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ABSTRACT



The first women police officers in the Trinidad and Tobago Police Service in 1955

Photo courtesy Eustace Bernard Collection

The particular focus of this paper is to historically investigate the contributions of women police officers within the Trinidad and Tobago Police Service from 1970-2000. This study investigates the androcentric culture system whereby the organisation treated women police officers service and status as unequal to men in the formative years of their active duties. Though the woman police officer was viewed as inferior, it can be argued that their contributions over the years have been overlooked and as such, their story must be told. This study will utilise a mixed methodology approach by gathering evidence through interviews, questionnaires and secondary sources to reveal how significantly women contributed to the police service.

Keywords: Trinidad and Tobago, Women, Police Officers, Feminism, Roles, Androcentrism, Stereotype

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INTRODUCTION

“Halt! Stop! This is the police!” This was the voice of authority as it maintained law and order in any Caribbean society. But what made the officer behind that authority competent? Be assured it was not only the state. It was also character. Arthur Doyle informs us that:

There is courage in the infantry man as he takes a sturdy gripe of his rifle and firmly plants his feet as he sees the lancers sweeping down on his comrades and himself. There is courage in the soldier who in retreat sees his wounded comrade whose fate, it left there would be certain death, rushes to his rescue and bears him off into safety. But with all these types of bravery there is none to compare with that of the lonely constable when he finds on a dark tempestuous night that a door on his beat is ajar, and listening below learns that the time has come to show the manhood that is in him . . . ¹

An examination of this quotation shows that the author’s text exuberates a sense of realism which can be argued may have been shaped by his interpersonal experiences of what a police officer entailed and possessed. Characteristics such as courage, bravery, care, camaraderie, instinct, a sense of duty and the repetitive use of the pronoun “his” within the text are pivotal keywords in the deepened ideological description and outlook of a police officer.

Egon Bittner defines a police officer as a person who has the legal competence to enforce, coercive non-negotiable measures and to resolve problematic situations.² Within the modern Caribbean historical landscape and by extension Trinidad and Tobago the concept of law and order was a functional part of society. Trinidad and Tobago’s rich longstanding diverse history has included the need for the colonialists to preserve law and order due to the prevalence of crime by utilising

¹Arthur Doyle, *Heroism of the Police: The Crowborough Edition of the Works of Sir Arthur Conan Doyle* (Doubleday, Doran & Co, 1930), 64.

² Egon Bittner, *Aspects of police work* (Northeastern University Press, Boston, 1990), 17.

foreign law enforcement practices.³ Under British Colonial rule, the police force has been developed since the laissez period of Spanish times. In 1842, Trinidad added 100 males to the organisation as constabulary officers, while the island of Tobago saw the development of the policing force in 1906 with the hiring of 24 men following the islands' annexation to Trinidad in 1889. At the end of the nineteenth century, Trinidad and Tobago were undergoing significant changes one of which was the culture of disdain for a policing career among local males.⁴ The idea of women supplementing the lack of males within the organisation was overlooked and consequently men from the Caribbean and internationally were offered employment to supplement the ever-growing man power within the policing force. Thus, it can be argued that policing within Trinidad did not grow naturally over the years; rather, it resulted from colonial requirements at the time.

One may ask the question were women in Trinidad and Tobago incapable of being a police officers while males were relatively disinterested? To simply answer that burning question, prior to late nineteen forties in the Caribbean women as police officers in the policing fraternity was unheard off. Trinidad and Tobago's Police Service only recognised women as police officers constitutionally in Ordinance 6 of 1955.⁵

However, prior to 1955, it must be noted that women existed in the policing organisation but were recognised police officers but matrons who carried out general women duties without the recognition of being a police officer or equal to males within the organisation.⁶ It is probable that women may have been suitable in the eyes of the colonial authorities for basic tasks however for

³ Eric Williams, *History of the People of Trinidad and Tobago* (FREDERICK A.PRAEGER, Universal Library, 1962), 33.

⁴ Ottley, *Historical account*, 122.

⁵ Trinidad and Tobago Legal Affairs, *Revised Ordinances Act 6 of 1955* (Digital Legislative Library, 2000), 2.

⁶ Ottley, *Historical account*, 64.

tasks such as maintaining law and order and to hold the status of police officers, they were viewed as inferior. On 29th August 1955 arising out of the legislation history was made as twelve women were recruited, trained, and given the statues of woman police officer hereafter (WPO).

The policing organisation is historically seen to be dynamic, and it continues to evolve. By virtue of evolving principles, the inception of WPOs in the Trinidad and Tobago Police Service was quite the historic feat to penetrate the longstanding androcentric domain. Though women police officers were viewed as inferior, it can be argued that their contributions to the service ought to be recognised in the historical record.

Rationale

It is noted historically that the Trinidad and Tobago Police Service history was predominantly androcentric and the views within the organisation were impermeable at times. To add, the history and experiences that are on historical record are mainly in recognition of male officers. For far too long women police officers have been overlooked and their contributions and experiences to the service in paucity. Consequently, this research topic was pursued for two reasons:

Firstly, this study can add to the scholarship on gender relations and women police officers who served in the Trinidad and Tobago Police Service from 1970 to 2000.

Secondly, the results of the study can have some educational value to the stakeholders concerned namely: the Trinidad and Tobago Police Service, the Police Service Commission, the Ministry of National Security, the Ministry of Education, religious bodies and the general public

as they are made aware of the problems WPO's faced as they tried to excel successfully in their jobs from 1970 to 2000.

Aims and Objectives

This research project aims to investigate WPO's within the Trinidad and Tobago Police Service as it relates to their roles and functions as a woman in the organisation from 1970-2000 and while doing so explore the reasons for their evolution.

This research project also intends to explore the ever-evolving concept of inequality, androcentric stereotypes and discrimination faced by WPO's within the service.

This research project would also produce historical interviews of outstanding women police officers who were active in service during 1970-2000 to highlight challenges, experiences and as a source to be added to future discourse.

Lastly, this research project aims to evaluate the testimonies and other inputs of WPO's within the Trinidad and Tobago Police Service for the purpose of making practical and implementable recommendations to combat some of the challenges highlighted.

The Parameters of the Study

This study will focus mainly on the contributions of WPO's within the Trinidad and Tobago Police Service. The target group will be both women and men who served within the organisation during the period 1970-2000. However, this study is limited as a small group of interviewees were a part of this process and is geographically limited to Trinidad and Tobago alone.

Methodology

A mixed methodology research approach will be used to examine the information gathered for this study. Oral history through interviews will be conducted with retired and active WPO's of the Trinidad and Tobago Police Service who are willing and able to share their experiences and provide insight into how they contributed to the organisation between 1970-2000. Primary sources such as original documentation will also be utilised in this study as it provides information of women and their acceptance into the service as well as their roles and functions. The use of secondary sources will be interrogated to examine the information provided on the history of the organisation and women's experiences within the Trinidad and Tobago Police Service.

Literature Review

Carlton Robert Ottley's study based on Trinidad and Tobago entitled *A historical account of Trinidad and Tobago's Police Service*, is a simple account of the development of the police service in this country. The author establishes the organisation's early history in what is described as a turbulent era during the early 1950s to 1960s whereby the Police Service received a vast amount of public scrutiny. The author also establishes the multi-racial climate in Trinidad and Tobago which extended into the Trinidad and Tobago Police Service. The author also seeks to give reasoning to the increase of police officers within the service subsequently mentioning the inception of WPO's in the year 1955 in which they were tasked with the functions and duties of aiding juveniles and women specifically. The author's view however is very limited, and his perspectives of the Trinidad and Tobago Police Service are predominantly androcentric as the book does not account for the monies employed into training WPO's or their contributions to the service. However, he gives a detailed account of the costing to train a male police constable, resources provided for them, and significant inputs from the various ranks. He also delineates and recognises indoctrination of WPO's during the time of Eustace Bernard as Commissioner of Police and its affiliation with the People's National Movement. In analysing it may lead one to think that the decision of recruiting women was due to the influence of worldly external factors.⁷

A publication on women police officers in Trinidad and Tobago published by the Trinidad and Tobago Police Service seeks to commend women police officers in the service between 1955-2015 marking the 60th Anniversary of their existence in the job. This piece of literary work establishes the transition of women and their evolvment from 1955 onwards. Several auto-

⁷ Carlton Ottley, *A historical account of the Trinidad and Tobago Police Service* (Trinidad:published by the author, 1972),0-152.

biographies from retired and serving WPO's in various ranks shared personal experiences, words of advice and statistical evidence to validate how women moved from the pioneering 12 to 3160 serving in strength by the year 2015 and 90 attaining the rank of Sergeant by that same year. This presented a strong argument and signalled that women continued to increase steadily but this article failed to fully answer the question of what caused women to join the service and what it took for a woman to be apart of the Trinidad and Tobago Policed service for the period in question 1970 to 2000 which is the focus of this study.⁸

An article by Pat Stephens, entitled "The Girls Who Want To Be Cops" published by the Guardian Newspaper stirs the reader's mind with a thought provoking question, "What makes a girl want to join the police force?" Stephens erroneously establishes that unemployment may have been the generalised reason. However, it is not unreasonable to suggest that the Stephens drew his erroneous conclusions while observing the recruitment of WPO hopefuls during their recruitment at the St. James Barracks in 1965. The author addresses the fact that 1000 women from all walks of life came to the police barracks in attempts to be recruited however only a few would be selected. Stephens interviewed only two women from the group of female prospects who gave their personal responses to why they wanted to join the police force. The article also gives details as to what physical and intellectual attributes were needed for successful drafting into the Trinidad and Tobago Police Service. Stephens article adds to what the Police Act entails about the qualifications needed to be successfully recruited for the Trinidad and Tobago Police Service. It provides a concise and clean outlook to who and what kind of woman the police service was interested in recruiting.⁹

⁸ Trinidad and Tobago Police Service, "Women Police 60th Anniversary Magazine," TT Police Service, 2015, 1-42.

⁹ Pat Stephens, "The Girls who want to be Cops," Guardian Newspaper, May 19, 1980.

Furthermore, Karen Lancaster-Ellis study is based geographically in North America and the Caribbean and is entitled “*Personal Perspectives: Challenges for Women in Policing within the Caribbean*”. This study lends further support to the notion of the challenges WPO’s encountered in a policing career in North America and a few selected Democratic nations which included the Trinidad and Tobago Police Service. Some of the concepts within this study relate to this research topic and provides integral evidence in strengthening the claims of gender discrimination, sexual harassment, and promotional issues.¹⁰

Lastly, Flavin and Bennett is based on the Caribbean and uses Trinidad and Tobago Police Service as part of their quantitative study entitled, “*Police work in the Caribbean*”: the influence of gender and nation utilizes a qualitative approach due to the paucity of resources around the subject area to derive at the empirical evidence produced. This study lends support to ideologies and numerical evidence that is closely related to the study under examination.¹¹

In general, the information available on women and their contribution within the Trinidad and Tobago Police Service is limited. The research gathered in this literature review focused mainly on women in a wider framework within the workplace in Trinidad and Tobago and their contributions and the reasoning behind pursuing certain careers. There are few scholarly works that discusses and attempt to get insight into the introduction of women as WPO’s as well as historically track its evolution and the challenges that women police officers overcame that contributed to the organization. There is still a great deal to unveil in the contributions of WPO’s and what makes them unique. Therefore, it is the intention of this study to bring to light these specific unknown details about the women of the Trinidad and Tobago Police Service.

¹⁰ Karen Lancaster- Ellis, “Personal Perspectives: Challenges for Women in Policing within the Caribbean” (PhD Diss. *Pakistan Journal of Criminology*, 2013):21-36

¹¹ Jeanne Flavin, Richard Bennett.” Police work in the Caribbean: The influence of gender and nation”. *Policing International Journal* (2001):1-87. www.researchgate.net/publication/235321468

CHAPTER OUTLINES

For this research project there will be three chapters in the body. The first chapter the focus would be primarily on the roles of a woman police officer and their evolution within the Trinidad and Tobago Police Service between 1970-2000. This chapter seeks to further explore the roles and functions of a woman police officer employed in the service. How women rose to the occasion and explored other avenues taking up pertinent positions in a male dominated territory such as cycling, would also be explored. The proposed title for this Chapter Who is a Woman Police Officer and “The Transitioning Woman Police Officer”.

The Second chapter is entitled “Wages but no perks for the Woman Police Officer.” This chapter focuses on the financial aspect of policing and the emoluments a woman officer received. It enquires into whether she was at a disadvantage with unequal pay or opportunities.

The third chapter discusses how woman are situated in the societal framework of the organisation and the many challenges they had to overcome such as promotion, sexual harassment and balancing work and home life. This chapter will further develop the ideology of how organised and tactful the WPO had to be in her policing career.

Chapter 1

The Role and Functions of a Woman Police Officer

Who is a Woman Police Officer?

The status of becoming a women police officer in the 1970s and its transition to the year 2000 has been no easy feat for women that lead the way. Who she is as an individual can add value to the character and persona of the WPO within the Trinidad and Tobago Police Service. In attempting to answer the question of “Who is a woman police officer” a portrayal of the woman before coming into the service needs to be addressed. In interviews conducted with Retired Assistant Commissioner of Police Magaret Sampson Brown, Retired Assistant Commissioner of Police Patsy Joseph and Retired Superintendent of Police Louise Arthur who were serving women police officers during the period 1970-2000 it is evident that women of that era had the burning desire to create a level of financial independence for themselves and their families and saw the Trinidad and Tobago Police Service as an avenue to attain their financial goals. In looking at the geographical landscape where all the participants of the interviews resided most of the WPO were from relatively poor upbringings, rural areas or crime hot spot areas within Trinidad and Tobago. This diminishing outlook of their present realities sparked the drive to enter a policing career. These longstanding WPO uniquely expressed that the desire to become a police officer was not a lifelong ambition, however, it was a spontaneous motion of rising to the occasion when the opportunity to register and become recruited presented itself. The initial undertaking by government in 1966 of the Police Service Act (No. 30 of 1965) which received the assent of the Governor General on the 22nd of January, 1966 with several amendments over the years further guides what physical attributes a woman needed to possess to be successful in

her attempts to be recruited as a trainee within the Trinidad and Tobago Police Service.¹² The woman was required to be a citizen of Trinidad and Tobago, to complete a successful medical by the police doctor, she must not be flat footed, she must be in good physical physique and at least one hundred and fifty centimetres in height, be not less than eighteen years old and not more than thirty five years old on the 1st January of the year in which the appointment is made, and of good character and must have attained a school leaving certificate.¹³ Stephens in an article in the Guardian Newspaper suggests that during the period 1970 to 2000 women increasingly answered the call to become a part of the Trinidad and Tobago Police Service. In one recruiting drive in 1980 approximately one thousand women arrived at the St. James Police Barracks in hopes of being recruited.¹⁴ Flavin and Bennett informs us that women police officers during the period 1970 to 2000 only comprised of approximately 6% percent of the total police population in the Trinidad and Tobago Police Service. This is a clear indication that only a miniscule number of women were chosen from the recruiting process to be fully indoctrinated to hold the status of WPO.¹⁵

Ten women police officers were interviewed for this research project both retired and active and the consensus of the data collected was that the training periods for each batch of men and women varied collectively in which 20% of the participants indicated that their training period was approximately four months followed by an on-the-job training period whilst 80% indicated that their training period was between six to seven months followed by the on-the-job training. It is noted that the ten men interviewed indicated that they went through similar training timeframes as

¹² Trinidad and Tobago Legal Affairs, *Police Service Act (No. 30 of 1965) assent of the Governor General on the 22nd of January, 1966* (Digital Legislative Library, 2000), 2

¹³ Ottley, *Historical account*, 135.

¹⁴ Pat Stephens, *The Girls who want to be Cops*, "Guardian Newspaper, May 19, 1980.

¹⁵ Jeanne Flavin, Richard Bennett. "Police work in the Caribbean: The influence of gender and nation". *Policing International Journal* (2001):7, www.researchgate.net/publication/235321468

the females however in the 1970s to 1980s women were trained separate and apart from men and would not be placed in the same squad nor eat and train together. It was only into the 1980s were women cohesively placed to train alongside men within the same squad within a batch. On completion of the training within the St James Barracks the women would take an oath to serve without fear, favour and malice and ill will followed by a passing out parade where she would graduate as a women police officer. The woman would leave her civilian mindset behind and according to Horne would be described as a “sworn peace officer empowered to enforce all the laws and ordinances of the jurisdiction and to detect and arrest violators and is appointed of women and minors and for such other police duties as can best be performed by a woman.”¹⁶ Although his definition is clear as to what powers a woman police officer possessed, upon taking the oath of office it also creates an insight of the “ideal” woman police officer which does not exist due to the incursion of societal norms and values and as such this definition creates a flawed perception of reality. The definition allows one to think that a WPO can hold and wield the same powers given to male police constables within the police service, however, based on the training process highlighted from the participants of this study, a consensus can be formed that women particularly from the 1970s to the 1980s were socially acclimatised from the inception of their recruitment to the unequal status they held in comparison to males within the police service. Horne’s definition lacks practicality and is best suited in as a guide for legislation. As such it is evident and leads one to establish that a woman who became a WPO within the Trinidad and Tobago Police Service is ultimately moulded and fashioned by her experiences from recruitment to employment. Horne’s contribution fails to add to the discourse any details on what qualities a female needed to possess

¹⁶ Peter Horne, *Women in Law Enforcement* (Charles C Thomas Bannerstone House 301-30 East Laurence Avenue Springfield Illinois USA, 1980), 51.

to trek through the tumultuous terrain in becoming part of a male dominated organisation and executing her duties unequivocally.

Researchers have added to the discourse and looked beyond the views of Horne by examining who a woman police officer is through her job experiences. This approach has yielded positive and more reliable results through which women in policing have been studied and the conclusion to who she was based on an individualistic perspective based on employment experiences throughout the criminal justice system. Roslyn Fielberg, Evelyn Glenn and S Martin agree and note that the job perspective addresses the role of the occupational subculture from which arises police behaviour and attitudes towards the career.¹⁷ S. Martin further asserts that a woman police officer is inevitably in a male dominated organisation, and she is in an inferior role within the occupation.¹⁸ However, it is not unreasonable to suggest that through the legislative and selective recruiting processes though biased, a special and formidable kind of woman was required for the Trinidad and Tobago Police Service.

¹⁷ Roslyn L. Feldberg, and Evelyn Nakano Glenn. "Male and Female: Job versus Gender Models in the Sociology of Work." *Social Problems* 26, no. 5 (1979): 527. <https://doi.org/10.2307/800039>.

¹⁸ S Martin, N Jurik, *Doing Justice, doing gender* (Sage Publications. Thousand Oaks. CA, 1996), 37.

The Overseeing of Women and Juveniles

The views that women within the Trinidad and Tobago Police Service are incapable of executing male oriented duties are not unique to the organisation, however, this ideology is shared worldwide in other policing organisations. Karen Lancaster-Ellis argues that in the past, female police officers were relegated with little to no decision-making authority.¹⁹ Within Caribbean police organisations and by extension the Trinidad and Tobago Police Service women were employed to generally fill gender specific roles. The continuous need to deal with female and juvenile offenders in society provided the justification for recruiting women into law enforcement agencies in the Caribbean and overtime that established position matters broadened to encompass matters relating to sexual offences, domestic violence, and close interrelations with academic institutions to discourage juvenile absenteeism or delinquency. The WPO was given more responsibilities however still within the framework of feminine duties. Heidi Hartmann agrees and highlights that “some of the challenges women face in attempting to penetrate successfully and persevere in historically male-dominated work environments emanated from traditional gender hierarchies and norms that prevail in the family and society.”²⁰ Consequently, it is viewed that the traditional stereotypical role has permeated organisational policies within the Trinidad and Tobago Police Service. According to Donna Bobbitt-Zeher this aided in maintaining women in marginalised roles. Thus, further entrenching the gender inequality organisational culture.²¹ The views of these authors support the notion that the assiduous duties performed by the WPO’s

¹⁹ Karen Lancaster- Ellis, “Personal Perspectives: Challenges for Women in Policing within the Caribbean” (PhD Diss. Pakistan Journal of Criminology, 2013), 22.

²⁰ Heidi Hartmann, *Capitalism, patriarchy, and job segregation by sex*. In J. Goodman (Ed.), *Global perspectives on gender and work: Readings and interpretations*, (Plymouth: Rowman & Littlefield Publishers Inc, 1990), 58.

²¹ Donna Bobbitt-Zeher, *Gender discrimination at work: connecting gender stereotypes, institutional policies and gender composition of the workplace*. *Gender & Society* (Sage Publications Inc, 2011) 772.

including delicate responsibilities, was regarded as inconsequential as compared to the duties of their male counterparts in similar positions. This pervasive androcentric workplace culture seems to have retarded the acceptance of WPCs as equals to their male colleagues in the police service during the period 1970 to 2000. On the contrary, an antithetical view suggests otherwise. In this regard, the restricting of women to specific gender roles was non-existent within the Trinidad and Tobago Police Service as 90% of the males within the survey indicated that women were never restricted to gender roles within the service, however, they indicated that women roles were individually limited by how a woman applied herself to the job within the organisation. Block and Anderson agrees with the view of males in the survey conducted as they establish that studies in developing nations have found that both men and women are equally able to do police work though differing perceptions of abilities existed.²² The belief that both men and women can do the same work may allude to a problem of women and their attitude and the application of themselves to their policing careers. Given this view, the study was motivated to determine if some level of male machismo or misogynist perspectives influenced the attitudes of male police officers towards their female counterparts during the 1970 to 2000 period. A male informant who the study calls X painted a stark picture by disclosing that during the 1970s and 1980s his interaction with WPCs was insignificant. He highlights his experience with women police officers to be limited as they were often lazy and disinterested in the hands-on duties of policing, ultimately causing the pervasive view of their incapability of policing outside of the handling of juveniles and women.²³ He further expressed that even going into the 1990 to 2000 decade women began to become more

²² Peter Bloch and Deborah Anderson, *Policewomen on Patrol: Final Report* (Police Foundation Washington DC, 1974), 15.

²³ Informant X, Interview by author, 15 February 2024. Transcript

involved, however, they were still the WPO who evaded the tedious tasks which comes with policing. Historically the males view reveals a lack of wisdom in the organizational structure in the early years of this study between 1970 and 1987 of how a woman police officer was commandeered, as all duties and assignments detailed for her efficient function came directly from a body within the Trinidad and Tobago Police Service known as the women police branch. A senior WPO referred to as informant Y and was a part of the Women Police Bureau disclosed that during the 1970s to 1980s the Women Police Branch was spear headed by senior officer Jessica Phillip. She further expressed that this department was responsible for everything related to WPO's during the 1970s to mid-1980s for example it assigned women to stations, detailing roster duties and investigations. This was separate from the senior male divisional commander who commandeered all the junior male officers under his preview.²⁴ The Woman Police Branch which was responsible for all women police officer matters was dissolved with effect from 1st November 1987.²⁵

²⁴ Informant Y. Interview author, 20 January 2024, Arouca, Trinidad. Transcript.

²⁵ Memorabilia of Magaret Sampson-Browne, *Trinidad, and Tobago Police Service departmental order 252/1987*(Trinidad and Tobago Police Service, 1987),1

THE TRANSITIONING OF ROLES OF WOMEN POLICE OFFICERS

After the late 1980s, female officers in the Trinidad and Tobago Police Service, gradually assimilated into traditionally masculine jobs, and it was now a commonplace for women to carry out the whole spectrum of police responsibilities. According to the Woman Police Magazine it can be alluded that this increase in women's roles and responsibilities was therefore due to the dissolvment of the Women Police Branch.²⁶ It is noted that some WPOs such as Retired Inspector Pearl Trim challenged the entrenched taboos that resulted in conformity to female specific roles, and this led the way for inclusiveness into masculine roles prior to 1980 and by extension, some equality of the sexes. Her achievement was a rare and historical moment as she became the first woman police cyclists for the Trinidad and Tobago Police Service.²⁷



Figure 2: Women Police Magazine, *First Female Police Officer motor cyclists (Trinidad and Tobago Police Service, 2015*²⁸

²⁶ Trinidad and Tobago Police Service, "Women Police 60th Anniversary Magazine," *TT Police Service*, 2015, 27

²⁷ Trinidad and Tobago Police Service, "Women Police Magazine," 27-28.

In an interview Ms. Pearl Trim attributed her accomplishment to the constant need to compete with men in most aspects of the job and her resilience to change the status quo. Clearly there was a snippet of feminism spoken or unspoken in this disclosure.²⁹ Though one WPO broke free from the restraints of the service, it seems that there existed females' officers who were resigned to the traditional norms of a WPO within the Police Service as one common opinion in interviews conducted was that there existed WPOs who accepted the traditional role of dealing with juveniles and female prisoners. However, in an interview conducted with retired officers such as Retired ACP Patsy Brown, disclosed that she utilised her abilities and rose to the occasion in the execution of her police duties sometimes the results being better than the males standard; a case of competition among the sexes. She wasted no time and became one of the only female drivers in the Southern division. This further strengthens the argument that the WPO required a level of resilience, courage, and gynocentric fortitude to break through the customary 'no woman's land' culture system while invading more of the masculine domain of the Trinidad and Tobago Police Service. Ultimately, the glass ceiling breaks for WPOs to emerge as a comparatively viable asset in the late 1980s to 2000. This development addresses the question "Who is a woman police officer?" She is one who fought her way through a retarding culture system from scratch.

²⁹ Pearl Trim. Interview by author, 16 March 2024, Arima, Trinidad. Transcript

CHAPTER TWO

“Wages but no perks for the woman police officer”

Police officers' salaries are also a contentious subject area in the lives of female or male officers as policing is their livelihood and emoluments received are in exchange for risking the lives of the individuals involved in the profession. To elaborate on the subject matter emoluments can be defined in West's Encyclopedia of American Law as, “the profit arising from office, employment, or labour; that which is received as a compensation for services, or which is annexed to the possession of office as salary, fees, and perquisites and hereto applies to the perquisite, advantage, profit, or gain arising from the possession of an office.”³⁰ Though this study was unable to gather the necessary secondary sources as to the salaries of officers between the period 1970-2000 the interviewees have expressed that their salaries ranged between two hundred and fifty dollars to eight hundred dollars within the Trinidad and Tobago Police Service between the periods 1972-1987 and finally to \$3000.00 by the 2000s. From the inception of the 1970s the basic salaries of all police officers were the same and incorporated allowances such as meal and housing allowance which is reflected on a statement Report of the Committee of the Restructuring of the Police Service, 1984 to which every police officer is entitled. However, the report further elaborates however that additional allowances were given specifically to specially trained police officers in units up to 1984 (See Appendix C on page 47). The findings of this identified that the skilled officer was viewed as essential and an asset within the organisation. To further extenuate the issue is an advertisement in the Guardian Newsday was published for a skilled police constable driver revealing further neglect and oversight of the capability of a WPO and her capabilities she may have possessed (See Appendix D on page 48).

³⁰ Encyclopedia of Law, Emoluments (West Publishing Company, 1998). Internet Archive Library.
<https://archive.org/details/westsencyclopedia01west>

This reflects negatively on the contributions of women police officers who served the organisation as it shows a limit on the organisations part to equip women with specialized training as police officers which would have ensured that they enjoyed in the spoils of the additional allowances granted. This ideology can suggest that the outlook of a skilled officer being viewed as a predominantly a male opportunity within the organisation can be based on since recruitment and training as the Report of the Committee established that women police officers especially between 1970-1980 were only trained to use the revolver and not the Self-Loading Rifle's which were classified as heavy arms.³¹ The practice of unequal gender biased slowly transitioned from 1980-2000 giving allowances for women to be trained with heavy arms by 1982.



Woman Police Constable Patsy Joseph at her passing out parade in 1982 with the SLR heavy arm.

Courtesy Patsy Joseph³²

However, the social undesirable trend was still very present within the organisation in other aspects as Richard Bennett indicates that this trend continued through police organisations within the Caribbean up until early 2000 which is reflective of the Trinidad and Tobago Police Service

³¹ Trinidad and Tobago Police Service, *Report of the Committee of the Restructuring of the Police Service*. Trinidad and Tobago printery. 1984.

³² Patsy Joseph, *Memorabilia of Patsy as a Police Officer, (1982)*.

and the unequal gender-based culture which was being perpetuated as women were not deemed skilled to receive some of the financial perks within the service in the form of allowances that were granted to men.³³

Under further examination, it is necessary to dispel any notion that the police service was incapable of financing every officer regardless of gender. An examination of central statistical records of expenditure over the space of twenty years showed that from 1961 to 1982 the total recurrent expenditure increased from 7.3 million to 255.9 million.³⁴ It is further showed that the increases over the years were gradual and the latter figure in 1982 was doubled to that in 1981 which was a result of retroactive salary payments which were made through concluded salary negotiations for the 1981 period. This period of examination also indicates that total expenditure in the police service which transitioned from 7.4 million in 1981 to 268.1 million by 1982 did not show much change over the period being researched because it averaged a 2.5 percent of Government total expenditure.³⁵ Besides the proficiency allowances that are given to all officers there were fifteen additional allowances for First Division officers and forty additional allowances for second division officers who generally had to be skilled to receive such an allowance. To add another sphere to the finances within the organisation is the payment of overtime. To add the report of the committee in restricting the police service notes that overtime within the service was introduced since 1971 with the coming of the Force Police Service Regulation, 1971 and up to 1983 the police service formulated a culture of high levels of overtime and commuted allowance being paid to police officers.³⁶ The table (See Appendix D on page 47) shows the total amounts of

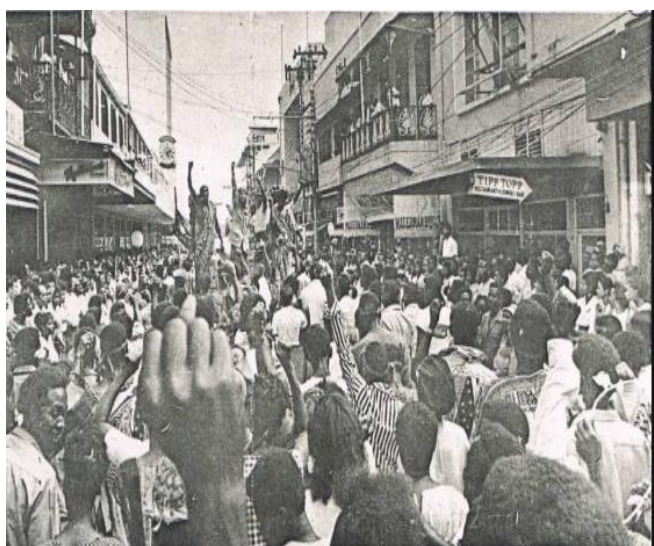
³³ Bennett Richard, *Determinants of constables' perceptions of community support in three developing nations* (Police Quarterly 9(2), 2006), 251.

³⁴ Trinidad and Tobago Police Service, *Report of the Committee*, 311.

³⁵ Trinidad and Tobago Police Service, *Report of the Committee*, 312.

³⁶ Trinidad and Tobago Police Service, *Report of the Committee*, 310

overtime/ commuted paid which increased from 2.0 million in 1977 to 15.6 million by 1983. Making large payments for overtime impacted on organisational financial efficiency since the funds expended could have been used relatively more productively to train WPOs in skills that would have provided greater expertise and professional compatibilities between them and their male colleagues during the 1970s to 1980s. A strategic management plan working alongside an aggressive inclusive policy would have levelled the uneven playing field between the sexes. Moving forward into the years 1990 to 2000 though very little information was accessible for this study, interviews conducted strongly suggested from police officers that the attitude and mindset of Commissioners and Senior officers changed over the years in relation to WPOs well into the 1990-2000 where women inclusivity was introduced. WPOs were to become more skilled by way of specialized units thus allowing a woman police to earn allowances and overtime on her basic salary. This transition especially in the mindsets of Commissioners and Senior officers may have been the result of progressive trends in industrial relations that were influenced by struggle through revolution for liberalisation and equality in the closing decade of the twentieth century.



This formidably would have yielded a better standard of living economically for the woman police officer in which she would have been able to navigate better financially in other spheres of her life.

Protest Black Power Revolution, 1970 Courtesy Express, 20

CHAPTER THREE

The WPO and her plights in the Trinidad and Tobago Police Service

Another aspect to consider geared to the development of women and policing within the Trinidad and Tobago Police Service are the societal issues within the organisation and the impact and barriers the WPO experienced during the years 1970-2000. Scholars have indicated that organizations such as the police service are part of a wider societal framework which concentrates on the structural elements of human interaction, the enduring elements that guide people's behaviours as they work together to accomplish shared objectives via coordinated efforts.³⁷ It is further suggested that this social outlook is characterized by relationships between disparate viewpoints and alludes to an institutional will or agency that exceeds individual agency as well as it is what enables an organization to endure throughout time.³⁸ This made it even more difficult for a woman within the organisation to flourish as she experienced barriers struggling to break free from the rigid societal structure of the organisation. This section of this study will highlight the battles and victimization WPOs faced such as sexuality and sexual harassment, their ability to balance work and family life and promotion as investigations revealed that those three issues plagued the Trinidad and Tobago Police Service as all the female participants within this study elaborated on all three issues. Though there are more challenges WPO's encountered within 1970-2000 that have not been developed in this study these issues were noteworthy common encounters which the interviewees detailed in their accounts and how it adversely eroded the elements of the organisation within 1970s to 2000s.

³⁷Phillip Selznick, "*Foundation of the Theory of Organizations*," (American Sociological Review 12,1948),30.

³⁸Phillip Selznick, *Foundation of the Theory of Organizations*," (American Sociological Review 12,1948),30.

SEXUAL HARRASSMENT

Classified by the International Labour Organization sexual harassment is said to be “an unwelcome sexual advancement or verbal or physical conduct of a sexual nature which has the purpose or effect of unreasonably interfering with the individual’s work performance or creating an intimidating, hostile abusive or offensive working environment.”³⁹ According to Don Mitchell, 2011 within the Caribbean sexual harassment represents a behaviour which is largely regularised.⁴⁰ To add Linden Lewis has indicated that this behaviour is because of the patriarchal culture of this region and the nurturing of such behaviour within the territory.⁴¹ This ultimately transcends into organisations as such various policing agencies within the Caribbean have been plagued by this reality and it can be gathered that this behaviour has become quite prevalent. The Trinidad and Tobago Police Service is no different and there is empirical evidence to suggest that this behaviour has become so intrusive that it has moved passed from just being a behaviour and has become more engrained within the organisation forming part of the policing culture. Of the thirty surveys conducted ranging from a compilation of women and men police officers serving from 1980-2000 it was expressed that sexual harassment has always existed within the organisation and takes many forms. To further analyse the data one hundred percent of the female respondents to the surveys conducted indicated that they have experienced sexual harassment within the workplace while one hundred percent of the male respondents have indicated that at some point during their career they have expressed or admittedly heckled a woman police officer whilst actively serving. This intrusive culture that exists within the Trinidad and Tobago Police Service in deepening this discussion is

³⁹ Don Mitchell, *The Case of Sexual Harassment*. Colloquium on Gender and the Law, (Castries, St Lucia, November 2011),1,<https://www.eccourts.org/wp-content/uploads/2013/10/The-Case-of-Sexual-Harassment-by-Justice-Don-Mitchell.pdf>

⁴⁰ Don Mitchell, *The Case of Sexual Harassment*, 17.

⁴¹ Linden Lewis, *The role of men and boys in achieving gender equality: Gender Tension and Change in the Contemporary Caribbean*, (Brazil,2006), 4. <https://www.un.org/womenwatch/daw/egm/men-boys2003/Connell-bp.pdf>

also practiced by senior officers within the organisation who are directly responsible for the leadership of the organisation. This is quite troubling and leads one to think the progressive direction of the organisation is in jeopardy as it is supposed to be one which stewardly promotes a means of protection for the public but how can they protect the public when WPOs are susceptible to these plights within the organisation. Alas, it must be noted however that women are not entirely innocent in this counterproductive behaviour since some can be accused of facilitating and partaking in the sexual harassment with their male counterparts. One female interviewee who can be called informant Z shared her experience and indicated that she would say forth right to her male counterparts when lude conversations took place, “I will quicker touch you before you touch me.”⁴² Considering this revelation, it can be said that this behaviour may have been a mechanism to protect the position of the WPO from being viewed as the weaker vessel and to assume and adopt a more masculine authority within that scenario. It is also noted that some women opt not to report their experiences of sexual harassment as it may be not taken seriously, and these points could be suggested to add further truth to the subject matter as further checks into this research reveal that the Trinidad and Tobago Police Service have no real policies regarding work etiquette which speaks in relation to sexual harassment.

To further add it is very prevalent with the Trinidad and Tobago Police service for men and women to be involved in an intimate relationship within the organisation and the time period of 1970-2000 was no exception. All the women interviewed for this research at some point in time were in a relationship with or married to a police officer. The organisation seemingly encourages relations as there are no policies governing or discouraging inter organisational relations ultimately giving rise to both benefits and disadvantages on a professional and personal level for the WPO.

⁴² Informant Z, Interview by author 12 December 2023, Transcript.

One benefit that was noted in the evidence gathered is that a female being with a male police officer within the organization can seemingly guide and protect the female from being subject to some of the constraints the career entailed especially if the WPO was with a senior officer however on the other hand if the relationship does not prolong the failed relationship may cause the woman to face even more damaging discrimination. One of the interviewees however admonished that whatever came her way regarding sex and sexual harassment she remained resilient and opted to never ask for favours. This principal she indicated took her through her career having never to owe anyone in return. It is the view that based on the evidence presented sexual relation and sexual harassment within the Trinidad and Tobago Police Service has become a foot hold within the organisation to further subjugate the WPO to systematically keep her at a level inferior to that of the male police officer.

Her ability to balance work and home life

She holds the position firstly of being a WPO in a paramilitary setting, however in her civilian aspect of her life she also simultaneously is a wife, mother and caretaker and she is expected to perform all her duties effectively without yet being recognised for this impeccable feat. For the various hats and roles, a WPO encapsulates in which she has been achieving for many years she is still to be recognised in the historical record. In analysing the period 1970-2000 it was no different. Little studies have been done to validate how a WPO juggled the arduous load on her plate however the findings for this aspect of research have indicate that it is no easy feat but one that requires strong mental fortitude and tremendous support from senior officers and family members. However, it takes a group of persons to seemingly care and navigate some of the responsibilities a WPO holds. In interviews with retired WPOs, they expressed that through 1970-2000 their hours of work within the police service were plentiful with sometimes the doubling up of duties whether it be supervising detainees or court appearances however it was mostly the support of their mothers, sisters, or spouses to aid in completing their homely duties. One interviewee also indicated that as a police officer there is always work to be achieved and in 1997, she experienced running with an enquiry for almost seven days straight having to neglect all other responsibilities in the achievement of justice. This was just one instance, but one can only imagine the fatigue that a WPO experienced having to handle these frequent situations in a ten year to twenty-year period. It would require a female police officer to find a strategic balance in their work and family life to ensure that neither their job nor their family is negatively affected. Pat Ellis however has indicated that the proper balance of work and home is not only for the WPO to deal with, but it requires the understanding and the implementation of support from employers who realise the importance of both roles that the woman must fulfil which is tied to the social structure

and its elements.⁴³ One hundred percent of the male respondents indicated that women police complained about home life and the constraints of the job in juggling home commitments and the female respondents also indicated that they had issues as well as senior officers were not accommodating. As such it can be argued that no special allowances were given to the WPO despite the many roles she filled. The WPO had to complete them unequivocally to dispel any disciplinary action being taken against her.

⁴³Pat Ellis, ed., *Women of the Caribbean* (Kingston Publishers, 2013), 30.

Promotion

For the WPOs of the Trinidad and Tobago Police service who excelled were promoted in the service between the years of 1970-2000 it is noted that this was quite commendable. According to the empirical evidence gathered, promotion particularly for women was very limited and the waiting period was protracted in comparison to the accelerated rate in which more men were promoted. Karen Lancaster- Ellis presents evidence to also support this claim as she indicated in her study that the views shared by Senator Martin Joseph also indicated that promotion within the Trinidad and Tobago Police Service were long and limited.⁴⁴ This study could further support that claim as three women officers who join in the period late 1970s to 1980s indicated that they remained a WPO in the rank of constable until 2002 when history was made as a large amount of WPOs were promoted to the rank of Corporal. Though this was a rare momentous occasion for the women who long awaited their recognition and upward mobility to the next rank, in the remainder of the period under study, males dominated the senior positions within the service with fewer women achieving–senior positions or advancing within the service even as women’s roles transitions. It is not an easy experience to toil and work hard in an organisation and to be always placed second to a man. Moreover, it is only natural that women would have thought that the only way to advance within the service was to work twice as hard as their male colleagues to prove their legitimacy as a WPO deserving of promotion. Karen Lancaster-Ellis further expounds that in a lot of ways the legislation and standardized procedures subliminally presented the need for women to make an even greater effort than males needed too.⁴⁵ Another challenge within the sphere of

⁴⁴ Karen Lancaster- Ellis, “Personal Perspectives: Challenges for Women in Policing within the Caribbean” (PhD Diss. *Pakistan Journal of Criminology*,2013), 34.

⁴⁵ Karen Lancaster- Ellis, “Personal Perspectives: Challenges for Women in Policing within the Caribbean” (PhD Diss. *Pakistan Journal of Criminology*,2013), 34.

promotion was the fact that promotion was generally done initially in the 1970s -1980s by way of seniority. Many women were at a disadvantage as for quite some time as the service was only comprised of men until the agency saw the necessity for recruitment and training of women in 1955. Consequently, many WPOs according to Kim Lonsway et al., could never attain equality at the current rate and can be concluded that women chances through 1970-2000 seemed very limited to ever break the glass ceiling where most of the executive would be comprised of WPOs.⁴⁶ There is no solid evidence to indicate whether these steps and decisions within the service were designed to devalue the WPO. However, a clear argument that cannot be disputed is that a WPO for the period under study was never commended or rewarded for her efforts in an equivalent manner to her male counterparts. Furthermore, there was always a subliminal reminder of her inferiority within the organisation.

⁴⁶ Kim Lonsway, Margaret Moore, Penny Harrington et al. *Hiring & Retaining More Women: The Advantages to Law Enforcement Agencies*. (National Centre for Women & Policing a Division of the Feminist Majority Foundation, Spring, 2003), 15

CONCLUSION

This study has sought to establish a journey and transition into the experience of a WPO during the 1970s to 2000s highlighting the historical content of women being introduced into the Trinidad and Tobago Police Service as well as the evolution of their roles and responsibilities. This research has also evaluated the experiences of WPO's to ascertain whether they were victimized and treated unfairly as they were the minority in a male dominated organisation giving a gynocentric perspective to issues within the service. Using surveys and interviewees as well as limited secondary materials this study has attempted to prove that inequality did exist during the 1970s to 2000s, and it possibly may have been initiated since the training process to indoctrinate a woman to know her place. It was not until the 1990s-2000s did the findings of this study possibly show the birth of feminism where women adopted more masculine traits moving away from the traditional female roles to rival the males within the organisation. It was seen that women gradually progressed however, it was not an easy journey but one where they had to fight against the patriarchal culture where the males were favoured for promotions and skilled training over women. The WPO also had to struggle with being sexualised within the organisation and her body objectified. However, the study has proven that some females also partook in the objectification and sexualization of their own free will or in attempts to appear masculine and fit in with men.

Reflections on the past often aids in planning productively for the present and future. It is anticipated that the educational value of this study inspires less marginalisation of WPOs among stakeholders and enhances mutual respect between the sexes, and leads to greater cohesion, progressive ideas for the good all officers and the general public.

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APPENDIX A

Sample Questionnaire conducted in this research study.

(Please answer all questions to the best of your ability)

Bio-Data

1. What is your gender.

MaleFemale
2. What is your ethnicity?

East IndianAfricanChineseMixed
3. In what year and batch were you recruited for the Trinidad and Tobago Police Service?
4. In what year did you retire from the Trinidad and Tobago Police Service?
5. What was your substantive rank when you retired with from the Trinidad and Tobago Police Service.
6. What divisions or sections did you work? Please tick the relevant choices in the boxes provided.

Northern Div

Northeastern Div

Western Div

Central Div

Southern Div

Southwestern Div

Eastern Div

Tobago Div

Specialized Unit

Human Resource/ Finance

POS Div
7. What were your functions/ responsibilities as a police officer within the Trinidad and Tobago Police Service at the time you served? Please indicate on the lines provided.
8. Was there any distinction between the responsibilities tasked between male and female police officers?

YesNo
9. What were the functions of women police officers within the Trinidad and Tobago Police Service?
10. What were the functions of a male police officer within the organisation?
11. Do you believe women experienced differential treatment as opposed to male police

officers during the period 1980-2000? If so in what way?

12. On a scale from very important to no great importance can you describe how important the functions of a woman police officer were within the organisation by ticking one of the relevant boxes provided?

Very Important	Somewhat Important	Medial	No great importance
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13. Was their job equality amongst the men and women police officers within the Trinidad and Tobago Police Service?

Yes	No
-----	----

14. How would you describe the comradery between male and female police officers?

Very good	Good	Satisfactory	Poor
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15. What are some of the attributes you would use to describe the performance of woman police officers within the Trinidad and Tobago Police Service? Please tick the relevant boxes.

Hardworking	Lazy	Cowardice	Courageous
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16. Was it easy for you to work with women police officers within the Trinidad and Tobago Police Service.

Yes	No
-----	----

Please explain why?

17. During the period 1980-2000 were women police officers wildly chosen for training courses.

Yes	No
-----	----

18. On a scale of 1-5 how much women were promoted to First Division ranks during your time of actively serving within the TTPS.

1-None

2- A few

3- A fair amount

4- A Numerous amount

5-Exhorbitant

19. Was sexual harassment an issue women police officers face within the TTPS between 1980-2000?

Yes	No
-----	----

20. Do you think during the years 1980-2000 women police officers were viewed as weaker lesser being s incapable of fully committing to a policing career? If, yes explain why?

Yes	No
-----	----

21. Was it a common view that women police officers often had sexual relationships or used seduction to have favours with senior officers for upward mobility in the organisation?

Yes

No

22. Can you recall a moment whilst you were serving in the TTPS where a woman police officer accomplished a great feat on the job. If yes, can you briefly share?

Yes

No

23. Were you generally pleased with the performance of women police officers during 1980-2000?

Yes

No

24. On a scale of 1 to 10 can you give an approximate amount of outstanding women police officers you encountered that were exemplary in the way they carried the rank of being a woman in the Trinidad and Tobago Police Service.

- 1) 1-10
- 2) 10-20
- 3) 20-40
- 4) 40-60
- 5) 60-90
- 6) 90-120
- 7) 120-160
- 8) 160-200
- 9) 200-400
- 10) 400- 900

25. During the period 1980-2000 were the women police officers you encountered married or single.

Married

Single

26. What were some of the domestic complaint's women police officers complained about when it came to handling commitments at work?

Children/Child

Illness

Household obligations

Financial Difficulties

Spousal Problems

27. Were instructions by senior women police officers adhered to within the Trinidad and Tobago Police Service?

Yes

No

28. To what extent were the views of women police officers with respect to crime fighting measures acknowledged and utilised?

Never

Seldom

To a great extent

29. On a scale of one to ten how significant would you rate women police officers and their contributions to the development of the Trinidad and Tobago Police Service over the years 1980-2000?

1-3- No significance

4-7 Little significance

8-10 Great Significance

30. Historical accounts have indicated that women were needed within the TTPS to deal with women and juveniles, however between 1980-2000 did the responsibilities of women stay the same or did they transition? Why?

APPENDIX B

Table 1 shows the Overtime including Commuted Allowance paid to Members of the Trinidad and Tobago Police Service for the period 1977-1983.

Year	Commuted Overtime	Other Overtime Claims	Total
1977	\$1,279,577.88	\$ 738,614.22	\$2,018,192.10
1978	\$2,446,383.38	\$1,765,897.41	\$4,212,280.79
1979	\$2,316,715.42	\$2,252,951.59	\$4,569,667.01
1980	\$2,977.214.28	\$4,272,417.15	\$7,249,631.43
1981	\$2,934,516.41	\$1,295,040.14	\$4,229,556.55
1982	\$4,561,724.60	\$3,107,792.83	\$7,669,517.43
1983	\$6,780,901.06	\$8,793,830.33	\$15,574,731.39

Source: Ministry of National Security

APPENDIX C

Statement showing Allowances drawn by Police Officers of the Trinidad and Tobago Police Service

STATEMENT SHOWING ALLOWANCES DRAWN BY FIRST DIVISION OFFICERS OF THE TRINIDAD AND TOBAGO POLICE SERVICE			
ALLOWANCE		FROM	TO
House Allowance -			
Married Officers		\$ 80.00 p.m.	\$160.00 p.m.
Unmarried Officers		\$ 30.00 p.m.)	\$ 75.00 p.m.)
		\$160.00 p.m.)	\$300.00 p.m.)
		\$ 75.00 p.m.)	\$150.00 p.m.)
Meal Allowance		\$ 30.00	\$ 75.00
		(in 1961)	(1977)
Entertainment Allowance -			
Commissioner of Police		-	\$200.00
Mechanic		\$ 30.00	\$ 70.00
		(Jan. 1975)	
Telecommunication Technician		\$ 50.00	\$ 70.00
		(Jan. 1975)	
Uniform Allowance		\$ 30.00	\$ 45.00
		\$ 45.00	\$ 65.00
		\$ 65.00	\$ 80.00
Court Prosecutors	(a)	\$ 75.00	\$145.00
Other Prosecutors	(b)	\$ 60.00	\$115.00
Director of Music		-	\$ 30.00
Asst. Director of Music		-	\$ 25.00
Interpreter		-	\$ 30.00
Skill Allowance -			\$ 50.00
Bomb Expert		-	\$ 36.00
Plain Clothes Allowance		\$ 20.00	\$ 50.00
Shorthand		-	\$ 25.00
Detective		-	

Report of the Restructuring of the Police Service, 1974, Appendix VII

APPENDIX D

This document is an Advertisement from the Trinidad and Tobago Police Service 4 October 1972 published in Guardian newspaper for Vacant Posts for Police Constable Transport Drivers.

TRINIDAD & TOBAGO POLICE SERVICE
VACANT POSTS OF POLICE
CONSTABLES — TRANSPORT DRIVERS

Persons seeking enlistment as Police Constables — Transport Drivers should present themselves for selection at the Police Training College, St. James Barracks at 9.00 a.m. on Monday 9th October, 1972.

Applicants must be : —

- (i) The holder of a valid Driving Permit, endorsed to drive Heavy Goods Vehicles, and produce evidence that he has been driving such vehicles for the past two (2) years;
- (ii) Be not less than 18 years or more than 35 years of age;
- (iii) Be of good character and a citizen of Trinidad and Tobago; and
- (iv) Be not less than 5 ft. 6 ins. in height and 34 inches in chest.

They are to bring with them their Birth Certificate, Driving Permit two (2) recent passport size photographs and two (2) recent testimonials.

Special consideration will be given to candidates who were employed as motor mechanics.

Those selected will be required to undergo Driving and Educational Tests and Medical Examination.

Successful applicants will be required to undergo an abbreviated course of training at the Police Training College, St. James Barracks.

SALARY & ALLOWANCES

Salary :	\$3,025 — \$4,645 per annum
Meal Allowance :	\$4.50 per annum
House Allowance : (married men) :	\$360 per annum
(single men) :	\$180 per annum

Free uniform, dental and medical treatment are provided.

There is ample opportunity for promotion.

Sgd. C. A. MAY
Ag. Commissioner of Police.
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