



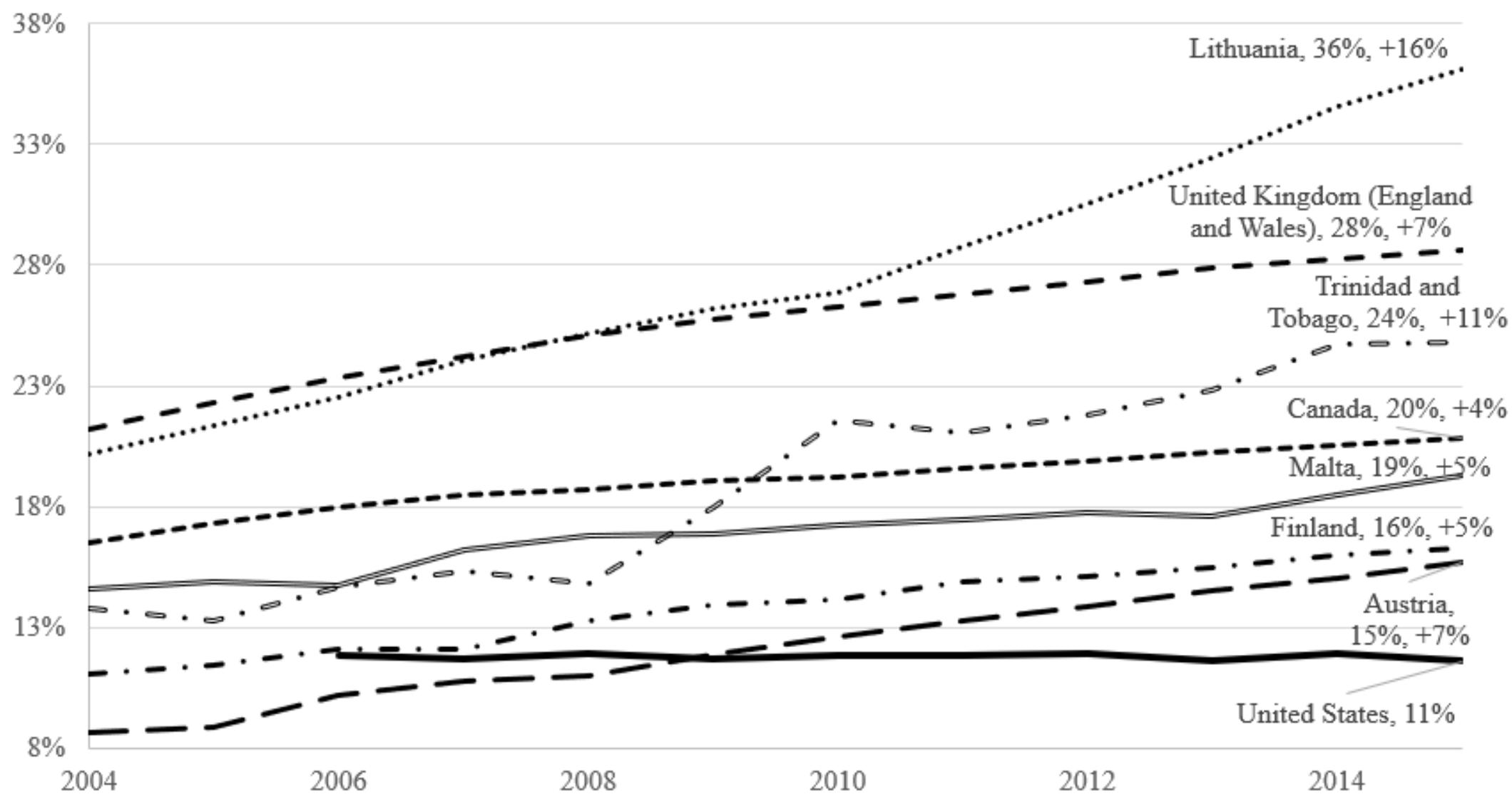
UNIVERSITY OF
SOUTH ALABAMA

Maternity leave policies and women's representation in law enforcement around the world

CORINA SCHULZE

ASSOCIATE PROFESSOR OF CRIMINAL JUSTICE

2004-2015



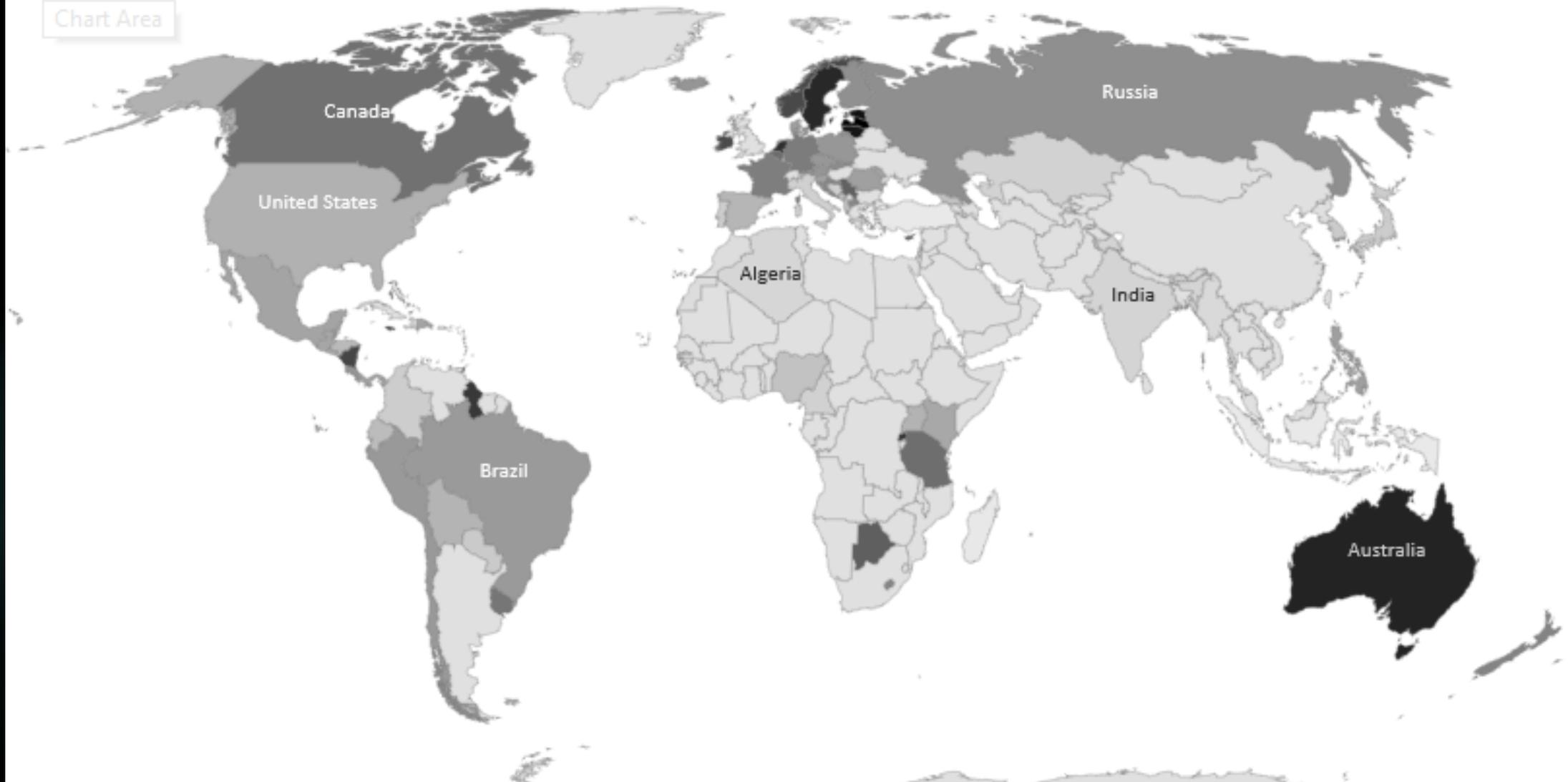
Abbreviated list...

- ▶ Agocs, Tricia, Langan, Debra, and Sanders, Carrie B. "Police Mothers at Home: Police Work and Danger-Protection Parenting Practices."
- ▶ Archbold, Carol A., and Hassell, Kimberly D. "Paying a Marriage tax: An Examination of the Barriers to the Promotion of Female Police Officers."
- ▶ Cowan, Renee L., and Bochantin, Jaime E. "Pregnancy and motherhood on the thin blue line: Female police officers' perspectives on motherhood in a highly masculinized work environment."
- ▶ Duxbury, Linda, and Higgins, Christopher. "Caring For and About Those Who Serve: Work-Life Conflict and Employee Well-Being within Canada's Police Departments."
- ▶ Kurtz, Don L. "Roll call and the second shift: The influences of gender and family on police stress."
- ▶ Langan, Debra, Sanders, Carrie, B. and Agocs, Tricia. "Canadian Police Mothers and the Boys' Club: Pregnancy, Maternity Leave, and Returning to Work."
- ▶ Langan, Debra, Sanders, Carrie B., and Gouweloos, Julie. "Policing Women's Bodies: Pregnancy, Embodiment, and Gender Relations in Canadian Police Work."
- ▶ Rabe-Hemp, Cara E., and Humiston-Sears Gail. "A survey of Maternity Policies and Pregnancy Accommodations in American Police Departments."

But also in...

- ▶ Natarajan, Mangai. "Police Culture and the Integration of Women Officers in India." *International Journal of Police* 16, no. 2(2014): 124–139. doi.org/10.1350/ijps.2014.16.2.333.
- ▶ Onkari, Daneshwari, and Itagi, Sunanda. "Occupational Stress of Women Police." *Indian Journal of Health and Wellbeing* 9, no. 1(2018): 38–42.
- ▶ Resetnikova, Aigi. "Women in Policing in a Transforming Organization: The Case of the Estonian Police." *The Journal of Power Institutions in Post-Soviet Societies* no. 4/5(2006).
- ▶ Ulicki, Theresa. "New directions or Half Measures? Organisational Response to Gender Inequity in the South African Police Service." *Policing and Society* 22, no. 4(2012): 496-518.

Chart Area



Caribbean		Northern America		Northern Africa	
Grenada	14.59%	U.S.	11.61%	Morocco	5.27%
St. Vincent/Grenadines	15.52%	Mexico	13.56%	Algeria	6.35%
Barbados	16.44%	Canada	20.84%		
Bahamas	20.00%			Oceania	
Trinidad and Tobago	24.77%	Northern Europe		New Zealand	18.6%
		Denmark	14.43%	Australia	32.14%
Eastern Asia		Iceland	15.47%		
Japan	7.74%	Finland	16.34%	Southern Europe	
Republic of Korea	7.82%	Ireland	26.28%	Italy	7.13%
China, Hong Kong	16.49%	Norway	26.70%	Portugal	7.47%
China	18.83%	Ireland	28.59%	Albania	9.70%
		England and Wales	28.61%	Bosnia/ Herzegovina	7.31%
Eastern Europe		Scotland	28.72%	Montenegro	9.34%
Republic of Moldova	13.50%	Sweden	31.41%	Andorra	10.43%
Romania	14.05%			Spain	10.87%
Czechia	15.17%	The Balkan States		Kosovo	11.23%
Poland	15.40%	Estonia	34.73%	Slovenia	13.30%
Russian Federation	16.51%	Latvia	37.16%	Slovakia	16.99%
		Lithuania	33.95%	Macedonia	17.61%
Latin America				Croatia	17.62%
Colombia	7.59%	South & Southeast Asia		Malta	19.29%
Paraguay	7.97%	Indonesia	3.50%	Serbia	23.22%
Ecuador	10.10%	Myanmar	5.88%		
Honduras	10.34%	India	6.60%	Western and Central Asia	
Bolivia	11.13%	Bhutan	7.68%	Kuwait	0.37%
El Salvador	12.08%	Maldives	8.52%	Iraq	1.46%
Guatemala	13.18%	Philippines	14.18%	Turkey	3.57%
Panama	13.38%	Singapore	18.09%	Lebanon	3.66%
Brazil	14.89%			Kazakhstan	6.86%
Peru	15.06%	Sub-Saharan Africa		State of Palestine	8.47%
Chile	15.12%	Madagascar	3.66%	Georgia	9.34%
Belize	15.30%	Burundi	5.35%		
Costa Rica	15.60%	India	6.60%	Western Europe	
Uruguay	20.17%	Mauritius	6.62%	Liechtenstein	4.76%
Jamaica	25.61%	Cameroon	6.95%	Luxembourg	11.44%
Saint Kitts and Nevis	25.81%	Cabo Verde	9.64%	Austria	15.67%
Nicaragua	27.16%	Nigeria	9.17%	France	19.04%
Guyana	29.04%	Uganda	11.28%	Germany	19.22%
Bermuda	29.61%	Kenya	12.94%	Belgium	21.75%
		Lesotho	17.96%	Netherlands	30.41%
		Tanzania	21.27%		
		Botswana	23.46%		
		Rwanda	30.00%		

The percentage of women police officers by country (UNODC, 2015)

Oceania	
New Zealand	18.6%
Australia	32.14%

The Balkan States	
Estonia	34.73%
Latvia	37.16%
Lithuania	33.95%

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International Labour Organization's Maternity Protection Convention

- ▶ Article 3 designates that pregnant and breastfeeding employees should not be compelled to perform duties if such work is harmful to the mother or child.
- ▶ Article 4: “entitled to a period of maternity leave of not less than 14 weeks. [...which should] include a period of six weeks' compulsory leave after childbirth.”
- ▶ Article 6, “Cash benefits shall be at a level which ensures that the woman can maintain herself and her child in proper conditions of health and with a suitable standard of living.”
- ▶ Article 8: “A woman is guaranteed the right to return to the same position or an equivalent position paid at the same rate at the end of her maternity leave.”

Table 1. Country-level variable descriptive statistics

	<i>N</i>	mean and standard deviation	Range
Compulsory leave provision	97	0.65, <i>SD</i> 0.48	0 – 1
Gender inequality Index	87	0.27, <i>SD</i> 0.17	0.04 – 0.69
Maternity leave in weeks	97	17.60, <i>SD</i> 10.95	6 – 59
Paternity leave in days	97	6.16, <i>SD</i> 14.36	0 – 90
Percent of maternity leave that is paid	90	88.62, <i>SD</i> 20.2	0 – 100
Proportion of women police officers	97	0.15, <i>SD</i> 0.08	0.003 – 0.37
Percentage women in ministerial positions	89	22.83, <i>SD</i> 13.24	0 – 52.9
Percentage women legislators	89	24.02, <i>SD</i> 12.33	0 – 63.8
Protection against unlawful dismissal statute	95	1.63, <i>SD</i> 0.68	0 – 2
Ratio of female to male labor force (expressed as a %)	89	68.89, <i>SD</i> 22.77	0 – 103.5
Right to return to work statute	97	0.40, <i>SD</i> 0.49	0 – 1

**Women's
Empowerment
variables**

Gender inequality

Female head of state

Female employers

Women in national
parliaments

Women in ministerial
positions

Right to work statutes

**Women's
representation
in policing**

**"Supply" side
variables**

Birthrate

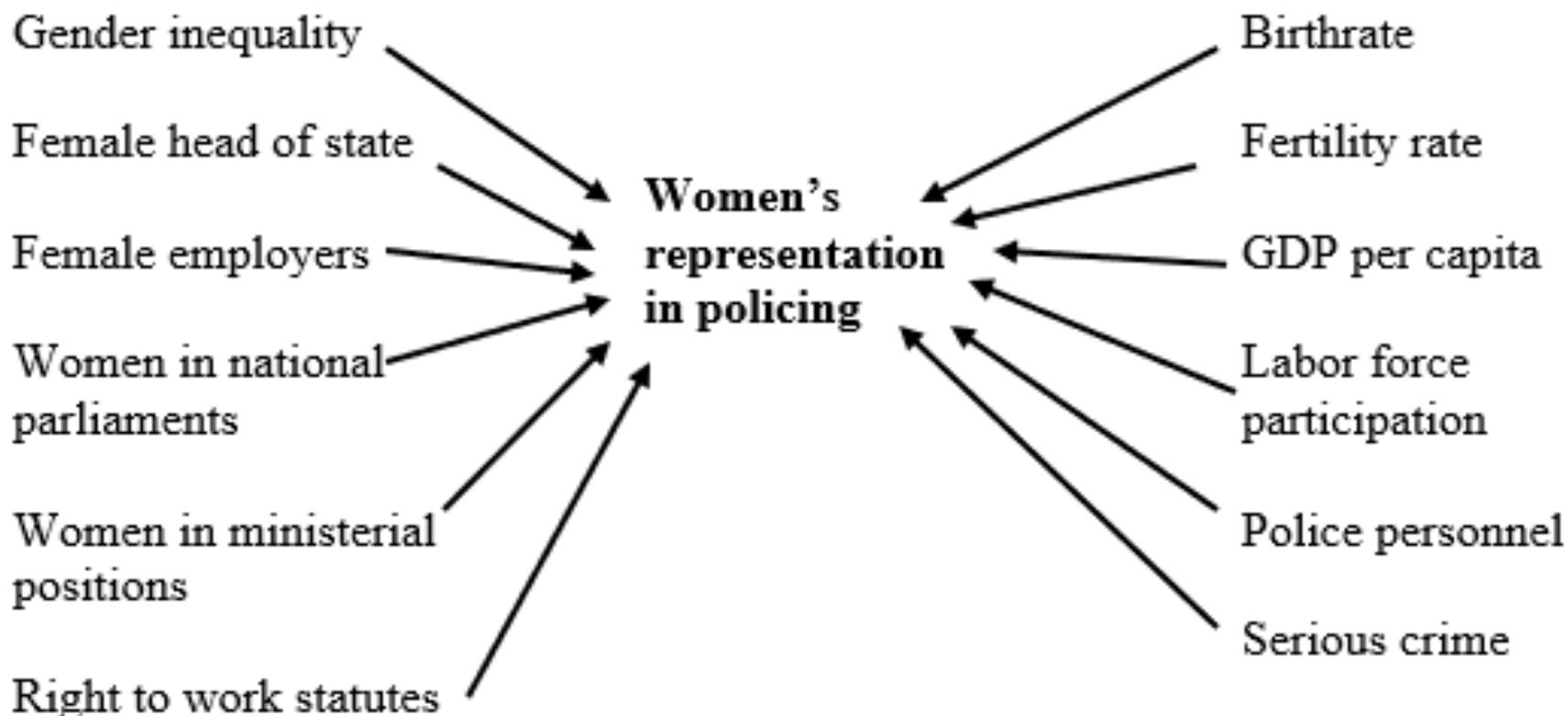
Fertility rate

GDP per capita

Labor force
participation

Police personnel

Serious crime



**Women's
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**"Supply" side
variables**

Birthrate

Fertility rate

GDP per capita

Labor force
participation



	Denmark	Norway	Sweden	Estonia	Latvia	Lithuania
% women police (total)	14.4% (1520)	26.7% (2297)	31.4% (6,252)	34.7% (1360)	37.1% (3,275)	33.9% (3,220)
Police per 100,000	664.47	387.11	452.68	356.29	164.21	358.68

Officer Sanja Sumonia

- ▶ Regarding your question, forbidding women to work nights or to work overtime is neither hindrance or benefit for women. It's directive [is to] protect the unborn child and [to protect] motherhood. It's perfectly normal that pregnant women, especially women [in later stages of pregnancy] cannot act and do the things she usually does... Trying to act that pregnancy is not different and, as we used to say "another condition," can seriously harm both the mother and the baby. It is not providing special treatment, it's respect and responsibility for a woman's biological role in which physical and psychic manifestations cannot be influenced. A man can replace a woman in a night shift but cannot get pregnant and deliver a baby ;-)... So this should not be a problem taking into account the [the long history] of women police officers.

Table 5. Predictive model of women's representation in a country's police force

	<i>b</i>	<i>SE</i>
Birthrate	.003	.007
Contributing women family members	-.002*	.001
Gender index score	-.084	.108
Fertility rate	-.025	.050
Percent of female labor force	-.001	.001
Proportion women in ministerial positions	.002*	.001
Right to return to work statute ^a	.035*	.019
Constant	.150***	.033
Adjusted R ² = .252		

a. Countries without a right to return to work statute (referent)

*p≤.05, **p≤.01, ***p≤.001