

## **Role of Women Law Enforcement Officials: Ensuring Gender Security in Rawalpindi**

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*This study focuses on the role of women law enforcement officers and their contribution to ensuring gender security in Rawalpindi, Pakistan. Using feminist security theory, a concept given by Eric. M Blanchard and Radical-Feminism. The research methods were qualitative, as the study aimed to describe the experiences, difficulties, and contributions of the women police officers. We interviewed ten women police officers from different rankings. It has been identified that women officers do ensure gender security by effectively handling the cases of GBV, showing empathy and providing a supportive environment to the victims, community engagement, and, also, by being a source of role models to young women. The study affirmed the role of women police in effectively ensuring gender security. The findings showed that despite these positive roles, women police officers experience hindrances in their performance due to cultural and emotional strain and a lack of support. These findings call for policies to handle these realities and improve women's representation within the police force.*

*Therefore, this requires more effective training sessions, a good support system, and community engagement.*

**Keywords:** *women, police, gender security, Gender-based violence.*

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## **INTRODUCTION**

Women in law enforcement play a crucial role in ensuring gender security. They bring a different perspective and understanding to cases involving violence against women. Their presence can make victims feel more comfortable and supported when reporting incidents. Women officers also serve as role models, inspiring other women to pursue careers in law enforcement. By actively participating in investigations and implementing gender-sensitive approaches, they create a safer and more inclusive society. Women police officers bring unique strengths to law enforcement organizations. They excel in communication and handling interactions, and they are often more effective in responding to violence against women. Unfortunately, they are still a minority in the field. Efforts to increase recruitment and retention should be a priority (Bharti Garg, 2015). The invisibility of women in Pakistan regarding violent extremism is a major hurdle. They often suffer disproportionately but are sidelined in decision-making and leadership roles. Their inclusion is crucial for crafting effective solutions and fostering peace. Addressing this requires challenging norms, promoting gender equality, and amplifying women's voices in decision-making processes (Qadeem, 2018).

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In the Pakistani context, the progressive measures that the country has undertaken toward women's emancipation and eradicating the culture of gender bias include First Women Bank Limited, Criminal Law Act of 2010, Prevention of Anti-Women Practices Act, Protection against Harassment of Women at Workplace Act of 2010 and National Commission on the Status of Women Bill of 2012 (Ayub et al., 2019). However, there is a lot more work that still needs to be done in implementing gender security and preventing gender-based violence. Upholding the priorities outlined in the "Women, Peace, and Security" agenda is a political commitment emphasized in the UN Secretary-General's "Action for Peace" initiative. This initiative reiterates the crucial significance of enabling women to engage in peace processes and political decision-making fully, equally, and actively. Such comprehensive participation is deemed essential for the effectiveness of peacekeeping activities (Tishkov & Kharichkin, 2023).

In Pakistan, Women Police officers contend with a range of difficulties due to inadequate facilities, encompassing transportation woes, and inadequate accommodations or hostels, among others. Furthermore, they face discrimination within and outside the department, evidenced by disparities in facilities, limited control over transportation, and insufficient decision-making authority; gender-based violence is very high, especially in rural and tribal areas of Pakistan. Many women are sexually assaulted, harassed, and raped inside the police stations, and many incidents are unreported.

Due to these security concerns, women are afraid and discouraged from going to a police station. Women who report harassment and rape complaints, they usually get ignored. Women's police stations and law enforcement agencies are established so that these women can address their problems and complaints without getting involved with male police officers. In addition to these, female police are required to arrest female suspects, search their houses, and physically search since male police cannot touch female suspects (Hussain et al., 2016). Gender security includes but is not limited to only preventing gender-based violence, supporting victims, ensuring equal protection for all genders, including men, women, and transgender, and combating human trafficking concerns, but also promoting social justice, inclusive law enforcement, social-political, and economic empowerment, basic human rights, and child protection in their specific vulnerabilities under the social liberal paradigm of feminism, which is mainly concerned with social justice, equal opportunities for women in the workforce. Gender-based violence, unequal access to justice, and limited opportunities for women's participation in law enforcement organizations.

To address these challenges, it is crucial to examine the role of women officials within law enforcement agencies in shaping and ensuring gender security in society and within their organizations. Therefore, the current research on the "Role of Women Law Enforcement Officials in Ensuring Gender Security in Rawalpindi" sheds light on women's pivotal role within

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law enforcement agencies in addressing gender-related security concerns in the local context. The current research is a step toward generating indigenous knowledge about women, peace, and security scope. The issue of women's representation in the police occupational environment is still a vital matter worldwide, as access to the police services that meet the needs of society, especially vulnerable people, namely women and other minorities, depends on it (Pinheiro, 2023). The results of empirical research indicate that the relationship between gender research and police work outcomes can help enhance the performance of law enforcement agencies by decreasing force sanctions and citizen complaints (Muhlhausen, 2019). Much literature has revealed that more women in law enforcement have resulted in better crime reporting, better responses to domestic violence incidents, and women's likelihood of seeking assistance from the police (Hadiwinata et al., 2023).

However, some of the issues that exist for now are gender discrimination, barriers to promotion, and the need for gender-sensitive policies in police work. Previous studies have explored gender expectations' effects on women's experiences in policing regarding their organizational dedication, well-being, and career aspirations (Gracia et al., 2010 & Çetin et al., 2023). Researchers claim that concrete actions to remove gendered obstacles to career progression and increase women's representation in management are instrumental in helping to create a more tolerant atmosphere in the

police (Çetin et al., 2023). Furthermore, related to the police officers' gender, the issue of policing, and intimate partner violence has been examined, suggesting the need for favorable treatment and better approaches towards survivors (Matthews, 2022 & Vershinina et al., 2020). Efforts that have sought to enhance the presence of women in police forces have been linked to the following socio-political goals, including gaining the support of security agencies, backing protest actions, and questioning patriarchal norms that underpin misogyny (Nwano, 2024).

Another area of interacting with gender security, which shows that women police officers play a crucial role in guaranteeing this security, is delivering gender-responsive services, especially to vulnerable groups. Available literature from Bahrain has revealed that the integration of policewomen has boosted the police force's ability to assist victims of IPV, child abuse, and juvenile delinquency. Also, women police have been identified to have enhanced the police force's capacity and readiness to investigate sexual offenses (Strobl, 2020). Still, gender barriers that women working in the police force can experience are gender stereotypes and sexual harassment coming from male subordinates. According to society's perception, women must perform better than their male counterparts to be as competent. It becomes more challenging for female officers due to the dominance of male officers in this profession.

Low literacy rates, specifically in secondary education, for women in Pakistan, as shown by 47.3% of

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men and 26.7% of women, implies that women might be locked out or have a hard time getting into the profession or being promoted in the law enforcement agency (Shah, 2021). Women officers in law enforcement in Pakistan experience several barriers because of social or cultural factors, gender bias, and work-life balance issues. Patriarchal culture does not allow women to move around and engage in activities or enroll in professions dominated by male personnel, such as policing (Farid et al., 2016). Female police officers experience work-family conflict and receive unfavorable societal responses (Hussain et al., 2022). It also further isolates women's roles within this sector via the lack of a gender perspective in security policymaking (Khawaja, 2017).

Globalization and increased pressure on governments prompt Pakistani organizations to adopt gender equality policies even though actual policy implementation is still a major problem. Policies and practices that perpetuate sexual harassment culture, limited gender mix and separation, and career-related barriers restrict women's advancement in the workforce, including law enforcement (Ali & Syed, 2017). Due to the increase in domestic violence, harassment, and rape cases many research studies have confirmed that women police officers are far more efficient and productive than their "male counterparts." They show more tolerant behaviors and concern attitudes towards people by understanding their situations. It is largely true due to the social and cultural sensitivities that are neither expected nor appreciated to be addressed by men. Women faced issues

in filing FIR reports or any other complaint in male-dominated police stations, so female police stations have been established. Unfortunately, a few women's police stations and complaint units exist for women across Pakistan.

In Pakistan, women police officers are stuck between cultural norms, pressure, and their duty. Being in a male-dominated organization, their positions are being affected. Research has emphasized that male law enforcements have yet to recognize women as equals (Aziz et al., 2023). In this regard, Pakistani culture is highly influenced by Patriarchal values and continued gender stereotyping. These have restricted women's opportunities in the public sphere (Rabia et al., 2019). However, the position of women has improved over the years, and more women are now embracing the aspects of joining and participating in the country's police force. This has become crucial to challenging most of these prior social trends and rhythms. Challenges that female police officers encounter in Pakistan include the following: they operate in a field dominated by male personnel. Some of these are preconceived beliefs and assumptions about the capacity of workers based on their gender, discrimination, and few career advancement opportunities (Fakhr & Messenger, 2020).

As mentioned in the article "Policing and Society," Sub-Inspector<sup>1</sup> Ghazala<sup>2</sup>, who currently serves as the SHO of the Mithadar Police Station in Karachi, said that she believed policewomen were comparatively holier and less likely to engage in corruption than their



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masculine counterparts. Even this view was prevalent with Inspector Sajida Jamali of the Woman Police Station (WPS) East, Karachi SHO. Investigating Officer Inspector Nazleen, who worked together with Inspector Sajida, concurred with her assessment, and it would mean that though female officers may take bribes too, the amount taken would only suffice for the management of the case. The consideration of embezzling hundreds of thousands of rupees would never come into anyone's mind. Superintendent Police Naseem Ara Pawan shared a similar sentiment: While there may be some female individuals who are involved in corruptive activities, she continued, asserting that women do not commit such acts as often as males do, and after clearly turning their faces in disgust when pondering over the issue, underlined the need to act professionally, as the sphere of law enforcement includes women who set examples and promote professional integrity (Ahmad, 2019). Therefore, the relevant literature to our topic suggests that women police officers have a significant impact on gender security and everyone's needs in Pakistan. Although women in law enforcement may experience numerous obstacles, such as stereotyping, sexual harassment, and restricted educational rights. The presence of these women contributes more to ensuring law enforcement's effectiveness and compliance with modern challenges.

A feminist perspective means to view the world from a feminist lens, to recognize the rights, authority, the status of women, and gender equality. Keeping a broad theoretical framework of feminism constituted by

prominent perspectives of *Radical Feminism*, combined with *Feminist security theory*, a concept given by Eric M. Blanchard in “*Gender, International Relations, and the Development of Feminist Security Theory*,” has been used as a guideline to existing knowledge about our topic. *Feminist security theory* raises concerns about how well the state protects women during conflict and peace. It includes understanding women's experiences, gender-based exclusion from decision-making roles, and exploring women's invisibility within international theory (Blanchard, 2003). The radical viewpoint of feminism aims to make “personal becomes political” to visualize structural oppression and individual experiences and “argues human (in) security entails different things in men and women due to the power order.” (Hallgren, 2022).

As a framework, the theory of *radical feminism* addresses the socialization of injustice based on gender and the subjection of women to some extent. It invariably digitally opposed and reacted to patriarchy and demands for change to accomplish gender equality. Using gender security theory within the parameters of the assessed paradigm – radical feminism – helped us to link the identified themes from the collected data with the radical feminist evaluation of social institutions.

### **Objectives of the Study**

The primary objectives of this study are,

1. The purpose of this study is to assess the experiences, challenges, and motivations of women working in law

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enforcement agencies, specifically in Rawalpindi, Pakistan.

2. To analyze the impact of women officials' presence in law enforcement on perceptions of security within communities.
3. To identify best practices, policies, and initiatives that support the participation and effectiveness of women officials in addressing gender-related security concerns.
4. This research aims to contribute to developing gender-sensitive policies and practices that can enhance security and promote gender equality in Pakistan.

### **Research Questions**

1. What are the experiences, challenges, and motivations for working for women officials in their organizations?
2. How does their presence influence community perceptions of gender security?
3. What policies, best practices, and implications are taken that have successfully supported the effectiveness of women officials addressing gender security in Pakistan?
4. How can a feminist approach in the proposed study be used to investigate the role of women law enforcement officials in addressing gender security under the theme of women, peace, and security?

## **METHODOLOGY**

### ***Research Design***

A qualitative research design was used to inform and analyze the topic in depth to address the research objectives/questions. Data was collected through

qualitative methods such as in-depth interviews, which would be examined through thematic analysis.

### ***Participants***

The study's participants were women working in the police force in Rawalpindi city. A sample of 10 participants was selected for in-depth interviews. Participants were selected from the Civil Lines Women's Police Station, Rawalpindi, and women's help desks established in the General Police Stations of Rawalpindi. Both desk officers and field officers are included in the study.

### ***Tool for Data Collection***

In-depth, semi-structured interview guidelines were made to collect data from the participants.

### ***Procedure for data collection***

Data was collected through in-depth interviews. 10 women police officials were included in the research for the interviews. Interview questions were made based on different categories mentioned in the interview guidelines. The data was collected till the point of saturation. The interviews were conducted face-to-face with participants' permission, and the data was audio recorded.

### ***Data Analysis***

Collected data from interviews was analyzed through thematic analysis techniques.

**Table 1:** *Demographic information of the study*

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*participants (n=10).*

<b>Identification number</b>	<b>Age</b>	<b>Marital status</b>	<b>Work Experience</b>	<b>Ra</b>
Participant 1	37	married	17 years	Hea
Participant 2	24	married	5 years	Cor
Participant 3	26	married	5 years	Cor
Participant 4	30	married	8 years	Hea
Participant 5	22	single	3 years	Cor
Participant 6	40	single	18 years	Hea
Participant 7	23	single	1 month	Cor
Participant 8	22	single	1 month	Cor
Participant 9	27	married	5 years	Cor
Participant 10	27	single	4 years	VS

The table above explains the demographics of the women Police officers interviewed.

### **Ethical Considerations**

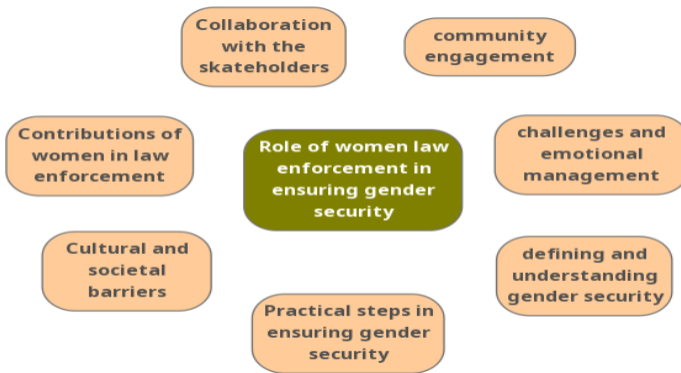
The proposed research adheres to the ethical guidelines laid down by APA 7th edition for all the stages of study, including but not limited to conceptualizing the research, preparing a proposal, data collection, data analysis, and reporting the research findings. The interviews were conducted in Urdu for the convenience of the participants. The integrity and confidentiality of the participant's identity were strictly ensured through anonymous reporting at all research project levels. The accuracy of the collected data was also assured throughout the results. The findings of this study were only meant for research

purposes, and no other benefit has been taken out of it.

## FINDINGS, ANALYSIS & DISCUSSION

In this section, we examined the role of “women law enforcement officials” under the concepts of "feminist security theory" and "Radical feminism." The collected data are discussed through thematic analysis

*Figure 1: Themes generated from the data*



The following themes were found through the thematic analysis technique:

### **Defining and Understanding Gender Security**

In this theme, we explored how participants perceive gender security and how it is relevant to their work in law enforcement. *Participant 7* defined gender security as, “*In my opinion, gender security is the protection of people, to get their basic human rights, and our role in this is to protect people regardless of their gender.*”

Participant 1 stated, “Gender security is how

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people feel safe in their homes and public places.” It is their protection from gender-based violence such as domestic abuse, IPV, and any other kind of harassment, whether they are men, women, or transgender. Though some of the participants defined gender security effectively, some of them did not understand the term. Participant 3 defined gender security as “We check women where we have a duty, we body search women to check if they have anything that will hurt others. We do not have anything for our safety, but we protect others.” While Participant 3 gave a rather narrow definition of the term, referring to the level of physical searches compared to other related concepts, such as gender security, it can be stated that their understanding is somewhat limited.

This observation is well supported by arguments presented in the literature regarding what constitutes gender security and how it is practiced (Pineiro, 2023). Therefore, the answers that the participants provided when defining gender security also align with the results of the feminist security theory, which states that gender security is the protection of women and treating them equally. As Blanchard states, "FST attempts to uncover the political and symbolic nature of a phenomenon assumed to be natural and private." This gives a general understanding of gender security, which is not just bodily security but the civil and political freedom to engage in society.

### **Challenges and Emotional Management**

This theme focuses on issues of emotional and practical

difficulties of women law enforcement when they are dealing with cases of Gender-based violence.

*Participant 10* shared, “*The most stressful thing for us to see the victims who come to us are made to go through traumas all over again,*” meaning that the victims had to relive the situation. *Participants 2 and 3* stated, “*In our initial days, we thought everyone was innocent because we did not have experience, but now, after spending six years in this department, we have made ourselves strong enough to handle any kind of case.*” *Participant 4* mentioned, “*Sometimes a case gets stuck in my mind, and I keep overthinking it.*”

Many participants did not clearly explain their emotional management, but many shared their challenges in the police department. *Participant 1* talked about the lack of facilities in the department, such as extra allowances, transport, etc. Another participant asserted that sometimes they must come home late at night, all alone from their duties. Many police officers also wanted to have a psychologist in the department. Participants also shared their work-related challenges, where they encountered bad experiences with their male colleagues. *Participant 6* shared, “*At the beginning of my job, one male colleague tried to take me somewhere, and I didn’t want to go, which made me very uncomfortable.*” She did not share many details about it, but by her expressions, we have identified that it was a traumatic experience for her.

The emotional difficulties mentioned prove the need to enhance support and training, as radical feminists have stated the need to effectively address the emotional



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pressures and challenges in organizations (Gracia et al., 2014). Thus, the identified emotional challenges show that officers need better support systems. They relate to radical feminist views regarding the experience of working as a social worker in an ineffective system and stress the need to handle situations that increase the level of emotional stress.

### **Cultural and Societal Barrier**

Almost all the participants were optimistic that they felt no cultural barrier in their work. Only 2 participants shared that people do not take them seriously *"because we are women and we do not have that physical power that men have."* Participant 6 mentioned, *"Nobody wanted me to join the police because they thought it was not a good profession for women. My brother stopped talking to me for almost a year when I joined the police."* They also shared how societal barriers caused victims to feel hesitant about coming to the police station or getting justice based on their gender. One participant mentioned, *"Some cultural beliefs hinder our work, as victims can easily fall back and opt not to report the incident because of certain stereotypes."* People still find it hard to identify gender-based violence as a serious problem in society. Another asserted that *"women who are the victims of GBV cannot properly communicate with male police officers because when you are complaining to a man about another man, they cannot feel it that way"* This shows a barrier between men and women due to various religious and cultural norms, women cannot explain or share some

things with men such as if they are raped, sexually abused or harassed. This is true to the extent that, as feminists have observed, the approach to joining the police is marked by male-dominated barriers and gender stereotypes, as the case of Participant 6 showed. (Aziz et al., 2023). Participants' responses align well with previous studies that show how cultural norms of society hinder the victims from reporting sensitive GBV cases. (Matthews, 2022 & Vershinina et al., 2020).

This theme underscores the importance of addressing cultural and societal dimensions, as suggested by feminist security theory, which, for instance, advocates for changing masculinized norms (Nwano, 2024). This connects with radical feminism regarding how the patriarchal frame builds and warps gender security walls. As to these priorities, it is not enough to speak about changes in approaches; it is necessary to win the battle with culture regarding gender-based violence.

### **Collaboration with Stakeholders**

This theme is focused on how women police officers work with other agencies to provide support to the victims and society in general. *Participant 5 said, "We worked closely with local NGOs such as Edhi center, Dar ul Aman to provide first-hand support for victims, including counseling, shelter, and legal aid for vulnerable and homeless people."* Many other officers add that they work with agencies such as the Civil Défense Department and Child Protection Bureau. This is because CDD does not have its own women officers, so they hire them from the

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police department. *Participant 4* asserted, “*Even the army approached us recently. They had a conference in GHQ, and they approached us for duties*”. Increased collaboration with different organizations points to the importance of women officers in the continuity of support between the different sectors, thus improving general gender security (Hadiwinata et al., 2023).

Therefore, effective collaboration between women police officers, NGOs, and government agencies highlights the importance of an inclusive approach to ensure gender security (Strobl, 2020). This theme aligns with feminist security theory, which provides a mixed approach to solving issues by working with various stakeholders (Ali & Syed, 2016).

### **Contributions of Women in Law Enforcement**

The focus of this theme is on the contributions of women law enforcement officers and the challenges they encountered in ensuring gender security. One officer shared, “*As a women police officer, I have been a role model to other women, encouraging them to be strong and take a stand on every step of their life.*” Another mentioned, “*We have contributed in a way in which more women are coming to the police station without hesitation because of us, the safe environment we have. Women feel comfortable when they are with us.*” Many other officers also mentioned that because of them, men and women come to the police station to discuss sensitive topics that male police officers cannot understand. Participant’s views on being role models and encouraging women to

come forward are consistent with previous studies which show that women officers enhance reporting and public confidence.

Almost all the police officers mentioned that domestic violence cases come daily, and the majority of the cases involved women as victims. *“This is because of women Police that more female victims are reporting such cases because they know that women can understand what other women are going through or if not, at least they can take serious action against it.”* The increase in the number of female victims reporting the cases due to the presence of women officers. Which highlighted that women officers are more understanding and competent in handling such cases. These contributions focus on the need for a gendered police force. This claim is connected with feminist security theory, which supports the importance of gender representation and inclusivity in ensuring gender security concerns. (Gracia et al., 2014).

### **Community Engagement**

Community engagement is an essential factor in enhancing gender security. Participant 8 mentioned, *“We engage with the community through social media platforms, awareness sessions organized by the police department, educational institutes, and other organizations.”* Another officer asserted, *“We need to educate people about these security concerns; we need to provide people with more awareness sessions.”* Out of 10 participants, 6 have social media accounts that share awareness about the current issues. 50% of the participants

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were unsatisfied with the current community engagement; they wanted more awareness sessions between the public and police, and 50% were quite happy with their engagement with the community. This mixed satisfaction with community engagement indicates that there is still difficulty in reaching and educating the public, which agrees with the previous literature claims on the need for enhanced public awareness (Ali & Syed, 2016).

Thus, Community engagement is essential for spreading awareness among the public about gender security issues. This analysis aligns with the emphasis of FST on community engagement to address gender-based violence and to create a well-supportive environment for victims.

### **Practical Steps for Enhancing Gender Security**

Practical steps include women's Police stations, help desks, and specialized units for vulnerable people, including transgender to report gender-based violence cases such as harassment, IPV, and sexual abuse in public and private spheres. Participants added that they have regular training sessions on how to talk with vulnerable people, and they were provided with proper training to deal with transgender such as their language and awareness about their family system, which helped them in dealing with cases of gender-based violence effectively. When interviewing a transgender woman, she stated that *“we have provided a separate place for women and transgender just for their comfort; even women come to me because they feel that I will understand them better,*

*which I do.*” Her views are far better than those of any other participant because she was more gender-neutral. She had more information about gender security than any other officer.

Many participants said that they did not receive any training regarding gender security, but some shared that they have learned through their experiences handling different cases. The existence and implementation of specialized units, as well as regular training, reflect proactive measures toward addressing these security concerns related to gender, as stated in Matthews's study (2022).

These practical steps correlate with the claims of feminist security theory through enhanced law enforcement capacity to respond effectively and empathetically to gender-based violence. The findings presented above, therefore, align with feminist security theory because of their holistic, community-based, proactive approach to gender security (Blanchard, 2023).

## **FUTURE IMPLICATIONS**

The thematic analysis revealed that, in general, there is a reasonable understanding of gender security among police officers. Still, there are prominent problems in the form of cultural barriers and emotional burdens. Finally, it revealed how effective community outreach should be. The results showed that future implications, such as practical steps, are necessary, including specialized units and regular training in their application and strengthening of measures for more effective gender security. As stated

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in *theme one*, many participants struggled to define gender security, which shows that officers need to gain knowledge about security in broader terms.

Other future implications include collaboration with external parties, and the active involvement of female officers in their activities is therefore essential. Emotional challenges faced by female officers, as highlighted in *theme 2*, are that officers need support in the form of counseling or stress management programs to overcome traumatic experiences in their duties. Moreover, these findings revealed that longitudinal research initiatives are recommended to investigate further the issues regarding gender security in different cultures, areas, and institutions of Pakistan to get a more inclusive view.

## CONCLUSION

Women Law Enforcement officials enhance the country's security and women's representation in the police force. This increases the effectiveness of dealing with gender-based violence cases and motivates other women to come forward to report criminal cases as they are assisted and embraced. Women police officers also assist in altering society's perception of the police, fighting stereotyping, and the inclusion of more women into the force. While researching gender security in the police, the prior studies usually address the concept in quite a general manner and fail to present how the idea of gender security is defined among female constables and inspectors and how they

apply it in their everyday work experience. This research fills this gap by establishing that the majority of women officers in Rawalpindi were unfamiliar with the term *gender security*, which shows that there is a need for enhanced training programs. Through this research, it becomes feasible to acknowledge the efforts of women police in attaining gender security within Rawalpindi, Pakistan.

The security theorization from *radical feminism* is used to bring out the argument that women are more suitable in the police force for reasons such as a high level of sensitivity, better negotiations, and effective handling of cases concerning violence against women. Nevertheless, according to the gathered data, the study reveals some difficulties and barriers that can negatively affect the effectiveness and health of female officers; these barriers include stereotyping, stress levels, and lack of resources. Culture and society influence some of the structural obstacles in reporting cases of GBV; thus, denying the victims a reason to report the instances while investigating officers exposed to the violence need better support and equipment. These challenges can best be dealt with by engaging other NGOs and governmental organizations in developing programs, forming special divisions, training employees, and periodic sessions. Therefore, this study supports the feminist security theory's claim that there is a need to adopt a model for community organization, policy development, and the urge to encourage women officers. For active improvement in gender security, it is recommended that



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the following strategies be followed in the future: Enhancing current policies and gender-specific training that increases gender security in every city of Pakistan.

### **LIMITATIONS OF THE STUDY**

Since this study must be completed in 3 months, we could only reach some police stations in Rawalpindi. Therefore, with the permission of SP, this study was conducted from the *Women's Police Station* and *Police Khidmat Markaz Centre* for vulnerable people in Rawalpindi. Many police officers were not familiar with the term “gender security.” Despite this, we have collected enough data to answer all our research objectives and questions.

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