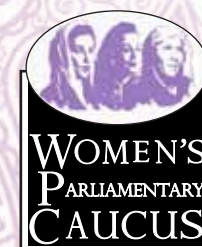


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## Roundtable Conference on Women Policing

Islamabad, 27th November, 2014



Women's  
Parliamentary  
Caucus

in collaboration with

HEINRICH BÖLL STIFTUNG  
PAKISTAN

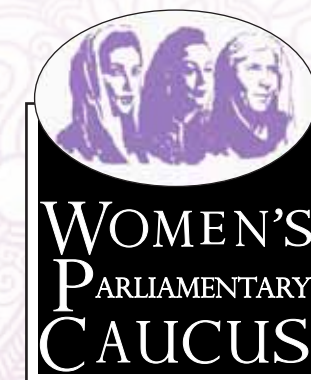




Women's Parliamentary Caucus

# Roundtable Conference on Women Policing

27th November, 2014





## GROUP PICTURE



*Participants after the Concluding Session with  
Hon. Speaker National Assembly, **Mr. Ayaz Sadiq**, and  
Secretary Women's Parliamentary Caucus, **MNA Shaista Pervez Malik***



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## Roundtable Conference on The State of Women Police in Pakistan

[27th November, 2014; Parliament House, Islamabad]

### Joint Communiqué

We, the participants of the Roundtable Conference on the State of Women Police in Pakistan, including Members of Women's Parliamentary Caucus at the National and Provincial Assemblies of the of Baluchistan, Khyber - Pakhtun Khwa, Punjab, and Sindh as well as from the Gilgit-Baltistan, and Azad Jammu and Kashmir (AJK) Legislative Assemblies, met at the Committee Room 2 of the Parliament House, with the representatives of ministry of Interior, and the national and provincial police, held on 27th November, 2014. The Conference provided us an opportunity for evidence based knowledge sharing, presenting status of women police in Pakistan, the issues and challenges in their recruitment and retention in police services, including assumption of a meaningful and substantive role and their needs and concerns as women police.

The key objectives of this Conference were:

- i. To interact with police departments and institutions including Women Police Stations, National Police Bureau, Gender Crime Center, and the Interior Ministry, and gather first-hand knowledge about the issues and challenges being faced in recruiting women within the police, and the problems being faced by the women police in the discharge of their duties;
- ii. To discuss and assess implementation and effectiveness of laws and policies related to police and the issues in their full implementation.
- iii. To learn about various initiatives taken by National Police Bureau and other international and UN agencies that include/focus on women strengthening women Police in Pakistan.
- iv. To deliberate on how Women Parliamentary Caucus can play its role in making the existing laws and mechanisms of the Police and law enforcement agencies more effective and inclusive; and how to facilitate the national and international organizations to strengthen the women within law enforcement in Pakistan in the existing policies and legal frameworks.

Towards the conclusion of this Roundtable, we the women parliamentarians, participating in this Conference, while appreciating the whole hearted support extended to us by the Speaker National Assembly, Sardar Ayaz Sadiq, acknowledge this unprecedented initiative and vision of the Speaker National Assembly Sardar Ayaz Sadiq in encouraging the parliamentarians to invoke their oversight role in advancing the development agenda of Pakistan in a safe, enabling, and secure environment;

1. Recalling the provisions of the Constitution of Pakistan, particularly Part II, Chapters I & II, regarding the "Fundamental Rights and the Principles of Policy" that mandates the State to promote social justice and socio-economic wellbeing, provision of safety and security to all citizens, safeguard against discrimination in services, and full participation of women in national life;
2. Further recalling the commitment in the manifestos of our respective parliamentary political parties to the safety and security of the people of Pakistan through various reforms policies and plans, especially the police reform;
3. Recognizing the rights of the people of Pakistan and their common aspiration to live in peace, harmony and prosperity through socio-economic and political empowerment;
4. Acknowledging the prime role that the parliamentarians have in shaping the policies and plans of the government and setting the fundamental rights of the people in accessing justice; we recognise the unique responsibility of the elected parliamentarians to connect between the government and the people; and therefore, we reaffirm our commitment to



advance the agenda of access to justice for the people of Pakistan through our representative, oversight and legislative roles;

5. Reaffirming our support towards prioritizing safety and security of the people of Pakistan and their access to justice for a prosperous future of this country by adopting progressive model of policing;
6. Remaining concerned about the less than one percent presence of women in the police services, together with the disparity in the attainment of a meaningful role of the women police on various accounts that needs to be revisited in order to correspond to the changing gender roles and emerging societal needs; Believing that the people of Pakistan deserve better than a one percent chance, especially the women citizens for their protection and access to justice;
7. Agreed that policewomen have greater potential to serve and protect entire communities, and providing new means to prevent violence and counter violent extremism before it takes hold;
8. Reaffirm our desire to work together, strengthen and broaden our oversight roles, and to institutionalize and to build upon the existing alliances between key stakeholders at all levels and ensure inclusiveness, and effective monitoring and accountability;
9. Further Agreed to work towards incentivizing and increasing the number of women in the police services, provide them greater opportunities for assuming substantive role in policing and community policing, ensuring their full participation at the policy and decision making levels, and in countering violent extremism at all phases of the issue;
10. We, the members of the Women's Parliamentary Caucuses at the national and provincial levels, Pledge to unite across party-lines to examine the learnings from this Conference and strategising, in consultation with the National Police Bureau and the Ministry of Interior, to address the issues and concerns in complete collaboration, coherence and inclusiveness in order to transform the police services and provide access to justice in letter and spirit;
11. From the Police Leadership, We Demand: 50% women in the police and law enforcement in Pakistan;
12. We further Demand one concrete Target and Time Oriented Commitment from the Police Leadership regarding the recruitment of women in the Police within next one year;

## Background

The role of women in peace-building and security cannot be overstated, as it is a matter of great concern in wake of the current global scenario. Historically, women have always been active in safeguarding their own rights. For instance, within the south Asian region, the presence of women in police/law enforcement, in areas now constituting the territory of Pakistan, dates back to 1939 British Rules when several constables and a head constable were recruited to counter protests.<sup>1</sup> Similarly, in Srilanka, the women got enrolled within their police in 1952, while the women in Afghanistan joined their police force for the first time in 1967. Similarly, the appointment of first woman detective constable took place in India in 1973, and the same year a fully integrated separate Women's Department in the Metropolitan Police was witnessed. The increasing awareness about issues of violence against women, gender based violence, women peace and security with women being victims of terrorist attacks, as part of terrorism, as mothers and families of extremists, and the need to include women in combating terrorism and involving them in peace processes has created an urge to review the state of women police and to within the police and the law enforcement. The need becomes further pronounced given that while men often become victims of violence outside their homes the women remain mostly exposed to violence within their homes. Women victims of violence are unable to protect themselves and their children, thus creating a vulnerable environment for various forms of violence.

The issue is global, and that is why the Security Council resolution 1325 (2000) emphasizes on the need for women's equal and full participation as active agents in the prevention and resolution of conflicts, peace-building and peacekeeping. To achieve these objectives member states are obliged to take measure to guarantee equal representation of women in the Criminal Justice System especially at decision making levels. In Pakistan, women have been inducted in the police and other law enforcement agencies but without a clearly defined role and appropriate positioning.

Although women in Pakistan have been in the police and the law enforcement agencies in since very off-set, they, however, remained absent at the senior officer and decision making level. To promote women within the Police, and to facilitate women's access to justice, Shaheed Mohtarma Benazir Bhutto envisaged setting up special Women Police Stations in Pakistan. The idea was to provide women in distress a quick and easy access to justice while retaining their dignity and respect. She realized her vision by launching seven prototype women police stations across the country in 1994. However, unfortunately with the passage of time, the Women Police Stations were ignored and couldn't flourish or fully achieve their mandate on account of lack of resources. In a few years 19 women police stations were established nationwide but without any legal status and with limited authority. Lack of support from the senior police management for women police stations had left them under staffed with insufficient facilities that resulted in their inadequate functioning. Women Police were blamed for operationally lacking women police stations and were removed from mainstream policing further marginalizing their status in police. With limited services, skewed placement, and limited in number, the Women Police Stations remain constraint in meeting the needs of 50% of the population. As a result, many cases of gender based violence go unreported while benefitting the perpetrators.

After its inception in 2008, the first task undertaken by the Members of Women's Parliamentary Caucus led by Dr. Fehmida Mirza decided to examine the state of women policing in Pakistan, with special focus on women police stations. The members along with the Speaker/patron WPC visited the women police station in Islamabad in person, to review if they served the purpose for which they were created, and to find out the challenges and impediments being faced by the functionaries of women police stations in fulfilling their responsibilities. Subsequently, the WPC published a Report based on the primary evidence, on State of Women Policing which not only highlighted their issues but also proposed recommendations in resolving

<sup>1</sup> <http://www.pakistantoday.com.pk/2013/05/14/city/islamabad/survey-reveals-challenges-of-women-working-as-policemen/>



those and making women policing an essential, integrated and effective part of the overall law-enforcing institution in Pakistan. As a result of this report, the salaries of women police got raised and they were also provided special transport facility which was otherwise denied to them.

### The Problem

**Gender-Blind Work Culture and Mindsets Within the Police and Law Enforcement:** The report submitted by the Caucus included recommendations for making the Women Police Stations an effective and integral part of the law enforcement system. Although the analysis was not applicable to all the women police stations in the country yet the overall picture was quite similar. Some steps were taken that affected local women police while the vast majority was still in need of support. The expected outcome of this report did not lead to effective functioning of women police stations and had no impact on overall status of women police. The reason was no change at policy and institutional level that could reflect in effective functioning of women police stations.

**Inadequate Number of Women Police:** Several strategies have been devised by different stakeholders to encourage greater participation of women in active policing but with negligible impact, because the approaches adopted did not focus on inclusive policing. Efforts made for emancipation of women police did not help in integrating women in mainstream policing because men were excluded. Although women are now being inducted at senior levels (ASPs) and there are 20 women CSPs in the country and the overall number of women in the police is 4041, yet they comprise just 1% of the total police force. As per UN standards at least women should constitute 20% of the police force for effective, efficient and inclusive services for all members of the community.

In Pakistan, a lot of legislation has been undertaken for protecting women against all forms of violence. The recent pieces of legislation enacted include *Acid Control and Acid Crime Prevention Bill 2010*, *Prevention of Anti-Women Practices Bill 2011*, and *Protection against Harassment of Women at the Workplace Act 2010*, to name a few. The implementation in their true spirit, however, remains a challenge. According to a report published by National Commission on Human Rights, as much as 8,000 cases of violence against women were reported in 2012 alone, while unknown number of cases goes unreported. The key issue in the is the lack of women's access to justice with absence of women police in police stations because the police essentially is the first mechanism facilitating access to justice. The women within the socio-cultural norms in Pakistan are at a comfort level with their own kind and thus prefer sharing their issues and problems exclusively with women than with men. There is a dire need for recruiting adequate number of women in police services and provide them intensive trainings at par with their male colleagues so as to fully equip them to deal with all kinds of situations appropriately, whether in the traffic control, police stations, in the field as first responders to any form of violence, terrorist attack, and intelligence gathering; thus protecting the women citizenry, in particular from all forms of violence, violent extremism in the context ongoing Pakistan's war against terror as first responders, and any other criminal acts under the law.

### Objectives of the Roundtable Conference

- To interact with police departments and institutions including Women Police Stations, National Police Bureau, Gender Crime Center, and the Interior Ministry, and gather first-hand knowledge about the issues and challenges being faced in recruiting women within the police, and the problems being faced by the women police in the discharge of their duties.
- To discuss and assess implementation and effectiveness of laws and policies related to police and the issues in their full implementation.
- To learn about various initiatives taken by National Police Bureau and other international and UN agencies that include/focus on women strengthening women Police in Pakistan. To review hurdles in implementation of the recommendations of the report forwarded to Interior Ministry on State of Women Policing
- To deliberate on how Women Parliamentary Caucus can play its role in making the existing laws and mechanisms of the Police and law enforcement agencies more effective and inclusive; and

how to facilitate the national and international organisations to strengthen the women within law enforcement in Pakistan in the existing policies and legal frameworks.

### Discussants in the Round Table Conference included representatives of:<sup>2</sup>

- Women Parliamentarians from across parliamentary political parties
- Women Police from all the four provinces, Gilgit Baltistan, and AJK
- National Police Bureau
- Ministry of Interior
- National Commission on the Status of Women (NCSW)
- Civil Society organizations working on women police emancipation
- Media (selected)

### Main Points Considered during the Conference, included:

- The recruitment processes that need to be focused and incentivized for educated women in order to draw their greater number to apply for the services.
- The police services that need to be revamped in terms of their work nuances and culture, making them gender responsive and women friendly \_ both for women police across the board and the women accessing the police stations.
- The already in place SOPs for the Police to deal with women that need to be strictly implemented and ensuring accountability mechanism to check this out.
- The image of police force that needs to be enhanced with the help of media in order to encourage young women to join the force.
- Equal training opportunities that need to be provided for women police at par with their male colleagues to improve their positioning and their meaningful role in active policing; Also is significant to establish women hostels in all police training institutes to facilitate women trainees;
- Addressing distinct needs and physical limitations of women to facilitate and improve their performance.
- The Gender Strategy of Police approved in 2012 should be implemented in true spirit as it covers all important aspects of gender responsive policing. The gender sensitive Training Policy of police formulated in 2013 notified by all police organizations should be adopted by all police training institutes and used as a yard stick to assess gender sensitivity of the institutions as well as police training curricula.
- The Anti-Sexual Harassment Act at workplace 2010 demands all public and private institutions to constitute committees to address sexual harassment issues within their institution. How far the police institutions have complied to set-up these committees within their establishment?
- Women legislators must review the situation through their basic “representative” role and undertake initiatives to encourage younger women to join the police force and ensure their “oversight” role that the working conditions are made conducive for women as service providers. This would have effective and long term impact on the lives of women of Pakistan in terms of employment as well as facilitating women to access justice, especially in the ongoing law and order situation in the country.

The Round Table Conference on Women Policing in Pakistan 2014, thus, aimed at seeking first-hand knowledge about the current state of women police in Pakistan, and the issues, challenges, needs and concerns of women police from two perspectives, i.e. from the police leadership and administrative point of view as well as from the women police's point of view. The round of consultation with key stakeholders during the Conference helped the members of the WPC understand the key issues and in strategizing the coping mechanisms within the existing and emerging issues and challenges for women. Learnings from the Roundtable Conference bring out recommendations in this Report for the Government of Pakistan to improve the situation at hand within the police services for women so as to make it an inclusive and effective arm of the state. It also identifies gaps within the existing setup that the women parliamentarians will take up to resolve and address through their advocacy, lobbying and, if required, through their legislative role.

<sup>2</sup> List of invitees is annexed



# Conference Proceedings

## Inaugural Session

### Opening and Welcome Address

The Conference commenced with the recitation of verses from the Holy Quran by Qaria Tahira Rasul, Section Officer in the National Assembly Secretariat. Ms. Huma Chughtai, consultant advisor of WPC, was the master of ceremony. 'Talawat' was followed by the Welcome Address by **MNA Shaista Pervaiz Malik, Secretary Women's Parliamentary Caucus (WPC).**

In her address Secretary Caucus MNA Shaista Malik extended her special gratitude to the Chief Guest for the Inaugural Session, Mr. Balighur Rehman Minister of State for Interior for his presence. She further welcomed all the participants including parliamentarians, representatives of the civil society, and representation of women police and the DIGs of provincial police from across Pakistan. She also commended the Director General National Police Bureau (NPB) Mr. Ihsan Ghani for his full cooperation in organizing this conference. MNA Shaista Malik highlighted the aims and objectives of the Conference and its significance in the ongoing security situation in Pakistan. She underscored the critical role women police can play in combating terrorism in Pakistan and the dire need for recruiting, retaining and adequately training the women police in order to play a meaningful and substantive role as law enforcers. She emphasized on removing all barriers for encouraging women to join the services and promoting them within the police services at par with their male colleagues. She further emphasized on the need to sensitize the police service and make it gender responsive and offered full cooperation of the WPC in removing all such impediments whether these were in policy or legislative framework. She stated that strengthening women's role in law enforcement stands as one of the key interests of the Women's Caucus, especially under the emerging law and order situation in Pakistan. She stated that women's access to justice was one of the key focus areas of the Caucus, and under the given context it cannot be facilitated unless:

- the number of women in police is increased in the law enforcement within the police in particular;
- they are given intensive and extensive trainings in their respective areas of work;
- they are given specialised professional career paths within the police;
- the police is sensitised and made gender responsive; and
- last but not the least, women are elevated and made integral part of the policy and decision making within the police hierarchy;

Secretary Women's Parliamentary Caucus sought full cooperation of the participants in drafting a National Plan of Action in respect of the given points. While concluding her address, MNA Shaista Pervaiz Malik deeply acknowledged and thanked Hienrich Boll Stiftung (HBS) for their continued and whole hearted support to the WPC in organizing such important events on critical issues. She said that the WPC looked forward to this support and continued long term partnership.

#### **Remarks by Ms. Marion Muller, Country Director Hienrich Boll Stiftung (HBS)**

Ms. Marion Muller stated that the legal and political rights of women, their participation and inclusion in the policy and decision making process, and their representation and meaningful role



in addressing women's issues were the focus areas of HBS's work around the globe. Ms. Marion lauded the work and efforts of the WPC since its inception and said it was HBS's privilege to have been part of those efforts. Regarding the topic of the Roundtable Conference, Ms. Marion stated that it was intrinsically linked to issues around women's access to justice, their needs and concerns around peace and security, and was, thus, timely and significant as it also dealt with women's full enjoyment of their right to work and meaningful role as constructive partners in development. Ms. Marion concluded her address by reassuring the HBS's continued support and partnership to the Caucus in all its efforts, whenever required.

#### **Key-Note Address of Mr. Balighur Rehman, Minister of State for Interior**

Mr. Balighur Rehman, Minister of State for Interior, made the Key note address in the Inaugural Session. While lauding the work and efforts of the WPC, the Minister stated that he was pleased to see a dialogue on women's role in security agenda a Pakistan through this Conference. He stated that the Government had planned to increase the number of women in the Law enforcement from less than 1% to 5% by the year 2015. Although this seemed to be an ambitious target, given the local cultural nuances, but the Government was determined to undertake this challenge and undertake all out efforts to achieve it. He also extended his best wishes to the forum and said that the Ministry of Interior would be looking forward to the recommendations of this Conference.



## PLENARY

### **Why Women Police - Setting the Stage for the Round Table Agenda By Huma Chughtai, Governance Specialist**

Huma Chughtai, opened her presentation by tracing the historical existence of women in the Police. She informed the forum that women have always been known to defend themselves,



their families and their communities – Overtly and Covertly whether formally or informally. Formally, the first woman to join the police was in the USA in Chicago in 1891. This was followed by England, during the World War I, where a Women Police Volunteer Service was established to help refugees, women, and children during the war, especially those involved in crime. In the South Asia Region comprising Pakistan, women were recruited for the first time in the Police when several constables and a head constable were recruited to counter protests in 1939. Thus, women in Police, is not a new or modern concept in our part of the world. While highlighting the natural changes in societal norms over a passage of time and the emerging challenges on account of these changes, it was imperative that the police also brought itself in proximity to deal with those challenges. Ms.

Chughtai said that there was empirical evidence that where the police did not correspond to the changing needs and had failed to keep pace with changing socio-economic context, overlooked the inclusion and changing gender roles in the society, it was more likely to face a crisis of legitimacy, credibility and trust. Adoption of modern policing with inclusion of women's role at all levels was, thus, sought by democratic and visionary governments around the world, in case otherwise, the state of law and order is affected negatively leading it to deterioration and ultimately to a breakdown. The breakdown of law and order, in the given context particularly, means



domestic violence and sexual abuse continue with impunity. It is also an evidence based fact that the victims are afraid to report crimes such as domestic violence, gender based violence and sexual harassment to the police \_ unless those police are women. She said that in 2011, the United Nations conducted a study the findings of which documented a clear correlation between the number of women police and the number of reported cases of violence against women. The more women police you deploy, the more reports you receive, the study revealed.

Ms. Chughtai stated that in Pakistan, the situation was alarming as there were less than 1% women in the police services, whose role was minimal, need based, and marginalized. She said that the time has come to realize that the 'people of Pakistan deserve better than a one percent chance, and the efforts to counter violent extremism and terrorism in the country must wake up to this tremendous gap!' She further added that the women police had a great potential that must be utilized optimally. Their inclusion in Police and law enforcement is expected to support more effective community relations as they have better chances of community outreach, and can reach out to the women victims of violence in effective manner. Moreover, under the circumstances, instead of relying on the typical capture-or-kill approach of counterterrorism, policewomen have also the potential to serve and protect entire communities, providing new means to prevent violence before it takes hold, she highlighted. Ms. Chughtai stressed on the need to recruit more women in the law enforcement with a considerably substantive and a meaningful role so as to facilitate women's access to justice; end violence against women, children, and the elderly; and to partner side by side with male colleagues to combat extremism in Pakistan.

In her concluding remark, Ms. Chughtai asked the women police officers present at the Conference to carry out and conduct themselves in a manner that they become an inspiration and a role model for the women and girls of Pakistan. A lot of responsibility in this case laid on their shoulders.

**Status of Women Police in Pakistan: Issues and Challenges**  
**By Director General National Police Bureau, Mr. Ihsan Ghani**



Director General National Police Bureau (NPB) opened his presentation by giving the vision and mission of the NPB. He stated that the vision of NPB was to reshape police into a professionally competent, operationally neutral, and publically accountable service delivery organisation. This is in line with Police Order 2002 that sought to transform Police from 'force' to 'service'. He informed that NPB besides building standards for professional policing also acts as a national think tank on issues relating to criminal justice reforms, public safety and police information technology. Following were the functions of NPB as detailed by the DG:

- **Functions of NPB include:**
  - Central body for national level coordination on police matters
  - Research and Development
  - Ensures uniformity of standards among the various police forces in Pakistan
  - Plays a leading role in steering police reform processes
  - Project crime trends and devise preventive measure
  - Deals with gender related issues in police

**A Gender Crime Cell (GCC)** was established by NPB so as to collect, collate and analyze data on gender crimes. Under GCC, **Gender Responsive Policing in Project (GRPP)** by the GIZ was also launched in 2009 which is completing its 2nd term in 2014, that brought together women police from across Pakistan for the first time, and provided them opportunities to highlight their issues, needs and concerns periodically. It also provided an opportunity to meet share their issues with women police across the Islamic World.



Regarding the subject of the Roundtable, the DG validated the fact that the high-handedness, corruption and torture in the Police services could be reduced by increasing the number of women as this was research based claim. He agreed that the women had a greater potential as compared to their male colleagues to gather intelligence and to identify issues of violence and crime against women. He observed that in his experience women police were better listeners, speakers and could, therefore, potentially a better medium to win the confidence of the people and women victims of crime and identify the criminals better. He further emphasized that the NPB believed in empowering and strengthening women police through gender main streaming within the police services. He said that this was achievable by strengthening the role and scope of Women Police Stations, Setting up Ladies Complaint Units and most of all introducing **One-Stop-Crises-Centres** with facilitation of Police, Medico-legal experts, Social welfare, psychologist, Health Dept. & other related agencies in one place. The NPB, he said, was in the process of developing a proposal for the government in this regard. He stated that the NPB is trying to do its best possible to incentivise and increase the number of women in the police services. He said that it was very difficult to increase the number of women in the police in accordance with UN Standards of 20%. Even 5% women in police would mean 20,000 police officers in 2 years in Pakistan that was an ambitious target he stated. The DG was, however, pleased with one ray of hope in this direction which was the increased number of women police officers from only 1 to 20 in the last three years.

The DG while highlighting the major impediments for the advancement of women police as follows:

- Prevailing Mindset within the Police, Public and Political Leaderships
- Socio-cultural sensitivities
- Perceptions about Police
- Absence of career-path and Promotions for women
- Flawed/ Gender-blind Recruitment Policy

Mr. Ihsan Ghani informed the participants that in order to enhance the status and perception of women within the police, a **Gender Strategy for the Police** along with its SOPs had been developed. This Strategy revolved around ensuring gender responsiveness within the police services as well as in dealings with women victims as well as criminals. He stated that the Gender Strategy of Police outlines 06 priorities to institutionalize gender inclusiveness through action plans and monitoring mechanism as follows:

1. Improve representation of women in police
2. Develop capacities and competence of women police
3. Enhanced role, positioning and visibility of women police
4. Cultivate gender sensitive work environment



5. Assimilate gender learning into police training
6. Enrich policing services with a gender equality perspective

While concluding his presentation Mr. Ihsan Ghani shared the future plans of the NPB as follows:

- Carrying forward GRPP
- Establish One Stop Crisis Centres for women
- Setting up SAARC toll free helpline
- Introducing Community Policing with a substantive role of Women police
- Groom and present Women Police Officers as Role Models for Inspiration

Towards the end, the Director General National Police Bureau requested for the support of the women parliamentarians and the WPC in achieving NPB's future plans and also extended his full cooperation for any assistance that may be required by the WPC in advancing the cause of strengthening women in the police services.

Members of the WPC lauded the presentation and assured NPB for their full support and close collaboration in reviewing the policies and plans of NPB and taking measures to fill any gaps

#### Discussions:

One of the main issues raised during the discussions was the reflection of poor trainings amongst women police, especially in their behavior and professional approach that obviously should be seen as a deterrent for more women to join the police force. This issue was highlighted by Deputy Speaker Sindh Assembly, MPA Shehla Raza. To this, the Commandant Sihala Police College responded and assured that the training modules had been revamped and increasing number of women police are being trained. It was further pointed out by the Commandant that the issues regarding harsh conduct amongst police including women police rest with the behavior received by the police from the general public. Therefore, there was a greater need for civic education amongst the people at large. He also requested the participants to be mindful of police as a mirror image of the society as mentioned earlier in a presentation.

Referring to an effective recruitment campaign, Muhammad Ali Babakhel DIG Province of Khyber Pakhtunkhwa stated that the province had been undertaking the campaign for the past three consecutive years and there was a very positive response. Criterion was relaxed in certain cases as special measure to recruit more women. In addition, several women police officials have also volunteered themselves in the Rapid Response Force of the KP Police. This was extremely encouraging. DG NP stated that this was, however, not a generalized situation in the province. The retention and sustainability is a huge challenge for women in particular across Pakistan. Referring to a study conducted by NPB in this regard, the DG informed that lack of conducive work environment and basic facilities remained one of the prime reasons for women's dropout rate.

It was further advised by Ms. Ishrat Ashraf that a helpline may be established for the women to access police to which she informed that this had already been launched.



## Panel Discussion

### Overarching Theme:

Role of Women Parliamentarians in Promoting Gender Responsive Policing in Pakistan, including Strengthening Women Police through Recruitment, Retention Processes and Positioning them at the Policy and Decision Making Levels Within the Police

Chaired by MNA Dr. Nafisa Shah, the second half of the day was dedicated to Panel Discussions, on the following three specific themes by three panelists. Each panelist was allowed upto 10 minutes talk/presentation:

- 1) **Policy Actions for Gender Reforms in Policing**  
Marriyum Aurengzeb, Parliamentary Secretary on Interior
- 2) **Combating GBV Through Women Police: Role of NCSW and the Civil Society in Strengthening Women Police**  
Khawar Mumtaz, Chairperson NCSW
- 3) **Role of Women Police in Countering Terrorism: Issues and Challenges and the Way Forward**  
Mossarat Qadeem, Executive Director PAIMAN Alumni Trust

#### Proceedings:

##### 1) Policy Actions for Gender Reforms in Policing

**MNA Marriyum Aurengzeb**, Parliamentary Secretary on Interior, informed that the Ministry of Interior through its departments, had two main ToRs in respect of police which were: i) Policy making, and ii) Coordination of development trainings and skills projects etc. She said that the revamping in police, which has been resonated during this Roundtable, was actually meant to be undertaken by the provinces, post 18th Constitutional Amendment. Prioritizing police reform was, thus, based on the political will of the respective provincial leaderships.



Ms. Aurengzeb underscored the need for revamping the police services in terms of the attitudes and behavioral changes within the existing police culture. She also emphasized on the need to incentivize the police services making reward benefits as an integral part especially for the women police.

In terms of the trainings, Ms. Aurengzeb said that most of the projects in the police were donor funded. For the sustainability of these initiatives, it was important that the police took adequate measures. She emphasized on the need for greater Donor Coordination, and adaptation of best practices in the region and at the international level. For women policing international best practices, like the UK model where women police had full powers, could be beacon. Exchange programs, exposure visits and trainings for women police could go a long way in improving the state of women police and bringing behavioral changes not only within the service



but also in dealing with the public. She said that the Ministry of Interior was in dialogue with the donor agencies in this regard. MNA Mariyum Aurengzeb suggested that the model policing with conducive environment for women police should be initiated at the federal level to inspire the provinces to adapt and replicate subsequently.

Besides, Women Police Networks, and Toll Free number are already set in place, and an FM Radio channel as well as Social Media like the Face Book have been launched that are working to promote police-public interaction and cooperation. These are also being reviewed for greater interaction and effectiveness by the Ministry of Interior; But most of all, departmental self-audit and analysis was critical to revisit and revamp the police services Ms. Aurengzeb concluded.

### Discussion:

During the discussions, it was reasserted by most of the participants that women police need to have equal powers at par with their male colleagues. It was also emphasized that special attention should be given to the women police in terms of providing them transportation, decent office/sitting space and toilets. Transportation, in particular, has generally been a major issue for the male police and the issue becomes even more pronounced for the women police that needs immediate attention.

The Deputy Inspector General Police (DIG) Khyber Pakhtunkhwa, Mohammad Ali Babakhel pointed out that a major missing link was the “Public Safety” that is critical without which police will remain ineffective. He asked what the Federal Government was thinking about this issue. To the point, DG NPB responded that the main issue laid with the implementation of Police Order 2002, which was confronted with different situations in different provinces, e.g. in Sindh and Balochistan it had been repealed; in Gilgit Baltistan, AJK, and ICT it was not being implemented; while it had been massively changed in Punjab and Khyber Pakhtunkhwa. In the given scenario, it was not possible to have Safety Commissions in place. DG NPB further stated that despite efforts, the low number of women police, especially at the officer level impeded their inclusion in the processes. Due to ensuing issues, the NPB is now considering two options for the revival of Police Order 2002 by referring the matter a) to the Supreme Court, or b) to the Parliamentarian. Secretary Interior, Mr. Shahid Khan added that the Public Safety Commissions were a legal requirement under the Police Order 2002, but it was the task of the Federal Government to ensure consistency in rules across Pakistan, and the rules under the PO 2002 had not been drafted yet.

### 2) Combating GBV Through Women Police: Role of NCSW and the Civil Society in Strengthening Women Police

Chairperson National Commission on the Status of Women (NCSW), **Ms. Khawer Mumtaz**, highlighted the direct link between Violence Against Women (VAW) and the miniscule existence of women police. She said that lower number of women police meant lesser security for women resulting in continued incidents of VAW. This was also a reason for the entrenched mindsets within the police culture that perceived women issues as strictly domestic and treated as non-issues. She said that lack of implementation of laws was also strongly related to the role of police that needs to be revisited and analyzed for addressing the issue from the appropriate angles. Ms. Khawer emphasised on the need for not only increasing the number of women police, but also giving them same space and authority as their male counterparts within the police.



Ms. Khawer Mumtaz further pointed out that there was a huge gap in the actual picture of VAW in Pakistan on various accounts, primarily the lack of credible data. There was, thus, a dire need for a well coordinated centralized data collection and analysis mechanism in Pakistan at the provincial as well as at the national level. She further pointed out that a set of indicators need to be

developed on VAW through a nation-wide survey. The NCSW had planned this survey for next year, i.e. 2015. She said that despite many achievements on gender front, the manifestations of violence in Pakistan both at professional as well as at societal levels for women has badly damaged Pakistan in various international indexes. This shows that the mindsets remain deep-rooted, thus posing a great challenge for the women as well as for Pakistan as a nation.

Ms. Khawer stated that the role of NCSW in this context was that of a watch-dog. It was only a recommendatory body that could facilitate certain initiatives in this regard. For instance, the NCSW can help in streamlining the software used for data collection by NPB and in its analysis. It can put and analyse the data against standardised indicators on VAW to bring out its true picture and patterns, and make the process consistent. The indicators had already been developed by NCSW, she said. Ms. Khawer also offered trainings to NPB in maintaining the data and offered to institutionalize partnership with women police whereby it would contribute in substantive trainings for women police and sensitise the police services at various levels.

### Discussion:

The DG NPB, Mr. Ihsan Ghani, agreed to avail the opportunity offered by the NCSW Chairperson to partner and collaborate on critical issues in ensuring gender responsiveness in police. He also offered his full cooperation to the WPC in its efforts in this regard.

### 3) Role of Women Police in Countering Terrorism: Issues and Challenges and the Way Forward

**Mossarat Qadeem** talked on countering violent extremism (CVE) in Pakistan and the role of women police. She said that Pakistan was beset with violent extremism for over a decade and we, as a nation, have yet to come up with a comprehensive policy. The policies we have so far are neither focused enough nor is there any role for women and women police. Ms. Qadeem maintained that the role of police in CVE is crucial, given its mandate to counter enemies within. She said that the role of countering insurgencies and violent extremism has somehow has been given solely to the army which is more aptly equipped to defend the borders, whereas police is better aware and placed within the communities at the grass-roots with a comparative edge to gauge and counter terrorism. Partnership in this context was imperative she stated. Ms. Mossarat also pointed out that with absence of a significant role in CVE, the police was also ill equipped and under-trained. She underscored the need for a greater role of police including the women police in CVE. She said that the effective role of women in CVE is increasingly being recognized across the globe. In Pakistan, with less than 1% women in police, their role in CVE was a major challenge. Policy makers in Pakistan have to recognise the crucial role of women police in CVE, particularly in our cultural context, as first responders extending helping hand to the women victims of a terrorist attack, as well as intelligence and information gatherers who could reach out to the women in communities more easily. Ms. Qadeem concluded her talk with following recommendations:

- i) Increase the number of women police and ensuring a substantive and meaningful role;
- ii) The provincial IGs and DIGs must be incentivized and rewarded by the Prime Minister and the respective Chief Ministers for setting targets for recruiting women in police;
- iii) Recruitment and retention policies for women in police services must be revised;
- iv) Women police must be treated at par with their male colleagues, particularly in parting trainings and promotions;
- v) Donor coordination and support is a must;
- vi) Appropriate facilities for women police must be provided along with conducive work environment;





## Discussions:

There was a strong recommendation from the experts and civil society for WPC to assume a greater oversight role and ensure that the provincial police IGs inculcate gender responsiveness in the police service. They need to get themselves sensitized first and then be assisted in mainstreaming gender within the law-enforcement. It was also recommended that the WPC must lobby for greater role of women police in CVE.

## CONCLUDING SESSION

Speaker National Assembly, Sardar Ayaz Sadiq, was the Chief Guest at the Concluding Session. MNA Shaista Pervaiz Malik, Secretary WPC and MNA Dr. Nafisa Shah, Chair of the Concluding Session welcomed him upon his arrival.

### Concluding Remarks by the Chair

While wrapping up the Conference proceedings, **MNA Dr. Nafisa Shah** reasserted that the numbers mattered and they preceded quality. She said that the numbers were power in all major activities like in elections, in passing legislations, in claiming majority and consensus. These were also critical for women's enjoyment of public life as enshrined in the Constitution. Dr. Nafisa stated that 'numbers were a starting point for women' as is evidenced from the experience of women parliamentarians in Pakistan. She said that with increased number of women in the Parliament, the quantity and quality legislation also started emerging by them since over a decade. Therefore, at this point in time, we need to have one solid target oriented commitment from the Police Leadership, and that is "Increase in the Number of Women in the Police" with X number of women by next two or three years – determine one specific year." She further maintained that since the population of women in Pakistan is 50%, we demand 50% women in the police. This demand was fully supported by the Conference participants and also reflected in the Joint Communiqué. The Police leadership present at the Conference also supported the demand and sought the help of WPC in this regard, which was duly accepted by WPC Members present at the Conference.



### Address of the Speaker National Assembly, Sardar Ayaz Sadiq

Hon. Speaker in his concluding remarks commended the WPC for organizing this Conference on such a critical issue. He said that the timeliness of its subject cannot be undermined. Women are an important segment of the society and they do certainly deserve much better than 1%. While highlighting the performance of women legislators, Sardar Ayaz Sadiq stated that the women in the House have shown great performance in the legislative business and are responsible for over 50% of business. Their potential and power should, therefore, never be under-estimated. He said that Pakistani women are one of the most vibrant people in the world and their potential has to be optimized to ensure a vibrant economy \_ the starting point of which is their socio-political and economic empowerment. Women's access to justice and their education remains key to their empowerment he underscored.

Sardar Ayaz Sadiq said that Pakistan's low performance on women empowerment is alarming and needs concrete measures by the government as well as the civil society. He reminded the participants that the Federal Government alone could not do much by itself. He



asserted that there was need for the provinces to assume greater role and contribute in ensuring visible gender responsiveness in all their respective policies and plans. Women empowerment has to be at the heart of their respective priorities he stated.

The Hon. Speaker while concluding his remarks, stated that the role of women police in curbing VAW and CVE cannot be underestimated. Therefore, increasing their number, giving them adequate facilities, and a conducive work environment would not only raise their self-esteem but was also critical to their enhanced performance. He recommended that the Ministry of Interior must analyze issues and gaps in drawing more women in the police services and address those through tangible policy measures. The Hon Speaker Sardar Ayaz Sadiq in his final remarks also underlined the need for the review of laws to strengthen women's role at all levels and advised the WPC to undertake the initiative in alliance with experts. He offered his complete support to the Caucus in all its endeavors.

### Vote of Thanks

Secretary Women's Parliamentary Caucus, **MNA Shaista Pervaiz Malik**, first of all thanked the Speaker National Assembly for gracing the Conference with his presence and setting out a set of recommendations to be followed by the WPC.

She thanked:

- Speaker National Assembly Sardar Ayaz Sadiq for also his encouragement and support in organising this Conference; particularly to allow the holding of this Conference in the Committee room of the Parliament that demonstrated the ownership and significance of the issue in discussion;
- Chaudhry Nisar Ali Khan Minister Interior and Mr. Shahid Khan, Secretary Interior;
- The Patron of WPC Dr. Fehmida Mirza, and all the members of the Working Council of WPC who encouraged and supported the idea of organizing this Round Table Conference on such a timely and crucial issue;
- All women Senators, MNAs, and MPAs attending the Conference, including the two women Deputy Speakers from the Sindh Assembly and the AKJ Legislative Assembly, Hon. Ms. Shehla Raza, and Hon. Ms. Shaheen Kausar Dar;



- Director General National Police Bureau, IG Mr. Ihsan Ghani; IGs, DIGs and AIGs from across Pakistan who participated and pro-actively provided valuable inputs to the sessions, including ;
- All provincial IGs & DIGs for their cooperation in nominating women police from their respective provinces;
- All women police attending the conference and providing useful information
- Heinrich Boll Stiftung (HBS) and all its team members for their technical and financial support, including Ms. Marion Muller, Country Rep; Ms. Saima Jassim, Incharge Programs; Mr. Mazhar Zaheer, Head of Admin & Finance; and Ms. Kulsoom Monica, Coordinator;
- The National Assembly Secretariat, especially Mr. Muhammad Riaz, Secretary, for facilitating the space and other logistics; Mr. Mahboob Gurmaani Director Public Relations for press and publication; and the technical staff of the Committee Room;
- Panelists: Senator Nuzhat Sadiq, MNA Ms. Marriyum Aurengzeb, Ms. Khawer Mumtaz Chairperson NCSW, and Ms. Mossarat Qadeem, Executive Director PAIMAN Alumni Trust;
- Consultant/Key Resource Person, Ms. Huma Chughtai, Governance, Human Rights, and Gender Specialist;
- Experts on Women Policing and Rule of Law from the Civil Society
- Coordinator WPC, Ali Kazmi, Assistant Coordinator WPC Syed Wasim Kazmi, and Abdul Jabbar, Peon WPC, whose timeless hard work made this Round Table Conference possible;
- Supporting Young Parliamentary Associates: Mr. Danish Bhutto and Ms. Manahil Khan

With the Vote of thanks, the Roundtable was officially announced as closed;

# Annex-I

## AGENDA

Date:	Thursday 27th November, 2014
Venue:	Committee Room # 2, Parliament House, Islamabad
Time:	10:00 am - 4:00 pm
TIME	PROGRAM
10:00 – 10:30	Registration
10:30 – 10:35	Tilaawat
10:35 – 10:50	Welcome remarks & Introduction by MNA Shaista Pervez Malik, Secretary WPC
10:50 – 11:00	Remarks by Ms. Marion Muller, Country Rep. Hienrich Boll Stiftung (HBS) – WPC Partner Sponsors
11:00 – 11:15	Key Note address by Mr. Balighur Rehman, Hon. State Minister for Interior
11:15 – 12:15	<b>Plenary I:</b>
	<b>Working Tea to be Served</b>
11:15 – 11:30	<b>Why Women Police?</b> Conference Stage Setting by Huma Chughtai
11:30 – 11:45	Status of Women Police in Pakistan: Issues and Challenges (Presentation on the Overview of the status of women police in Pakistan by DG National Police Bureau, Mr. Ihsan Ghani
11:45 – 12: 15	Q & A
12:15 – 1:00	<b>Plenary II</b>
12:15 – 12:20	<b>Implementation of Laws - Impediments for Women's Access to Justice</b> (Presentation by Huma Chughtai, Law, Governance & Human Rights Specialist)
12:20 – 1:00	Q & A
1:00 – 2:00	<b>Lunch &amp; Prayer Break</b>
2:00 – 3:30	<b>Panel Discussion</b> Role of Women Parliamentarians in Promoting Gender Responsive Policing in Pakistan, including Strengthening Women Police through Recruitment, Retention Processes and Positioning them at the Policy and Decision Making Levels Within the Police



(Panelists to Speak @ 10 minutes each Followed by discussions @ 10- 15 minutes on each topic)

Chair: Dr. Nafisa Shah, MNA

Panelists:

1.

**Policy Actions for Gender Reforms in Policing**  
Marriyum Aurengzeb, Parliamentary Secretary on Interior (10 mts)
2.

**Combating GBV Through Women Police: Role of NCSW and the Civil Society in Strengthening Women Police**  
Khawer Mumtaz, Chairperson NCSW (10 mts)
3.

**Role of Women Police in Countering Terrorism: Issues and Challenges and the Way Forward**  
Mossarat Qadeem, Executive Director PAIMAN Alumni Trust (10 mts)

Summing up by the Chair

3:30 – 3:40

Concluding Address by the Chief Guest;  
Honorable Sardar Ayaz Sadiq, Speaker National Assembly of Pakistan

3:40 – 3:55

Issuance of the Joint Communiqué

3:55 – 4:00

Concluding Remarks with a Vote of Thanks

Annex-II

PRESENTATIONS

1.

Huma Chughtai

Stage Setting – Why Women Police
2.

Ikram Ghani

State of Women Police in Pakistan

Annex-III

LIST OF PARTICIPANTS

Sardar Ayaz Sadiq	Speaker National Assembly
Mr. M. Balighur Rehman	State Minister, Ministry of Interior

PARLIAMENTARIANS

Nuzhat Sadiq	Senator	Naeema Kishwar	MNA
Rubina Khalid	Senator	Dr. Nafeesa Shah	MNA
Suraiya Aminuddin	Senator	Parveen Masood Bhatti	MNA
Asiya Nasir	MNA	Sabiha Nazir	MNA
Asiya Naz Tanoli	MNA	Shagufta Jumani	MNA
Dr. Azra Fazal Pechuho	MNA	Shahida Akhtar Ali	MNA
Dr. Fauzia Hameed	MNA	Shahnaz Salim Malik	MNA
Ishrat Ashraf	MNA	Shaza Fatima Khwaja	MNA
Kishwar Zehra	MNA	Shazadi Omarzadi	MNA
Marriyum Aurangzeb	MNA	Surriya Asghar	MNA
Zeb Jaffar	MNA	Pervaiz Malik	MNA

MEMBERS FROM THE PROVINCIAL ASSEMBLIES

Shaheen Kausar Dar	Deputy Speaker AJK	Rahila Hameed Durrani	MPA Baclushistan
Syeda Shahla Raza	Deputy Speaker Sindh	Mary Gill	MPA Punjab

REPRESENTATIVES OF POLICE DEPARTMENT AND MINISTRY OF INTERIOR

Shahid Khan	Secretary Interior	Amir Zulfiqar Khan	Police Commandant Sihala
Ihsan Ghani	IG/ DG National Police Bureau	M. Yasir Qureshi	DIG AJK Police
M. Saleem Bhatti	IGP GB Police	M. Ali Babakhel	DIG KPK Police



<b>M. Azhar Akram</b>	AIG Baluchistan Police	<b>Tahira Yasub</b>	DSP Police
<b>Maria Mahmood</b>	SP Police Sihala	<b>Shabana</b>	DSP Baluchistan Police
<b>S. Husnain</b>	SP NPA	<b>Nazia Naureen</b>	DSP KPK Police
<b>Naseem Ara</b>	SSP Sindh Police	<b>Shahzadi Noshad</b>	DSP KPK Police
<b>Jabeen Kausar</b>	Inspector AJK Police		

#### PARTNERS / CIVIL SOCIETY MEMBERS

<b>Khawar Mumtaz</b>	NCSW	<b>Saima Jasam</b>	HBS
<b>Kulsoom Monica</b>	HBS	<b>Aliya Sethi</b>	Aitbaar
<b>Marion Muller</b>	HBS	<b>Ayesha Durrani</b>	Aitbaar

#### MEDIA

<b>Farah Naz</b>	Media	<b>Khazir Klasra</b>	Media
<b>Moazzam Rana</b>	Media	<b>Taimoor Iqbal</b>	Media
<b>Tasawar Arafat</b>	Media		

#### WOMEN'S PARLIAMENTARY CAUCUS

<b>Ms. Huma A. Chughtai</b>	Consultant Advisor/ Key Resource Person
<b>Ali Kazmi</b>	Coordinator
<b>Wasim Kazmi</b>	Administrative Officer
<b>M. Junaid Iqbal</b>	Graphic Designer
<b>Danish Ali</b>	Program & Coordination Officer
<b>Abdul Jabbar</b>	Peon

## Picture Gallery





