AN INTERNATIONAL COMPARISON OF WORK-LIFE EXPERIENCES AND GENDERED VOCATIONAL ATTITUDES OF FEMALE POLICE OFFICERS IN THE UK AND AUSTRIA

PHD PROPOSAL

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Research Subject

This study will explore and compare experiences and personal impressions of female police officers’ work surroundings and backgrounds in two different European countries, namely the UK and Austria. These will include attitudes towards and perceptions of the organisation, their colleagues, the public, and the police culture that encompasses female police officers. The focus will be on personal experiences and vocational attitudes of female police officers in Austria and the UK, and their perspective on (perceived) equal opportunities policies. The research question therefore is: In which ways do experiences of female police officers in the UK and Austria differ/resemble, and how do gender and related equal opportunities policies influence these issues? In understanding these issues, governments and responsible officials would be able to provide better-tailored enhancements and/or gender-related benefits to improve women’s work experience in the police service. In maintaining a positive work-environment, the police would encourage more young women to join the service, as well as retain currently serving female police officers. Through personal interviews with female police officers and representatives of respective authorities dealing with issues of gender equality in the police in both countries, issues affecting participants can be assessed and analysed to provide a better understanding of the perceived context these women work in. Through this, the implementation and realisation of the legal framework regarding gender and equality issues will be examined. These examined conditions of women in the police force in the UK and Austria will be brought together to contrast and compare their key points, and the countries’ respective quality in accommodating women in the police force. These different points of view are worth comparing, as there are vast differences in the history, as well as percentages of women in the police service in these two countries. The earlier change of directions within the police force in the UK is one of the main reasons a comparison of the present-day situation of female police officers might prove interesting. Moreover, I have already carried out research into female police officers in Austria (BA-Thesis, 2015), as well as the UK (MSc-Thesis, 2016), and have found significant differences in approaches to and understanding of gender issues in the police.

Following, a deeper insight into the theoretical background and context of the study will be given.
Context of the Study/Theoretical Approach

This section will highlight the relevant theoretical approaches and studies that concern themselves with gender and policing, as well as a short context of the history of women in the police force in the two relevant countries and the legal framework in which they operate.

The police constitute a (if not the main) way in which the state seeks to regulate and intervene in social order. They have a distinct societal position, in that they are sanctioned by governments to enforce laws and apprehend those who break it. Of course, they themselves can also be held accountable through law for their actions. The role of the police as a means of law enforcement is highly diverse, and the gap that exists between the law ‘in books’ and the law ‘in action’ has been the topic of policing research (cf. Dixon 1997). Innes (2003) describes the police as “gatekeepers to the criminal justice process”, deciding “when, why, how and against whom to enforce law” (p. 64). Their legal decisions are shaped by external factors, most significantly by what Reiner has famously described as police occupational culture (cf. Reiner, 2016). In trying to describe what exactly it is police do, Innes (2003) identifies three main roles of the police: crime management, order management, and security management. These three dimensions not only account for the majority of police work, but also relate to certain tensions that have recently risen within the police role – perspectives on which aspect of policing to focus on, and in what ways to best carry out the described main tasks (e.g. community policing, zero-tolerance policing, intelligence-led policing). Discussions about police and policing are therefore not stagnant, and always influenced by circumstantial factors and recent developments.

Deemed unfit for the challenging task of policing, women only gradually were granted access to the police force both in the UK and in Austria. In Austria, women are fully integrated into the policing system since 1991. Prior to this (1971-1991), they worked as ‘Politessen’, not being allowed to carry a gun and working with children and vulnerable people (‘Frauen im Polizeidienst’, 2011, bmi.gv.at). The first recruitment of women in the police service in 1965 was due to a low number of male applicants, and women were only granted the power to police stationary traffic until 1971. A quantitative report on gender within the police force in Austria published in 2011 found that, despite theoretical gender equality, women were still stigmatised and held to higher standards than their male colleagues (Kofler, 2011). In 2016,
about 16% of police officers in Austria were female, while only 3.8% of management level employees of the Ministry of the Interior were female (BGBl. II Nr. 65/2017, www.ris.bka.gv.at). To further increase the number of female officers as well as enhance the compatibility of family and career, the Ministry of the Interior has enacted a ‘Frauenförderungsplan’. It aims to increase the number of women in the police by 0.5% by the end of 2018 (ibid.). In the UK, following the equality legislation of 1975, female police officers were fully integrated into the police force, after spending some decades carrying out highly restricted duties, similar to those held by Austrian police women. What is to be noted is that the changes in recruitment policy are due to pressure from ‘outside’ the police service, namely equality legislations in the UK. On March 31st, 2017, 29.1% of police officers in England and Wales were female (‘Police Workforce, England and Wales’, gov.uk, 2017). In 2017, 26.8% of police chief officers (most senior police officers rank) were female (ibid.). The most recent equality legislation in the UK, the Equality Act 2010, protects female police officers from discrimination in the workplace, and a positive action provision enables employers to recruit or promote a candidate (who is of equal merit to another candidate) if the person has protected characteristics (e.g. being a woman).

There is a substantial amount of theoretical and empirical work in the area of gender and policing. According to Smart (1995), law enforcement is a male field, as it relies on traits stereotypically linked with masculinity, such as rationality, objectivity and emotional distance (although the latter one has become less important in recent years). Although this research seems out-of-date, there are a variety of more recent theoretical and empirical works concerning police culture and the workplace of police forces, linking it to gender debates and research on masculinity (e.g. Brown, 2000; Brown and Heidensohn, 2000; Heidensohn and Silvestri, 2012; Loftus, 2008; McCarthy, 2013). These mostly find that gender is still a relevant factor in everyday police work and the culture that encompasses it.

Gender has always been important in police and policing studies, as researchers attributed a distinctive masculinity to the nature of police work and its culture (Behr, 2008; Reiner, 2000; Skolnick, 1966). Findings from early studies, especially in the 1980s and early 1990s, suggest that women in the police force either try and adapt to male roles and therefore become ‘defeminised’, or else take up subordinate or routine tasks, pushing them back into more

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1 In 2016, the proportion of women in the highest income bracket in the Ministry of Interior was 35.71%.
stereotyped areas of work (Maguire, Morgan and Reiner, 2012: 347). There is also evidence to suggest that the police culture and work surroundings as such are highly masculinised, and female officers are therefore seen as deviant and threatening to that system.

Police culture, as a type of organisational culture, can refer to several different aspects of policing, hereafter encompassing social rules and regulations, as well as group solidarity. The term police culture has been subject to discussion, and mostly references the outline Skolnick (1966) described in a chapter on the policeman’s working personality. According to Reiner (2016), however, there are widespread misinterpretations of his work – describing an ideal type rather than an actual embodiment of police culture. This ideal type consists of three shaping factors: the exercise of authority, danger, and pressure to produce results. These factors differ across different environments (e.g. see Wilson 1968), but the unifying factor in policing is the exercise of potential power over populations (Reiner 2016). Of course, each police officer brings their own traits and opinions to the trade, but “the structural weight of the problems they face [...] tends to shape some commonalities in response” (Reiner 2016: 6).

Police culture as such is therefore “structurally rooted in the nature, stresses and strains of police work in different contexts, [...] interpreted variously by officers as they [seek] to navigate the pressures and mandates of their roles” (Reiner, 2016: 7). A structural approach to understanding policing and police culture is vital in implementing and evaluating reform policies within the police service (cf. Reiner 2016).

Historically, police culture is heavily influenced by and built on different forms of masculinity. The defining form of masculinity found in police culture is reliant on the use of force, the assertion of authority as well as a high degree of loyalty within the members of this culture based on solidarity and protection. Most gender-related research into the police service, therefore, puts the focus on these forms of masculinity and male police officers.

The police force is still dominated by masculine themes; however, in recent years there have been developments that show a shift in the idealisation of executing a ‘hard’ policing style and fighting crime. Consequently, forms of ‘soft’ policing have become more recognised and acknowledged in the everyday practices of police officers (McCarthy, 2013). These are methods and techniques which feature the police in a more communal way, including crime prevention practices and supporting or mentoring certain (groups of) people. These aspects of police work have historically had a female connotation, with women being ascribed to carry
out these ‘soft’ forms of policing (‘Frauen im Polizeidienst’, 2011, bmi.gv.at; McCarthy, 2013).

Another notable gender difference is the use of force by police officers. Studies suggest that male and female officers respond differently to subject resistance, and that, overall, female officers are less likely to use a weapon (Bazley, Lersch, and Mieczkowski, 2007; Hoffman and Hickey, 2005). In terms of acceptance, contemporary studies suggest subtler forms of discrimination being carried out by the white male majority of police officers in the UK (Loftus, 2008).

Gender relations in the police force are best understood as power relations, the authority (e.g. of a police officer) being associated with masculinity (Heidensohn, 2005). Moreover, these gender relations stress the presentation of hegemonic masculinity in police culture as described by Raewyn Connell.

“Hegemonic masculinity [is] understood as the pattern of practice (i.e., things done, not just a set of role expectations or an identity) that allow[s] men’s dominance over women to continue.” (Connell and Messerschmidt, 2005: 832)

The concept of hegemonic masculinity proved significant in different areas of social research, including organisation studies and criminology. Applying the concept to an organisational setting, forms of gendered relations within certain organisations were discovered, most prominently in the military, where patterns of hegemonic masculinity proved difficult to manage (Connell and Messerschmidt, 2005). Behr (2008), in examining how male police officers create and adjust to different forms of masculinity, finds that gender relations, in particular hegemonic masculinity, are essential in understanding police culture. He describes the police as a highly masculinised field, both in the work they (are expected to) carry out, as well as collegial behaviour. Behr refutes the notion of homogeneity within police culture and acknowledges the variety of masculinities he encountered in the police service, although pointing out that hegemonic masculinity still is the most widely accepted and encouraged form of gender performative actions. The resulting discrimination experienced by female police officers has been undergoing changes in intensity, still, police culture and their practices can be seen as a highly masculinised field.

The planned research will consider the difference but also relationship between the police officer and the police as an organisation. The police as an organisation will be considered through the lens of an actor within the organisation. This means that the viewpoint will
necessarily be influenced by the rules and expectations of the police as an organisation (Menschching, 2008). Occupational practices such as shift work or long working hours, along with gender differentiated expectations (such as responsibility for the household) create a rather unfriendly work environment for female police officers. The BGBl. II 65/2017 (‘Frauenförderungsplan’) makes reference to this in addressing family circumstances and different forms of part-time work. Although equality legislation also aims to prevent indirect discrimination, such as an uneven division of labour, female police officers still struggle to negate these aspects of police work. A significant factor contributing to the perception of a harsh work environment is police stress. Although police work is inherently stressful (Dowler and Arai, 2008), female officers might experience this in a more intense way than their male colleagues, even more so due to their presupposed domestic responsibilities. The fact that female police officers experience higher levels of stress than their male colleagues (Dowler and Arai, 2008) is also linked to the organisational culture of the police. Stress arises from goal negotiation (conflict between personal and operational goals), emotional exhaustion and other job-related problems, as well as experience of gender- or ethnicity-based bias (Dowler and Arai, 2008; Houdmont, 2013; Morash, Kwak and Haarr, 2006a, 2006b; Riggins, 2015).

Research has suggested that male-dominated workspaces, in re-enforcing cultural norms of male dominance, provide a hostile environment for women because of an increased risk of sexual harassment, or discrimination because of gender (Sbraga & O’Donohue, 2000; De Haas & Timmerman, 2010). Women are at a greater risk of (sexual) harassment in a work environment where women are outnumbered by men, than in other, more equalised workplaces. Studies within the police force further show that, while being at greater risk, women are also more bothered (mentally and physically) by sexual harassment than their male colleagues (e.g. De Haas, Timmerman, Höing, 2009; Lonsway, Paynich and Hall 2013). This leads to women having to develop coping-mechanisms if they decide to stay in these workplaces. Morash and Haarr (2013) found that rank and tenure affect these coping strategies, high-ranking women being more equipped (because of their power) and willing to respond to and report incidents. Although sexual harassment and “unwanted conduct’ related to a person’s sex” (acas.org.uk) is covered under the Equality Act (2010) in the UK and § 8 B–GlBG in Austria, few female police officers report these incidents (Lonsway, Paynich & Hall, 2013). The most recent case (2014) of sexual harassment in the Austrian police service the Equal Treatment Commission dealt with involved four female police officers who turned
to the equal treatment officer to report the incidents that were taking place. The Equal Treatment Commission found that repeated sexual harassment by the superior officer took place (138a-d. Gutachten: Sexuelle Belästigung (April 2014), bmgf.gv.at). There are further incidents of gender-based harassment (e.g. 145. Gutachten (Dezember 2014), 142. Gutachten (November 2014), bmgf.gv.at), and violations of the ‘Frauenförderungsgebot’ (e.g. 172. Gutachten (Jänner 2016), 164. Gutachten (August 2015), bmgf.gv.at).

In analysing and working with different European police forces, their respective diverging contexts have to be taken into account. In the UK and Austria, this difference is most obvious in their approach to recruiting police officers.

Currently, in the UK, in contrast to other professions, there is no minimum educational entry qualification required to join the police, and there are no externally recognised qualifications (‘College of Policing – Information for students for the CKP’, college.police.uk). A proposal from the College of Policing takes this incongruity into account, suggesting a set of different entry routes (degree in policing, graduate conversion programme, higher level apprenticeship) for new constables, offering a set educational framework for future applicants. Still, police recruits are likely to be highly qualified: a third have NVQ level 5 or above, another third are educated to NVQ level 3, and only 6% reportedly do not have any formal qualifications (Neyroud, 2013). Additionally, police recruits are predominantly above the usual age of graduation (the majority being between age 22 and 30). Recently, the Metropolitan Police introduced a Certificate of Knowledge in Policing, a national requirement which recruits have to obtain pre-entry, with costs of acquiring the respective training of up to £1,300 (College of Policing, college.police.uk).

The basic training for police officers in Austria currently takes 24 months; 17 months’ theoretical education plus 7 months of practical implementation of police work in an inspectorate. The theoretical education focusses on law, personal development, criminalistics, operational field training, and office communication (‘Die Ausbildung zum Polizisten bzw. Polizistin’ polizei.gv.at).

In both Austria and the UK restrictions on who is able to apply to undergo police training currently concern personal characteristics such as age, nationality, criminal record, or tattoos
and facial piercings. Current recruitment of police officers follows a set guideline of different assessments and exercises to be completed by the applicant.

(Pre-)Application processes can play an important role as to whom they attract or deflect, and therefore have to be taken into account when analysing gender in the police service. Explanations for women's (as well as ethnic minorities') under-representation in the police service are inherently linked to the recruitment process: Few women apply to become police officers (Walklate, in: Leishman et. al., 2000). There have been mixed reports on whether gender influences the decision to join the police, and the motivational aspects behind the career decision, with some finding no difference in respective reasons for entering the police service (Meagher and Yentes, 1986; Ridgeway et al, 2008), while others suggest distinctive (gender-related) influences on police recruits’ intentions (Lester, 1983).

The legal framework of the police does include issues of equality opportunities, in context of EU-legislation as well as national policies in both Austria and the UK. The concept of equal opportunities policies is multidimensional, therefore making it difficult to study these issues cross-nationally. A case study approach (small-N) is particularly helpful in examining the reception and impact of certain policies; an in-depth analysis provides a solid basis for inductive theory building (Ertan, 2016).

Equality laws in Austria (starting with the 1979 original version declaring the right to equal pay of men and women) have been extended further by EU law, to include different aspects of diversity². Equality in the workplace is dealt with in the first section of the B-GIBG, banning any vocational discrimination based on gender-differences. The GBK (Gleichbehandlungskommission) and the GAW (Gleichbehandlungsanwaltschaft) examine whether an infringement of equality legislation has taken place and give recommendations. They do not pass judgments but still play a vital role in exercising and monitoring compliance to equality policies. Recent key legal acts regarding gender equality passed by UK government include the UK Equality Act 2010, the UK Equality Strategy (Building a Fairer Britain) 2006 – 2016, and the UK Strategy ‘Think, Act, Report’ (for private and voluntary sector organisations). While the UK Equality Act 2010 harmonises all previous legislation on equality and focusses on essential issues like the gender pay gap, the UK Equality Strategy further features a section

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² Gender, sexual orientation, ethnicity, religion and/or philosophical belief system, and age (Bundes-Gleichbehandlungsgesetz, ris.bka.gv.at, 2017)
on changing cultures and attitudes, including cultural attitudes in the labour market (‘Policy. Equality’ gov.uk, 2017). The Equality and Human Rights Commission in the UK mostly provides advice and guidance, while also having a range of enforcement powers set out in the Equality Act 2006. It is the regulatory body responsible for enforcing the Equality Act 2010 (equalityhumanrights.com).

While equality policies have the potential to increase actual numbers of women in the police service, they further influence internal dynamics and conditions within the police service, as well as relationships with the public:

“[I]f a male police officer can relate in a non-sexist manner to his female colleague, then the possibility that he might also relate to a female member of the public in that same way is greatly enhanced.” (Walklate, p. 244, in: Leishman et. al., 2000)

In this way, equality policies can further organisational change; they raise awareness for equal opportunities issues, challenge the occupational culture, and incidentally raise the question of what constitutes ‘good’ or ‘proper’ policing (as seen above, e.g. ‘soft’ policing). Because the effective implementation of these policies can greatly influence the future of policing, evaluating them through the viewpoint of those affected plays a vital role in the planned research.

In my previous research for my undergraduate dissertation in 2015, I carried out a qualitative study of women in the police force in Austria. My findings suggest a very limited knowledge of gender related benefits in addition to highly conservative attitudes displayed by male and female police officers as well as citizens. Furthermore, I carried out research on potential differences in British male and female police officers’ motivations and their respective attitudes toward the job for my MSc thesis (2016), with a focus on any possible gender-related differences. The findings do not support any vital differences in respect to officers’ motivation pre-joining, but suggest that gender influences officers’ approach and attitude towards issues of equality within the police service.

Because of this, further exploration of these issues seems appropriate and necessary, to ensure a positive work-environment for women in the police service. Examining their viewpoints and experiences will provide an aid to better understand gender relations within
Research Question

I will now turn to the research question, the subsequent aspects that need to be considered, and further implications of the study’s focus. The preliminary research question is: In which ways do experiences of female police officers in the UK and Austria differ/reemble, and how do gender and related equal opportunities policies influence these issues? The focus of the study is on personal experiences and vocational attitudes of female police officers in Austria and the UK, and their perspective on (perceived) governmental gender-related policies. This includes examining motivation and background of the individual, with respect to their countries’ specific training, duties, and policies of the police service. Furthermore, the female police officers’ personal experiences will be regarded. This will include perceptions and behaviour of male and female colleagues as well as citizens, and possible different standards female police officers have to adhere to both in contact with citizens as well as colleagues and superiors. An important feature of the research focus is the participants’ position on (perceived) equal opportunities policies and their perception of the current state of (gender) diversity in the police service. These opinions and positions will be inevitably influenced by and linked to their countries’ respective social and cultural environment. Relating these opinions and experiences to actual legal frameworks and interpretations will be a vital part of the planned research.

I aim to answer my research questions by conducting personal interviews with female police officers, thus evaluating their subjective viewpoint of their everyday work-life, and the acceptance and/or struggle they experience due to them inhabiting a male-dominated workspace.

With my research, I hope to contribute to the field of gender research in policing, by putting the focus on female police officers’ personal experiences and perceptions of their workplace and surroundings. Furthermore, through the international comparison, I will explore any cultural and social differences that may influence their respective viewpoints. The study will broaden the knowledge of international policing research as well as providing an understanding of gender issues in the police force of today. In better understanding the experiences and needs of women in the police force, governments would be able to provide
better-tailored enhancements and benefits regarding the work experience of female police officers in the respective countries. Furthermore, the impact and reception of already existing gender-related assets, such actively inviting female police officers to apply for promotions, can be analysed and evaluated. This will further broaden the insight into female police officers’ work life and environment. By comparing and contrasting these issues in two different countries, I will be able to gain a broad understanding of positive and/or negative aspects female police officers encounter in their daily life. The research will fill a research gap, in that it explores police culture through a female perspective, focussing on individuals’ perception and experience in an international context. While earlier studies focussed on quantitative assessment (Kofler, 2011), or male experiences within a male-dominated culture (Behr, 2008), this research will contribute to police studies in adding female experiences and their subjective viewpoints of gender-relations in the police service.

As the study aims at subjective viewpoints, rather than generalisations, a qualitative approach will be taken. This means that women will be asked face-to-face about their experiences and opinions on their work as a police officer. The following section will give insight into the proposed research design catered to serve the research aims.

Research Design

As the study tries to deepen the understanding of individual perception of everyday work life as a woman in the police force, as well as trying to understand the background of these women, a qualitative approach, generating hypotheses, is feasible. To undertake my research, I propose to conduct around 40 semi-structured interviews with female police officers (approximately 20 in the UK and 20 in Austria). I will generate new data, rather than relying on data from my previous research into the police service, because the research question necessitates further data collection. Developing a semi-structured interview guideline will help me in addressing aspects that this research is interested in and targeting certain areas, while remaining open to adapting to any possible topics arising from the conversation. This further allows for comparisons between the interviews and the responses Interviewees will give. A pilot project, testing the feasibility of the developed interview guideline, will be carried out at the beginning of the research. Participants will be asked about their motivations, experiences, and opinions about their occupation (their work as well as contact with colleagues). The questions will also include references to gender-related issues such as
diversity and equality strategies, and the officers’ personal opinion on the police as a male-dominated area of work. The research will rely on one-on-one interviews, rather than observational data, because the context of the police service does not allow for a suitable research environment - gaining access and permits for interviews is feasible, but police officials will not allow for participatory observations in work surroundings. These interviews will be analysed and coded with the help of the qualitative coding software NVivo, interpreting and analysing generated interview data. Examining these findings, I will build a framework of the personal experience of the interviewees’ work-environment in each country. These will then be compared to each other and any possible differences will be analysed. Following a Grounded Theory approach, thematic bundles that arise out of the coded material will be analysed and accumulated to provide a basis for developing hypotheses. Grounded Theory, following Strauss (1991), is better understood as a style to interpretatively analyse qualitative data, following a set of characteristics. First and foremost, I will focus on two key characteristics: theoretical sampling, and coding and comparing. The process of data collection and interpretation in theoretical sampling is done unanimously, whereby the goal is to form a theory arising from the collected data (Lueger, 2010). By constantly going back to already collected and analysed data while at the same time collecting new data, theoretical sampling helps in finding new ways to access participants or work as a signpost as to where to go next for new data. The constant comparison of ‘old’ and ‘new’ data further helps in generating codes and arranging them into concepts. Because of a rather long fieldwork period, due to the research being carried out in two different countries, it is very helpful to revise theories when new data arises.

I further propose to interview the manager of the Zentrum für Organisationskultur und Gleichbehandlung in Austria, and leaders of equality (support) groups in different police forces in the UK. Through this, I hope to gain a different angle on issues of diversity and gender in the police service, and familiarise myself with common practice and standards in both countries. It will further provide a helpful organisational and legal background to issues that may be raised in other interviews and the course of the research.

3 For example, the diversity support group for issues of gender at Sussex Police is ‘Evolve’ (https://sussex.police.uk/about-us/governance-and-processes/equality-and-diversity/equality-and-diversity-gender/)
Access to the participating police officers will be gained through contacting the respective officials – in the UK the respective police headquarters, in Austria the respective Landespolizeidirektion. My previous experience with conducting research into the police service showed that police officers were generally happy and willing to talk to me, and participants have deemed the interest in their work life and experiences as something positive. Furthermore, I will be accessing former contacts of mine, both within the police service (previous interview partners, police officials), and the academic sector (researchers with contacts to the police and experience in conducting research into the service). Due to this, and my previous experience in carrying out semi-structured interviews with police officers in both Austria and the UK, the aforementioned research approach seems suitable.

Furthermore, the data and information gathered in the research can be used to develop a questionnaire aimed at female police officers in the respective countries. In generating subjective responses and opinions towards the police service and its’ culture, I will gain a unique access to issues that influence female police officers and their work environment. The singling out of issues that affect female police officers provides an adequate guideline for developing a tool to assess the wider situation of female police officers in the UK and Austria respectively. The findings of this study will be made accessible for the respective countries’ officials.

In the UK, the HMIC and the College of Policing are primarily responsible for diversity issues regarding the police. They assess police forces and policing in England, Wales, and Northern Ireland concerning different subjects and activities ranging from terrorism to stop and search legislation and police integrity. In Austria, equality matters are handled by an equal treatment advocacy that provides information and help for citizens, but also carries out research and issues equality reports that are forwarded to the National Assembly of Austria. Furthermore, the Austrian Centre for Law Enforcement Sciences, an interdisciplinary research centre focusing on the executive and judicative forces in Austria, carries out evaluations in related fields and develops implementation tools, among others. These groups will be addressed, and the study will be made available to them, offering a qualitatively grounded tool to further assess issues of gender in the police.
Ethical Issues

In planning my research ethics approach, I referred to ethical codes of the British Society for Criminology (BSC Code of Ethics, 2006). The research will be carried out in cooperation with adult police officers (who have finished their training) of the British and Austrian police force. Participation in the face-to-face interviews is voluntary, and people can decide to withdraw from the study at any time. The interview might be touching on subjects the respondents may find sensitive. In that case, suitable arrangements, such as referral to a counselling service, will be made in case respondents felt upset or concerned after or during the interviews. The participants remain anonymous to everyone but the researcher, and the storing of the data produced is secured. This will be achieved by keeping anonymised transcripts on a personal device, and deleting audio recordings as soon as possible. Every effort will be made to ensure that the social, psychological, and physical wellbeing of participants is not at risk at any time.

Project Organisation

I will complete my PhD as a cumulative project, as drawing a summary of each step of the research process seems feasible. This is considered in the research plan.

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<tr>
<th>Date</th>
<th>Task</th>
<th>Detailed Information</th>
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<tr>
<td>2016/2017</td>
<td>Carry out literature research</td>
<td>• Find empirical or theoretical works relating to the research subject</td>
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<td>• Summarise and analyse literature</td>
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<td>Early 2018</td>
<td>Designing the interview guideline</td>
<td>• Design 5 or more main questions + probes relevant to the research subject</td>
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<td>04-05/2018</td>
<td>Piloting the interview guideline</td>
<td>• Carry out pilot interviews (Austria/Skype UK)</td>
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<td>• Review the findings made in these interviews and adapt the method/interview guideline</td>
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<td>06/2018-12/2018</td>
<td>Fieldwork (Austria)</td>
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<td>08/2018-12/2018</td>
<td>Fieldwork (UK)</td>
<td>• Carry out approximately 20 interviews with police officers</td>
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<td>• Constant review of interview-guideline and approach</td>
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### Data Gathering
- Transcribe interviews
- Arrange material

### Analysis
- Analyse and code the gathered material
- Bundle these codes into meaningful themes/sections
- Organise findings

### Write up
- Write up findings and connect them to the literature
- Approach relevant journals
- Write and edit articles

### Write up II
- Arrange and connect published articles
- Introduction + Conclusion

### Finish Dissertation
- Proof-read the dissertation
- Make additions/revisions where necessary

Not included in the plan are visits of international conferences, such as the Fachtagung der Kriminologischen Gesellschaft (DE), the British Society of Criminology Conference (UK), or events by the Austrian Center for Law Enforcement Sciences. These are intended but will be included to fit around the research schedule when relevant. Relevant journals are criminological as well as sociological journals dealing with issues of gender and/or policing in Europe as well as the US, such as the Zeitschrift für Polizeiwissenschaft und polizeiliche Praxis, Policing and Society, and Police Quarterly.
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