

## **POLICING IN MULTI-ETHNIC COMMUNITY (MACEDONIAN CONDITIONS)**

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### **Abstract**

The late 20<sup>th</sup> and the early 21<sup>st</sup> century started to push on and implementation decentralized proactive policing in draft model of community policing the first in highly developed countries and later gradually on countries in development. This model not includes only fight against crime but also deal with any security problems at the local community level so that you can rightfully say that it is modern concept of security on strategic principles and prevention programs. The long road to Euro-Atlantic integration Macedonian police this trend of modern policing is still making strides to become a reality. The extent of integration on the police in society and interaction was perceived as well exchange of information with local community in this case we need empirical research for resolving on the security issues. Such a one research recently was completed in Macedonia but research conducted from student team of FON University. The results show that the integration of the Macedonian police in ethnically mixed areas, and that citizens have confidence in police officers with their different nationalities.

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**Keywords:** Security, policing, multiethnic community, police

### **Introduction**

Police work in a multiethnic environment is very sensitive and cannot take place in isolation without the cooperation of citizens. In a society where there are different ethnic groups, the role of the police is determined precisely by its multi-ethnicity. The heterogeneous composition of the population is a source of diversity which can be cause of any security problems. The more of eventual gap is deepen between interethnic conflicts, the more the police will be more difficult. On the other hand it needs to establish impartial connection for detection on the potential sources of security risks and threats.

The Republic Macedonia are met with security challenges of conflicts that spreads over the Balkan countries: Bosnia and Herzegovina (1993), Albania (1997) and Serbia in the Kosovo crisis (1999). One decade Macedonia lived in misconception is that " oasis of peace " , but the reluctance of political and security plan brought to the brink of civil war in 2001. Almost one year after the military conflict was signed the Ohrid Framework Agreement. Post -conflict situation in Macedonia had need of international assistance in order to implement reforms in the security sector and in many other spheres as part of the obligations set out in the Ohrid Framework Agreement. For this purpose, among others, were formed ethnically

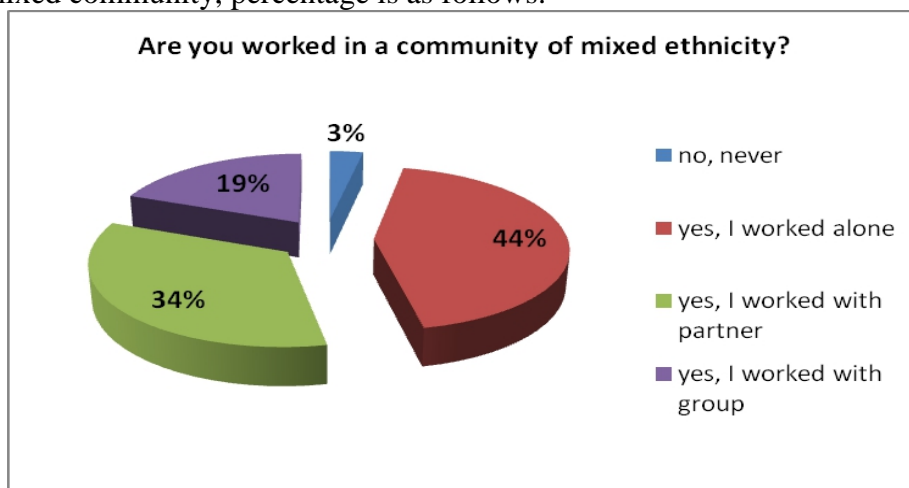
mixed police patrols to guarantee the safety of citizens in crisis regions. Ten years later the conflict Macedonia continues to build peace and stability.

This policing in ethnically mixed environment was the focus of one of our empirical research, which studied the attitudes and opinions of its police operation, as well as perceptions of citizens regarding their personal security. For this purpose, we conducted an anonymous survey of several cities in the former crisis regions in the Republic of Macedonia, which we covered, three target groups: police officers, police executives and citizens.

**Attitudes and opinions of the police officers about policing in multiethnic community**

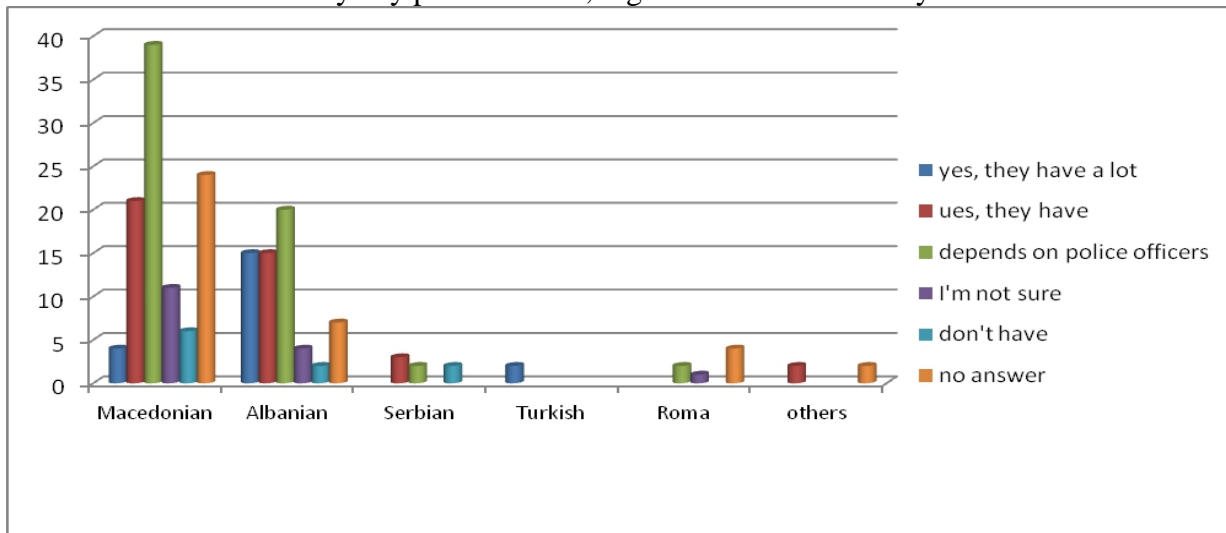
The universal formula for policing in community doesn't exist because all programs for community policing must be formulated and implemented in consideration of local political and cultural environment. Model of policing in multi-ethnic community should help police officers to build relationships of cooperation, especially citizens who are of different ethnic origin and gain confidence in them. To achieve these goals requires police officers to have the skills and capabilities that can effectively flow into the region covering and police officers will become contact persons of the citizens who will indicate the problems in the environment in which they live. Such procedures in many cases may have preventive significance when time will indicate the danger of certain problems.

For this study was surveyed 188 respondents (uniformed police) , and the instrument was used as a written questionnaire with 32 open and closed questions . The cities where the survey was conducted an ethnically mixed population structure in Skopje, Struga, Gostivar and Kumanovo. The results showed that police officers are almost unanimous in their views and work towards building trust towards citizens. Almost haven't police officer did not accomplished police duties in multiethnic communities, and from his experience so far the majority of respondents believe that police officers generally can accomplish all operations . The biggest problems in policing work is lack of expertise in tactical and ethical and cultural relations officers to citizens. But deficiency have in communication, protection of human rights, and composing official documents.It terms of ethnicity of surveyed police officers, mostly are Macedonian and Albanian. For the question did you police officers worked in ethnically mixed community, percentage is as follows:

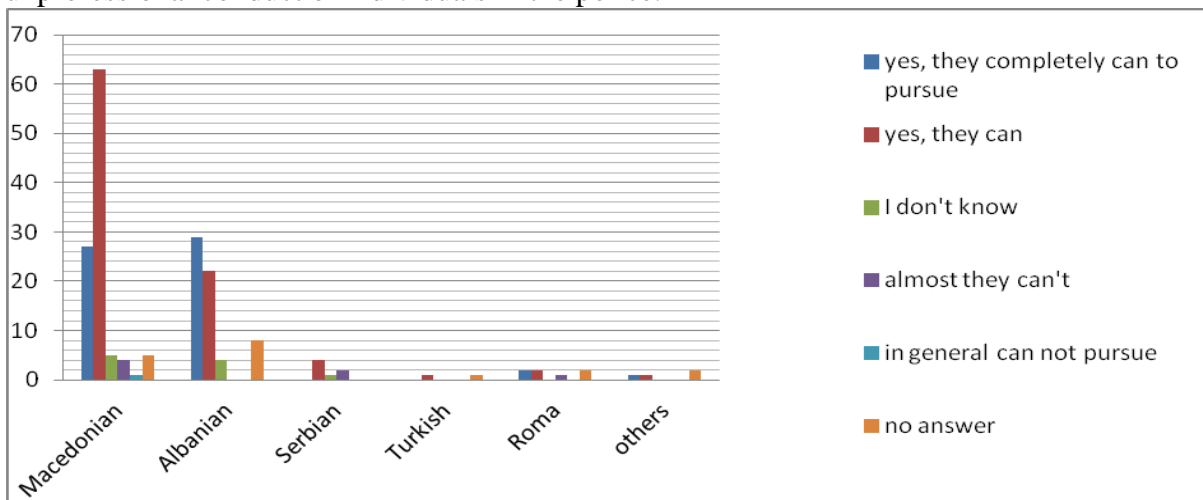


From the results we can see that 44% of police officers have themselves perform police duties in a multiethnic environment and 34% partner. The small percentage (3%) that didn't worked in a multiethnic environment, but high indicating that a non-selective approach to doing things. For the question did you police officers feel safe when performing their tasks, 68% said they found the risk situation and the relatively small number said that they felt unsafe and risky.

The one the most important question is do you citizens have confidence in police officers of different nationality from their experience of police officers but the results of research showed that the confidence of citizens still depend on the person of the police officer. The most important is his personality profile of a police officer because he should be the first person that will be answered for environment in which it exercises its function. Another thing that is very important to must have, fair and equitable access to all, regardless of ethnicity in consideration of the multicultural character and standards present and emerging ethnic groups. There should be no prejudice and negative attitudes and beliefs toward members of different ethnic groups. The police officers should have communication skills that will enable easier and more open access to citizens and continuous upgrading of their skills through various trainings. In accordance with democratic principles is the sole legitimate police authority should serve citizens and care for their safety. This principle should be accounted for by any police officer, regardless of his ethnicity.



The attitude of the police officers in relation with accomplishment of duties towards citizens who are of different ethnic origin is mainly that they can meet, which is a significant positive indicator. Although the opinion there is the Macedonian police officers can carry this challenge, there are isolated cases where it is the national animosity between police officers and citizens from different nationalities contributing in some cases to exist and unprofessional conduct of individuals in the police.

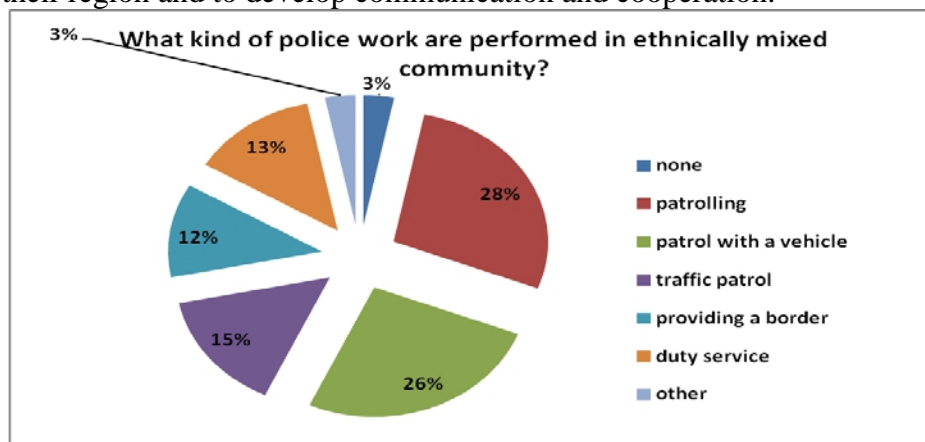


The communication between the local community and representatives of the police is the driving force that is necessary for the successful functioning of society as a whole. The

communication between the local community and representatives of the police is the driving force that is necessary for the successful functioning of society as a whole. To create a suitable basis for successful cooperation is necessary to generate frequent contacts between citizens and police officers. It means to intensify meetings with citizens to the extent that they feel that the police are close to the people and that is there to protect them and exists for the benefit of the entire community. Definitely the police deserve the support of the citizens. We could say that this relationship is interdependent. The views of the majority of surveyed police officers on how to improve this communication is no political interference or to prevent excessive influence of political structures on these relationships , acquisition and strengthening of mutual trust , good cooperation , understanding and respect , and fair , honest and legal business. Also, there are opinions that the transparent operation may be closer community, and to raise public awareness and greater cooperation. This concept of policing provides higher education for police and citizens by organizing debates, seminars and workshops.

For the question asked by police officers to change the prosecution of police work , most do not have the answer , while others said they should change the attitude that needs to be professional , and to respect the laws and rules. In some studies that have been done on this subject and there is a presumption that police officers from minority ethnic communities police tasks to prosecution and indiscriminately in contrast to police officers belonging to the majority population for reasons that have a greater understanding and respect for others minority ethnic groups .

About the type of activities and tasks that police officers have accomplished most concerned for patrol activity is an excellent way to met citizens with police officers who are chosen to their region and to develop communication and cooperation.



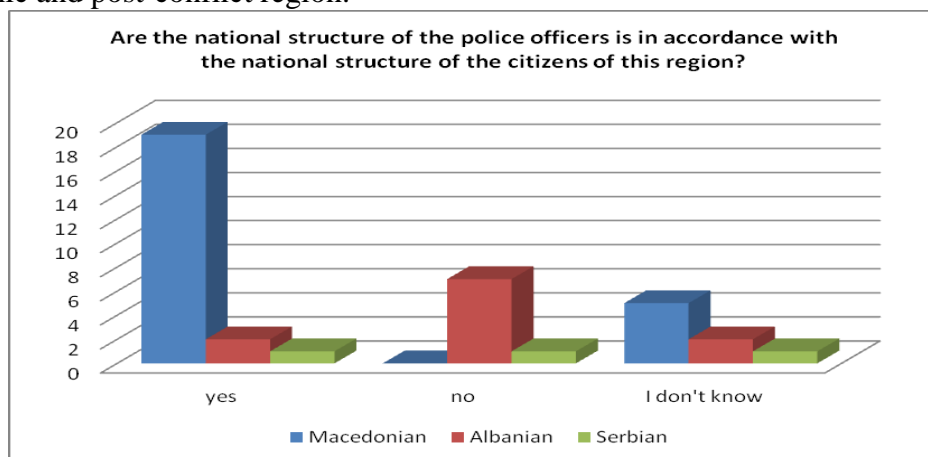
According to the results of a survey it was found that there are deficits in policing. As previously mentioned, the police function is complex and limited by differences result of the lifestyle of ethnic groups, over with the police are faced with a challenge to respond appropriately and effectively to their needs. Police officials indicate deficiencies in the accomplishment of the patrol activity. The reason is for tactical incompetence treatment not ethnical and illiberal approach in relations with citizens, as well as poor and insufficient communication with members of different ethnic backgrounds. Definitely we must take into account the human rights violations and liberties by the police.

The basic requirement for gaining citizens and their confidence is a proper legal right and transparent policing because that way the results are visible and objective. Measures to achieve transparency and communication include public distribution of reports on crime and policing, introduction of mechanisms for citizens to request services from the police,

creating forums for open discussion of issues of crime and security, and the introduction of Policing community.

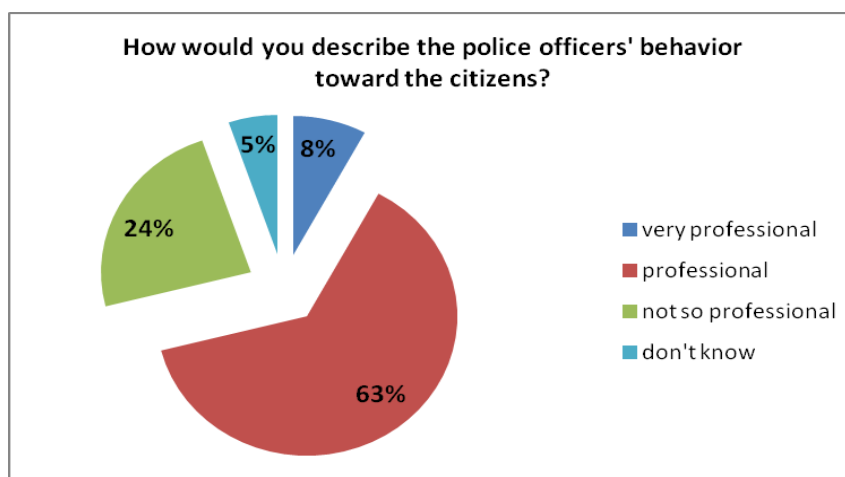
### Attitudes and opinions of the police chiefs about policing in multiethnic community

Considering that police managers organize, control, analyze and evaluate the work of the police, the information which they possess are essential for understanding the work of police officers, particularly in areas with mixed ethnic composition. Therefore we surveyed 38 police managers (commanders, chiefs, guides the shift etc..) of police stations in Skopje, Tetovo, Gostivar, Kumanovo and Struga. We asked the 30 questions. For the purposes of this paper, we'll present the answers of a few questions that are most important for police work in multi-ethnic and post-conflict region.

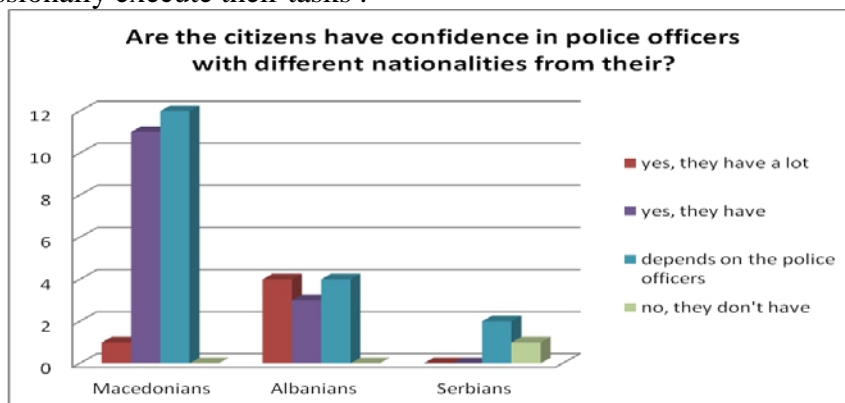


▪ In the Republic of Macedonia as a multiethnic country, according to the Ohrid Framework Agreement (which restore peace and stability), in the work of police participate police officers from minority, in order to restore the confidence of citizens, especially those of non-Macedonian ethnicity. Research has shown that almost everywhere the conditions for representation of police officers from all ethnic groups in the cities of mixed ethnicity are satisfied. Two-thirds of police managers, regardless of their nationality, reported that structure of the nationality of police officers in their place of work is in line with the national structure of the citizens of that place. Most police chiefs of Macedonian nationality (19 of 24) emphasize this proportional representation.

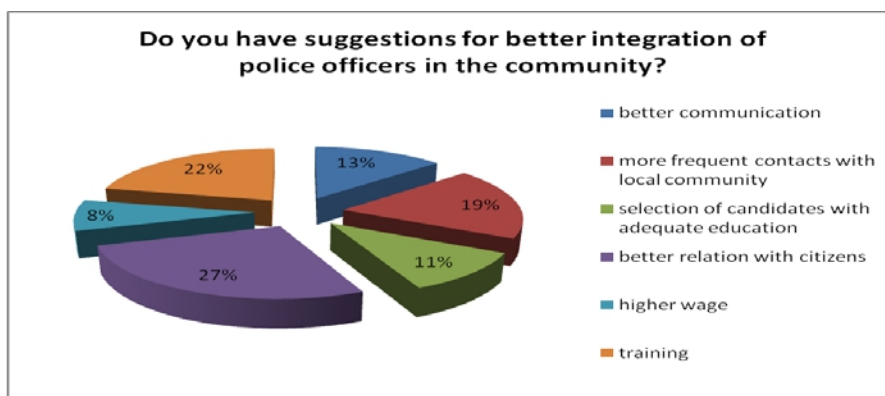
Police chiefs of Albanian nationality represent opposite views. From a total of 11 multiple of them (7) believe that the national structure is not consistent with the structure of citizens.



▪ We asked the police chiefs to evaluate the activities of their colleagues under their command. Good and ethical conduct of police officers is a fundamental element for successful policing as a service of citizens. The question was: How would you describe the police officers' behavior toward the citizens? Even 72% of interviewed head of departments considered that police officers in their work have a professional attitude and they know how to do their job, but concern fact that 24% of surveyed believe that there are police officers who unprofessionally execute their tasks .



▪ Everyday policing requires constant contact with people from different ethnicity. We asked the Police chiefs: Are the citizens have confidence in police officers with different nationalities from their? On this question, most said they trust depend on police officers themselves and although that different nationalities affect, the behavior of police officers is a major element to increase the trust of citizens. Global view of all police chiefs is that the citizens of ethnic cities have confidence in the police and may regard as a service for citizens. It is important to note that the same opinion is shared by both sides, the Macedonian and Albanian police chiefs , which is an encouraging indicator of the social environment in Macedonia.



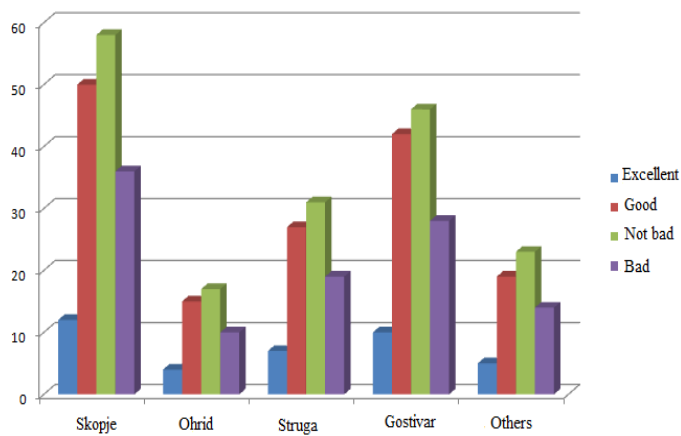
Police chiefs believe that it is necessary more frequent contacts and better communication with the local community, as well as righteous selection of personnel with appropriate education for better integration of police officers in community.

**Attitudes and opinions of citizens about policing in multi-ethnic community**

This paper made an attempt to actualize the issue of police action in a multi-ethnic community, moreover, by conducting a survey among citizens, we tried to understand the model of cooperation between police and citizens living in a multi-ethnic environment. Some experts in this field rightfully believe that the essence of the transparent operation of

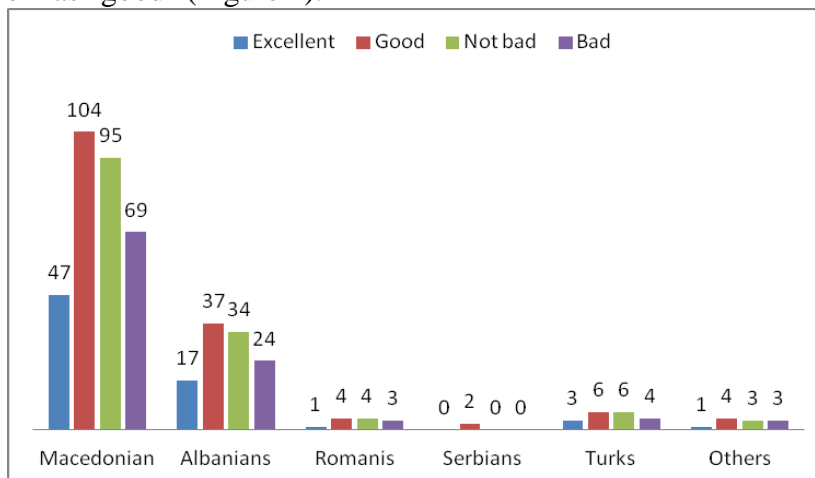
uniformed police should be reduced to the action of a contact police<sup>167</sup> officer who will conduct daily and direct contacts with citizens regardless of their ethnicity. In this way the police, fused with the local population, contributes to solving any security problems, making life in a multi-ethnic community safer today and more prosperous in the future. Modern conditions no longer require police officers to perform by order and command, but by creating and upgrading their professional conduct within the functioning of the model known as the community policing.

473 people from ethnically mixed environments (Skopje, Gostivar, Kumanovo, Struga) with the greatest representation of Macedonians and Albanians were asked to participate in a written survey. Respondents believed that they live in a relatively safe environment. Most people evaluated the police's work in a multi-ethnic community with a 2 in a scale of 1 to 4 (Figure 1). These estimates of the respondents reflect the contribution of the police in solving key security issues in the local community.



Traditionally, citizens turn to the police whenever they need any help, and the police contact the people when they collect required information.

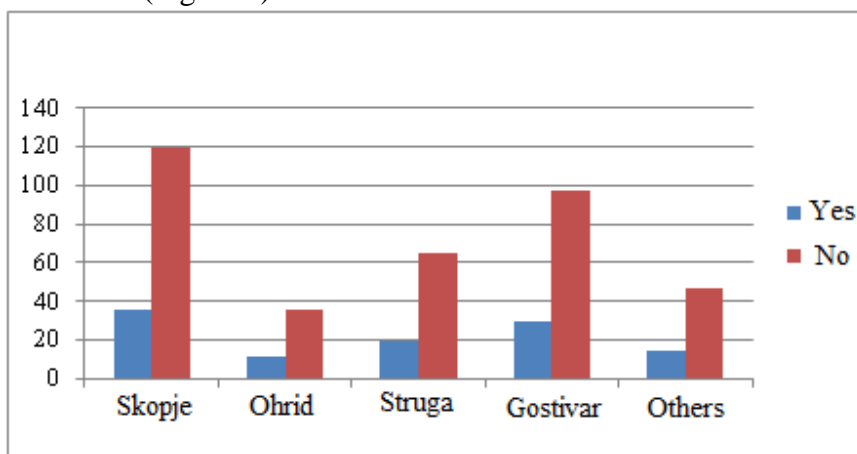
Modern police work involves maintaining regular contacts and fostering partnerships with the community to address any security risks and threats. Citizens should have their 'own' police officer that they would communicate with on regular bases. The dominant majority of the citizens who participated in the survey evaluated police behavior in direct contact with them as "good" (Figure 2).



<sup>167</sup>Consult: Mratovic, Sajner and Faber V. Volarevic, *A Strategy of police work in the community*, MUP Croatia, 2003.



In order to define the approach of police work in a multiethnic environment, among other things, it is necessary to take into account the perception of the local people about whether the police behavior toward them depended upon their ethnicity. This approach is associated with meeting two group goals: internal and external. Internal goals include the conviction of police staff on the importance and necessity of fostering a model of police work as a service to citizens in a social environment with multicultural diversity. External goals include informing the public about the benefits of this model.<sup>168</sup> Research has shown encouraging results. In fact, most respondents said that police actions are not depended on the ethnicity of the citizens (Figure 3).



Citizens in the country believe that their security is mostly threatened by accidents and thefts (especially of cars), and least of domestic violence.

## Conclusion

The reasons for the variability of the structure of the police function in space and time should be looked in the interaction of the police system with its sociable environment. In our social conditions the police activity at a local level should be developed in three directions: the relation of the police and the publicity in the multiethnic composition (public relation), criminal preventive structures (community services) and participation of all the structures of the society in the prevention of the criminality (community participation).

For determination of the development of the police activity in our multiethnic society, the research was focused on the attitudes of the main subject in this interaction, i.e. police officers, police administrators and citizens. From their attitudes we concluded that in the recent period of multiethnic functioning of our society the police has shown carefulness and attention to effectively solve the problems of the citizens regardless of their ethnicity, as well as for solving tasks that are out of the domain of police working, but are very close.

The research has also shown the awareness of the police officers and administrators for the deficit of their working and they came out with suggestions for improvement of the same, while the citizens gave direct opinions of how protected they feel, what mostly endangers their security and at which part the police treatment should be improved.

Throughout this research we succeeded in making a real image that will serve as a mirror of the current police working, but also a basis on which the police will build their efficiency-to correspond to their citizens.

<sup>168</sup> Consult: Aronovich, A., *Crime prevention (Community policing)*, The Hague, 1998.



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