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Public Perception of Women Police in Pakistan



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Preface

The police in Pakistan are regulated under a 150 year old Police Act 1861 and are under the authority of the respective provinces. There have been attempts towards reform, but these have mostly been half hearted and filled with political interference. The most important initiative to make the police more gender responsive and ensure the participation of women in its workings was made in 1994, when women specific police stations were established in seven cities namely Rawalpindi, Abbotabad, Peshawar, Lahore, Multan, Karachi and Larkana.¹ The increase in presence of women in the department of police is imperative, given the current increase in crimes against women, increasing population and the overall volatile security situation in the country. Amnesty International in its report on Pakistan in 2011 stated that “Gender-based violence, including rape, forced marriages, `honor killings’, acid attacks and other forms of domestic violence is being committed with impunity in Pakistan.”² Many of these cases are never reported, as females are reluctant to approach male police and there have also been incidents of wrongdoings by male police personnel, while investigating crimes related to female offenders or victims. Currently the presence of female police in the law enforcement apparatus is only approximately one percent of the total strength. Where there are approximately above 3,500 women personnel in a department of above 400,000 and 18 women police stations present throughout the country.³

Individualland Pakistan (IL-Pakistan) with the support of The Royal Norwegian Embassy has embarked on an initiative titled, “Women Police as Change Agents and Gender Based Police Reforms”. The current initiative is an attempt towards showcasing and recognizing the work of women police personnel as well as highlighting the issues and challenges they are confronted with. Based on our learning from the experiences of the women police, we would also like to advocate for gender based police reforms based on their recommendations. The cities of Lahore, Karachi, Peshawar, Quetta, Gilgit and Islamabad are being covered during the project and tools like field visits, interviews, baseline survey, public awareness campaigns and dialogues with civil society, police and government functionaries on gender based reforms within the police are being used.

From December 2011 to Feb 2012 we conducted a survey in the encompassed six cities, with the goal to gauge the public perception regarding the presence of women in police department. The survey was conducted through a questionnaire with a total number of 646 respondents from the above mentioned areas. Equal participation of females was ensured during the survey, where at least 50 percent of the respondents were women. This report attempts to document the public perceptions regarding women police. The data perhaps can assist in developing public awareness campaigns on the subject.

¹ Jamal, Asad and Patil, Sanjay (Ed). 2010. Police Organisations in Pakistan. Commonwealth Human Rights Initiative (CHRI).

² Express Tribune. 2011. Domestic violence: Facing reality: another day, another beating. September 30, 2011. <http://tribune.com.pk/story/263589/domestic-violence-facing-reality-another-day-another-beating/>.

³ Imran Myra. 2011. Gender perceptions ‘influence police culture’. The News International. November 22, 2011. <http://www.thenews.com.pk/TodaysPrintDetail.aspx?ID=78717&Cat=6>.

In the information collected through the survey, it has been observed that 341 (192 males and 149 females) respondents rejected the notion of allowing and supporting their sisters or daughters, for opting for police as a career. 512 individuals out of 646 respondents had never interacted with women police. 550 respondents considered male police as a symbol of authority rather than female police. While understanding the importance of women police, 80 percent of the respondents were of the view that there is a need of an increase in the number of women police, while 20 percent of the respondents were averse to this viewpoint. Regarding the suitable choice between male and female police for a woman, when in need of police intervention, 83 percent of the respondents were of the view that females should ask assistance from women police, while 17 percent were of the opinion that females should approach male police.

From the survey results, it can be concluded that the perception of women police in the general public, is being overshadowed by the image of male police. The respondents belonged to various socio-ethnic backgrounds. Although there is a realization for the requirement of female police personnel for a more gender responsive police, but the overall societal restrictions and the dire image of the police create hurdles. There is a need to both sensitize the public regarding women police which will not only improve the image of department, but will also assist in creating the necessary environment, for encouragement of females to seriously consider police as a preferable career choice.

Status of Women Police

The police in the Indian subcontinent was established during the era of British Raj, when according to Police Act 1861 the system was implemented. The police was based on the model of the Irish Constabulary, which stated the basic objective of the police was to enforce order and rule of the state.⁴ The model was of a colonial police rather than a free state. This difference could be seen in the London Model implemented in 1829, where the policing was to be preventive. Whereas the police based on the colonial system was not a politically neutral and public friendly agency. Underpaid and semi-militarized force was maintaining law and order. After 150 years of promulgation the law of 1861 still regulates the daily workings of the police department. Effort had been made towards police reforms, with the implementation of Police Ordinance 2002, but this was not carried forward and the old system has again been revived in the provinces of Sindh and Baluchistan. Currently the police department is estimated to be around more than 400,000 strong.⁵ The police are a provincial subject, which come under the relevant provincial ministries of interior.

In 2002 a breakthrough was achieved on police reforms and through the measures taken by National Reconstruction Bureau (NRB) Police Order 2002 was promulgated, which was an attempt towards police reforms. Due to subsequent interferences from various quarters, the reforms were never fully implemented. At present there is confusion about the status of Police Order 2002 and it has already been reverted.

The Police Service of Pakistan (PSP) provides the senior police officials to all the provincial police departments. The provincial police setup is mostly identical in every province and has the major tasks of maintaining order and preventing or detecting crime.⁶ The nationwide integration of the police is conducted by the National Police Bureau (NPB), which has been assigned the task of coordinating with all the provincial police setups and also initiating measures to improve the performance and provide the necessary resources to the police. Currently the department of police is understaffed as only strength of 400,000 is available for a population of 180 million. According to United Nations standards, there should be about 230 police for every 100,000, but in Pakistan there are only 128 officers for a population of 100,000. There is an estimated fifty per cent shortage of personnel in each district.⁷

⁴ Shoaib Suddle, Muhammad. 2001. Reforming Pakistan Police: An Overview. http://www.unafei.or.jp/english/pdf/PDF_rms/no60/ch05.pdf

⁵ Imran Myra. 2011. Gender perceptions 'influence police culture'. The News International. November 22, 2011. <http://www.thenews.com.pk/TodaysPrintDetail.aspx?ID=78717&Cat=6>.

⁶ Jamal, Asad and Patil, Sanjay (Ed). 2010. Police Organisations in Pakistan. Commonwealth Human Rights Initiative (CHRI).

⁷ National Endowment for Democracy (NED), Shehri-CBE, Commonwealth Human Rights Initiative (CHRI). 2010. 101 Things You Wanted To Know About The Police But Were Too Afraid To Ask.

The history of women police in Pakistan can be traced back to the British Raj, when seven constables and head constables were recruited in 1939, to control the female agitators in a farmer's movement in Punjab. In 1952, a total of 25 constables, two head constables and one Assistant Sub Inspector (ASI) were inducted in the police. No considerable change was witnessed until 1994, when women police stations were established in various cities of Pakistan, starting from Rawalpindi and later in the cities of Abbotabad, Peshawar, Lahore, Multan, Karachi and Larkana. Not a single case had been registered in Peshawar till 2004, while the women police stations were reportedly prevented by the department to register First Information Report (FIRs).⁸ Over the years, women have been recruited into various specialized programs such as counter terrorism, traffic police and motorway police. In fact, Deputy Inspector General (DIG) Helena Iqbal Saeed, who currently is the director of Gender Crimes Cell (GCC) at National Police Bureau in Islamabad, is the first ever Pakistani woman civil service officer, who opted for police and reached such a position.

According to a survey conducted by Thomson Reuters Foundation's Trust Law, released in June 2011, Pakistan is the third most dangerous place in the world for women after Afghanistan and Democratic Republic of Congo.⁹ Women in Pakistan have been facing continuous violence in the form of domestic brutality, rape, forced marriages, honor killings and trafficking. There were estimated 8,000 incidents of violence against women reported in Pakistan, during the year 2010.¹⁰ As in many cases due to socio cultural and various other constraints, women are reluctant to approach male police for assistance. There have also been reported complaints of transgressions made by male police during investigation of female offenders and victims.¹¹ The prevalent situation clearly illustrates the requirement and importance of female presence in the police department.

Although there have been attempts towards recruiting more women into the police department as well as establishing women police stations still the estimated number of women police is probably less than one percent.¹² There is no single figure available for the exact number of women police, but some estimates put the total number of women in the police department at above 3,500 in a total law enforcement force of above 400,000.¹³ As part of our initiative we have also requested the respective provincial and federal police departments for the number of women police on active duty, their ranks and place of posting. Regardless of their small numbers, the women police officers are making their presence felt, by performing their duties, in spite the odds that hinder their performance and growth. Recently a female Pakistani Police Officer Shahzadi Gulfam, serving in a United Nations (UN) peace operation, received the 2011 International Female Police Peacekeeper Award.

⁸ Ibid.

⁹ The Express Tribune. 2011. Domestic violence: Facing reality: another day, another beating. September 30, 2011. <http://tribune.com.pk/story/263589/domestic-violence-facing-reality-another-day-another-beating/>.

¹⁰ Imran, Myra. 2011. Strategy for controlling violence against women demanded. The News International. July 06, 2011. <http://www.thenews.com.pk/TodaysPrintDetail.aspx?ID=56268&Cat=6&dt=7/6/2011>.

¹¹ Asian Development Bank. 2000. Women in Pakistan: Country Briefing Paper.

¹² Imran Myra. 2011. Gender perceptions 'influence police culture'. The News International. November 22, 2011. <http://www.thenews.com.pk/TodaysPrintDetail.aspx?ID=78717&Cat=6>.

¹³ Ibid

Women are present in the various sectors of the police department, but more are required in order to make the police more effective and gender sensitive. The absence of women in the police department can be related to the overall image of the police and the challenging job nature. The adopting of a career by a woman, especially a job which is considered to be unconventional, harsh and even dangerous, is not looked on favorably. A change in the mindset of the society is required, if the women are to play their role in the law enforcement department.

Since December 2011, we have been engaged in visits to various women police stations and training facilities in the encompassed project areas. Its team has been working towards understanding the problems and challenges faced by women police staff, not only by conducting their interviews, but by also holding meetings with senior police officials and government functionaries. Visual interviews of 30 selected women police are also being conducted, which will be utilized to document their contribution within the law enforcement apparatus and also highlight the challenges faced by them.

Baseline survey has been conducted in the target cities, regarding the public perception of women presence in police. The survey aims at assisting in determining the general image, understanding of issues and challenges faced by women police personnel, through citizens' perceptions. The data collected from this survey will also be presented in the later dialogue sessions with government and police officials and civil society. A sample population of 646 individuals has been taken from the encompassed areas. A further 600 male police staff are going to be a part of a survey, from all the six cities, based on their perception of female counterparts. The survey from the male police staff will be published as a separate report. This report focuses only upon the perception of the citizens regarding women police.

Public Perception Survey

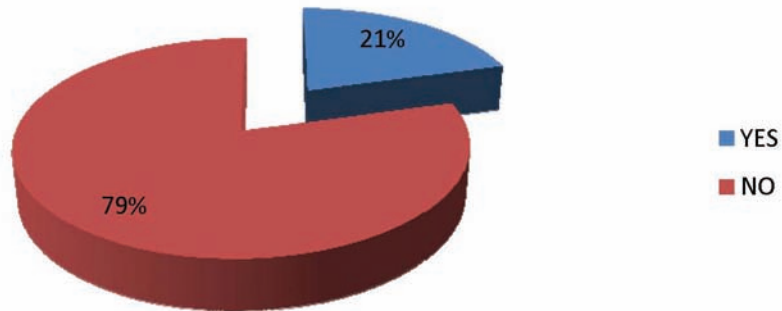
The project team at Individualland Pakistan (IL-Pakistan) initiated a survey to gauge the public perception regarding the presence of women in the police department, in the encompassed six cities of Islamabad, Gilgit, Peshawar, Quetta, Karachi and Lahore. It is important to identify the awareness in general public, as it will also assist in conducting the need analysis for later public awareness campaigns, regarding posters and print media advertisements. A total of 646 respondents were selected through Random Sampling, which constituted of a sample population of at least 100 from each city. There were 116 respondents from Islamabad, 101 from Lahore, 109 from Karachi, 104 respondents from Peshawar, 116 from Quetta and 100 respondents from Gilgit. Equal participation of females was ensured during the survey, where at least 50 percent of the respondents were women.

The survey tool was a close ended questionnaire. The 16 close ended questions focused on various aspects related to women police. The questionnaire is enclosed in Annexure I. The feedback was later analyzed by the team and the detailed analysis is given in the following sections.

The following figures and graphs present a brief description of public perception in the six cities encompassed in the survey.

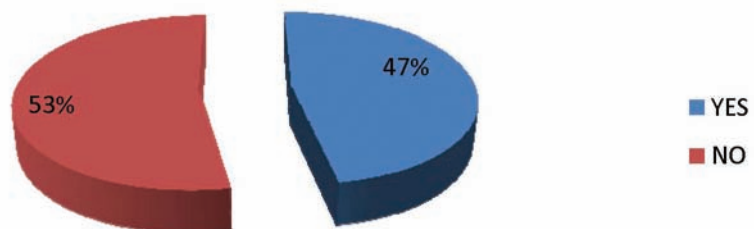
Sr. No.	Questions	Response	Islamabad N=116	Lahore N=101	Karachi N=109	Pe- shawar N=104	Quetta N=116	Gilgit N=100	Total N=646
1	Have you ever had any interaction with women police personnel?	Yes	14	20	34	22	19	24	133
		No	101	81	75	82	97	76	512
2	Would you allow your sisters/daughters to become a police woman?	Yes	58	42	42	23	84	54	303
		No	57	59	66	81	32	46	341
3	Should female police personnel be assigned to cases and crimes only specific to women and handling of female offenders?	Yes	69	79	75	64	56	52	395
		No	47	22	33	93	60	48	253
4	In your opinion, is there a need to increase the number of women in the police?	Yes	93	81	84	74	93	91	516
		No	20	20	24	30	23	9	126
5	Have women police created impact within their respective communities in any manner?	Yes	70	68	60	44	80	43	365
		No	45	31	45	59	34	54	268
6	Who do you consider a symbol of authority?	Male police	93	90	87	93	107	80	550
		Female police	19	10	20	10	5	20	84
7	Who do you think is more suitable to help a woman in need of police intervention?	Female police	95	87	80	91	90	90	533
		Male police	20	12	27	13	26	9	107

Have you ever had any interaction with women police personnel?



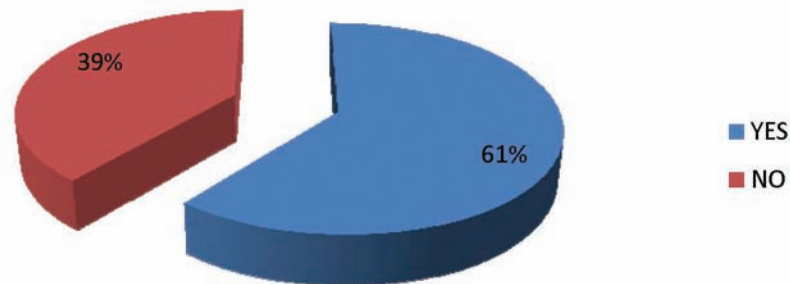
21 percent of the total sample population stated that they had any interaction with women police. 79 percent respondents from the six mentioned cities did not have any interaction with women police.

Would you allow your sisters/daughters to become a police woman?



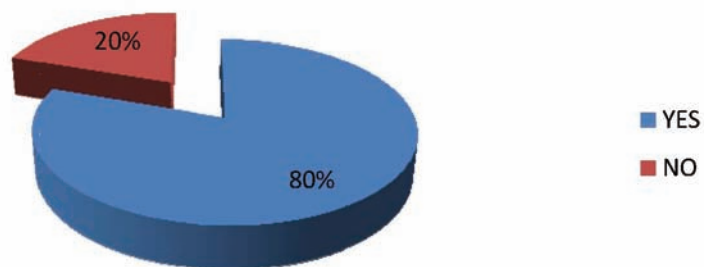
53 percent of the people are not prepared to allow the female members of their family to opt for the police.

Should female police personnel be assigned to cases and crimes only specific to women and handling of female offenders?



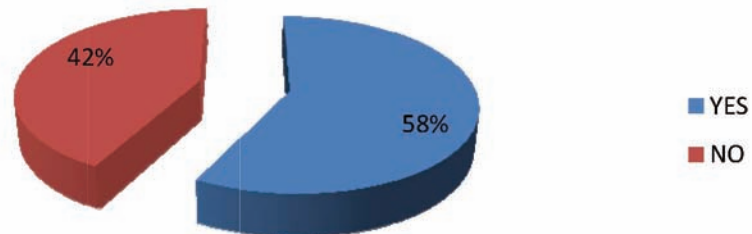
61 percent were of the view that female police should be limited to cases and crimes only specific to the females, while 39 percent did not want them to be limited to this particular role.

In your opinion, is there a need to increase the number of women in the police?



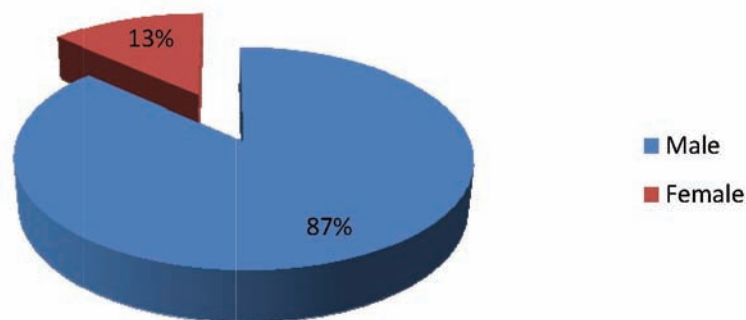
A majority 80 percent of the respondents were of the view that there is a need of for increase in the number of police, while 20 percent of the respondents were averse to this viewpoint.

Have women police created impact within their respective communities in any manner?



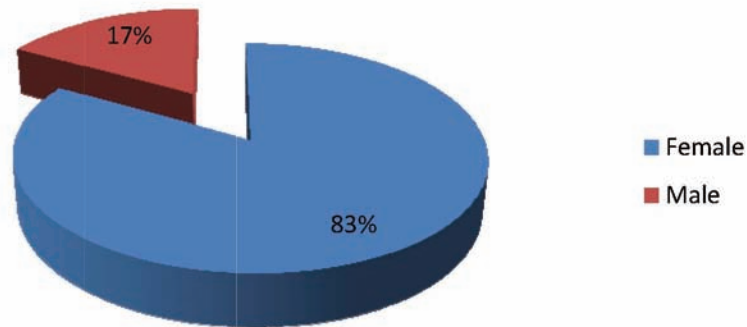
During the survey 58 percent of the total respondents were of the view that female police personnel have made an impact in their respective communities, while 42 percent were averse to this viewpoint.

Who do you consider a symbol of authority?



87 percent of the respondents during the survey considered male police to be a symbol of authority, while 13 percent considered female police to be a symbol of authority.

Who do you think is more suitable to help a woman in need of police intervention?



When the respondents were asked regarding the suitable choice between male and female police for a woman, while in need of police intervention, 83 percent of the total respondents were of the view that females should ask assistance from women police, while 17 percent were of the opinion that females should approach male police.

From the survey results it is evident that the general public, as reflected in the sample population of 646 respondents, throughout the major six urban areas of Pakistan namely Islamabad, Karachi, Lahore, Peshawar, Quetta and Gilgit is unaware of the contribution, performance and even existence of women police. This has been discussed in detail in the previous sections. The department of police has an overall unfavorable image and perception, in the eyes of the public, which also casts a shadow over women police. There is no or less interaction of the populace with the women police and resultantly they have been unaware of their performance and challenges faced. 341 respondents, which make up 53 percent of the sample population, did not approve of their female family members to work in the police department, while 79 percent or 509 respondents approved.

The male dominant culture can be evident where 550 respondents or 87 percent of the sample population perceived male police a symbol of authority, as compared to the female police, while 13 percent or 84 respondents considered female police to be symbol of authority. This is not only where culture plays its role, but also the significant low number of women police or their absence, also contributes to this mindset. There is a realization for the requirement to increase the presence of women in the police, but 395 of the respondents are in favor of restricting women police only to the cases relating to female victims and offenders. In other words, 61 percent were of the view that female police should be limited to cases and crimes only specific to the females, while 39 percent of the total respondents realised the need for female police to play an active and supportive role for the overall structure of police. This perception may also be due to the realization of the prevalent circumstances, where there is a lack of female personnel to cater to the needs of women. In addition, 533 respondents in all six cities prefer that in time of need a woman should approach female police, while again it is to

be noted that a majority of respondents had no previous interaction with women police and did not have any understanding or knowledge of their working.

Interesting figures can be seen where it has been noted that out of 646 respondents, 512 individuals or 79 percent of sample population never had any interaction with women police. Although the communities understand the role of women police, where regarding assistance to females, 533 respondents favor and approve female police intervention. It is also important to note that as previously discussed, more than half of the sample population (53 percent of the respondents) have not shown their approval for their female family members to join the police department. This is the indicator which suggests the perception of police department in the public. This might be both due to the general perception of police and the society's views on unconventional jobs for women, where they consider that it might be difficult for women to create a balance between family and work. 80 percent of the respondents were of the view that there is a need for increase in the number of women police, while 20 percent of the respondents were averse to this viewpoint. This again indicates a public perception regarding police as they realize the importance of the presence of women police, but do not consider police as a career option for women. This also reflects the predicament of the police department itself whereby posts for women are advertised but there are few applicants, or mostly those consider opting for police, who have no other choice.

During the survey 58 percent of the total respondents were of the view that female police personnel have a societal impact, while 42 percent were of the view that they have not been able to create a significant impact. This also shows that a significant segment of our society, which were represented by 268 respondents were not aware or did not consider women police of making any significant impact. When the respondents from the six encompassed survey areas, were asked regarding the suitable choice between male and female police for a woman, while in need of police intervention, 83 percent of the total respondents were of the view that females should ask assistance from women police, while 17 percent were of the opinion that females should approach male police. A large percentage of the sample population, approximately 79 percent had no interaction with women police and they do not have any idea of their working capacity, but they prefer females in need of police assistance, should approach women police. The survey results indicate that the perception of women police in the general public is being overshadowed by the image of police. Although there is a realization for the requirement of female police personnel for a more gender responsive police, but the overall societal restrictions and the dire image of the police create hurdles. There is a need to both sensate the public regarding the basic information on women police and also to acknowledge their contributions, so that the image of women police in particular and the police department in general, could be improved. The creation of awareness among the public will also assist in creating the necessary environment, for encouragement of females to seriously consider police as a preferable career choice.

Survey Results of Islamabad

The city of Islamabad is the federal capital of Pakistan and has an estimated population of 1.7 million according to a survey conducted by census department.¹⁴ There were a total of 116 respondents in Islamabad 54 males and 62 females. These further included 47 students, 17 professionals (teachers, doctors, journalists, lawyers and engineers), 14 housewives, 9 self employed (traders, businessmen and shopkeepers), 7 government sector employees, 13 private sector employees, 5 labourers (including domestic helpers), 1 unemployed and 3 others who did not mention their professions.

On the question of whether or not the police department is appropriate for Pakistani women, a total of 83 percent were of the view that police was an appropriate career choice for Pakistani women. However 17 percent of the respondents disagreed and did not consider police a suitable choice for women. Out of these a total of 85 percent of the males and 83 percent of the females perceived the police department being an appropriate workplace for women, while 15 percent of the males and 19 percent of females disagreed with the notion. According to the various segments of professions 91 percent of the students, 70 percent professionals, 71 percent housewives, 67 percent self employed, 100 percent government employees, 92 percent private sector employees and only 40 percent labourers approved of the police department as a suitable workplace for women.

In contrast, interestingly when it was asked from the respondents, whether they would support or allow their female family members to work in the police department, the reactions were mixed and only 50 percent of the respondents agreed to support their female family members, for opting for the police. It was also interesting to note that 60 percent of the female respondents approved of allowing their female family members to join the police, while 60 percent of the males disagreed. Here it was further observed that 68 percent of the students, 41 percent professionals, 43 percent housewives, 50 percent self employed, 71 percent government sector employees, 8 percent private sector and 20 percent labourers declared their support for the female family members to join the police department.

Survey result in Islamabad also revealed that 88 percent of the respondents stated that they never had any interaction with women police, while only 12 percent had interaction with women police. According to the survey only 13 percent of the females and 11 percent of the male respondents had an interaction with women police, while a huge majority of both males and females over 80 percent did not have any interaction with women police personnel. By nature of professions, only 13 percent of the students, 6 percent professionals, 11 percent self employed, 14 percent government sector employees and 31 percent private sector employees had any interaction with women police, while the majority of these segments had no interaction.

¹⁴ Syed Irfan Raza. 2011. Islamabad`s population surges. <http://www.dawn.com/2011/04/23/islamabads-population-surges.html>.

As mentioned above, only 12 percent sample population had interaction with female police, but approximately 19 percent of the respondents perceived female police to be more prone to resorting to violent methods. The majority 81 percent carried the perception of male police as being more prone towards violence. It is also important to note that 24 percent of the females thought that female police are more prone to resorting to violence, while only 13 percent of the males were of the view that female police resort to violent methods. As compared to the above mentioned result, it can be observed that while only 13 percent of females had any interaction with women police, but 24 percent found them to be more violent. A majority of every segment considers male police to be more violent than their female counterparts, where only 28 percent students, 12 percent professionals, 14 percent housewives, 15 percent private sector employees and 20 percent labourers perceived female police as being more violent.

During the survey, the respondents were asked as to whose instructions they would adhere more to. 52 percent of the respondents felt more obliged to adhere to the instructions of male police, while 48 percent felt obliged to listen and conform to the instructions of female police. Out of these, 68 percent of the female respondents felt more obliged to adhering to instructions of women police, but in contrast only 25 percent of male respondents felt obliged to adhering to instructions of women police. According to distribution by various professions, the self employed 100 percent, private and government sector employees 92 percent and 71 percent respectively and a majority of labourers 60 percent felt more obligated towards male police, while a majority of students 65 percent, professionals 66 percent and housewives 64 percent felt more obliged to listen to female police.

A majority of the respondents, approximately 83 percent during the survey considered male police to be a symbol of authority, while only 17 percent considered female police to be a symbol of authority. There is a huge difference as compared to the previously discussed results, where 48 percent of the respondents felt more obliged to listening to instructions of female police, but they do not consider women police as a symbol of authority. Only 18 percent of females and 16 percent of males accept or perceive female police having authority. In contrast, in the previous question 68 percent of females and 25 percent males felt obliged to listen to female police. Among the various sections according to nature of profession, only 33 percent of the students, 17 percent of self employed, 14 percent government employees and 40 percent of labourers considered women police as a symbol of authority, while a majority perceived male police as a symbol authority.

Survey results show that 59 percent of the total respondents in Islamabad were of the view that female police personnel should be assigned to cases and crimes only specific to women, while 41 percent were of the view that they should not be limited to cases only pertaining to women victims and offenders. It was observed that a majority of both males 69 percent and females 52 percent wanted women police to be assigned to only female related cases, while out of those who wanted female police not limited to such cases, there were 48 percent females and only 31 percent males.

To gauge the importance of women police, the respondents were asked if, in their opinion, there was a need to increase women police in the department. 82 percent of the respondents were of the view that there is requirement for increase in the number of female police, while 18 percent of the respondents were averse to this viewpoint and did not perceive any need to increase women police. 75 percent males and 89 percent females agreed to a need for increasing women police personnel in the department, while out of those who rejected any need to increase women presence in the police 25 percent were males and only 11 percent were females.

In response to a question, a majority of the respondents, approximately 95 percent were of the view that there should be a women police station in the city, while only 5 percent of the respondents disagreed to having a women police station. Out of those who needed a women police station in the city, 92 percent were males and 97 percent were females, while only 8 percent males and 3 percent females disagreed to a presence of women police station.

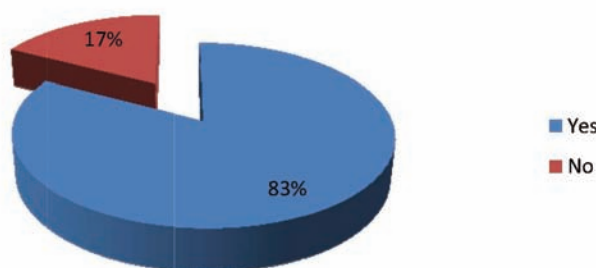
When the respondents were asked regarding the suitable choice between male and female police for a woman, when in need of police intervention, 83 percent of the respondents were of the view that females should seek assistance from women police, while 17 percent were of the opinion that females should approach male police. Approximately 87 percent of the females and 78 percent of males were of the view that a woman in need of police intervention should approach women police. In contrast 22 percent of males and 13 percent of females felt that women should approach male police for intervention and assistance.

Following is a detailed description of the public’s perception in Islamabad regarding the presence of women in the police department:

Do you think that police department is appropriate for Pakistani women?

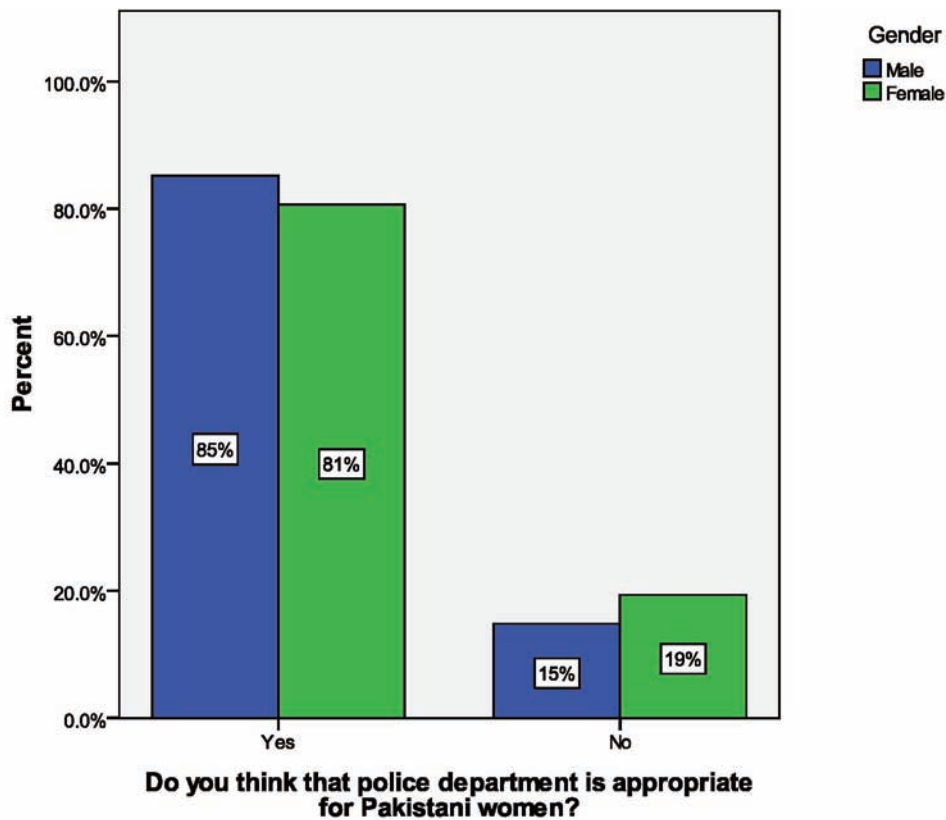
Do you think that police department is appropriate for Pakistani women?	
Yes	No
96	20

Do you think that police department is appropriate for Pakistani women?



A total of 83 percent of the respondents were of the view that police was an appropriate career choice for Pakistani women. However 17 percent of the respondents disagreed and did not consider policing a suitable profession for women.

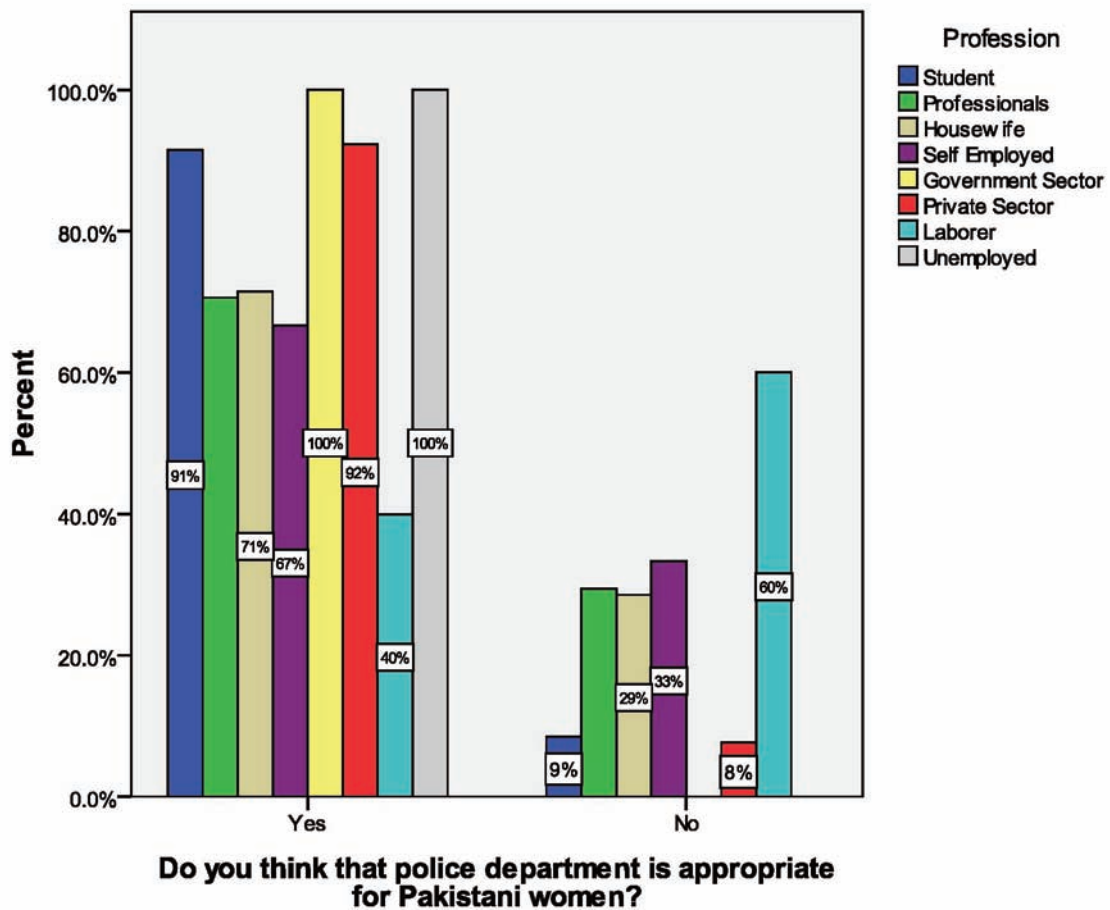
Do you think that police department is appropriate for Pakistani women?			
Yes		No	
Gender		Gender	
Male	Female	Male	Female
46	50	8	12



A total of 85 percent of the males and 83 percent of the females perceived the police department being an appropriate workplace for women, while 15 percent of the males and 19 percent of females disagreed with the notion.

Do you think that police department is appropriate for Pakistani women?

Profession	Yes	No
Not Mentioned	3	0
Student	43	4
Professionals	12	5
Housewife	10	4
Self Employed	6	3
Government Sector	7	0
Private Sector	12	1
Laborer	2	3
Unemployed	1	0

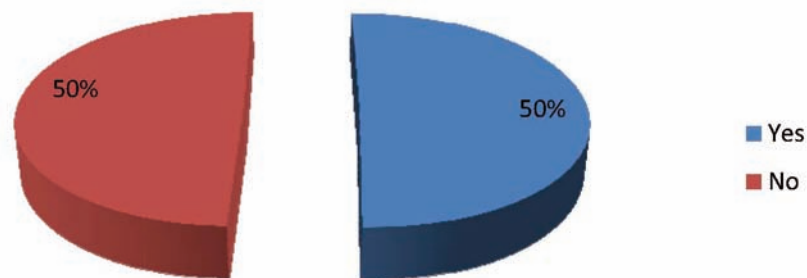


Here one can also see that 91 percent of the students, 70 percent professionals, 71 percent housewives, 67 percent self employed, 100 percent government employees, 92 percent private sector employees and only 40 percent labourers approved of the police department as a suitable workplace for women.

Would you allow your sister/daughter to become a police woman?

Would you allow your sisters/daughters to become a police woman?	
Yes	No
58	57

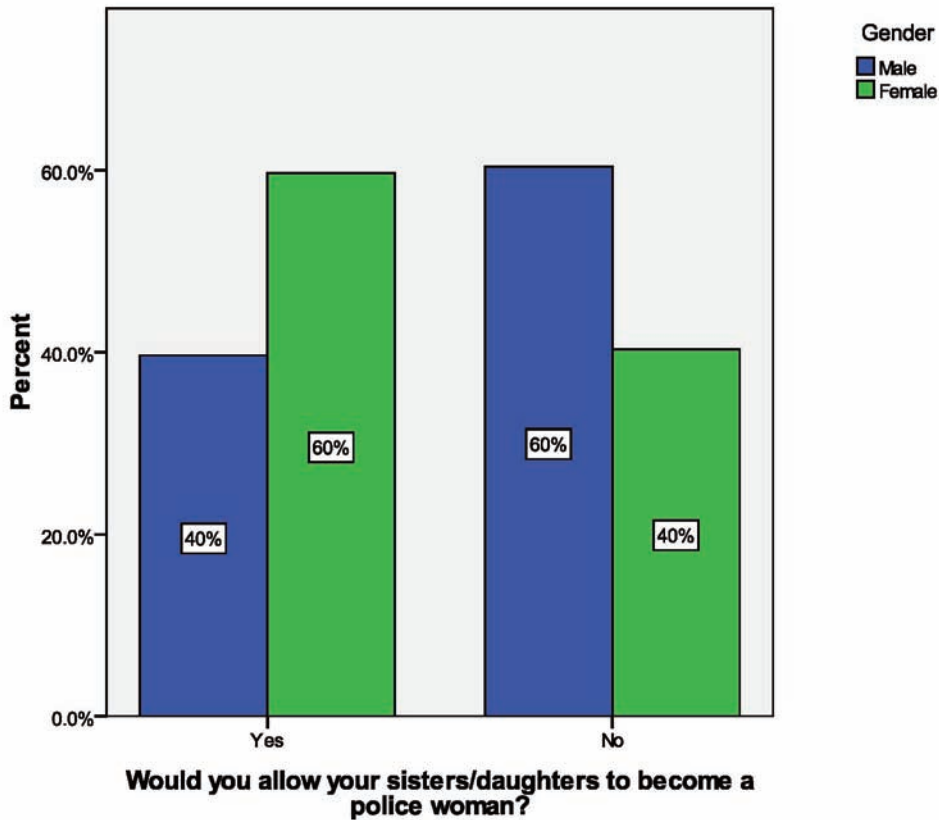
Would you allow your sisters/daughters to become a police woman?



In contrast to the previous question, when it was asked from the respondents, whether supporting or allowing their female family members to work in the police department, the reactions were mixed and only approximately 50 percent of the respondents agreed to supporting their female family members, if they opted for the police system as a career.

Many of those, exactly 38 people who had in the previous question approved of the police department being suitable for women, now showed disapproval for any of their sisters and daughters joining the department. In the following figures we can see that further 25 males and 13 females have now disagreed as compared to previous question, when it came to allowing their female family members to join the police.

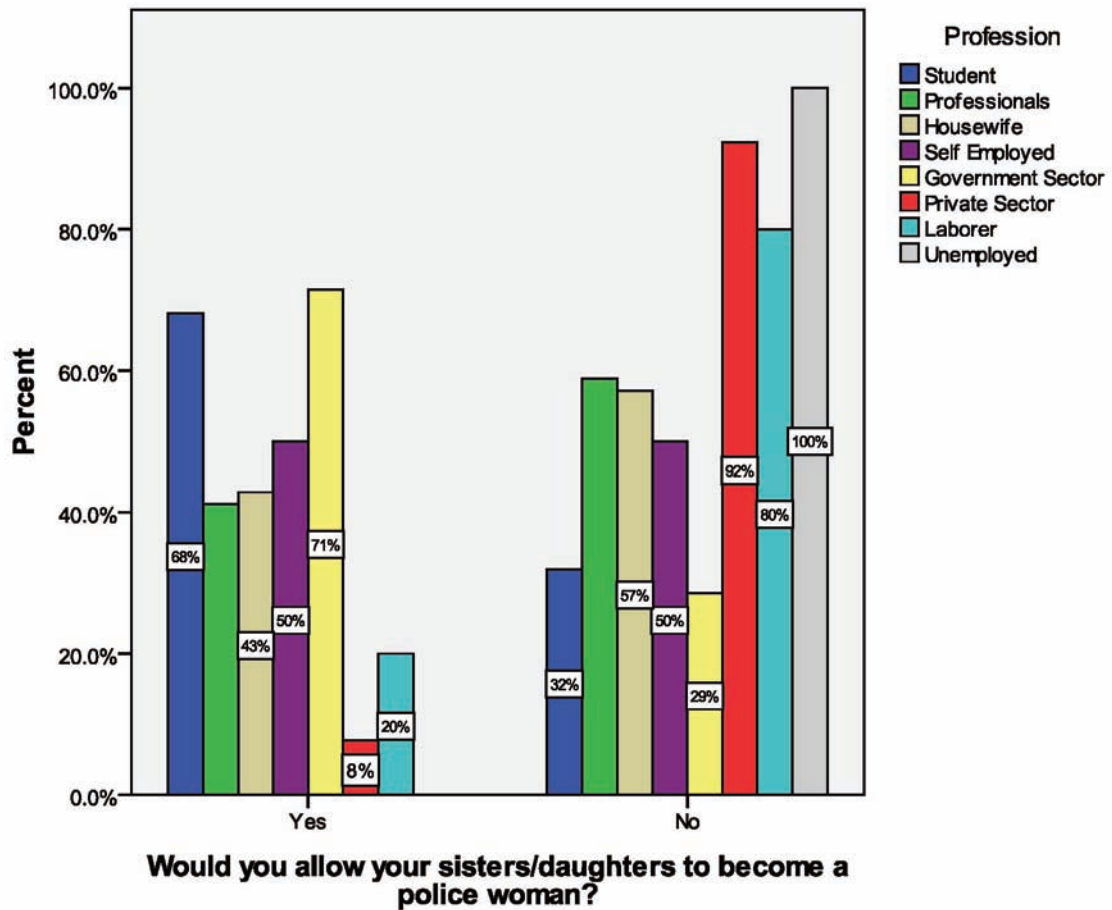
Would you allow your sisters/daughters to become a police woman?			
Yes		No	
Gender		Gender	
Male	Female	Male	Female
21	37	32	25



Approximately 60 percent of the female respondents approved of their female family members to join the police, while 60 percent of the males disagreed to letting their female family members to join the police.

Would you allow your sisters/daughters to become a police woman?

Profession	Yes	No
Not Mentioned	2	1
Student	32	15
Professionals	7	10
Housewife	6	8
Self Employed	4	4
Government Sector	5	12
Private Sector	1	12
Laborer	1	4
Unemployed	0	1

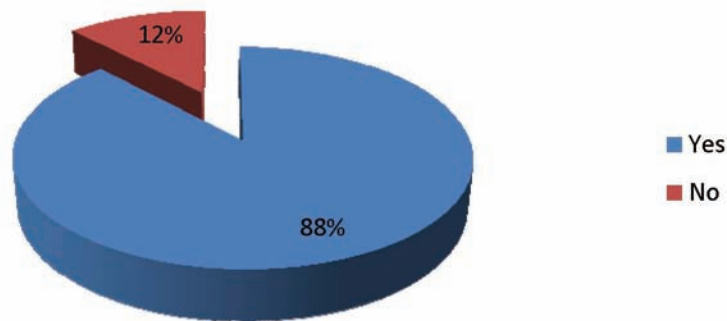


Here we can further see that only 68 percent of the students, 41 percent professionals, 43 percent housewives, 50 percent self employed, 71 percent government sector, 8 percent private sector and 20 percent labourers agree to allow the women in their family to join the police department.

Have you ever observed women police on duty?

Have you ever observed women police on duty?	
Yes	No
102	14

Have you ever observed women police on duty?

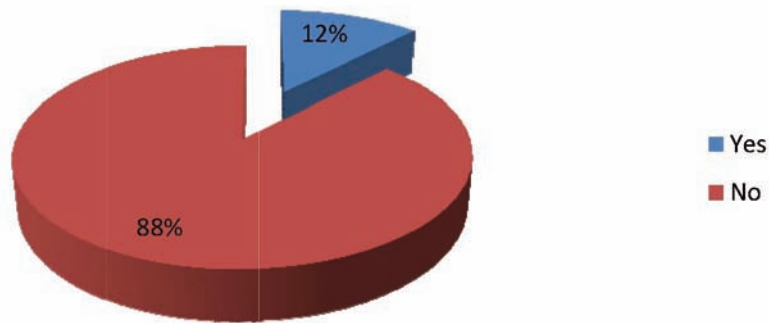


Approximately 88 percent of the respondents conveyed during the survey that they had observed women police performing their duties, while 12 percent of the respondents had never observed or seen women police on duty.

Have you ever had any interaction with women police personnel?

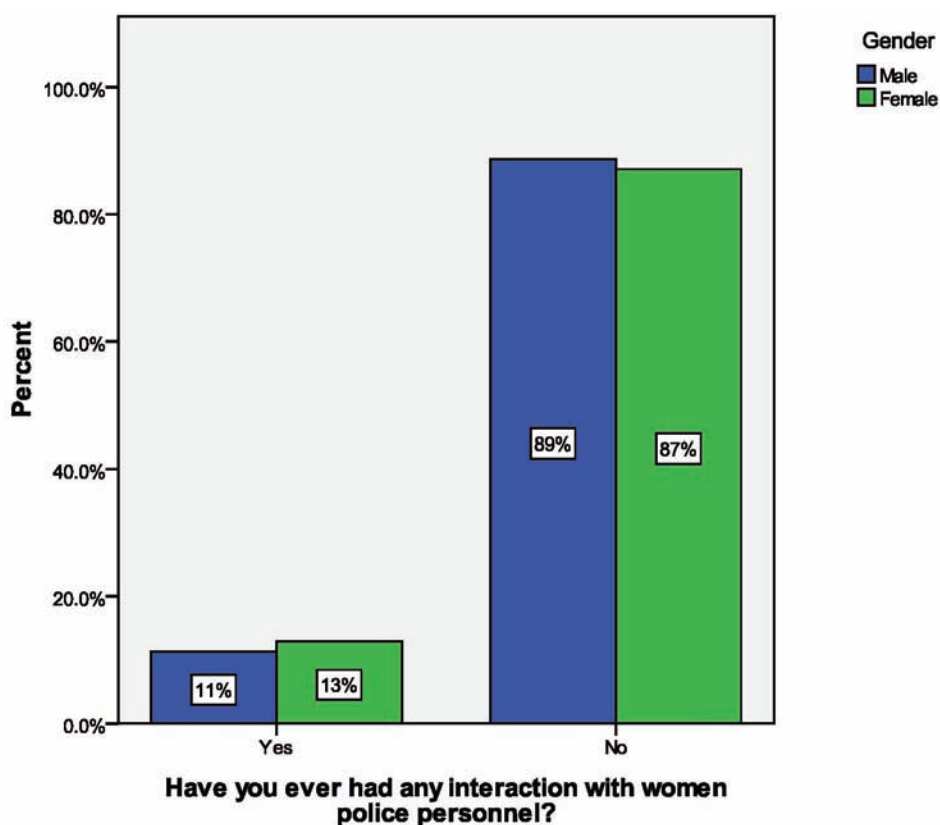
Have you ever had any interaction with women police personnel?	
Yes	No
14	101

Have you ever had any interaction with women police personnel?



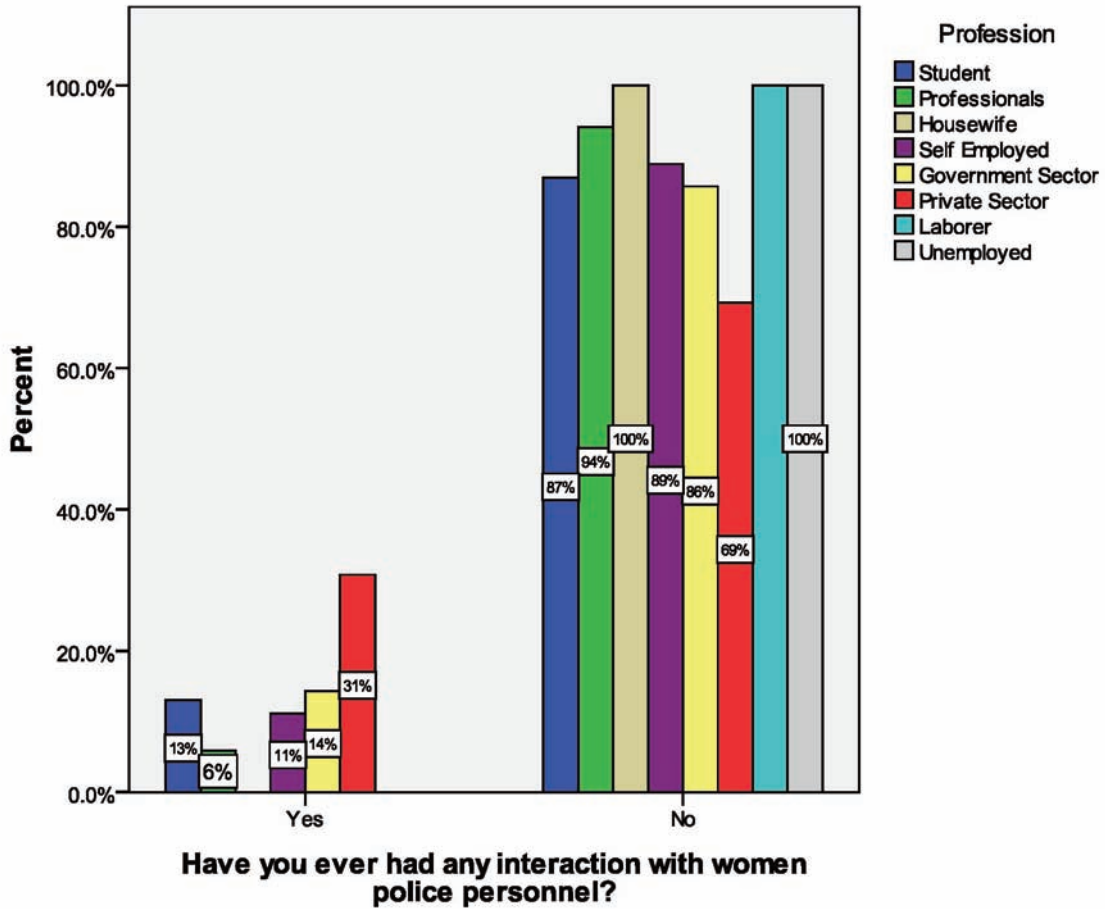
Approximately 88 percent of the respondents stated in the survey that they never had any interaction with women police, while 12 percent did have interaction with women police.

Have you ever had any interaction with women police personnel?			
Yes		No	
Gender		Gender	
Male	Female	Male	Female
6	8	47	54



According to the survey only 13 percent of the females and 11 percent of the male respondents had an interaction with women police, while huge majority of both males and females over 80 percent did not have any interaction with women police personnel.

Have you ever had any interaction with women police personnel?		
Profession	Yes	No
Not Mentioned	1	2
Student	6	40
Professionals	1	16
Housewife	0	14
Self Employed	1	8
Government Sector	1	6
Private Sector	4	9
Laborer	0	5
Unemployed	0	1

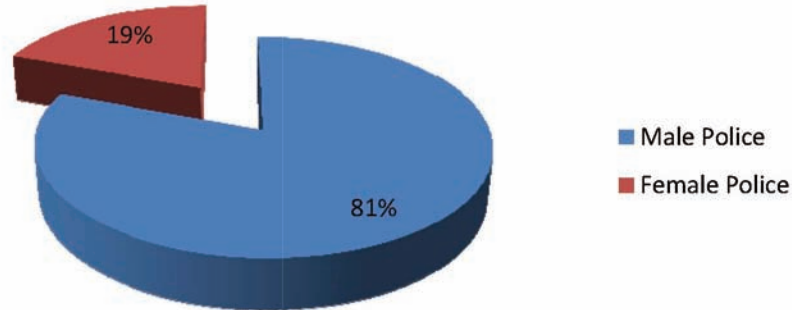


Only 13 percent of the students, 6 percent professionals, 11 percent self employed, 14 percent government sector employees and 31 percent private sector employees had any interaction with women police.

Who do you think is more prone to resorting to violent methods?

Who do you think is more prone to resorting to violent methods?	
Male Police	Female Police
92	22

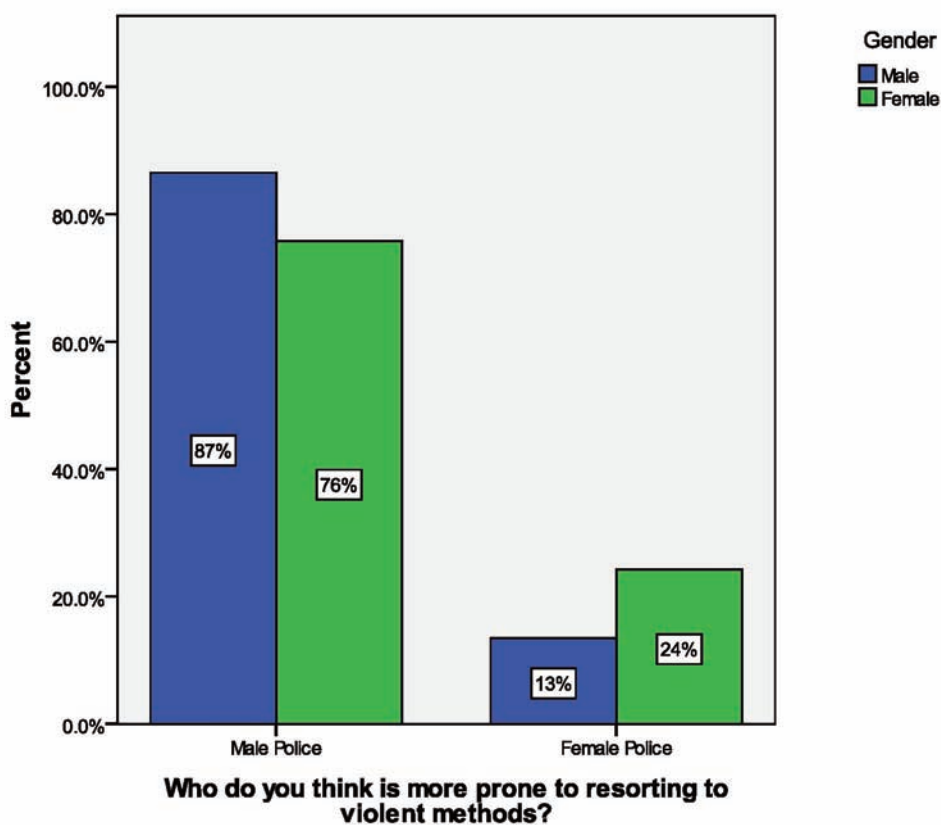
Who do you think is more prone to resorting to violent methods?



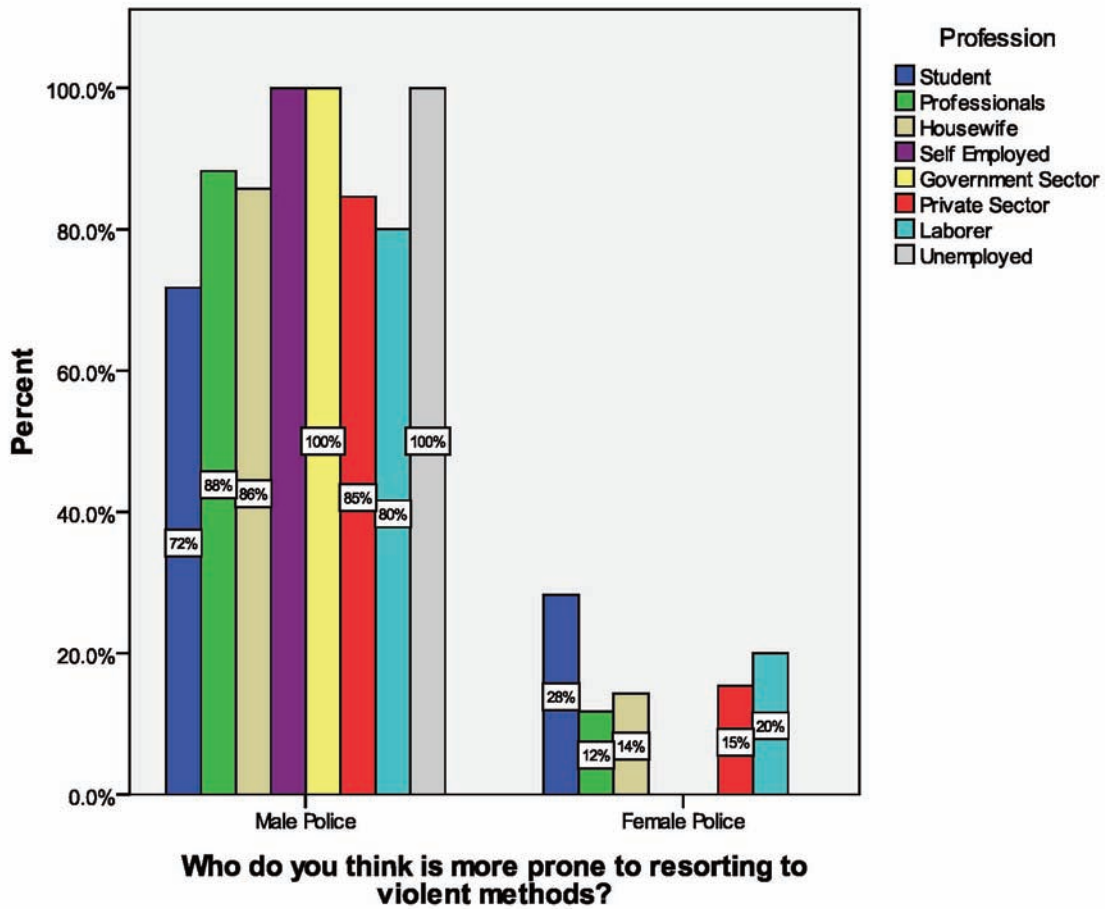
As compared to the previous question one can see that while only 12 percent had interaction with female police but approximately 19 percent of the respondents perceived female police to be more prone to resorting to violent methods, while 81 percent carried the perception of male police as being more prone towards violence.

In the figures given below it is also important to note that 24 percent of the females think that female police are more prone to resorting to violence, while only 13 percent of the males are of the view that female police resort to violent methods. As compared to the previous question it can be seen that while only 13 percent of females had any interaction with women police, but 24 percent found them to be more violent.

Who do you think is more prone to resorting to violent methods?			
Male Police		Female Police	
Gender		Gender	
Male	Female	Male	Female
45	47	7	15



Who do you think is more prone to resorting to violent methods?		
Profession	Male Police	Female Police
Not Mentioned	1	2
Student	33	13
Professionals	15	2
Housewife	12	2
Self Employed	8	0
Government Sector	7	0
Private Sector	11	2
Laborer	4	1
Unemployed	1	0

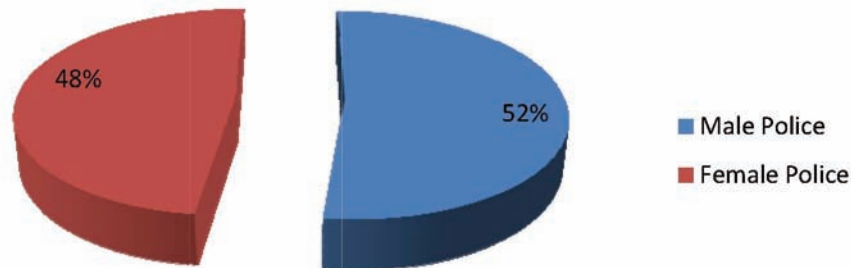


A majority of every segment considers male police to be more violent than their female counterparts, as is evident from the above figures, where only 28 percent students, 12 percent professionals, 14 percent housewives, 15 percent private sector employees and 20 percent labourers perceived female police as being more violent.

You feel more obliged to adhere to instructions and guidance of...

You feel more obliged to adhere to instructions and guidance of	
Male Police	Female Police
54	50

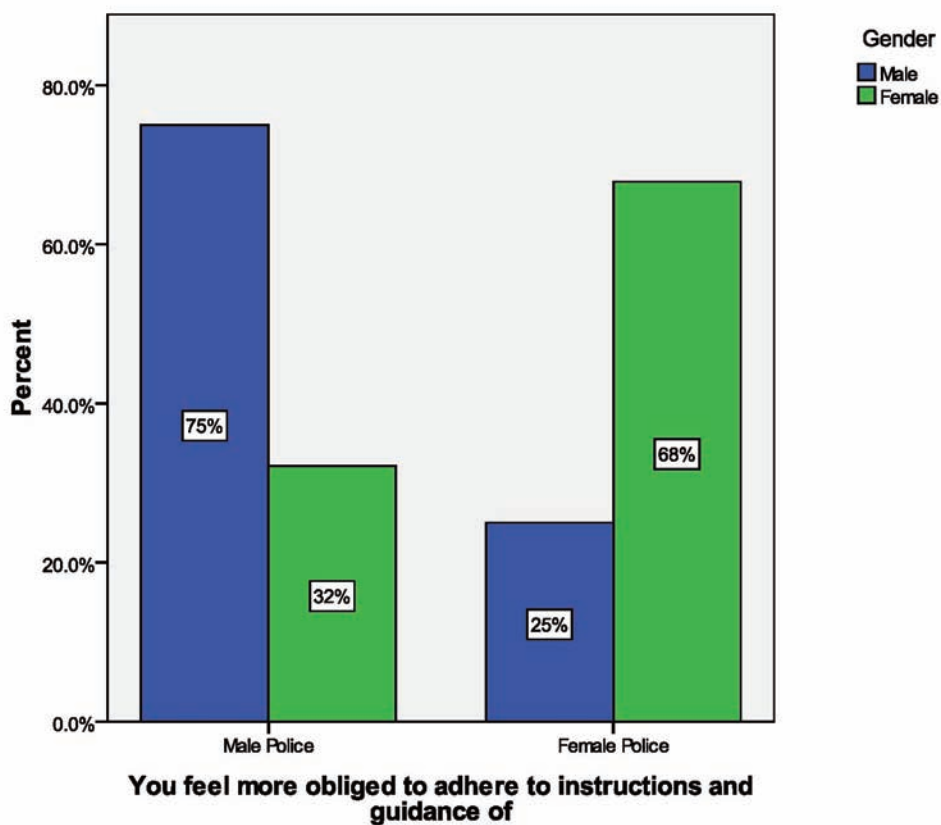
You feel more obliged to adhere to instructions and guidance of ...



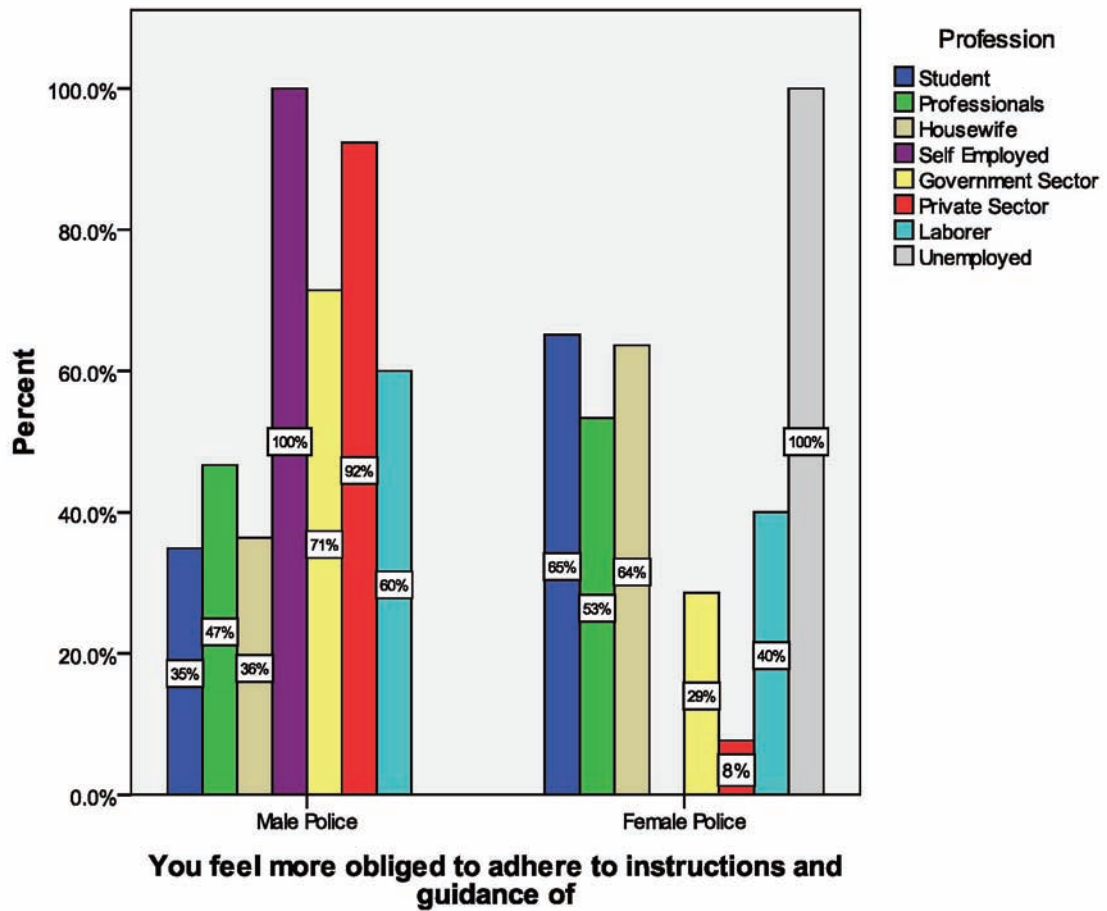
When the respondents were asked regarding their obligation to adherence to instructions either by male or female police, approximately 52 percent of the respondents felt more obliged to adhere to the instructions of male police, while estimated 48 percent felt obliged to listen and conform to the instructions of female police.

The following figures show that 68 percent of the female respondents felt more obliged to adhere to instructions of women police, but in contrast only 25 percent of male respondents felt obliged to adhere to instructions of women police.

You feel more obliged to adhere to instructions and guidance of			
Male Police		Female Police	
Gender		Gender	
Male	Female	Male	Female
36	18	12	38



You feel more obliged to adhere to instructions and guidance of		
Profession	Male Police	Female Police
Not Mentioned	2	1
Student	15	28
Professionals	7	8
Housewife	4	7
Self Employed	6	0
Government Sector	5	2
Private Sector	12	1
Laborer	3	2
Unemployed	0	1

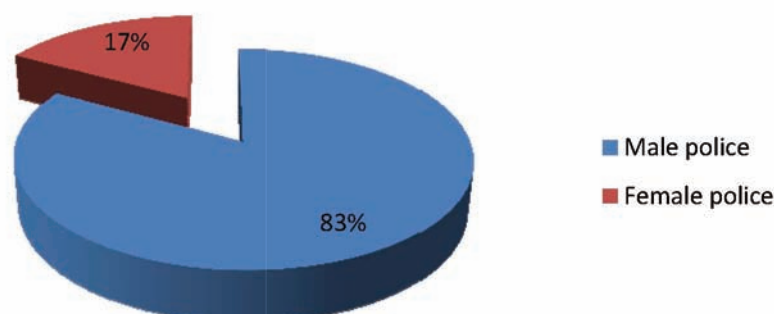


According to distribution by various professions, the self employed 100 percent, private and government sector employees 92 percent and 71 percent respectively and a majority of labourers 60 percent felt more obligated to male police, while a majority of students 65 percent, professionals 66 percent and housewives 64 percent felt more obligated to listen to female police.

Who do you consider a symbol of authority?

Who do you consider a symbol of authority?	
Male Police	Female Police
93	19

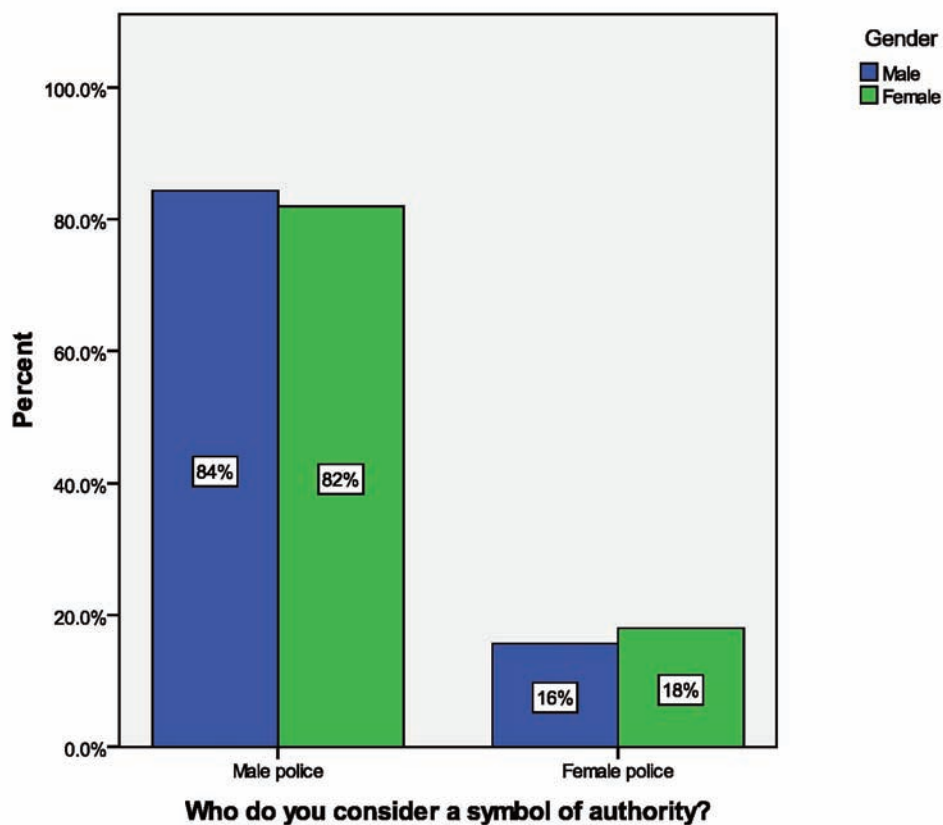
Who do you consider a symbol of authority?



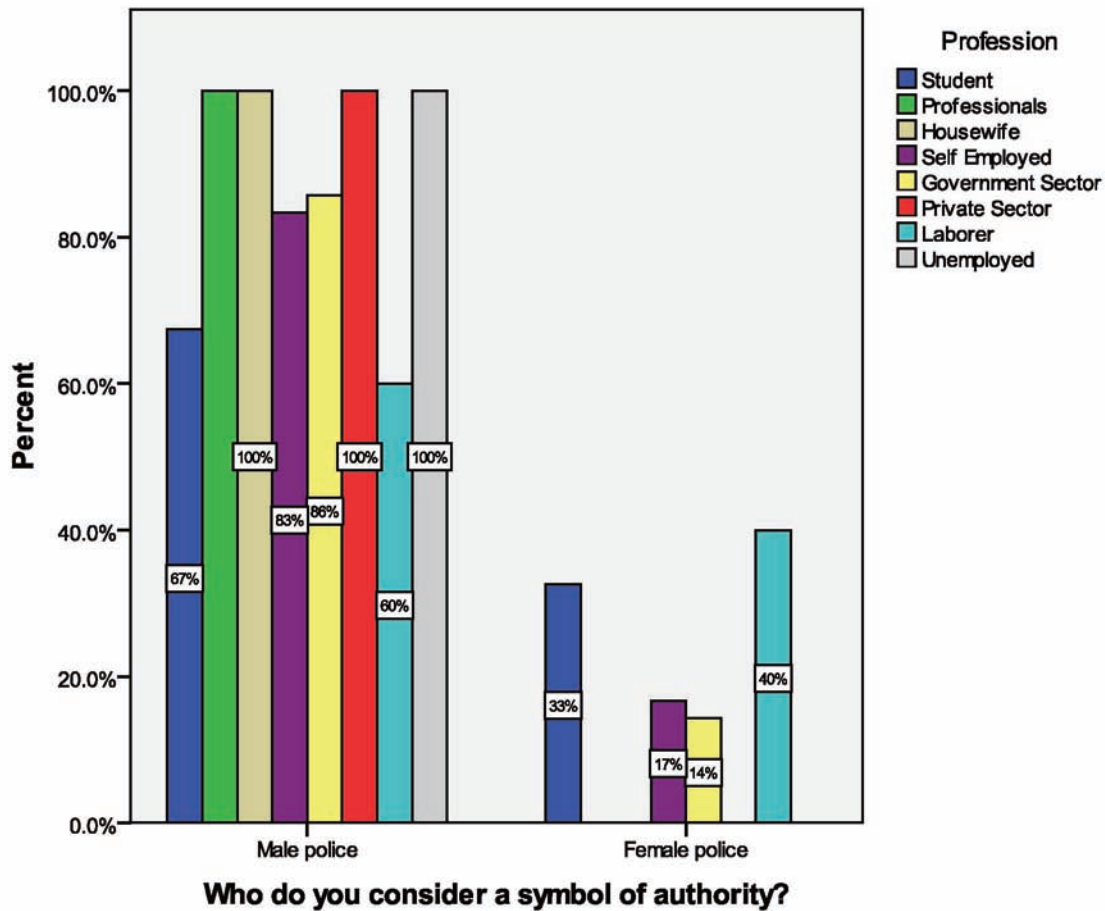
83 percent of the respondents (84 percent male and 82 percent female) during the survey considered male police to be a symbol of authority, while only 17 percent considered female police to be a symbol of authority. There is a huge difference as compared to previous question where 48 percent of the respondents felt more obliged to listening to instructions of female police, while they do not consider women police as a symbol of authority.

The following figures also evidently show that only 18 percent of females and 16 percent of males accept or perceive female police as having an image or actual authority. As a contrast, in the previous question 68 percent of females and 25 percent males felt obliged to listen to female police.

Who do you consider a symbol of authority?			
Male Police		Female Police	
Gender		Gender	
Male	Female	Male	Female
43	50	8	11



Who do you consider a symbol of authority?		
Profession	Male Police	Female Police
Not Mentioned	3	0
Student	31	15
Professionals	17	0
Housewife	14	0
Self Employed	5	1
Government Sector	6	1
Private Sector	13	0
Laborer	3	2
Unemployed	1	0

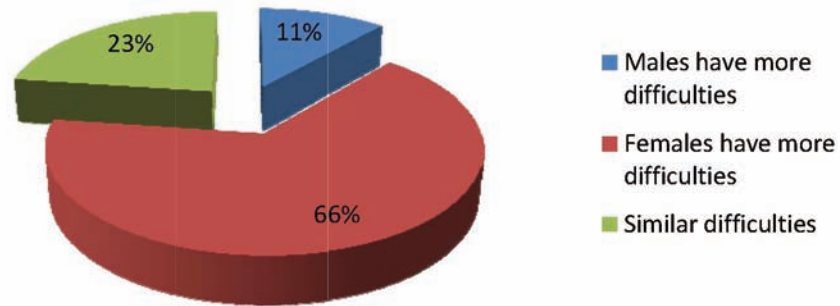


Among the various sections according to nature of profession, only 33 percent of the students, 17 percent of self employed, 14 percent government employees and 40 percent of labourers considered women police as a symbol of authority, while a majority perceived male police as a symbol authority.

Do you think male and female police personnel face the same number and intensity of challenges at workplace in particular and society in general?

Do you think male and female police personnel face the same number and intensity of challenges at workplace in particular and society in general?		
Males have more difficulties	Females have more difficulties	Similar difficulties
13	75	26

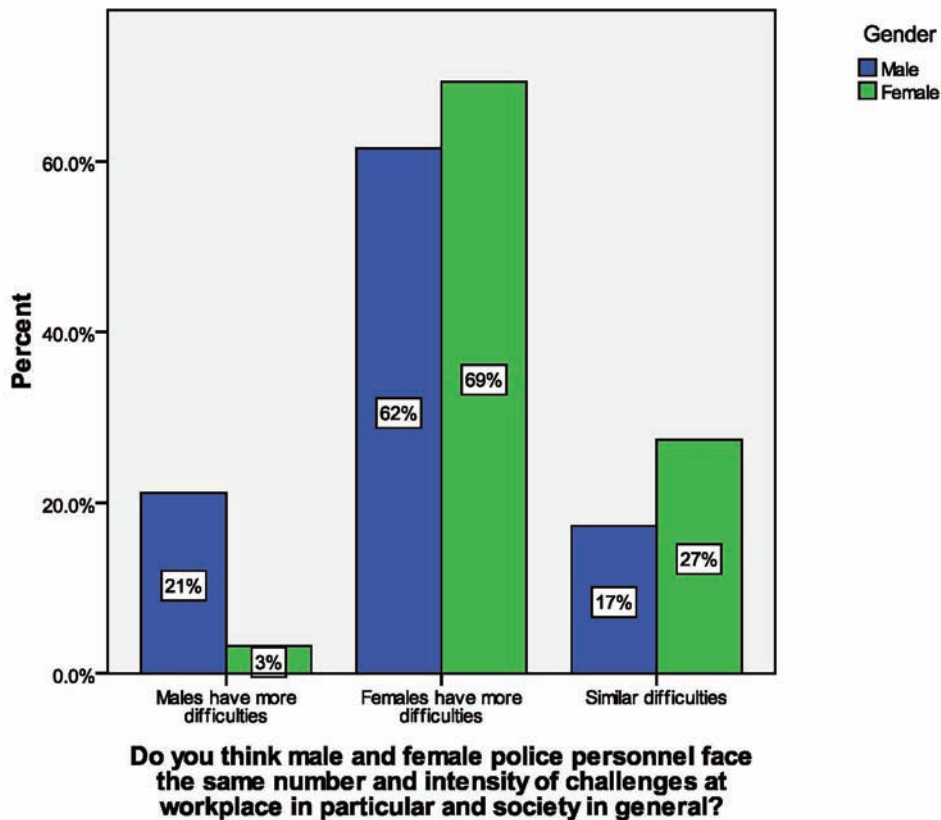
Do you think male and female police personnel face the same number and intensity of challenges at workplace in particular and society in general?



66 percent (62 percent males and 69 percent females) respondents were of the view that females face more challenges, 23 percent responded that males face more challenges, while 11 percent perceived of both facing similar level of challenges.

Do you think male and female police personnel face the same number and intensity of challenges at workplace in particular and society in general?

Males have more difficulties		Females have more difficulties		Similar difficulties	
Gender		Gender		Gender	
Male	Female	Male	Female	Male	Female
11	2	32	43	9	17

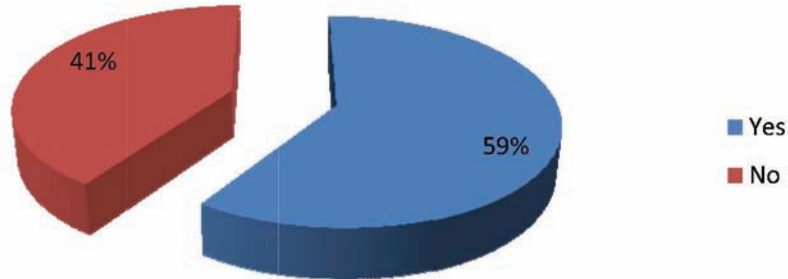


62 percent males and 69 percent females were of the view that female police face more challenges in the society. Approximately 21 percent male respondents were of the view that male police face more difficulties, while 27 percent female respondents believed that both male and female police face similar level of difficulties.

Should female police personnel be assigned to cases and crimes only specific to women and handling of female offenders?

Should female police personnel be assigned to cases and crimes only specific to women and handling of female offenders?	
Yes	No
69	47

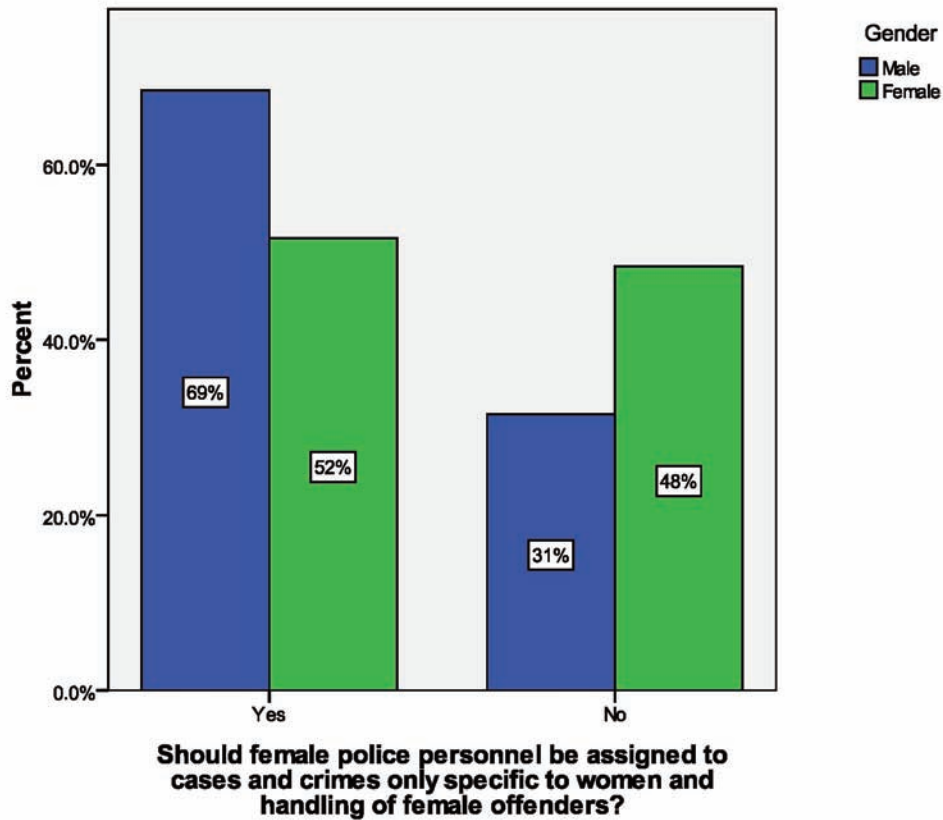
Should female police personnel be assigned to cases and crimes only specific to women and handling of female offenders?



During the survey 59 percent of the total respondents in Islamabad, were of the view that female police personnel should be assigned to cases and crimes only specific to women, while 41 percent were of the view that they should not be limited to only cases pertaining to women victims and offenders.

Through the following figures, it is evident that a majority of both males (69 percent) and females (52 percent) wanted women police to be assigned to only female related cases, while out of those who wanted female police not limited to such cases, there were 48 percent females and only 31 percent males.

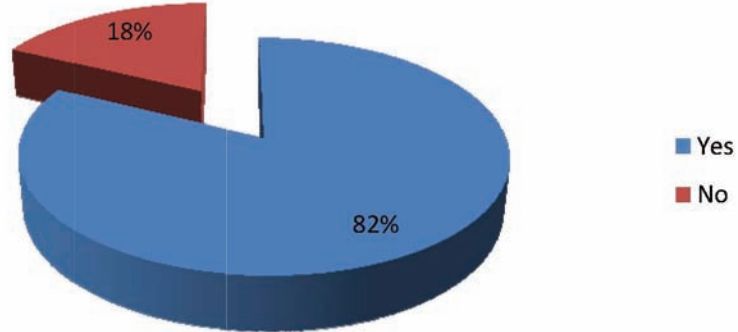
Should female police personnel be assigned to cases and crimes only specific to women and handling of female offenders?			
Yes		No	
Gender		Gender	
Male	Female	Male	Female
37	32	17	30



In your opinion, is there a need to increase the number of women in the police?

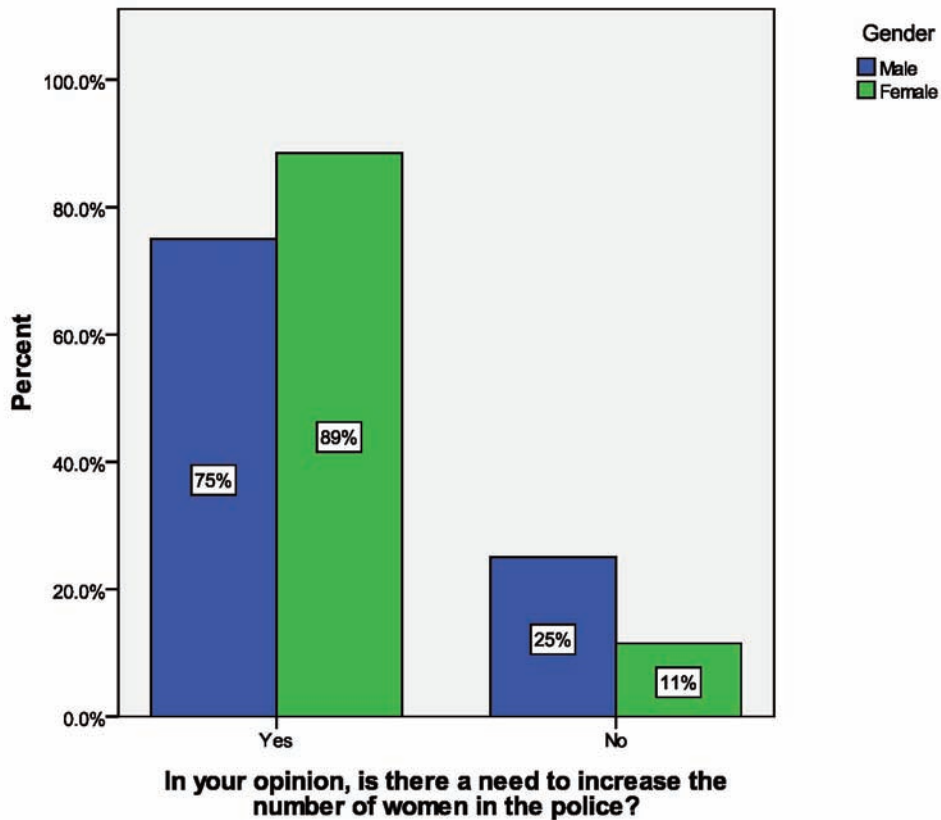
In your opinion, is there a need to increase the number of women in the police?	
Yes	No
93	20

In your opinion, is there a need to increase the number of women in the police?



82 percent of the respondents (75 percent males and 89 percent females) were of the view that there was requirement for increase in the number of female police, while 18 percent of the respondents (25 percent males and 11 percent females) were averse to this viewpoint and did not perceive any need to increase women police.

In your opinion, is there a need to increase the number of women in the police?			
Yes		No	
Gender		Gender	
Male	Female	Male	Female
39	54	13	7

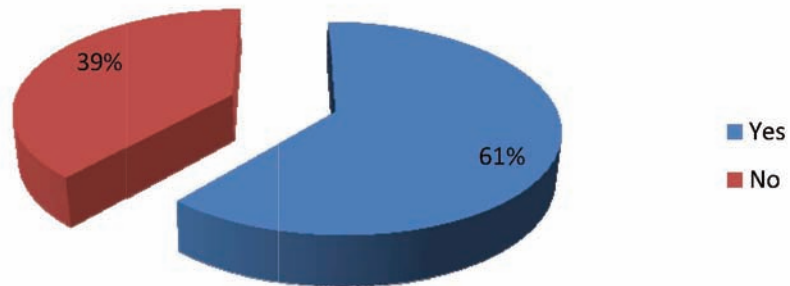


75 percent males and 89 percent females agreed that there was a need to increase women police personnel in the department, while out of those who rejected any need to increase women presence in the police 25 percent were males and only 11 percent were females.

Are you aware of any contributions made by women police?

Are you aware of any contributions made by women police?	
Yes	No
70	44

Are you aware of any contributions made by women police?

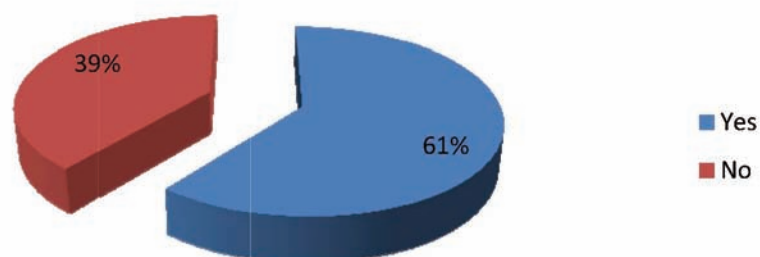


Approximately 61 percent of the respondents were aware of the contributions made by women towards the police department, while 39 percent of the respondents had no knowledge of any contributions made by women police.

Have women police created impact within their respective communities in any manner?

Have women police created impact within their respective communities in any manner?	
Yes	No
70	45

Have women police created impact within their respective communities in any manner?

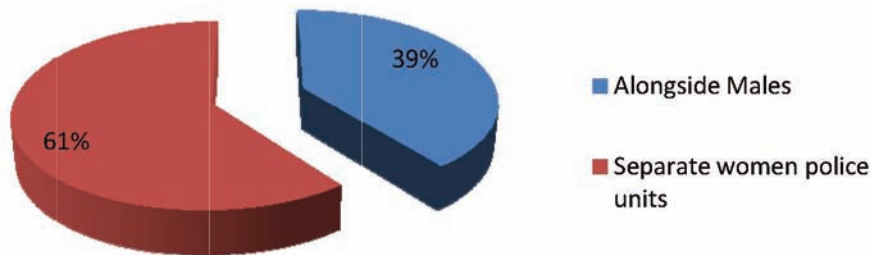


61 percent of the respondents were of the view that women police have created an impact in their respective communities, while 39 percent of the respondents believed that women police had made no impact.

Do you think, female police personnel and male police personnel should work within the same police station or should women police have a separate unit?

Do you think, female police personnel and male police personnel should work within the same police station or should women police have a separate unit?	
Alongside Males	Separate women police units
45	69

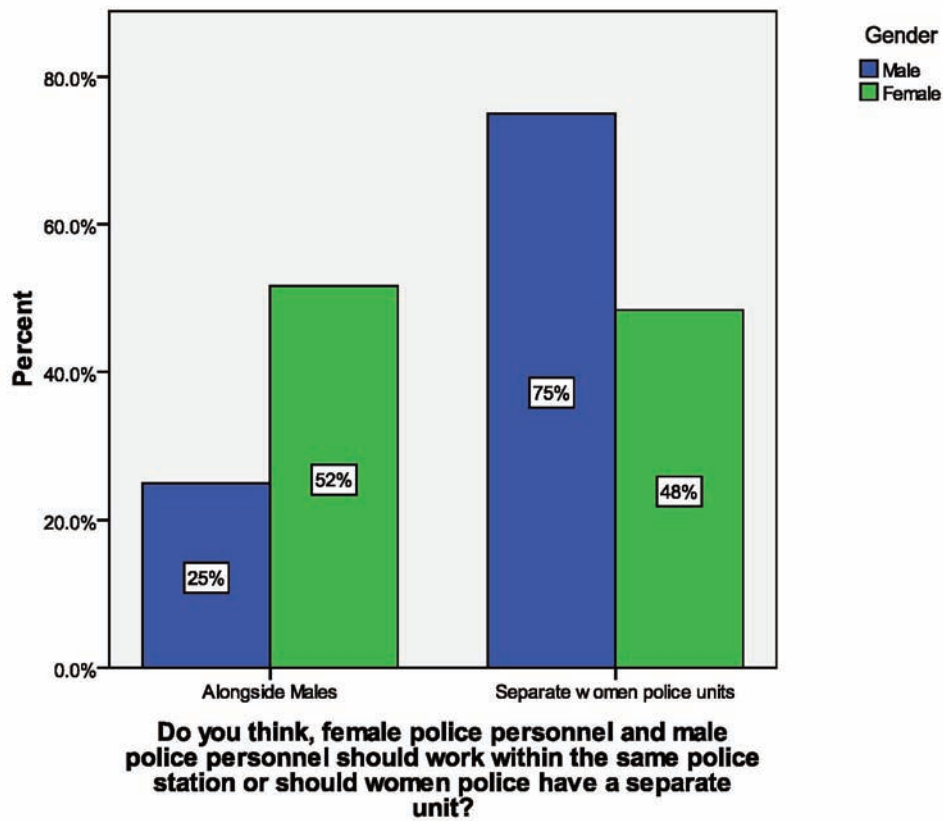
Do you think, female police personnel and male police personnel should work within the same police station or should women police have a separate unit?



61 percent of the respondents were of the view that women police should be posted separately from male police, while 39 percent of the respondents were in favor of their placement alongside their male counterparts.

Do you think, female police personnel and male police personnel should work within the same police station or should women police have a separate unit?

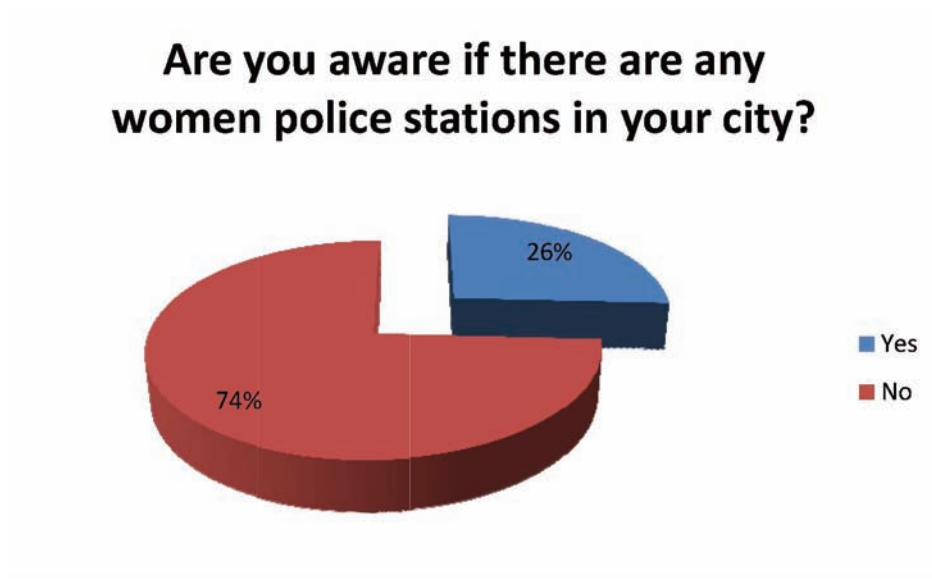
Alongside Males		Separate women police units	
Gender		Gender	
Male	Female	Male	Female
13	32	39	30



52 percent females agreed to the notion of appointing women police alongside male counterparts, while only 25 percent of the males had similar views. In contrast 75 percent of the males were averse to placing male and female police together and were of the opinion to assign women to a separate police unit.

Are of aware of the presence of women police stations in your city?

Are you aware if there are any women police stations in your city?	
Yes	No
30	86

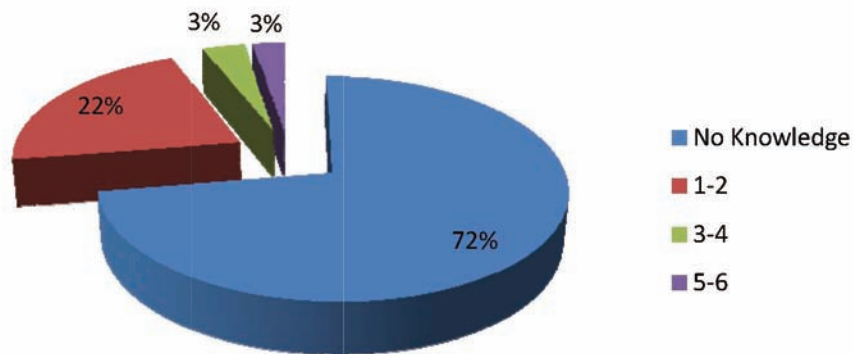


74 percent of the respondents had no knowledge, while 26 percent claimed that they had information regarding women police stations in the city.

If yes how many?

If yes how many?			
No Knowledge	1-2	3-4	5-6
84	25	4	3

If yes how many?

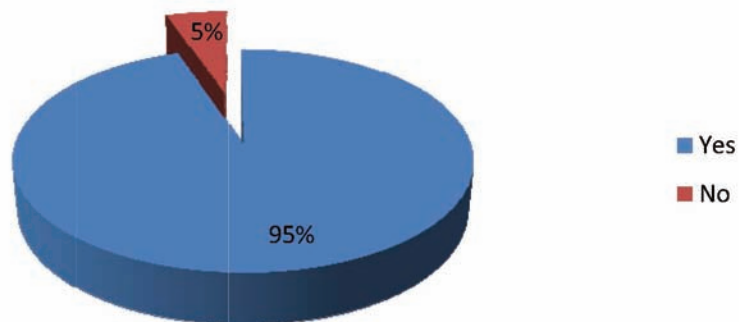


When asked about the number of women police stations in the city in their opinion, 22 percent of the respondents stated that there were 1 – 2 stations, while 3 percent respondents each stated 3 – 4 and 5 – 6 stations, while 72 percent had no knowledge about the number of police stations.

Do you think there should be a women police station in your city?

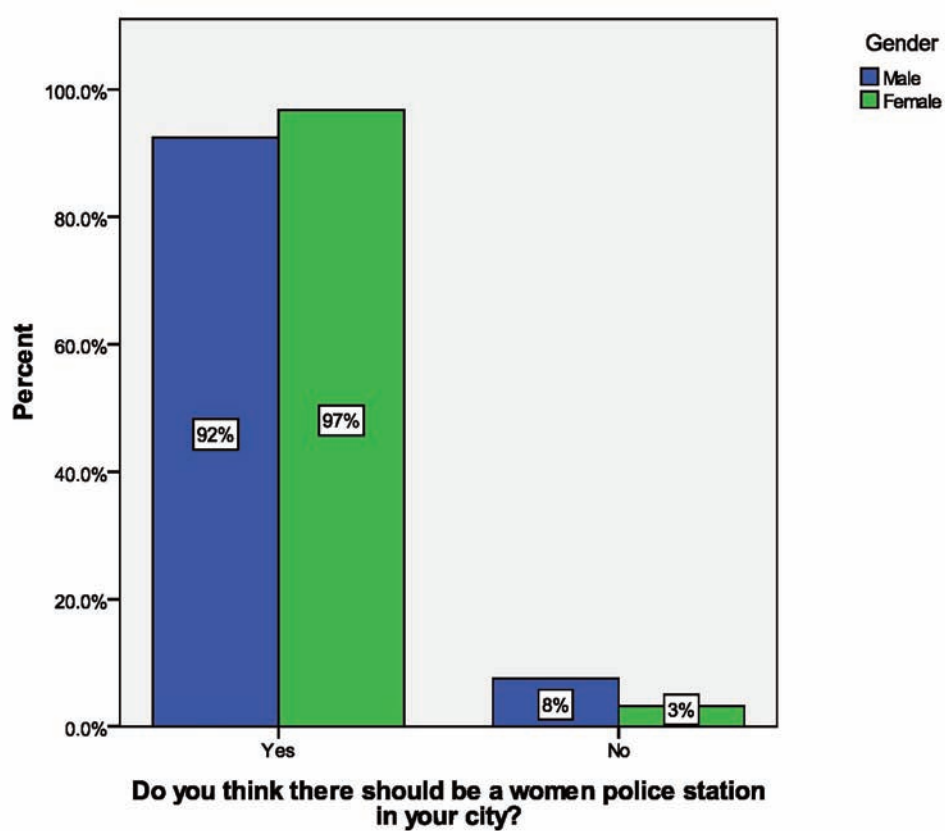
Do you think there should be a women police station in your city?	
Yes	No
109	6

Do you think there should be a women police station in your city?



95 percent were of the view that there should be a women police station in the city, while 5 percent of the respondents disagreed.

Do you think there should be a women police station in your city?			
Yes		No	
Gender		Gender	
Male	Female	Male	Female
49	60	4	2

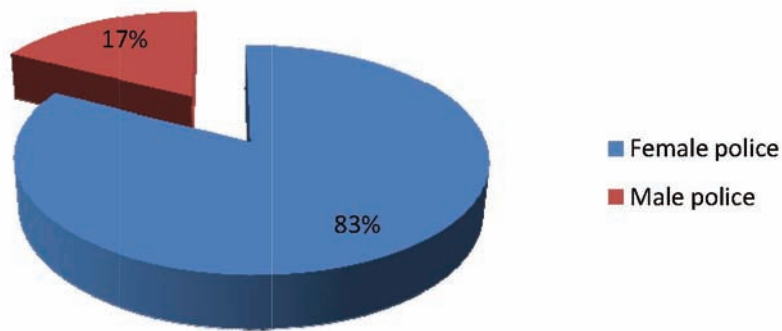


Out of those of the opinion for having a police station in the city 92 percent were males and 97 percent were females, while only 8 percent males and 3 percent females disagreed to a presence of women police station.

Who do you think is more suitable to help a woman in need of police intervention?

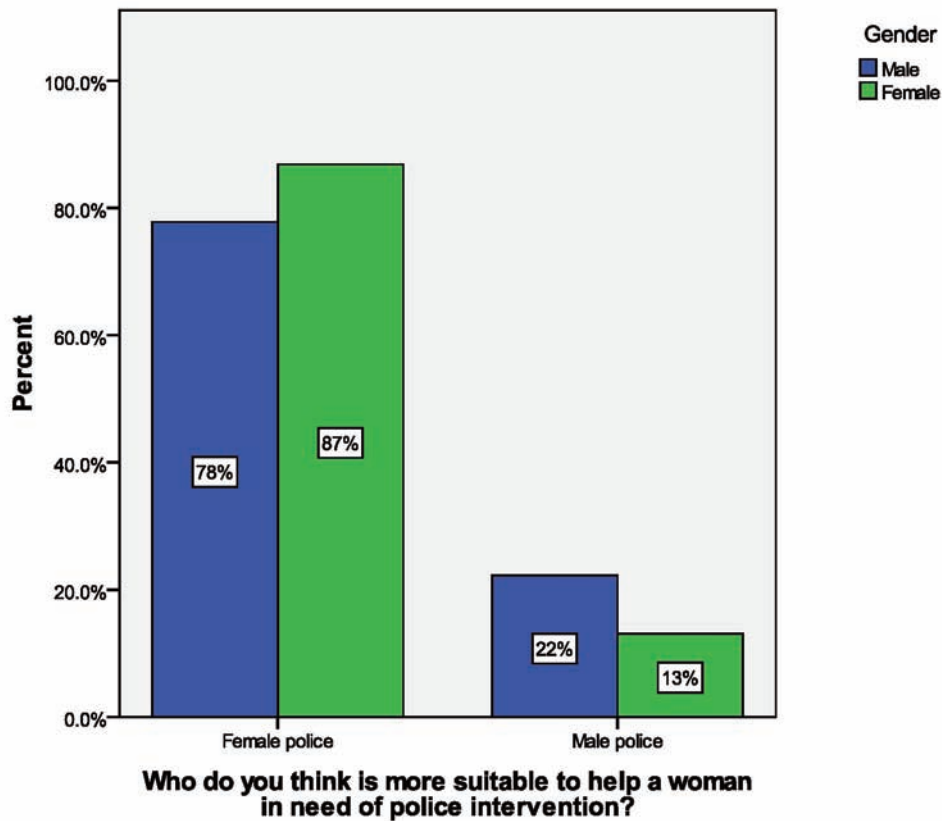
Who do you think is more suitable to help a woman in need of police intervention?	
Female police	Male police
95	20

Who do you think is more suitable to help a woman in need of police intervention?



When the respondents were asked regarding the suitable choice between male and female police for a woman, in need of police intervention, 83 percent of the respondents were of the view that females should ask assistance from women police, while 17 percent were of the opinion that females should approach male police.

Who do you think is more suitable to help a woman in need of police intervention?			
Yes		No	
Gender		Gender	
Male	Female	Male	Female
42	53	12	8



Approximately 87 percent of the females and 78 percent of males were of the view that a woman in need of police intervention should approach women police. In contrast 22 percent of males and 13 percent of females felt that women should approach male police for intervention and assistance.

Survey Results of Peshawar

The city of Peshawar is the provincial capital of Khyber Pakhtunkhwa province and has an estimated population of over 950,000.¹⁵ There were a total of 104 respondents in Peshawar, out of which there were 54 males and 50 females. These further included 26 students, 21 professionals (teachers, doctors, journalists, lawyers and engineers), 14 housewives, 1 self employed (traders, businessmen and shopkeepers), 15 government sector employees, 17 private sector employees, 5 labourers (including domestic helpers) and 5 others who did not mention their professions.

In the city of Peshawar, a total of 70 percent of the respondents were of the view that police was an appropriate career choice for Pakistani women. However, 30 percent of the respondents disagreed and did not consider police as a suitable choice for women. A total of 67 percent of the males and 74 percent of the females perceived the police department being an appropriate workplace for women, while 33 percent of the males and 26 percent of females disagreed. 65 percent of the students, 62 percent professionals, 71 percent housewives, 93 percent government employees, 65 percent private sector employees and 60 percent labourers approved of the police department as a suitable workplace for women.

In contrast, when it was asked from the respondents, whether they would support or allow their female family members to work in the police department, the reactions were mostly averse to the notion. 22 percent of the respondents agreed to support their female family members, for opting to be employed in the police. Approximately 72 percent of the female respondents disapproved of allowing their female family members to join the police, while 83 percent of the males also were not in favor. It was further observed that 12 percent of the students, 19 percent professionals, 21 percent housewives, 27 percent government sector employees, 29 percent private sector employees and 40 percent labourers agreed to allow the women in their family to join the police department.

Approximately 79 percent of the respondents stated that they never had any interaction with women police, while 21 percent did have interaction with women police. According to the survey only 14 percent of the female and 28 percent of the male respondents had interacted with women police, while a huge majority of both males over 80 percent and females over 70 percent did not have any interaction with women police personnel. Only 12 percent of the students, 43 percent professionals, 20 percent government sector employees, 60 percent labourers and 24 percent private sector employees had any interaction with women police, while the rest had none.

During the survey, 7 percent of the respondents perceived female police to be more prone to resorting to violent methods, while 93 percent believed male police to be more prone to violence. It is also important to note that 6 percent of the females think

¹⁵ World Gazetteer. 2012. Pakistan: Largest cities and towns and statistics of their population. <http://world-gazetteer.com/wg.php?x=&men=gcis&lng=en&des=wg&geo=172&srt=npan&col=abcdefghijklmnoq&msz=1500&pt=c&va=&srt=pan>.

that female police are more prone to resorting to violence, while 8 percent of the males are of the view that female police resort to violent methods. A majority of every segment considers male police to be more violent than their female counterparts, as is evident from the above figures, while out of these there were only 8 percent students, 7 percent government servants, 19 percent private sector employees and 20 percent labourers perceived female police as being more violent.

When the respondents were asked regarding their obligation to adherence to instructions either by male police or female police, approximately 62 percent of the respondents felt more obliged to adhere to the instructions of male police, while estimated 38 percent felt obliged to listen and conform to the instructions of female police. 59 percent of the female respondents felt more obliged to adhering to instructions of women police, but in contrast only 20 percent of male respondents felt obliged to adhering to instructions of women police. 77 percent students, 68 percent professionals and 67 percent government sector employees felt more obligated towards male police, while a majority of housewives 54 percent and private sector employees 60 percent felt more obliged to listen to female police.

90 percent of the respondents considered male police to be a symbol of authority, while 10 percent considered female police to be a symbol of authority. There is a huge difference as compared to previous figures where 38 percent of the respondents felt more obliged to listening to instructions of female police, while they do not consider women police as a symbol of authority. Only 14 percent of females and 6 percent of males accept or perceive female police as having an image or actual authority. As a contrast, in the previous question 59 percent of females and 20 percent males felt obliged to listening to female police. Among the various sections according to nature of profession, only 4 percent of the students, 10 percent professionals, 7 percent housewives, 13 percent government employees, 12 percent private sector employees and 40 percent of labourers considered women police as a symbol of authority, while a majority perceived male police as an icon of authority.

During the survey 62 percent of the total respondents in Peshawar, were of the view that female police personnel should be assigned to cases and crimes only specific to women, while 38 percent were of the view that they should not be limited to only cases pertaining to women victims and offenders. It was observed that 79 percent males and 44 percent females wanted women police to be assigned to only female related cases, while out of those who wanted female police not limited to such cases, there was a majority of females 56 percent and males 21 percent.

71 percent of the respondents believed that there is a need to increase the number of female police, while 29 percent of the respondents were averse to this viewpoint. A majority of males 69 percent and females 74 percent agreed to a need for increasing women police personnel in the department, while out of those who rejected any need to increase women presence in the police, 31 percent were males and 26 percent were females.

84 percent of the respondents were of the view that there should be a women police station in the city, while only 16 percent of the respondents disagreed to having a women police station. Out of those of the opinion for having a police station in the city 83 percent were males and 84 percent were females, while only 17 percent males and 16 percent females disagreed to a presence of women police station.

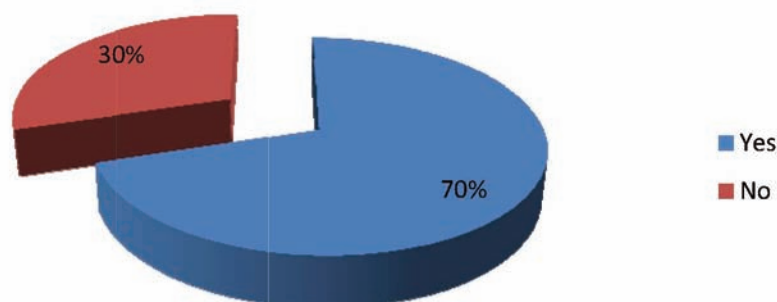
When the question was put, regarding the suitable choice between male and female police for a woman, while in need of police intervention, 87 percent of the respondents were of the view that females should ask assistance from women police, while 13 percent were of the opinion that females should approach male police. Approximately 86 percent of the females and 89 percent of males were of the view that a woman in need of police intervention should approach women police. In contrast 11 percent of males and 14 percent of females felt that women should approach male police for intervention and assistance.

Following is a description of the public’s perception in Peshawar regarding the presence of women in the police department:

Do you think that police department is appropriate for Pakistani women?

Do you think that police department is appropriate for Pakistani women?	
Yes	No
73	31

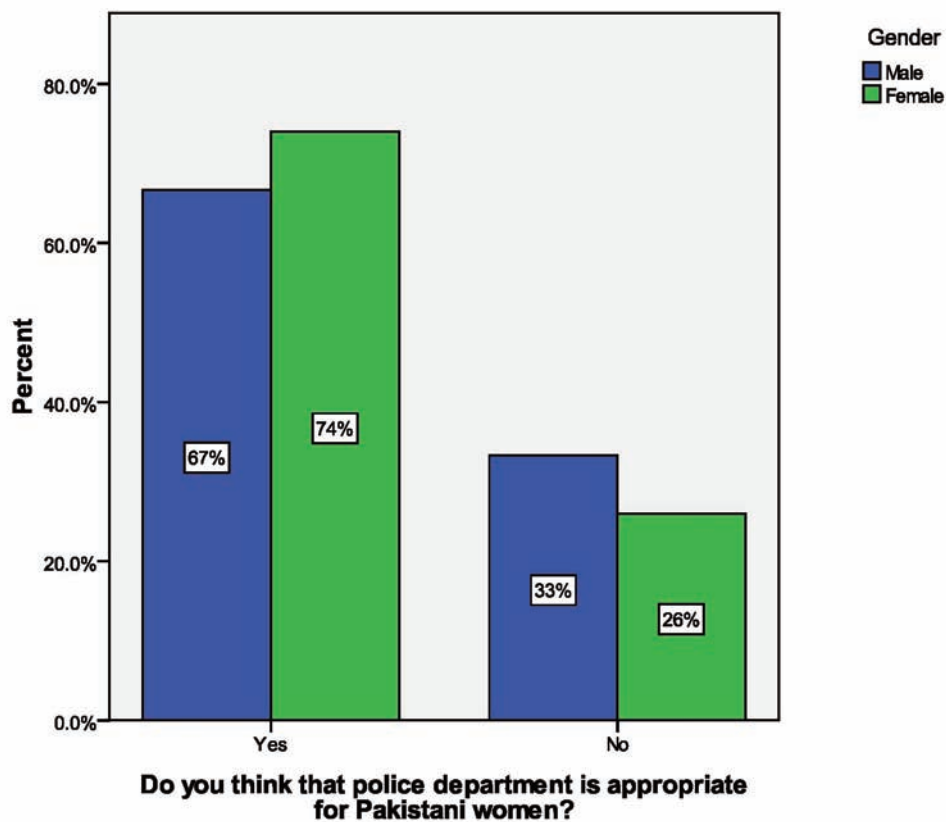
Do you think that police department is appropriate for Pakistani women?



A total of 70 percent of the respondents were of the view that police was an appropriate career choice for Pakistani women. However 30 percent of the respondents disagreed and did not consider police suitable.

Do you think that police department is appropriate for Pakistani women?

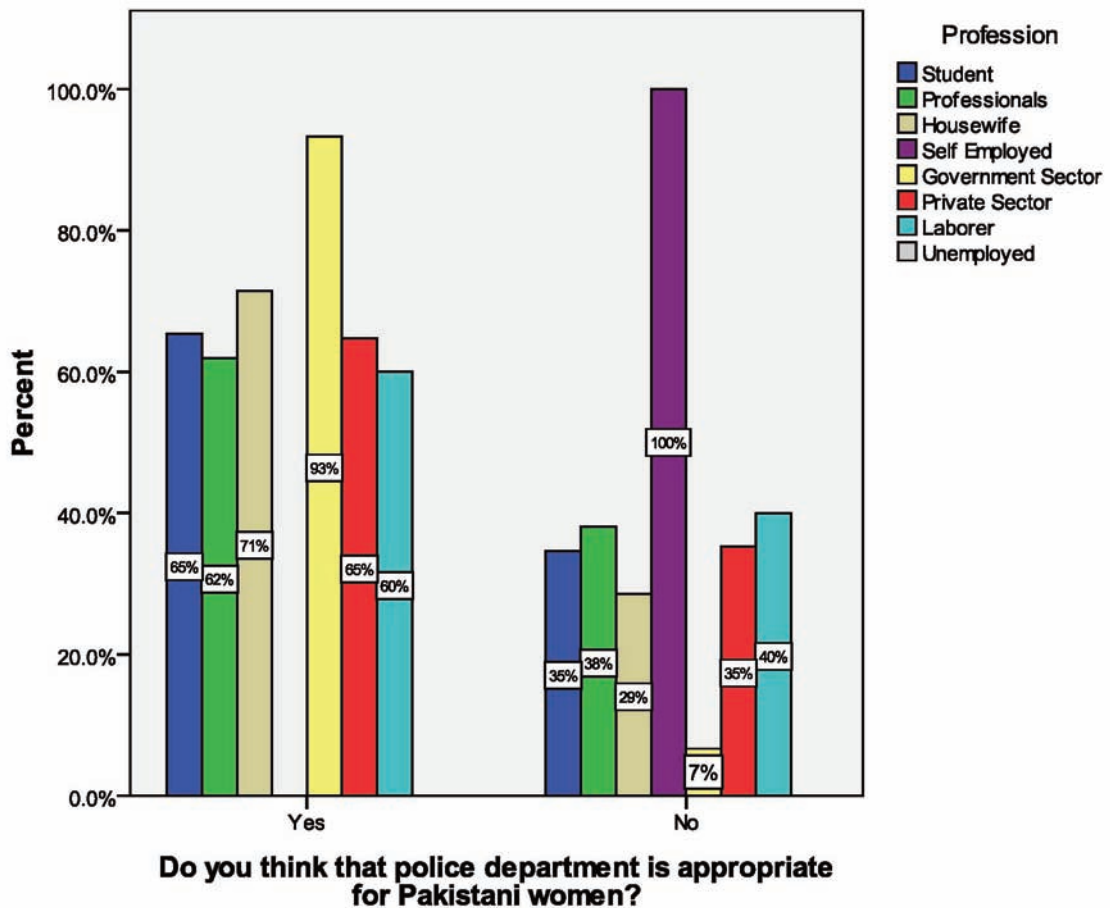
Yes		No	
Gender		Gender	
Male	Female	Male	Female
36	37	18	13



67 percent of the males and 74 percent of the females perceived the police department being an appropriate workplace for women, while 33 percent of the males and 26 percent of females disagreed.

Do you think that police department is appropriate for Pakistani women?

Profession	Yes	No
Not Mentioned	5	0
Student	17	9
Professionals	13	8
Housewife	10	4
Self Employed	0	1
Government Sector	14	1
Private Sector	11	6
Laborer	3	2
Unemployed	0	0

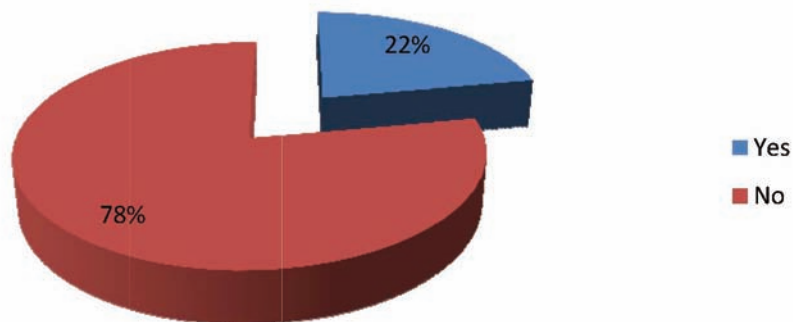


65 percent of the students, 62 percent professionals, 71 percent housewives, 93 percent government employees, 65 percent private sector employees and 60 percent labourers approved of the police department as a suitable workplace for women.

Would you allow your sister/daughter to become police women?

Would you allow your sisters/daughters to become a police woman?	
Yes	No
23	81

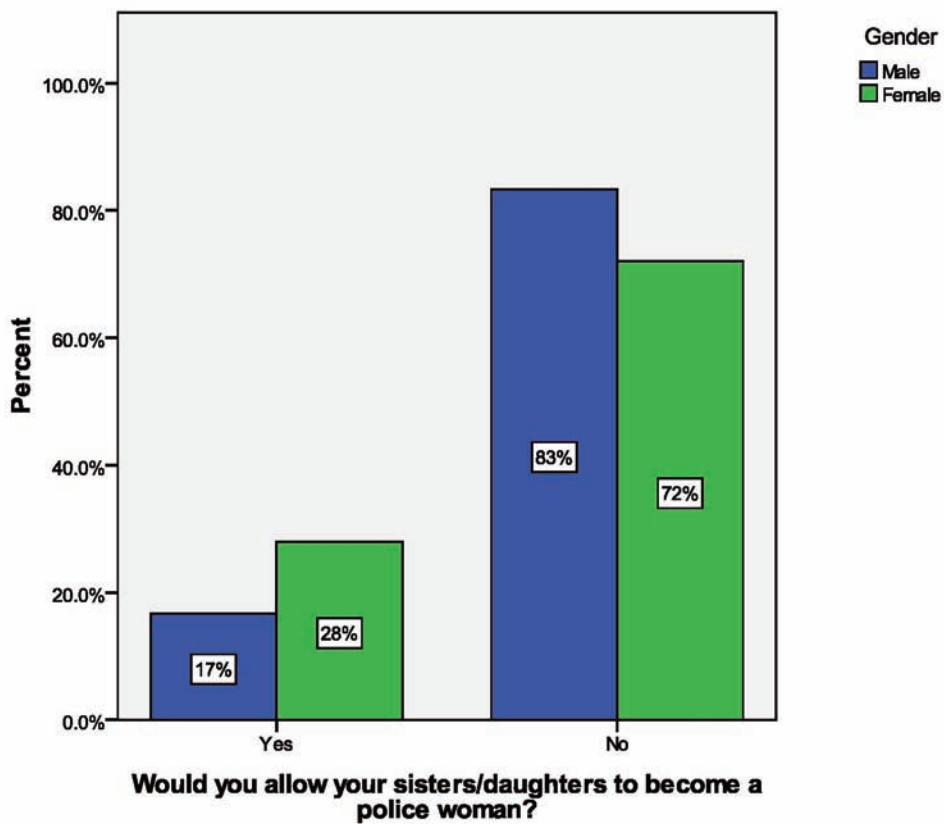
Would you allow your sisters/daughters to become a police woman?



In contrast to the previous question, when it was asked from the respondents, whether supporting or allowing their female family members to work in the police department, the reactions were mostly averse to the notion, only approximately 22 percent of the respondents agreed to supporting their female family members, for opting to be employed in the police.

Many of those, exactly 51 people who had in the previous question approved of the police department being suitable for women, now showed disapproval for any of their sisters and daughters joining the department. In the following figures we can see that further 27 males and 23 females disagreed as compared to previous question, when it came to allowing their female family members to join the police.

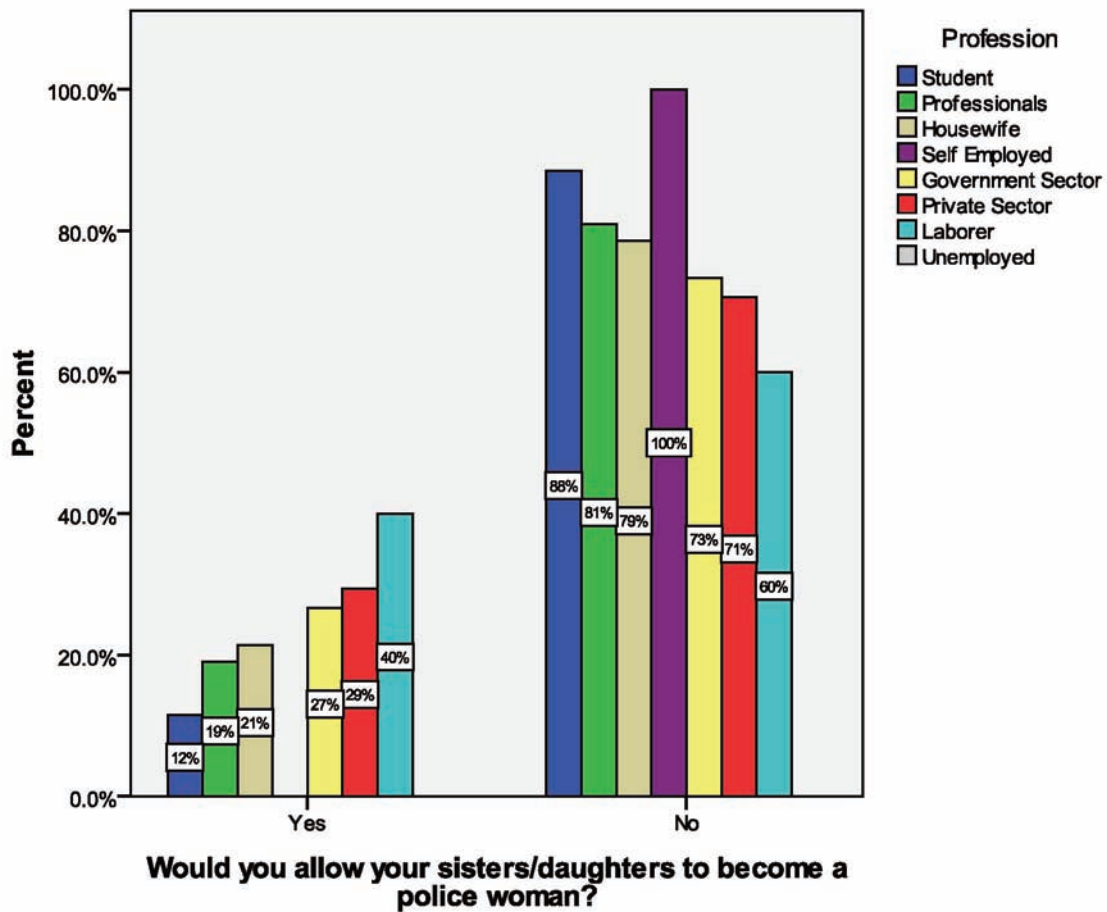
Would you allow your sisters/daughters to become a police woman?			
Yes		No	
Gender		Gender	
Male	Female	Male	Female
9	14	45	36



72 percent of the female respondents disapproved of allowing their female family members to join the police, while majority 83 percent of the males also were averse allowing any females from their family unit to be employed in the police.

Would you allow your sisters/daughters to become a police woman?

Profession	Yes	No
Not Mentioned	2	3
Student	3	23
Professionals	4	17
Housewife	3	11
Self Employed	0	1
Government Sector	4	11
Private Sector	5	12
Laborer	2	3
Unemployed	0	0

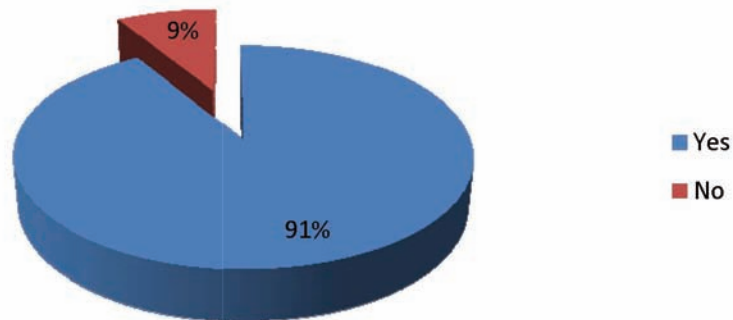


Only 12 percent of the students, 19 percent professionals, 21 percent housewives, 27 percent government sector, 29 percent private sector and 40 percent labourers agree to allow the women in their family to join the police department.

Have you ever observed women police on duty?

Have you ever observed women police on duty?	
Yes	No
95	9

Have you ever observed women police on duty?

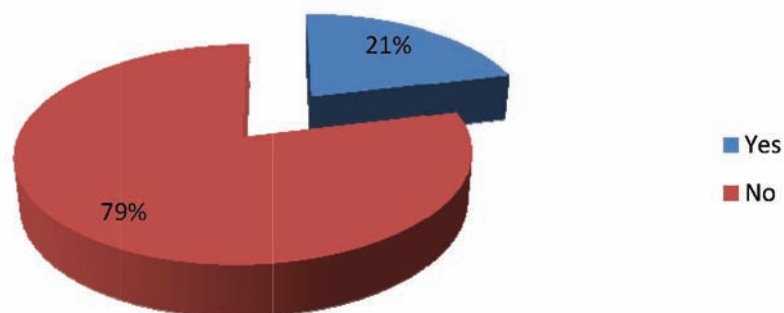


91 percent of the respondents conveyed during the survey that they had observed women police performing their duties, while 9 percent had never observed or seen women police on duty.

Have you ever had any interaction with women police personnel?

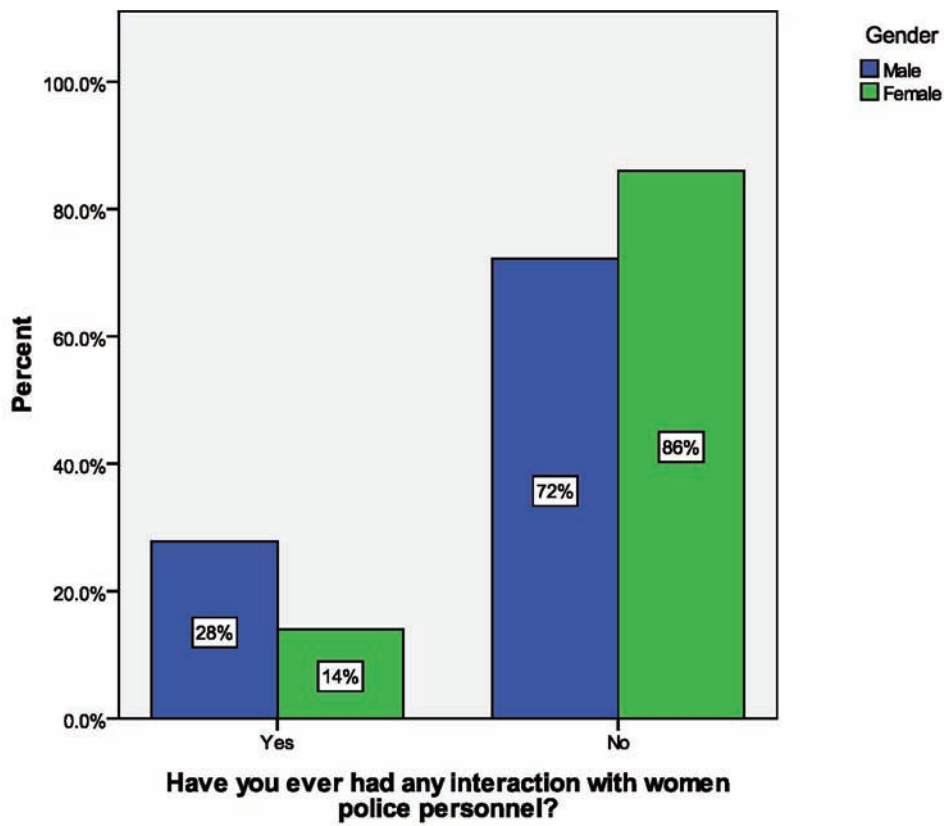
Have you ever had any interaction with women police personnel?	
Yes	No
22	82

Have you ever had any interaction with women police personnel?



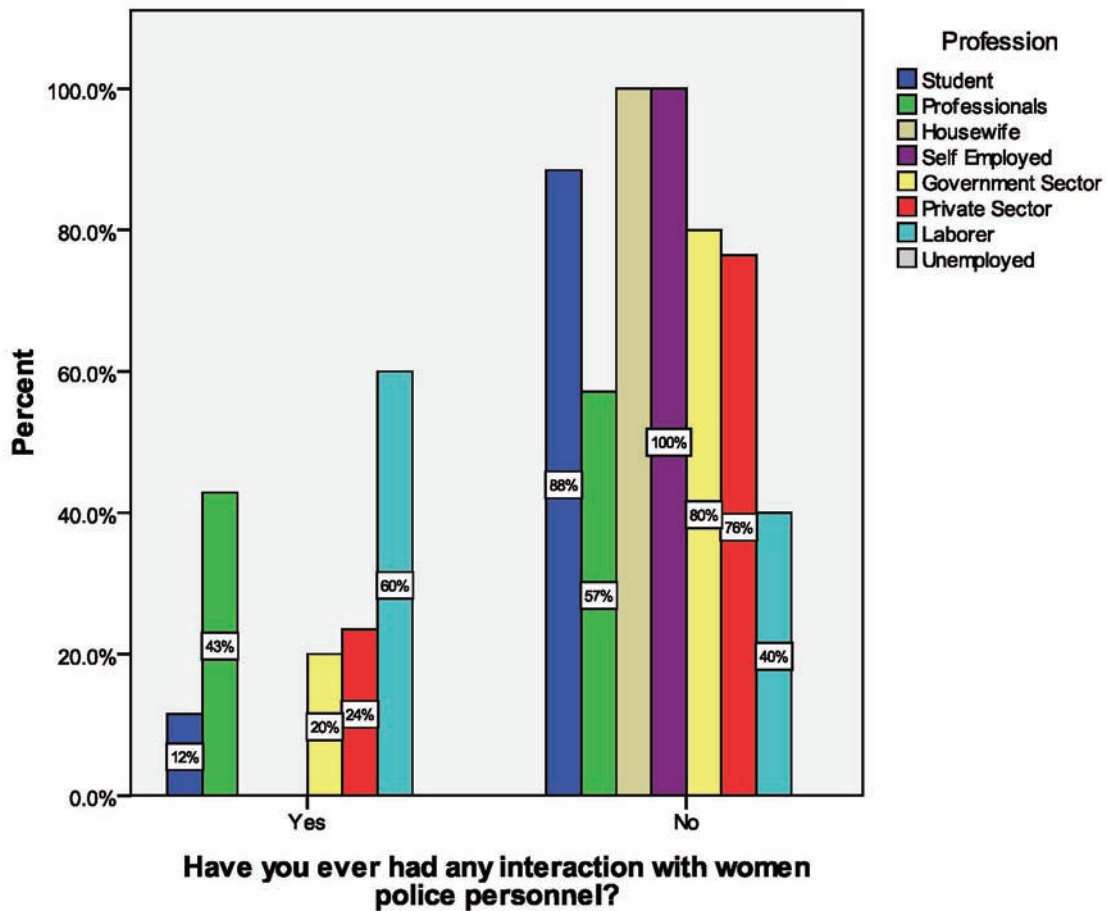
79 percent of the respondents stated that they never had any interaction with women police, while 21 percent did have interaction with women police.

Have you ever had any interaction with women police personnel?			
Yes		No	
Gender		Gender	
Male	Female	Male	Female
15	7	39	43



14 percent of the females and 28 percent of the male respondents had an interaction with women police, while over 80 percent males and 70 percent females did not have any interaction with women police personnel.

Have you ever had any interaction with women police personnel?		
Profession	Yes	No
Not Mentioned	0	5
Student	3	23
Professionals	9	12
Housewife	0	14
Self Employed	0	1
Government Sector	3	12
Private Sector	4	13
Laborer	3	2
Unemployed	0	0

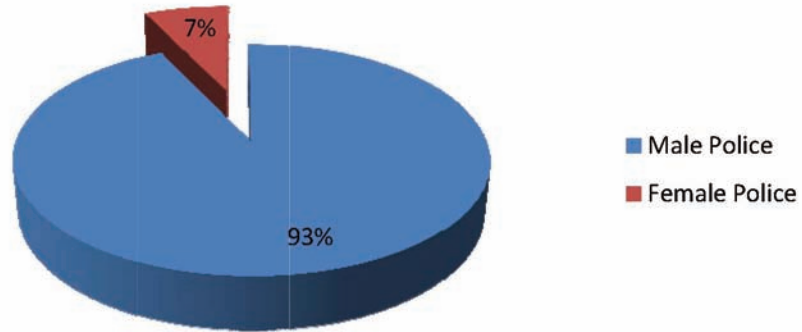


12 percent of the students, 43 percent professionals, 20 percent government sector employees, 60 percent labourers and 24 percent private sector employees had any interaction with women police, while the rest had none.

Who do you think is more prone to resorting to violent methods?

Who do you think is more prone to resorting to violent methods?	
Male Police	Female Police
92	7

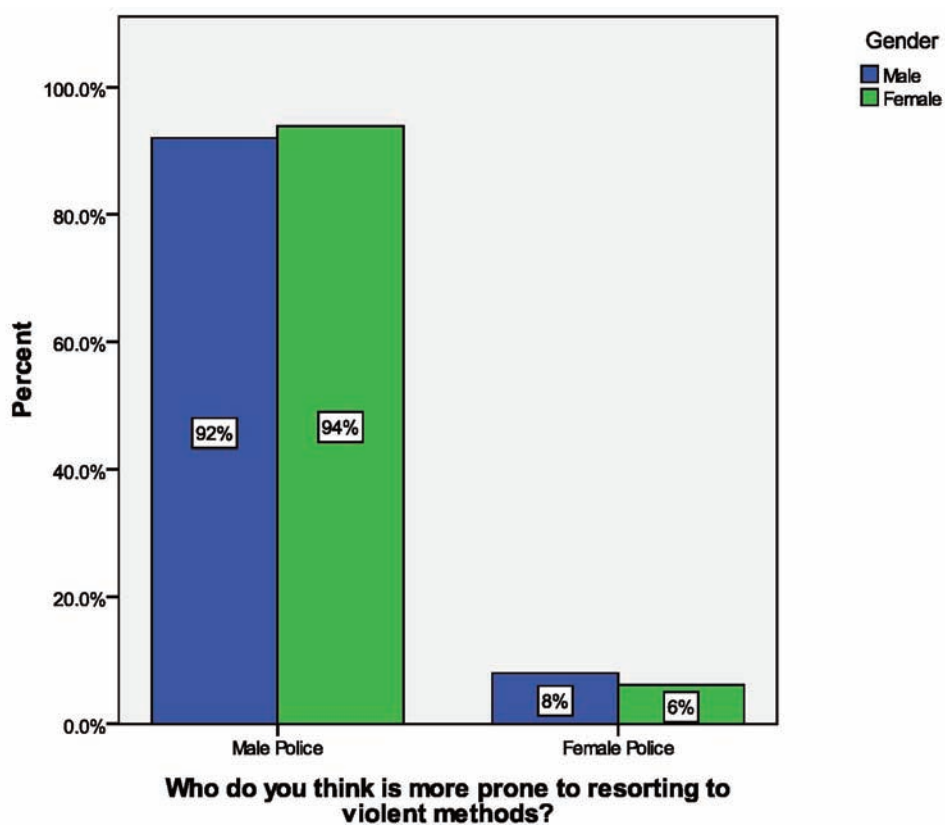
Who do you think is more prone to resorting to violent methods?



7 percent of the respondents perceived female police to be more prone to resorting to violent methods, while 93 percent carried the perception of male police as being more prone towards violence.

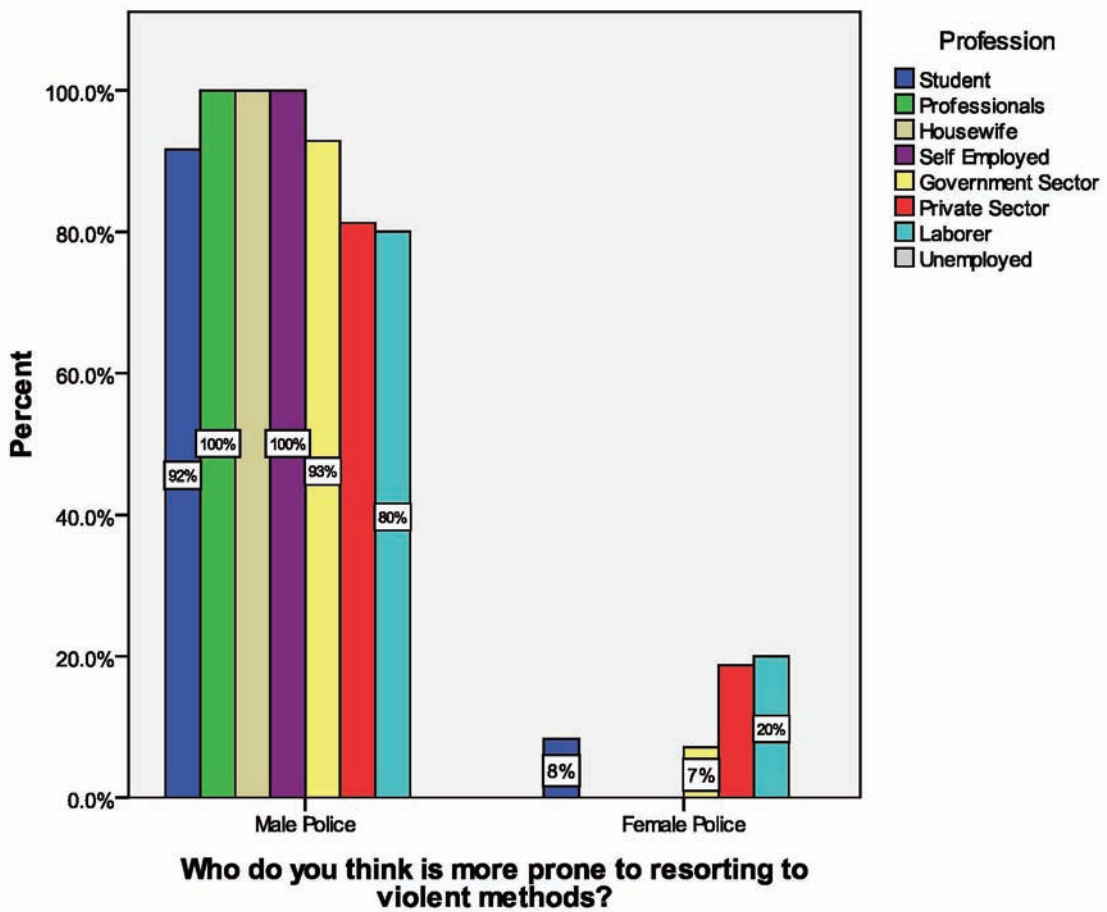
In the figures given below it is also important to note that 6 percent of the females think that female police are more prone to resorting to violence, while 8 percent of the males are of the view that female police resort to violent methods.

Who do you think is more prone to resorting to violent methods?			
Male Police		Female Police	
Gender		Gender	
Male	Female	Male	Female
46	46	4	3



Who do you think is more prone to resorting to violent methods?

Profession	Male Police	Female Police
Not Mentioned	5	0
Student	22	2
Professionals	20	0
Housewife	14	0
Self Employed	1	0
Government Sector	13	1
Private Sector	13	3
Laborer	4	1
Unemployed	0	0

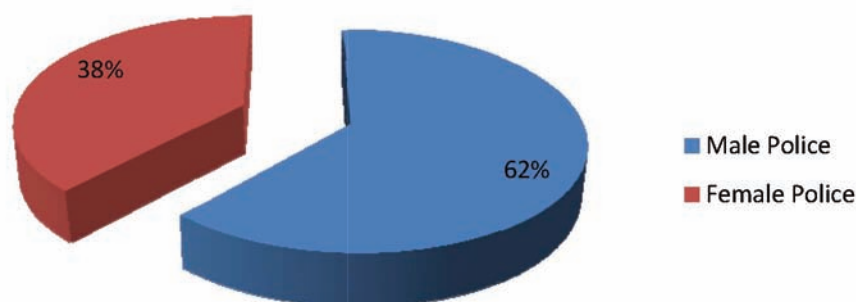


A majority of every segment considers male police to be more violent than their female counterparts, as is evident from the above figures, where only 8 percent students, 7 percent government servants, 19 percent private sector employees and 20 percent labourers perceived female police as being more violent.

You feel more obliged to adhere to instructions and guidance of...

You feel more obliged to adhere to instructions and guidance of	
Male Police	Female Police
58	36

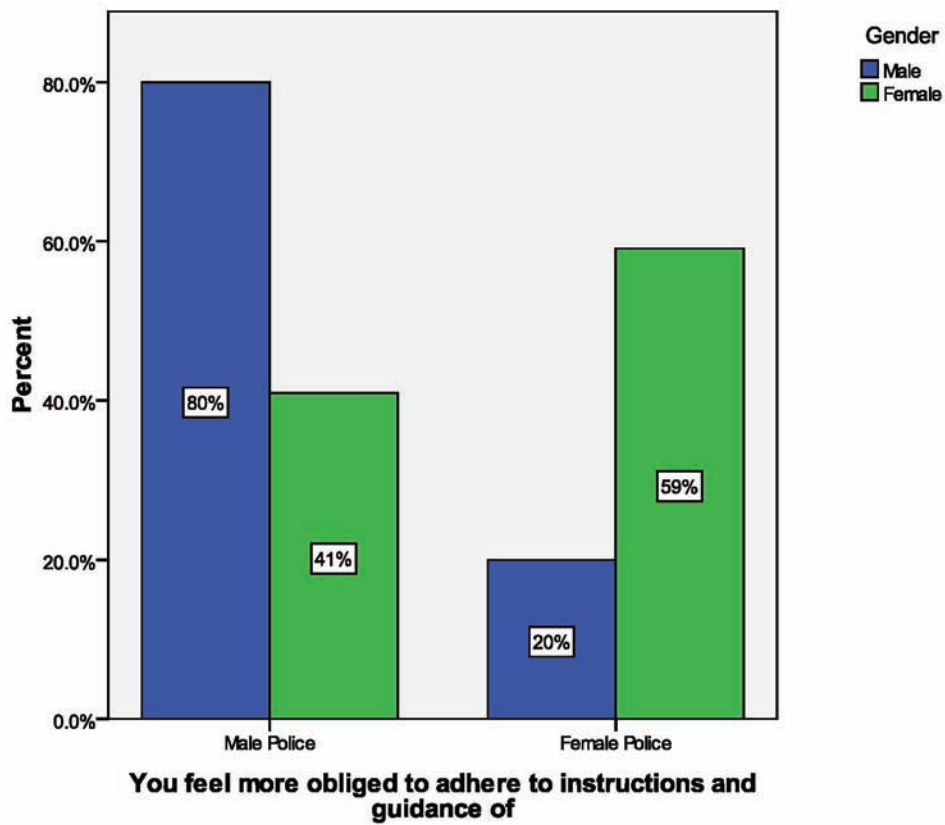
You feel more obliged to adhere to instructions and guidance of?



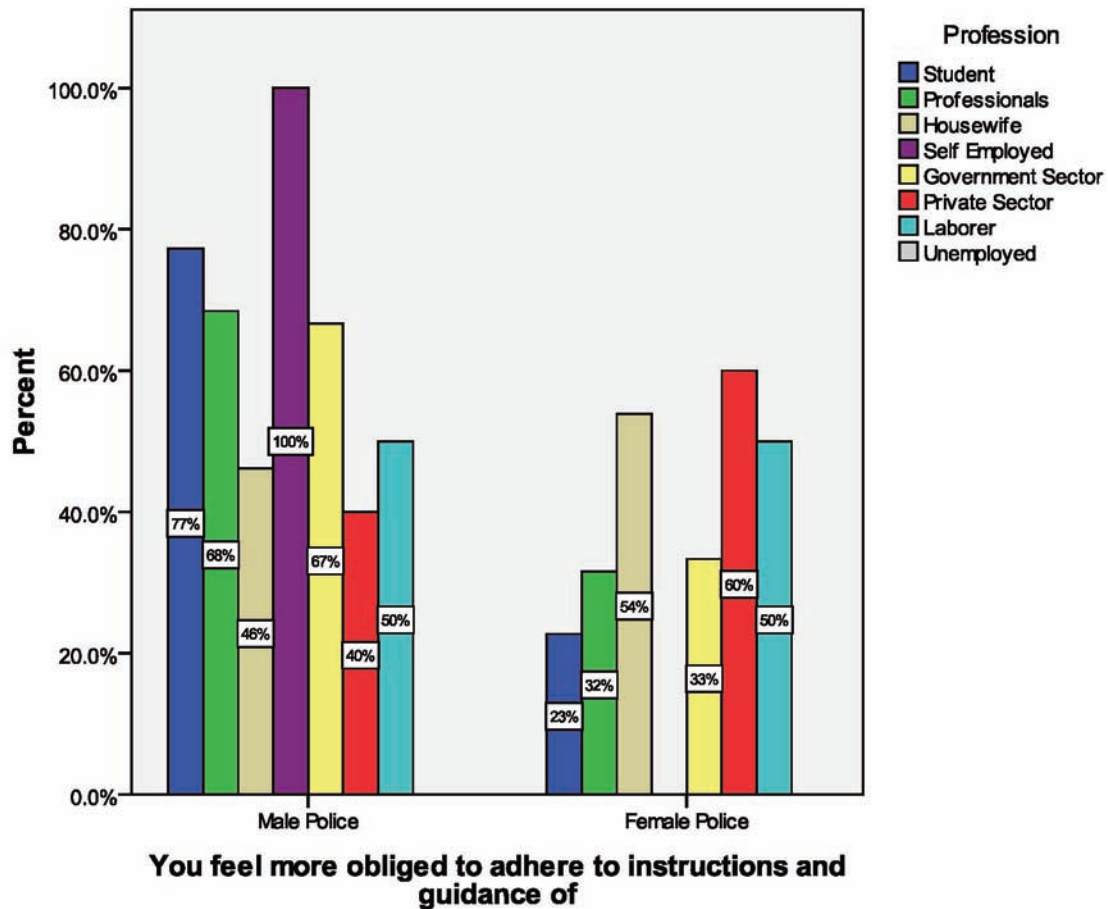
When the respondents were asked regarding their obligation to adherence to instructions either by male police or female police, 62 percent of the respondents felt more obliged to adhere to the instructions of male police, while 38 percent felt obliged to conform to the instructions of female police.

The following figures show that 59 percent of the female respondents felt more obliged to adhering to instructions of women police, but only 20 percent of male respondents felt obliged to adhere to instructions of women police.

You feel more obliged to adhere to instructions and guidance of			
Male Police		Female Police	
Gender		Gender	
Male	Female	Male	Female
40	18	10	26



You feel more obliged to adhere to instructions and guidance of		
Profession	Male Police	Female Police
Not Mentioned	3	2
Student	17	5
Professionals	13	6
Housewife	6	7
Self Employed	1	0
Government Sector	10	5
Private Sector	6	9
Laborer	2	2
Unemployed	0	0

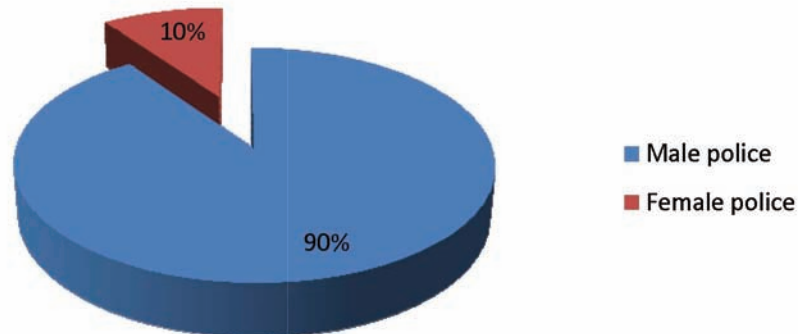


According to distribution by various professions, 77 percent students, 68 percent professionals and 67 percent government sector employees felt more obliged towards male police, while 54 percent of housewives and 60 percent of private sector employees felt obliged to listen to female police.

Who do you consider a symbol of authority?

Who do you consider a symbol of authority?	
Male Police	Female Police
93	10

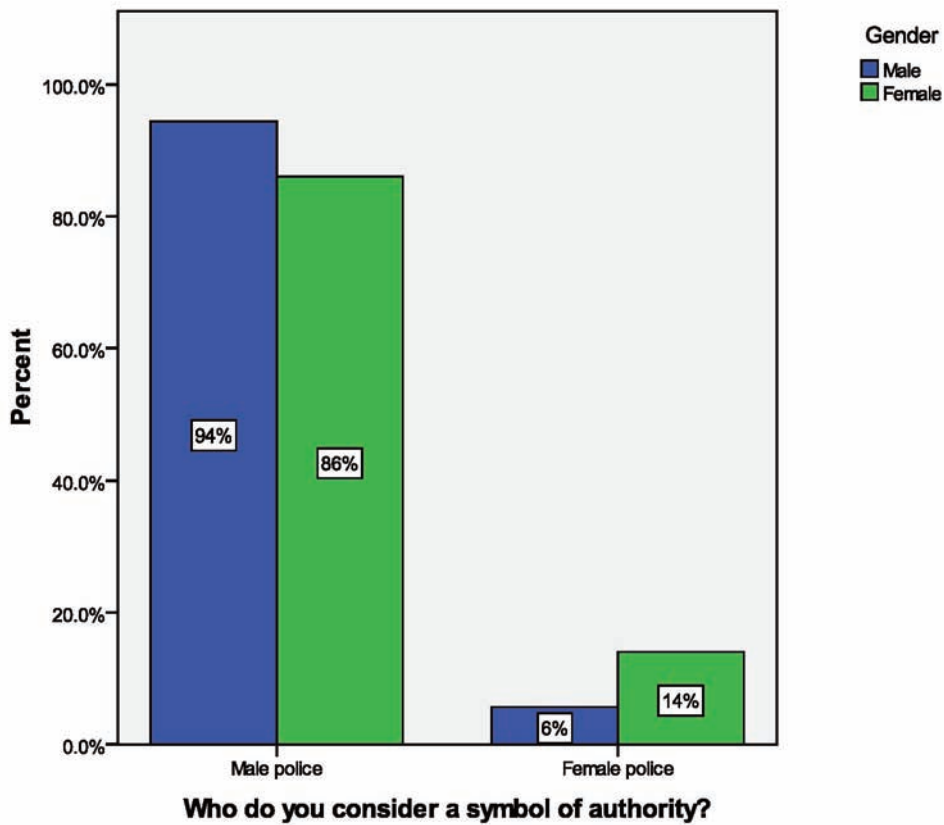
Who do you consider a symbol of authority?



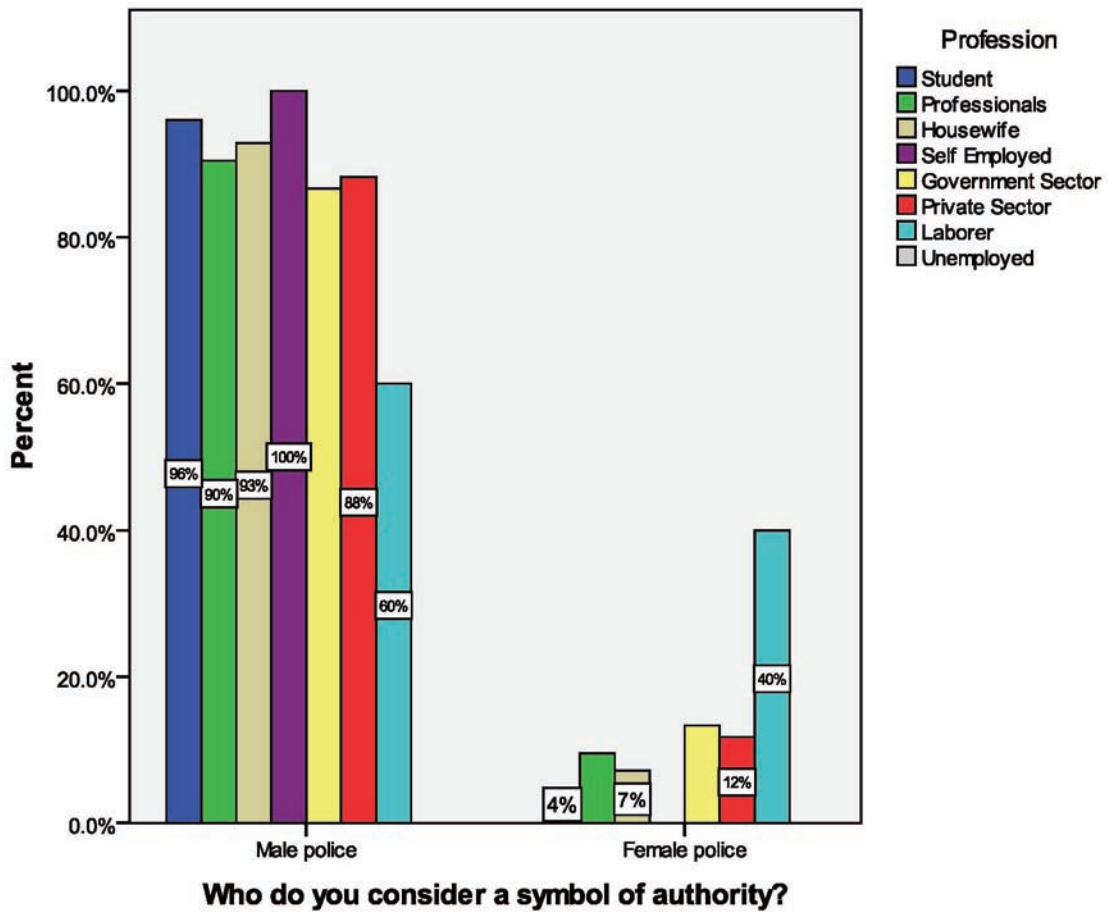
90 percent of the respondents considered male police to be a symbol of authority, while 10 percent considered female police to be an authority symbol. There is a huge difference as compared to previous question where 38 percent of the respondents felt more obliged to listening to instructions of female police, while they do not consider women police as a symbol of authority.

The following figures also show that only 14 percent of females and 6 percent of males perceive female police as having authority. In the previous question, 59 percent of females and 20 percent males felt obliged to listen to female police.

Who do you consider a symbol of authority?			
Male Police		Female Police	
Gender		Gender	
Male	Female	Male	Female
50	43	3	7



Who do you consider a symbol of authority?		
Profession	Male Police	Female Police
Not Mentioned	5	0
Student	24	1
Professionals	19	2
Housewife	13	1
Self Employed	1	0
Government Sector	13	2
Private Sector	15	2
Laborer	3	2
Unemployed	0	0

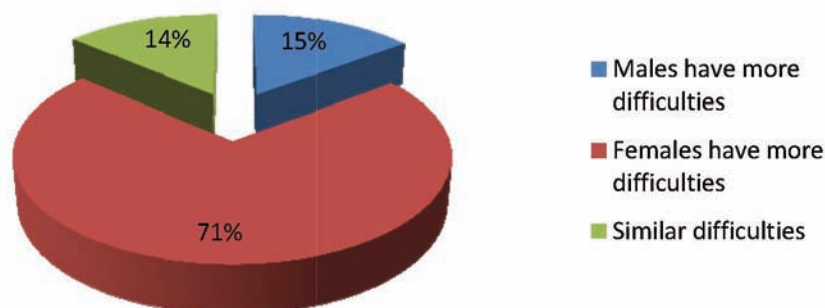


Across various professions, only 4 percent of students, 10 percent professionals, 7 percent housewives, 13 percent government employees, 12 percent private sector employees and 40 percent of labourers considered women police as a symbol of authority.

Do you think male and female police personnel face the same number and intensity of challenges at workplace in particular and society in general?

Do you think male and female police personnel face the same number and intensity of challenges at workplace in particular and society in general?		
Males have more difficulties	Females have more difficulties	Similar difficulties
15	73	14

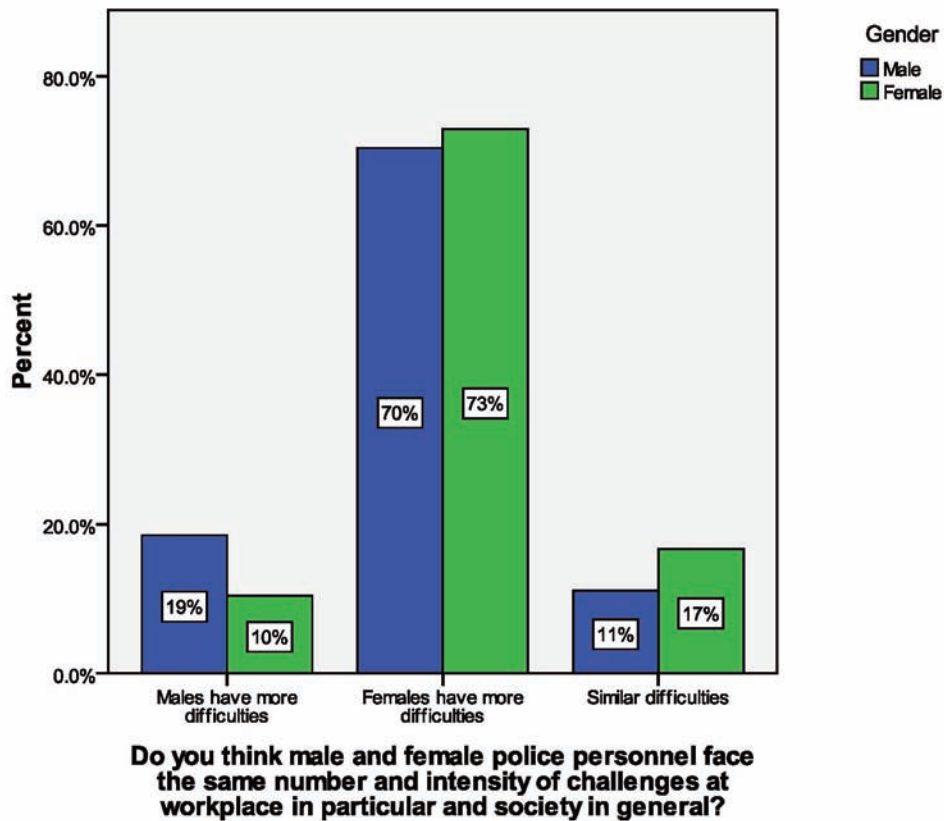
Do you think male and female police personnel face the same number and intensity of challenges at workplace in particular and society in general?



71 percent were of the view that females face more challenges, 15 percent responded that males face more challenges, while 14 percent perceived of both facing similar level of challenges.

Do you think male and female police personnel face the same number and intensity of challenges at workplace in particular and society in general?

Males have more difficulties		Females have more difficulties		Similar difficulties	
Gender		Gender		Gender	
Male	Female	Male	Female	Male	Female
10	5	38	35	6	8

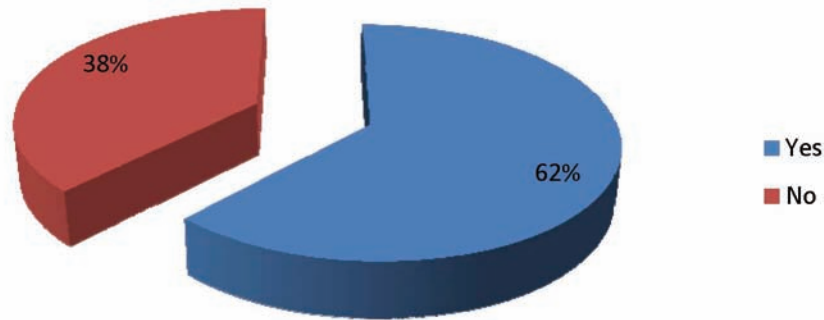


70 percent males and 73 percent of females were of the view that female police face more challenges in the society. 19 percent of males were of the view that male police face more difficulties, while 17 percent of females believed that both male and female police face similar level of difficulties.

Should female police personnel be assigned to cases and crimes only specific to women and handling of female offenders?

Should female police personnel be assigned to cases and crimes only specific to women and handling of female offenders?	
Yes	No
64	39

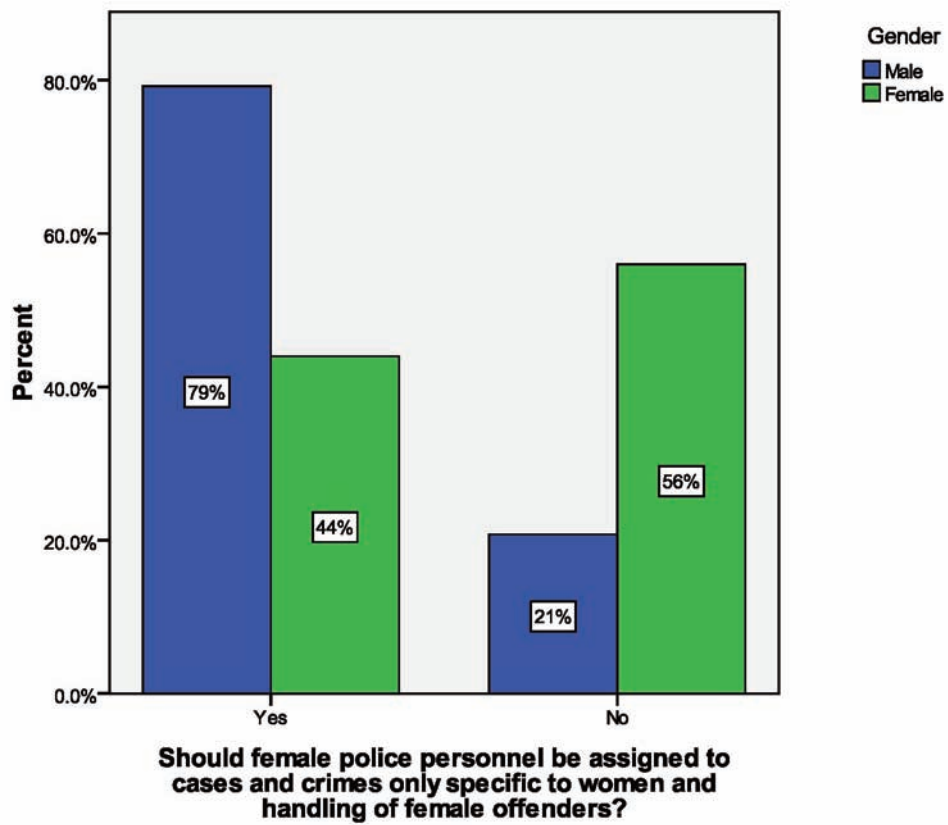
Should female police personnel be assigned to cases and crimes only specific to women and handling of female offenders?



62 percent of the total respondents in Peshawar were of the view that female police personnel should be assigned to cases and crimes only specific to women, while 38 percent believed that they should not be limited to only cases pertaining to women victims and offenders.

Through the following figures, it is evident that a majority of males (79 percent) and females (44 percent) wanted women police to be assigned to only female related cases, while out of those who wanted female police not limited to such cases, there was a majority of females (56 percent) and 21 percent of males.

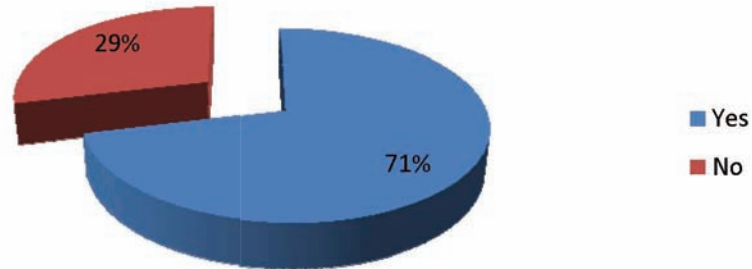
Should female police personnel be assigned to cases and crimes only specific to women and handling of female offenders?			
Yes		No	
Gender		Gender	
Male	Female	Male	Female
42	22	11	28



In your opinion, is there a need to increase the number of women in the police?

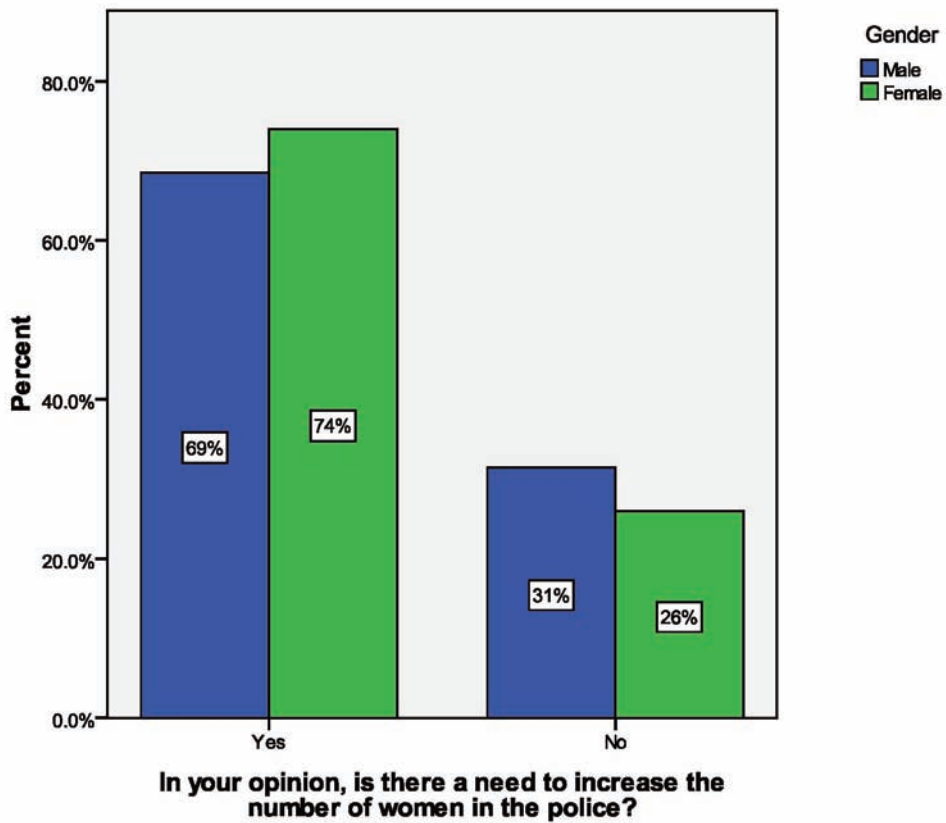
In your opinion, is there a need to increase the number of women in the police?	
Yes	No
74	30

In your opinion, is there a need to increase the number of women in the police?



71 percent of the respondents believed that there was a need to increase the number of female police, while 29 percent of the respondents disagreed.

In your opinion, is there a need to increase the number of women in the police?			
Yes		No	
Gender		Gender	
Male	Female	Male	Female
37	37	17	13

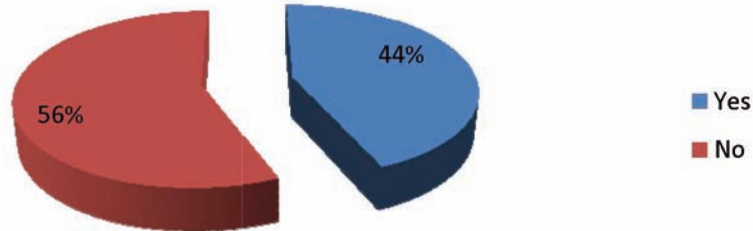


69 percent males and 74 percent females agreed to a need for increasing women police personnel in the department, while 31 percent males and 26 percent females disagreed.

Are you aware of any contributions made by women police?

Are you aware of any contributions made by women police?	
Yes	No
45	58

Are you aware of any contributions made by women police?

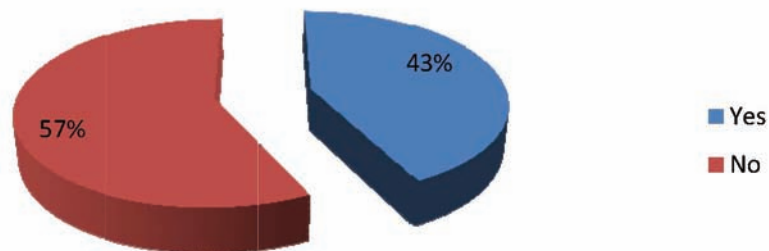


Approximately 56 percent of the respondents were unaware of the contributions made by women towards the police department, while 44 percent of the respondents had some knowledge of the contributions.

Have women police created impact within their respective communities in any manner?

Have women police created impact within their respective communities in any manner?	
Yes	No
44	59

Have women police created impact within their respective communities in any manner?

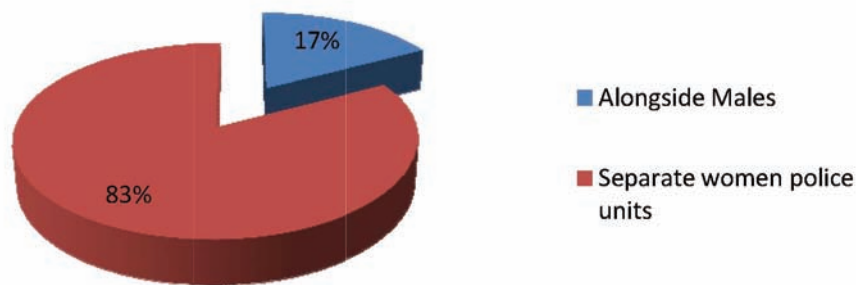


57 percent of the respondents were of the view that women police have not had any impact in their respective communities, while 43 percent of the respondents perceived an impact.

Do you think, female police personnel and male police personnel should work within the same police station or should women police have a separate unit?

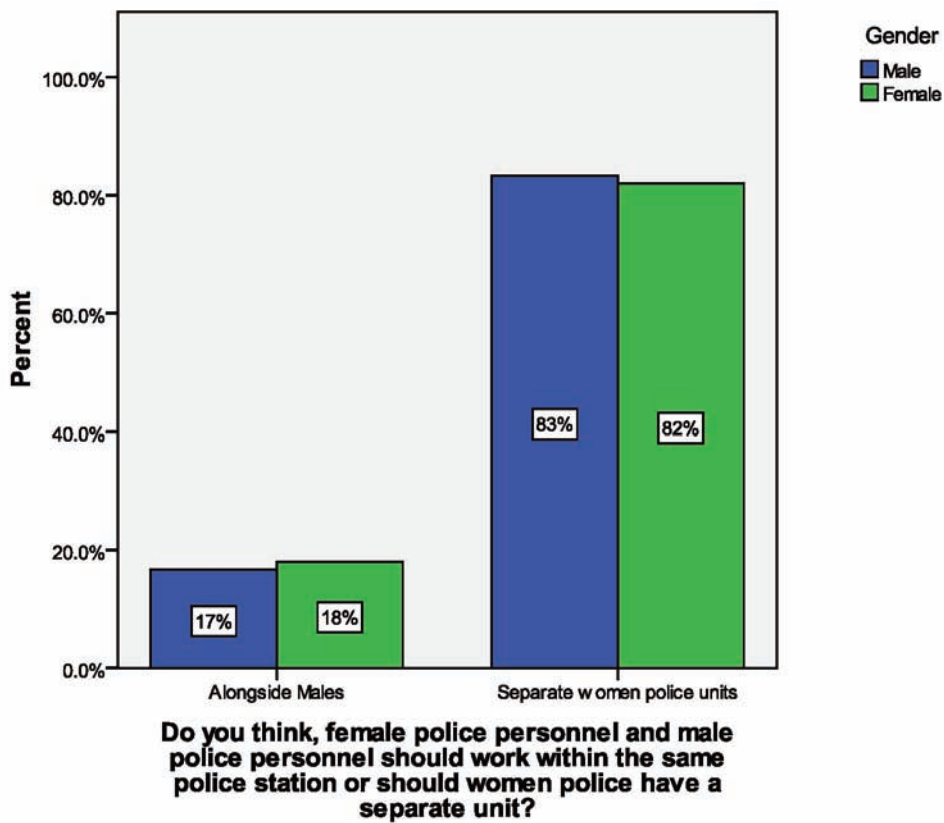
Do you think, female police personnel and male police personnel should work within the same police station or should women police have a separate unit?	
Alongside Males	Separate women police units
18	86

Do you think, female police personnel and male police personnel should work within the same police station or should women police have a separate unit?



83 percent of the respondents were of the view that women police should be separated from male police, while 17 percent of the respondents were in favor of them being with their male counterparts.

Do you think, female police personnel and male police personnel should work within the same police station or should women police have a separate unit?			
Alongside Males		Separate women police units	
Gender		Gender	
Male	Female	Male	Female
9	9	45	41

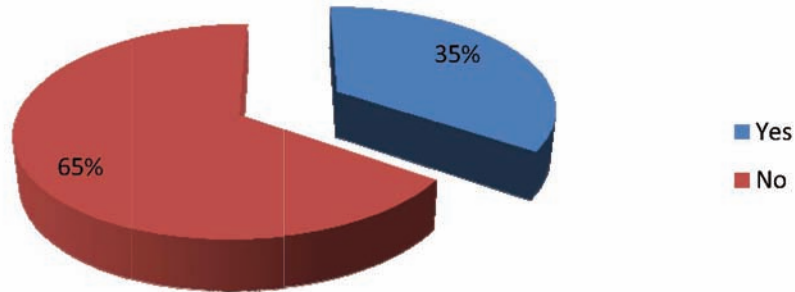


83 percent males and 82 percent females agreed to appoint women to separate police units, while 17 percent of the males and 18 percent of females were not averse to placing male and female police together.

Are of aware of the presence of women police stations in your city?

Are you aware if there are any women police stations in your city?	
Yes	No
36	68

Are you aware if there are any women police stations in your city?

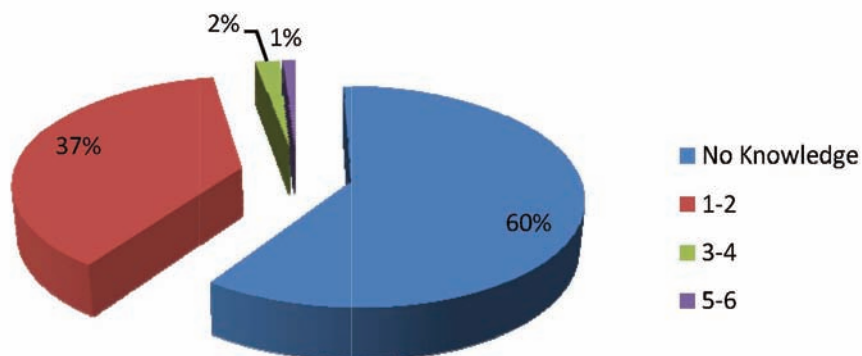


65 percent of the respondents had no knowledge, while 35 percent claimed that they had information regarding women police stations in the city.

If yes how many?

If yes how many?			
No Knowledge	1-2	3-4	5-6
62	39	2	1

If yes how many?

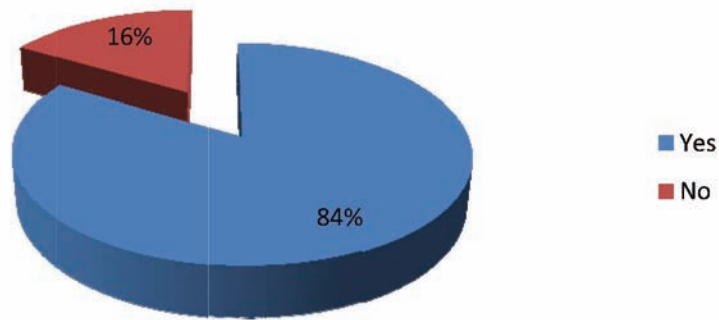


When further asked regarding the number of women police stations in the city, 37 percent of the respondents stated that there were 1 – 2 stations, while 2 percent respondents stated 3 – 4 and 1 percent respondents stated 5 – 6 stations, while 60 percent had no knowledge regarding the number of police stations.

Do you think there should be a women police station in your city?

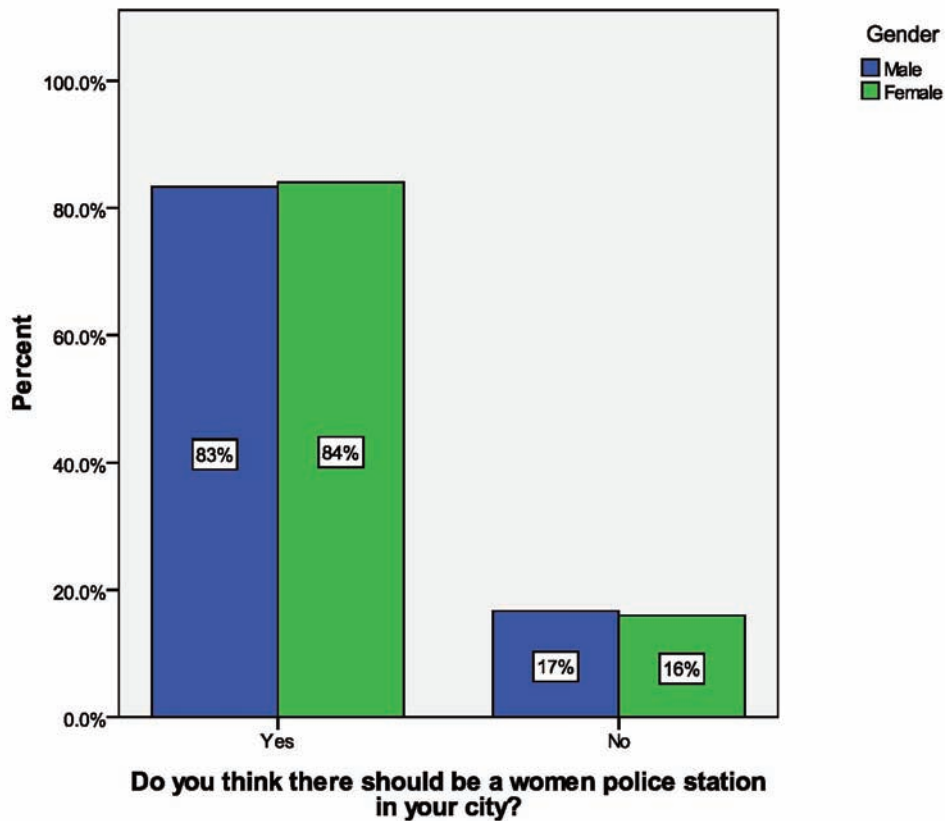
Do you think there should be a women police station in your city?	
Yes	No
87	17

Do you think there should be a women police station in your city?



84 percent were of the view that there should be a women police station in the city, while only 16 percent of the respondents disagreed to having a women police station.

Do you think there should be a women police station in your city?			
Yes		No	
Gender		Gender	
Male	Female	Male	Female
45	42	9	8

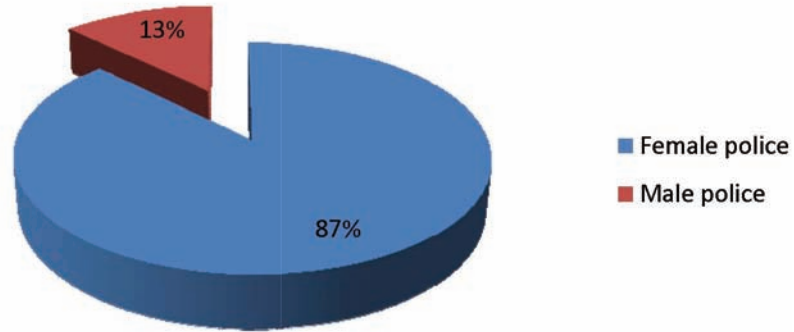


Out of those of the opinion for having a police station in the city 83 percent were males and 84 percent were females, while only 17 percent males and 16 percent females disagreed to a presence of women police station.

Who do you think is more suitable to help a woman in need of police intervention?

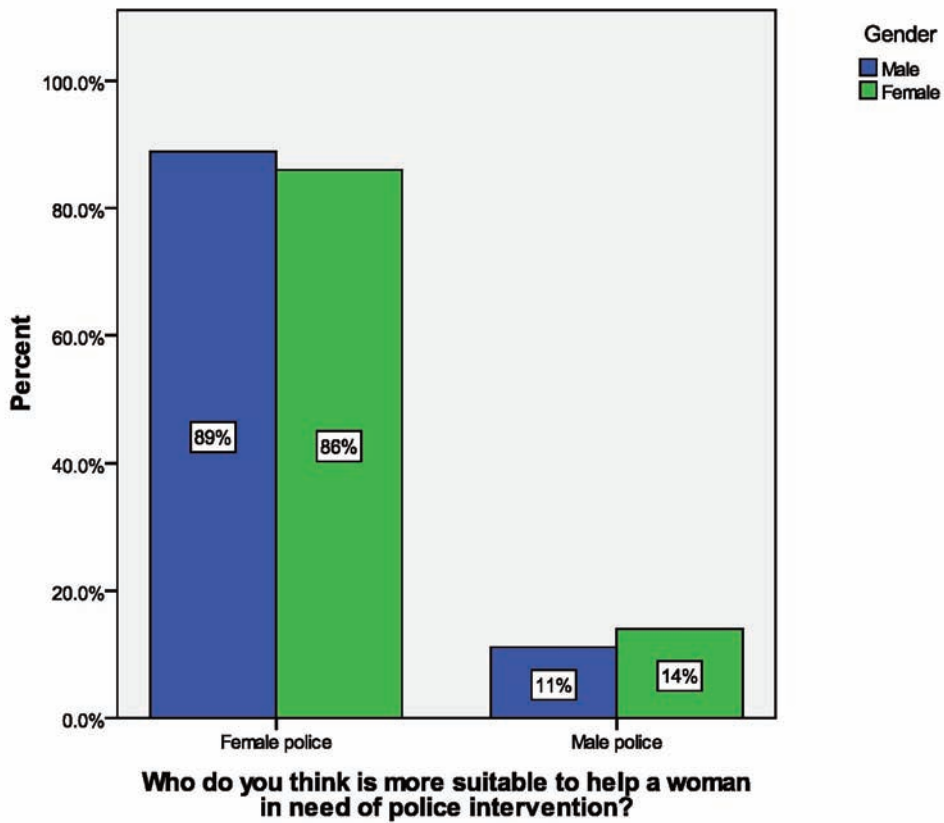
Who do you think is more suitable to help a woman in need of police intervention?	
Female police	Male police
91	13

Who do you think is more suitable to help a woman in need of police intervention?



87 percent of the respondents were of the view that females should ask assistance from women police, while 13 percent were of the opinion that females should approach male police.

Who do you think is more suitable to help a woman in need of police intervention?			
Female police		Male police	
Gender		Gender	
Male	Female	Male	Female
48	43	6	7



86 percent of the females and 89 percent of males were of the view that a woman in need of police intervention should approach women police. In contrast 11 percent of males and 14 percent of females felt that women should approach male police for intervention and assistance.

Survey Results of Gilgit

The city of Gilgit is the provincial capital of Gilgit Baltistan province and according to 1998 census has a population of over 240,000.¹⁶ From Gilgit, 100 respondents were selected 50 males and 50 females. These further included 18 students, 16 professionals (teachers, doctors, journalists, lawyers and engineers), 9 housewives, 7 self employed (traders, businessmen and shopkeepers), 6 government sector employees, 36 private sector employees, 4 labourers (including domestic helpers), and 4 others who did not mention their professions.

During the survey in Gilgit City, 80 percent respondents were of the view that police was an appropriate career choice for Pakistani women. However, 20 percent of the respondents disagreed and did not consider police as a suitable choice of profession for women. A total of 84 percent of the males and 76 percent of the females perceived the police department being an appropriate workplace for women, while 16 percent of the males and 24 percent of females disagreed with the notion. Here, it was also observed that 50 percent of the students, 69 percent professionals, 67 percent housewives, 86 percent self employed, 83 percent government employees, 97 percent private sector employees and on 100 percent labourers approved of the police department as a suitable profession for women.

In contrast to the above figures, when it was asked from the respondents, whether they would support their female family members to work in the police department, the reactions were mixed and approximately 54 percent of the respondents agreed to supporting their female family members, for opting to be employed in the police. Out of which, 56 percent were female respondents and 52 percent were males. 33 percent of the students, 44 percent professionals, 22 percent housewives, 71 percent self employed, 50 percent government sector, 67 percent private sector and 100 percent labourers agree to allow the women in their family to join the police department.

76 percent of the respondents stated that they never had any interaction with women police, while 24 percent did have interaction with women police. Only 20 percent of the females and 28 percent of the male respondents had an interaction with women police, while a huge majority of both males (72 percent) and females (80 percent) did not have any interaction with women police personnel. Only 28 percent of the students, 19 percent professionals, 22 percent housewives, 14 percent self employed, 33 percent government sector employees and 31 percent private sector employees had any interaction with women police.

In Gilgit, 6 percent respondents perceived female police to be more prone to resorting to violent methods, while 94 percent carried the perception of male police as being more prone towards violence. It was stated by 6 percent of the males and female each that female police resorts to violent methods. A majority of every segment considers male police to be more violent than their female counterparts, as is evident from the

¹⁶ Karrar, Marium and Iqbal, Affan. 2011. Gilgit City. Karachi: NED University of Engineering and Technology.

above figures, where it includes only 6 percent students, 6 percent professionals, 11 percent housewives and 9 percent private sector employees who perceived female police as being more violent.

51 percent of the respondents felt more obliged to adhere to the instructions of male police, while 49 percent felt obliged to conform to the instructions of female police. 82 percent of the female respondents felt more obliged to adhere to instructions of women police, in contrast to 15 percent of male respondents. According to distribution by various professions, the government sector and self employed 100 percent and 86 percent respectively, 69 percent students and 60 percent private sector felt obliged to listen to male police, while 93 percent professionals, 86 percent housewives and 75 percent labourers felt more obligated to listen to female police.

94 percent of the respondents considered male police to be a symbol of authority, while 6 percent considered female police to be a symbol of authority. There is a huge difference as compared to previous figures where 49 percent of the respondents felt more obliged to listen to instructions of female police, while they do not consider women police as a symbol of authority. The figures also show that 12 percent of females perceive female police as having authority, while as previously discussed 82 percent of females and 15 percent males felt obliged to listen to female police. Among the various sections according to nature of profession, 11 percent of the housewives, 14 percent self employed and 8 percent of the private sector respondents considered women police to a symbol of authority, while a majority perceived male police to be an authority symbol.

48 percent of the total respondents in Gilgit believed that female police personnel should be assigned to cases and crimes only specific to women, while 52 percent were of the view that they should not be limited to only such cases. 54 percent of male respondents and 50 percent of female respondents wanted women police to be assigned to only female related cases, while out of those who wanted female police not limited to such cases, there were 46 percent females and only 50 percent males.

91 percent of the respondents were of the view that there was a need to increase women police, while 9 percent of the respondents disagreed. Out of those there were 86 percent males and 96 percent females in favor of increasing women police personnel in the department, while out of those who rejected it were 14 percent males and 4 percent females.

92 percent of the respondents believed that there should be a women police station in the city, while 8 percent of the respondents disagreed. Out of those of the opinion for having a police station in the city 90 percent were males and 94 percent were females, while 10 percent males and 6 percent females disagreed to the presence of women police station.

When the sample population was asked regarding the suitable choice between male and female police for a woman, when in need of police intervention, 91 percent of the respondents were of the view that females should ask assistance from women police, while 9 percent believed that they should approach male police. 92 percent of the fe-

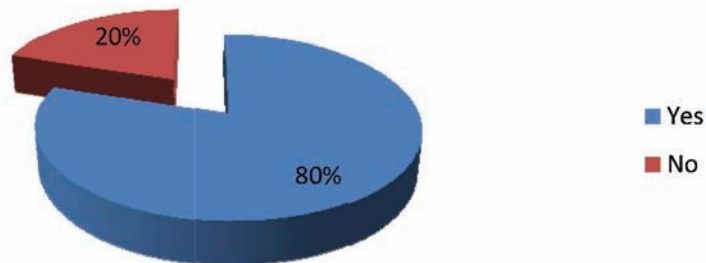
males and 90 percent of males believed that a woman should approach only women police. In contrast 10 percent of males and 8 percent of females felt that women should approach male police for intervention and assistance.

Following is a detailed description of the public’s perception in Gilgit regarding the presence of women in the police department:

Do you think that police department is appropriate for Pakistani women?

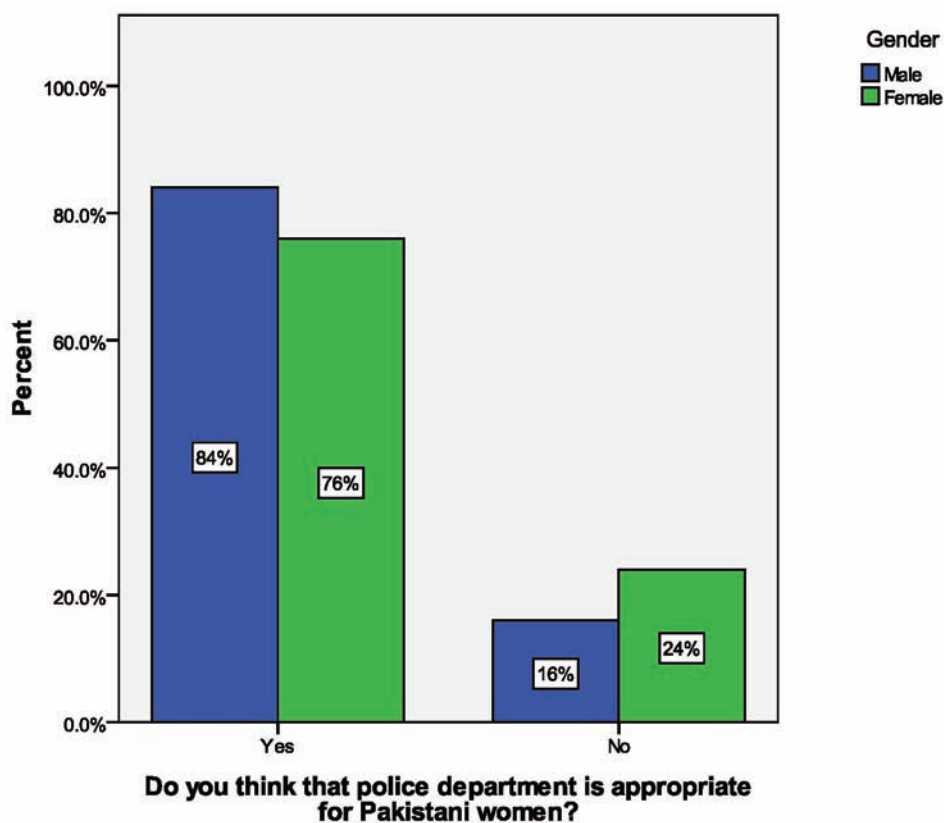
Do you think that police department is appropriate for Pakistani women?	
Yes	No
80	20

Do you think that police department is appropriate for Pakistani women?



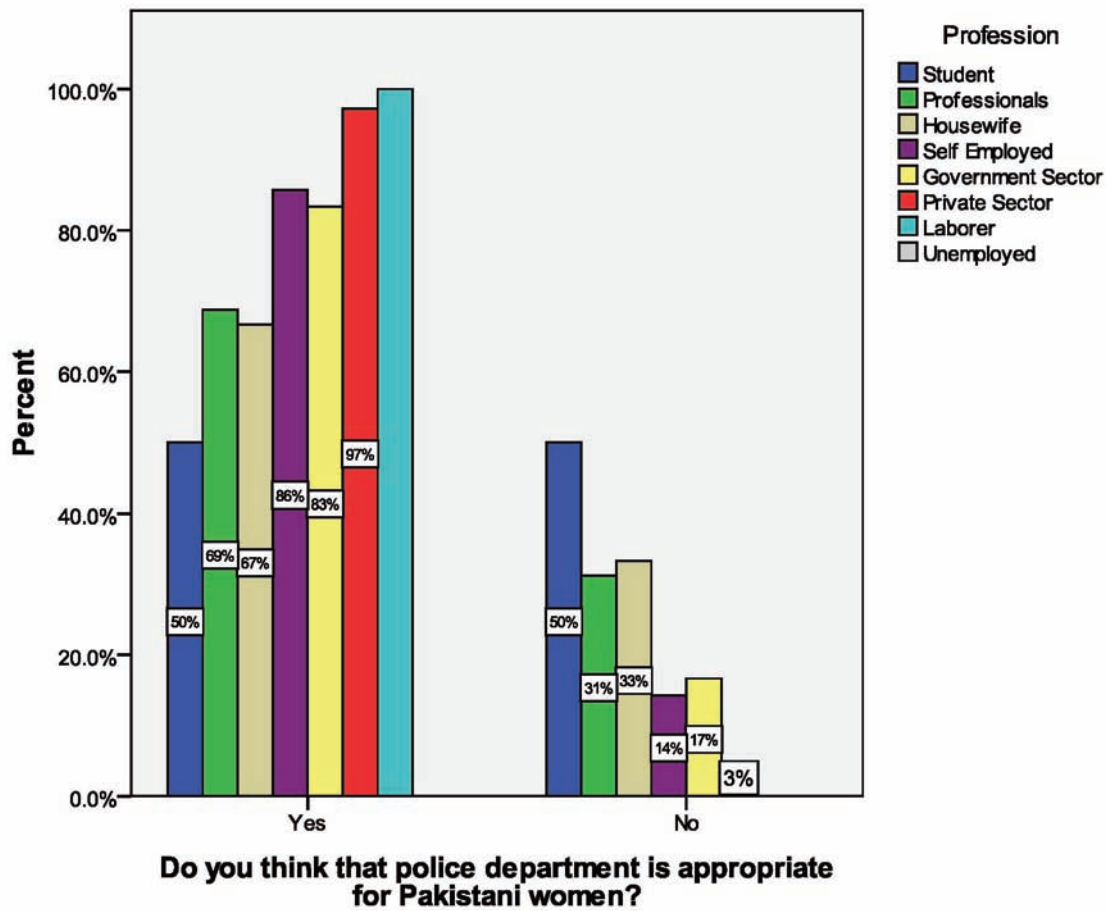
80 percent of the respondents were of the view that police was an appropriate career choice for Pakistani women. 20 percent disagreed.

Do you think that police department is appropriate for Pakistani women?			
Yes		No	
Gender		Gender	
Male	Female	Male	Female
42	38	8	12



84 percent of the males and 76 percent of the females perceived the police department being an appropriate workplace for women, while 16 percent of the males and 24 percent of females disagreed.

Do you think that police department is appropriate for Pakistani women?		
Profession	Yes	No
Not Mentioned	4	0
Student	9	9
Professionals	11	5
Housewife	6	3
Self Employed	6	1
Government Sector	5	1
Private Sector	35	1
Laborer	4	0
Unemployed	0	0

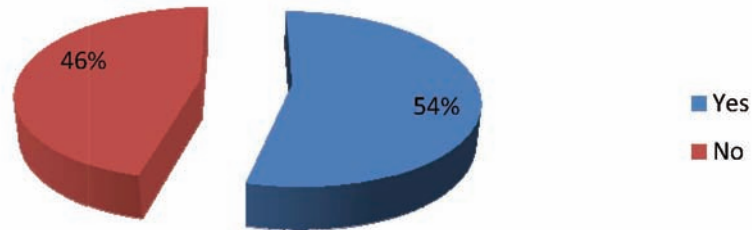


50 percent of the students, 69 percent professionals, 67 percent housewives, 86 percent self employed, 83 percent government employees, 97 percent private sector employees and 100 percent labourers approved of the police department as a suitable workplace for women.

Would you allow your sister/daughter to become police women?

Would you allow your sisters/daughters to become a police woman?	
Yes	No
54	46

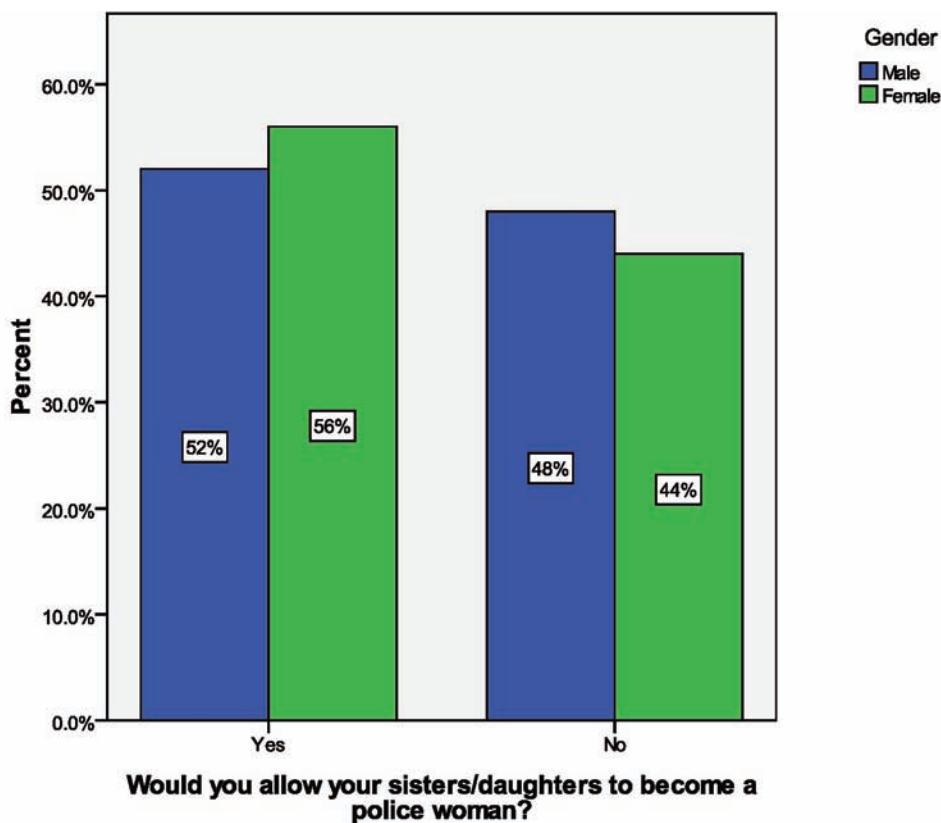
Would you allow your sister/daughter to become police women?



In contrast to the previous question, when it was asked from the respondents, about whether they would support their female family members to work in the police department, the reactions were mixed and 54 percent of the respondents agreed to support their female family members, for opting to be employed in the police.

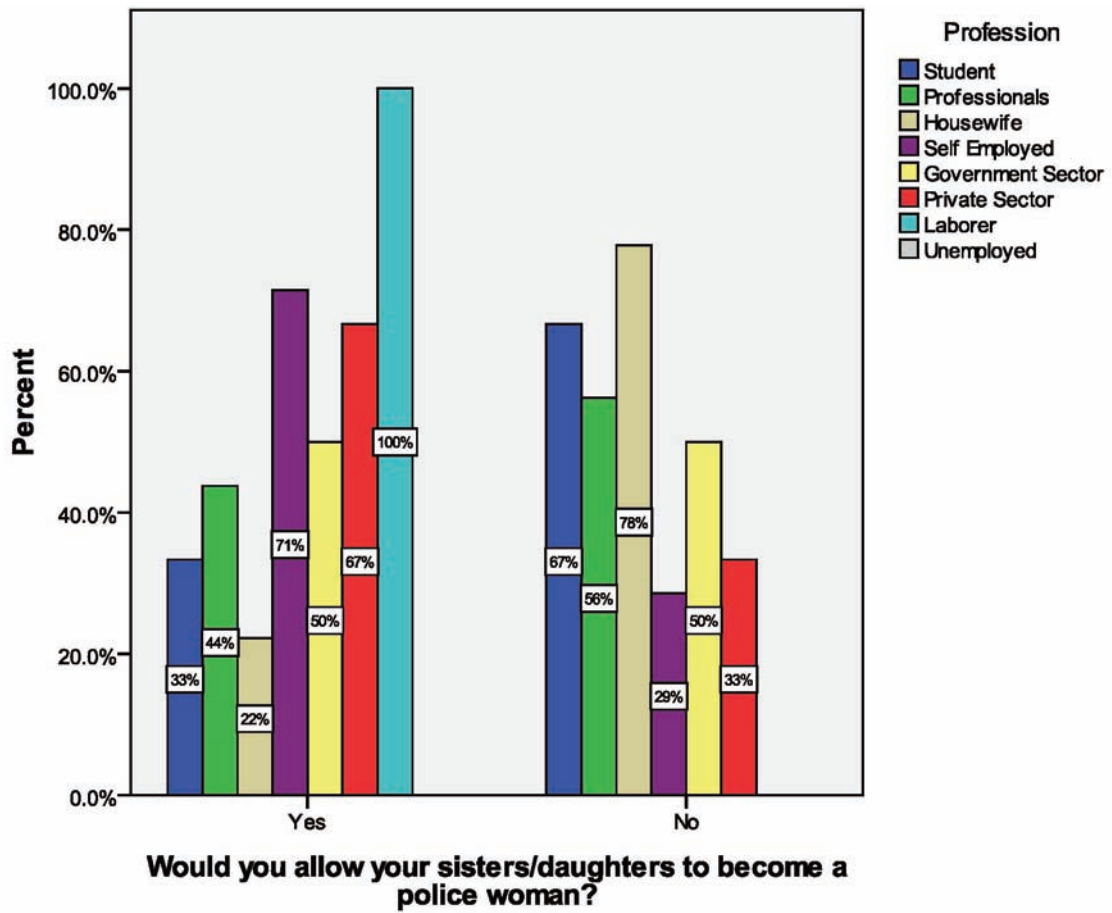
Many of those, exactly 80 people who had in the previous question approved of the police department being suitable for women, now showed disapproval for any of their sisters and daughters joining the department. In the following figures we can see that further 16 males and 10 females have now disagreed as compared to previous question, when it came to supporting their female family members to join the police.

Would you allow your sisters/daughters to become a police woman?			
Yes		No	
Gender		Gender	
Male	Female	Male	Female
26	28	24	22



56 percent of the female respondents approved of allowing their female family members to join the police, and 52 percent of the males agreed allowing any females from their family unit to be employed in the police.

Would you allow your sisters/daughters to become a police woman?		
Profession	Yes	No
Not Mentioned	3	1
Student	6	12
Professionals	7	9
Housewife	2	7
Self Employed	5	2
Government Sector	3	3
Private Sector	24	12
Laborer	4	0
Unemployed	0	0

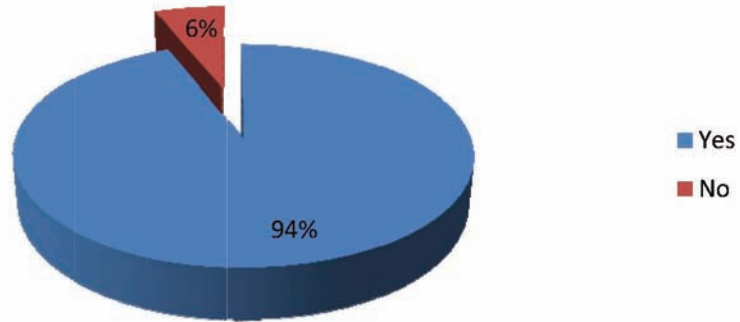


33 percent of the students, 44 percent professionals, 22 percent housewives, 71 percent self employed, 50 percent government sector, 67 percent private sector and 100 percent labourers agreed to allow the women in their family to join the police department.

Have you ever observed women police on duty?

Have you ever observed women police on duty?	
Yes	No
94	6

Have you ever observed women police on duty?

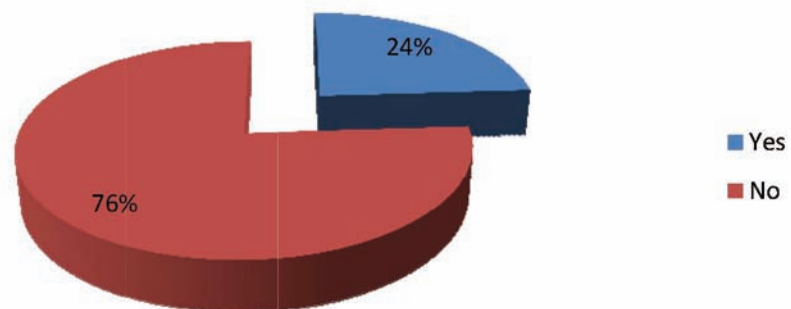


94 percent of the respondents had observed women police performing their duties, while 6 percent of the respondents had never observed or seen women police on duty.

Have you ever had any interaction with women police personnel?

Have you ever had any interaction with women police personnel?	
Yes	No
24	76

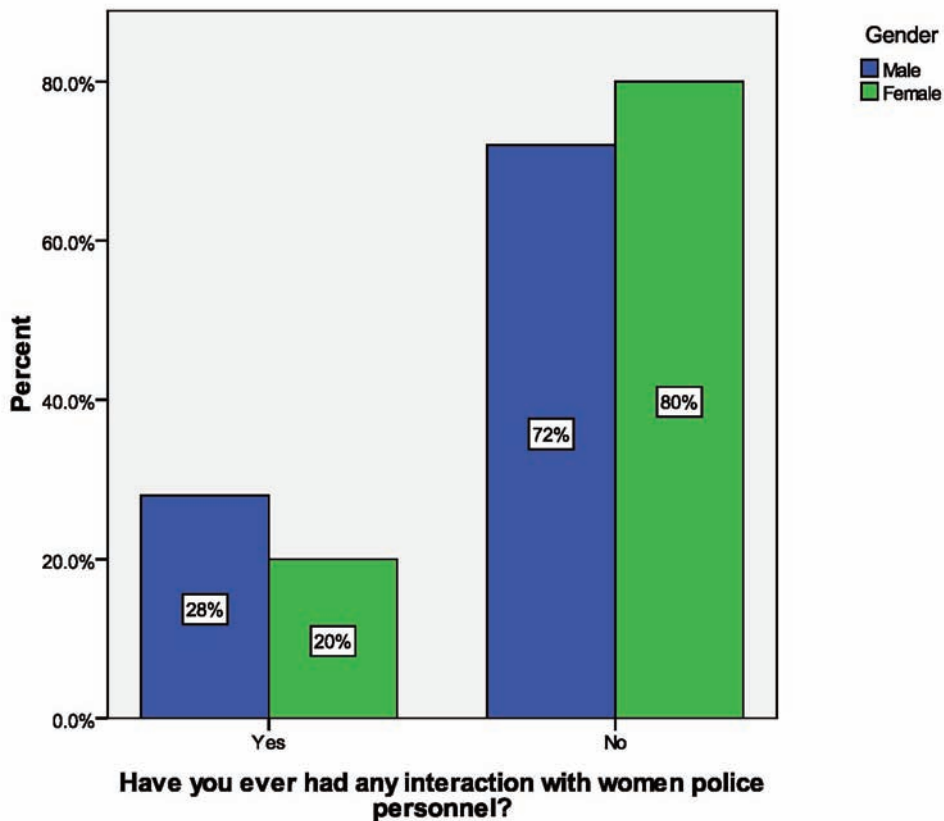
Have you ever had any interaction with women police personnel?



76 percent of the respondents stated that they never had any interaction with women police, while 24 percent did have interaction with women police.

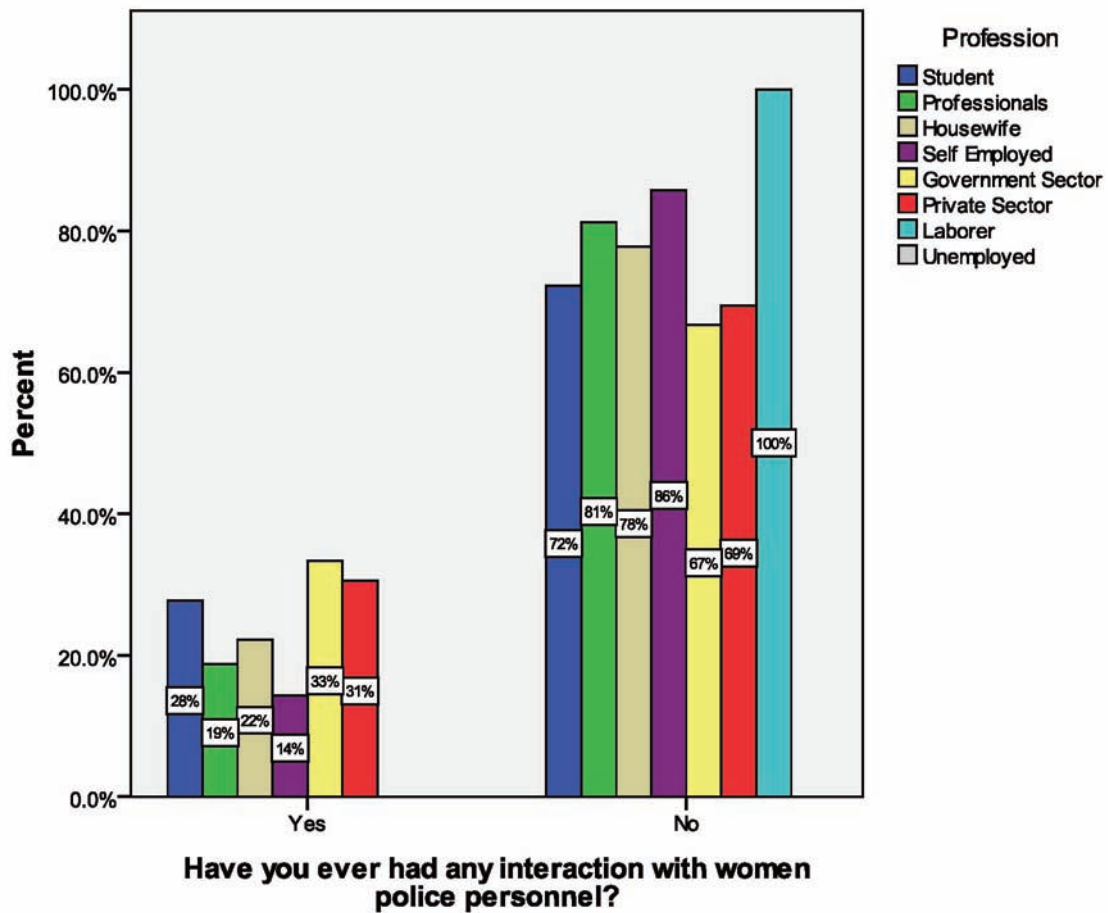
Have you ever had any interaction with women police personnel?

Yes		No	
Gender		Gender	
Male	Female	Male	Female
14	10	36	40



20 percent of the females and 28 percent of the male respondents had an interaction with women police, while 80 percent males and 72 percent females did not have any interaction with women police personnel.

Have you ever had any interaction with women police personnel?		
Profession	Yes	No
Not Mentioned	0	4
Student	5	13
Professionals	3	13
Housewife	2	7
Self Employed	1	6
Government Sector	2	4
Private Sector	11	25
Laborer	0	4
Unemployed	0	0

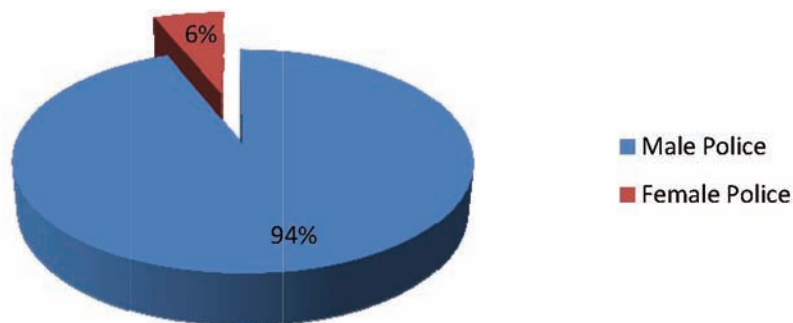


28 percent of the students, 19 percent professionals, 22 percent housewives, 14 percent self employed, 33 percent government sector employees and 31 percent private sector employees had any interaction with women police.

Who do you think is more prone to resorting to violent methods?

Who do you think is more prone to resorting to violent methods?	
Male Police	Female Police
93	6

Who do you think is more prone to resorting to violent methods?

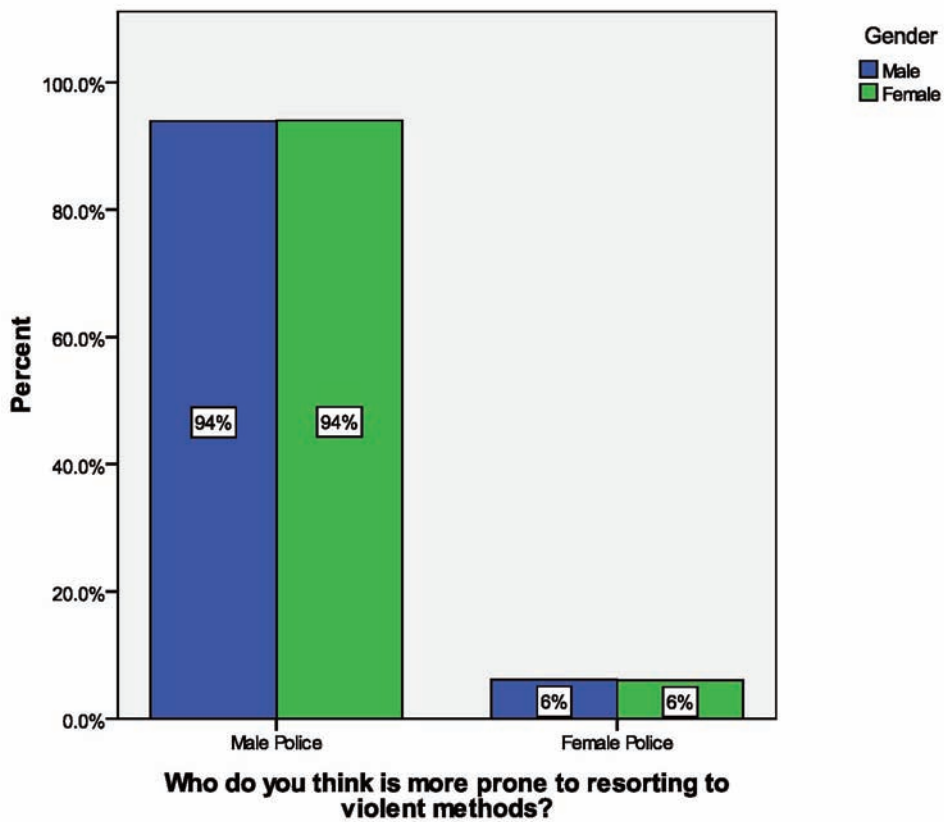


As compared to the previous question one can see that 24 percent had interaction with female police, but 6 percent of the respondents perceived female police to be more prone to resorting to violent methods, while 94 percent carried the perception of male police as being more prone towards violence.

In the figures given below, 6 percent each of the males and females are of the view that female police resorts to violent methods.

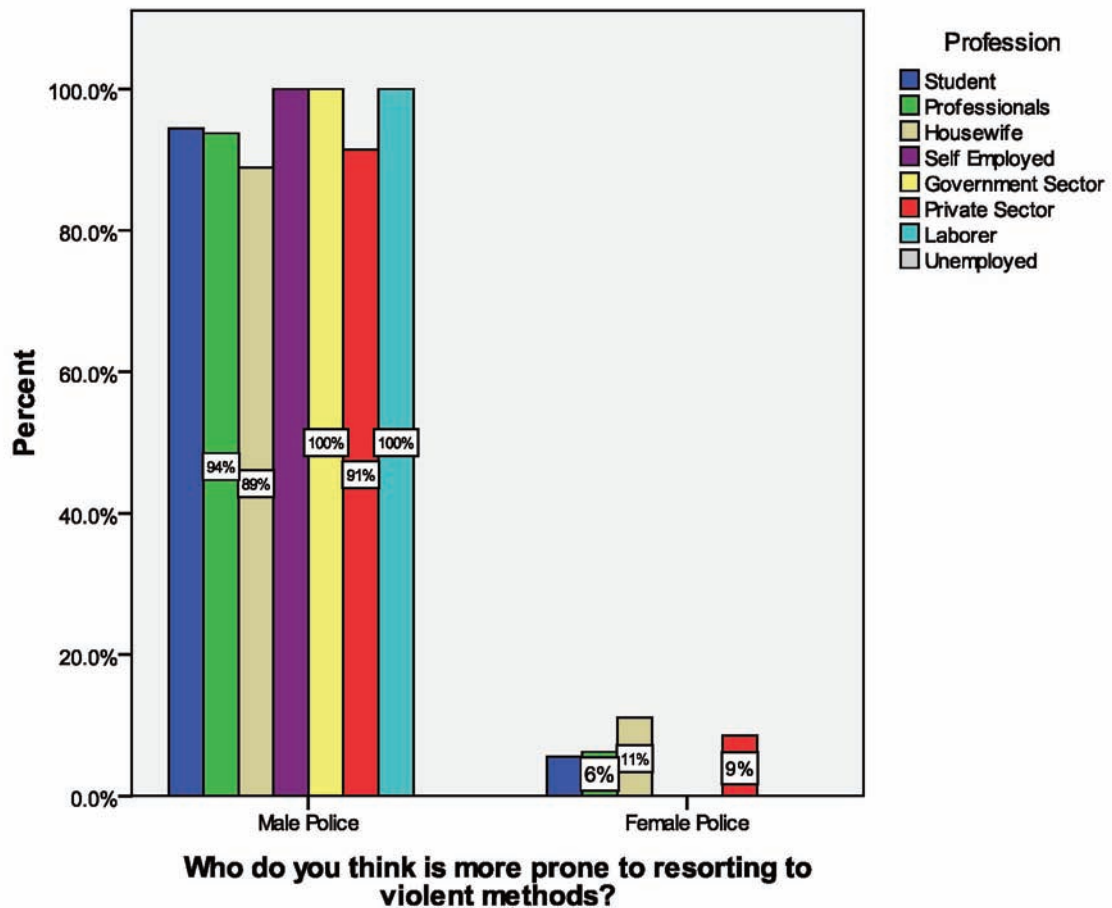
Who do you think is more prone to resorting to violent methods?

Male Police		Female Police	
Gender		Gender	
Male	Female	Male	Female
46	47	3	3



Who do you think is more prone to resorting to violent methods?

Profession	Male Police	Female Police
Not Mentioned	4	0
Student	17	1
Professionals	15	1
Housewife	8	1
Self Employed	7	0
Government Sector	6	0
Private Sector	32	3
Laborer	4	0
Unemployed	0	0

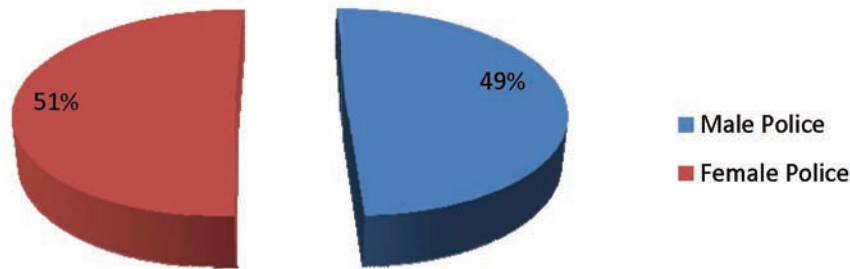


A majority of every segment considers male police to be more violent than their female counterparts, as is evident from the above figures, where only 5 percent students, 6 percent professionals, 11 percent housewives and 9 percent private sector employees perceived female police as being more violent.

You feel more obliged to adhere to instructions and guidance of...

You feel more obliged to adhere to instructions and guidance of	
Male Police	Female Police
42	43

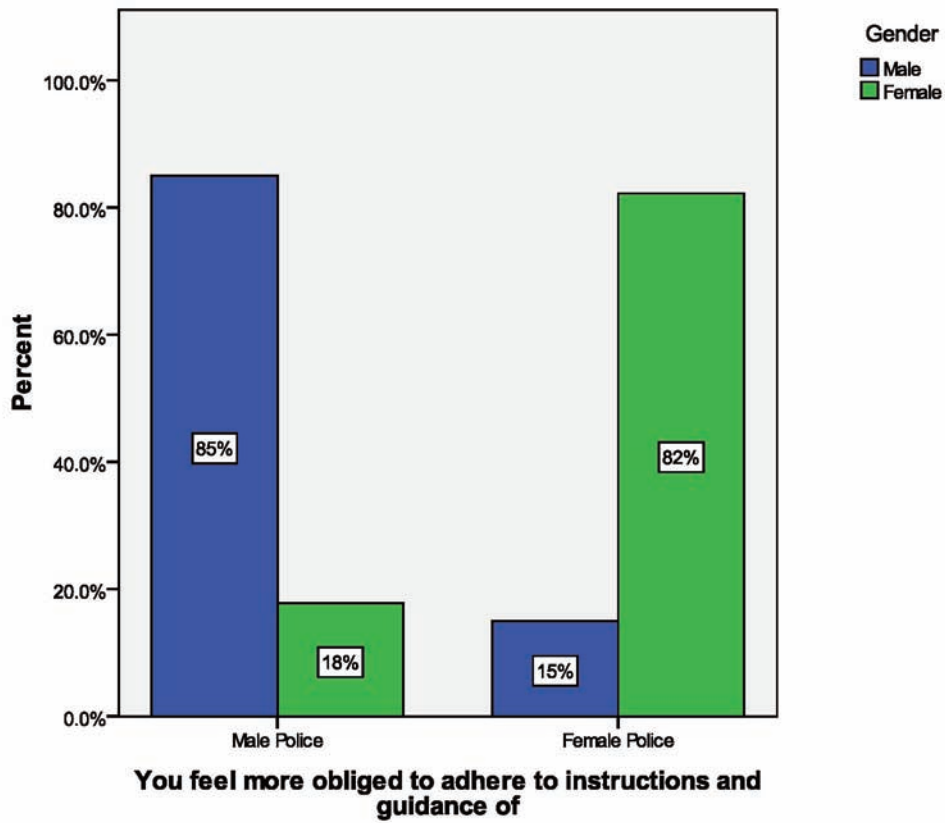
You feel more obliged to adhere to instructions and guidance of?



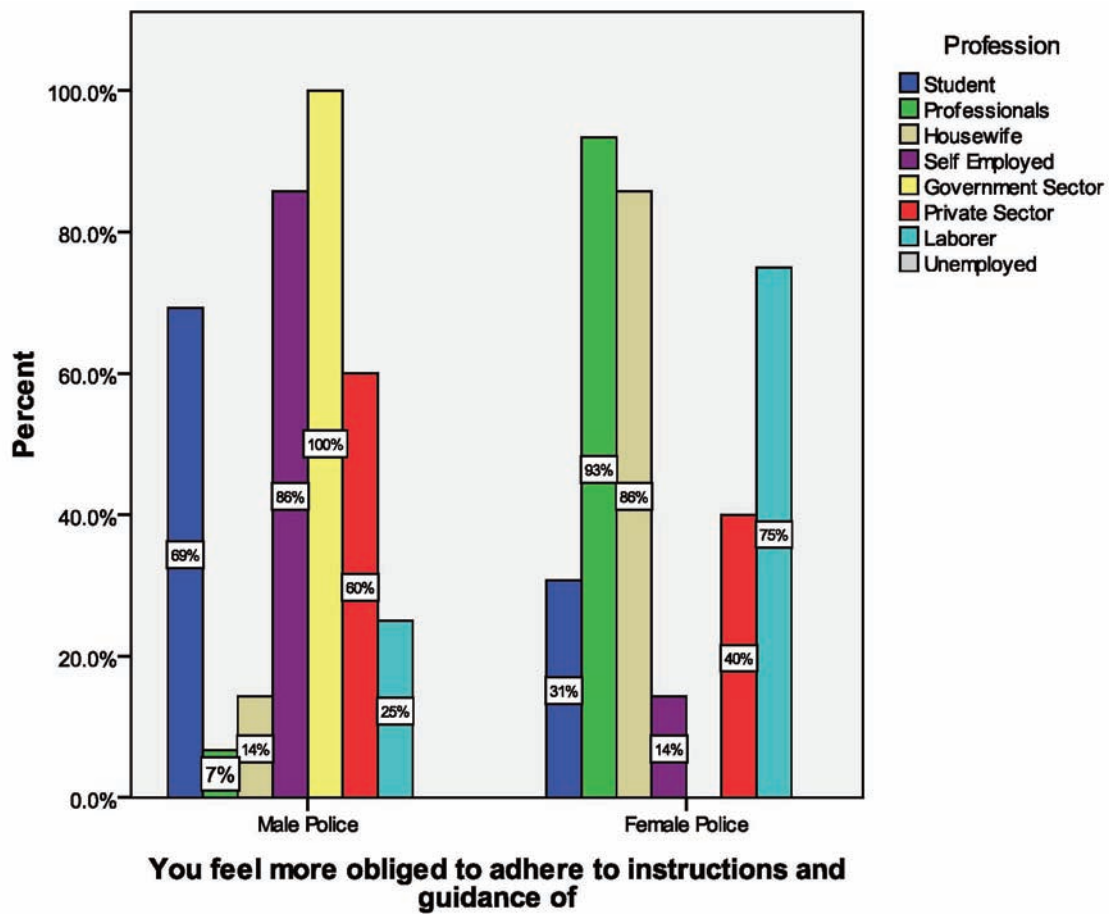
51 percent of the respondents felt more obliged to adhere to the instructions of female police, while 49 percent felt obliged to listen and conform to the instructions of male police.

82 percent of the female respondents felt more obliged to adhere to instructions of women police. In contrast only 15 percent of male respondents felt obliged to adhere to instructions of women police.

You feel more obliged to adhere to instructions and guidance of			
Male Police		Female Police	
Gender		Gender	
Male	Female	Male	Female
34	8	6	37



You feel more obliged to adhere to instructions and guidance of		
Profession	Male Police	Female Police
Not Mentioned	1	3
Student	9	4
Professionals	1	14
Housewife	1	6
Self Employed	6	1
Government Sector	5	0
Private Sector	18	12
Laborer	1	3
Unemployed	0	0

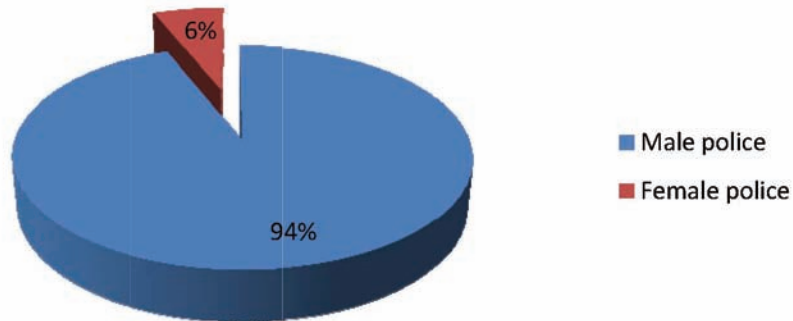


100 percent of the government sector, 86 percent self employed, 69 percent students and 60 percent private sector felt more obliged to adhere to male police, while 93 percent professionals, 86 percent housewives and 75 percent labour felt more obliged to listen to female police.

Who do you consider a symbol of authority?

Do you think that police department is appropriate for Pakistani women?	
Yes	No
80	20

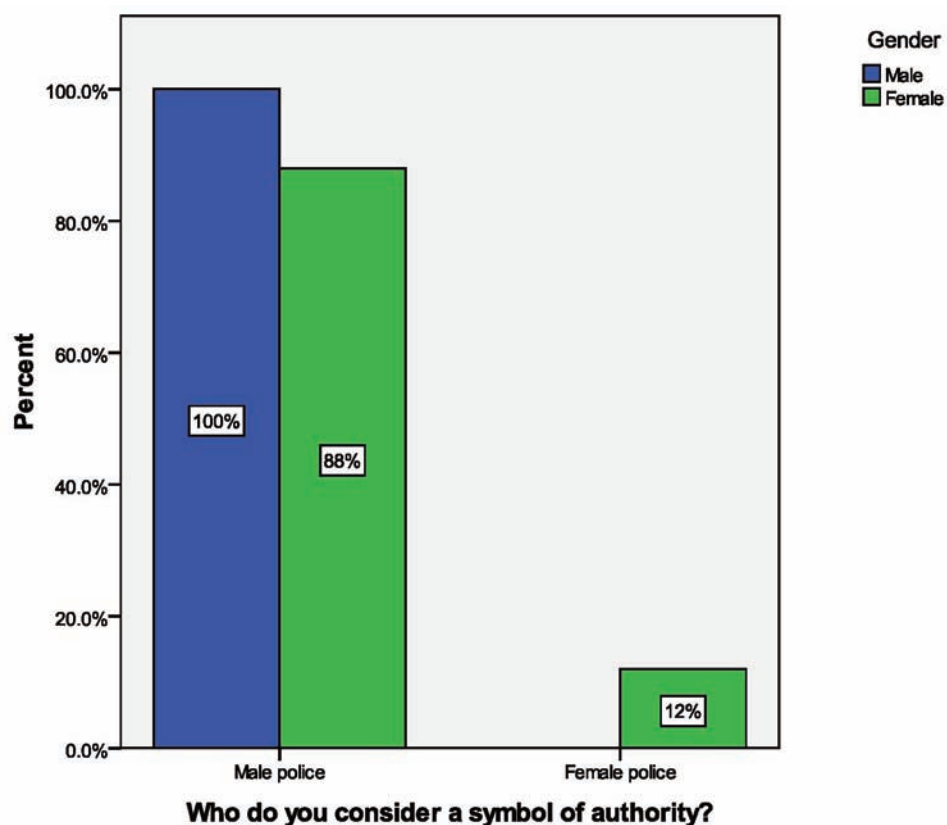
Who do you consider a symbol of authority?



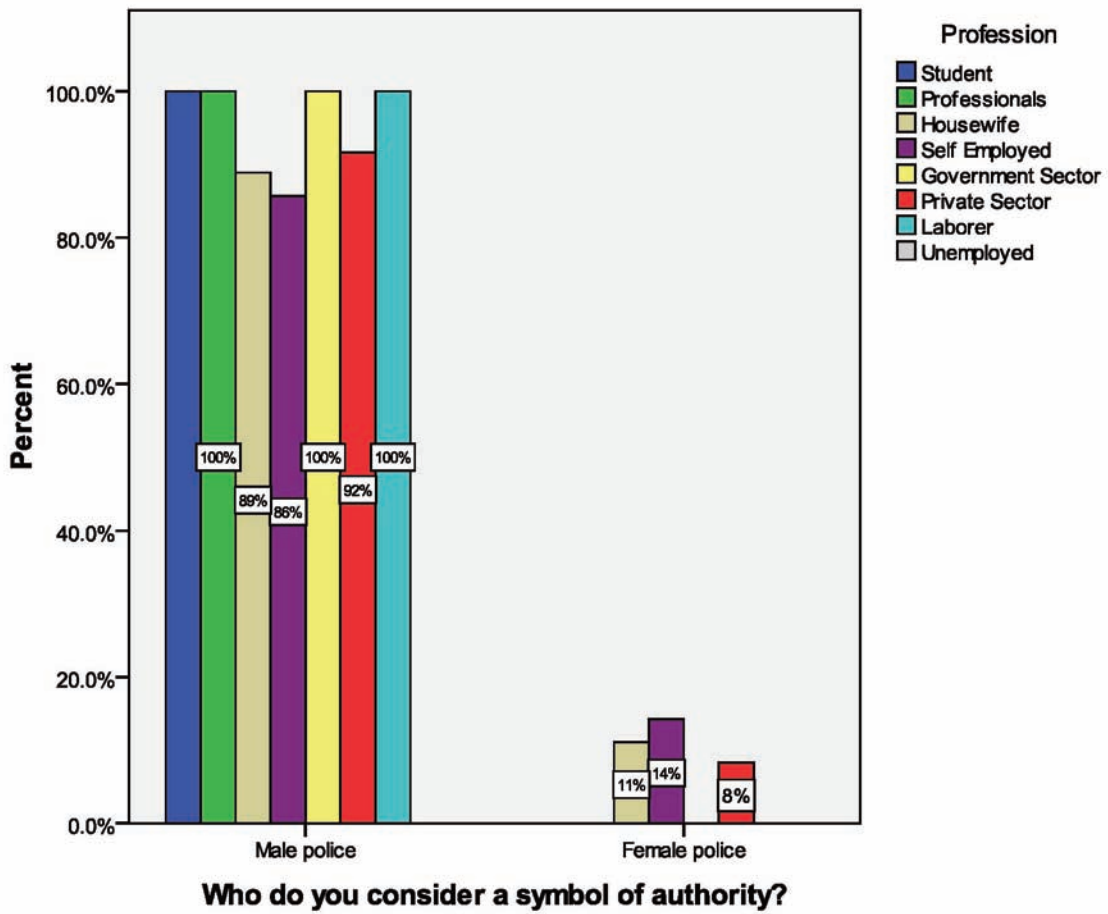
94 percent of the respondents considered male police to be a symbol of authority, while 6 percent considered female police to be a symbol of authority. There is a huge difference as compared to previous question where 51 percent of the respondents felt more obliged to listen to instructions of female police, while they do not consider women police as a symbol of authority.

12 percent of females perceive female police as having actual authority. As in the previous question 82 percent of females and 15 percent males felt obliged to listen to female police.

Who do you consider a symbol of authority?			
Male Police		Female Police	
Gender		Gender	
Male	Female	Male	Female
49	44	0	6



Who do you consider a symbol of authority?		
Profession	Male Police	Female Police
Not Mentioned	3	1
Student	17	0
Professionals	16	0
Housewife	8	1
Self Employed	6	1
Government Sector	6	0
Private Sector	33	3
Laborer	4	0
Unemployed	0	0

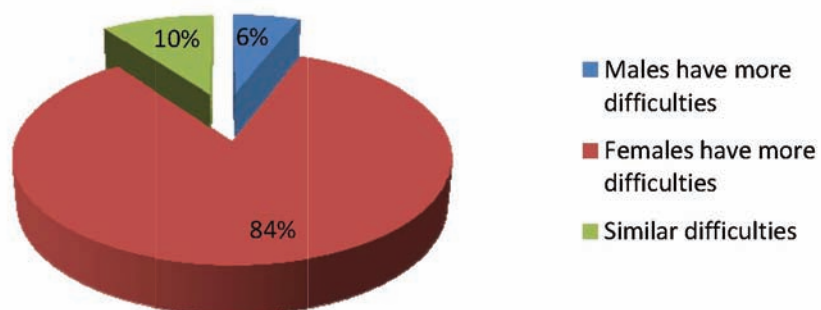


11 percent of the housewives, 14 percent self employed and 8 percent private sector employees considered women police as a symbol of authority, while the rest of majority perceived male police as a symbol authority.

Do you think male and female police personnel face the same number and intensity of challenges at workplace in particular and society in general?

Do you think male and female police personnel face the same number and intensity of challenges at workplace in particular and society in general?		
Males have more difficulties	Females have more difficulties	Similar difficulties
6	84	10

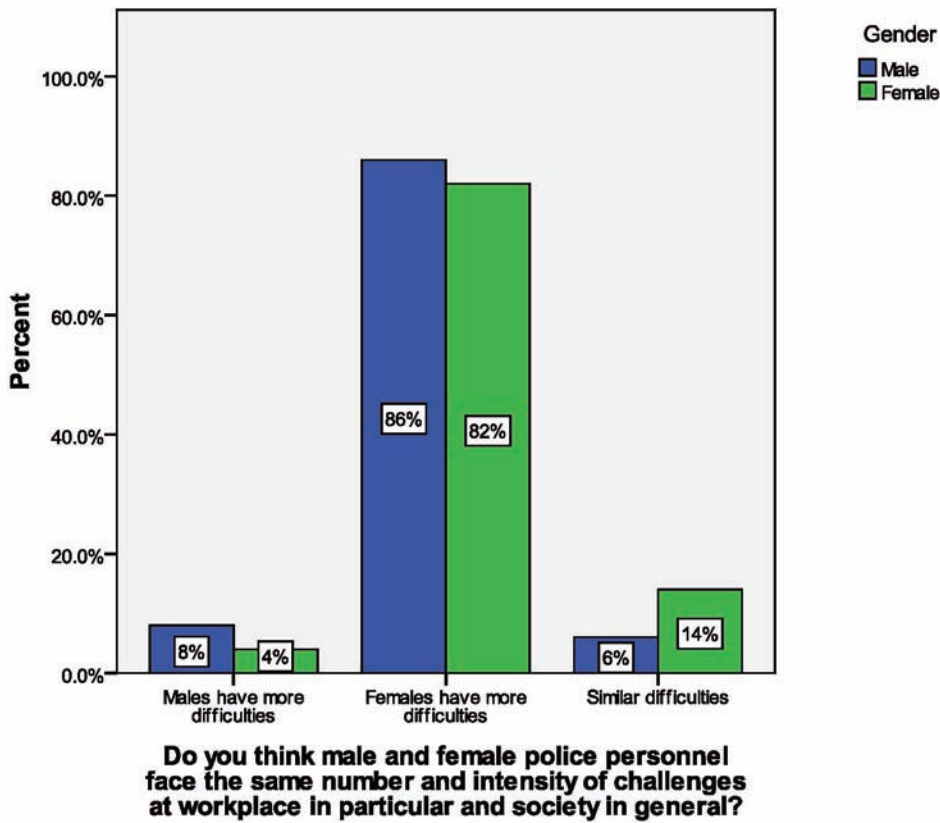
Do you think male and female police personnel face the same number and intensity of challenges at workplace in particular and society in general



When the respondents were asked of the intensity of challenges faced by male and female police personnel at their workplace and in the society, 84 percent were of the view that females face more challenges, 6 percent responded that males face more challenges, while 10 percent perceived of both facing similar level of challenges.

Do you think male and female police personnel face the same number and intensity of challenges at workplace in particular and society in general?

Males have more difficulties		Females have more difficulties		Similar difficulties	
Gender		Gender		Gender	
Male	Female	Male	Female	Male	Female
4	2	43	41	3	7

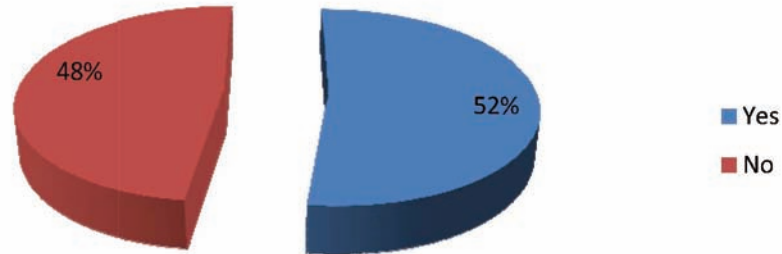


86 percent males and 82 percent of females perceived that female police face more challenges in the society. 8 percent of males were of the view that male police face more difficulties, while 14 percent of females believed that both male and female police face similar level of difficulties.

Should female police personnel be assigned to cases and crimes only specific to women and handling of female offenders?

Should female police personnel be assigned to cases and crimes only specific to women and handling of female offenders?	
Yes	No
52	48

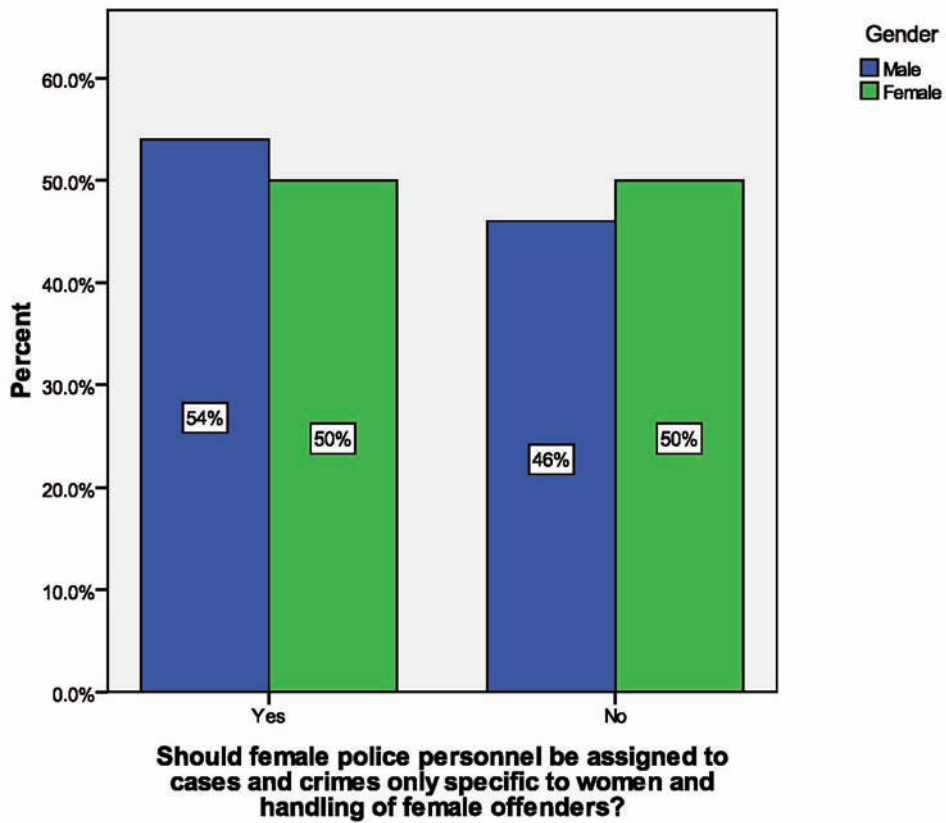
Should female police personnel be assigned to cases and crimes only specific to women and handling of female offenders?



48 percent of the Gilgit respondents were of the view that female police personnel should be assigned to cases and crimes only specific to women, while 52 percent were of the view that they should not be limited to only such cases.

54 percent of males wanted women police to be assigned only to female related cases, while out of those who wanted female police not limited to such cases, there were 46 percent males and 50 percent females.

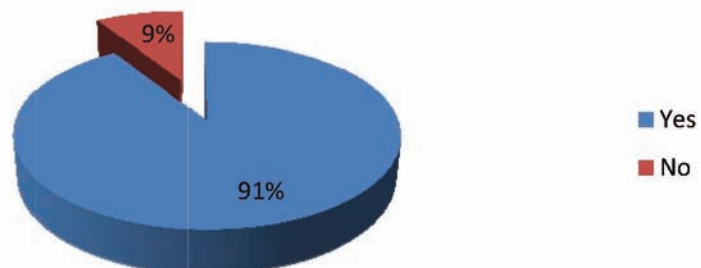
Should female police personnel be assigned to cases and crimes only specific to women and handling of female offenders?			
Yes		No	
Gender		Gender	
Male	Female	Male	Female
27	25	22	25



In your opinion, is there a need to increase the number of women in the police?

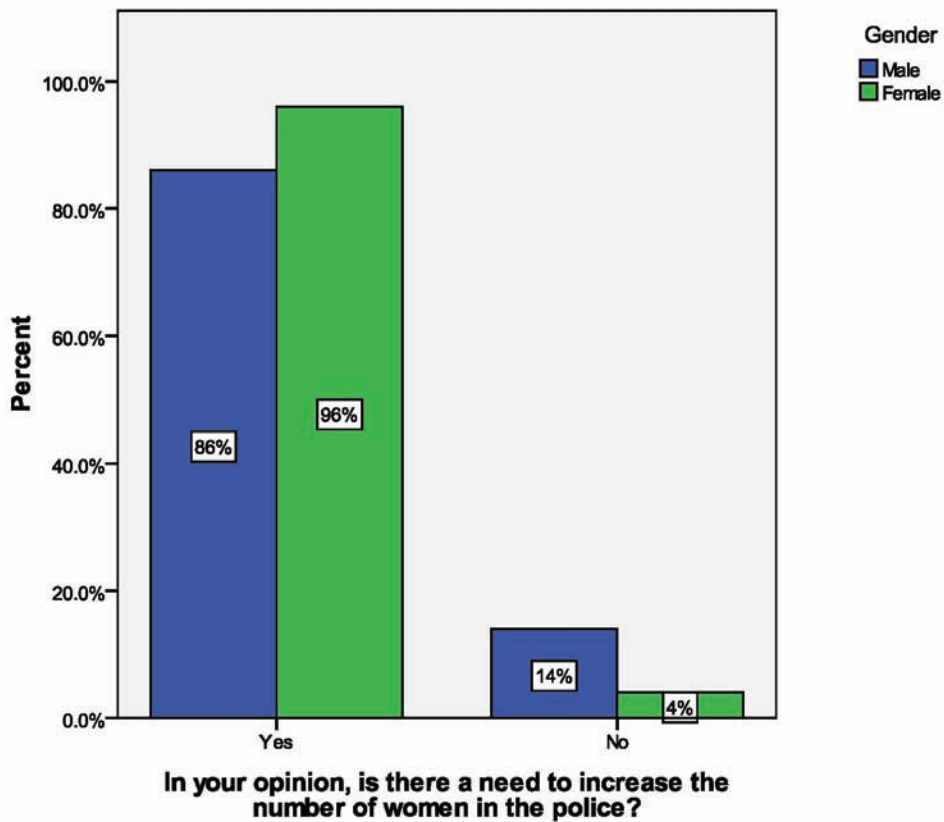
In your opinion, is there a need to increase the number of women in the police?	
Yes	No
91	9

In your opinion, is there a need to increase the number of women in the police?



91 percent of the respondents were of the view that there was requirement for increase in the number of women police, while 9 percent of the respondents were averse to this viewpoint.

In your opinion, is there a need to increase the number of women in the police?			
Yes		No	
Gender		Gender	
Male	Female	Male	Female
43	48	7	2

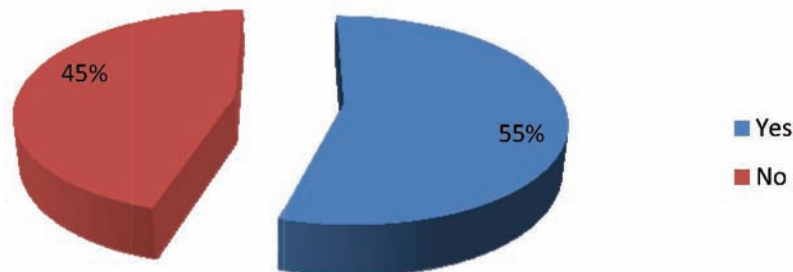


86 percent males and 96 percent females agreed to a need for increasing women police personnel in the department, while out of those who rejected any need to increase women presence in the police 14 percent were males and only 4 percent were females.

Are you aware of any contributions made by women police?

Are you aware of any contributions made by women police?	
Yes	No
53	44

Are you aware of any contributions made by women police in the force?

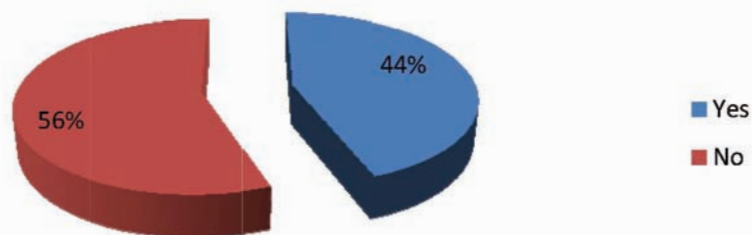


45 percent of the respondents were aware of the contributions made by women towards the police department, while 55 percent of the respondents had no knowledge of any contributions made by women police.

Have women police created impact within their respective communities in any manner?

Have women police created impact within their respective communities in any manner?	
Yes	No
43	54

Have women police created impact within their respective communities in any manner?

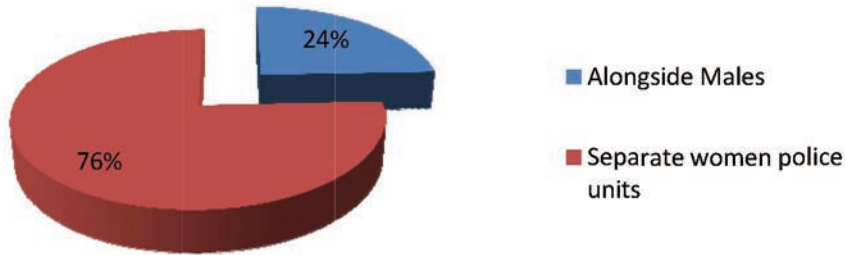


44 percent of the respondents were of the view that women police have created an impact in their respective communities, while 56 percent of the respondents perceived them to making no impact.

Do you think, female police personnel and male police personnel should work within the same police station or should women police have a separate unit?

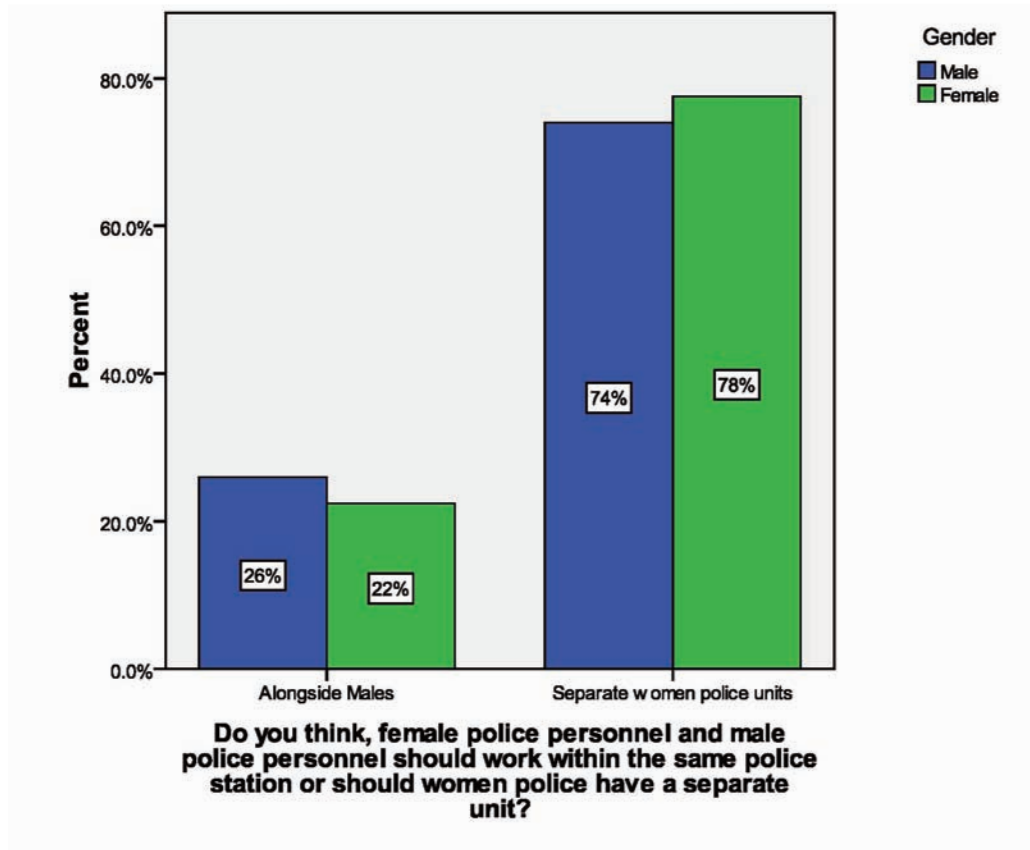
Do you think, female police personnel and male police personnel should work within the same police station or should women police have a separate unit?	
Alongside Males	Separate women police units
24	76

Do you think, female police personnel and male police personnel should work within the same police station or should women police have a separate unit?



24 percent respondents in Gilgit were of the view that women police should be placed alongside their male colleagues, while 76 percent of the respondents were of the opinion to place them separate from male counterparts.

Do you think, female police personnel and male police personnel should work within the same police station or should women police have a separate unit?			
Alongside Males		Separate women police units	
Gender		Gender	
Male	Female	Male	Female
13	11	37	38

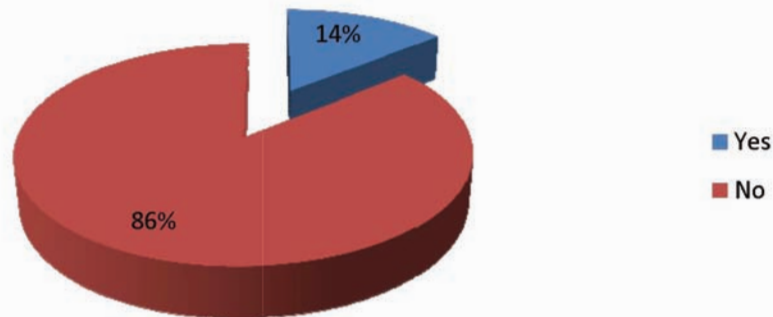


78 percent females agreed to the notion of appointing women police separate women police units, 74 percent of the males had similar views. In contrast 26 percent of the males and 22 percent females were of the opinion to place women police alongside male counterparts.

Are of aware of the presence of women police stations in your city?

Are you aware if there are any women police stations in your city?	
Yes	No
14	86

Are of aware of the presence of women police stations in your city?

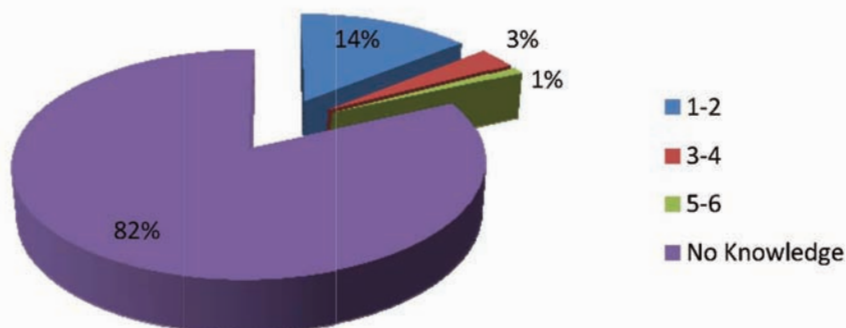


When asked about the awareness regarding the presence of women police stations in the city, 86 percent of the respondents had no knowledge, while 14 percent claimed that they had information regarding women police stations in the city.

If yes how many?

If yes how many?			
No Knowledge	1-2	3-4	5-6
81	14	3	1

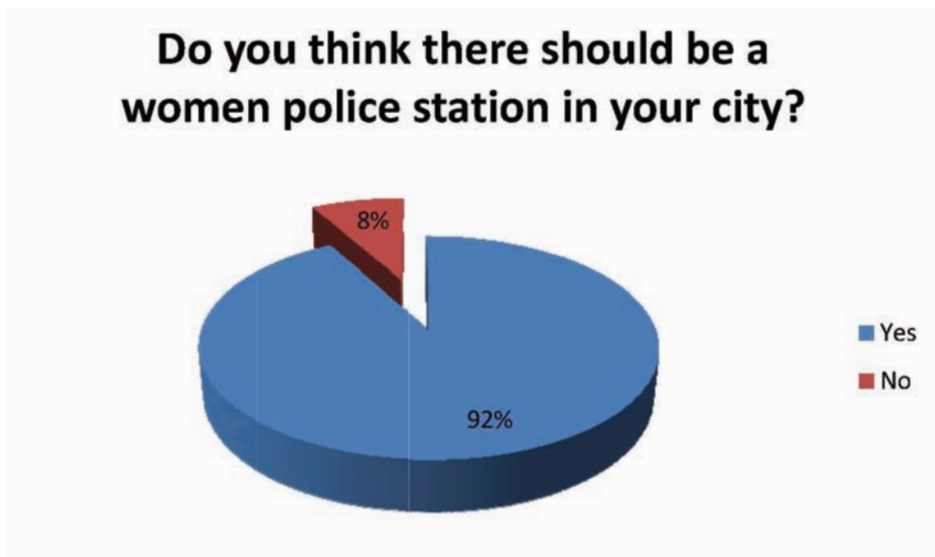
If yes how many



When further asked regarding the number of women police stations in the city, 14 percent of the respondents stated that there were 1 – 2 stations, while 3 percent respondents stated 3 – 4 and 1 percent stated 5 – 6 stations, 82 percent had no knowledge regarding the number of police stations.

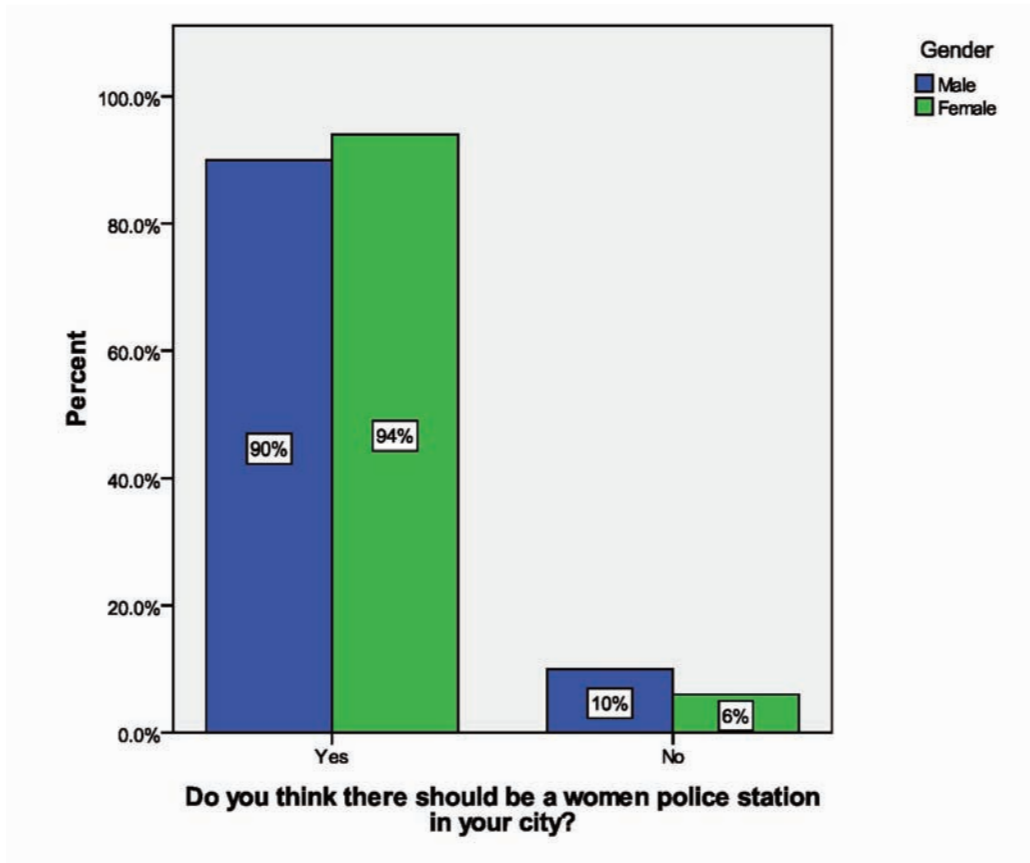
Do you think there should be a women police station in your city?

Do you think there should be a women police station in your city?	
Yes	No
92	8



92 percent were of the view that there should be a women police station in the city, while 8 percent of the respondents disagreed to having a women police station.

Do you think there should be a women police station in your city?			
Yes		No	
Gender		Gender	
Male	Female	Male	Female
45	47	5	3

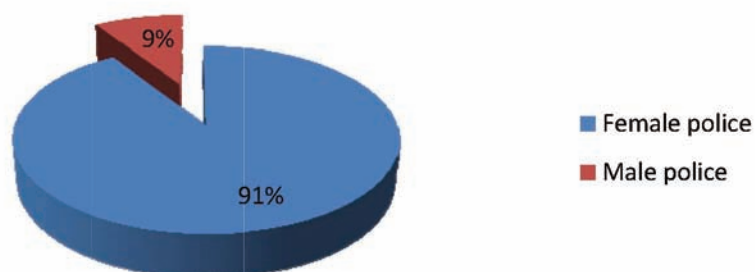


Those of the opinion for having a police station in the city 90 percent were males and 94 percent were females, while only 10 percent males and 6 percent females disagreed to a presence of women police station.

Who do you think is more suitable to help a woman in need of police intervention?

Who do you think is more suitable to help a woman in need of police intervention?	
Female police	Male police
90	9

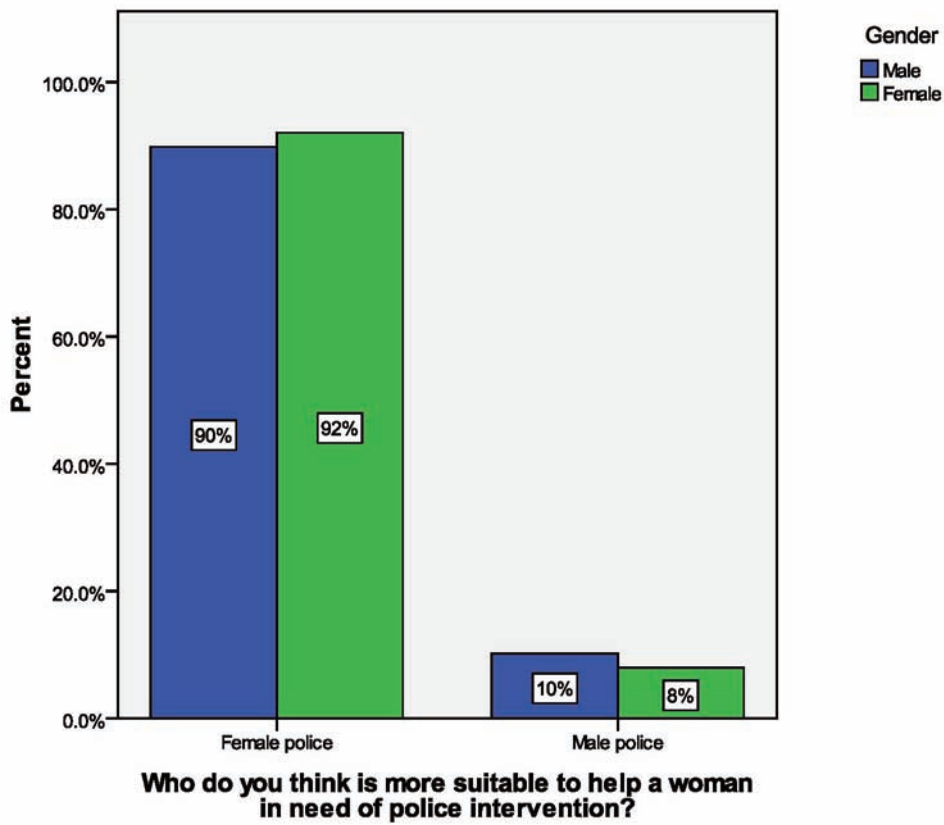
If a women needs police assistance, who would be more suitable?



When the respondents were asked regarding the suitable choice between male and female police for a woman, while in need of police intervention, 91 percent of the respondents were of the view that females should ask assistance from women police, while 9 percent were of the opinion that females should approach male police.

Do you think there should be a women police station in your city?

Yes		No	
Gender		Gender	
Male	Female	Male	Female
45	47	5	3



92 percent of the females and 90 percent of males were of the view that a woman in need of police intervention should approach women police. In contrast 10 percent of males and 8 percent of females felt that women should approach male police for intervention and assistance.

Survey Results of Karachi

Karachi is a major cosmopolitan city, the financial and economic hub of Pakistan, where according to UNDP estimates in 2007 the population is over 12.1 million.¹⁷ A total of 109 respondents were contacted in Karachi for the survey, out of which there were 59 males and 50 females. These further included 44 students, 32 professionals (teachers, doctors, journalists, lawyers and engineers), 3 housewives, 5 self employed (traders, businessmen and shopkeepers), 8 government sector employees, 10 private sector employees, 1 labourer, and 6 others who did not mention their professions.

A total of 77 percent of the respondents from the sample population in Karachi were of the view that police was an appropriate career choice for Pakistani women. However 23 percent of the respondents disagreed and did not consider police as a suitable choice of profession for women. 75 percent of males and 79 percent of females perceived the police department being an appropriate workplace for women, while 25 percent of the males and 21 percent of females disagreed. 74 percent of students, 88 percent professionals, 67 percent housewives, 40 percent self employed, 75 percent government employees and 90 percent private sector employees approved of the police department as a suitable workplace for women.

Interestingly, in contrast to the previous question, when it was asked, whether they would support their female family members to work in the police department, the reactions were more unfavourable. 39 percent of the respondents agreed to support their female family members. 58 percent of the female respondents and 63 percent of male respondents did not approve of allowing their female family members to join the police. 36 percent of the students, 44 percent professionals, 67 percent housewives, 25 percent government sector and 50 percent private sector employees agreed to allow the women in their family to join the police department.

69 percent of the respondents stated that they never had any interaction with women police, while 31 percent did have interaction with women police. According to the survey only 40 percent of the females and 25 percent of the male respondents had an interaction with women police, while 75 percent males and 40 percent females did not have any interaction with women police personnel. Out of this 18 percent of the students, 31 percent professionals, 33 percent housewives, 63 percent government sector employees and 70 percent private sector employees had any interaction with women police.

22 percent of the respondents perceived female police to be more prone to resorting to violent methods, while 78 percent carried the perception of male police as being more prone towards violence. 26 percent of the males and 17 percent females are of the view that female police resort to violent methods, while the rest perceived male police to be more prone to violent methods. A majority of every segment considers male

¹⁷ Pakistan Today. 2011. Karachi's population explosion far greater than experts' calculations. December 6, 2011. <http://www.pakistantoday.com.pk/2011/12/karachipercentE2percent80percent99s-population-explosion-far-greater-than-expertspercentE2percent80percent99-calculations/>

police to be more violent than their female counterparts, where 12 percent students, 20 percent professionals, 80 percent self employed and 40 percent private sector employees perceived female police as being more violent.

68 percent of the respondents felt more obliged to adhere to the instructions of male police, while 32 percent felt obliged to conform to the instructions of female police. There were 40 percent female respondents, who felt more obliged to adhering to instructions of women police. In contrast 25 percent of male respondents felt obliged to adhere to instructions of women police. According to distribution by various professions, 75 percent government sector, 79 percent professionals, 71 percent students, 67 percent housewives, 60 percent self employed and 50 percent private sector felt more obligated towards male police, while 29 percent students, 21 percent professionals, 33 percent housewives, 40 percent self employed, 25 percent government sector employees and 50 percent of private sector employees felt more obligated to listen to female police.

81 percent of respondents considered male police to be a symbol of authority, while 19 percent considered female police to be a symbol of authority. As compared to previous figures where 32 percent of the respondents felt more obliged to listen to instructions of female police. 17 percent of females and 20 percent of males perceive female police as having actual authority, while in the previous figures 40 percent of females and 25 percent males felt obliged to listen to female police. Among the various sections according to nature of profession, 14 percent students, 3 percent professionals, 60 percent self employed, 50 percent government sector employees and 20 percent private sector employees considered women police as a symbol of authority, while a majority perceived male police as a symbol authority.

69 percent of the total respondents in Karachi were of the view that female police personnel should be assigned to cases and crimes only specific to women, while 31 percent believed that they should not be limited to only cases pertaining to women victims and offenders. A majority of both males (75 percent) and females (63 percent) wanted women police to be assigned to only female related cases, while out of those who wanted female police not limited to such cases, there were 37 percent females and 25 percent males.

78 percent of the respondents were of the view that there was a need to women police, while 22 percent of the respondents did not perceive any need to increase women police. 77 percent males and 79 percent females perceived a need for increasing women police personnel in the department, while out of those who rejected any need to increase women presence in the police 23 percent were males and 21 percent were females.

79 percent of the respondents believed that there should be a women police station in the city, while 21 percent disagreed. Out of those, who were of the opinion for having a women police station in the city 75 percent were males and 83 percent were females, while 25 percent males and 17 percent females disagreed to a presence of women police station.

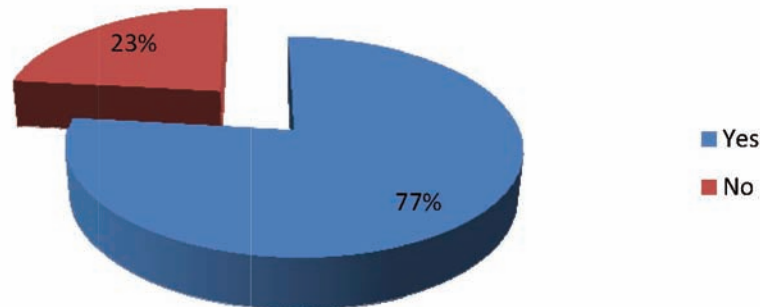
75 percent of the respondents were of the view that females should ask for assistance only from women police, while 25 percent were of the opinion that females should approach male police. 83 percent of the females and 68 percent of males were of the view that a woman in need of police intervention should approach women police. In contrast 32 percent of males and 17 percent of females felt that women should approach male police.

Following is a detailed description of the public’s perception in Karachi regarding the presence of women in the police department:

Do you think that police department is appropriate for Pakistani women?

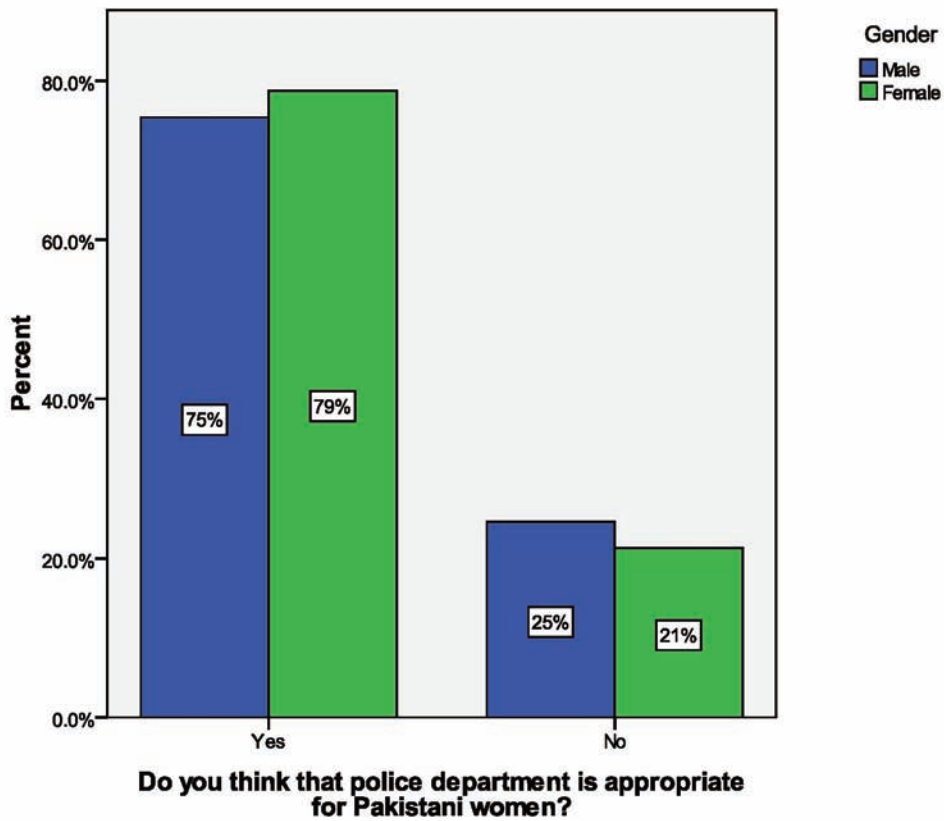
Do you think that police department is appropriate for Pakistani women?	
Yes	No
83	25

Do you think that police department is appropriate for Pakistani women?



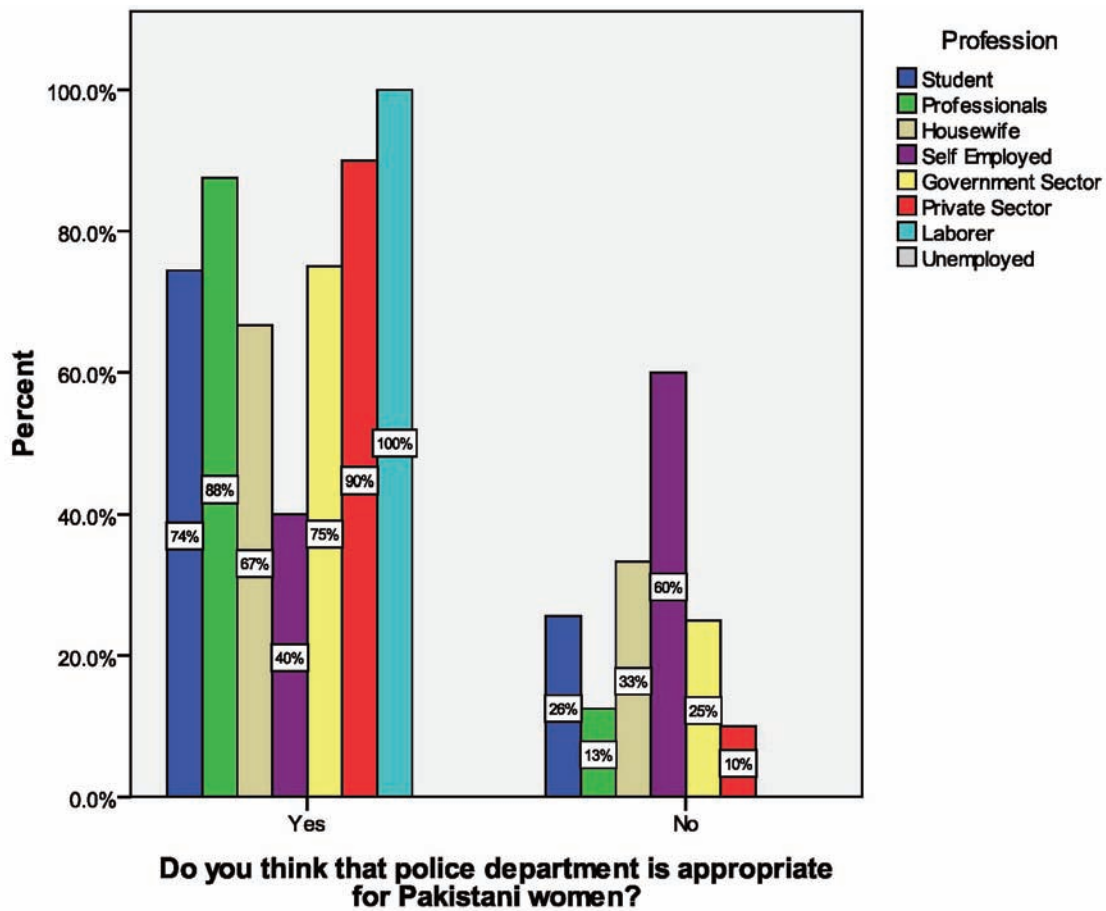
77 percent of the respondents were of the view that police was an appropriate career choice for Pakistani women and 23 percent of the respondents disagreed.

Do you think that police department is appropriate for Pakistani women?			
Yes		No	
Gender		Gender	
Male	Female	Male	Female
46	37	15	10



A total of 75 percent of the males and 79 percent of the females perceived the police department being an appropriate workplace for women, while 25 percent of the males and 21 percent of females disagreed.

Do you think that police department is appropriate for Pakistani women?		
Profession	Yes	No
Not Mentioned	3	3
Student	32	11
Professionals	28	4
Housewife	2	1
Self Employed	2	3
Government Sector	6	2
Private Sector	9	1
Laborer	1	0
Unemployed	0	0



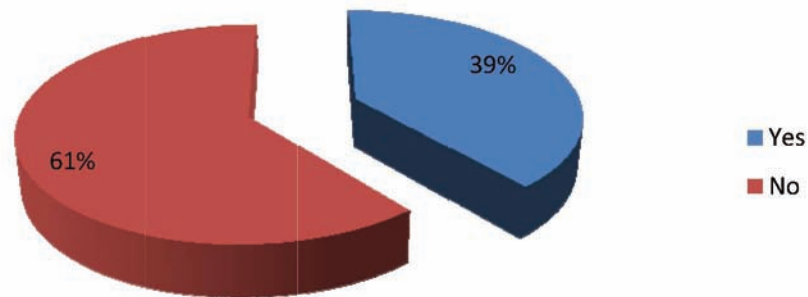
74 percent of the students, 88 percent professionals, 67 percent housewives, 40 percent self employed, 75 percent government employees and 90 percent private sector employees approved of the police department as a suitable workplace for women.

Would you allow your sister/daughter to become police women?

Would you allow your sisters/daughters to become a police woman?

Yes	No
42	66

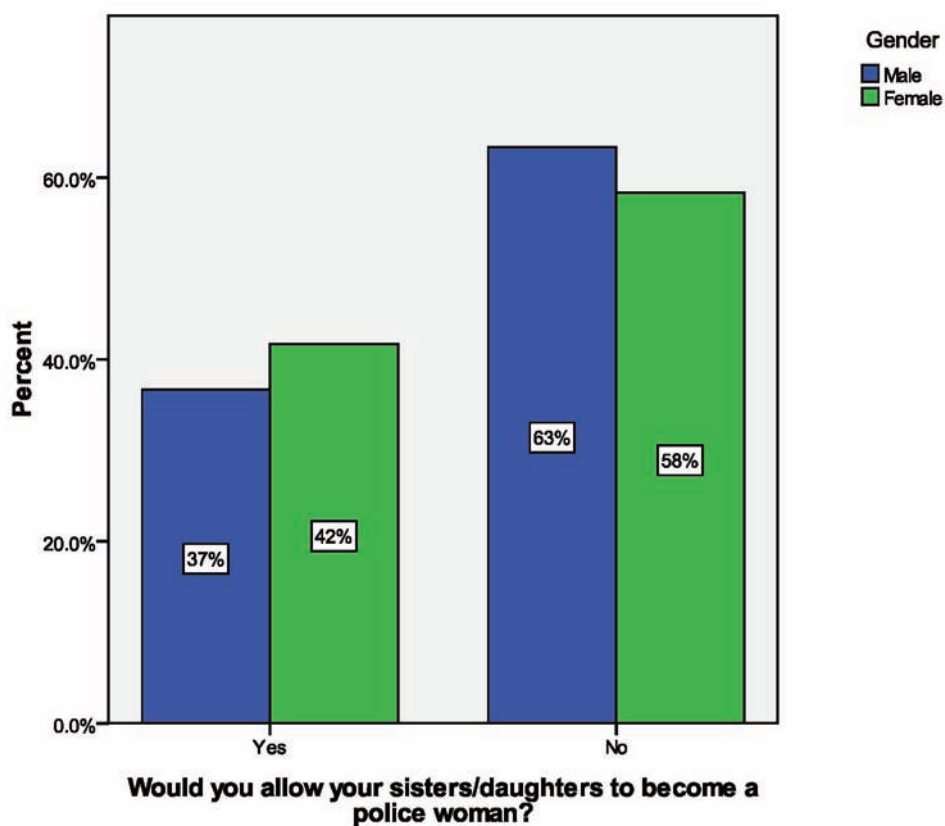
Would you allow your sister/daughter to become police women?



In contrast to the previous question, when it was asked from the respondents, whether supporting or allowing their female family members to work in the police department, the reactions were averse and 39 percent of the respondents agreed to supporting their female family members to opt for the police.

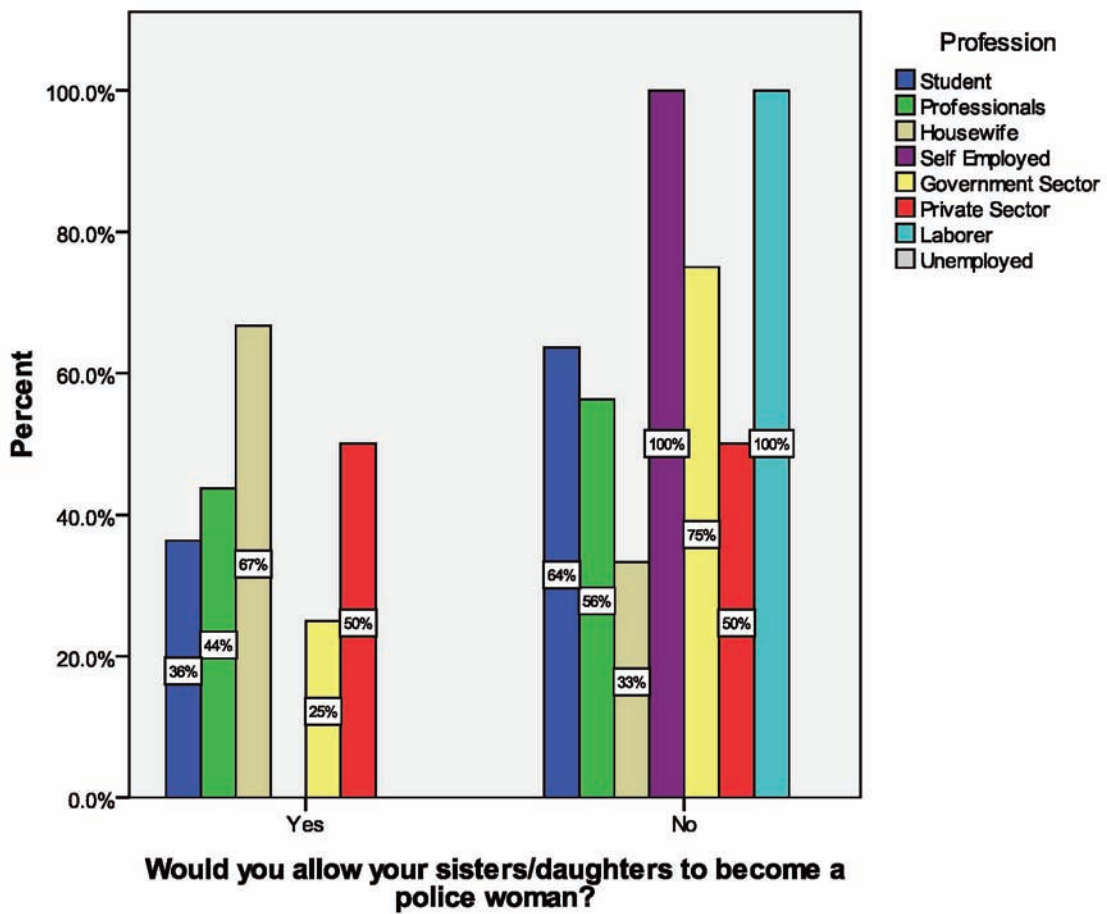
Many of those, exactly 41 people who had in the previous question approved of the police department being suitable for women, now showed disapproval for any of their sisters and daughters joining the department. In the following figures we can see that further 24 males and 17 females have now disagreed as compared to previous question, when it came to allowing their female family members to join the police.

Would you allow your sisters/daughters to become a police woman?			
Yes		No	
Gender		Gender	
Male	Female	Male	Female
22	20	38	28



42 percent of the female and 37 percent of the male respondents approved of allowing their female family members to join the police.

Would you allow your sisters/daughters to become a police woman?		
Profession	Yes	No
Not Mentioned	3	2
Student	16	28
Professionals	14	18
Housewife	2	1
Self Employed	0	5
Government Sector	2	6
Private Sector	5	5
Laborer	0	1
Unemployed	0	0

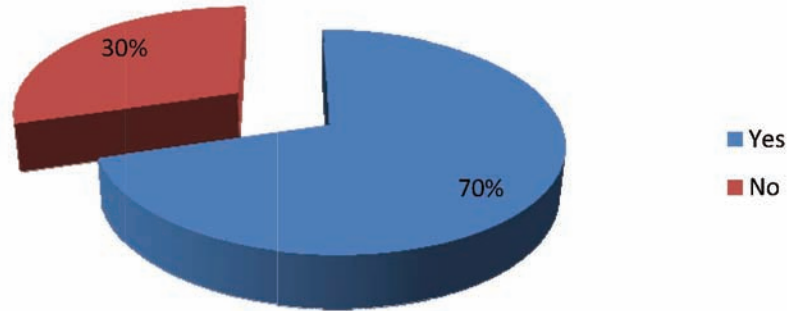


36 percent of the students, 44 percent professionals, 67 percent housewives, 25 percent government sector and 50 percent private sector agreed to allow the women in their family to join the police department.

Have you ever observed women police on duty?

Have you ever observed women police on duty?	
Yes	No
76	32

Have you ever observed women police on duty?

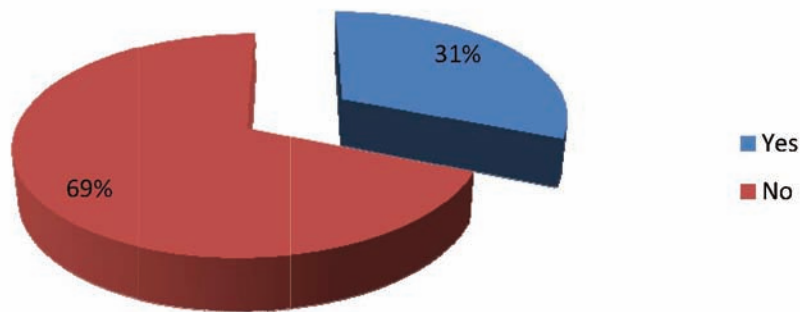


Approximately 70 percent of the respondents conveyed during the survey that they had observed women police performing their duties, while 30 percent of the respondents had never observed or seen women police on duty.

Have you ever had any interaction with women police personnel?

Have you ever had any interaction with women police personnel?	
Yes	No
34	75

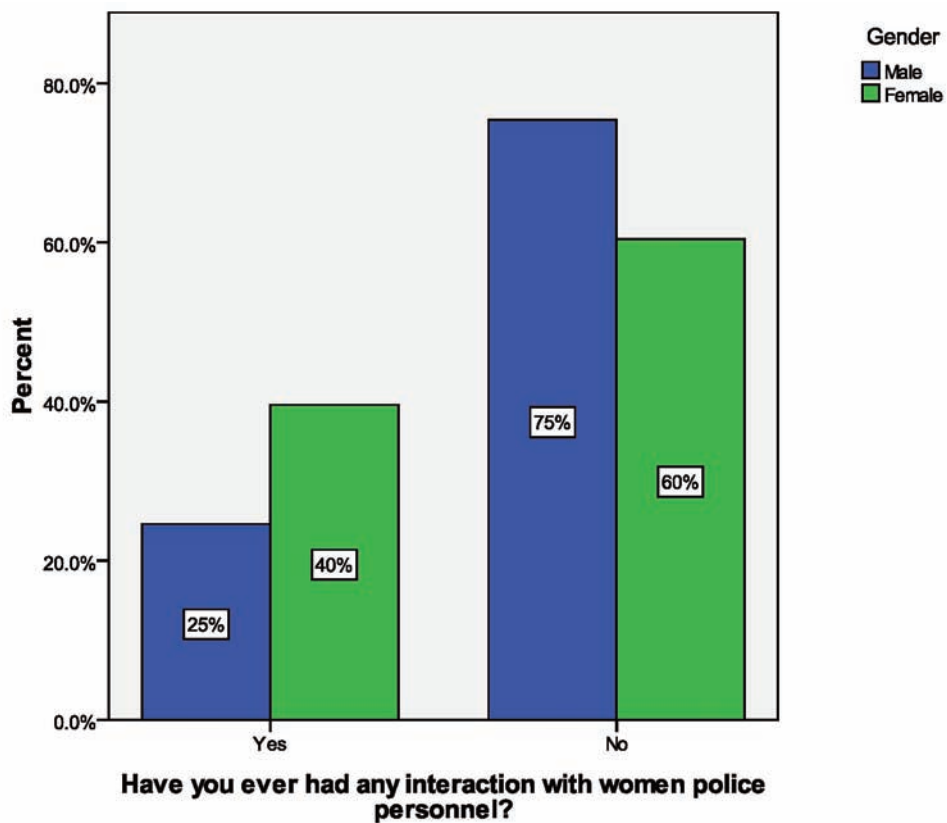
Have you ever had any interaction with women police personnel?



69 percent of the respondents stated that they never had any interaction with female police personnel, while 31 percent did have interaction with women police.

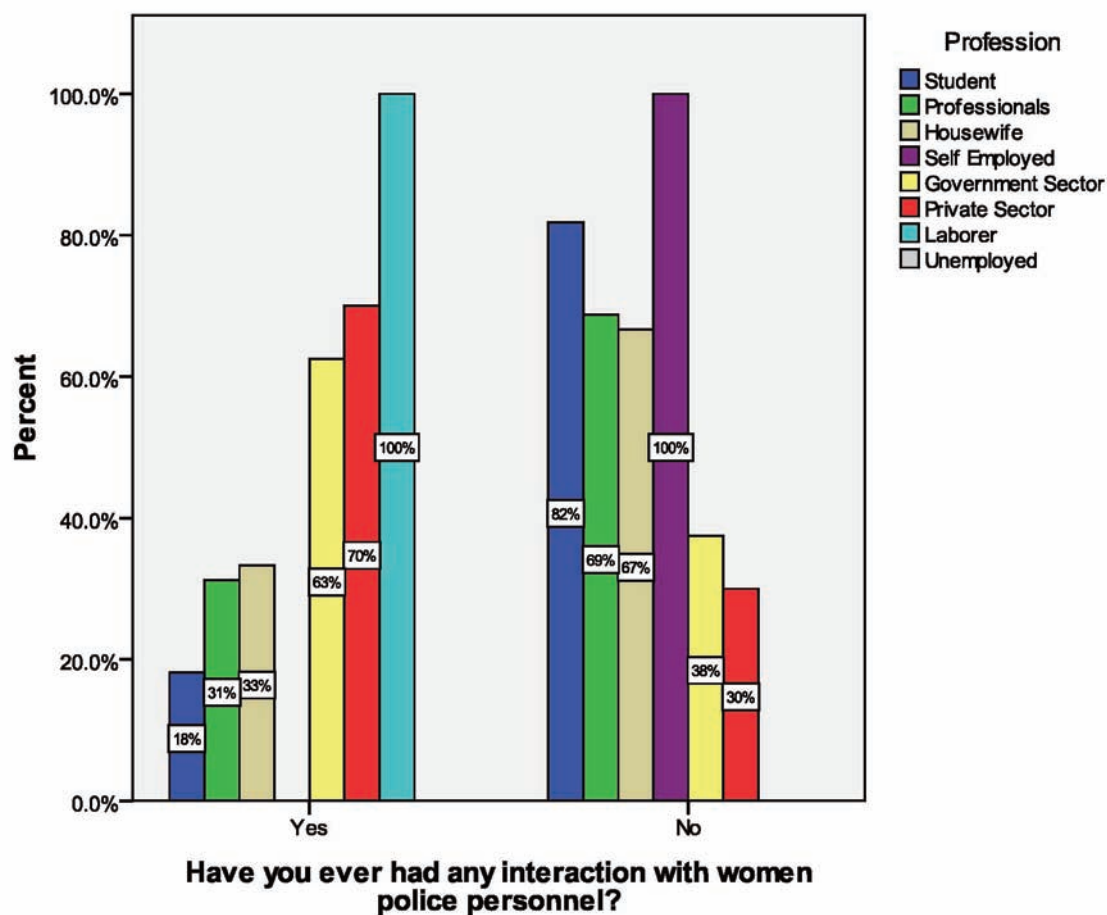
Have you ever had any interaction with women police personnel?

Yes		No	
Gender		Gender	
Male	Female	Male	Female
15	19	46	29



40 percent of the females and 25 percent of the male respondents had an interaction with women police, while 60 percent of males and 75 percent females did not have any interaction with women police personnel.

Have you ever had any interaction with women police personnel?		
Profession	Yes	No
Not Mentioned	2	4
Student	8	36
Professionals	10	22
Housewife	1	2
Self Employed	0	5
Government Sector	5	3
Private Sector	7	3
Laborer	1	0
Unemployed	0	0

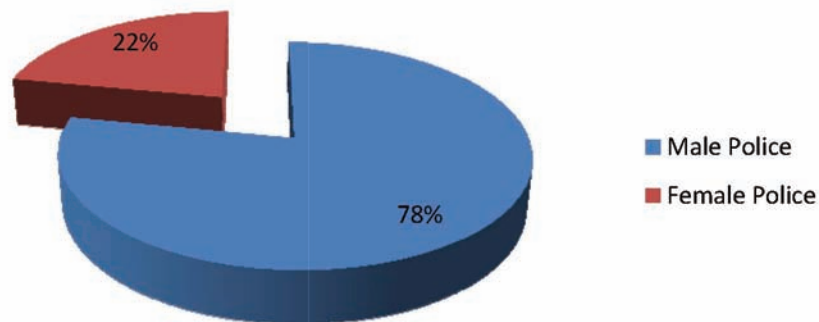


18 percent of the students, 31 percent professionals, 33 percent housewives, 63 percent government sector employees, and 70 percent private sector employees had any interaction with women police, while 82 percent students, 69 percent professionals, 67 percent housewives 100 percent self employed, 38 percent government employees and 30 percent private sector employees had no interaction.

Who do you think is more prone to resorting to violent methods?

Who do you think is more prone to resorting to violent methods?	
Male Police	Female Police
82	23

Who do you think is more prone to resorting to violent methods?

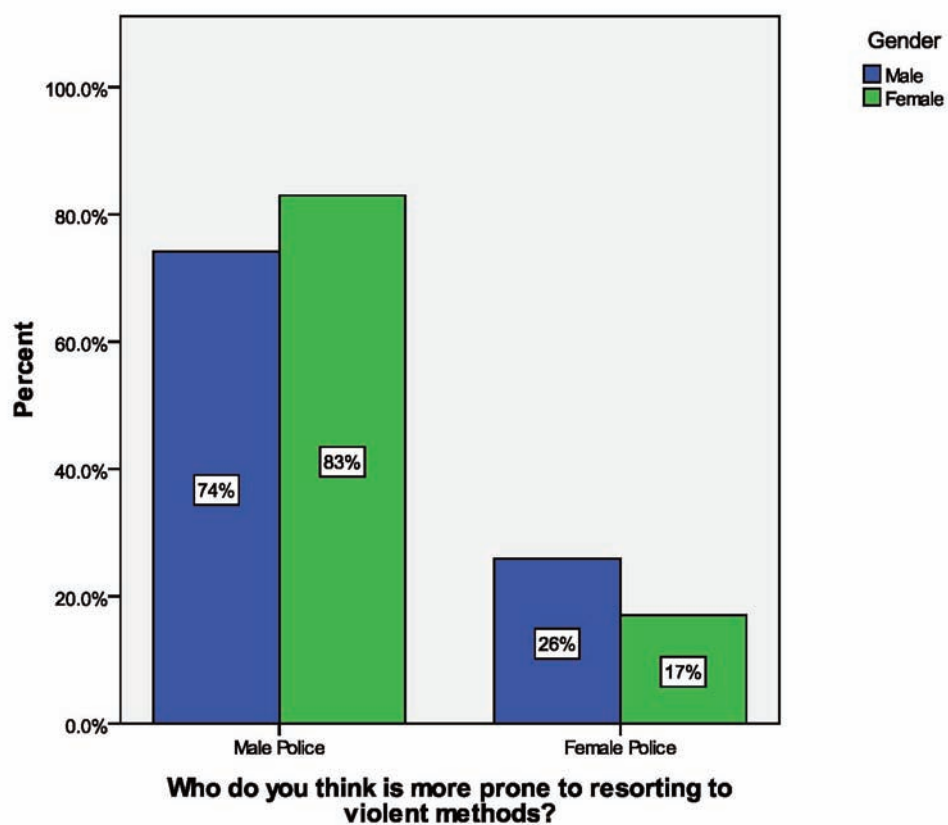


As compared to the previous question one can see that 31 percent had interaction with female police, while 22 percent of the respondents perceived female police to be more prone to resorting to violent methods. The rest 78 percent carried the perception of male police as being more prone towards violence.

In the figures given below, 26 percent of the males and 17 percent females are of the view that female police resorts to violent methods. As compared to the previous question, 25 percent of the males had any interaction with women police, but 26 percent perceived them as more prone towards violence.

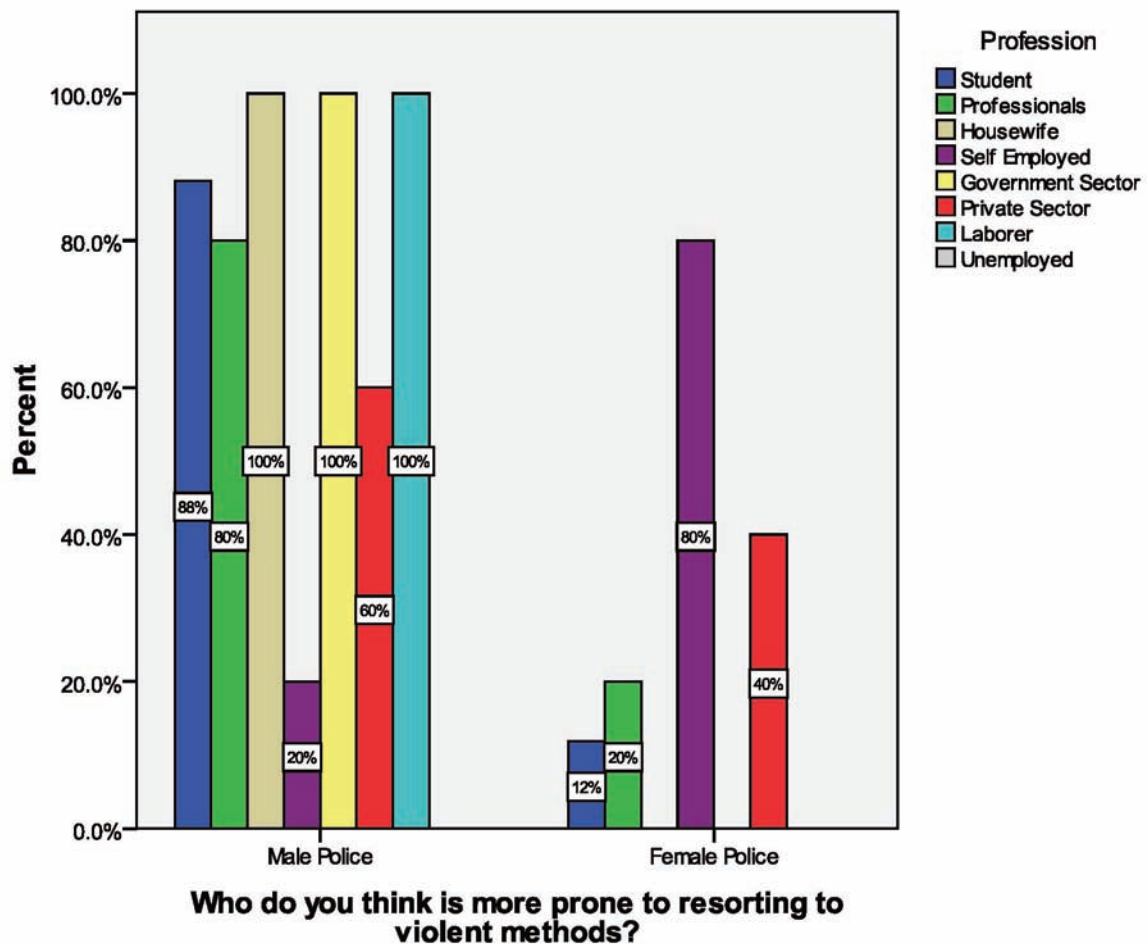
Who do you think is more prone to resorting to violent methods?

Male Police		Female Police	
Gender		Gender	
Male	Female	Male	Female
43	39	15	8



Who do you think is more prone to resorting to violent methods?

Profession	Yes	No
Not Mentioned	2	4
Student	37	5
Professionals	24	6
Housewife	3	0
Self Employed	1	4
Government Sector	8	0
Private Sector	6	4
Laborer	1	0
Unemployed	0	0

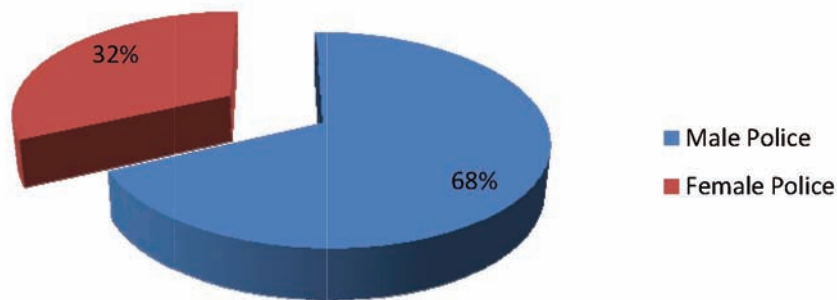


A majority of every segment considers male police to be more violent than their female counterparts, as is evident from the above figures, where 12 percent students, 20 percent professionals, 80 percent self employees and 40 percent private sector employee perceived female police as being more violent.

You feel more obliged to adhere to instructions and guidance of...

You feel more obliged to adhere to instructions and guidance of	
Male Police	Female Police
66	31

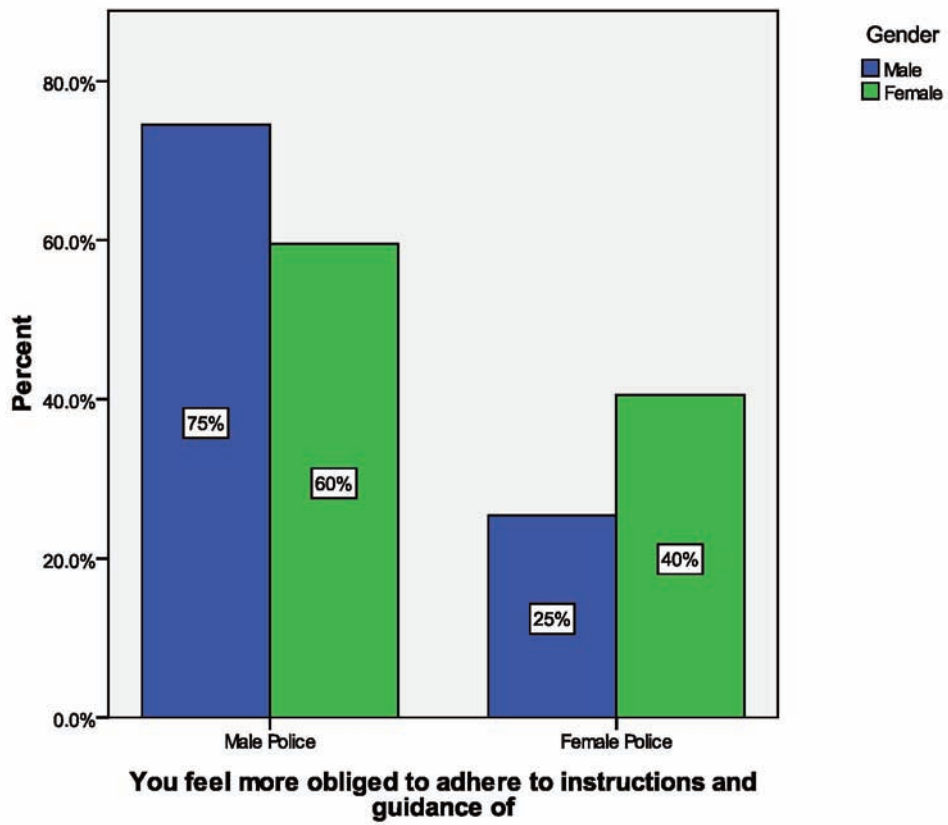
You feel more obliged to adhere to instructions and guidance of?



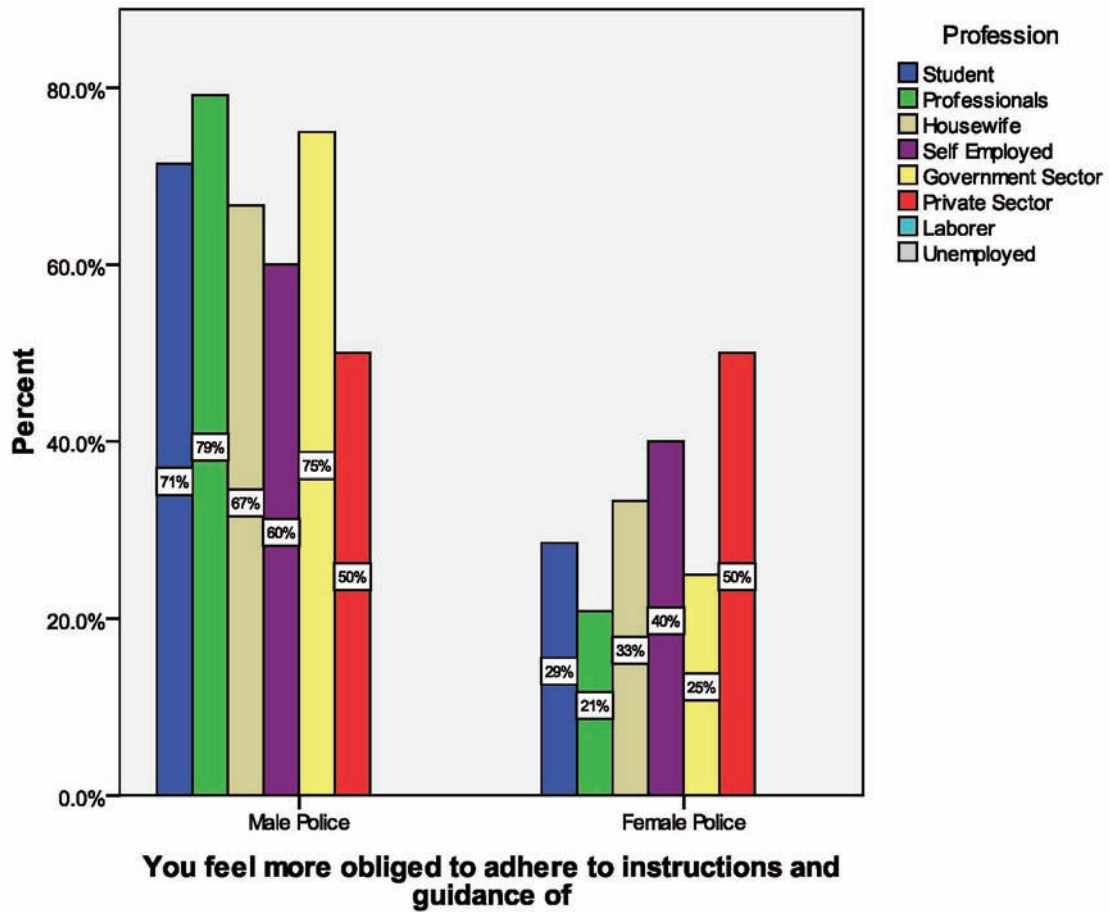
68 percent of the respondents felt more obliged to adhere to the instructions of male police, while 32 percent felt obliged to listen and conform to the instructions of female police.

The following figures show that 40 percent of the female respondents felt more obliged to adhere to instructions of women police. In contrast 25 percent of male respondents felt obliged to adhere to instructions of women police.

You feel more obliged to adhere to instructions and guidance of			
Male Police		Female Police	
Gender		Gender	
Male	Female	Male	Female
41	25	14	17



You feel more obliged to adhere to instructions and guidance of		
Profession	Male Police	Female Police
Not Mentioned	1	4
Student	30	12
Professionals	19	5
Housewife	2	1
Self Employed	3	2
Government Sector	6	2
Private Sector	5	5
Laborer	0	0
Unemployed	0	0

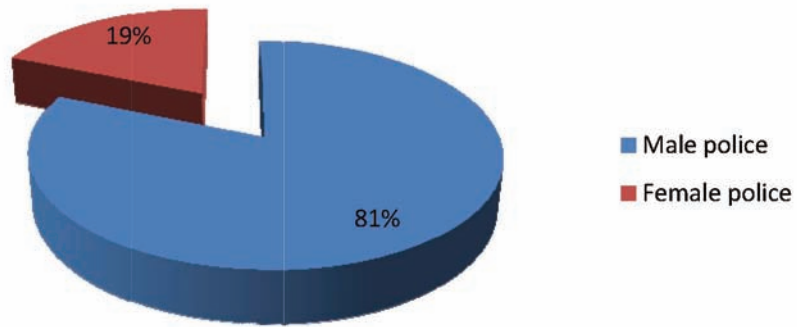


According to distribution by various professions, the government sector and professionals 75 percent and 79 percent respectively, 71 percent students, 67 percent housewives, 60 percent self employed and 50 percent private sector felt more obligated towards male police, while students (29 percent), professionals (21 percent) housewives (33 percent), self employed (40 percent) government sector employees (25 percent) and 50 percent of private sector employees felt more obligated to listen to male police.

Who do you consider a symbol of authority?

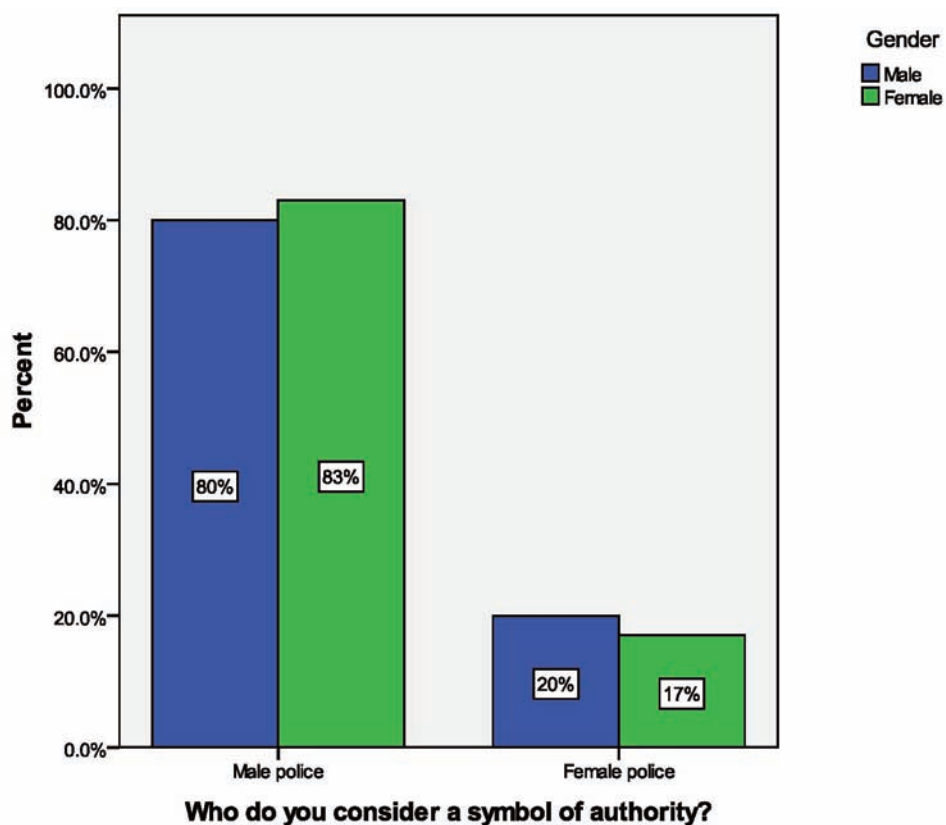
Who do you consider a symbol of authority?	
Male Police	Female Police
87	20

Who do you consider a symbol of authority?

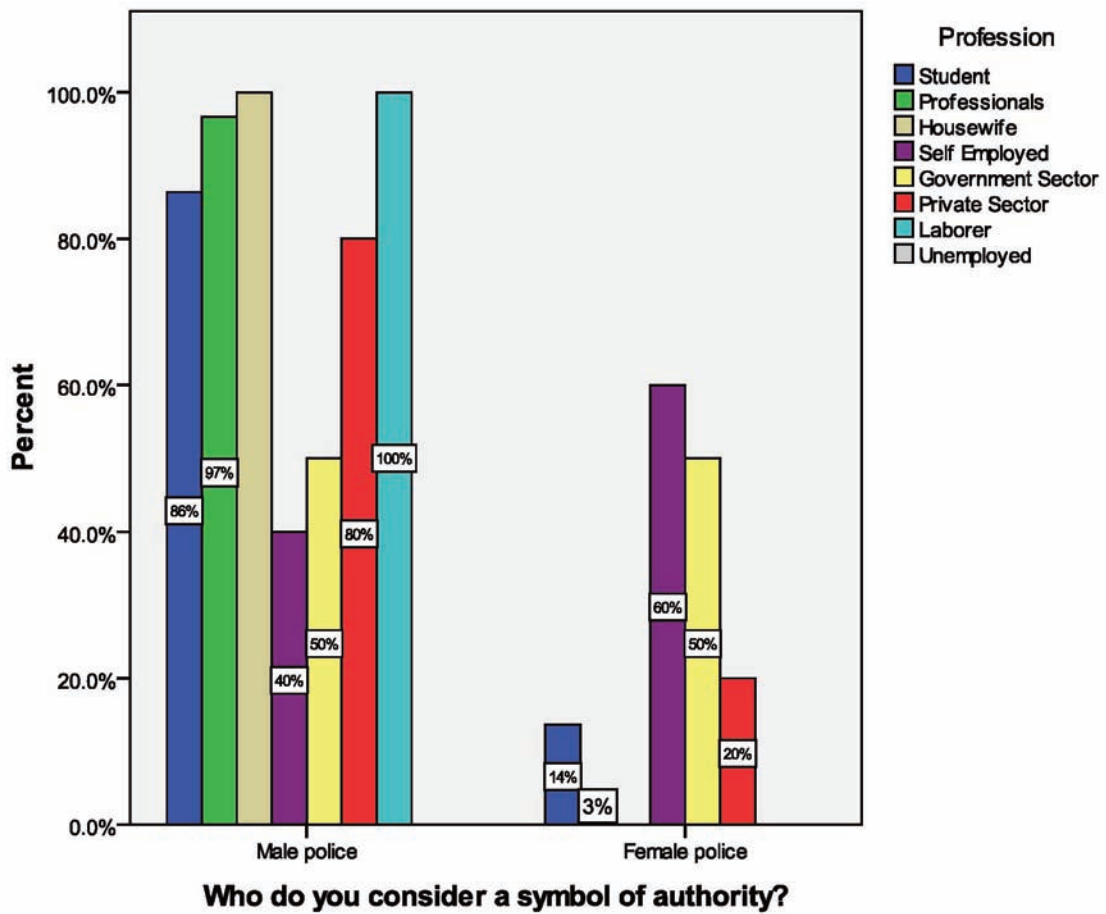


81 percent of the respondents considered male police to be a symbol of authority, while 19 percent considered female police to be a symbol of authority. 17 percent of females and 20 percent males accept or perceive female police as having authority.

Who do you consider a symbol of authority?			
Male Police		Female Police	
Gender		Gender	
Male	Female	Male	Female
48	39	12	8



Who do you consider a symbol of authority?		
Profession	Male Police	Female Police
Not Mentioned	2	4
Student	38	6
Professionals	29	1
Housewife	3	0
Self Employed	2	3
Government Sector	4	4
Private Sector	8	2
Laborer	1	0
Unemployed	0	0

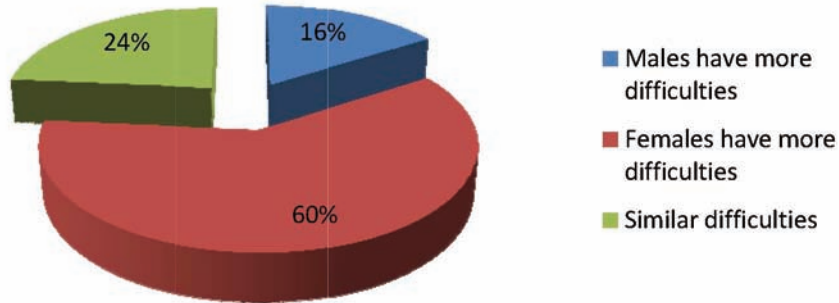


14 percent students, 3 percent professionals, 60 percent self employees, 50 percent government sector employees and 20 percent private sector employees considered women police as a symbol of authority, while a majority perceived male police to be a symbol of authority.

Do you think male and female police personnel face the same number and intensity of challenges at workplace in particular and society in general?

Do you think male and female police personnel face the same number and intensity of challenges at workplace in particular and society in general?		
Males have more difficulties	Females have more difficulties	Similar difficulties
17	64	25

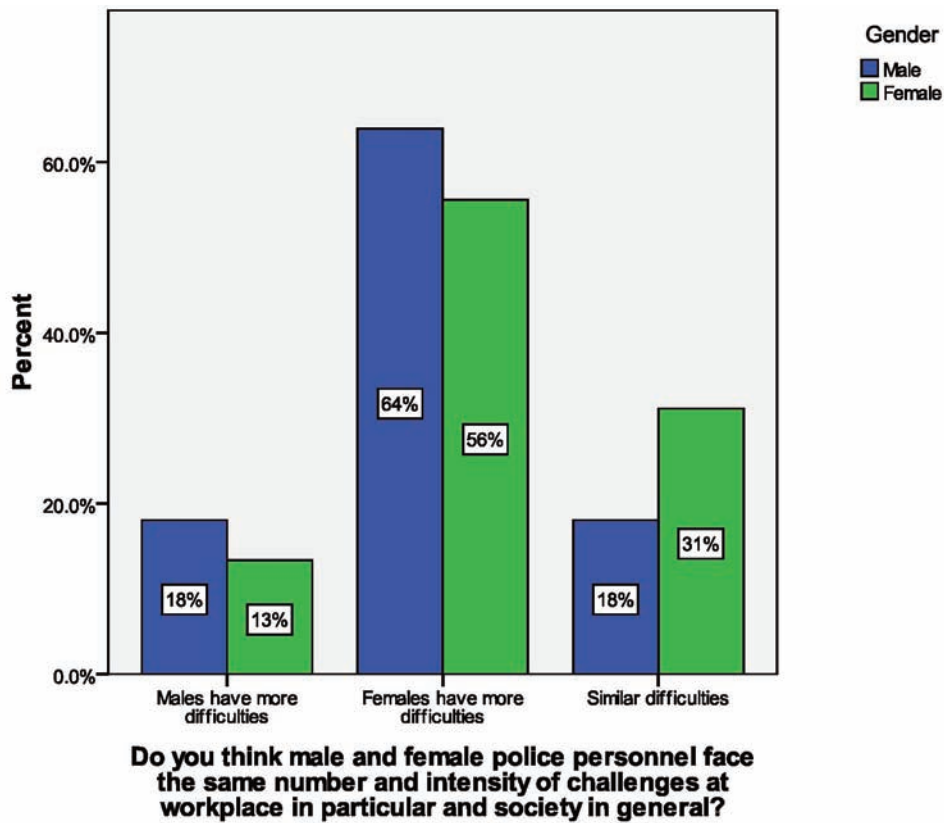
Do you think male and female police personnel face the same number and intensity of challenges at workplace in particular and society in general?



When the respondents were asked of the intensity of challenges faced by male and police personnel at their workplace and in their society, 60 percent were of the view that females face more challenges, 16 percent responded that males face more challenges, while 24 percent perceived of both facing similar level of challenges.

Do you think male and female police personnel face the same number and intensity of challenges at workplace in particular and society in general?

Males have more difficulties		Females have more difficulties		Similar difficulties	
Gender		Gender		Gender	
Male	Female	Male	Female	Male	Female
11	6	39	25	11	14

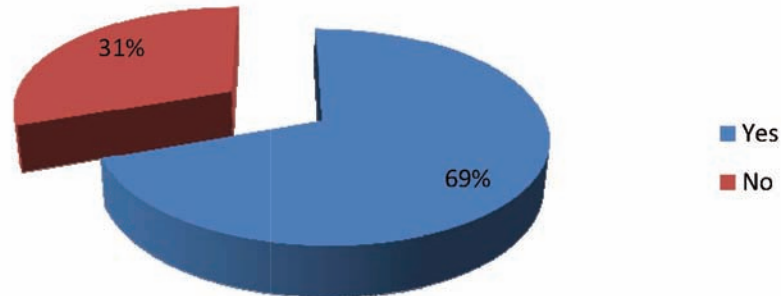


64 percent males and 56 percent females were of the view that female police face more challenges in the society. 18 percent males and 13 percent females believed that male police face more difficulties, while 18 percent males and 31 percent females believed that both male and female police face similar level of difficulties.

Should female police personnel be assigned to cases and crimes only specific to women and handling of female offenders?

Should female police personnel be assigned to cases and crimes only specific to women and handling of female offenders?	
Yes	No
75	33

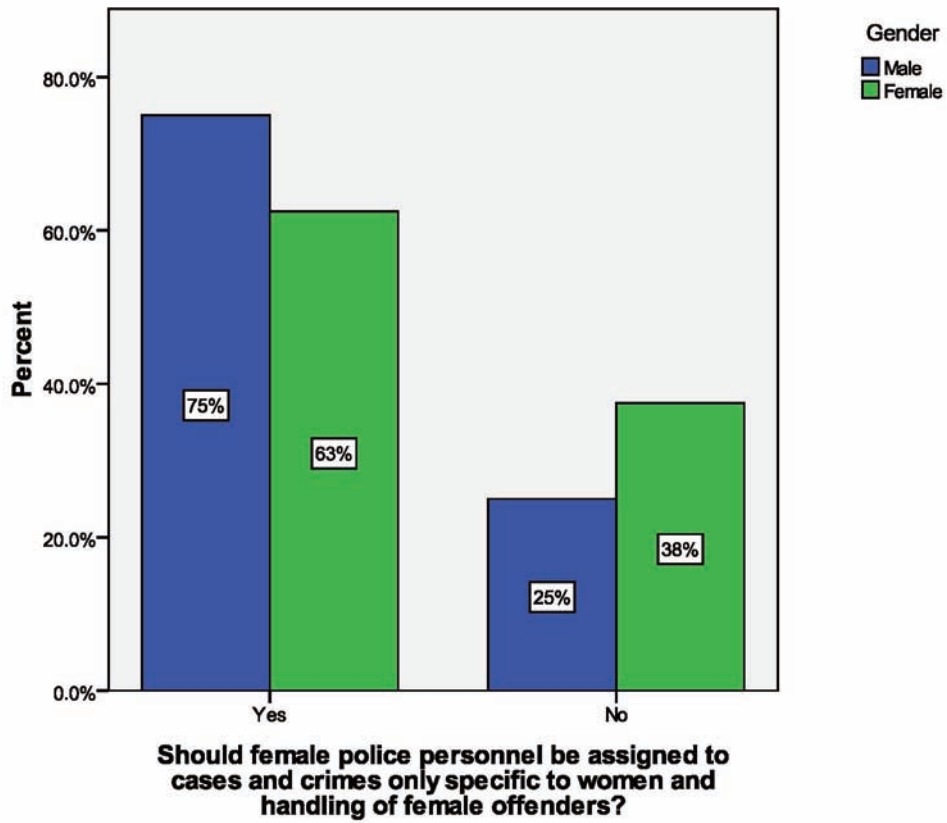
Should female police personnel be assigned to cases and crimes only specific to women and handling of female offenders?



69 percent of the total respondents in Karachi were of the view that female police personnel should be assigned to cases and crimes only specific to women, while 31 percent were of the view that they should not be limited to only such cases.

75 percent males and 63 percent females wanted women police to be assigned to only female related cases, while out of those who wanted female police not limited to such cases, there were approximately 38 percent females and 25 percent males.

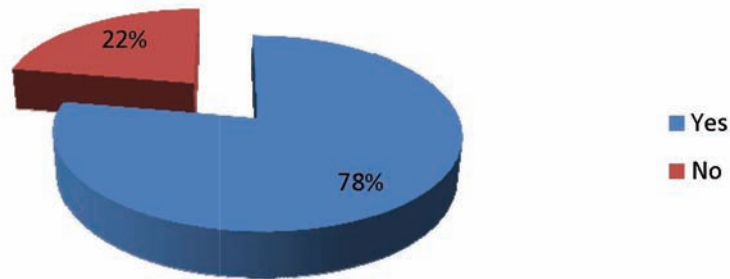
Should female police personnel be assigned to cases and crimes only specific to women and handling of female offenders?			
Yes		No	
Gender		Gender	
Male	Female	Male	Female
45	30	15	18



In your opinion, is there a need to increase the number of women in the police?

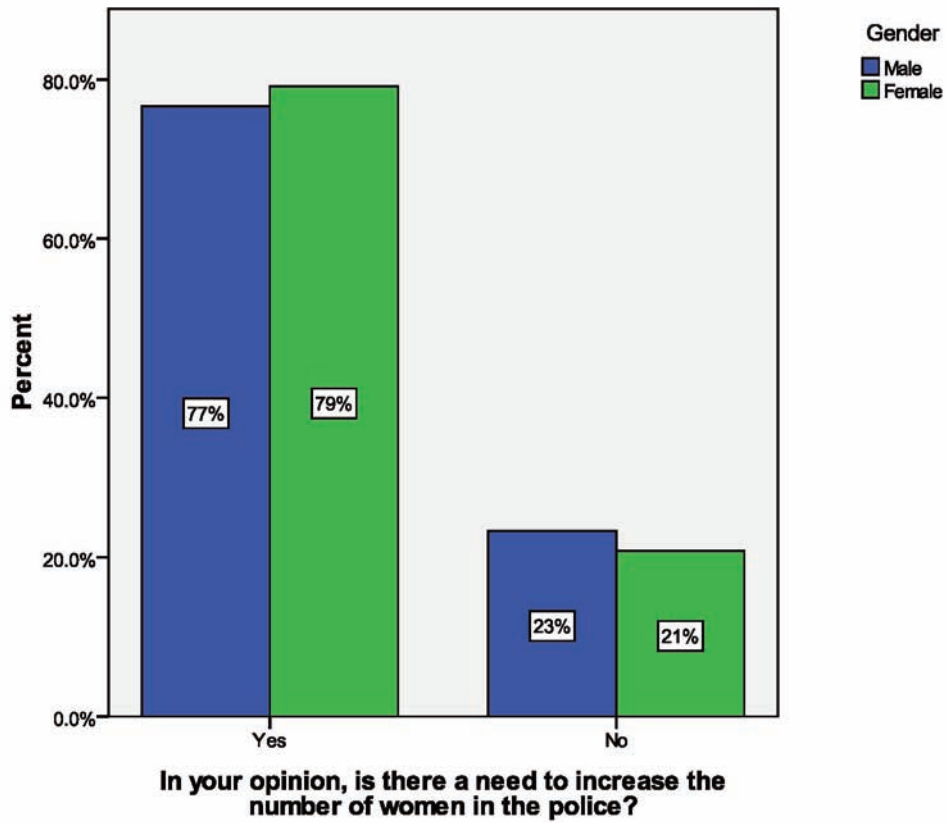
In your opinion, is there a need to increase the number of women in the police?	
Yes	No
84	24

In your opinion, is there a need to increase the number of women in the police?



78 percent of the respondents believed that there was a need to increase women police, while 22 percent of the respondents did not.

In your opinion, is there a need to increase the number of women in the police?			
Yes		No	
Gender		Gender	
Male	Female	Male	Female
46	48	14	10

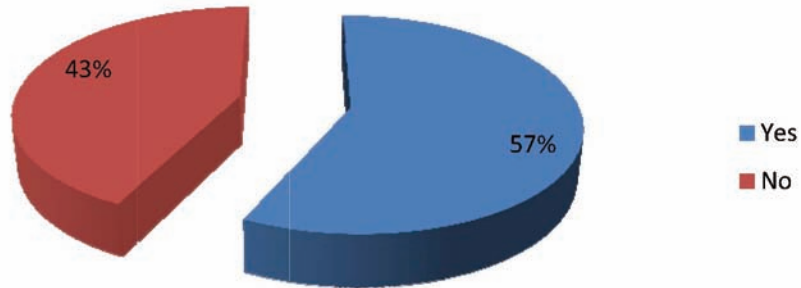


77 percent males and 79 percent females reported a need to increase women police, while out of those who rejected any need 23 percent were males and 21 percent were females.

Are you aware of any contributions made by women police?

Are you aware of any contributions made by women police?	
Yes	No
60	45

Are you aware of any contributions made by women police in the force?

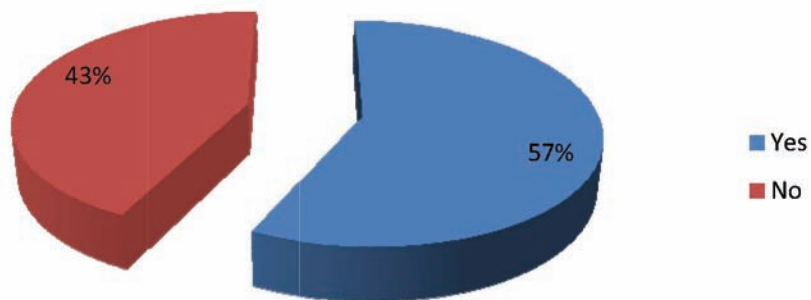


57 percent of the respondents were aware of the contributions made by women towards the police department, while 43 percent of the respondents had no knowledge of any such contributions.

Have women police created impact within their respective communities in any manner?

Have women police created impact within their respective communities in any manner?	
Yes	No
60	45

Have women police created impact within their respective communities in any manner?

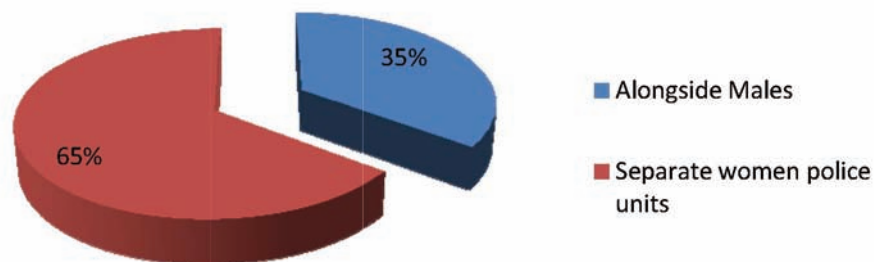


57 percent of the respondents were of the view that women police have made an impact in their respective communities, while 43 percent of the respondents perceived no impact.

Do you think, female police personnel and male police personnel should work within the same police station or should women police have a separate unit?

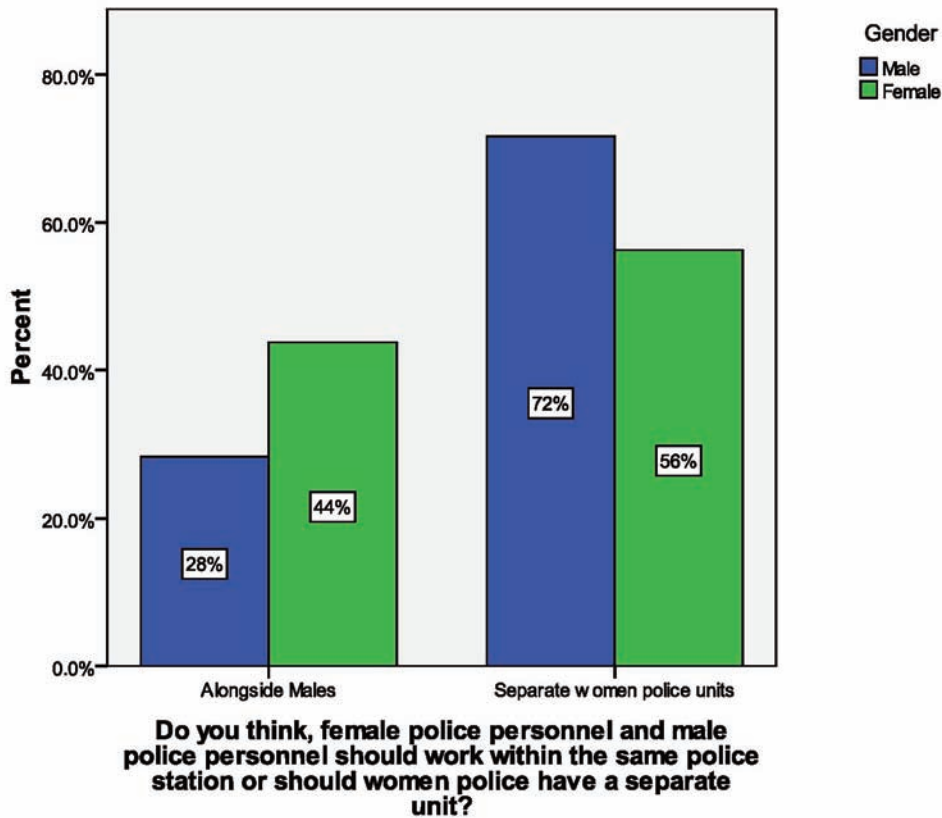
Do you think, female police personnel and male police personnel should work within the same police station or should women police have a separate unit?	
Alongside Males	Separate women police units
38	70

Do you think, female police personnel and male police personnel should work within the same police station or should women police have a separate unit?



65 percent of the respondents were of the view that women police should be placed separate from male police, while 35 percent of the respondents were of the opinion to place them alongside their male counterparts.

Do you think, female police personnel and male police personnel should work within the same police station or should women police have a separate unit?			
Alongside Males		Separate women police units	
Gender		Gender	
Male	Female	Male	Female
17	21	43	27

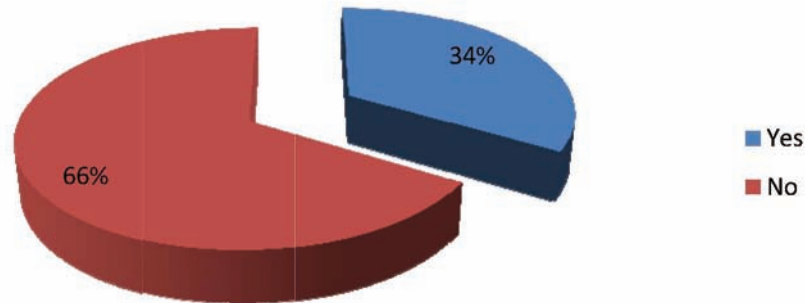


56 percent females and 72 percent males agreed to the notion of appointing women police in separate women police units. In contrast 28 percent of the males and 44 percent females were of the opinion to place women alongside male.

Are of aware of the presence of women police stations in your city?

Are you aware if there are any women police stations in your city?	
Yes	No
36	71

Are of aware of the presence of women police stations in your city?

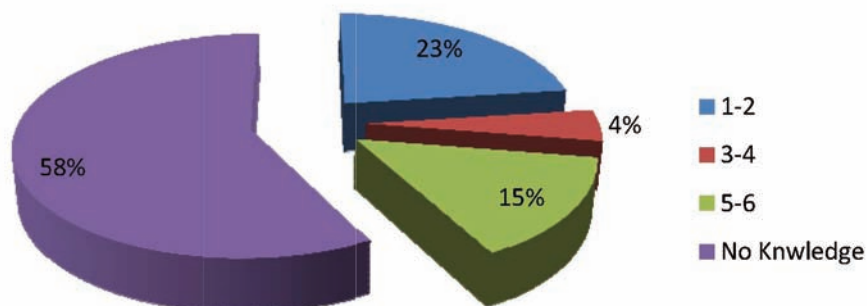


When asked about the awareness regarding the presence of women police stations in the city, 66 percent of the respondents had no knowledge, while 34 percent claimed that they had information regarding women police stations in the city.

If yes how many?

If yes how many?			
No Knowledge	1-2	3-4	5-6
63	25	5	16

If yes how many

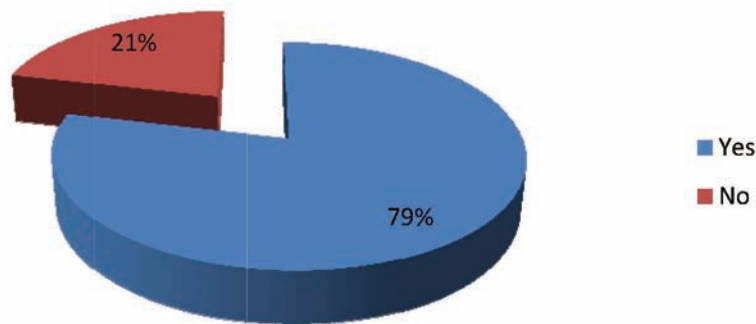


When further asked regarding the number of women police stations in the city, 23 percent of the respondents stated that there were 1 – 2 stations, while 4 percent respondents stated 3 – 4 and 15 percent stated 5 – 6 stations, while 58 percent had no knowledge regarding the number of police stations.

Do you think there should be a women police station in your city?

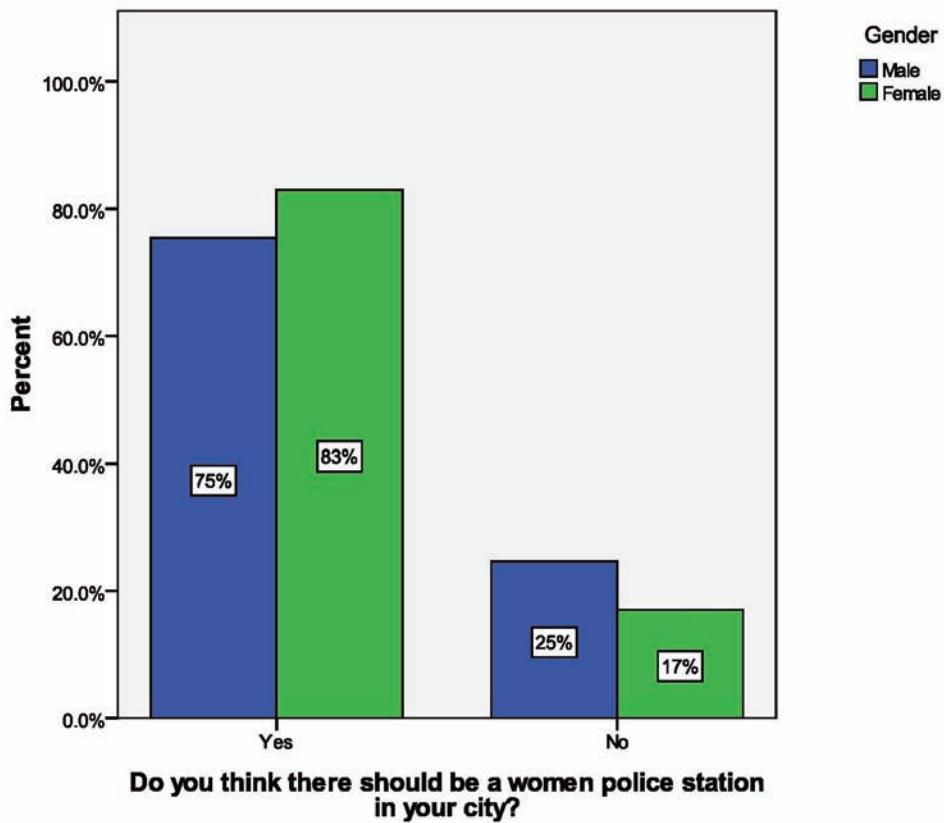
Do you think there should be a women police station in your city?	
Yes	No
85	23

Do you think there should be a women police station in your city?



79 percent respondents were of the view that there should be a women police station in the city, while 21 percent of the respondents disagreed.

Do you think there should be a women police station in your city?			
Yes		No	
Gender		Gender	
Male	Female	Male	Female
46	39	15	8

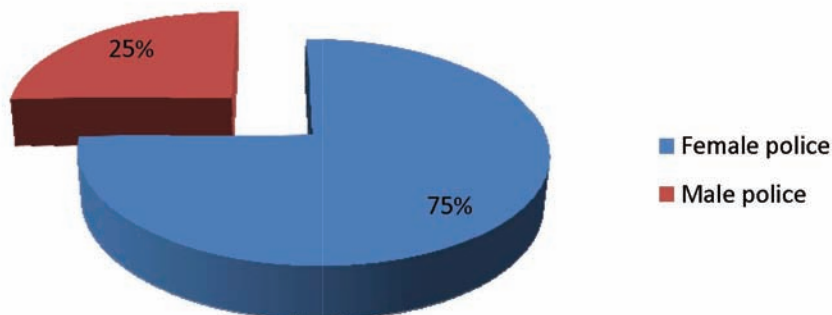


Out of those of the opinion for having a police station in the city 75 percent were males and 83 percent were females, while 25 percent males and 17 percent females disagreed.

Who do you think is more suitable to help a woman in need of police intervention?

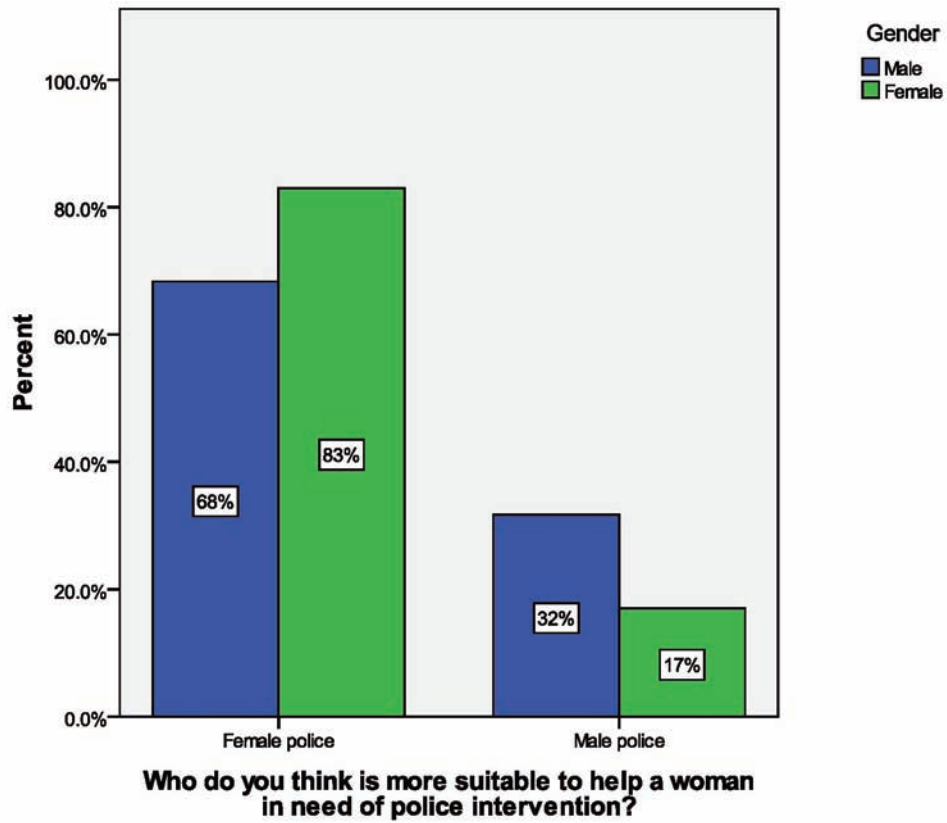
Who do you think is more suitable to help a woman in need of police intervention?	
Female police	Male police
80	27

If a women needs police assistance, who would be more suitable?



75 percent of the respondents were of the view that females should ask assistance from women police, while 25 percent were of the opinion that females should approach male police.

Who do you think is more suitable to help a woman in need of police intervention?			
Female police		Male police	
Gender		Gender	
Male	Female	Male	Female
41	39	19	8



83 percent of the females and 68 percent of males were of the view that a woman in need of police intervention should approach only women police. In contrast 32 percent of males and 17 percent of females felt that women should approach male police for intervention and assistance.

Survey Results of Lahore

The city of Lahore is the provincial capital of Punjab and has an estimated population of over 10 million.¹⁸ There were a total of 101 respondents in Lahore, 50 males and 51 females. These further included 20 students, 36 professionals (teachers, doctors, journalists, lawyers and engineers), 7 housewives, 16 self employed (traders, businessmen and shopkeepers), 3 government sector employees, 5 private sector employees, 9 labourers (including domestic helpers) and 5 others who did not mention their professions.

In Lahore a total of 80 percent of the respondents were of the view that police was an appropriate career choice for Pakistani women and 20 percent of the respondents disagreed. 78 percent of the males and 82 percent of the females perceived the police department being an appropriate workplace for women, while 22 percent of the males and 18 percent of females disagreed with the notion. 90 percent of the students, 83 percent professionals, 57 percent housewives, 69 percent self employed, 33 percent government employees, 100 percent private sector employees and 75 percent labourers approved of the police department as a suitable workplace for women.

In contrast to the above figures, when it was asked from the respondents, whether they would support or allow their female family members to work in the police department, the reactions were mixed. 42 percent of the respondents agreed to support their female family members. 35 percent of the female respondents and 48 percent of the males agreed allowing any females from their family unit to be employed in the police. Here it was further observed that 36 percent of the students, 44 percent professionals, 67 percent housewives, 25 percent government sector and 50 percent private sector employees agreed to allow the women in their family to join the police department.

80 percent of the respondents stated that they never had any interaction with women police, while 20 percent did have interaction with women police. According to the survey only 22 percent of the females and 18 percent of the male respondents had an interaction with women police, while huge majority of both males (82 percent) and (78 percent) females did not have any interaction with women police personnel. 15 percent of the students, 17 percent professionals, 29 percent housewives, 6 percent self employees, 67 percent government sector employees, 20 percent private sector employees and 22 percent labourers had any interaction with women police.

20 percent had interaction with female police. 12 percent of the respondents perceived female police to be more prone to resorting to violent methods, while 88 percent carried the perception of male police as being more prone towards violence. 14 percent of the males and 10 percent females were of the view that female police resort to violent methods. A majority of every segment considers male police to be more violent than their fe-

¹⁸ Jason Burke, Issam Ahmed and Saeed Shah. 2009. Laid-back Lahore faces a frightening future. March 8, 2009. <http://www.guardian.co.uk/world/2009/mar/08/pakistan-lahore-terrorism>.

male counterparts, where only 5 percent students, 12 percent professionals, 14 percent housewives, 19 percent self employed, 33 percent government sector employees and 22 percent labour perceived female police as being more violent.

63 percent of the respondents felt more obliged to adhere to the instructions of male police, while 37 percent felt obliged to listen and conform to the instructions of female police. There were 48 percent female respondents, who felt more obliged to adhere to instructions of women police, but in contrast only 28 percent of male respondents felt obliged to adhering to instructions of women police. According to distribution by various professions, 79 percent students, 48 percent professionals, 43 percent housewives, 69 percent self employed, 67 percent government sector employees, 40 percent private sector employees and 89 percent labour felt more obligated to adhere to male police, while 21 percent students, 52 percent professionals, 57 percent housewives, 30 percent self employed, 33 percent government sector employees, 60 percent of private sector employees and 11 percent labourers felt more obligated to listen to female police.

90 percent respondents considered male police to be a symbol of authority, while 10 percent considered female police to be a symbol of authority. 6 percent of females and 14 percent males perceive female police as having authority. Among the various sections according to nature of profession, 16 percent students, 3 percent professionals, 19 percent self employed, and 40 percent private sector employees considered women police as a symbol of authority, while a majority perceived male police as a symbol authority.

During the survey 78 percent of the total respondents in Lahore, were of the view that female police personnel should be assigned to cases and crimes only specific to women, while 22 percent believed that they should not be limited to only such cases. It was observed that a majority of both males (84 percent) and females (73 percent) wanted women police to be assigned to only female related cases, while out of those who wanted female police not limited to such cases, there were 27 percent females and 16 percent males.

80 percent of the respondents were of the view that there is a requirement for increase in the number of women police, while 20 percent of the respondents did not see the need. 76 percent males and 84 percent females agreed that here was a need to increase women in police while out of those who rejected any need 24 percent were males and only 16 percent were females.

93 percent were of the view that there should be a women police station in the city, while 7 percent of the respondents disagreed. Out of those of the opinion for having a police station in the city 90 percent were males and 96 percent were females, while 10 percent males and 4 percent females disagreed to a presence of women police station.

When the respondents were asked regarding the suitable choice between male and female police for a woman, while in need of police intervention, 88 percent believed that females should ask assistance from women police, while 12 percent were of the

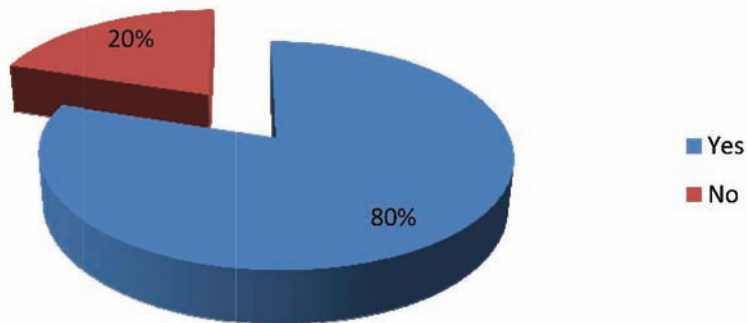
opinion that they should approach male police. 88 percent of the females and males were of the view that a woman in need of police intervention should approach women police. In contrast 12 percent of both males and females felt that women should approach male police for intervention and assistance.

Following is a detailed description of the public’s perception in Lahore regarding the presence of women in the police department:

Do you think that police department is appropriate for Pakistani women?

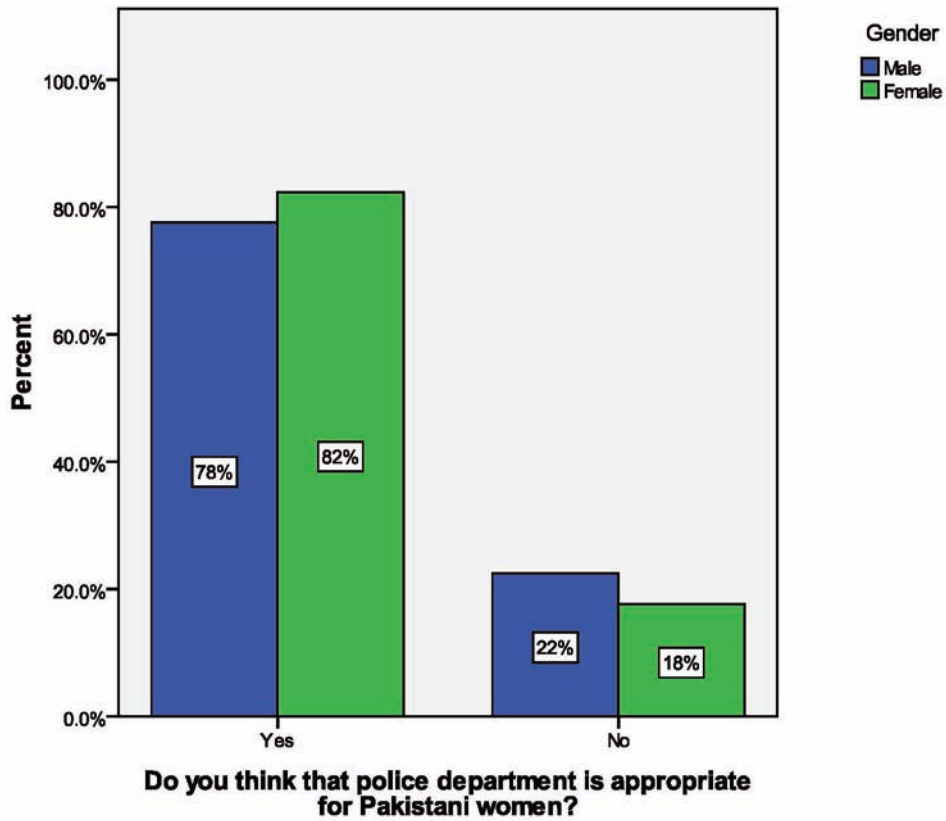
Do you think that police department is appropriate for Pakistani women?	
Yes	No
80	20

Do you think that police department is appropriate for Pakistani women?



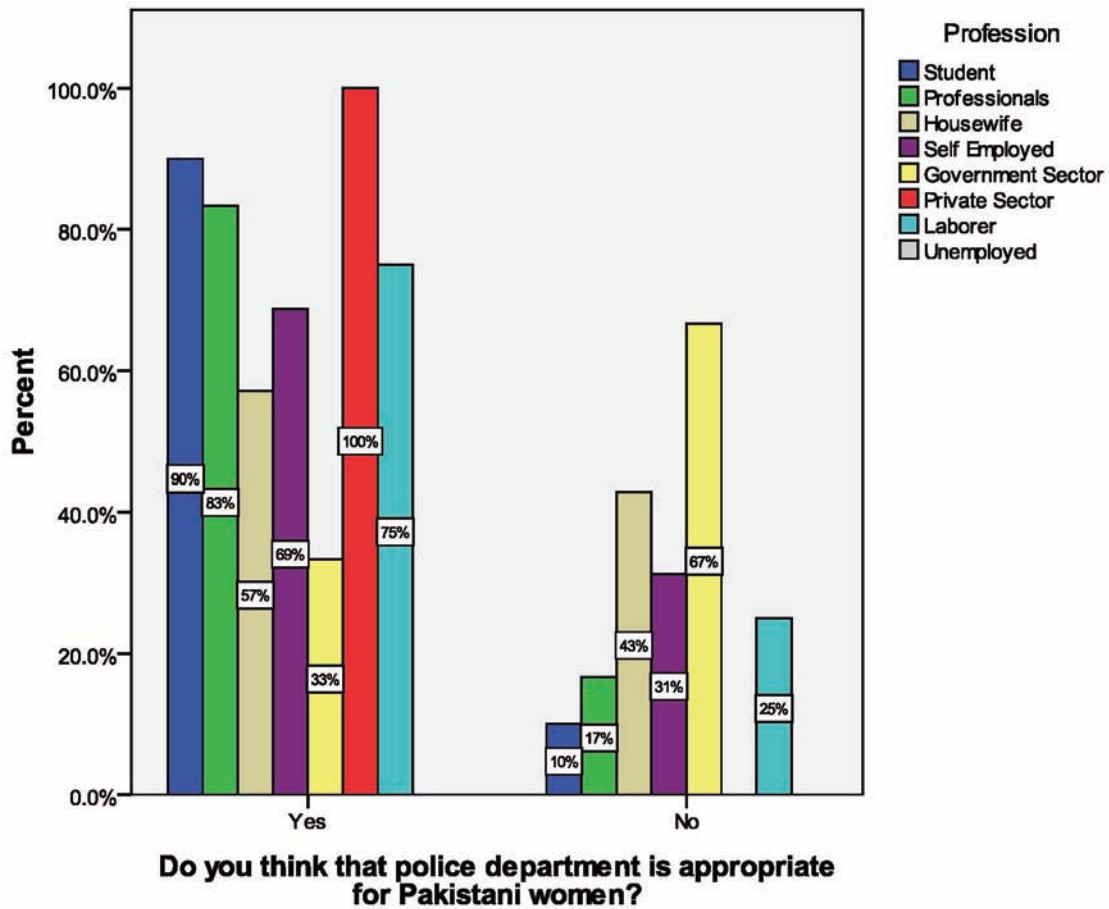
80 percent of the respondents were of the view that police was an appropriate career choice for Pakistani women and 20 percent of the respondents disagreed.

Do you think that police department is appropriate for Pakistani women?			
Yes		No	
Gender		Gender	
Male	Female	Male	Female
38	42	11	9



78 percent of the males and 82 percent of the females perceived the police department being an appropriate workplace for women, while 22 percent of the males and 18 percent of females disagreed.

Do you think that police department is appropriate for Pakistani women?		
Profession	Yes	No
Not Mentioned	5	0
Student	18	2
Professionals	30	6
Housewife	4	3
Self Employed	11	5
Government Sector	1	2
Private Sector	5	0
Laborer	6	2
Unemployed	0	0

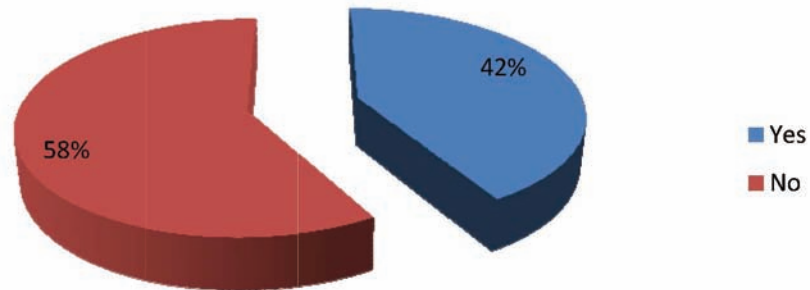


90 percent of the students, 83 percent professionals, 57 percent housewives, 69 percent self employed, 33 percent government employees, 100 percent private sector employees and 75 percent labourers approved of the police department as a suitable workplace for women.

Would you allow your sister/daughter to become police women?

Would you allow your sisters/daughters to become a police woman?	
Yes	No
42	59

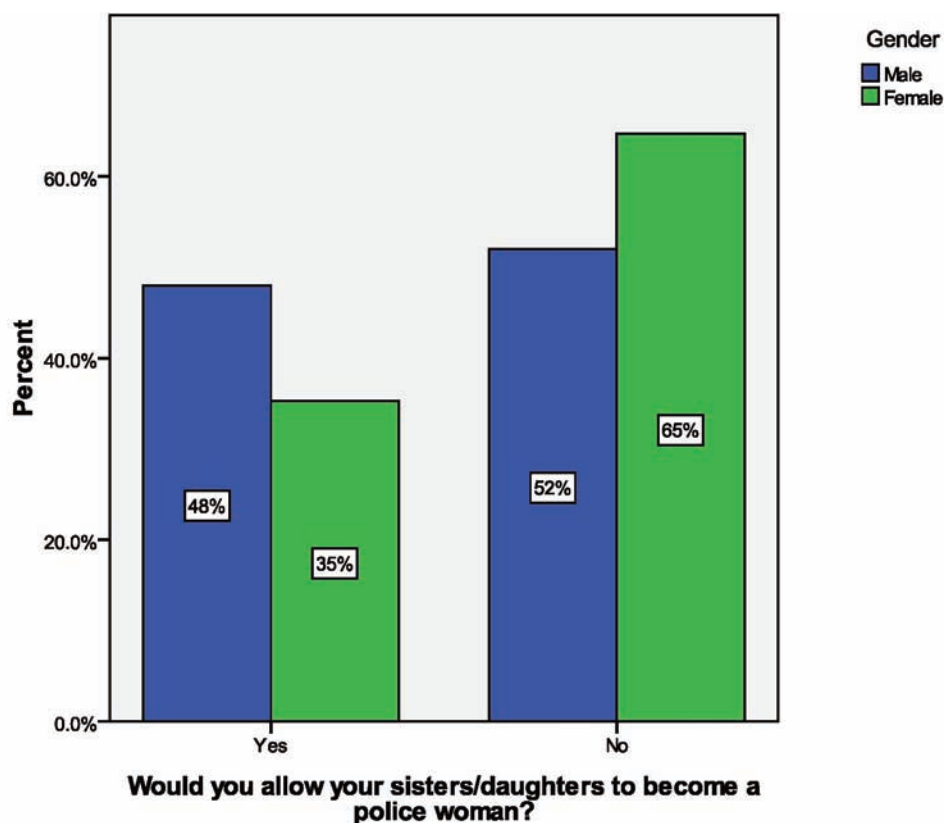
Would you allow your sister/daughter to become police women?



In contrast to the previous question, when it was asked from the respondents, whether supporting or allowing their female family members to work in the police department, the reactions were mixed and 42 percent of the respondents agreed to supporting their female family members, for opting to be employed in the police.

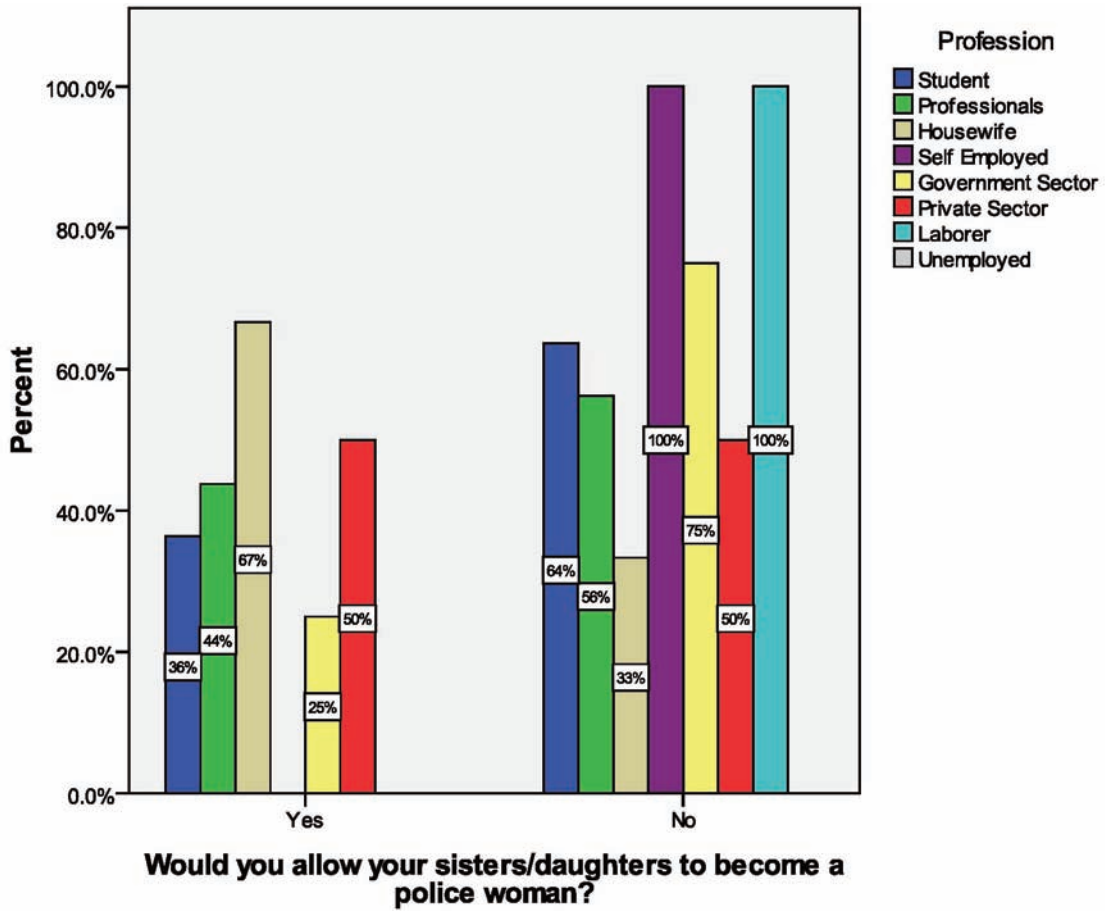
Many of those, exactly 38 people who had in the previous question approved of the police department being suitable for women, now showed disapproval for any of their sisters and daughters joining the department. In the following figures we can see that further 14 males and 24 females have now disagreed as compared to previous question, when it came to allowing their female family members to join the police.

Would you allow your sisters/daughters to become a police woman?			
Yes		No	
Gender		Gender	
Male	Female	Male	Female
24	18	26	33



35 percent of the female and 48 percent of male respondents approved of allowing their female family members to join the police, while 52 percent of the males and 65 percent of females disagreed.

Would you allow your sisters/daughters to become a police woman?		
Profession	Yes	No
Not Mentioned	1	4
Student	8	12
Professionals	15	21
Housewife	1	6
Self Employed	6	10
Government Sector	1	2
Private Sector	4	1
Laborer	6	3
Unemployed	0	0

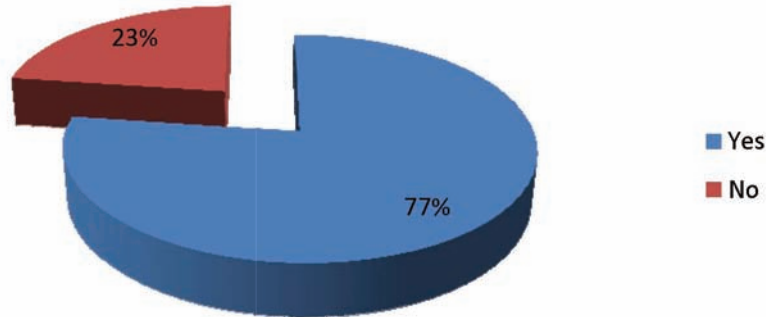


36 percent of the students, 44 percent professionals, 67 percent housewives, 25 percent government sector and 50 percent private sector employees agreed to allow the women in their family to join the police department.

Have you ever observed women police on duty?

Have you ever observed women police on duty?	
Yes	No
78	23

Have you ever observed women police on duty?

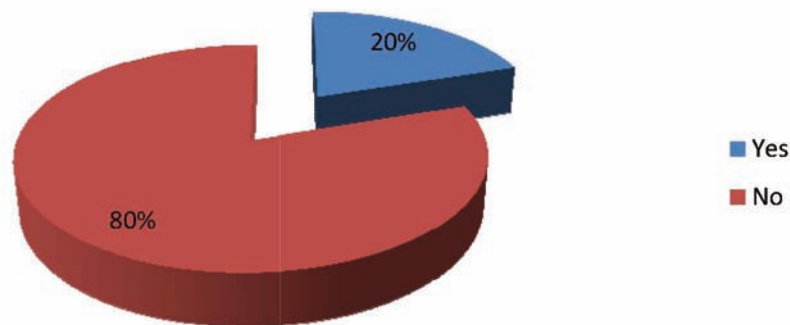


77 percent of the respondents had observed women police performing their duties, while 23 percent of the respondents had never observed or seen women police on duty.

Have you ever had any interaction with women police personnel?

Have you ever had any interaction with women police personnel?	
Yes	No
20	81

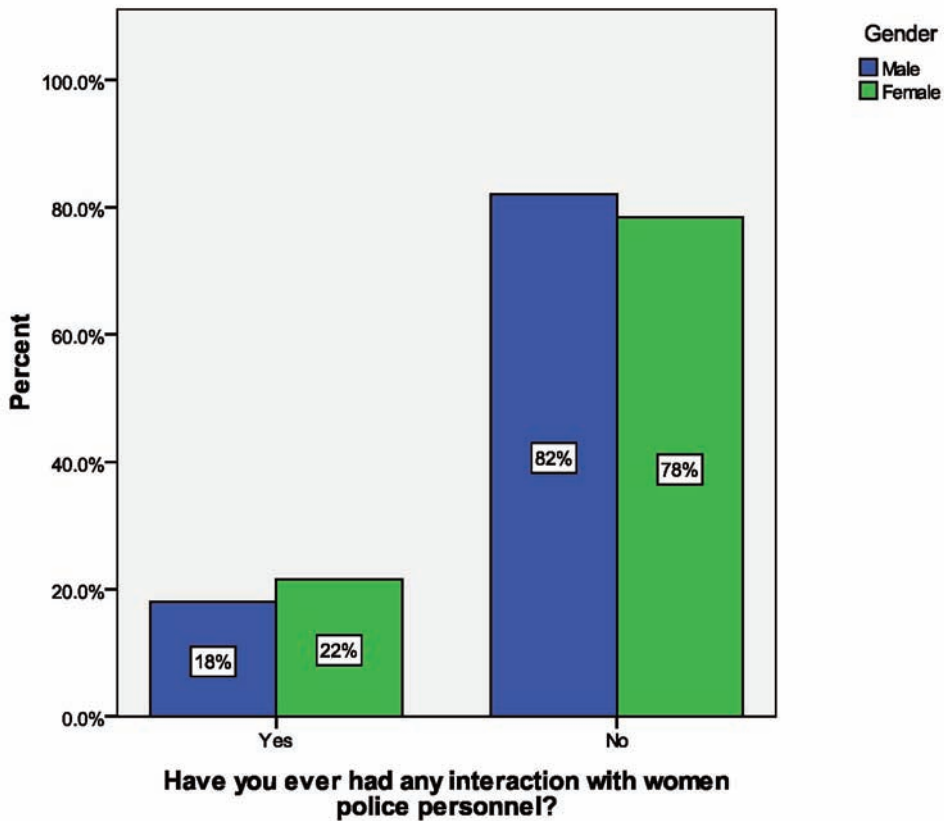
Have you ever had any interaction with women police personnel?



80 percent of the respondents stated that they never had any interaction with women police, while 20 percent did have interaction with women police.

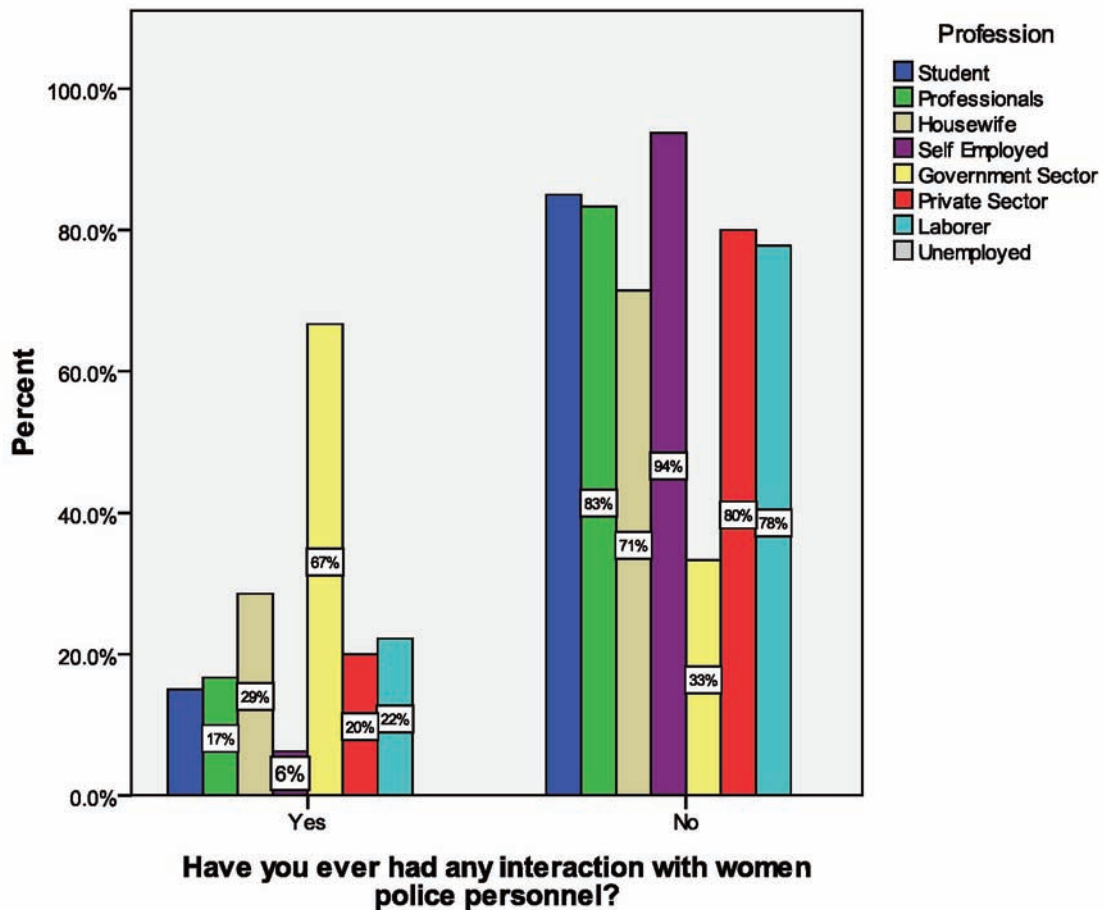
Have you ever had any interaction with women police personnel?

Yes		No	
Gender		Gender	
Male	Female	Male	Female
9	11	41	40



22 percent of the females and 18 percent of the male respondents had an interaction with women police, while 82 percent males and 78 percent females did not have any interaction with women police personnel.

Have you ever had any interaction with women police personnel?		
Profession	Yes	No
Not Mentioned	3	2
Student	3	17
Professionals	6	30
Housewife	2	5
Self Employed	1	15
Government Sector	2	1
Private Sector	1	4
Laborer	2	7
Unemployed	0	0

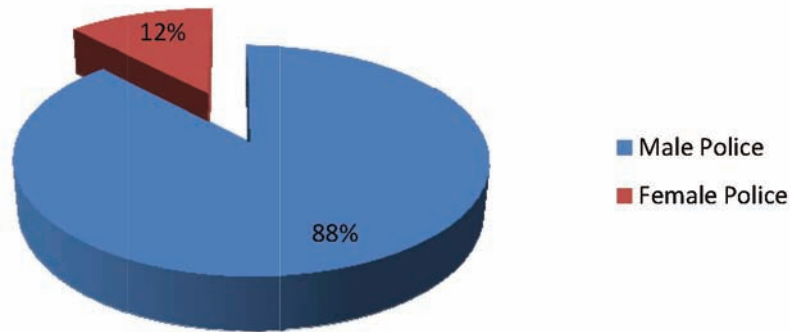


15 percent of the students, 17 percent professionals, 29 percent housewives, 6 percent self employees, 67 percent government sector employees, 20 percent private sector employees and 22 percent labourers had any interaction with women police.

Who do you think is more prone to resorting to violent methods?

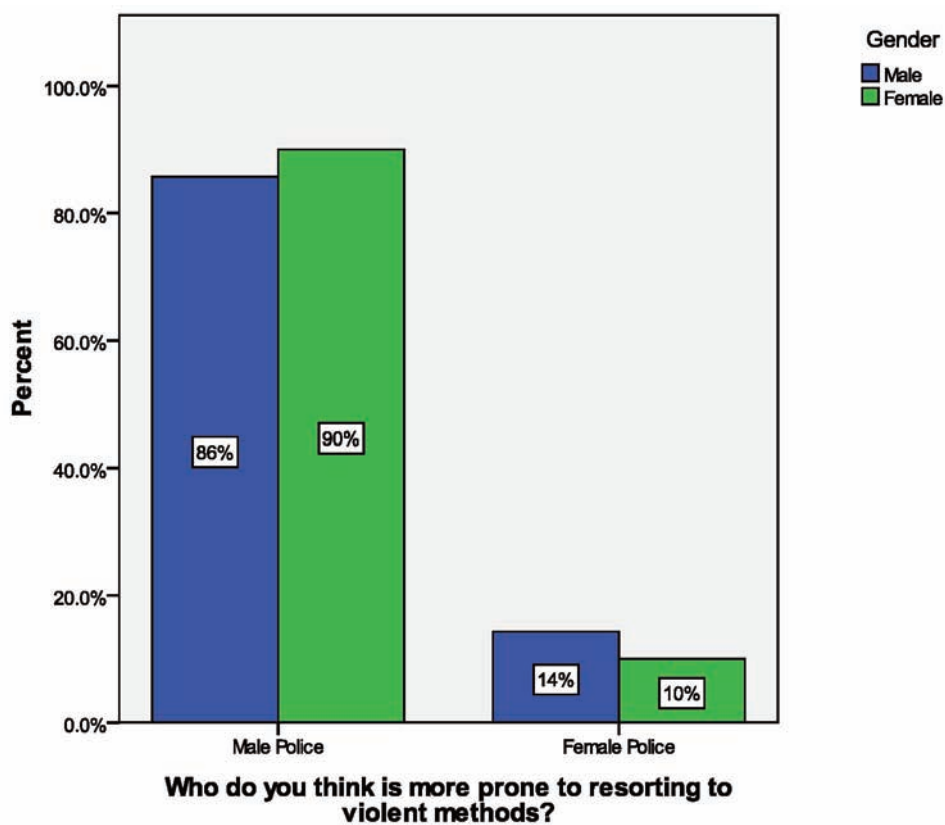
Who do you think is more prone to resorting to violent methods?	
Male Police	Female Police
87	12

Who do you think is more prone to resorting to violent methods?

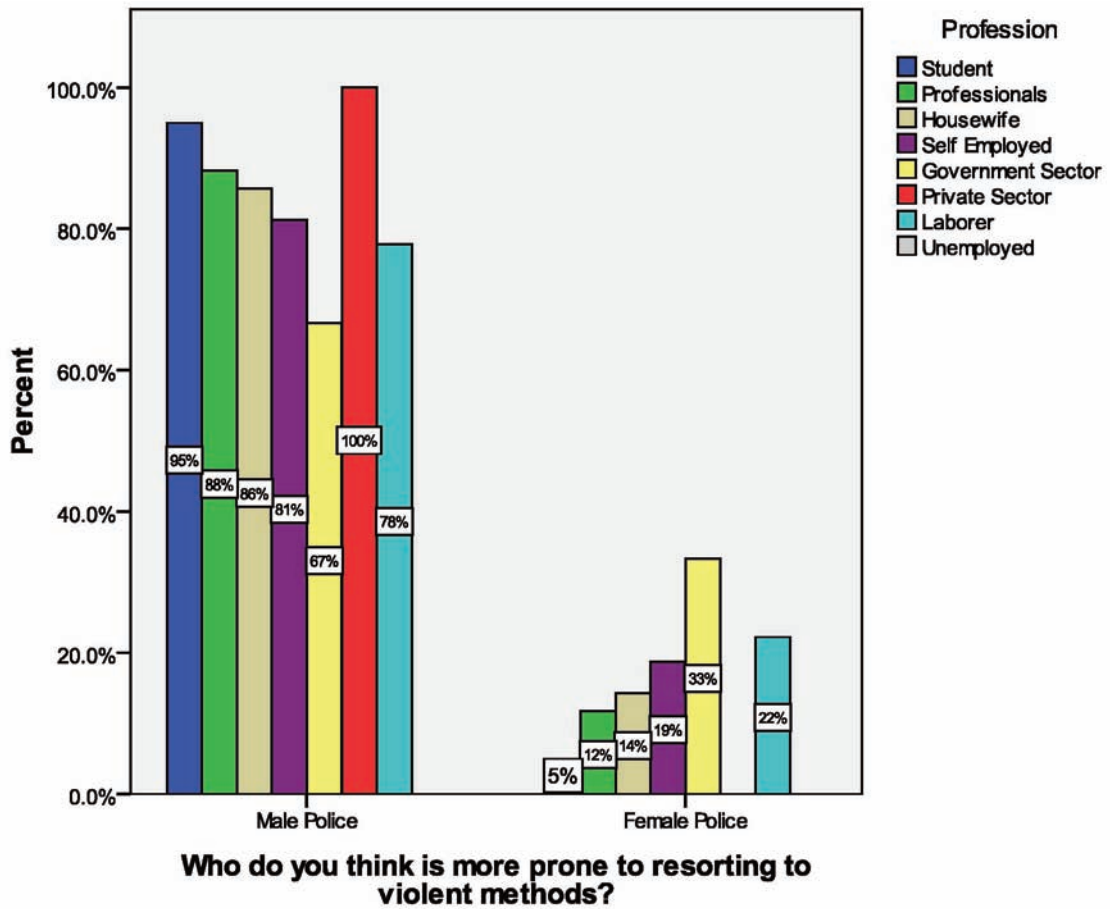


In the figures given below 14 percent of the males and 10 percent females are of the view that female police resorts to violent methods.

Who do you think is more prone to resorting to violent methods?			
Male Police		Female Police	
Gender		Gender	
Male	Female	Male	Female
42	45	7	5



Who do you think is more prone to resorting to violent methods?		
Profession	Male Police	Female Police
Not Mentioned	5	0
Student	19	1
Professionals	30	4
Housewife	6	1
Self Employed	13	3
Government Sector	2	1
Private Sector	5	0
Laborer	7	2
Unemployed	0	0

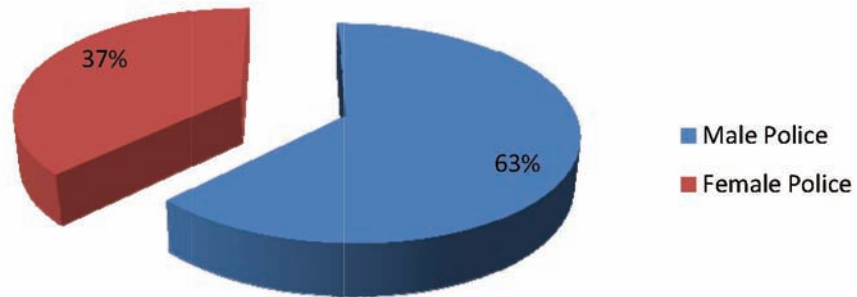


A majority of every segment considers male police to be more violent than their female counterparts, as is evident from the above figures, where only 5 percent students, 12 percent professionals, 14 percent housewives, 19 percent self employed, 33 percent government sector employees and 22 percent labourers perceived female police as being more violent.

You feel more obliged to adhere to instructions and guidance of...

You feel more obliged to adhere to instructions and guidance of	
Male Police	Female Police
52	31

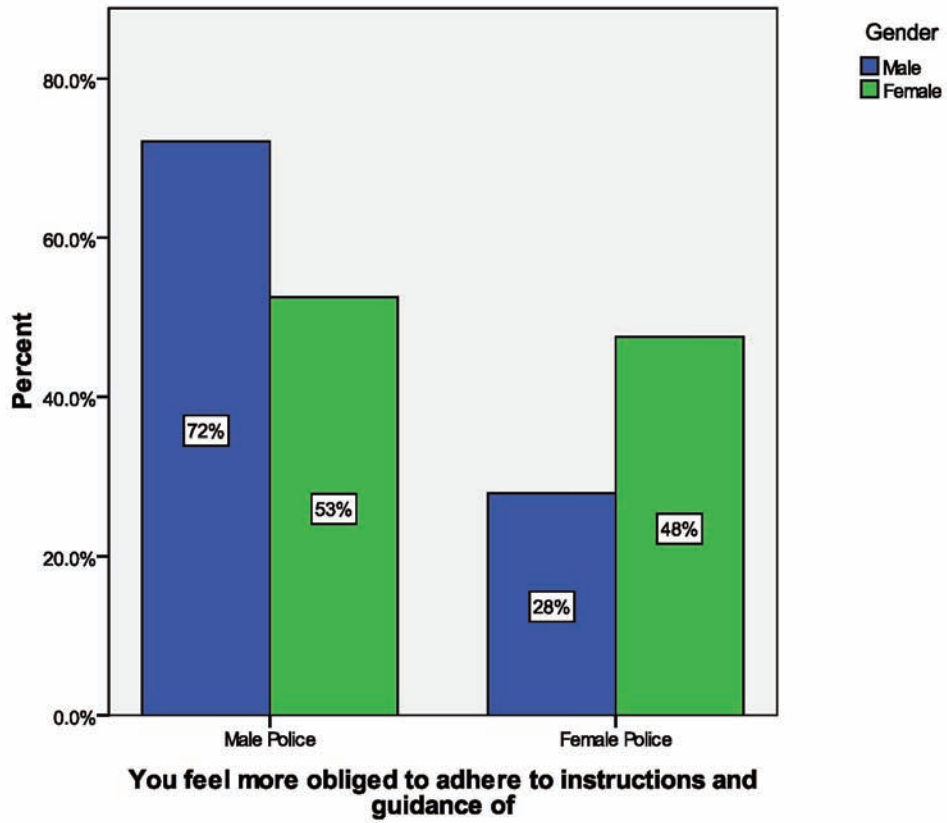
You feel more obliged to adhere to instructions and guidance of



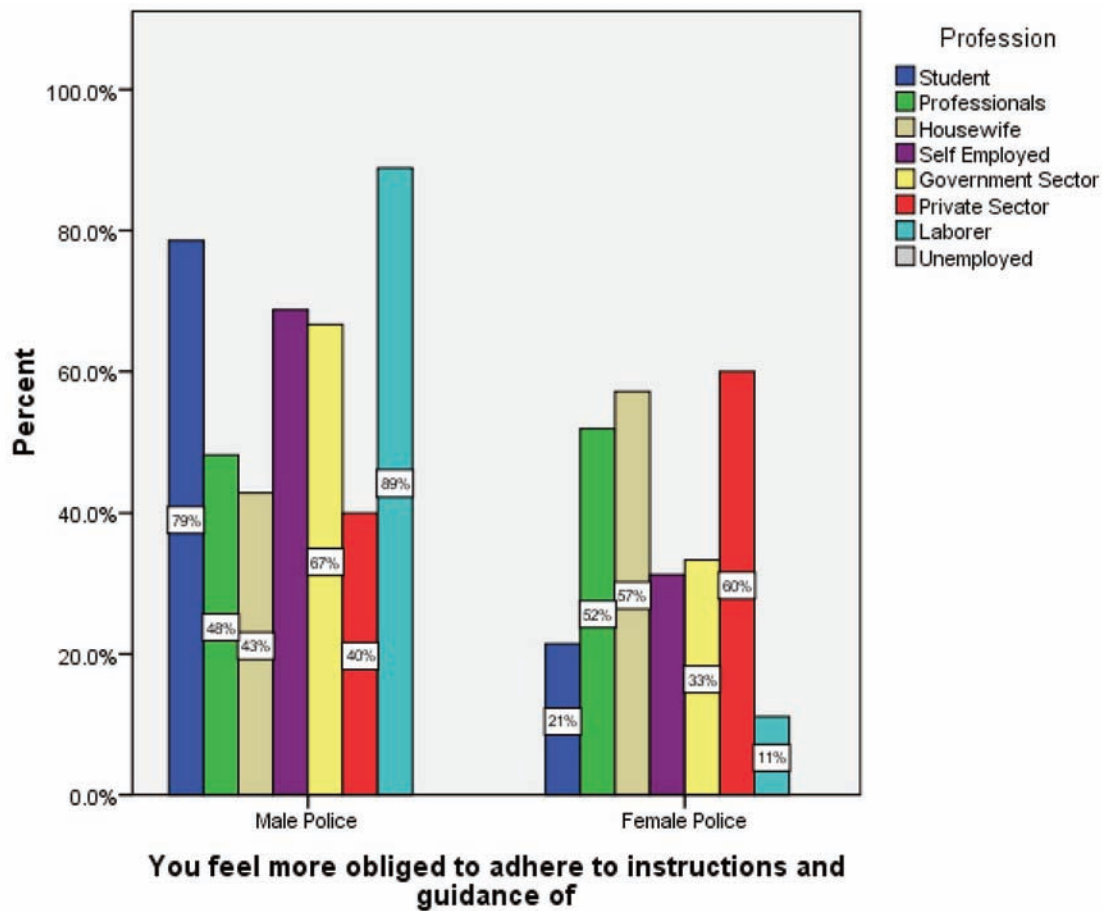
63 percent of the respondents felt more obliged to adhere to the instructions of male police, while 37 percent felt obliged to conform to the instructions of female police.

The following figures show that 48 percent of the female respondents felt more obliged to adhering to instructions of women police. In contrast 28 percent of male respondents felt obliged to adhere to instructions of women police.

You feel more obliged to adhere to instructions and guidance of			
Male Police		Female Police	
Gender		Gender	
Male	Female	Male	Female
31	21	12	19



You feel more obliged to adhere to instructions and guidance of		
Profession	Male Police	Female Police
Not Mentioned	2	0
Student	11	3
Professionals	13	14
Housewife	3	4
Self Employed	11	5
Government Sector	2	1
Private Sector	2	3
Laborer	8	1
Unemployed	0	0

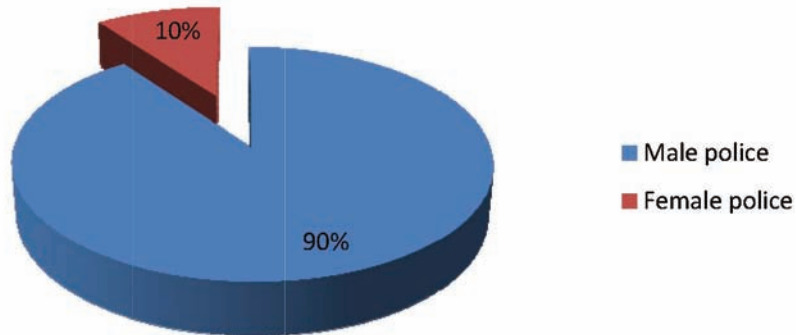


79 percent students, 48 percent professionals, 43 percent housewives, 69 percent self employed, 67 percent government sector employees, 40 percent private sector employees and 89 percent labour felt more obligated towards male police, while 21 percent students, 52 percent professionals, 57 percent housewives, 30 percent self employed, 33 percent government sector employees, 60 percent of private sector employees and 11 percent labourers felt more obligated to listen to female police.

Who do you consider a symbol of authority?

Who do you consider a symbol of authority?	
Male Police	Female Police
90	10

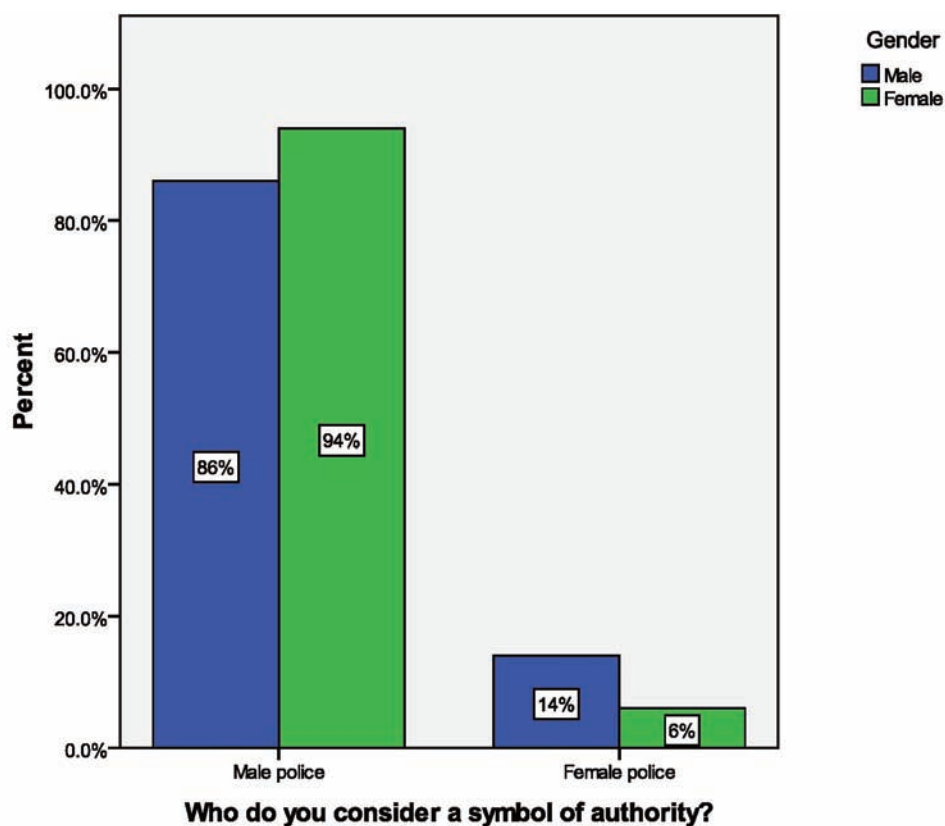
Who do you consider a symbol of authority?



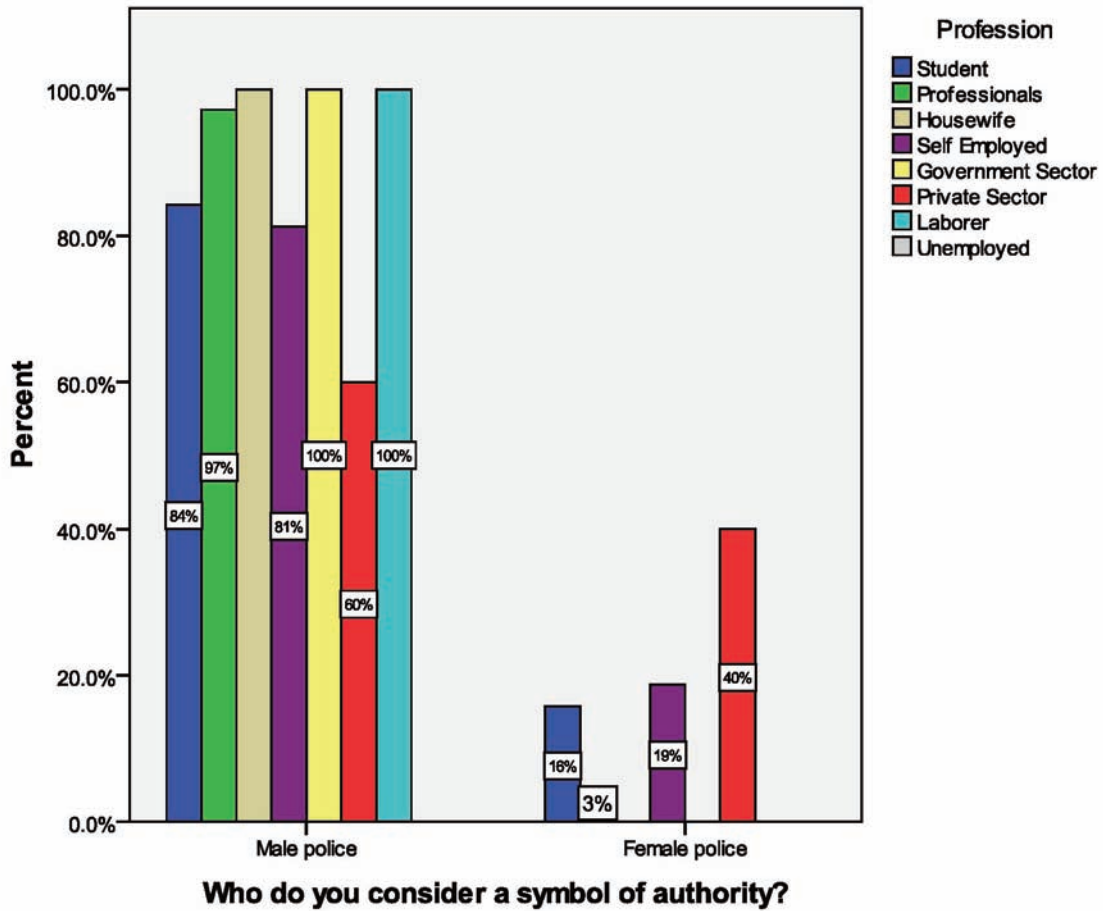
90 percent during the survey considered male police to be a symbol of authority, while 10 percent considered female police to be a symbol of authority. As compared to previous question where 37 percent of the respondents felt more obliged to listening to instructions of female police, while they do not consider women police as a symbol of authority.

The following figures also show that 6 percent of females and 14 percent males accept or perceive female police as having authority. As in the previous question, 48 percent of females and 28 percent males felt obliged to listen to female police.

Who do you consider a symbol of authority?			
Male Police		Female Police	
Gender		Gender	
Male	Female	Male	Female
43	47	7	3



Who do you consider a symbol of authority?		
Profession	Male Police	Female Police
Not Mentioned	4	1
Student	16	3
Professionals	35	1
Housewife	7	0
Self Employed	13	3
Government Sector	3	0
Private Sector	3	2
Laborer	9	0
Unemployed	0	0

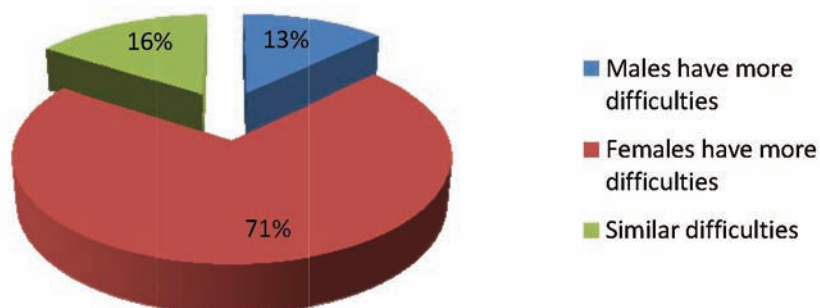


16 percent students, 3 percent professionals, 19 percent self employed, and 40 percent private sector employees considered women police as a symbol of authority, while a majority perceived male police as a symbol authority.

Do you think male and female police personnel face the same number and intensity of challenges at workplace in particular and society in general?

Do you think male and female police personnel face the same number and intensity of challenges at workplace in particular and society in general?		
Males have more difficulties	Females have more difficulties	Similar difficulties
13	72	16

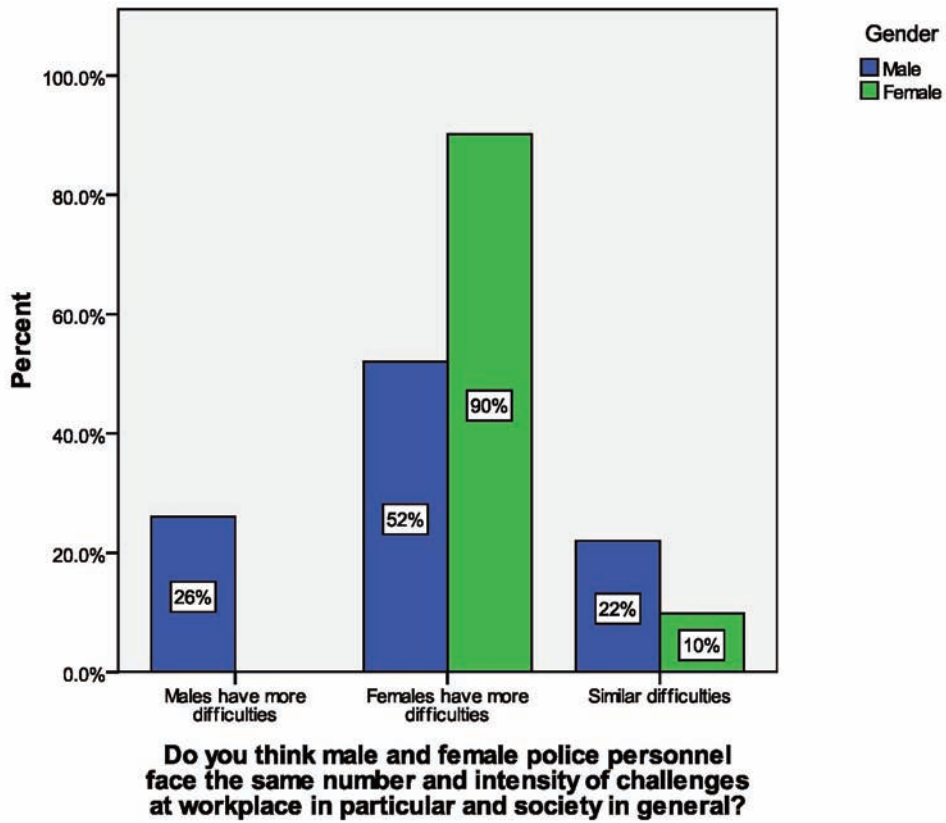
Do you think male and female police personnel face the same number and intensity of challenges at workplace in particular and society in general?



When the respondents were asked of the intensity of challenges faced by male and police personnel at their workplace and in their society, 71 percent were of the view that females face more challenges, 13 percent responded that males face more challenges, while 16 percent perceived of both facing similar level of challenges.

Do you think male and female police personnel face the same number and intensity of challenges at workplace in particular and society in general?

Males have more difficulties		Females have more difficulties		Similar difficulties	
Gender		Gender		Gender	
Male	Female	Male	Female	Male	Female
13	0	26	46	11	5

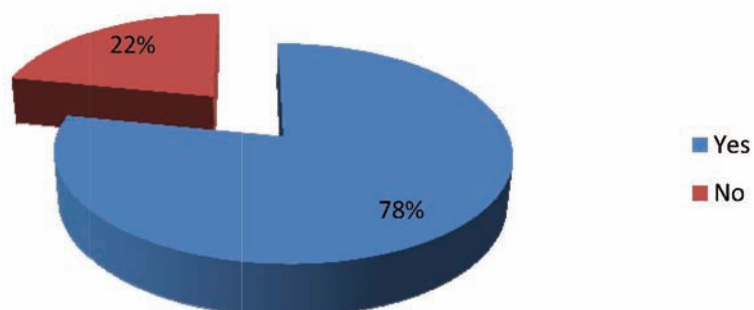


52 percent males and 90 percent of females were of the view that female police face more challenges in the society. 26 percent of males were of the view that male police face more difficulties, while 22 percent males and 10 percent of females believed that both male and female police face similar level of difficulties.

Should female police personnel be assigned to cases and crimes only specific to women and handling of female offenders?

Should female police personnel be assigned to cases and crimes only specific to women and handling of female offenders?	
Yes	No
79	22

Should female police personnel be assigned to cases and crimes only specific to women and handling of female offenders?

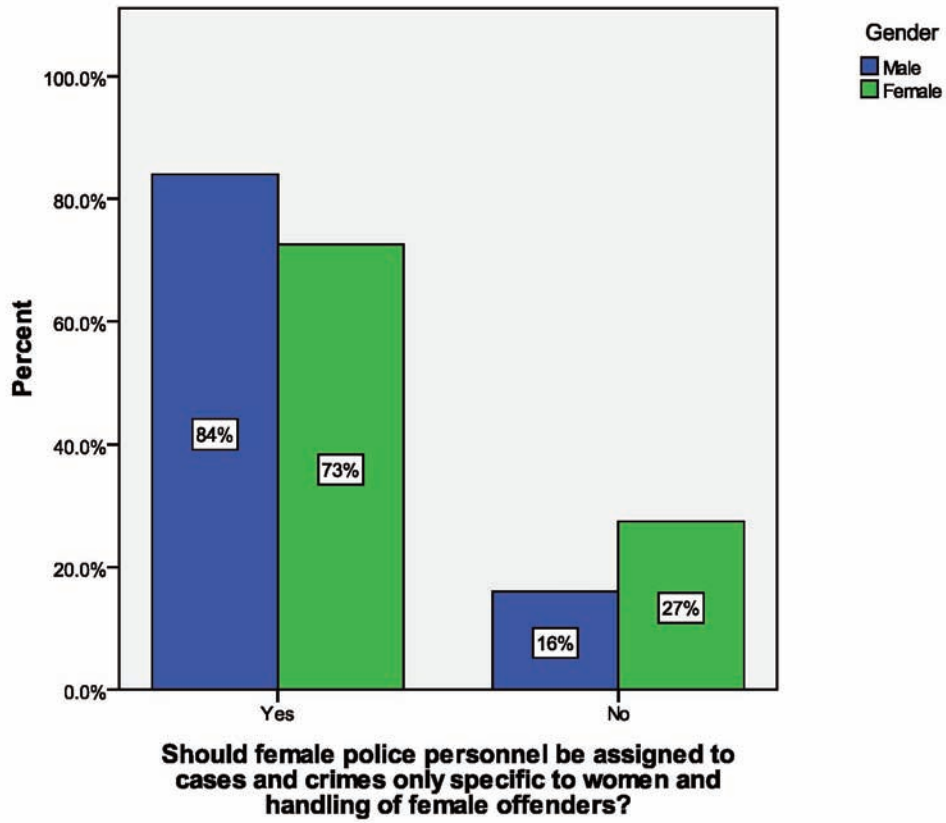


78 percent of the total respondents were of the view that female police personnel should be assigned to cases and crimes specific to women, while 22 percent were of the view that they should not be limited to cases pertaining to women victims and offenders.

Through the following figures, it is evident that both males (84 percent) and females (73 percent) wanted women police to be assigned to only female related cases, while out of those who wanted female police not limited to such cases, there were 27 percent females and 16 percent males.

Should female police personnel be assigned to cases and crimes only specific to women and handling of female offenders?

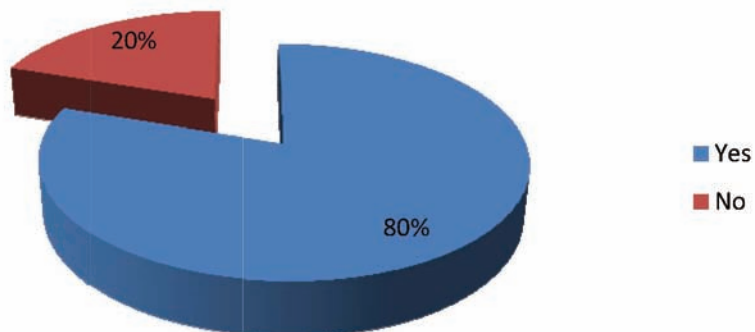
Yes		No	
Gender		Gender	
Male	Female	Male	Female
42	37	8	14



In your opinion, is there a need to increase the number of women in the police?

In your opinion, is there a need to increase the number of women in the police?	
Yes	No
81	20

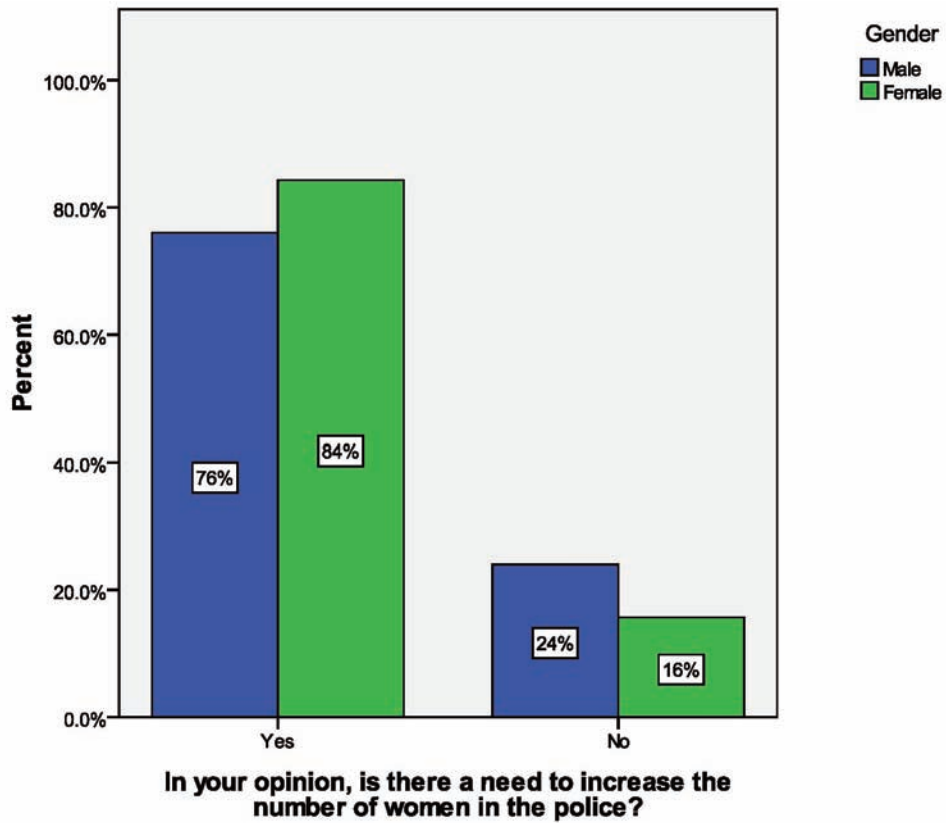
In your opinion, is there a need to increase the number of women in the police?



80 percent of the respondents were of the view that there was requirement for increase in the number of police, while 20 percent of the respondents did not see any need.

In your opinion, is there a need to increase the number of women in the police?

Yes		No	
Gender		Gender	
Male	Female	Male	Female
38	43	12	8

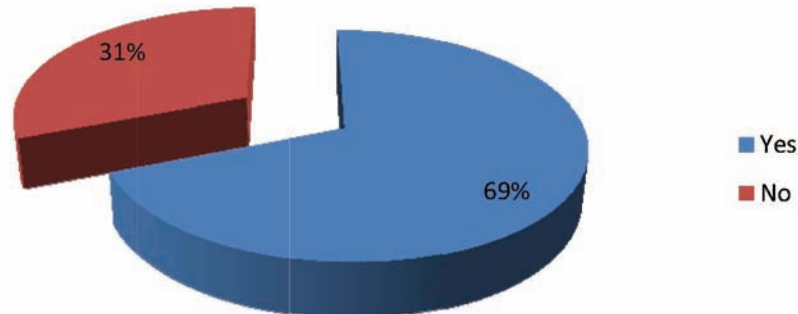


76 percent males and 84 percent females agreed to a need for increasing women police personnel in the department, while out of those who rejected any need to increase women presence in the police 24 percent were males and 16 percent were females.

Are you aware of any contributions made by women police?

Are you aware of any contributions made by women police?	
Yes	No
69	31

Are you aware of any contributions made by women police in the force?

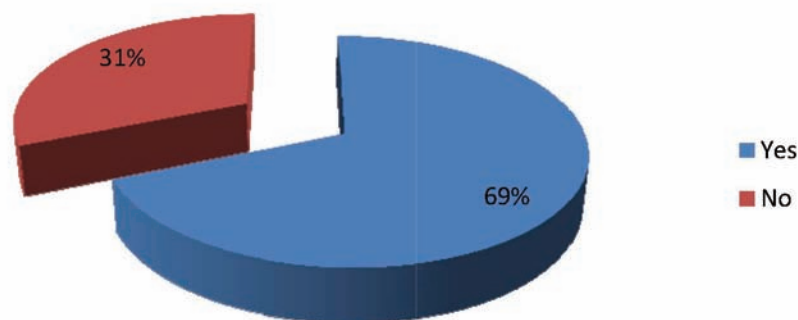


69 percent of the respondents were aware of the contributions made by women towards the police department, while 31 percent of the respondents had no knowledge of any contributions made by women police.

Have women police created impact within their respective communities in any manner?

Have women police created impact within their respective communities in any manner?	
Yes	No
68	31

Have women police created impact within their respective communities in any manner?

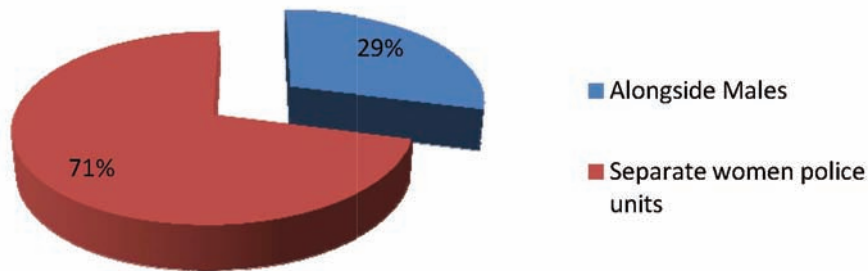


69 percent of the respondents were of the view that women police have made an impact in their respective communities, while 31 percent of the respondents perceived no impact.

Do you think, female police personnel and male police personnel should work within the same police station or should women police have a separate unit?

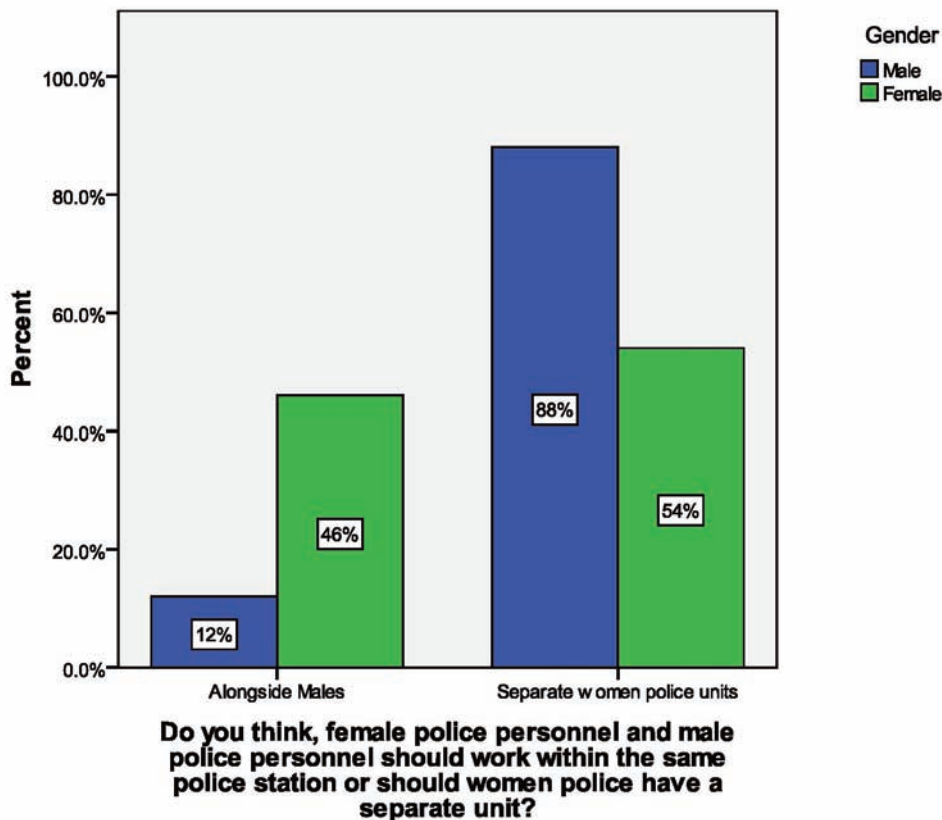
Do you think, female police personnel and male police personnel should work within the same police station or should women police have a separate unit?	
Alongside Males	Separate women police units
29	71

Do you think, female police personnel and male police personnel should work within the same police station or should women police have a separate unit?



29 percent of the respondents were of the view that women police should be placed alongside their male police counterparts, while 71 percent of the respondents supported them being separate from male police.

Do you think, female police personnel and male police personnel should work within the same police station or should women police have a separate unit?			
Alongside Males		Separate women police units	
Gender		Gender	
Male	Female	Male	Female
6	23	44	27

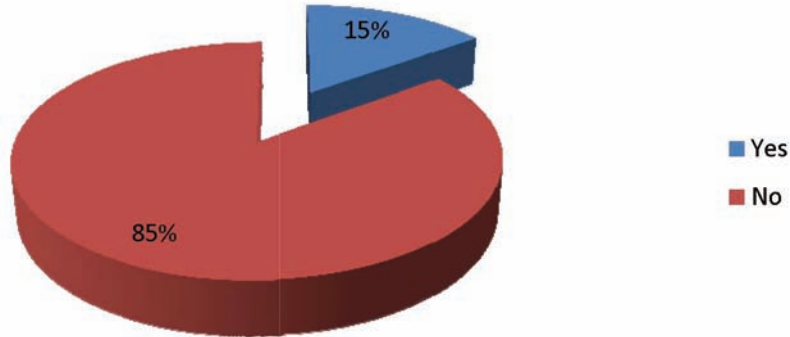


88 percent males agreed to the notion of appointing women police separate women police units, 54 percent of the females had similar views. In contrast 12 percent of the males and 46 percent females were of the opinion to place women alongside male colleagues.

Are of aware of the presence of women police stations in your city?

Are you aware if there are any women police stations in your city?	
Yes	No
15	86

Are of aware of the presence of women police stations in your city?

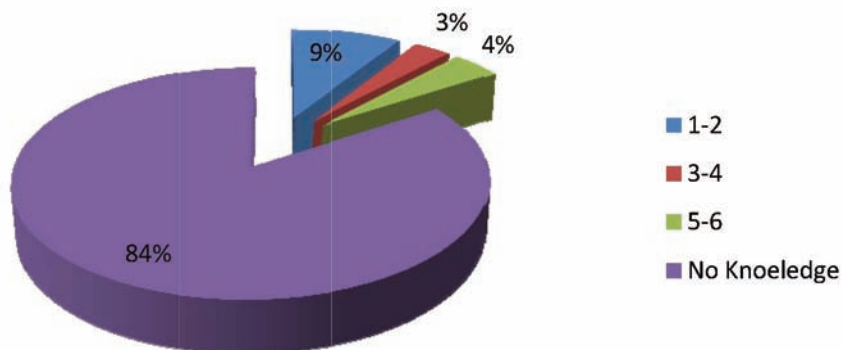


When asked about the awareness regarding the presence of women police stations in the city, 85 percent of the respondents had no knowledge, while 15 percent claimed that they had information regarding women police stations in the city.

If yes how many?

If yes how many?			
No Knowledge	1-2	3-4	5-6
85	9	3	4

If yes how many

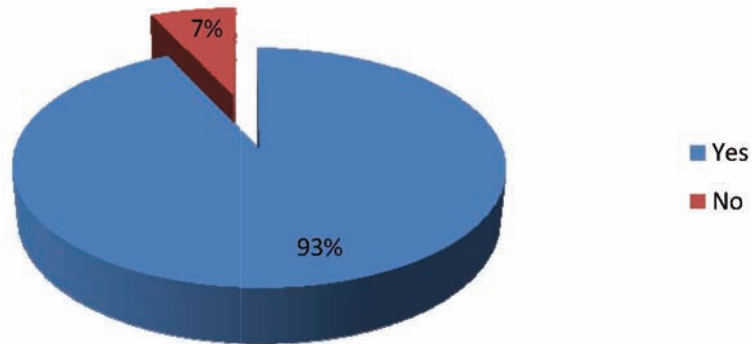


When further asked regarding the number of women police stations in the city, 9 percent of the respondents stated that there were 1 – 2 stations, 3 percent respondents stated 3 – 4 and 4 percent stated 5 – 6 stations, while 84 percent had no knowledge regarding the number of police stations.

Do you think there should be a women police station in your city?

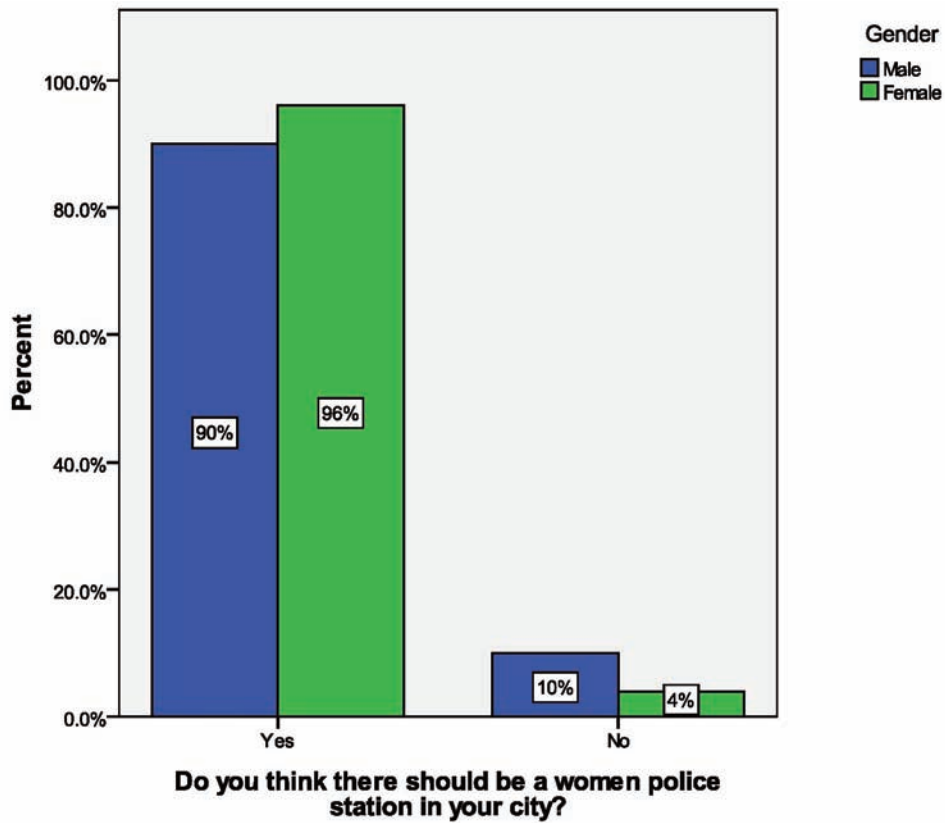
Do you think there should be a women police station in your city?	
Yes	No
94	7

Do you think there should be a women police station in your city?



93 percent were of the view that there should be a women police station in the city, while 7 percent of the respondents disagreed.

Do you think there should be a women police station in your city?			
Yes		No	
Gender		Gender	
Male	Female	Male	Female
45	49	5	2

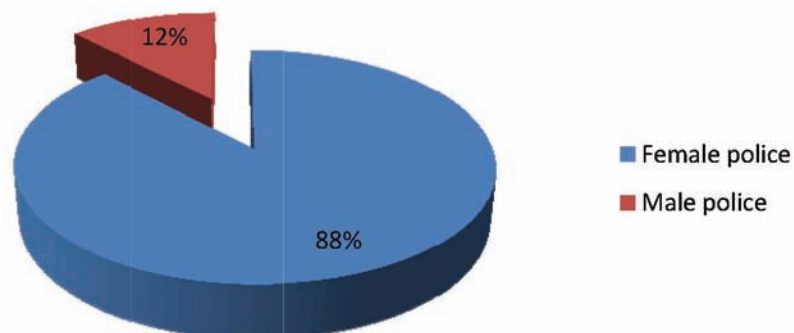


Out of those of the opinion for having a police station in the city 90 percent were males and 96 percent were females, while only 10 percent males and 4 percent females disagreed to a presence of women police station.

Who do you think is more suitable to help a woman in need of police intervention?

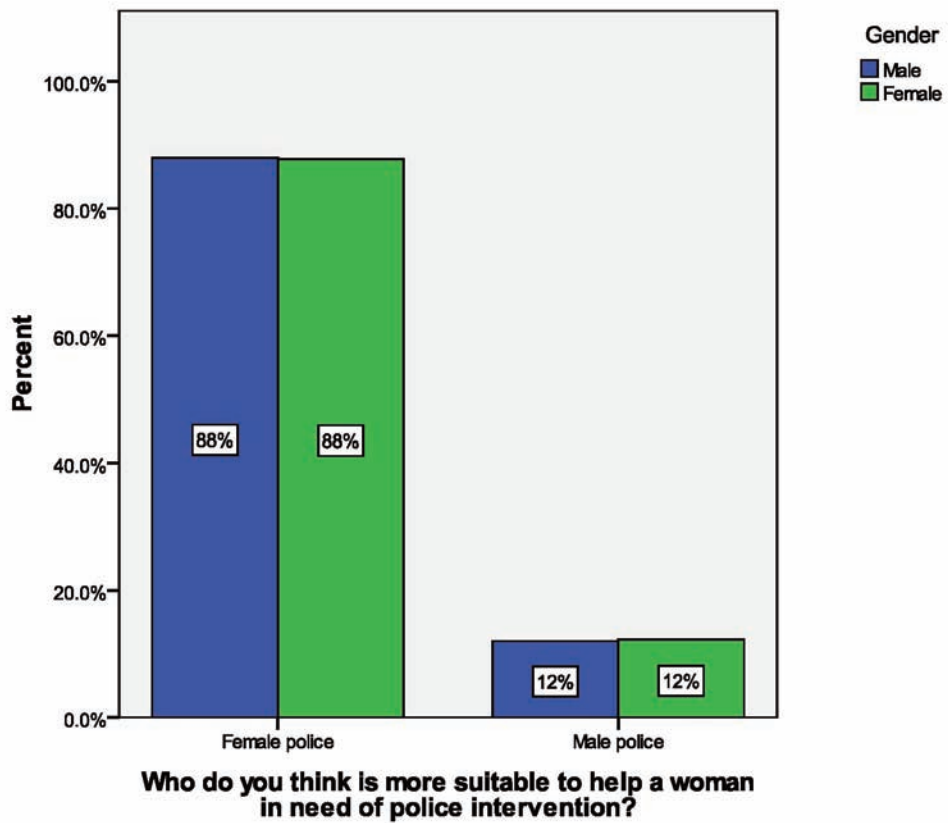
Who do you think is more suitable to help a woman in need of police intervention?	
Female police	Male police
87	12

If a women needs police assistance, who would be more suitable?



When the respondents were asked regarding the suitable choice between male and female police for a woman, while in need of police intervention, 88 percent of the respondents were of the view that females should ask assistance from women police, while 12 percent were of the opinion that females should approach male police.

Who do you think is more suitable to help a woman in need of police intervention?			
Female police		Male police	
Gender		Gender	
Male	Female	Male	Female
44	43	6	6



88 percent of the females and males and females were of the view that a woman in need of police intervention should approach women police. In contrast 12 percent of males and females felt that women should approach male police for intervention and assistance.

Survey Results of Quetta

Quetta is the provincial capital of the largest province by area Baluchistan, with an estimated population of 1 million.¹⁹ A total of 116 respondents were contacted in Quetta for the survey, out of which there were 66 males and 50 females. These further included 35 students, 24 professionals (teachers, doctors, journalists, lawyers and engineers), 15 housewives, 17 self employed (traders, businessmen and shopkeepers), 1 government sector employee, 18 private sector employees, 3 labourers (including domestic helpers) and 3 unemployed.

84 percent of the respondents were of the view that police was a suitable career choice for Pakistani women and 16 percent of the respondents disagreed. 77 percent of the males and 92 percent of the females perceived the police department being an appropriate workplace for women, while 23 percent of the males and 8 percent of females disagreed with the notion. 89 percent of the students, 83 percent professionals, 80 percent housewives, 59 percent self employed, 94 percent private sector employees and 100 percent labourers approved of the police department as a suitable workplace for women.

When it was asked from the respondents, whether supporting or allowing their female family members to work in the police department, the response was surprising, as it was the first time in any city that approximately 72 percent of the respondents agreed to support their female family members, for opting to be employed in the police. Approximately 90 percent of the female respondents approved of allowing their female family members to join the police and 59 percent of the males also had similar views. According to professions 83 percent of the students, 79 percent professionals, 73 percent housewives, 41 percent self employed, 72 percent private sector employees, 33 percent labour and 100 percent unemployed agreed to allow the women in their family to join the police department.

Approximately 84 percent of the respondents stated in the survey that they never had any interaction with women police, while the remaining 16 percent did have interaction with women police. According to the survey 14 percent of the females and 20 percent of the male respondents had an interaction with women police, while 86 percent males and 80 percent females, did not have any interaction with women police personnel. 20 percent of the students, 25 percent professionals, 28 percent private sector employees and 33 percent unemployed had any interaction with women police, while the rest had none.

During the survey, there were 4 percent of the respondents who perceived female police to be more prone to resorting to violent methods, while 96 percent carried the perception of male police as being more prone towards violence. 14 percent of the males and 10 percent females were of the view that female police resort to violent methods. A majority of every segment considered male police to be more violent than their female counterparts. Only 9 percent students, and 6 percent self employed perceived female police as being more violent.

¹⁹ Small & Medium Enterprise Development Authority (SMEDA). 2006. Quetta District Profile.

When the respondents were asked regarding their obligation to adhere to instructions either by male police or female police, 43 percent of the respondents felt more obliged to adhere to the instructions of male police, while 57 percent felt obliged to conform to the instructions of female police. 92 percent of the female respondents felt more obliged to adhere to instructions of women police. In contrast 68 percent of male respondents felt obliged to adhere to instructions of male police. According to distribution by various professions, 40 percent students, 33 percent professionals, 21 percent housewives, 81 percent self employees, 33 percent private sector employees, 67 percent unemployed and labour felt more obligated towards male police, while of students 60 percent, professionals 67 percent housewives 79 percent, self employees 19 percent, 67 percent of private sector employees, 33 percent of unemployed and labour segments felt more obligated to listen to female police.

96 percent of the respondents considered male police to be a symbol of authority, while 4 percent considered female police to be a symbol of authority. As compared to previous figures where 43 percent of the respondents felt more obliged to listen to instructions of female police, while they do not consider women police as a symbol of authority. 4 percent of females and 5 percent males perceived female police as having actual authority, whereas in the previous question 92 percent of females and 32 percent males felt obliged to listen to female police. Among the various sections according to nature of profession, 5 percent professionals, 8 percent housewives, 6 percent private sector employees, 33 percent labour and unemployed considered women police as a symbol of authority, while a majority perceived male police as a symbol authority.

During the survey 48 percent of the total respondents in Quetta, were of the view that female police personnel should be assigned only to cases and crimes specific to women, while 52 percent were of the view that they should not be limited to only cases pertaining to women victims and offenders. Males (55 percent) and females (40 percent) wanted women police to be assigned to only female related cases, while out of those who wanted female police not limited to such cases, there were 60 percent females and only 45 percent males.

80 percent of the respondents were of the view that there was a need to increase the number of women police, while 20 percent of the respondents did not see a need. 74 percent males and 88 percent females perceived a need to increase women police, while out of those who rejected any need to increase women presence in the police 26 percent were males and 12 percent were females.

80 percent of the respondents were of the view that there should be a women police station in the city, while 20 percent of the respondents disagreed. Out of those of the opinion for having a police station in the city 74 percent were males and 88 percent were females, while 26 percent males and 12 percent females disagreed to the presence of women police station.

When the respondents were asked regarding the suitable choice between male and female police for a woman in need of police intervention, 78 percent were of the view that females should ask assistance from women police, while 22 percent believed that they should approach male police. 86 percent of the females and 71 percent of males

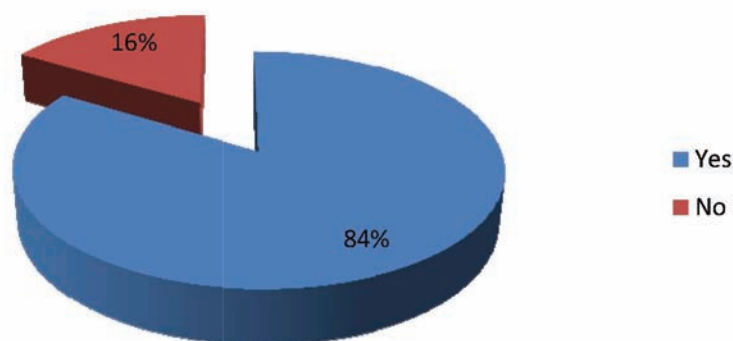
were of the view that a woman in need of police intervention should approach women police. In contrast 29 percent of males and 14 percent of females felt that women should approach male police for intervention and assistance.

Following is a description of the public’s perception regarding the presence of women in the police department:

Do you think that police department is appropriate for Pakistani women?

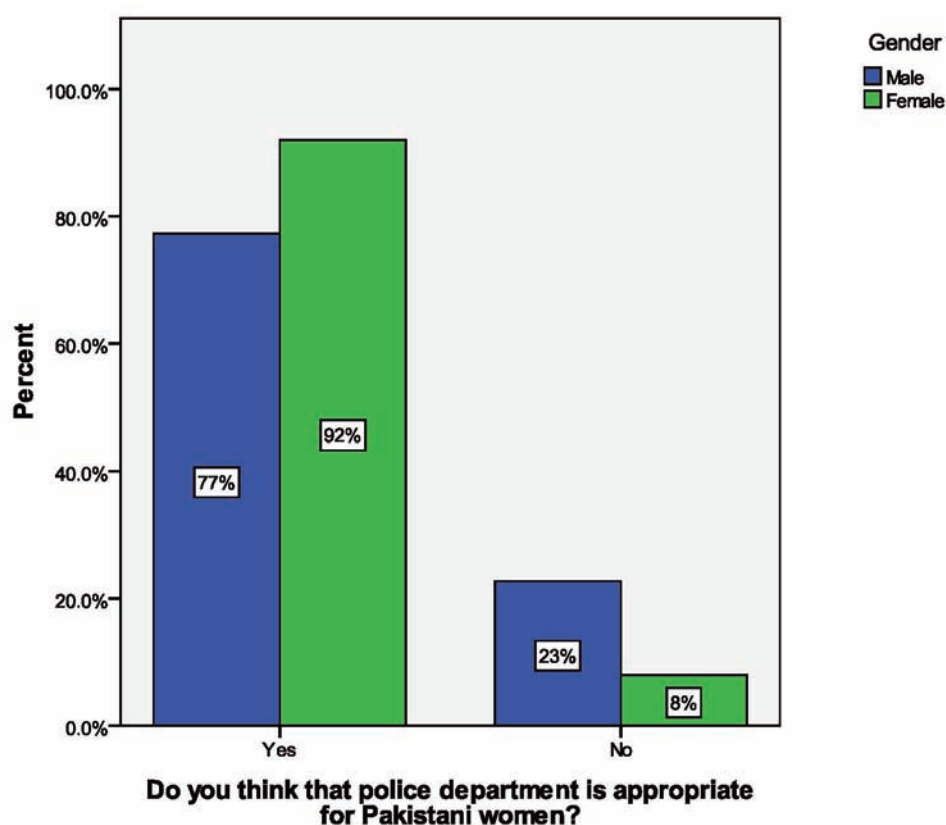
Do you think that police department is appropriate for Pakistani women?	
Yes	No
97	19

Do you think that police department is appropriate for Pakistani women?



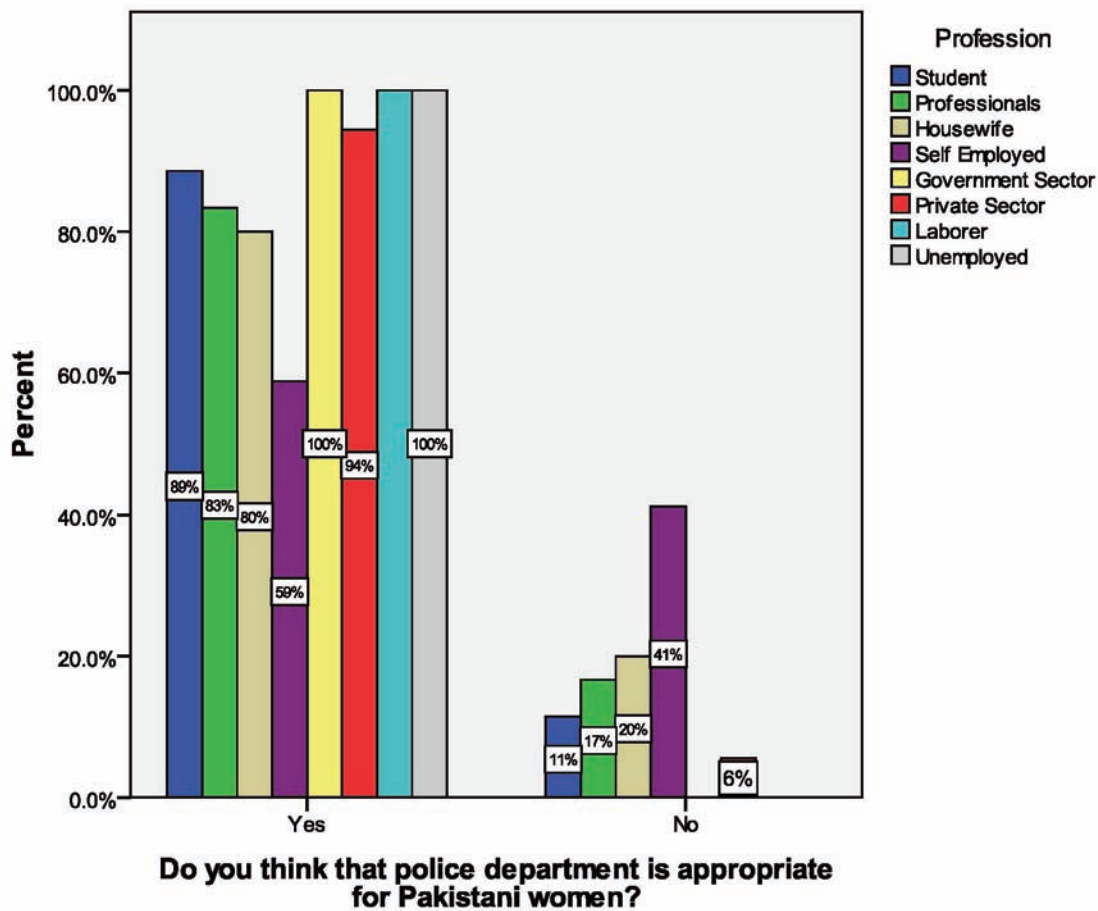
84 percent of the respondents were of the view that police was an appropriate career choice for Pakistani women; however 16 percent of the respondents disagreed.

Do you think that police department is appropriate for Pakistani women?			
Yes		No	
Gender		Gender	
Male	Female	Male	Female
51	46	15	4



77 percent of the males and 92 percent of the females perceived the police department as being an appropriate workplace for women while, 23 percent of the males and 8 percent of females disagreed.

Do you think that police department is appropriate for Pakistani women?		
Profession	Yes	No
Student	31	4
Professionals	20	4
Housewife	12	3
Self Employed	10	7
Government Sector	1	0
Private Sector	17	1
Laborer	3	0
Unemployed	3	0

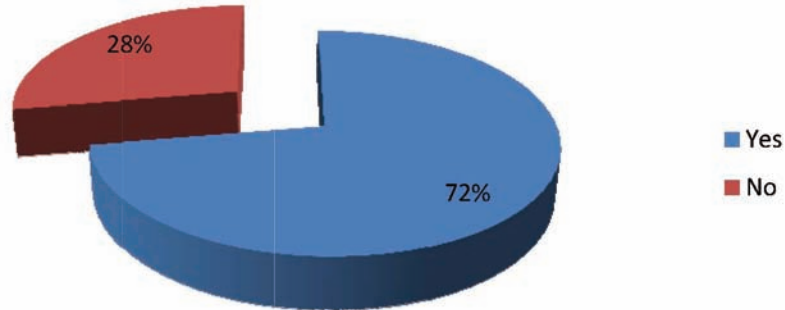


89 percent of the students, 83 percent professionals, 80 percent housewives, 59 percent self employed, 94 percent private sector employees, 100 percent unemployed and 100 percent labourers approved of the police department as a suitable workplace for women.

Would you allow your sister/daughter to become police women?

Would you allow your sisters/daughters to become a police woman?	
Yes	No
84	32

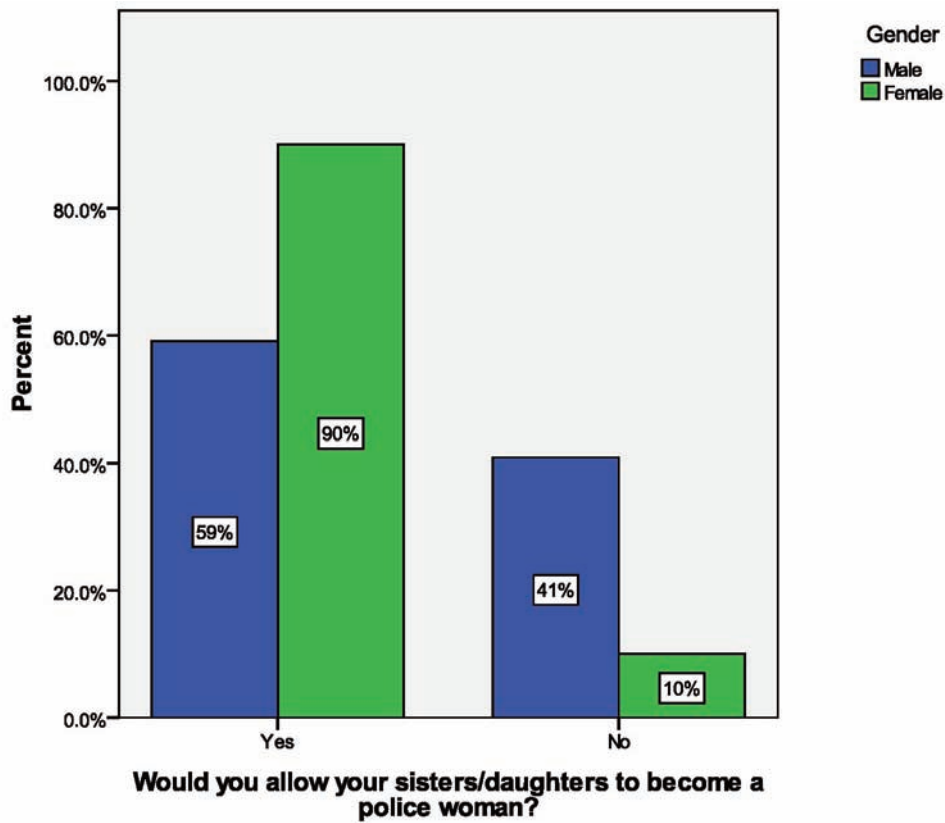
Would you allow your sister/daughter to become police women?



In contrast to the previous question, when it was asked from the respondents, whether supporting or allowing their female family members to work in the police department, 72 percent of the respondents agreed to supporting their female family members, for opting to be employed in the police.

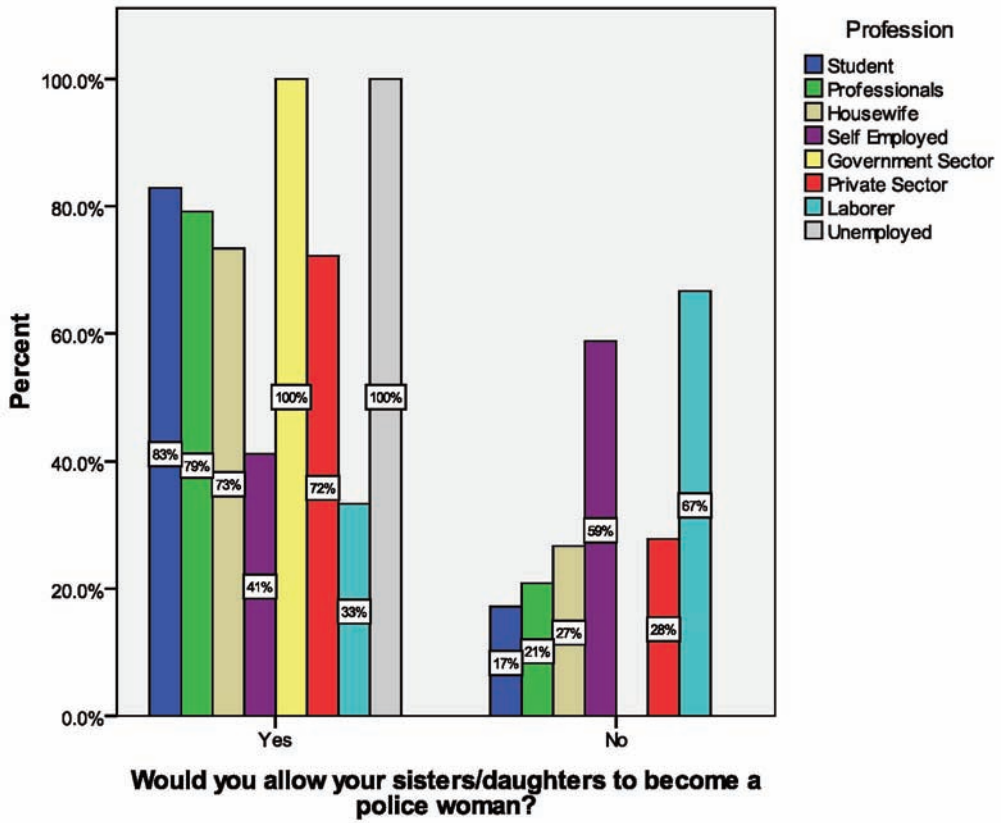
Exactly 13 people who had in the previous question approved of the police department being suitable for women, now showed disapproval for any of their sisters and daughters joining the department. In the following figures we can see that further 12 males and 1 female have now disagreed as compared to previous question, when it came to allowing their female family members to join the police.

Would you allow your sisters/daughters to become a police woman?			
Yes		No	
Gender		Gender	
Male	Female	Male	Female
39	45	27	5



90 percent of the female and 59 percent male respondents approved of allowing their female family members to join the police, while 41 percent of the males and 10 percent females did not agree.

Would you allow your sisters/daughters to become a police woman?		
Profession	Yes	No
Student	29	6
Professionals	19	5
Housewife	11	4
Self Employed	7	10
Government Sector	1	0
Private Sector	13	5
Laborer	1	2
Unemployed	3	0

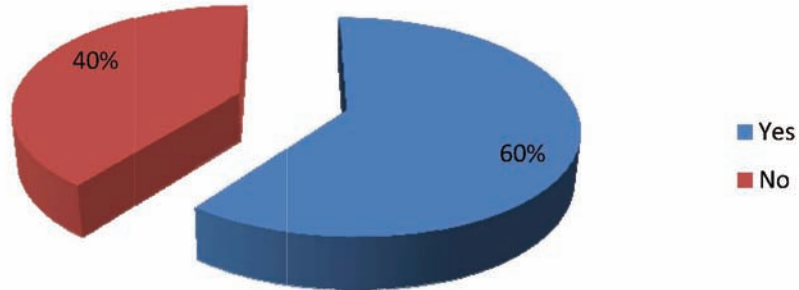


83 percent of the students, 79 percent professionals, 73 percent housewives, 41 percent self employed, 72 percent private sector employees, 33 percent labour and 100 percent unemployed agree to allow the women in their family to join the police department.

Have you ever observed women police on duty?

Have you ever observed women police on duty?	
Yes	No
70	46

Have you ever observed women police on duty?

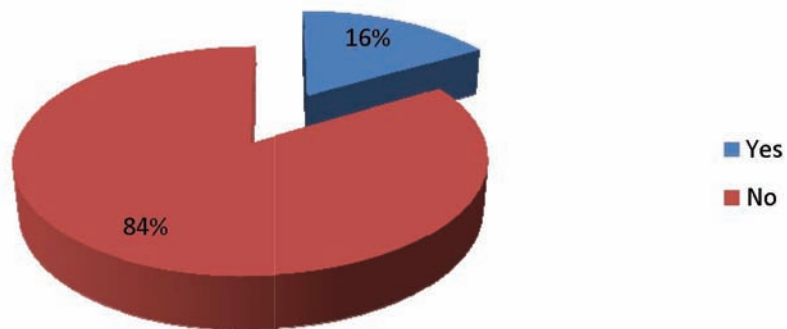


60 percent of the respondents declared that they had observed women police performing their duties, while 40 percent of the respondents had never observed or seen women police on duty.

Have you ever had any interaction with women police personnel?

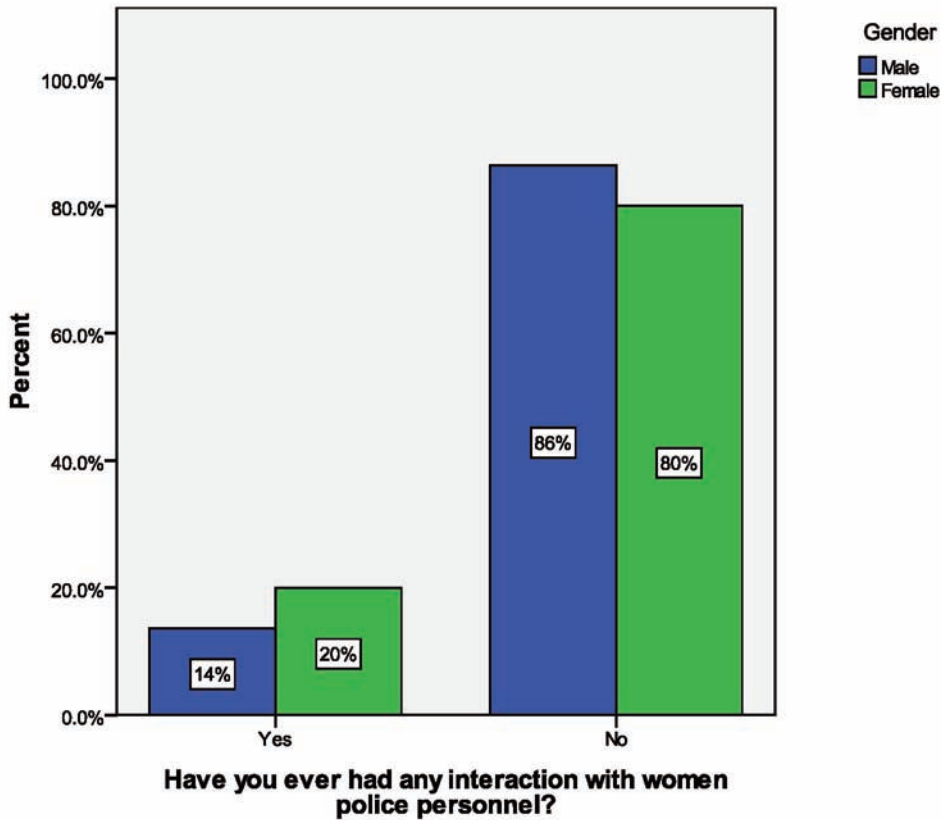
Have you ever had any interaction with women police personnel?	
Yes	No
19	97

Have you ever had any interaction with women police personnel?



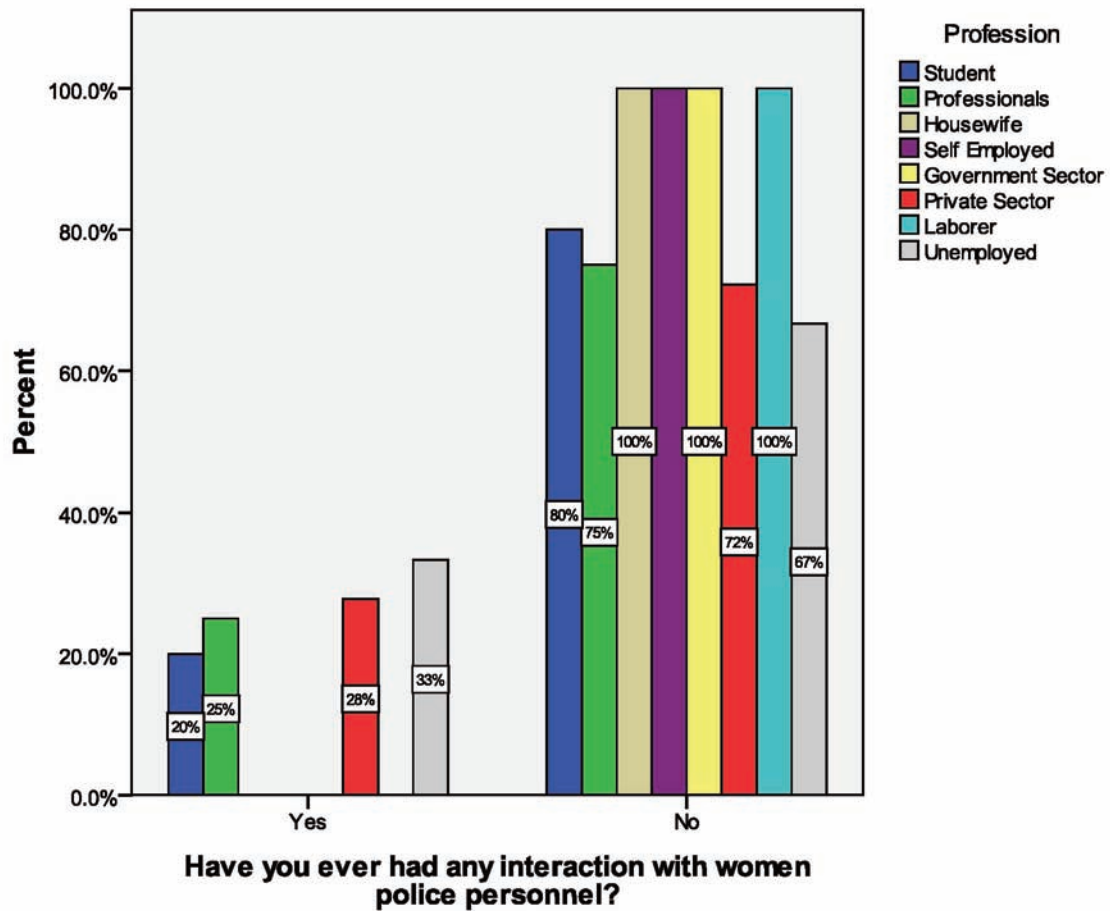
84 percent of the respondents stated in the survey that they never had any interaction with women police, while 16 percent did have interaction with women police.

Have you ever had any interaction with women police personnel?			
Yes		No	
Gender		Gender	
Male	Female	Male	Female
9	10	57	40



According to the survey, 14 percent of the females and 20 percent of the male respondents had an interaction with women police, while 86 percent male and 80 percent female respondents did not have any interaction with women police personnel.

Have you ever had any interaction with women police personnel?		
Profession	Yes	No
Student	7	28
Professionals	6	18
Housewife	0	15
Self Employed	0	17
Government Sector	0	1
Private Sector	5	13
Laborer	0	3
Unemployed	1	2

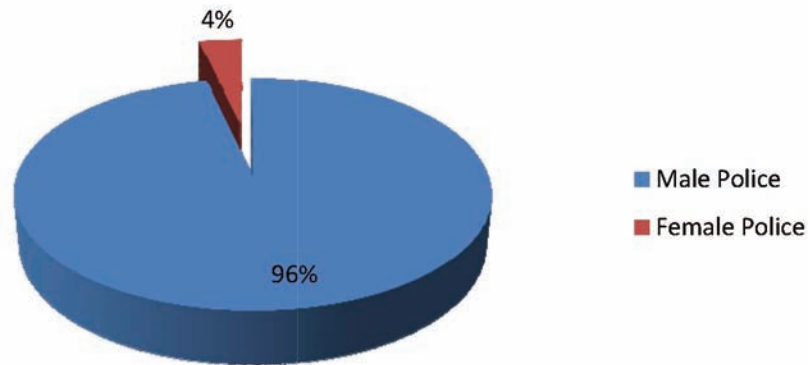


20 percent of the students, 25 percent professionals, 28 percent private sector employees and 33 percent unemployed had any interaction with women police.

Who do you think is more prone to resorting to violent methods?

Who do you think is more prone to resorting to violent methods?	
Male Police	Female Police
109	4

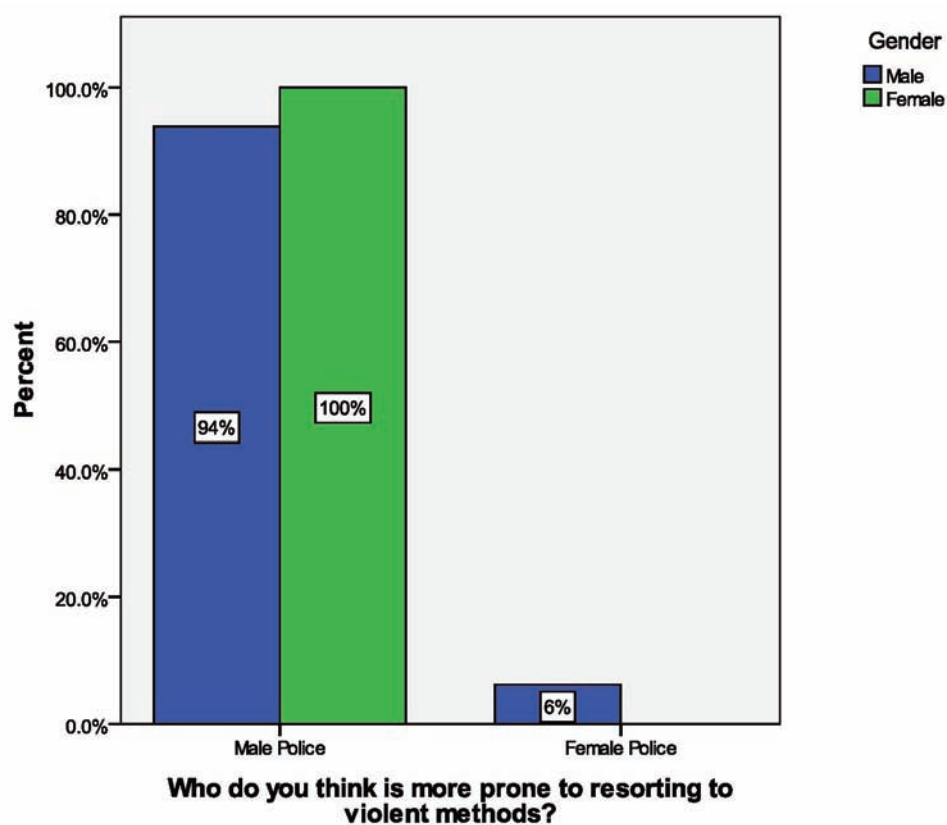
Who do you think is more prone to resorting to violent methods?



As compared to the previous question one can see that 16 percent had interaction with female police, while 4 percent of the respondents perceived female police to be more prone to resorting to violent methods and 96 percent carried the perception of male police as being more prone towards violence.

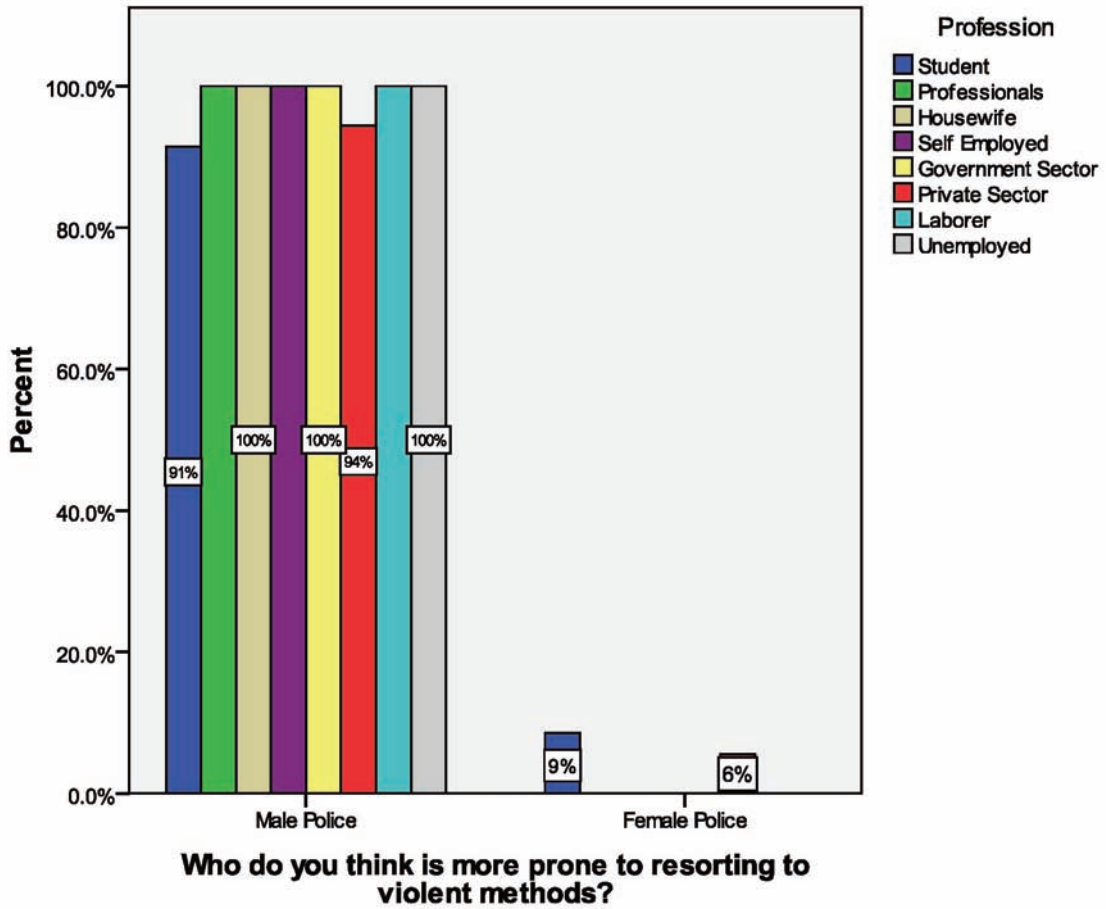
In the figures given below, 6 percent of males are of the view that female police resorts to violent methods, while the majority 100 percent females and 94 percent males consider male police to be more violent.

Who do you think is more prone to resorting to violent methods?			
Male Police		Female Police	
Gender		Gender	
Male	Female	Male	Female
61	48	4	0



Who do you think is more prone to resorting to violent methods?

Profession	Male Police	Female Police
Student	32	3
Professionals	23	0
Housewife	14	0
Self Employed	16	0
Government Sector	1	0
Private Sector	17	1
Laborer	3	0
Unemployed	3	0

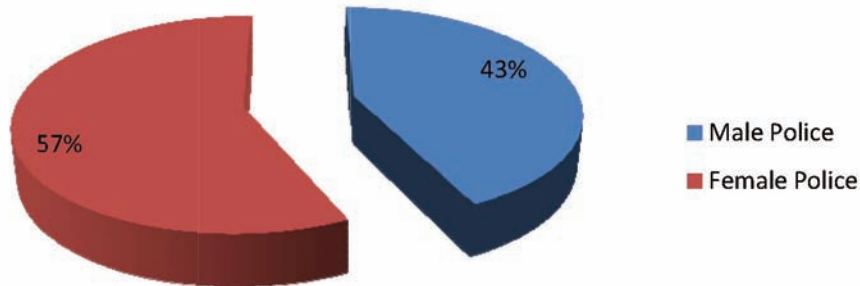


A majority of every segment considers male police to be more violent than their female counterparts, as is evident from the above figures, where 9 percent students, and 6 percent self employed perceived female police as being more violent.

You feel more obliged to adhere to instructions and guidance of...

You feel more obliged to adhere to instructions and guidance of	
Male Police	Female Police
49	65

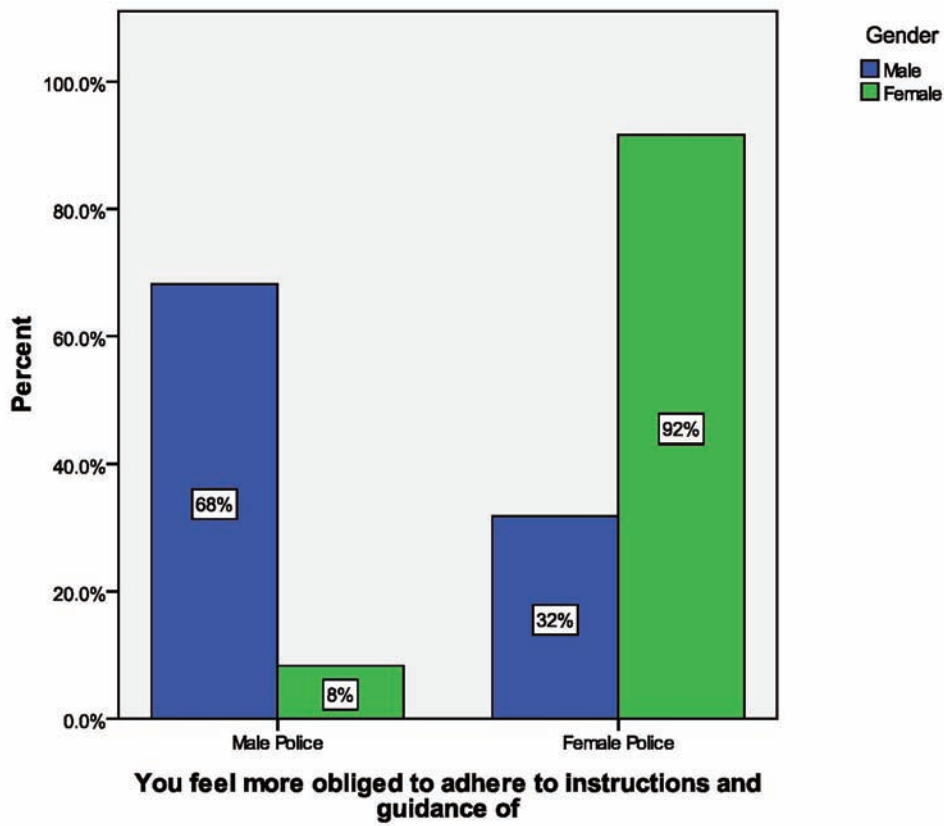
You feel more obliged to adhere to instructions and guidance of



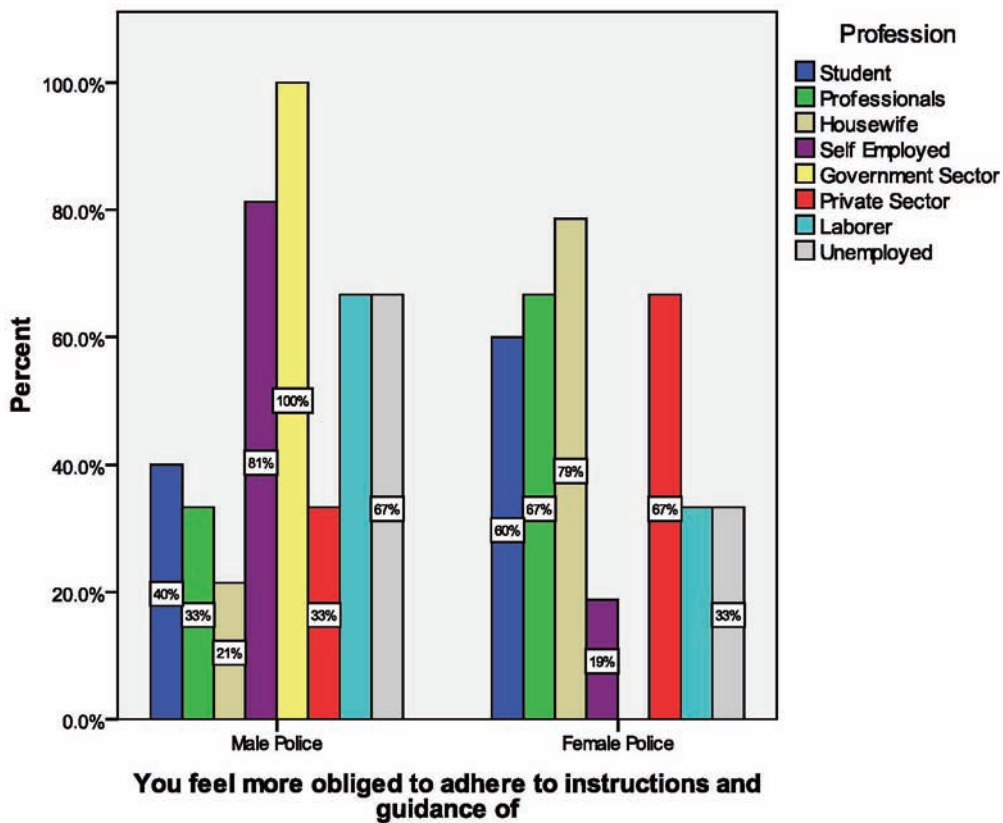
When the respondents were asked regarding their obligation to adherence to instructions either by male police or female police, 43 percent of the respondents felt more obliged to adhere to the instructions of male police, while 57 percent felt obliged to conform to the instructions of female police.

The following figures show that 92 percent of the female respondents felt more obliged to adhere to instructions of women police, but in contrast 32 percent of male respondents felt obliged to adhere to instructions of women police.

You feel more obliged to adhere to instructions and guidance of			
Male Police		Female Police	
Gender		Gender	
Male	Female	Male	Female
45	4	21	44



You feel more obliged to adhere to instructions and guidance of		
Profession	Male Police	Female Police
Student	14	21
Professionals	8	16
Housewife	3	11
Self Employed	13	3
Government Sector	1	0
Private Sector	6	12
Laborer	2	1
Unemployed	2	1

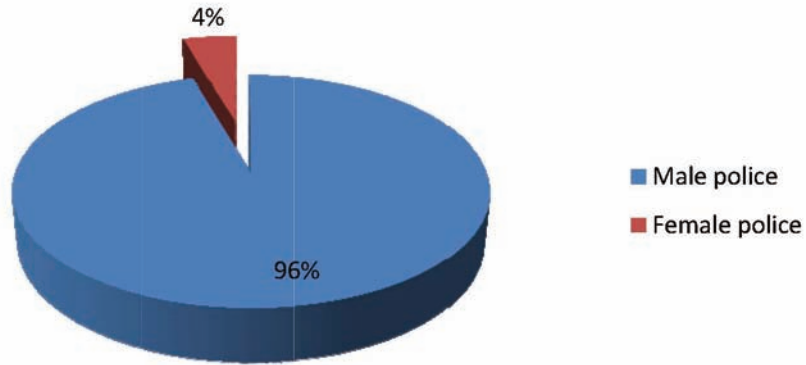


According to distribution by various professions, 40 percent students, 33 percent professionals, 21 percent housewives, 81 percent self employed, 33 percent private sector employees, 67 percent unemployed and labour felt more obligated towards male police, while 60 percent students, 67 percent professionals, 79 percent housewives, 19 percent self employed, 67 percent private sector employees, 33 percent of unemployed and labour felt more obligated to listen to female police.

Who do you consider a symbol of authority?

Who do you consider a symbol of authority?	
Male Police	Female Police
107	5

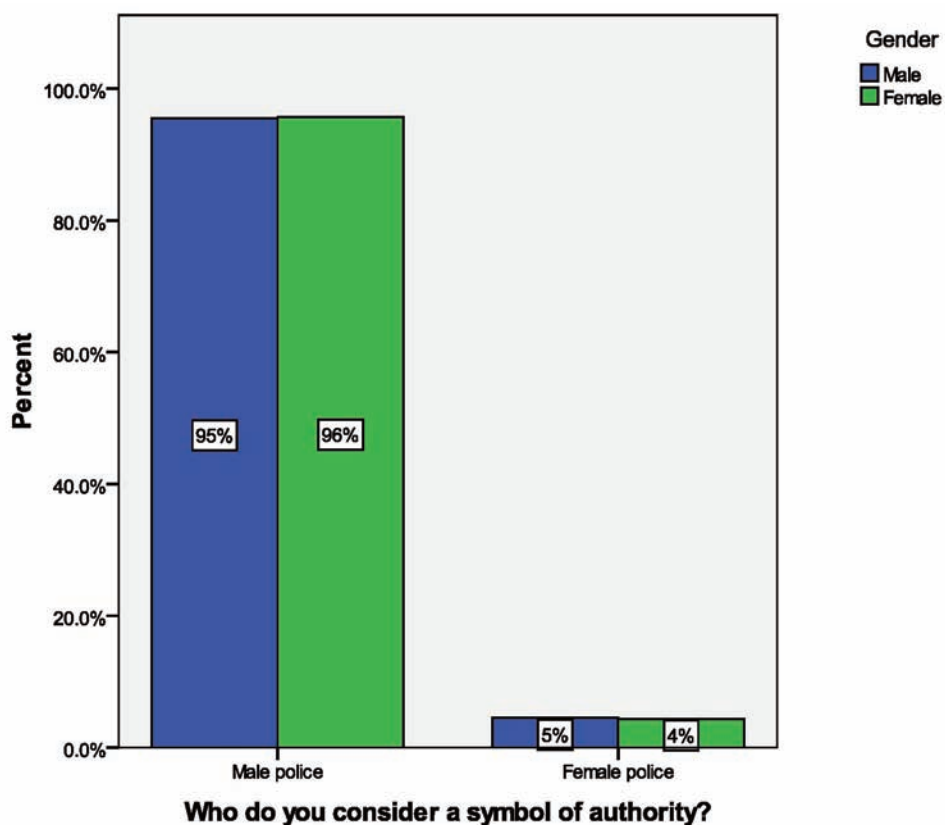
Who do you consider a symbol of authority?



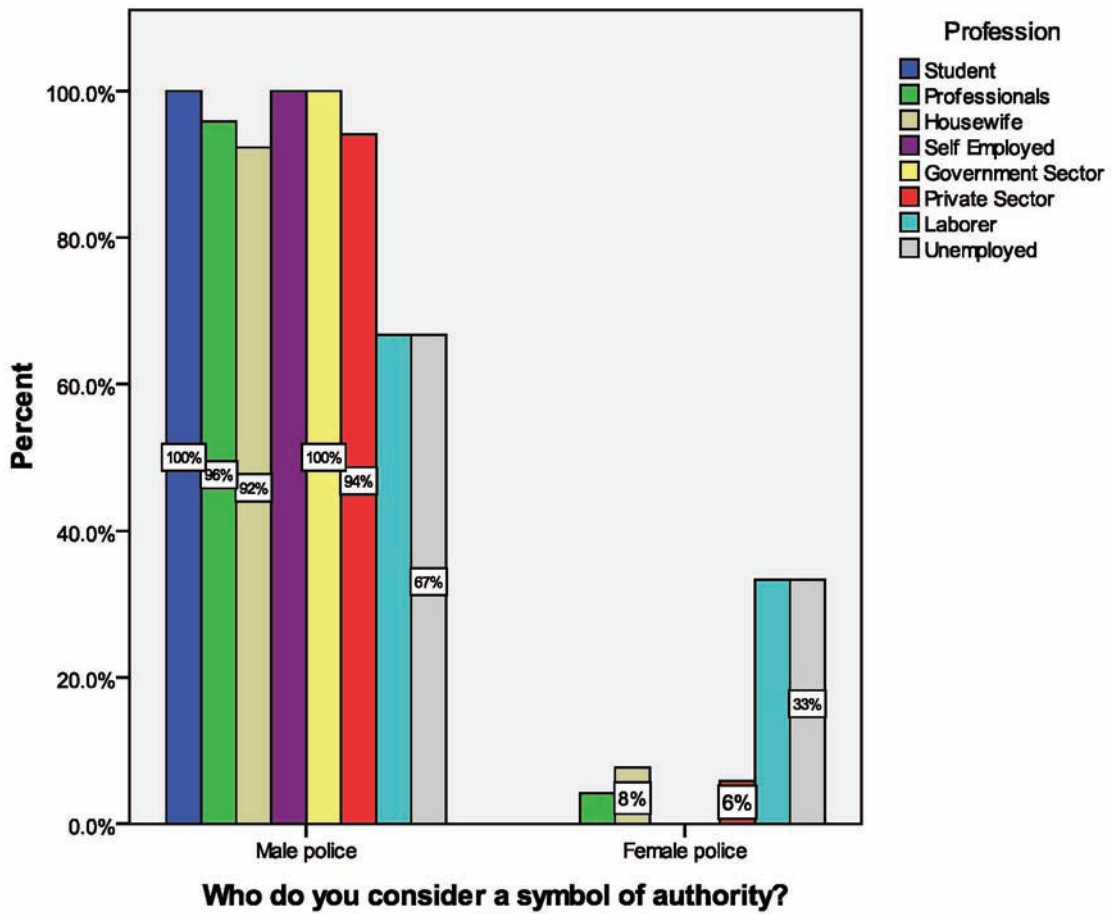
96 percent of the respondents considered male police to be a symbol of authority, while 4 percent considered female police to be a symbol of authority. As compared to previous question where 57 percent of the respondents felt more obliged to listen to instructions of female police, while they do not consider women police as a symbol of authority.

The following figures also show that 4 percent of females and 5 percent males perceive female police as having authority. As in the previous question, 92 percent of females and 32 percent males felt obliged to listen to female police.

Who do you consider a symbol of authority?			
Male Police		Female Police	
Gender		Gender	
Male	Female	Male	Female
63	44	3	2



Who do you consider a symbol of authority?		
Profession	Male Police	Female Police
Student	35	0
Professionals	23	1
Housewife	12	1
Self Employed	16	0
Government Sector	1	0
Private Sector	16	1
Laborer	2	1
Unemployed	2	1

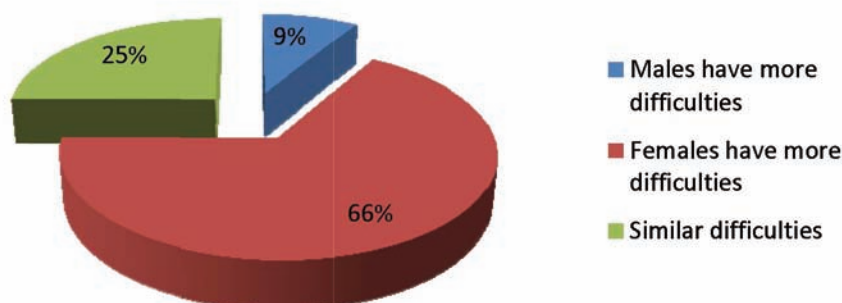


Among the various sections according to nature of profession, 4 percent professionals, 8 percent housewives, 6 percent private sector employees, 33 percent labour and unemployed considered women police as a symbol of authority, while a majority perceived male police as a symbol of authority.

Do you think male and female police personnel face the same number and intensity of challenges at workplace in particular and society in general?

Do you think male and female police personnel face the same number and intensity of challenges at workplace in particular and society in general?		
Males have more difficulties	Females have more difficulties	Similar difficulties
10	77	29

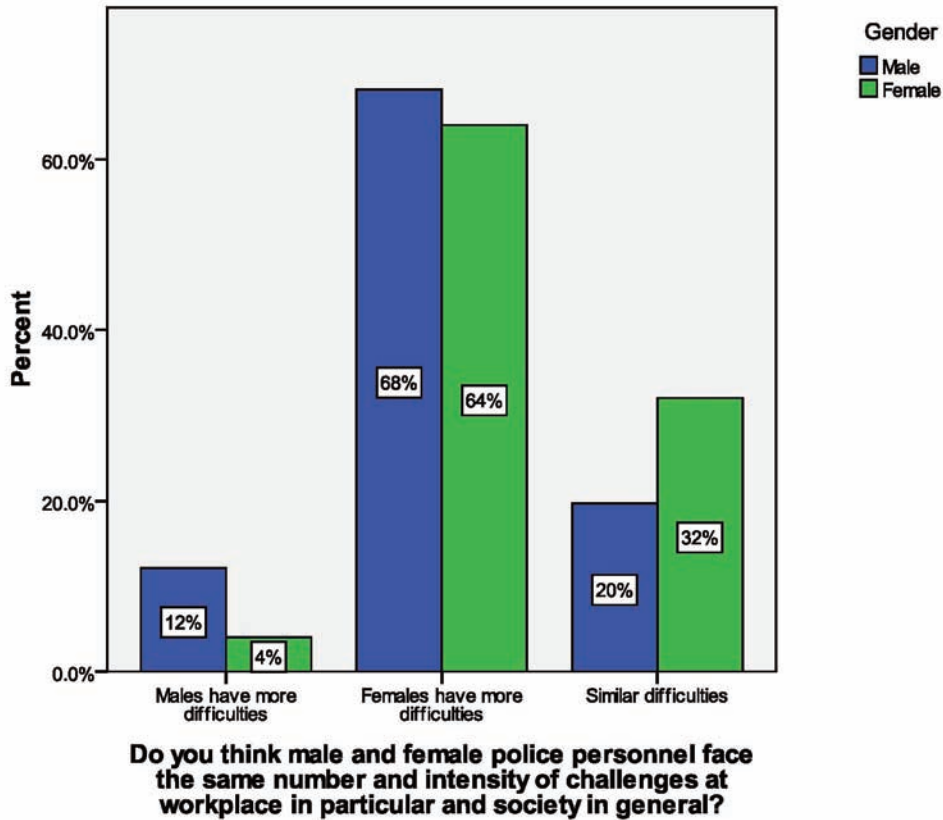
Do you think male and female police personnel face the same number and intensity of challenges at workplace in particular and society in general?



When the respondents were asked of the intensity of challenges faced by male and female police personnel at their workplace and in their society, 66 percent were of the view that females face more challenges, 9 percent responded that males face more challenges, while 25 percent perceived of both facing similar level of challenges.

Do you think male and female police personnel face the same number and intensity of challenges at workplace in particular and society in general?

Males have more difficulties		Females have more difficulties		Similar difficulties	
Gender		Gender		Gender	
Male	Female	Male	Female	Male	Female
8	2	45	32	13	16

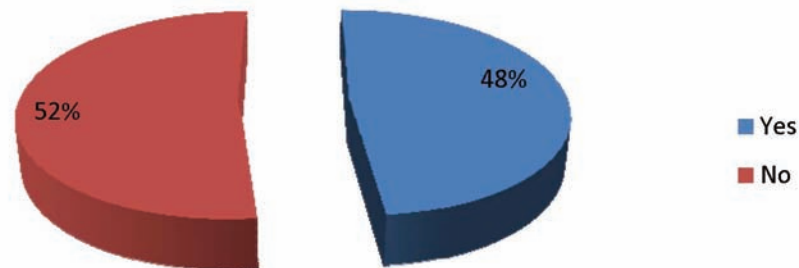


68 percent males and 64 percent females were of the view that female police face more challenges in the society. 12 percent males and 4 percent females were of the view that male police face more difficulties, while 20 percent males and 32 percent females were of the notion that both male and female police face similar level of difficulties.

Should female police personnel be assigned to cases and crimes only specific to women and handling of female offenders?

Should female police personnel be assigned to cases and crimes only specific to women and handling of female offenders?	
Yes	No
56	60

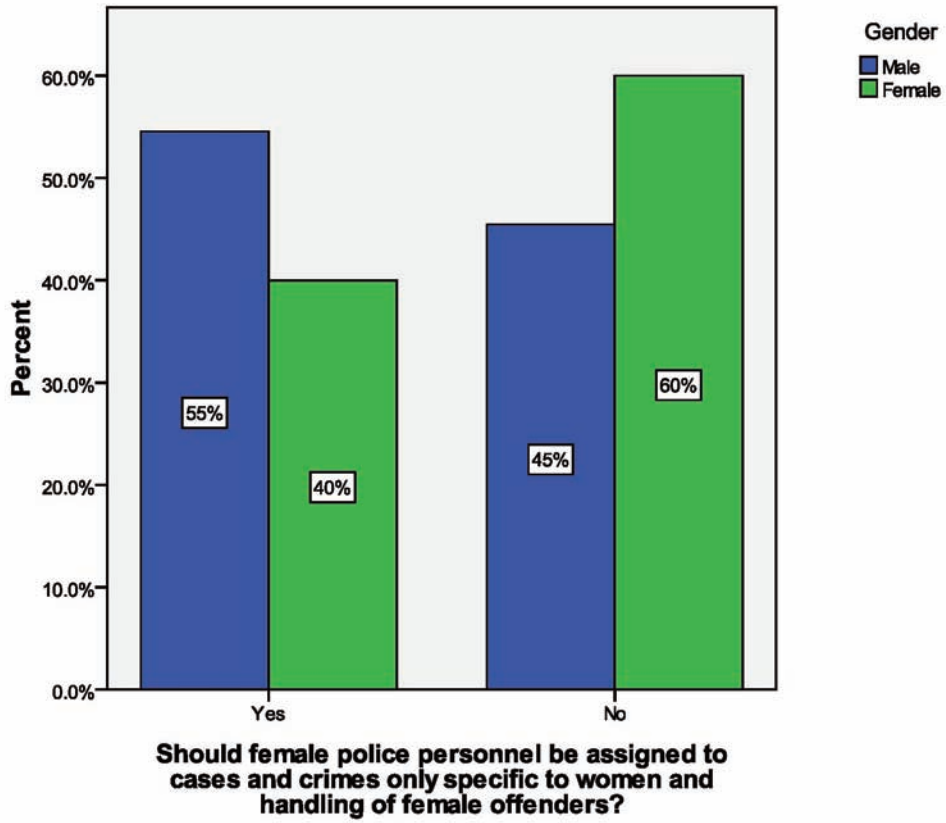
Should female police personnel be assigned to cases and crimes only specific to women and handling of female offenders?



During the survey 48 percent of the total respondents in Quetta, were of the view that female police personnel should be assigned to cases and crimes only specific to women, while 52 percent were of the view that they should not be limited to only cases pertaining to women victims and offenders.

Through the following figures, it is evident that males (55 percent) and females (40 percent) wanted women police to be assigned to only female related cases, while out of those who wanted female police not limited to such cases, there were 60 percent females and only 45 percent males.

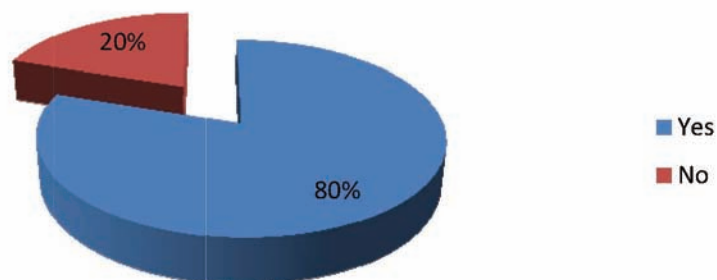
Should female police personnel be assigned to cases and crimes only specific to women and handling of female offenders?			
Yes		No	
Gender		Gender	
Male	Female	Male	Female
36	20	30	30



in your opinion, is there a need to increase the number of women in the police?

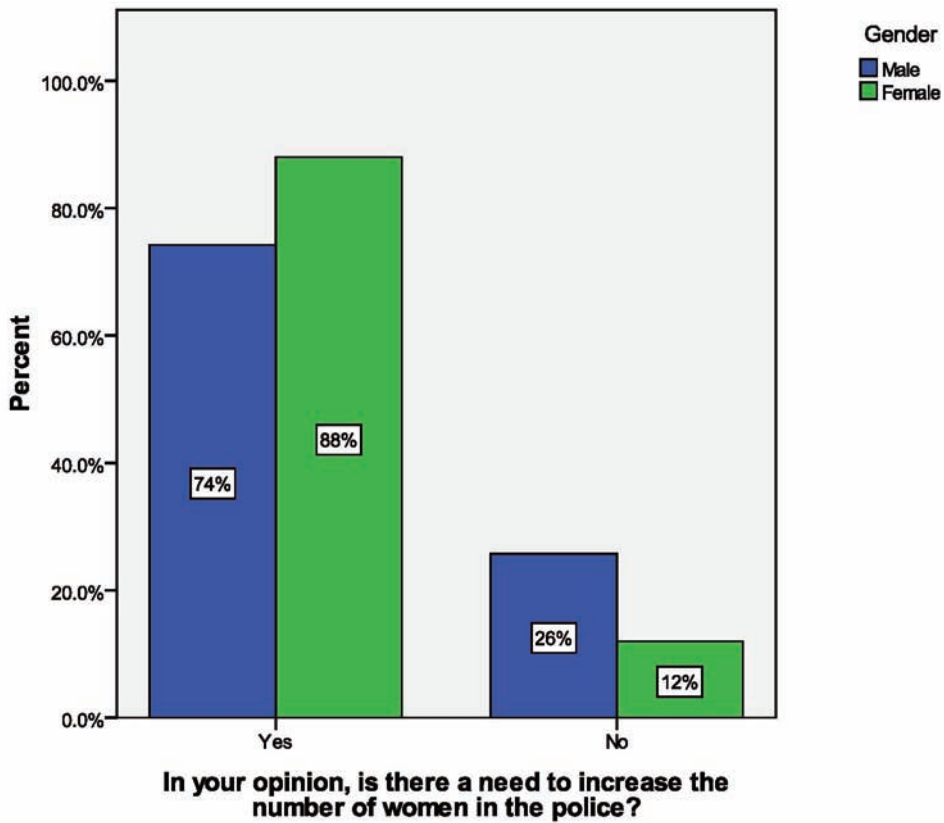
In your opinion, is there a need to increase the number of women in the police?	
Yes	No
93	23

In your opinion, is there a need to increase the number of women in the police?



80 percent of the respondents were of the view that there was requirement for increase in the number of police, while 20 percent of the respondents were averse to this.

In your opinion, is there a need to increase the number of women in the police?			
Yes		No	
Gender		Gender	
Male	Female	Male	Female
49	44	17	6

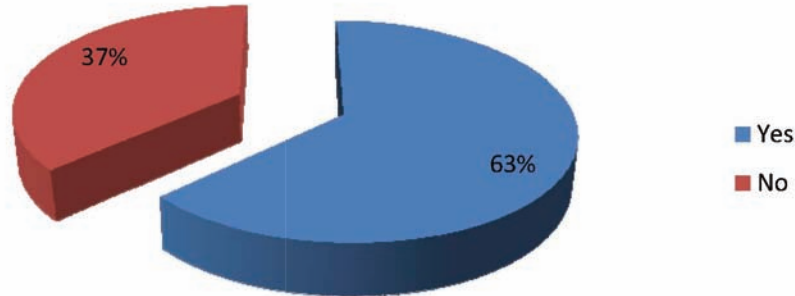


74 percent males and 88 percent females agreed to a need for increasing women police personnel in the department, while out of those who rejected any need to increase women presence in the police 26 percent were males and 12 percent were females.

Are you aware of any contributions made by women police?

Are you aware of any contributions made by women police?	
Yes	No
72	42

Are you aware of any contributions made by women police?

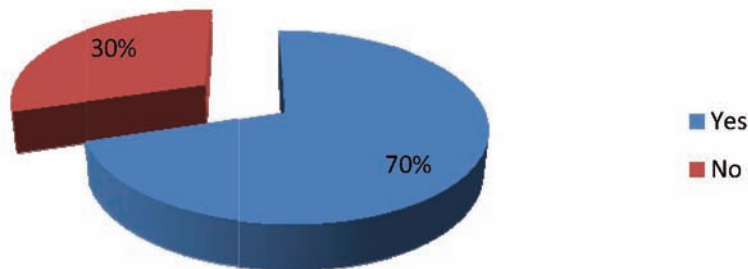


63 percent of the respondents were aware of the contributions made by women towards the police department, while 37 percent of the respondents had no knowledge of any contributions made by women police.

Have women police created impact within their respective communities in any manner?

Have women police created impact within their respective communities in any manner?	
Yes	No
80	34

Have women police created impact within their respective communities in any manner?

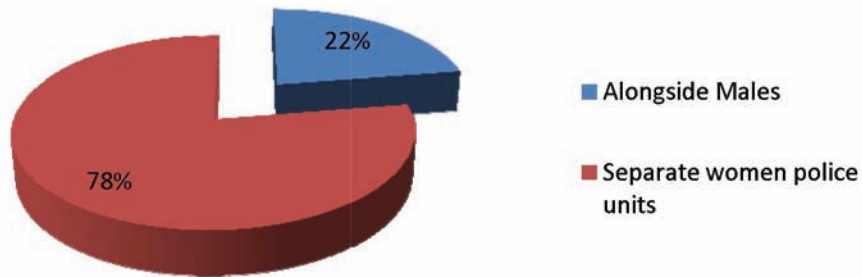


Regarding their perspective of women police creating any impact within the respective communities, 70 percent of the respondents were of the view that women police have created an impact in their respective communities, while 30 percent of the respondents perceived these women police of having made no impact.

Do you think, female police personnel and male police personnel should work within the same police station or should women police have a separate unit?

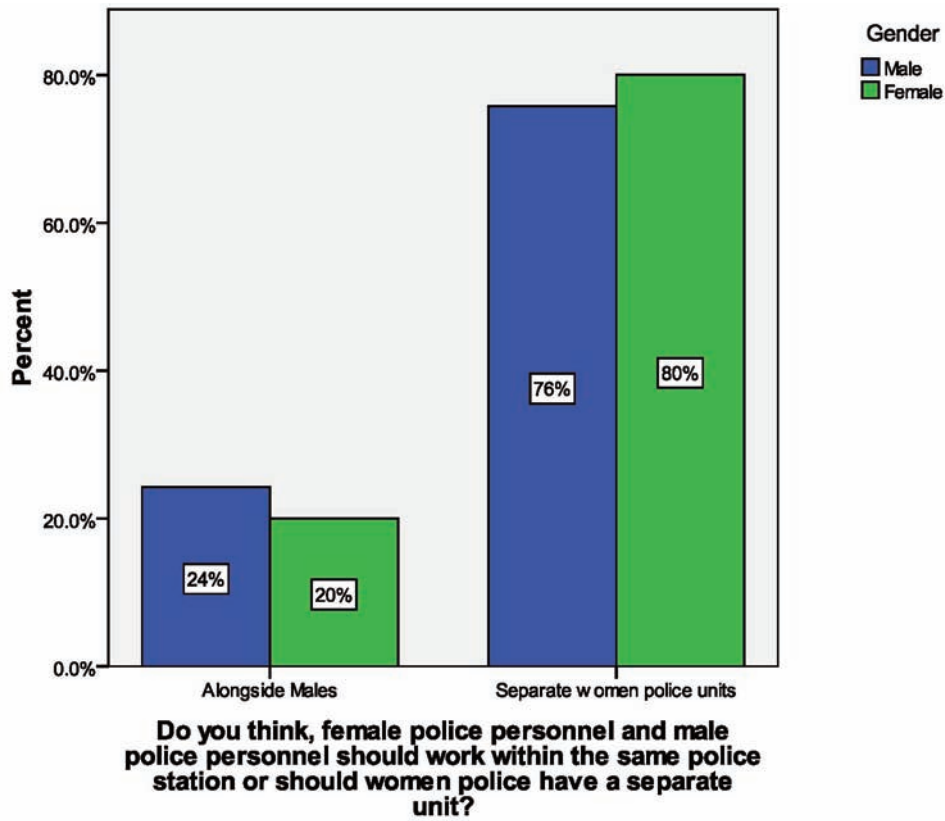
Do you think, female police personnel and male police personnel should work within the same police station or should women police have a separate unit?	
Alongside Males	Separate women police units
26	90

Do you think, female police personnel and male police personnel should work within the same police station or should women police have a separate unit?



22 percent of respondents in Quetta were of the view that women police should be placed alongside their male counterparts, while 78 percent of the respondents favored them to be separate from the male police.

Do you think, female police personnel and male police personnel should work within the same police station or should women police have a separate unit?			
Alongside Males		Separate women police units	
Gender		Gender	
Male	Female	Male	Female
16	10	50	40

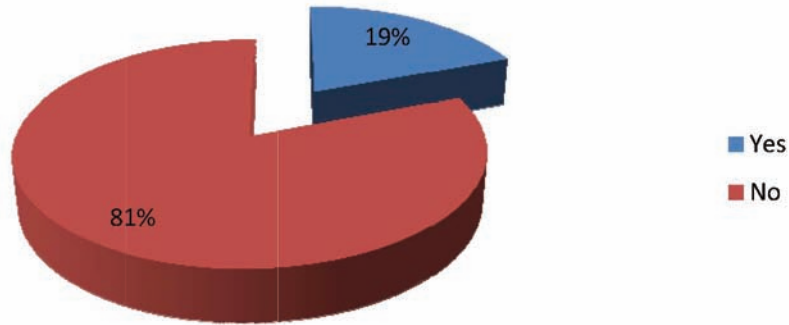


76 percent of male respondents and 80 percent of female respondents agreed to the notion of appointing women police separate from male police. 24 percent of the males and 20 percent females were of the opposite view.

Are of aware of the presence of women police stations in your city?

Are you aware if there are any women police stations in your city?	
Yes	No
22	93

Are of aware of the presence of women police stations in your city?

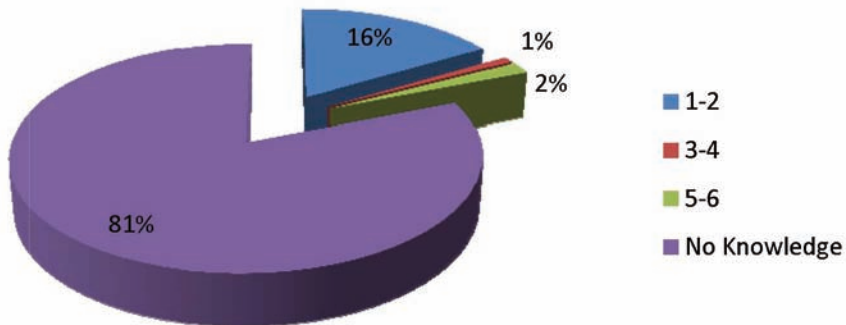


When asked about the awareness regarding the presence of women police stations in the city, 81 percent of the respondents had no knowledge, while 19 percent claimed that they had information regarding women police stations in the city.

If yes how many?

If yes how many?			
No Knowledge	1-2	3-4	5-6
94	19	1	2

If yes how many

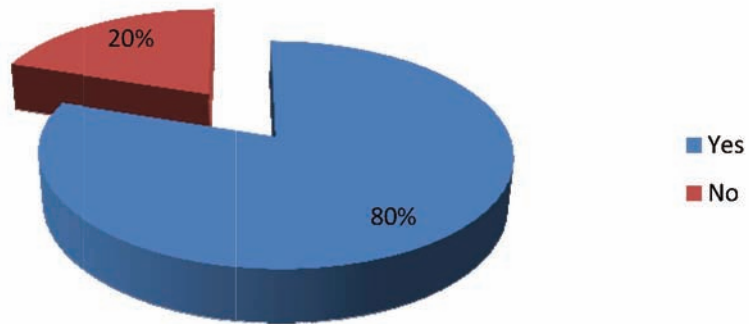


When further asked regarding the number of women police stations in the city, 16 percent of the respondents stated that there were 1 – 2 stations, while 1 percent respondents stated 3 – 4 and 2 percent stated 5 – 6 stations, while 81 percent had no knowledge regarding the number of police stations.

Do you think there should be a women police station in your city?

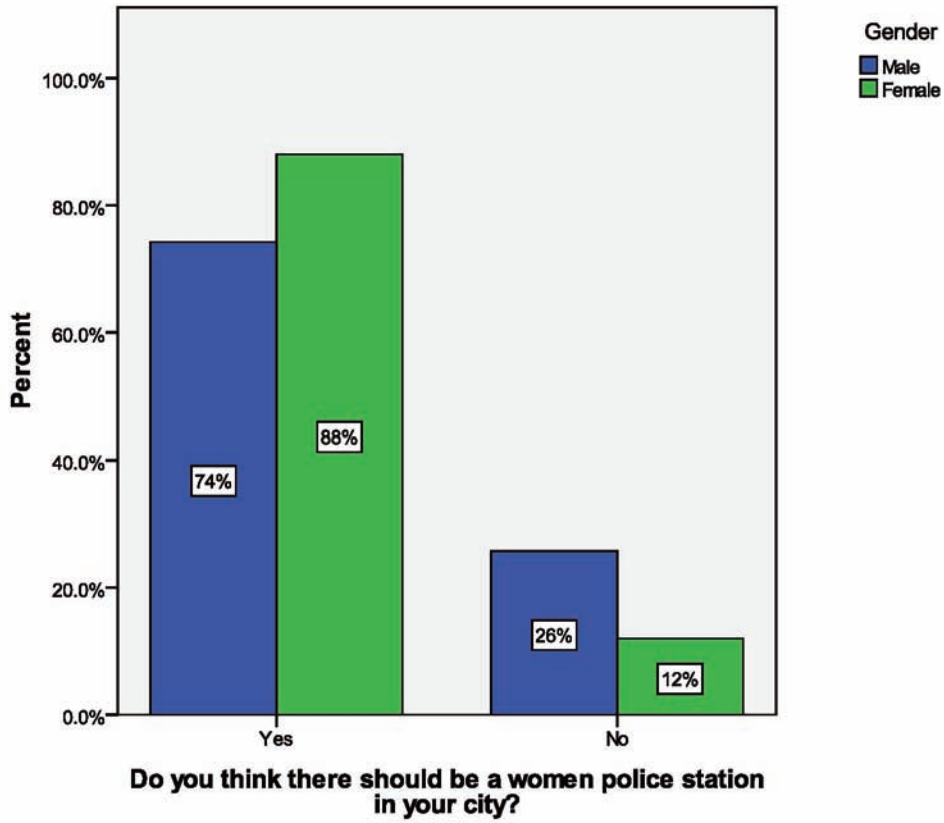
Are you aware if there are any women police stations in your city?	
Yes	No
93	23

Do you think there should be a women police station in your city?



80 percent of the respondents were of the view that there should be a women police station in the city, while 20 percent disagreed.

Do you think there should be a women police station in your city?			
Yes		No	
Gender		Gender	
Male	Female	Male	Female
49	44	17	6

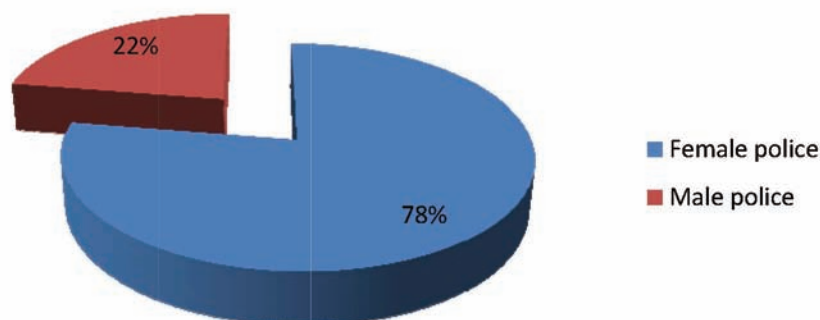


Out of those of the opinion for having a police station in the city 74 percent were males and 88 percent were females, while 26 percent males and 12 percent females disagreed to a presence of women police station.

Who do you think is more suitable to help a woman in need of police intervention?

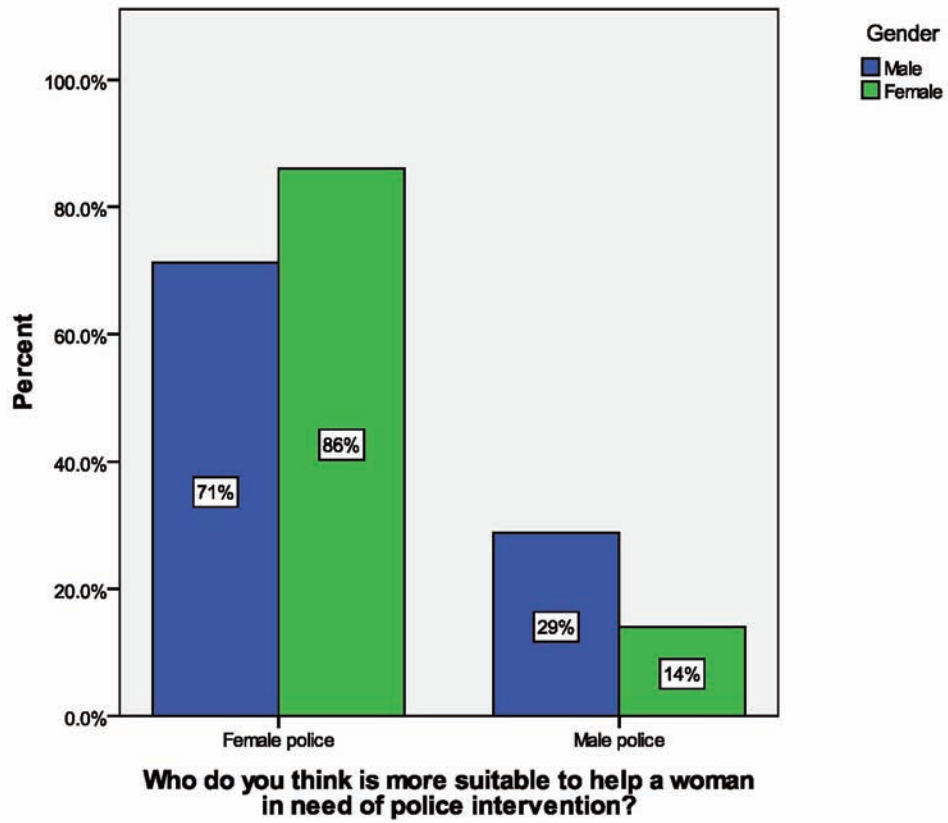
Who do you think is more suitable to help a woman in need of police intervention?	
Female police	Male police
90	26

If a women needs police assistance, who would be more suitable?



When the respondents were asked regarding the suitable choice between male and female police for a woman, while in need of police intervention, 78 percent of the respondents were of the view that females should ask assistance from women police, while 22 percent were of the opinion that females should approach male police.

Who do you think is more suitable to help a woman in need of police intervention?			
Female police		Male police	
Gender		Gender	
Male	Female	Male	Female
47	43	19	7



86 percent of the females and 71 percent of males were of the view that a woman in need of police intervention should approach women police. 29 percent of males and 14 percent of females felt that women should approach male police for intervention and assistance.

Conclusion

As mentioned in the beginning, the public perception survey was aimed at determining the general image, issues and understanding of women employed in the department of police, through the perception of the citizens. The entire time span for this survey, including identification of target population, development and dissemination of questionnaire, collection of data and analysis took around three months. A sample size of 646 individuals from throughout the country was analyzed, among a population of millions. The organisation does not claim for this survey to be accurate, rather it can be stated that this only reflects a general mindset of the population of the encompassed areas. The survey has been completed successfully and the respondents participated without hesitation, while there was an equal participation by females. The survey originally was targeted at 600 individuals, but due to the interest shown by the public, it increased to 646.

The objective of this survey was to determine the general image, issues and challenges of women employed in the police department, through the perception of the general public. The results which have been determined through the survey will strengthen the base of the initiative, where further course will be taken building upon the outcome of this assessment. As previously mentioned, the perception of women police within the general public reflected in the survey, is largely based upon the prevalent image of the department, primarily consisting of male police. There is a realization regarding the importance for the presence of female police personnel in the police department, but the overall societal restrictions and the dire image of the police are creating obstacles. If the women are to be encouraged for opting police as a profession, then first of all the societal perceptions will have to be changed.

As per the objectives of the initiative, the organisation is working towards creating awareness about women police personnel as leaders and agents of change, while highlighting the challenges faced by them in the Pakistani society and the urgent need to engage gender based reforms in police, to make the department more gender responsive. This survey will be playing a pivotal role in achieving these objectives. Further down the project, the survey will be presented at forum to the stakeholders which will include functionaries of the Ministry of Interior and Ministry of Human Rights, senior local police officials, media personnel, members of civil society and members from partner organisations such as the National Commission on the Status of Women (NCSW), the Women Parliamentary Caucus (WPC) and Young Parliamentarians Forum (YPF). Here the demand will be made to all the relevant government departments, legislature and civil society to engage in reforms, leading towards a greater role and active participation of women in police.

There were certain limitations which were faced by IL-Pakistan during the survey and the organisation had to work around and within those constraints. First of all as mentioned above, the survey does not include a large target group, due to limitation of time and the objective for quick evaluation of data. As, this survey was based on random sampling and a close ended questionnaire, so there are also certain drawbacks of

adopting these methods. Hence, the exact opinion and mindset of the respondents cannot be reflected, as they have a limited choice for expressing their views. A survey can only reveal the attitudes of the sample population, but not the behaviour. It is quite possible that while the respondents may have depicted a certain opinion in the questionnaire, their approach towards that subject may differ in practical life. This might be true for many of the survey results that have been mentioned in the previous sections. The resources and time period required for actually observing the attitude of people were not available to the organisation.

The survey was based in the six urban cities of Pakistan, namely Islamabad, Lahore, Karachi, Peshawar, Quetta and Gilgit. Much of the rural and urban areas of the country were not included again due to the limitations of time and for ease in collection of data. It is quite possible that the perception in rural areas might be drastically different regarding women police, as compared to the perception in urban areas. Even the perception in various urban areas can differ, due to the cultural and social norms present. This is also evident in the survey, but as mentioned above due to time and resource constraints some urban areas were also not covered.

Even with all these limitations and constraints, it can be stated with certainty that survey has highlighted major aspects of the perception carried by the populace regarding female police. It has laid the foundations for the rest of the project, in which public awareness campaigns are also to be carried out. It will assist in concentrating on factors related to public perception, which need immediate attention. The survey is also useful for the stakeholders in this initiative, including the police to identify the expectations and understanding of the citizens regarding women police personnel.

Public Perception Survey Questionnaire

General Perception Survey from Public

This survey is being conducted by Individualland Pakistan (IL-Pakistan), as part of IL-Pakistan's project on "Women Police as Change Agents and Gender Based Police Reforms". Participation in this survey is voluntary and confidentiality of identity will be maintained. It is assured that the information and views shared will be utilized for project purpose only.

Name: _____

Gender: _____

Occupation: _____

Location: _____

Contact: _____

Please tick the appropriate choice.

1. Do you think that police department is appropriate for Pakistani women?

Yes No

2. Have you ever observed women police on duty?

Yes No

3. Have you ever had any interaction with women police personnel?

Yes No

4. You feel more obliged to adhere to instructions and guidance of

Male police Women police

5. Would you allow your sisters/daughters to become a police woman?

Yes No

6. Who do you think is more prone to resorting to violent methods?
- Male police Women police
7. Do you think male and female police personnel face the same number and intensity of challenges at workplace in particular and society in general?
- More difficulties for males More difficulties for females
- Similar difficulties
8. Should female police personnel be assigned to cases and crimes only specific to women and handling of female offenders?
- Yes No
9. In your opinion, is there a need to increase the number of women in the police?
- Yes No
10. Are you aware of any contributions made by women police?
- Yes No
11. Have women police created impact within their respective communities in any manner?
- Yes No
12. Do you think, female police personnel and male police personnel should work within the same police station or should women police have a separate unit?
- Alongside males All-women police units
13. Who do you consider a symbol of authority?
- Male police Female police
14. Are you aware if there are any women police stations in your city?
- Yes No
- a. If yes how many?
- 1 - 2 3 - 4 5 - 6

15. Do you think there should be a women police station in your city?

Yes No

16. Who do you think is more suitable to help a woman in need of police intervention?

Female police Male police

Individual land creates choices! As an innovative research-based consultancy and advocacy group we open up space for the individual. Our focus is the role of the media and to generate a peaceful discourse in society. We are working to increase the number of responsible journalists, media-literacy among citizens and a greater acceptance for different ways to live.