VERWYSINGS


Gender equality in the SAPS. (1997). Brochure distributed at the SAPS Gender Equity Seminar, CSIR, Pretoria.


Van der Merwe, J.V. (1993, Junie 16). Skrywe van die Kommissaris van die SAP.


Vrouwlike politi. (1917, Maart 16). Die Burger. (p. onbekend)


NJ: Prentice Hall.


DEPT KRIMINOLOGIE
UNIVERSITEIT VAN PRETORIA
PRETORIA
0002

GOEDKEURING VAN DOKTORALE STUDIE: SENTRUM VIR AKADEMIESE-EN
NAVORSINGSIEKUNDE (SANS): SAPD INSTITUUT VIR
GEDEGRAGSWETENSkapPE

1. Graag deel ons u mee dat u voorgenome doktorale 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 Polisiediens sal lever.
IMPORTANT INFORMATION

1. Please try to select the participants as follows:

<table>
<thead>
<tr>
<th></th>
<th>Non commissioned officer</th>
<th>Officer</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Male</td>
<td>Female</td>
</tr>
<tr>
<td>White/Black</td>
<td>2</td>
<td>2</td>
</tr>
<tr>
<td>Coloured/Indian</td>
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<td>1</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>10</strong></td>
<td></td>
</tr>
</tbody>
</table>

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
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?** NO

1. Age: ________ years.
2. Gender:
   - Male [ ]
   - Female [ ]
3. Marital status:
   - Single [ ]
   - Married [ ]
   - Divorced [ ]
   - Widow/Widower [ ]
   - Living together [ ]
   - Separated [ ]
4. Home language:
   - Afrikaans [ ]
   - English [ ]
   - isiNdebele [ ]
   - Sesotho sa Leboa [ ]
   - Sesotho [ ]
   - siSwati [ ]
   - Xitsonga [ ]
   - Setswana [ ]
   - Tshivenda [ ]
   - isiXhosa [ ]
   - isiZulu [ ]
   - Other (specify): [ ]
5. Race/Ethnic background:
   - Asian [ ]
   - Black [ ]
   - Coloured [ ]
   - White [ ]

For office use:
- Respondent no.: [ ]
- Card no.: [ ]
6. Highest qualification:

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<tr>
<td>Grade 1 to 2</td>
<td>2</td>
</tr>
<tr>
<td>Standard 1 to 5 (grade 3 to 7)</td>
<td>3</td>
</tr>
<tr>
<td>Standard 6 to 9 (grade 8 to 11)</td>
<td>4</td>
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<td>Standard 10 (grade 12)</td>
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<td>Diploma (type):</td>
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<tr>
<td>Degree (type):</td>
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</table>

7. Did you undergo official police training?  

- YES 1  
- NO 2

8. Why did you join the SAPS?  

9. Years service in the SAPS:  

- 15 - 16  
- 17 - 18  
- 19  
- 20 - 21  
- 22 - 23

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

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

12. Rank/Position:  

<table>
<thead>
<tr>
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<th>Code</th>
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<tbody>
<tr>
<td>Constable</td>
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<td>Sergeant</td>
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<tr>
<td>Inspector</td>
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<tr>
<td>Captain</td>
<td>4</td>
</tr>
<tr>
<td>Superintendent</td>
<td>5</td>
</tr>
<tr>
<td>Senior Superintendent</td>
<td>6</td>
</tr>
<tr>
<td>Director</td>
<td>7</td>
</tr>
<tr>
<td>Commissioner</td>
<td>8</td>
</tr>
<tr>
<td>Other (specify)</td>
<td>9</td>
</tr>
</tbody>
</table>
### 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

<table>
<thead>
<tr>
<th>SA</th>
<th>Strongly agree</th>
<th>A</th>
<th>Agree</th>
<th>N</th>
<th>Neutral</th>
<th>D</th>
<th>Disagree</th>
<th>SD</th>
<th>Strongly disagree</th>
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</tbody>
</table>

#### e.g. Police officials are cute

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

**MEANING OF ABBREVIATIONS**

<table>
<thead>
<tr>
<th>SA</th>
<th>A</th>
<th>N</th>
<th>D</th>
<th>SD</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strongly agree</td>
<td>Agree</td>
<td>Neutral</td>
<td>Disagree</td>
<td>Strongly disagree</td>
</tr>
</tbody>
</table>

**Example:**

- All female police officials are friendly
  - Cross (X) in the 2nd column
  - Code: v45 54

<p>| Question                                                                 | Code 54 | 55 | 56 | 57 | 58 | 59 | 60 | 61 | 62 | 63 | 64 | 65 | 66 | 67 | 68 | 69 | 70 | 71 | 72 | 73 | 74 | 75 |
|-------------------------------------------------------------------------|---------|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|----|    |
| 1. Women should only perform domestic tasks within the SAPS              | 1 2 3 4 5 |     |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 2. Women in uniform remain feminine                                       | 1 2 3 4 5 |     |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 3. Women are discriminated against in the SAPS                            | 1 2 3 4 5 |     |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 4. Female police officials are reliable                                   | 1 2 3 4 5 |     |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 5. Females are as capable as males to be police officials                 | 1 2 3 4 5 |     |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 6. Female police officials do not consume more alcohol than other women  | 1 2 3 4 5 |     |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 7. Female police officials who can consume just as much alcohol as their male colleagues are more readily accepted | 1 2 3 4 5 |     |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 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 |     |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 9. Female police officials must lose their sensitivity to cope with the challenges in the police service | 1 2 3 4 5 |     |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 10. Female police officials are just as competent as their male counterparts | 1 2 3 4 5 |     |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 11. Female police officials who use crude language are more readily accepted within the SAPS | 1 2 3 4 5 |     |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 12. Female police officials have better interpersonal skills (e.g. conflict management) than male police officials | 1 2 3 4 5 |     |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 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 |     |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 14. It is uneconomical for the SAPS to employ women because they place their marriage above their career | 1 2 3 4 5 |     |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 15. The SAPS should not be a career option for women                       | 1 2 3 4 5 |     |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 16. Women should not enjoy the same privileges as men in the SAPS          | 1 2 3 4 5 |     |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 17. The police subculture is male dominated                               | 1 2 3 4 5 |     |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 18. Women enjoy the same opportunities as men for promotion in the SAPS   | 1 2 3 4 5 |     |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 19. Female police officials can execute specific tasks (e.g. victim support) more effectively than their male counterparts | 1 2 3 4 5 |     |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 20. Female police officials are subjected to sexual harassment by their male colleagues | 1 2 3 4 5 |     |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 21. The public treats male and female police officials similarly           | 1 2 3 4 5 |     |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |
| 22. Female police officials enjoy more benefits than male police officials | 1 2 3 4 5 |     |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |    |</p>
<table>
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<th>4</th>
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<th>v67</th>
<th>76</th>
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</thead>
<tbody>
<tr>
<td>Female police officials can also become part of the police cop culture</td>
<td></td>
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<td>v68</td>
<td>77</td>
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<td>Female police officials are emotionally too unstable to do police work</td>
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<td>v69</td>
<td>78</td>
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<tr>
<td>Female police officials do not subject themselves to authority</td>
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<td>79</td>
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<td>More female police officials must be appointed in the SAPS</td>
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<td></td>
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<td>v71</td>
<td>80</td>
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<tr>
<td>Female police officials render a better service to the public (e.g. in the charge office) than their male counterparts</td>
<td></td>
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<td>v72</td>
<td>81</td>
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<tr>
<td>Female police officials get promoted by giving in to the sexual advances of senior male officers</td>
<td></td>
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<td>82</td>
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<tr>
<td>Female police officials don't get promoted as easily as male police officials</td>
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<td>83</td>
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<tr>
<td>Police management treats complaints against female police officials with less strictness than complaints against males</td>
<td></td>
<td></td>
<td></td>
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<td>Female police officials have too little decision making power</td>
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<td>v76</td>
<td>85</td>
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<tr>
<td>Female police officials enjoy more benefits with regard to work distribution (e.g. shifts) than male officials</td>
<td></td>
<td></td>
<td></td>
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<td>v77</td>
<td>86</td>
</tr>
<tr>
<td>Female police officials are capable of working in the specialised units (e.g. flying squad)</td>
<td></td>
<td></td>
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<td>v78</td>
<td>87</td>
</tr>
<tr>
<td>Female police officials receive the same salaries as male colleagues with the same rank</td>
<td></td>
<td></td>
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<tr>
<td>Female police officials use their femininity to gain more benefits</td>
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<td>Female police officials do not have the ability to command the same authority as their male counterparts</td>
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<tr>
<td>Female police officials' families support their career choice</td>
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<td>91</td>
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<tr>
<td>When male supervisors experience disciplinary problems with women they are less severe with them than with male officials</td>
<td></td>
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<td></td>
<td></td>
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<td>v83</td>
<td>92</td>
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<td>Training requirements for female police officials are less strict than the training requirements for men</td>
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<td>v84</td>
<td>93</td>
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<td>Female police officials are lesbians</td>
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<td>95</td>
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<td>More women should be appointed in the SAPS top management</td>
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<td>96</td>
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<tr>
<td>44. Female police officials are promoted sooner than their male counterparts</td>
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<td>45. Male police officials do not respect the authority of a female police official with a higher rank</td>
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<td>46. Female officials are just as capable of handling equipment (e.g. firearms) as male police officials</td>
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<td>47. Male police officials get transferred to other divisions in the SAPS more easily on request than female police officials</td>
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<td>48. Female police officials are more competent than their male counterparts</td>
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<td>49. Male police officials regard female police officials as better confidants (e.g. a person to confide in)</td>
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<td>50. Female police officials play an important role in the establishing of community policing</td>
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<td>51. Female police officials are more inclined to assist female victims than male victims</td>
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<td>52. Female police officials adjust more easily to transformation than their male colleagues</td>
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<td>53. The corporate image of the SAPS accommodates female police officials</td>
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<td>54. Female police officials don’t have the ability to adapt to the traditionally masculine nature of policing</td>
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<td>55. Female police officials don’t have to become one of the “boys” to be accepted by their male counterparts</td>
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<td>56. Female police officials don’t neglect their work in favour of their family</td>
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</table>

Please make sure that you did not omit any question before you go on to the next section.
D. GENERAL COMMENTS

If any aspect which could contribute to this research has been omitted in the questionnaire, please indicate it here.

END OF QUESTIONNAIRE
Thank you for your co-operation