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SUID-AFRIKAANSE POLISIE



SOUTH AFRICAN POLICE

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 Private Bag

 Telegramadres
 Telegraphic address

 KOMPOL
 COMPOL

Verwysing Reference	2/26/29/1/1	
Navrae Enquiries	Mev L Rossouw	
Telefoon Telephone	(012)	3536153
Faksnommer Fax number	(012)	217936

 HOOFKANTOO
 HEAD OFFICE

PRETORIA

0001

DIE KOMMISSARIS VAN DIE S.A. POLISIE
INSTITUUT VIR GEDRAGSWETENSKAPPE
1995-10-17
PRETORIA
THE COMMISSIONER OF THE S.A. POLICE

 DEPT KRIMINOLOGIE
 UNIVERSITEIT VAN PRETORIA
 PRETORIA
 0002

Vir aandag: Christiaan Bezuidenhout

**GOEDKEURING VAN DOKTORALE STUDIE : SENTRUM VIR AKADEMIESE- EN
 NAVORSINGSIELKUNDE (SANS) : SAPD INSTITUUT VIR
 GEDRAGSWETENSKAPPE**

1. Graag deel ons u mee dat u voorgenome doktrale studie deur die Sentrum vir Akademiese- en Navorsingsielkunde (SANS) goedgekeur is.
2. Geliewe asseblief u volledige navorsingsvoorstel, sodra dit voltooi is, aan SANS te verskaf, sowel as enige vraelyste wat in u studie gebruik gaan word. Dit is ook noodsaaklik dat wanneer u studie voltooi is, 'n afskrif van u tesis aan SANS verskaf moet word.
3. Sterkte word u toegewens vir u navorsingstudie! Ons vertrou dat u studie 'n waardevolle bydrae tot navorsing in die SA Polisediens sal lewer.

L ROSSOUW

 n. WAARNEMENDE SENTRUMHOOF: SENTRUM VIR AKADEMIESE- EN
 NAVORSINGSIELKUNDE
 SELKUNDIGE HULPDIENTSTE
 INSTITUUT VIR GEDRAGSWETENSKAPPE

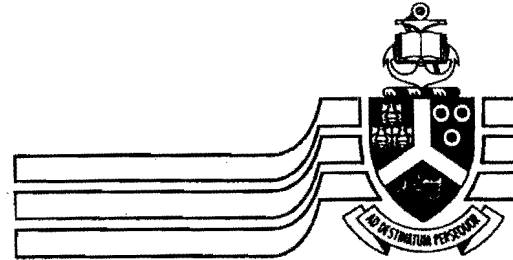
IMPORTANT INFORMATION

1. Please try to select the participants as follows:

	Non commissioned officer		Officer	
	Male	Female	Male	Female
White/Black	2	2	1	1
Coloured/Indian	1	1	1	1
			Total	10

- NB: The above table is the ideal composition. Should you however not be able to achieve this make your selection as representative as possible of the above table (rank, gender and racial group).
2. Participants may complete the questionnaire in their own time.
 3. Please remind the participants that this is a research project for the University of Pretoria. **NO PERSON WILL BE INTIMIDATED AS NO IDENTIFYING INFORMATION MUST BE WRITTEN ON THE QUESTIONNAIRE.**
 4. Kindly keep the sealed envelopes in a safe place until I collect them from you or your communication officer on 2 February 2000.
 5. A cover letter is enclosed for reference purposes. Feel free to contact me should you have any further enquiries.
 6. I appreciate your willingness to assist me in this very important study. Without your participation and good will research will not be possible.

Christiaan Bezuidenhout



University of Pretoria

Tel +27 12 420-2030
Fax: +27 12 420-2984
Faculty of Humanities
Department of Criminology
25 January 2000

Dear Police Officer

When the first police forces/services were established world-wide the perception existed that policing was an occupation that could be pursued by males alone. Reasons put forward in support of this view were that women do not have the physical abilities and the necessary stamina to execute police work as effectively as males.

Since the 1970s women have been employed by the then South African Police (SAP) force, and since the introduction of the new Constitution and the changing of the SAP to the South African Police Service (SAPS) it has become policy to employ women on an equal basis with men. Although women have undeniably become part of the SAPS no research has been undertaken in South Africa to determine how male and female police officers perceive the role of women in the SAPS.

I would appreciate it if you would complete the attached questionnaire. The information supplied by you will be used for my doctoral study in criminology and on the basis of the findings I hope to make recommendations to the SAPS concerning the effective accommodation of both sexes in the Service.

NOTE: *I want to assure you that all information will be treated as strictly confidential and anonymity is guaranteed. To make this possible please do not write any identifying particulars (e.g. your name or service number) on the questionnaire or the envelope. If you need any further assurance please feel free to contact me.*

The questionnaire, which consists of four (4) sections, is only available in English. Unfortunately it was impossible to translate it into all the official languages. English was chosen because it is the language most members of the SAPS are familiar with. The first section focuses on personal information (e.g. age and gender). Section two deals with the general attitude of police officers towards the SAPS. Section three is concerned with the attitudes of police officers towards the female police officer. The fourth section can be used to supply any additional information if you wish to do so. You will notice that the questions are

compiled in such a way that most can be answered by merely placing a cross (x) in the appropriate box. The entire questionnaire will take between 25 to 30 minutes to complete. **Please note:** There are **no** right or wrong answers. I am only interested in your opinion. Please refrain from discussing the questionnaire with anyone until you have completed and sealed it in the enclosed envelope. Discussions while completing the questionnaire could influence your opinion.

After completion please make sure that you have sealed the envelope to ensure that no one at your department, unit, station or in the SAPS can have access to the questionnaire. Then hand it to your communication officer who will let me know that it is ready for collection. Note that all the questionnaires should be completed and ready for collection before or on **4 February 2000**. After this date the questionnaires collected from your communication officer will be statistically analysed at the computer centre of the University of Pretoria.

If you require any further information about the research or how to complete the questionnaire, please feel free to contact me at:

(012) 420-3320 (w)
(012) 329-6750 (h)
083 310-4520 (cell)

Thank you for participating in this study.

Yours sincerely



Christiaan Bezuidenhout
LECTURER: DEPARTMENT OF CRIMINOLOGY



QUESTIONNAIRE REGARDING VIEWS OF POLICE OFFICIALS AND THE ROLE OF FEMALE POLICE OFFICIALS IN THE SAPS

A. BIOGRAPHICAL INFORMATION

Please answer ALL the questions in this section. Write down the required information in the space provided, or by placing a cross (X) in the appropriate box.

e.g. Years service in the SAPS: 5 years

e.g. Are you a police official? YES NO

For office use:

Respondent no.:

v1 1-4

Card no.:

v2 5

1. Age: _____ years.

v3 6-7

2. Gender:

Male 1

Female 2

v4 8

3. Marital status:

Single	1
Married	2
Divorced	3
Widow/Widower	4
Living together	5
Separated	6

v5 9

4. Home language:

Afrikaans	1
English	2
isiNdebele	3
Sesotho sa Leboa	4
Sesotho	5
siSwati	6
Xitsonga	7
Setswana	8
Tshivenda	9
isiXhosa	10
isiZulu	11
Other (specify):	12

v6 10-11

5. Race/Ethnic background

Asian	1
Black	2
Coloured	3
White	4

v7 12

P.T.O/...



6. Highest qualification:

No Schooling	1
Grade 1 to 2	2
Standard 1 to 5 (grade 3 to 7)	3
Standard 6 to 9 (grade 8 to 11)	4
Standard 10 (grade 12)	5
Artisan training	6
Diploma (type):	7
Degree (type):	8

v8 13

7. Did you undergo official police training?

YES 1

NO 2

v9 14

8. Why did you join the SAPS?

v10 15 - 16

9. Years service in the SAPS:

_____ years.

v11 17-18

10. In which section (e.g. human resources) /division (e.g. crime prevention) of the SAPS are you working?

v12 19

11. In which station (e.g. Brooklyn) of the SAPS are you working?

v13 20-21

12. Rank/Position:

Constable	1
Sergeant	2
Inspector	3
Captain	4
Superintendent	5
Senior Superintendent	6
Director	7
Commissioner	8
Other (specify):	9

v14 22-23

P.T.O/...

B. GENERAL PERCEPTION OF POLICE OFFICIALS

Please answer ALL the questions in this section by placing a cross (X) in the appropriate box.

MEANING OF ABBREVIATIONS							
SA	Strongly agree						
A	Agree						
N	Neutral						
D	Disagree						
SD	Strongly disagree	SA	A	N	D	SD	
e.g.	Police officials are cute	<input checked="" type="checkbox"/>	2	3	4	5	
1.	Police officials are pleasant	1	2	3	4	5	v15 24
2.	Police officials are unfriendly	1	2	3	4	5	v16 25
3.	Police officials have too much decision making power	1	2	3	4	5	v17 26
4.	Police officials try to protect innocent people from being prosecuted at all times	1	2	3	4	5	v18 27
5.	Police officials misuse situations to their own advantage	1	2	3	4	5	v19 28
6.	The wearing of a uniform, provides police officials with more advantages compared to other citizens (e.g. service at café)	1	2	3	4	5	v20 29
7.	Police officials use their position as a source of power	1	2	3	4	5	v21 30
8.	Police officials are corrupt	1	2	3	4	5	v22 31
9.	Police officials are competent in the execution of their duties	1	2	3	4	5	v23 32
10.	Police officials misuse their power in the execution of their duties	1	2	3	4	5	v24 33
11.	Police officials sometimes use more force in the execution of their duties than necessary	1	2	3	4	5	v25 34
12.	Police officials at all levels have the opportunity to take part in management	1	2	3	4	5	v26 35
13.	Police officials will withhold facts to protect colleagues	1	2	3	4	5	v27 36
14.	All police officials are knowledgeable regarding community policing	1	2	3	4	5	v28 37
15.	Police officials are professional in the execution of their duties	1	2	3	4	5	v29 38
16.	Police officials are proud of their uniform	1	2	3	4	5	v30 39
17.	Police officials are reliable	1	2	3	4	5	v31 40
18.	Police officials are demotivated	1	2	3	4	5	v32 41
19.	Police officials do everything in their power to treat complaints with equal consideration	1	2	3	4	5	v33 42
20.	Police officials are proud of their occupation	1	2	3	4	5	v34 43
21.	Police officials follow orders, even when it is to the disadvantage of the community	1	2	3	4	5	v35 44
22.	Police officials do not use initiative	1	2	3	4	5	v36 45
23.	Police officials play a role in the formulation of police policy	1	2	3	4	5	v37 46
24.	Police officials do more than is expected of them	1	2	3	4	5	v38 47
25.	Police officials are not adequately trained	1	2	3	4	5	v39 48
26.	Police officials regard the SAPS as a good occupational choice	1	2	3	4	5	v40 49
27.	Police officials do not enjoy occupational satisfaction	1	2	3	4	5	v41 50
28.	Police officials regard the cop culture as essential for effective policing	1	2	3	4	5	v42 51
29.	Police officials benefit from the changes introduced after 1994	1	2	3	4	5	v43 52
30.	Police officials regard top management as in touch with the needs of all police officials	1	2	3	4	5	v44 53

P.T.O/...



C. VIEW REGARDING THE FEMALE POLICE OFFICIAL

Please answer ALL the questions in this section by placing a cross (X) in the appropriate box.

MEANING OF ABBREVIATIONS							
SA	Strongly agree						
A	Agree						
N	Neutral						
D	Disagree						
SD	Strongly disagree	SA	A	N	D	SD	
e.g.	All female police officials are friendly	<input checked="" type="checkbox"/>	2	3	4	5	
1.	Women should only perform domestic tasks within the SAPS	1	2	3	4	5	v45 54
2.	Women in uniform remain feminine	1	2	3	4	5	v46 55
3.	Women are discriminated against in the SAPS	1	2	3	4	5	v47 56
4.	Female police officials are reliable	1	2	3	4	5	v48 57
5.	Females are as capable as males to be police officials	1	2	3	4	5	v49 58
6.	Female police officials do not consume more alcohol than other women	1	2	3	4	5	v50 59
7.	Female police officials who can consume just as much alcohol as their male colleagues are more readily accepted	1	2	3	4	5	v51 60
8.	Female police officials have the abilities to successfully render services in any of the five divisions of the SAPS	1	2	3	4	5	v52 61
9.	Female police officials must lose their sensitivity to cope with the challenges in the police service	1	2	3	4	5	v53 62
10.	Female police officials are just as competent as their male counterparts	1	2	3	4	5	v54 63
11.	Female police officials who use crude language are more readily accepted within the SAPS	1	2	3	4	5	v55 64
12.	Female police officials have better interpersonal skills (e.g. conflict management) than male police officials	1	2	3	4	5	v56 65
13.	Female officials are a risk to male officials' safety when they work together in a dangerous situation (e.g. riots)	1	2	3	4	5	v57 66
14.	It is uneconomical for the SAPS to employ women because they place their marriage above their career	1	2	3	4	5	v58 67
15.	The SAPS should not be a career option for women	1	2	3	4	5	v59 68
16.	Women should not enjoy the same privileges as men in the SAPS	1	2	3	4	5	v60 69
17.	The police subculture is male dominated	1	2	3	4	5	v61 70
18.	Women enjoy the same opportunities as men for promotion in the SAPS	1	2	3	4	5	v62 71
19.	Female police officials can execute specific tasks (e.g. victim support) more effectively than their male counterparts	1	2	3	4	5	v63 72
20.	Female police officials are subjected to sexual harassment by their male colleagues	1	2	3	4	5	v64 73
21.	The public treats male and female police officials similarly	1	2	3	4	5	v65 74
22.	Female police officials enjoy more benefits than male police officials	1	2	3	4	5	v66 75

P.T.O./...



MEANING OF ABBREVIATIONS									
SA	Strongly agree								
A	Agree								
N	Neutral								
D	Disagree								
SD	Strongly disagree	SA	A	N	D	SD			
23.	Female police officials can also become part of the police cop culture	1	2	3	4	5	v67		76
24.	Female police officials are emotionally too unstable to do police work	1	2	3	4	5	v68		77
25.	Female police officials do not subject themselves to authority	1	2	3	4	5	v69		78
26.	More female police officials must be appointed in the SAPS	1	2	3	4	5	v70		79
27.	Female police officials render a better service to the public (e.g. in the charge office) than their male counterparts	1	2	3	4	5	v71		80
28.	Female police officials get promoted by giving in to the sexual advances of senior male officers	1	2	3	4	5	v72		81
29.	Female police officials don't get promoted as easily as male police officials	1	2	3	4	5	v73		82
30.	Police management treats complaints against female police officials with less strictness than complaints against males	1	2	3	4	5	v74		83
31.	Female police officials have too little decision making power	1	2	3	4	5	v75		84
32.	Female police officials enjoy more benefits with regard to work distribution (e.g. shifts) than male officials	1	2	3	4	5	v76		85
33.	Female police officials are capable of working in the specialised units (e.g. flying squad)	1	2	3	4	5	v77		86
34.	Female police officials receive the same salaries as male colleagues with the same rank	1	2	3	4	5	v78		87
35.	Female police officials use their femininity to gain more benefits	1	2	3	4	5	v79		88
36.	Female police officials do not have the ability to command the same authority as their male counterparts	1	2	3	4	5	v80		89
37.	Female police officials' families support their career choice	1	2	3	4	5	v81		90
38.	When male supervisors experience disciplinary problems with women they are less severe with them than with male officials	1	2	3	4	5	v82		91
39.	Training requirements for female police officials are less strict than the training requirements for men	1	2	3	4	5	v83		92
40.	Female police officials are lesbians	1	2	3	4	5	v84		93
41.	Female police officials should perform only administrative duties in the SAPS	1	2	3	4	5	v85		94
42.	More women should be appointed in the SAPS top management	1	2	3	4	5	v86		95
43.	Top management of the SAPS is in touch with the needs of female police officials	1	2	3	4	5	v87		96

P.T.O./...



MEANING OF ABBREVIATIONS									
SA	Strongly agree								
A	Agree								
N	Neutral								
D	Disagree								
SD	Strongly disagree	SA	A	N	D	SD			
44.	Female police officials are promoted sooner than their male counterparts	1	2	3	4	5	v88	97	
45.	Male police officials do not respect the authority of a female police official with a higher rank	1	2	3	4	5	v89	98	
46.	Female officials are just as capable of handling equipment (e.g. firearms) as male police officials	1	2	3	4	5	v90	99	
47.	Male police officials get transferred to other divisions in the SAPS more easily on request than female police officials	1	2	3	4	5	v91	100	
48.	Female police officials are more competent than their male counterparts	1	2	3	4	5	v92	101	
49.	Male police officials regard female police officials as better confidants (e.g. a person to confide in)	1	2	3	4	5	v93	102	
50.	Female police officials play an important role in the establishing of community policing	1	2	3	4	5	v94	103	
51.	Female police officials are more inclined to assist female victims than male victims	1	2	3	4	5	v95	104	
52.	Female police officials adjust more easily to transformation than their male colleagues	1	2	3	4	5	v96	105	
53.	The corporate image of the SAPS accommodates female police officials	1	2	3	4	5	v97	106	
54.	Female police officials don't have the ability to adapt to the traditionally masculine nature of policing	1	2	3	4	5	v98	107	
55.	Female police officials don't have to become one of the "boys" to be accepted by their male counterparts	1	2	3	4	5	v99	108	
56.	Female police officials don't neglect their work in favour of their family	1	2	3	4	5	v100	109	
Please make sure that you did not omit any question before you go on to the next section									

P.T.O/...

