

Abstract

Police-type security formations are primarily responsible for ensuring security of the state in which more and more women serve. They face many difficulties during their duty, therefore these formations ought to take actions which will lead to empower human potential and to improve the quality of the undertaken tasks. This work is focused mainly on three formations - Police, Border Guard and State Protection Service (SOP).

The subject of the research were the conditions of women's service in selected security formations in the context of the implementation of tasks and professional development. The aim of the research, and thus the end result of the research process, was to identify the conditions for the recruitment and service of women in these formations, to explain the possibility of implementing a spectrum of tasks and to create an outline of a model of women's professional career.

The main question in this research was: What are the possibilities and limitations in the performance of a spectrum of tasks by women in security formations and what measures should be taken to ensure women's professional satisfaction, taking into account the high level of implementation of tasks by state security formations?

In order to answer the indicated problem, a hypothesis was created in the dissertation: "I assume that historical, organizational, legal, biological-physical and cultural conditions as well as the modern level of technological development have a positive impact on the employment of women in security formations, on their participation in implementation of a variety of tasks and development on a professional field.

It is assumed that the main difficulties, limiting the development and participation of women in security formations are mostly insufficient level of of mental and physical preparation, difficulties when it comes to bringing together family and professional career, and occurrence of situations like lack of empathy, disrespectful treatment, and in some cases sexual harassment.

It is presumed that there are and may occur tasks that are intended only for men or for women.

It is anticipated that proper preparation of future female officers in pro-defense organizations as well as constant development of skills and gaining experience by women in security formations may give a chance to effectively perform tasks in these formations at the required level.

Opportunities for a more dynamic professional development and full satisfaction may be obtained when appropriate organizational measures in formations are undertaken, which may

include increasing the number of specialist training courses or organizing day care for female officers' children ”.

The above hypothesis has been verified almost entirely positively. In order to do this and obtain reliable and verified results, detailed theoretical and empirical studies were carried out, including comparisons of approaches in British, American and French security formations. It should be emphasized that the Border Guard was the only one who did not agree to reveal public information and to conduct a survey in the formation, therefore some of the results were created on the basis of an in-depth analysis of the conclusions of the research carried out in other formations. The hypothesis was not fully verified positively, because the obtained answers to the questions in the questionnaire showed that there are no tasks that can only be dedicated to women or men. Nevertheless, it was pointed out that there were tasks that could be performed differently, based on gender, either better or worse. The remaining part of the hypothesis was confirmed.

Scientific research is carried out with a number of empirical methods of research which: analysis and criticism of the literature, statistical data analysis, observational studies and survey method.

The dissertation consists of an introduction, five chapters, an ending, and a number of attachments, which include: a list of tables, tables, a questionnaire, survey results and observation log. Each chapter, except for the first one, has been finished with conclusions.

The first chapter presents the methodological assumptions together with the problem described.

In section 2, the concept of "security formations" is characterized, which is the source of the terminology related to the section. Thus, the phrase "uniform service" was negated in relation to formations whose main task is to ensure broadly understood security. Also, the history of women serving in formations in Poland and around the world is described and a review of the qualification requirements in order to serve in the given formations.

The third chapter presents the official tasks performed by officers with an indication, which of these tasks women perform better or worse than men. In addition, this chapter consists of level of physical fitness of female candidates for service and female officers analysis, review of the conditions determining the suitability of women for service was undertaken, and verification of the impact on the personnel policy regarding functions and duties performed by female officers.

Chapter 4 is devoted to an analysis of the service of women in selected countries. The focus was on the French, British and American counterparts of the State Protection Service, Border

Guard and Police. The conducted analysis made it possible to reach out to the conclusions and indicate good solutions that should be used to increase the participation of women in Polish security formations, as well as to enable their further development and increase their professional satisfaction.

The fifth chapter deals with the issues related to the possibilities of the overall development of women. The process of preparing women for service in security formations was described, as well as the role of education in shaping and developing needed skills. These are only basic stages, therefore additional factors have also been indicated that may contribute to the full development and increase in professional satisfaction of women. For this purpose, an outline of a model of professional career of women serving in security formations was created.

The last element of the dissertation is the ending, which summarizes and shows conclusions from the research, presents the solution to the main research problem, verifies the hypothesis, and confirms the achievement of the assumed research goal.

Dynamic changes in the security environment and thus the emerging new threats justify the need for further research that may lead to the improvement of procedures linked to the effective management of security personnel. The existing solutions lack research that would cover the service of women in police-type security formations so broadly, with a comparative analysis carried out between them. Particularly noteworthy is the fact that the State Protection Service was established in 2018, therefore research on the above-mentioned topics has not been carried out earlier in this formation. Despite the difficulties that occurred during the research, the solutions and conclusions presented in the dissertation, if noticed, can contribute to the effective implementation of the tasks within the security formations, with an increasing share of female officers satisfied from their service.