



Gender Inclusion and Provision of Security Services by The Uganda Police Force

Francis Tumwesigye

Nkumba University, Uganda

Email: tumwesigyef7@gmail.com

Abstract: *The paper examined the association of gender inclusion and provision of services by the Uganda Police Force. The paper used the mixed methods research approach for data collection and analysis. A sample of 225 participants was used from a population of 528 from the different departments, with a response rate of 91.1%. The paper used survey, interview, focus group discussion, observation, and document review methods of research. Respondents were selected using purposive, simple random and quota sampling techniques. The study found a positive relationship between gender inclusion and effective provision of services in Uganda Police Force. The paper concluded that gender equality in Uganda police force, has not been fully effective due to challenges and reluctance in the implementation of the policy which poses a big gap that needs to be filled in order to have balanced service provision by the Uganda police force.*

Keywords: *Police, Gender, Security, Policy, Uganda*

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1. Introduction

The composition and culture of nation's police force, which is sensitive to gender policy, plays an essential role in its ability to achieve its mandate and goals. Employing a diverse work force, particularly in terms of gender inclusion and female representation in all ranks within the policing command structure is a vital determinant for setting a police force culture, considering the influence female participation can have on effective service delivery within the police force. Like effective management of sexual crimes and domestic violence that disproportionately affects women in the community (Jacqueline, 2019)

The participation of female police officers is critical for full spectrum of Uganda police services such as the promotion of rule of law, intelligence, planning, leadership, investigation, public order management, capacity building, community-oriented policing, gender awareness and engaging communities (UNSCR 2242, 2015). In addition, the Uganda gender policy 2007 is very clear on gender equity and participation in all departments, both government and private, at all levels

of administration.

However, notwithstanding the efforts of advancements by the Uganda police force on gender equality and mainstreaming, the force is faced with the shortage of female officers to fit in all sensitive positions from the top management to the grass root police unit at the village level. This affects police management negatively. Out of the current 27 topmost police manager that is director and above, there is only one female, 24 deputy directors, one female departmental head, six with one female, twenty-eight (28) regional police commanders only three are females and 156 district police commanders only 18 are females and the list is long but that sample shows how women are poorly represented in critical management levels of the police.

This poor female representation in critical management layers in the police does not only reveal gender discrimination but affects service provision by the Uganda police force. Uganda police is grappling with the ever-increasing cases of human rights violation in which others come as a result of very few or no female officers deployed in some of the police stations and posts across

the country. It is a reality that Uganda police force is faced with a challenge of very few female officers in its ranks across departments, units and stations all over the country, where some police units lack a single female police officer. The female officers are very critical in crime management, public order according to the laws of Uganda and good practices, which is internationally accepted like search, interviewing victims of sexual related cases and juveniles in conflict with law or victims of crime. The UPF statistical abstract (2015) indicates that out of the 44,897, 7,700, 17.1% are female and 37,197 (82.9%) males, which is still below in respect of crime management in the country.

Increasing crime cases involving women as victims or perpetrators require a good proportion of female officers to handle them alongside male officers. In the same vein, the rapid increasing population where females account for over 51% (NHPC 2015- 2021), who need police services at one point puts pressure on the current number of police officers and Uganda police force in general when it comes to service delivery.

The current CID strength in the country stands at 4,664 males and 1,001 female detectives, which gives a grand total of 6,521. Due to the short fall in strength, some police units work without detective personnel and it is even worse when it comes to female officers and it compromises police services. (Strategic policing Plan 2015/16- 2019/20).

There is a steady growing need and demand for female officers' services in many other public and private sectors which can be provided by Uganda police force, like the growing numbers of women in very important positions in the country, female diplomats and many others who prefer close security personnel (bodyguards) to be female officers. The ever-increasing demand of female officer's services by other government department locally and internationally to work in missions world over. And the police cannot escape the demands of the public for effectiveness and quality services from the Uganda police force. Therefore, the paper was motivated by all the fore mentioned gaps to investigate the relationship between gender equality and the provision of security services by the Uganda Police Forces.

2. Literature Review

Gender equality reinforces the human capacities of security institutions. This is why it is asserted that security institutions that deny fair access, working conditions and opportunities for professional development to women professionals deprive themselves from tapping into the skills and competencies of half of the population (Ahikire & Madanda 2009). Conversely, institutions that welcome both women and men into their staff, and create fair and healthy working environments

that equally promote the leadership of men and women, have access to a wider range of skills and are more representative of the population they serve (Ward & Prenzler, 2016). This increases the operational capacities of institutions that value gender balance, facilitates their relations with different social groups, and allows them to provide more appropriate responses to the security challenges experienced by a variety of people, and such institutions are more effective and accountable (Alanen et al., 2004).

In West Africa, security institutions have long been grounded in male-dominated cultures and conceptions. Despite progress made in some contexts, the overall persistence of sexist and discriminatory structures and practices in the security sector creates considerable challenges for establishing effective and accountable security institutions (Alberto, 2018). While the African Union (AU) and ECOWAS both recommend that the specific security and justice needs of men, women, boys and girls be fully integrated into all security sector reform processes and governance mechanisms, the transition from theory to practice is often challenging (Albrecht et al., 2008).

Gender roles, stereotypes and bias contribute to limiting the access of individuals to services, resources and opportunities on the basis of assumptions about their gender. By imposing fixed roles and rigid representations of women and men, they lead to various forms of discrimination which, in the context of security, may take place among service personnel as well as against service users (Ball, 2021). Typically, gender-based discrimination inside security institutions means that women professionals cannot access the full range of roles and functions to which they could bring value, resulting in squandered human capacity and an inefficient use of talents (Bastick, 2014). This may be the result of discriminatory policies and practices; but it may also be the result of more implicit, sometimes unintentional biases, which manifest in a number of ways, such as in hostile attitudes towards women in leadership positions or a tendency by leadership to favour men over women when training and other professional development opportunities arise (Botting, 2017).

Gender roles, stereotypes and bias also affect the access of service users to support and protection from security threats (Denham, 2008). For instance, men who have endured sexual and/or domestic violence often experience gender-specific barriers to accessing security and justice services. Due to misconceptions about sexual and domestic violence, as well as stereotypes in relation to men and masculinity, law enforcement agencies and other actors of the penal system sometimes deny men the legal protection offered by anti-sexual abuse and anti-domestic violence laws (Barberet, 2014).

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Moreover, women, men, girls and boys have different experiences of security, which is why gender is an important factor in determining the particular forms of insecurity a person is likely to face. More generally, effective strategies to guarantee the security of individuals must take into account the impact of gender roles on victimization in order to accurately address the needs and vulnerabilities of men, women, boys and girls in their social environments (Barnes, 2006)

It may involve measures to recruit, retain and promote more women and putting in place gender-responsive infrastructure. The use of police associations may provide networks, mentoring and peer support to marginalized genders within the police. More broadly, the institutional culture of the police service needs to align with welcoming a more diverse gender composition, including ensuring inclusive participation in organizational decision-making (Bryden, Allan 2007). ***Hence there are a number of ways in which gender equality has positively impacted the work of security institutions, including among others:***

Efforts to promote gender perspective and gender equality in the security, as elsewhere have often been met with skepticism, apathy, passive, active resistance and attempt to subvert the process. Addressing issues of gender and gendered power dynamics can challenge some people's beliefs or personal identities, as well as privilege and positions of power which can be uncomfortable (Baylis, 2013). Resistance occurs during processes of change and can have various drivers, such as unwillingness to change the status quo, distrust of those who are driving the change, political or ideological resistance, lack of interest or personal discomfort with the issue. Although the ways in which resistance is manifested vary (Poulain, 2013)

Mandates: Security institutions operate according to mandates determined by legal and policy frameworks.

Integrating the aims and principles of gender equality into these frameworks helps establish more robust mandates that empower security institutions to more effectively respond to the security needs of all members of society (Caparini & Marenin, 2004). In the context of national policy development, using gender to analyze threats such as violent extremism can help national authorities better understand the recruitment, grooming and victimization processes used by extremist groups.

It can also help them develop more comprehensive security policies that address the needs of all members of the population; men and women, boys and girls and not just certain parts of this population (Carlton-Ford & Ender, 2011). Conversely, lack of attention to gender specific dimensions of security can lead to unbalanced assessments or an inappropriate prioritization of the security threats affecting the country and its population.

Equal power distribution: it is important to ensure that men and women are equally represented in the police accountability structures, both within the police, as well as within State institutions and independent oversight bodies. To date, men have tended to be overrepresented in these structures (Carreiras, 2007). Increasing the participation of women in oversight helps to ensure that they are and are perceived to be representative, which can increase public confidence and responsiveness of oversight to the concerns of all citizens.

Figures from the Uganda Police Department show that the police force is comprised of 38,001 officers of whom 5,252 (14%) are women. The highest career rank in the Uganda Police Department is that of the Assistant Inspector General of Police. Above that rank are two positions of Inspector General and Deputy Inspector General of Police, which are political appointments. Currently, these two positions are occupied by men. There are twelve officers at the level of Assistant Inspector General of Police, two (16%) of whom are female.

Equitable decisions making powers for both men and women: The UNDP-Uganda Country Gender Assessment October, (2015) indicated that by early 2000, Uganda had reputable Practices and legislation to press forward gender equivalence.) The 1995 Constitution of Uganda, Article 33(6), prohibits laws, customs or traditions which are against the dignity, welfare or interest of women. It further states that men and women are equal before law and where gender bias exists, the Constitution provides for the execution of affirmative measures to address these imbalances. In the last few years, sector-specific legal reforms, especially in the context of access to justice and protection of women's and girls' rights have been put in place, namely: the 2010 law on Domestic Violence and the 2011 Native Violence regulations; the anti-Female Genital Defacement Act of 2010; the Anti-trafficking in Persons Act of 2009; and the Identical Opportunities Commission Act in 2007.

The report further states that, both the Beijing evaluation and the Progress of World's Women Report (2015-2016), recognized that gender-sensitive authorized transformation has not adequately made privileges and fiscal revolution real for females. De Guzman and Frank (2004), in their study on police women and their career problems, found out that women police officers faced the greatest challenges involving perceptions of their stereotypical roles. Since the early 1990s management scholars have increasingly noted that it becomes a tactical idea to hire women as the continuing problem of getting and maintaining talented staff would grow to be necessary in the days to come (Acker, 2006). This argument is in support of the position of the UN that advocates for the requisite to boost the quantities of female staff in problem solving sites, in order to present women's securities and exploit growing proof that women's participation improves the way in which management and decision-making is proficient (UN report 1992).

The resources are equitably allocated: historically, women in Uganda have not enjoyed the same rights and opportunities as men due to marginalization and the negative biases that place women at an inferior position to that of men. They have long been denied access to major economic resources, particularly land and credit. Men acquire land, the most valuable resource, through a protected social system that guarantees passage from father to son. Women own just 16 per cent of the registered land. Apart from a few who are economically advantaged, the majority of women only have user rights determined by the relationship they have with the male land owner father, husband or brother. Patriarchy continues its control of how people think; their actions; who gets what, where and when, a fact that retards development (Denzin & Lincoln, 2011).

Equal availability of promotion to both gender; whereas women have been in law enforcement for more than a decade, they are still encountered with discernment and harassment. Women police officers often face discrimination from their male colleagues and most of the female officers meet the "brass ceiling" explaining their not being capable to travel up in flourishing and can only go so far, as far as the commanding ceiling will allow them. The process that the Uganda Police Force follows when promoting its officers vary and it therefore requires a critical analysis whenever a critique in this matter is arises. According to Laurie (1996), morale has been recognized to be of great significance to the forces and that one of the tenets of morale is promotion at the workplace. The increased representation of women in the police is seen mostly at the lower cadre. According to the UPF staff list, only two women are at the level of director out of all the 21 directorates of the police, (UPF Staff List, 2015).

Roles are availed on merit not based on gender:

Operational policing (OP) refers to police in the field, visible out there, working with the people in order to deal with problems of crime and disorder in society. OP is commonly contrasted with support services, for instance, community policing, logistics and engineering, human resources, intelligence, medical assistance, etc., that enable those in operations to do their work (Deslauriers, 2019). OP is perceived to be the heart of the institution and provides the UPF with visibility. OP officers are visible in the community, working with people in order to deal with crime and disorder. OP is paramount and the UPF cannot afford anything to go wrong. All resources are used to scrutinize the OP team and to ensure that the UPF has the best team conducting OP. Operations are of a high-risk nature and officers are expected to be on duty whenever the need arises (Duncanson & Woodward, 2016).

Although the UPF Human Resource and Gender Policies stipulate that deployment is to be based on merit, institutional norms and practices inform decisions regarding deployment in OP. The UPF modus operandi prioritizes operations over everything else and tacitly drives the deployment and participation of men in OP (Ebnoether & Gustenau, 2004). This is because, owing to gender division of labour and related factors, men are more likely to always be available for deployment, are believed to perform to the best of their ability, and are seen as performing more effectively and efficiently in combating crime and commanding fellow police officers to carry out their duties. In some instances, respondents reported that officers responsible for deploying personnel view women as a burden and limit their inclusion in highly visible and 'risky' operations (Eltahir, 2007)

According to Olabisi, (2015), the consequences of gender inequalities transcend all aspects of human welfare, including poverty, disease, education and environmental health. Gender equality is thus intrinsically linked to sustainable development and is vital to the realization of human rights for all. The overall objective of gender equality is a society in which women and men enjoy the same opportunities, rights and obligations in all spheres of life.

According to Ellen (2017), women's career equality is a multilevel, multidisciplinary dynamic phenomenon that reflects the degree to which women, compared to men, have equal access to and participation in career opportunities, experience equal work and non-work outcomes, intrinsic job, life, family satisfaction and extrinsic promotions. It can be measured at the individual and collective or societal, occupational, organizational, levels.

3. Methodology

The paper adopted a multi-method research design known as triangulation. A simultaneous triangulation

was used where qualitative and quantitative questions are answered at the same time but the results of qualitative questions are reported and analyzed separately from quantitative questions. Mixed methods research approach was adopted for data collection and analysis. The study drew a sample of 225 from a population of 528 from the different departments, with a response rate of 91.1%. The paper used survey, interview, focus group discussion, observation, and document review methods of research. Respondents were selected using purposive, simple random and quota sampling techniques.

4. Results and Discussion

The analysis, therefore, opens with the descriptive

statistics (frequency and percentage) for the level of agreement on a six-point Likert scale of the GENDER IDENTITY (Table 1). Where; 1=strongly disagree, 2=Disagree, 3=slightly disagree, 4= Slightly Agree, 5= Agree and 6= Strongly Agree.

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Table 1: Gender equality and provision of security services by Uganda police force

GENDER IDENTITY	N	SD	D	SWD	SWA	A	SA	Mean	STD
Increasing the number of women police officers improves responses to domestic and sexual violence	79	0%	1%(1)	0%	0%	6%(5)	93%(73)	5.89	0.506
The Uganda Police Force has the constitutional duty to protect life and property	79	1%(1)	0%	0%	0%	10%(8)	89%(70)	5.84	0.629
Both men and women are represented in all programs that integrate human rights	79	13%	1%(1)	0%	2.5%(2)	1%(1)	82%(65)	5.25	1.721
Uganda police builds socio-cultural and political support for women's participation	79	1%(1)	0%	0%	0%	90%(71)	9%(7)	5.04	0.542
Gender identity describes the individual's own psychological perception of being male, female	79	4%(3)	0%	0%	0%	81%(64)	15%(12)	5.00	0.877
Some cultures limit women's interaction with men outside of their families	79	0%	1%(1)	0%	0%	95%(75)	4%(3)	5.00	0.392

SD meant Strongly Disagree, D meant Disagree, SWD meant Some What Disagree, SWA meant Some What Agree A meant Agree, SA meant Strongly Agree and M meant Mean, STD meant Standard Deviation

Source: Field Data, 2021

It was found out that increasing the number of women police officers improves responses to domestic and sexual violence.

Findings on whether increasing the number of women police officers improves responses to domestic and sexual violence showed that 0% of the respondents strongly disagreed, 1% disagreed, 0% were somewhat disagree, 0% were somewhat agree, 6% agreed and 93% strongly agreed with the statement, with a mean of 5.89 (*Standard Deviation=0.506*) implying that the majority of respondents that increasing the number of women police officers also improves responses to crimes involving domestic and sexual violence, which are among the most prevalent crimes in both post-conflict and non-conflict affected societies. The findings above are in line with Woodrow and Oatly (2013) who found out that Afghanistan, Kosovo, Liberia, and Sierra Leone have established specialized police forces to address

family violence. In many instances, especially where women have been part of liberation struggles, such as in Rwanda and Uganda, women have skills and understanding of issues that can benefit security institutions, especially with regard to forces relations with the community. It would therefore be valuable to recruit and support them in various areas of the sector.

Interview responses revealed that police have the power and authority to enter a home and speak to women they believe may be victims of violence, even if male occupants object. The police may further have the authority to seize weapons, force a batterer to leave the home or arrest him even without the support of the victim. In some jurisdictions, the police automatically charge any person suspected of having assaulted or abused a woman. Such measures have been enacted to further safeguard women who fear reprisal and further victimization in Uganda police force.

Table 2: Regression Coefficients

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error			
1	(Constant)	5.199	.289		17.982	.000
	Gender Equality	.011	.026	.055	.428	.670

a. Dependent Variable: Provision of Security Services

Results of the regression coefficients presented in table 2 above show the estimates of β values and give an individual contribution of each predictor to the model. The β value tells us about the relationship between Provision of Security Services with each predictor. The β value for Gender Equality (.055) was positive.

5. Conclusion and Recommendations

5.1 Conclusion

In Uganda Police Force, the question of gender inclusion is not new in its administration. The gender policy of the Uganda Police Force is developed to establish an inclusive and gender responsive Uganda police force that respects and upholds the rights and dignity of women, men, girls and boys. The policy offers practical guidelines on a range of human resource issues in order to make processes more gender sensitive in every department to achieve the 30% women participation, empowerment, representation and gender equality. However, the Uganda Police Force experience with gender inclusion still shows that it has not benefitted much due to reluctance in policy implementation and the female officers not fully positioned to face the challenges of high ranks bending to biological roles.

5.2 Recommendations

This study recommends the following:

1. The female police officers should position themselves for deployment in higher positions by enhancing their academic and professional qualification, gaining courage and required skills for higher position and more so work on the attitude change that woman are always led by men. In the same way, female police officers should also show interest and ability to take over bigger responsibilities by balancing their biological roles and duty demands to shoulder bigger responsibilities and the challenges that it comes with.
2. The Uganda Police Force should ensure that affirmative action is fully implemented during

recruitment, training and deployment in accordance with the government policy of at least 30% female representation in all government departments. Provide conducive workplace environment which is accommodative to gender issues such as accommodation, medical facilities, electricity and water, education facilities like kids' recreation centers within the police barracks so that the gender is given a priority to attain education, for example, day care, nursery, primary and secondary schools. The UPF should carry out a deliberate restructuring plan which will realign some departments, merge others for the efficiency of service delivery a case in point there is a very thin line between CFPU, Women affairs work and Gender and sexual offences department under CID these departments duplicate work ad their roles cross cut in each other and becomes ambiguous which makes others dormant and irrelevant in terms of work.

3. To mitigate the current and ever-growing gap between female officers and their counterpart, police management should organize exclusive affirmative recruitments based on the developed model SAPEW where not less than 7,500 female officers in a phased consecutive manner a long side the normal recruitments, which will bring the female percentage at 30 overall for a start and should increase budgetary allocation of Uganda Police Force in order to handle gender related challenges and formulate gender inclusion guidelines to ensure implementation through line ministries and parliament.
4. The government should put in place a deliberate roadmap on how it is going to address the welfare issues of police ranging from salary, accommodation and office space at workplace because this does not affect service delivery only but demotivates other people from joining the force. The force should come up with policies and laws which aim at solving the issue of Inter-sex and bi-sex in our communities who are not catered under the

current law regime in the country, yet their rights must be observed like any other vulnerable group.

5. The Non-Governmental Organizations should come strong in providing support in the areas of advocacy, training, financial support, research support and policy influence and formulation. The Non-governmental organizations in partnership with the Uganda police should carry out a deliberate and continuous awareness campaign about the need for and importance of more female officers in the UPF ranks through all available opportunities like media and social medias available. Finally, more research should be conducted to bridge the gap in the existing knowledge, skills and theories about gender inclusion which will guide policy makers to come up with relevant laws.

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