

Nabila Akhtar*, MS. Namra Humayun**

The Role of Women Police in Eradicating Violence Against Women: A Case Study of Punjab

Gender Based violence in Pakistan has its patriarchal social structure under which women considered inferior to men. The women police as a civil force of a state, responsible for the prevention of crime and obligatory to play a pragmatic role to stop that violence. The idea behind this work has that what sort of measures should taken by the women police officers for eradication of Women Violence?The data of research are gathered from Punjab; women police officers, supervisors of NGOs and women violence victims. This empirical work under research deals with the role of women police that how far they bring effective change to stop violence against women which increase in Punjab.The exploration has based on mixed method research by applying the theory of change under good governance perspective.

Key words: Women Police, Violence against women, Theory of Change, Good governance

Introduction:

Pakistan is the one of the developing countries of South Asia, which has a low literacy rate, unemployment, poverty and a male dominated society. Violence against women considers a very common practice in urban and rural areas of Pakistan. According to a survey of Thomson Reuters Foundation Pakistan ranks as the sixth most dangerous country in the world for women. At this point it rightly said that violence against women in Pakistan a common practice and has historical roots. We can define women violence as acts which results physical, sexual or psychological torture towards women. There are various kinds of wome violence like domestic violence, rape, early marriages, honour killing, acid throwing, sexual harassment, female infanticide etc.¹

Whereas Polices a permanent executive, law enforcement body and protect human dignity. From this perspective, police women play a crucial role and limelight for the protection of civilians and safety of female victims. In 1994, a progressive step has taken by Former PM Benazir Bhutto as she established first lady police station in Rawalpindi. Women police stations have comprised of gender parity, then later anti-terror squad programs and training were inducted. A Gender Crime Centre has established in the National Police Bureau. The vision has to enhance the abilities of police officers in a professional manner. This cell collects data on

* Dr. Nabila Akhtar, Assistant Professor of Political Science , Lahore College For Women University Lahore,(Email.ID. n.ravian.1971@ gmail.com)

** MS. Namra Humayun, Visiting Lecturer, Department of Political Science, Lahore College For Women University, Lahore

¹ Caroline Sweetman, Violence against Women (London:Oxfam GB,2004), 67-86.

the cases related to gender based crime.²³ The National Police Bureau is introducing an advanced Police training mechanism. NPB has also developed Standard Operation Procedure (SOPs) that deal with women related crimes. The purpose for the establishment of SOPs has to provide protection to women victims of violence against women and the prevention of all sorts of VAW especially Domestic Violence.

In these grounds, this study intended to focus on women police behavioural responses, strategies of investigation during the heinous crimes such as rape, sexual assault, domestic violence, etc. This work is an ample to analysis the execution of lady police in terms victims of women, violence and helpful to understand the dilemma of the victim. Furthermore, through this study a change has needed to tackle the increasing ratio of women, violence victims by the medium of women police force. Although, this article is meaningful in terms of that to know the problems of victims, not go to police stations and suggests its readers to know about the training mechanism's along with policewomen investigations regarding heinous crimes related to women.

Literature Review

Nadeem (1989) depicts in his work that in the course of economic development and the social values required handling of women by women it has become essential to deal with processions consisting of ladies and other law and order situations involving females only through women police officers.⁴

Wilson (1999) explains that Women receive the same training mechanism as men at some point, but crimes investigations absent in policewomen trainings as they are much trained about self-defence, training in law, forensics and computing. Discrimination as men and women police officers while performing their duties. Less number of cases of joint investigations, women at the women only stations have successfully operated.⁵

Ahmed (2019) describes a comparative approach of both policemen and women perspective of corruption. In which she explains that it is said by feminist theorist that females are to be expected more honest and ethically upper to men. Hereof she further tell us that in various crimes investigation women police engaged in less corrupt practices as compared to male police officers. Male police officers

² Saima Manzoor Arain, Akif Manzoor Arain and ENGR Asif Manzoor, Police in Pakistan (LuLu.com, 2014), 35-62.

³ Saima Manzoor Arain, Akif Manzoor Arain and ENGR Asif Manzoor, *Police in Pakistan* (LuLu.com, 2014), 35-62.

⁴ Azhar Nadeem, *The Punjab Police in a comparative perspective.* (Progressive Publisher: 1989), 123-126.

⁵ Pauline Amos-Wilson, "The Women in Blue Shalwar Kameez", *Women in Management Review*, 14, no.4 (Fall 1999):128-135

have taken money on weekly or monthly bribe from criminals, those who have illegal businesses.⁶

James (2000) portrays in his work that need for recruitment of women police more and more so that the stigma that the male-dominated services have wiped off from the common man's mind. He further explains that police departments have

entrusted this sensitive area of women police cells wherein women police officers have appointed to give counselling women suffering from gender-based violence.⁷

Haider (2015) in his work says about pay scales and promotion procedures that policewomen must have the same procedure as men police officers but some women police officers respondents say that they face discrimination. Police women face dissatisfaction in the police department as one of them a constable has reported that she has joined the police force in 1980 as constable after 30 years she promoted on a head-constable post rather than male police constable ASIs or promoted as a sub-inspectors.⁸

Jamal (2010) pronounces in his work about recruitment, training of police officers that all provinces have training colleges and schools. He further explains that there are 5 training schools in Punjab, 5 in Sindh, and 3 in Khyber Pakhtunkhwa and 1 in Balochistan. Those who have selected as ASPs spend one year at the civil service academy in Lahore and later under mandatory training on general subjects.⁹

In spite of the fact that different studies presented none of these studies fully covered the role of policewomen to combat violence against women. As they generally define the working of policewomen in Pakistan, crooked system of police, comparison of male and female police and their corruption practices, trainings mechanisms so on and so forth. A comprehensive work has required that what sort of role policewomen have been executing to counter gender related crimes, their performances, trainings patterns, challenges and aptitude to the

⁶ Sadaf Ahmed, "Pakistani policewomen: questioning the role of gender in circumscribing police corruption." *Policing and Society* 30, no. 18 (Spring, 2019): 890-904.

⁷ James Vadackumchery, *Police criminology and crimes* (Delhi: Kalpaz Publications, 2002), 110-113.

⁸ Arsalan Haider, *Need and Challenges For Women Police*, (Islamabad: Pakistan Institute of Development Economics, 2015), 76-77.

⁹ Jamal, Asad. *Police Organization in Pakistan*. Lahore: CHRI & HRCP, 2010.

victims of women violence. These literatures give the research light or direction on working of policewomen for the eradication of women violence.

Methods and Materials

The case-study method has used for in-depth observations and interviews of the participants in this research. Women police performance, aptitude and Training mechanism are the indicators of this work that measurable and under observations.

The convenience and judgmental sampling technique are used for this article and the number of sample sizes of women policeofficers, interviews six, three authentic sources of interviews fromsupervisor of NGOs and Superintend of the shelter home Lahore has escorted. The number of victims interview eight from Smile again foundation and a few from other resources. There are Five major cities of the Province of Punjab meintioned asLahore , Rawalpindi, Faisalabad , Pakpatan and Multan. There were four women police stations working in Punjab and data of this research were conducted from all of these women police stations. In this research primary source and secondary sources used which comprise of books, journals, newspapers, annual reports and Interviews which have conducted from Policewomen officers and the victims of Violence against women.

Theoretical Framework

This research based on a theory of change popularized by Weiss, change has required for social gender crime, justice by the medium of policewomen working in Pakistan. Theory of change to stop VAW is important to change social norms, a women's rights organization create and sustain change, change at positive attitude of women police. For the change of women police culture has needed pragmatic training measures to stop violence against women.

Theory of Change Logical Model

A theory of change used inthe design and evaluation stages. A logical model demonstrates the underlying theory of change.

Input → Process → Output → Outcome → Impact

- **Input** has certain resources needed to operate. The demands that have obliged to accomplish. As this work concerned for the eradication of VAW a requirement of female police and they are supportive and protective behaviour to counter this increasing difficulty rising in the form of gender-based violence. As female officers have a sympathetic and condoling image in the eyes of the victims of violence against women that required productive and sensible performance crucial in resolving this matter.
- **Process** or Activity needed to implement your program like developing products, providing services, engaging in policy advocacy and building infrastructure. The process or activity needed to do away with VAW the recruitment of women staff in the police department and their training

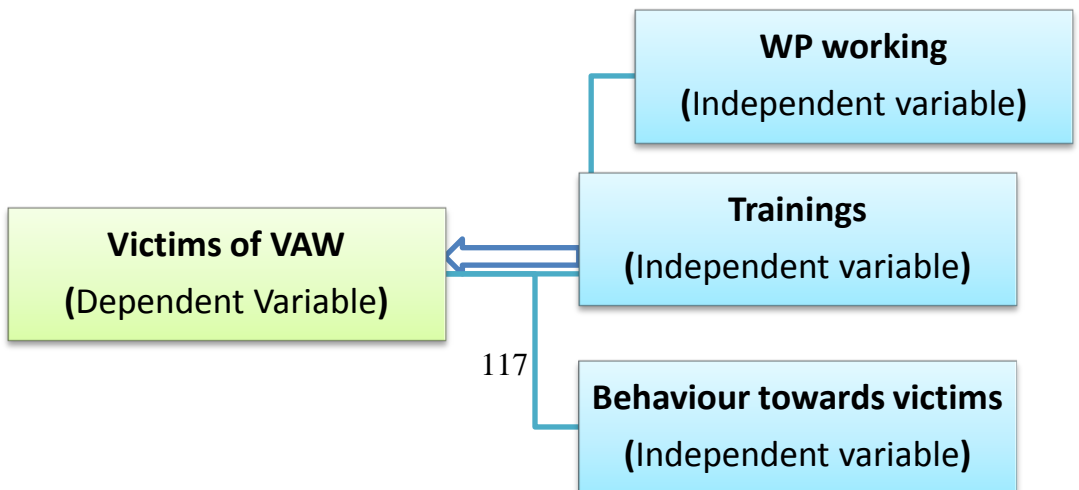
mechanism. It is essential to conduct workshops and seminars for lady police that how should they treat the victims of VAW and what plan of action has required to protect and provide justice to the victims.

- **The output** is the measurable and tangible results of activities. Each output should have activities and resources associated with it. This work the role of women police to combat violence against women is increased cooperation and dialogue and trust between lady police and the victims. It is a complaint by policewomen that victims lack self-awareness and in some cases, they and their families' aptitude are very negative. Comprehensive support, protection mechanism and proper monitoring are required for the victims of female police officers.
- **The outcome** is the changes that occur or different that is made. The outcome of this work is that the proper system of accountability of the police department by the senior officers as well as law enforcement executive authorities is needed to tackle the increasing ratio of VAW. Effective, assessable and responsive way of acting requires both by victims and policewomen.
- **The impact** is the well-being of the participants have achieved. Various changes in organizations, communities or systems might be expected to occur. The result and impact must be positive if the logical model of the theory of change is implemented. It will give progressive results if the working aptitude of policewomen is constructive and helpful to the sufferer of VAW. The result shows the constructive and the conclusive depiction as victims or survivors of VAW achieve assess to security, justice and support services.

Theory of change is necessary to apply to empower the women in both the means and the ends of this research. A change for the abolition of gender-related crimes in the productive performance of women police is essential and the victim's contribution is also required by taking their strong and effective steps to eliminate VAW. They need to be indestructible and must be aware of the concepts of women rights and duties.

Figure 1 Conceptual Framework

Under the premises of conceptual framework the research, elaborated the dependent variable that Victims of violence against women and the independent



variables were the women police working, Training mechanism and the women police behaviour towards the victims. The conceptual framework identified that the presence of women police to combat women violence and devastating gender-based crimes considered as a milestone.

Data Findings and Analysis:

Following are the findings of this research which is based on empirical facts about the violence against women as well as overall working of police force to combat VAW. Interviews have collected from the women police officers posted from Punjab as well as the supervisors of NGOs and women violence victims .

1. To identify the aptitude, performance and investigation process of women police the data was analysed.¹⁰

There were four women police stations in Punjab and research data collected from all of them. Apart from that Pakpattan city was included because of the excellent performance of SHO Kalsum Fatima. All officers gave their independent view about their working as well as the over all aptitudes of female police officers. They provided common protection measures more and solved many cases of Women Violence. As per interviews, there were equal responses of women police about the negative impact of police stations as some agreed upon *THANA CULTURE* and some argued that there was a lack of awareness among the victims. The High ratio of Domestic Violence and family disputes has reported to police stations. The equal responses of women police officers about the specific class have indulged in sex-related crimes. All officers told their Interrogation or investigation process towards the victims of women violence victims. One of the women police stations SHO argued that they tried their best to protect female victims whenever victims come towards the police station. She has tackled the victims with proper consideration and absorption. She used to do counselling method, it's mostly happening in family matters. The counselling method or to compel to make a compromise is not women police officer's duty, Additionally this argument is negated. The ASP Rawalpindi was of the view that Police is very much attentive when a female victim comes towards the police station and further process of investigation has been started by the privacy connivance.

About the working, performance interrogation by lady police for the eradication of VAW the both positive and negative indications had glimpsed. The ratio is increasing, counselling method is not acceptable by lady police and also good - instruct, eligible and an honest staff is being required. Yet, constructive working of female officers had observed in some areas that is acknowledged and cherished.

¹⁰ Responses of Six Women Police Officers have been taken for this indicator: Including Two from Rawalpindi SHO (WPS) & ASP (Civil Lines), One from Faisalabad SHO (WPS), One from Lahore SHO (WPS), one from Pakpattan (SHO) & One from Multan SHO (VAWC)

2. To identify the role NGOs and Shelter Homes and their remarks about the working aptitude of women police regarding the victims of VAW.¹¹

The data collected in this section of the research analysis from the supervisors and superintend of the shelter home about their role and views of the working of women police regarding women brutality. The high responses to domestic violence a common practice of women violence and young aged group of women have victimized. About the working of women police two of them gave positive remarks and one was of the view that police women have not performed well enough for the eradication of gender- related crimes. One respondent of the view that about protection measures that has provided to the victims of violence by the lady police and to negate this Argument.

About the women police aptitude supervisors of the NGOs gave different remarks as Musrat Misbha of the view about women police are performing their duties efficiently and with responsibility, especially towards the acid attack and burn victims. Unfortunately, the victims report or come with weak FIRs which are not progressive in the sense of punishments. There is a need of awareness to victims and their families. Similarly one of the respondent had view that there have mixed views of victims about the attitude of women police officers. Some victim’s complains about being pressurized by women police officers and some are of the view that women police provide them the very protective environment. Another respondent argues that lady police aptitude is not produced enough to counter women violence.

All of them argue that a need of an improved training mechanism of female staff and has considered the women officers as essential part of investigation of gender -related crimes. There were mixed replies of them had gathered positive as well as negative. All the supervisors were well experienced and provide legal assistance as well as financial aid to the victims of women violence.

3.To identify the relationship between the two variables, Women Police and victims of VAW and Women Police aptitude towards the victims of VAW

There were ten victims from different cities of Punjab who gave their views about women police while they went through police investigation.

Table. No.1 Victims

Responses

No of Victims	Name of Cities	Positive Remarks	Negative Remarks
---------------	----------------	------------------	------------------

¹¹ Three response are collected from: Head of Founder of smile again foundation , Superdendant of Shelter home (Lahore) & Legal advisor of AGHS (Asma Jhangirs foundation)

1	Lahore	✓	
2	Alipur	✓	
3	Sailkot	✓	
4	Jehlum	✓	
5	Jhang	✓	
6	Chishtian		✓
7	Multan	✓	
8	Lahore		✓
9	Pakpattan	✓	
10	Multan		✓

This section of the research survey indicates the opinion of those victims who had gone through women police interrogation. All the victims have filed the case and want police investigations. The Seven victims were of the opinion that women police had a positive approach throughout the investigation and three of them experienced the negative impact of the women police investigation. Seven victims have experienced progressive and efficient attitude of women police officers and three opposed this approach. The three victims faced hurdles during filing the case and seven easily filed the case. Additionally, one of them claimed that police staff didn't provide protection measures as she had threats to be victimized again. On the above grounds a complete comparative analysis of 2018 and 2019 annual reports of Punjab about gender-related crime is depicted a little bit improvement.

Comparison of the given data 2018 and 2019 Annual Reports

Table. 2. Violence against Women January to December (2018)

CATEGORY OF CRIME (VAW)	NUMBERS REGISTERED CASES	OF	NUMBERS ARRESTED	OF
Murder	2286		3658	
Attempt to murder	383		717	
Domestic violence/beating	1489		3546	
Acid throwing	74		68	
Vini	13		42	
Sexual violence/rape	3513		4706	
Assault	3731		7262	
TOTAL	11,489		19,999	

Note. Table made by the Researchers (Data collected from Police Department)

Table.3. Violence against Women January to December (2019)

CATEGORY OF CRIME (VAW)	NUMBERS OF REGISTERED CASES	NUMBERS OF ARRESTED
Murder	2202	3513
Attempt to murder	450	818
Domestic violence/beatings	1758	4160
Acid throwing	42	45
Vini	2	25
Sexual violence/rape	4090	4900
Assault	4666	8176
TOTAL	13,210	21,637

Note. Table made by the Researcher (Data gathered from Police Department)

These Annual reports find out the high ratio of Domestic violence, assault and sexual violence. Murders and attempt to murders include honour killing and also a worse form of domestic violence have grasped. Comparatively both reports show that violence against women has increased or it might be a good sign of women police positive working that victims more likely to go through police investigations. In addition, to positive working of women police, the numbers of arrested and accused persons were at high level.

Analysis or Result:

As far as the result of this research is concerned, it is diagnosed that there have mixed views regarding the performance and aptitude of women police officers. The supervisors of NGOs agreed upon women police corrupt practices as well as delaying and references tactics. Victims have experienced positive approach and negate corrupt practices. There were efficient and progressive approach of investigation was experienced by many victims.

However, women police participants have mixed view about *THANA CULTURE* and considered lack of awareness among the victims of sex-related crimes. Women police officers described in detail about the high ratio of domestic violence a common practice or form of women violence and increased number in gender -related crimes. Young, aged group and lower class have more indulged in sex-related crimes as per women police officers.

In short, according to a survey of this research it can be said that performances, aptitude and interrogation process of women police officers have more improved compare to past decades and a requirement to improve more trainings mechanisms. In this way women police can reshape the institutional policies and practices, they can be allies to advocate in improving safety for assaulted women. There is an obstacle in the productive working of women police officers that come under the premises of the result of this research that there is immense discrimination between male and female officers and also in facilities that have provided to WP officers. It is needless to say that women police recruitment on merit and establishment of WPS are required for the elimination of women violence cases. Besides, their trainings mechanism, performances and aptitude

another step must taken by the legal authorities that is the check and balance system to eradicate women violence. The victims of women violence and supervisors had conclusive remarks about the working of lady police officers.

Challenges and Provocations for women police officers

It has stated that women important segment of progressive society and any dream of development has not fulfilled by their active participation in various spheres of life. Women in Pakistan by any means have faced difficulty while entering into any occupation.

Following are the challenges being observed over the research that have faced by women police officers.

- Discrimination within the department as most of male staff posted or transferred at key seats and chances of their promotions are brighter as compare to female police officers.
- Police men perception about women police officers another provocation for women police officers. Most of the male officers have non-cooperative and negative views of working and performance of women police officers.
- The societal issues, cultural hurdles and strict norms that have faced like a dare by many women police officers.
- Although, according to some female police officers, victims of violence against women have attendance or presence with weak FIRs and not fully aware about their rights.
- Withdrawal of cases another major challenge that has faced by women police officers while investigation of specific cases of VAW.
- Women police also ultimatum when the victims' families not fully supported them for interrogations. In most of case victims initially get support from their families and later being pressurized for compromise or revocation of the case.
- Administrative compulsions are also a threat or a hurdle for women police efficient working as it is said that less number of women police stations and less female recruitment is the example of female dis-empowerment.
- Sexual harassment, corruption and the lack of equal opportunity have further restricted progress in enhancing career advancement for women police officers.
- Personal issues like balancing work and family have also considered a hurdle of progressive performance of the lady police in minor nature.
- It is recommended that male police officers and female police officers have equally treated and discrimination among them totally discards for productive functioning of female police officers.
- It is suggested while conducting this research to build up confidence among women a need for organized seminars and workshops in various universities and colleges.

- It is recommended that the need of more women police stations and establishment of the complaint centers in backward areas where the cases of women violence have seen more and women unaware about their rights.

Conclusion:

While conducting this research it has concluded that the role of women police is essential and remarkable for the eradication of violence against women. It has observed during the research that people tend to have trust in women police officers in the matters of gender related crimes. Victims of violence against women has faith and trust while investigations upon female police officers and also the police officers can provide a comfortable investigation environment and feel their pain to be a woman. Women police has considered a crucial part of investigation to combat violence against women. Theory of change precisely implied upon this research work a pragmatic change need within the police department non-discriminated attitude of senior officials among male and female staff. There is a need for more recruitment of female officers to tackle the increasing ratio of women violence that prevails in our society. A change has required in the positive and productive role of lady police regarding sensitization of gender crimes.

In the course of research it has analyzed that Thana Culture exists and should be detach by educated, competent and honest female staff. As per survey many educated women police officers have recruited by competitive exams in the police department and remarkably performing their duties.

It has deduced that the ratio of gender or sexual crimes increase as compare to 2018 in 2019. The indicators of research women police performance, aptitude interrogations while figure out the women violence cases have constructive dimensions. The conceptual framework of this research fully supports one and all variables. The theoretical framework of this research indicates the change prevails in the executive branch for the interrogation of gender related crime. A women police role very crucial as women police has a sympathetic image in the eyes of victims and their families. Victims feel safer and comfortable while discussing their matter with lady police staff as compare to male police officer. A change has considered as a milestone for elimination of VAW by the medium of women police force to discard women violence.

Recommendations :

On the bases of research following recommendation are made for effective performance and positive aptitude of women police to discard violence against women.

- A need of a Pragmatic training mechanism and Capacity building sessions, seminars and workshops of female police related to the solution to women related crimes.

- Women police staff has compelled to be fully equipped and fully authorized for dispensing competent services for the eradication of VAW.
- There is a need for establishment of more women police stations and setups of VAW centre to control VAW along with more recruitment of female staff to discard Violence against women and should provide proper facilities to women police officers.
- Accountability, check and balance of performance of the lady police has required by senior officials of the police department.
- Self-awareness and self consciousness is very necessary among the victims. They must know about their rights and duties.
- Healthy environment that includes infrastructure needs, duty and timings of women officers must be required for providing sufficient performances of female police staff.
- Promotions, enlargement of pay scales and foreign courses must be mandatory for operative execution of women police to control gender crimes.
- Educated, competent and indestructible women police must represent the police department to tackle the gender crimes.