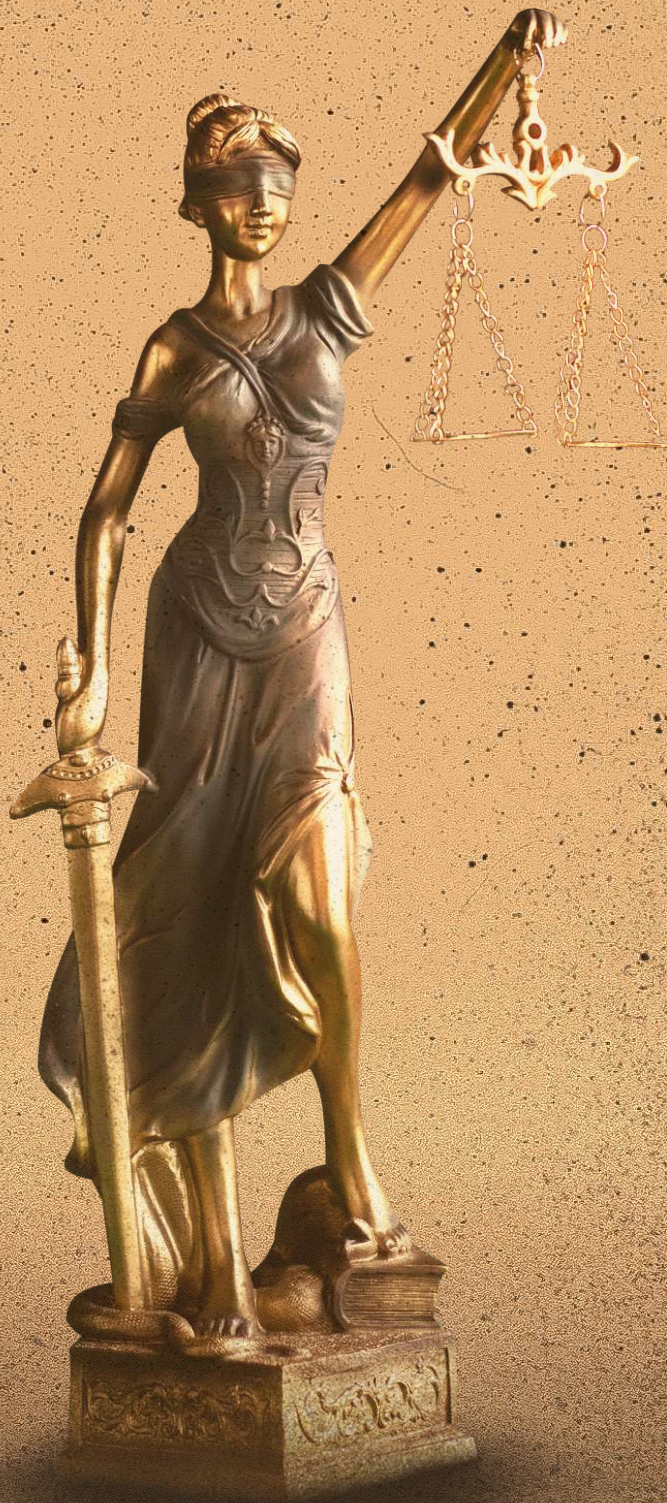


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## Analyzing Gender Equality in Law Enforcement

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### Abstract

Gender equality in law enforcement refers to the idea that both genders should be treated equally at work, including receiving equal pay and advancement possibilities, and that they should have equal opportunity to enter and succeed in professions in law enforcement. A multimodal strategy that tackles both institutional and cultural impediments to gender equality is necessary to advance gender equality in law enforcement. It entails developing an inclusive workplace culture, putting in place gender-sensitive rules and procedures, offering chances for training and professional growth, and aggressively promoting and hiring women within law enforcement organisations.

**Keywords:** Gender equality, law, gender-sensitive, workplace culture

### Introduction

The underlying problem of gender equality in law enforcement is one that has been the subject of debate for many years. Gender equality refers to the idea that men and women should be treated equally at work, including receiving equal pay and advancement possibilities, and equal opportunity to enter and succeed in law enforcement employment. It is impossible to exaggerate how crucial it is to ensure that the justice system is equitable and just for all members of society that gender equality be promoted in law enforcement<sup>23</sup>. For

many reasons, gender equality in law enforcement is crucial. First and foremost, gender equality should be protected as a basic human right for all people, regardless of gender. In addition, encouraging gender equality in law enforcement is crucial for enhancing public confidence in and respect for the legal system. People are more likely to believe that the justice system is fair and just for everyone when they perceive that law enforcement organisations are devoted to advancing gender equality, which is crucial for ensuring public safety and upholding social order.

In order to guarantee that law enforcement organisations are representative of the communities they serve, gender equality in law enforcement is also necessary. Law enforcement organisations that are inclusive and diverse are better able to comprehend and respond to the demands of the communities they serve. This is especially crucial when it comes to combating gender-based violence, which disproportionately impacts women and girls. Law enforcement organisations are more equipped to handle issues of gender-based violence and offer assistance to victims when they are reflective of the communities they serve<sup>24</sup>.

### Gender equality in law enforcement: Obstacles

Notwithstanding how crucial it is to advance gender equality in law enforcement, there are still numerous obstacles in place. The

<sup>23</sup> Baird, M., Hill, E., & Colussi, S. (2020). MAPPING MENSTRUAL LEAVE LEGISLATION AND POLICY HISTORICALLY AND GLOBALLY: A LABOR ENTITLEMENT TO REINFORCE, REMEDY, OR REVOLUTIONIZE GENDER EQUALITY AT WORK? *Comparative Labor Law & Policy Journal*, 42(1), 187-225. Retrieved from

<https://www.proquest.com/scholarly-journals/mapping-menstrual-leave-legislation-policy/docview/2617214563/se-2>

<sup>24</sup> Wijers, G. D. M. (2019). Inequality regimes in Indonesian dairy cooperatives: Understanding institutional barriers to gender equality. *Agriculture and Human Values*, 36(2), 167-181. doi:<https://doi.org/10.1007/s10460-018-09908-9>



underrepresentation of women in law enforcement is one of the main obstacles to gender equality. Even at higher echelons, women are still disproportionately underrepresented in law enforcement. This is partly because there aren't many initiatives to recruit women, and there are prejudices and attitudes that favour males that might make it challenging for women to succeed in law enforcement occupations<sup>25</sup>. The prevalence of sexual harassment and discrimination inside law enforcement organisations is a serious impediment to gender equality in the field of law enforcement. It can be challenging for women in law enforcement to grow in their jobs since they frequently operate in hostile conditions. This is partly because law enforcement organisations don't have any rules or practises in place to deal with sexual harassment and discrimination. The last major obstacle to gender equality in law enforcement is gender-based violence. Gender-based violence is a serious problem that disproportionately impacts women and girls, thus law enforcement authorities must combat it head-on. This necessitates laws and procedures that address gender-based violence, as well as particular training for law enforcement personnel. The crucial topic of gender equality in law enforcement has generated a lot of discussion and controversy in recent years. There are still numerous challenges to be solved in order to advance gender equality in law enforcement, notwithstanding the efforts made. The main challenges to gender equality in law enforcement will be covered in this article, along with some possible solutions.

The underrepresentation of women in the sector is one of the main barriers to gender equality in law enforcement. Even at higher echelons, women are still disproportionately underrepresented in law enforcement. This is because to a variety of things, such as the

dearth of recruiting initiatives specifically aimed at women, cultures that are dominated by males, and prejudices that can make it challenging for women to succeed in law enforcement employment<sup>26</sup>.

Law enforcement organisations must aggressively seek out women to fill open positions and take action to narrow the gender gap in the field. This might involve using gender-sensitive recruiting and recruitment techniques, such as specifically reaching out to women, and making sure that all applicants are handled equally regardless of gender.

Gender equality in law enforcement is significantly hampered by sexual harassment and discrimination. It can be challenging for women in law enforcement to grow in their jobs since they frequently operate in hostile conditions. This is because law enforcement organisations don't have any rules or practises in place to deal with sexual harassment and discrimination. Law enforcement organisations must take action to combat sexual harassment and discrimination inside their organisations in order to address this problem. This entails putting in place rules and regulations that explicitly identify and forbid sexual harassment and discrimination, as well as teaching all staff members how to spot and stop these actions.

Gender equality in law enforcement is severely hampered by gender-based violence. Gender-based violence is a serious problem that disproportionately impacts women and girls, thus law enforcement authorities must combat it head-on. This necessitates laws and procedures that address gender-based violence, as well as particular training for law enforcement personnel. Law enforcement organisations should offer all officers specific training on gender-based violence to combat this problem. This instruction ought to address subjects including identifying gender-based violence's warning indications, helping victims,

<sup>25</sup> Ertan, S. (2016). How to study gender equality policy cross-nationally? aggregate or disaggregate gender equality policy indices? *Social Indicators Research*, 125(1), 47-76. doi:<https://doi.org/10.1007/s11205-014-0841-1>

<sup>26</sup> Kim, D. (2018). Marital rape immunity in india: Historical anomaly or cultural defence? *Crime, Law and Social Change*, 69(1), 91-107. doi:<https://doi.org/10.1007/s10611-017-9705-3>

and looking into incidents of gender-based violence. Law enforcement authorities can collaborate with neighbourhood groups that offer assistance to victims of gender-based abuse.

Another barrier to gender equality in law enforcement is the absence of gender-sensitive regulations and processes. Law enforcement organisations need to take action to guarantee that their practises and policies are created to advance gender equality and stop prejudice. Law enforcement organisations should assess their rules and procedures to find any areas that could be discriminatory or encourage gender prejudices in order to solve this problem. Any practises that are shown to be biased or discriminatory should be changed to ensure that they are gender-sensitive and support equality. In order to monitor and evaluate how well its policies and processes are promoting gender equality, law enforcement agencies might also create a task force on gender equality.

### **Strategies for Promoting Gender Equality in Law Enforcement**

Notwithstanding the numerous obstacles, a variety of tactics may be employed to advance gender equality in law enforcement. Using gender-sensitive recruiting and recruitment methods is one of the most crucial tactics. Women should be aggressively sought out by law enforcement organisations, and efforts should be made to close the gender gap in the field. To make sure that all applicants are handled fairly, recruiting procedures that are gender-sensitive should be used. Giving officers training on gender issues is a crucial tactic for advancing gender equality in the legal system. This includes instruction on unconscious prejudice, gender-based violence, and cultural competency. All officers should have access to professional development opportunities, including mentoring and leadership programmes, regardless of gender. As important is fostering a gender-neutral working

atmosphere. Law enforcement organisations must act to stop prejudice and gender bias<sup>27</sup>.

Recruitment and hiring practises are one of the best ways to advance gender equality in the legal system. Law enforcement organisations must aggressively seek out women and encourage them to work in the field. This may be accomplished through collaborations with community groups that promote women in law enforcement as well as through specialised outreach initiatives that are directed exclusively at women. Law enforcement organisations must also make sure that their employment and recruitment procedures are impartial and gender-sensitive. This may be accomplished by using gender-sensitive interview questions as well as blind recruiting practises that remove gender from the selection process.

Programs for training and development may make a big difference in advancing gender equality in law enforcement. Law enforcement organisations are required to give their employees particular training on gender equality-related issues, such as sexual harassment, gender-based violence, and discrimination. Training programmes have to emphasise fostering diversity and inclusiveness in the workplace as well as helping women in law enforcement hone their leadership abilities. The creation of mentoring and leadership development programmes, as well as the provision of networking and professional development opportunities, can help with this.

The rules and practises used by law enforcement organisations must be created to advance gender equality and combat prejudice. This entails putting in place rules and regulations that explicitly identify and forbid sexual harassment and discrimination, as well as teaching all staff members how to spot and stop these actions. In order to look into incidents of gender-based violence and discrimination

<sup>27</sup> De Rosa, E. (2014). Gender stactivism and NGOs: Development and use of gender sensitive-data for mobilizations and Women's rights. Partecipazione e Conflitto, 7(2), 314-347. doi:<https://doi.org/10.1285/i20356609v7i2p314>

and to help their victims, law enforcement organisations might also create specialist units or task teams.

A diversified strategy is needed to address the challenging issue of fostering gender equality in law enforcement. Law enforcement agencies can significantly advance gender equality and build a fair and just justice system by implementing gender-sensitive recruitment and hiring practises, offering specialised training and development programmes, enacting policies and procedures that support gender equality, fostering an inclusive workplace culture, and collaborating with community organisations.

#### Relatable factors

The following elements should be taken into account when examining gender equality in law enforcement:

**Representation:** One indicator of gender equality in the legal profession is the percentage of women who work there. Even at higher echelons, women are still underrepresented in law enforcement. The absence of female recruiting attempts, male-dominated cultures and prejudices, and physically demanding jobs that may unfairly penalise women are some of the causes of this.

**Recruitment and Hiring:** Law enforcement recruiting and hiring methods may be impacted by gender prejudices. To guarantee that men and women have the same opportunity to work for law enforcement agencies, gender-neutral recruitment rules and procedures are crucial.

**Education and professional development:** Gender-sensitive training is crucial to addressing prejudices and preconceptions that may have an impact on how women are treated by law enforcement personnel and outside of law enforcement organisations. All officers should have access to professional development opportunities, such as mentoring

and leadership programmes, regardless of gender.

**Workplace Culture:** Gender equality can be significantly impacted by the culture of law enforcement organisations. Women may experience hostile work environments as a result of gender prejudice and discrimination, which may have an impact on their possibilities for advancement, retention, and job satisfaction<sup>28</sup>.

**Policies and Procedures:** Law enforcement organisations' policies and processes should be gender-sensitive and work to advance gender equality. This covers regulations on parental leave, sexual harassment, and discrimination, as well as flexible work schedules.

#### Conclusion

In conclusion, encouraging gender equality in law enforcement is essential to making sure that the judicial system is reasonable and fair for all citizens. Among law enforcement agencies, gender prejudices and discrimination may significantly affect workplace culture, rules and regulations, and possibilities for professional advancement. Law enforcement organisations must adopt a multidimensional strategy to advance gender equality, including gender-sensitive recruiting and recruitment methods, professional development opportunities, workplace culture promotion, gender-sensitive rules and procedures, and gender-sensitive training. In the end, advancing gender equality in law enforcement is essential for fostering legitimacy and trust in the legal system, enhancing public safety, and generally improving the situation. It is essential to advance gender equality in law enforcement if we want to make sure that the legal system is equitable and fair for everyone in society. To achieve gender equality in law enforcement, however, a number of challenges must be

<sup>28</sup> Bullough, A. M. (2008). Global factors affecting women's participation in leadership (Order No. 3358429). Available from ProQuest One Business; Publicly Available Content Database. (304815997). Retrieved from <https://www.proquest.com/dissertations-theses/global-factors-affecting-womens-participation/docview/304815997/se-2>

solved. Law enforcement organisations can support the promotion of gender equality and remove barriers to achieving this important goal by implementing gender-sensitive hiring and recruitment practises, gender-sensitive training for officers, fostering a workplace culture that supports gender equality, and implementing gender-sensitive policies and procedures.

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