

Training Manual on  
**Enhancing Attitudes of Police towards  
Survivors of Violence Against Women  
in Pakistan**

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## List of Acronyms

AIG	Assistant Inspector General of Police
ASI	Assistant Sub-Inspector
ASP	Assistant Superintendent of Police
BCSW	Balochistan Commission on Status of Women
BPFA	Beijing Platform for Action
CAT	Convention against Torture and Other Cruel, Inhuman, or Degrading Treatment or Punishment
CEDAW	Convention on Elimination of all forms of Discrimination Against Women
CrPC	Criminal Procedure Code
DCAF	Geneva Centre for Security Sector Governance
DNA	Deoxyribonucleic Acid
DSP	Deputy Superintendent of Police
EVAW	Ending Violence Against Women
FIR	First Information Report
GBV	Gender-Based Violence
GIZ	Deutsche Gesellschaft für Internationale Zusammenarbeit (German)
ICCPR	International Covenant on Civil and Political Rights
ICPD	International Conference on Population and Development
IGP	Inspector General Police
IL	Individualland
INL	Bureau of International Narcotics and Law Enforcement Affairs, U.S. Department of State
KII	Key Informant Interview
KPCSW	Khyber Pakhtunkhwa Commission on the Status of Women
NCSW	National Commission on the Status of Women
NPB	National Police Bureau
PCSW	Punjab Commission on the Status of Women
PPC	Pakistan Penal Code
SCSW	Sindh Commission on the Status of Women
SDG	Sustainable Development Goal
SHO	Station House Officer
TNA	Training Needs Assessment
UDHR	Universal Declaration of Human Rights
UNDP	United Nations Development Programme
UNFPA	United Nations Population Fund
UNODC	United Nations Office on Drugs and Crime
UN Women	United Nations Entity for Gender Equality and the Empowerment of Women
VAW	Violence Against Women
WDD	Women Development Department
WHO	World Health Organization

## Key Concepts

**Abuse:** Emotional/ psychological or physical violence to exploit an individual is known as abuse.

**Accused:** An individual who is alleged to have committed an offence and has been formally charged or arrested for that offence i.e. before it is found whether they are guilty or not.

**Attempted Rape:** Refers to attempting to have non-consensual sexual intercourse through the use of force or threats<sup>1</sup>.

**Crime:** An action or omission, which constitutes an offence and is punishable by law.<sup>2</sup>

**Economic Abuse:** Not specifically defined in Pakistani law, however, many rights are granted under the law to protect women and children from economic abuse. Many of these laws are the part of the personal laws, especially related to inheritance, property rights, maintenance, dower, and other related rights.

**Empathy:** The ability to recognize and understand the situation/ condition of another individual from their perspective.

**Engender:** Make a procedure gender-sensitive by incorporation of gender needs and interests, and elimination of gender discriminatory policies, strategies and practices.<sup>3</sup>

**Forced Marriages:** Section 498-B of the PPC prohibits forced marriages and makes it an offense, punishable with imprisonment extending to seven years but not less than three years and liable to a fine of Rs 500,000

**Gender:** Socially constructed characteristics of women, men and transgendered individuals, i.e. the roles attributed to individuals by society in public and private spheres<sup>4</sup> as opposed to biological construction of a person.

**Gender-Based Violence (GBV):** GBV can be defined as “violence that is directed at a person on the basis of gender or sex.”

**Gender Discrimination:** Any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on the basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field – (Article 1 CEDAW)

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<sup>1</sup>NCSW, “Standardized Indicators of VAW in Pakistan”, by GFEP and Aurat Foundation, 2015, <http://www.ncsw.gov.pk/previewpublication/57>

<sup>2</sup> Article 2 (b) of United Nations Organised Crime Convention, 2012

<sup>3</sup> United Nations, “Gender Terms Explained”, [http://www.un.org/esa/sustdev/csd/csd15/lc/gender\\_terms.pdf](http://www.un.org/esa/sustdev/csd/csd15/lc/gender_terms.pdf)

<sup>4</sup> World Health Organisation, “Gender, Equity and Human Rights”, <http://www.who.int/gender-equity-rights/understanding/gender-definition/en/>

**Gender Equality:** The equal access to rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women's and men's access to rights, resources and opportunities will not depend on whether they are born male or female.<sup>5</sup>

**Gender Inclusiveness:** The incorporation of gender equality and inclusiveness in policies and otherwise, to ensure the active participation of people of all genders in political, social, economic and cultural spheres.

**Gender Indicators:** Tools that measure and compare the situation of women and men over a given time period. They include quantitative indicators (gender equity) and qualitative indicators (gender equality).<sup>6</sup>

- **Gender Equity** refers to a fair/ impartial approach towards different genders. Gender equity leads to gender equality. Gender equity is the process of being fair to women and men. To ensure fairness, strategies and measures must often be available to compensate for women's historical and social disadvantages that prevent women and men from otherwise operating on a level playing field. Equity leads to equality.

- **Gender Equality** (defined above) requires equal enjoyment by women and men of socially-valued goods, opportunities, resources and rewards. Where gender inequality exists, it is generally women who are excluded or disadvantaged in relation to decision-making and access to economic and social resources. Therefore a critical aspect of promoting gender equality is the empowerment of women, with a focus on identifying and redressing power imbalances and giving women more autonomy to manage their own lives. Gender equality does not mean that men and women become the same; only that access to opportunities and life changes is neither dependent on, nor constrained by, their sex.

**Gender Mainstreaming:** A globally accepted strategy/ approach for promoting gender equality which involves the (re)assessment of legislations, policies, and the (re)organization of programs to ensure that gender perspectives are central to all activities.<sup>7</sup>

**Human Rights:** Rights which are inherent and universal to all human beings from birth till death; regardless of race, sex, nationality, ethnicity, language, religion, or any other status. Everyone is entitled to these rights, without discrimination.<sup>8</sup>

**Investigation:** The systemic examination of facts by different methods such as interview, interrogation, evidence collection, etc.<sup>9</sup> Investigation is summed up as "collection of oral, documentary, material and circumstantial evidence to connect an offender with an offence" in section 4(I) of Criminal Procedure Code (CrPC) 1898.<sup>10</sup>

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<sup>5</sup> European Institute for Gender Equality definitions and concepts: <https://eige.europa.eu/gender-mainstreaming/concepts-and-definitions>

<sup>6</sup> European Institute of Gender Equality, "Gender Indicators", <http://eige.europa.eu/gender-mainstreaming/methods-tools/gender-indicators>

<sup>7</sup> UN – Women, "Gender Mainstreaming", <http://www.un.org/womenwatch/osagi/gendermainstreaming.htm>

<sup>8</sup> United Nations, "Human Rights", <http://www.un.org/en/sections/issues-depth/human-rights/>

<sup>9</sup> International Foundation for Protection Officers, "Investigative Interviewing: Strategies and Techniques", August 2005, <https://www.ifpo.org/wp-content/uploads/2013/08/interviewing.pdf>

<sup>10</sup> Barrister Abdul Khaliq Shaikh and Muhammad Akber Arain :Basic Investigation Handbook (2014) Sindh Police P.20

- Interrogation is the process in which suspects are questioned about their involvement in an act that gave rise to the investigation.
- Interview is a conversation intended to elicit information regarding an act from witnesses and potential suspects.

**Isqat-i-Haml:** Whoever causes a woman with child whose organs have not been formed, to miscarry, if such miscarriage is not caused in good faith for the purpose of saving the life of the woman, or providing necessary treatment to her, is said to cause 'Isqat-i-Haml'.<sup>11</sup>

**Isqat-i-Janin:** Whoever causes a woman with child some of whose limbs or organs have been formed to miscarry, if such miscarriage is not caused in good faith for the purpose of saving the life of the woman, is said to cause 'Isqat-i-Janin'.<sup>12</sup>

**Offense:** Any behavior (act or omission) that is in breach of a law and hence punishable by the law under the respective legal systems.<sup>13</sup>

**Offender:** An individual who has been found to have committed an offense.<sup>14</sup>

**Physical Assault:** According to section 351 of PPC "Whoever makes any gesture, or any preparation intending or knowing it to be likely that such gesture or preparation will-cause any person present to apprehend that he who makes that gesture or preparation it about to use of criminal force to that person, is said to commit an assault." Section 354 & 354- A also describes the crime as "Whoever assaults or uses criminal force to any woman and strips her of her clothes and in that condition, exposes her to the public view".

**Psychological Abuse:** Pakistani law does not specifically cater to many forms of psychological abuse as an offence. Threats for intimidation, however, are dealt under criminal law. Section 503 defines the criminal intimidation as follows: "Whoever threatens another with any injury to his person, reputation or property, or to the person or reputation of any one in whom that person is interested, with intent to cause alarm to that person, or to cause that person to do any act which he is not legally bound to do, or to omit to do any act which that person is legally entitled to do, as the means of avoiding the execution of such threat, commits criminal intimidation."

**Rape:** Refers to engaging in the non-consensual vaginal, anal or oral penetration of a sexual nature of the body of another person with any bodily part or object, including through the use of physical violence and by putting the victim in a situation where she cannot say no or complies because of fear<sup>15</sup>. Section 375 of the PPC 1860 defines rape as "A man is said to commit rape who has sexual intercourse with a woman under circumstances that is against her will, without her consent, with her consent, when the consent has been obtained by putting her in fear of death or of hurt, with her consent, when the man knows that he is not married to her and that the consent is given because she believes that the man is

<sup>11</sup>Section 338, Pakistan Penal Code (1860)

<sup>12</sup>Section 338-B, Pakistan Penal Code (1860)

<sup>13</sup> Section 2.2 (b) of UN Minimum Standards Rules for administration of Juvenile Justice 1985 (Beijing Rules ).Furthermore section 40 of Pakistan Penal Code 1860 and section 4 of Criminal Procedure Code 1898 defines the offence.

<sup>14</sup> Section 2.2 (c) of UN Minimum Standards Rules for administration of Juvenile Justice 1985 (Beijing Rules)

<sup>15</sup>NCSW, "Standardized Indicators of VAW in Pakistan", by GFEP and Aurat Foundation, 2015, Retrieved from <http://www.ncsw.gov.pk/previewpublication/57>

another person to whom she is or believes herself to be married; or With or without her consent when she is under sixteen years of age.”

**Sexual Harassment:** According to section 509 PPC, sexual harassment is when someone “intending to insult the modesty of woman, utters any word, makes any sound or gesture, or exhibits any object, or intrudes upon the privacy of such woman”. And “Conduct unsolicited sexual advances, or demand sexual favors or uses verbal or non-verbal communication or physical conduct of the sexual nature which intends to annoy, insult, intimidate or threaten the other person or commit such acts at the premises of workplace, or make submission to such conduct either explicitly or implicitly a term or condition of an individual’s employment, or make submission to or rejection of such conduct by an individual a basis for employment decision affecting such individual, or retaliates because of rejection of such behavior with the intention of unreasonably interfering with an individual's work performance or creating an intimidation, hostile or offensive working environment (might occur in public or private places).”

**Sexual Harassment at Workplace:** “Harassment” means any unwelcome sexual advance, request for sexual favors, or other verbal or written communication or physical conduct of a sexual nature or sexually demanding attitudes, causing interference with the work performance or creating an intimidating, hostile or offensive work environment, or the attempt to punish the complainant for refusal to comply to such a request or is made a condition for employment.

**Sexual Violence:** Any non-consensual sexual activities, with or without the use of physical or emotional force, which may be perpetrated by partners, friends, family, acquaintances, or strangers.<sup>16</sup>

**Sympathy:** The feeling of concern or concern for an individual in distress.

**Victim or Survivor** means the person who is the subject of any type of violence. Often the terms Victim and Survivor are used interchangeably. “Victim” connotes an attempt to recognize “the enormity of the system of gender-based discrimination that women and girls face”. The term survivor is used “as a way of reflecting the agency, resilience and courage of women and girls subjected to violence.”<sup>17</sup>

**Violence:** “the intentional use of physical force or power, threatened or actual, against oneself, another person, or against a group or community, that either results in or has a high likelihood of resulting in injury, death, psychological harm, mal-development, or deprivation.” – Definition by WHO.

**Violence against Women (VAW):**The Beijing Platform of Action (BPFA) defines VAW as: “Any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivations of liberty, whether occurring in public or private life.” In short, it is violence that is directed against a woman because she is a woman or that affects women disproportionately.<sup>18</sup> It is the most brutal form of discrimination and a violation of fundamental rights<sup>19</sup>. VAW does not only occur in the family and in the general community,

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<sup>16</sup> WAR Against Rape; “Sexual Violence and Laws of Pakistan”, 2011,

[http://www.war.org.pk/WAR%20Webfiles/PDFs/Sexual\\_Violence\\_in\\_Pakistani\\_Law.pdf](http://www.war.org.pk/WAR%20Webfiles/PDFs/Sexual_Violence_in_Pakistani_Law.pdf)

<sup>17</sup>1. A Practitioner’s Toolkit on Women’s Access to Justice Programming, MODULE 3: Ending Violence Against Women, p.12,

[https://www.ohchr.org/Documents/Publications/PractitionerToolkit/WA2J\\_Module3.pdf](https://www.ohchr.org/Documents/Publications/PractitionerToolkit/WA2J_Module3.pdf)

<sup>18</sup>Committee on Elimination of Discrimination against Women (CEDAW), GR 19, Article 3 Istanbul Convention

<sup>19</sup> Factsheet, Istanbul Convention: [https://ec.europa.eu/info/sites/info/files/factsheet\\_istanbul\\_convention\\_web\\_en.pdf](https://ec.europa.eu/info/sites/info/files/factsheet_istanbul_convention_web_en.pdf)

but also may be condoned or perpetuated by the State through a variety of policies or actions by State institutions.<sup>20</sup>

The terms “*gender-based violence*” and “*violence against women*” are often used interchangeably. The term “*gender-based violence*” aims to reflect the fact that violence against women arises from power hierarchies based on gender and may be committed against boys and men<sup>21</sup>. The term GBV captures the fact that such violence is rooted in unequal power between women and men. GBV both reflects and reinforces the subordinate status of females – who are the large majority of victims – in male-dominated societies. However, males can also be victims of such violence, especially those who do not conform to traditional societal expectations about “*masculine*” behavior. And some women perpetuate violence against other females in order to assert their authority and dominance, such as a woman who abuses a domestic worker.<sup>22</sup>

Note: The framework of legal definitions for VAW in Pakistan is encompassed by the Pakistan Penal Code - PPC (XLV of 1860), Pakistan Code of Criminal Procedure – 1898 (CrPC), and Protection of Women (Criminal Laws Amendment) Act 2006. The legal framework chart is given in the annexure consisting of acts specific to VAW in the PPC 1860, CrPC 1898, and Protection of Women (Criminal Laws Amendment) Act 2006 alongside the laws adopted at national and provincial levels.

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<sup>20</sup>Aurat Foundation Violence Against Women report annual report 2010

<sup>21</sup>Working with Gender Based Violence Survivors Reference Training Manual for Frontline Staff, UNRWA 2012

<sup>22</sup>Gender-based violence comes at high social and economic cost, [https://www.ilo.org/global/publications/world-of-work-magazine/articles/WCMS\\_167867/lang--en/index.htm](https://www.ilo.org/global/publications/world-of-work-magazine/articles/WCMS_167867/lang--en/index.htm)

## Preface

The Government of Pakistan, through its constitutional guarantees of non-discrimination and the right to live a life of dignity and equality for every citizen, has expressed its commitment towards countering Violence against Women (VAW). Following in this spirit, the country has legislated a variety of Acts and Laws over the years at both federal and provincial levels to curb the menace and respond to the diverse needs of victims and survivors. At the international level, the commitment is further reflected by its participation in and endorsement of a number of conventions and agreements on gender equality and women rights - most notably the Universal Declaration of Human Rights, Beijing Platform for Action, Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW), and most recently, the Sustainable Development Goals (SDGs).

UN Women is the United Nations entity dedicated to gender equality and the empowerment of women. A global champion for women and girls, UN Women was established to accelerate progress on meeting their needs worldwide. UN Women supports UN Member States as they set global standards for achieving gender equality, and works with governments and civil society to design laws, policies, programmes and services needed to ensure that the standards are effectively implemented and truly benefit women and girls worldwide. It works globally to make the vision of the Sustainable Development Goals a reality for women and girls and stands behind women's equal participation in all aspects of life.

Following a request by the Government of Pakistan, UN Women launched its programme in the country in 2007 (as UNIFEM) and is now strategically positioned at both national and provincial levels to support gender equality and empowerment initiatives. Based on its mandate for making gender equality and women's empowerment a reality across the world, UN Women provides support to innovative initiatives that promote women's human rights, with a special focus on ending violence against women (EVAW) by strengthening rule of law, building capacity of service providers and duty-bearers to prevent and respond to violence, and enhancing women's access to justice, services and safe spaces.

Law enforcement agencies being at the frontline of the criminal justice system, are often the first to be called upon when an act of violence occurs. They work with survivors, offenders, witnesses, service providers and the justice sector, and deal with various forms of evidence. Their attitude, role, and response have a huge impact towards the resolution of cases which in turn contributes to the protection of women and girls and further prevention of violent acts. Their pivotal role in the prevention of violence as well as supporting the survivors to access justice is also acknowledged by all stakeholders. However, the fact remains one of the most significant factors contributing to high prevalence of VAW is the low capacity of law enforcement officials (police) to understand and respond to the issue.

In an effort to address the issue and help build the capacity of this key link in the chain of services to survivors, UN Women engaged a non-government organization, Individualland Pakistan (IL) to support the development of a comprehensive training manual. IL has vast experience of Gender Inclusive Policing and Ending Violence against Women (EVAW) via training, mapping, and enhancing the role of

women police across Pakistan, as well as supporting Women Police Stations as an effective safe space for survivors. Since 2012, IL has been actively involved in promoting good governance, gender inclusiveness, and police reforms, and has conducted extensive research and developed training manuals, aiming to build capacity of police personnel of senior, mid, and junior cadres on the importance of gender inclusiveness.

## Section 1: About the Manual

The aim of this manual is to address the underlying issues such as existing power dynamics that lead to discrimination against women and eventually violence. During the research and development phases, it was observed that while improvements have been made at structural levels within police departments (e.g. increase in quotas for the induction of women in police, establishment of women desks and women police stations, etc.) and legislations have also been promulgated to address the issue of violence against women, gaps still persist due to lack of conceptual understanding, low awareness regarding laws, and lack or ineffective application of standard operating procedures.

Due to these gaps and the predominant mindset, police personnel are sometimes unable to handle issues of VAW with the sensitivity required, which in turn hinders women from approaching police stations/ personnel in their pursuit of justice. The Training Needs Assessment undertaken with key stakeholders at the start of this initiative showed that there is a dire need to enhance the understanding and capacity of police personnel regarding the rising VAW trends and change their handling of these cases by specifically incorporating the following key elements in police trainings:

- Attitudinal/ behavioral transformation – sensitivity towards VAW survivors
- Preventive strategies – creating awareness and building community trust to prevent VAW

As a result, these attitude and perception issues on VAW have been specifically addressed in this training manual. In addition, the manual also encompasses the following areas to build capacity of police personnel for dealing with cases of VAW in a responsive and sensitive manner:

- International laws and covenants applicable to cases of VAW;
- National and provincial laws related to women, particularly VAW;
- Coordination and cooperation with relevant departments, including legal department, mental health experts, and women commissions.

### Development of the Manual

In order to develop this manual, an extensive literature review was done to evaluate lessons from previous and ongoing capacity-building efforts made at national and international levels to eliminate VAW via gender-sensitive policing. While a number of training manuals have been developed in the past, the perceptual problem is still there and often police personnel do not acknowledge or realize that VAW is a serious issue that needs to be dealt with on a priority basis, and therefore, they do not approach the issue in an appropriate and responsive manner.

A comprehensive Training Needs Assessment (TNA) was undertaken to identify the gaps that persist despite the measures taken by government and non-government organizations. Here is a brief description of the gaps identified in the TNA conducted through Key Informant Interviews (KIIs), and consultative meetings with police personnel and other concerned government officials:

1. Limited acceptance and poor accessibility for women to approach police stations and other authorities to register cases of VAW – this is due to reluctance of women to complain about VAW

because of ensuing societal backlash, the lack of awareness in community regarding the repercussions of VAW and available legal mechanisms, and insensitive attitude of police personnel due to unfavorable understanding of VAW issues.

2. Ineffective referral mechanisms to deal with VAW – this is due to lack of coordination between police and referral departments/ organizations, lack of adequate infrastructure and resources, and lack of networking between local police stations and local relief centers/ response services.
3. Poor understanding and awareness of laws and legislative processes that address VAW in public and private spheres.

## Technical Review of the Manual – Provincial Level

Once the first draft of the manual was developed, UN Women facilitated an independent technical review through consultations at the provincial level in Sindh, Balochistan and Punjab to assess and evaluate the relevance and comprehensiveness of the manual. Consultations were carried out with key stakeholders including representatives of police services of the three provinces, members of civil society, and representatives of government departments that deal with women related issues.

In light of the findings and recommendations that came out of the desk review and consultations, this training manual was drafted with the aim to enhance the understanding of the police on VAW and transform their attitude towards survivors. A first draft of the revised manual went through a rigorous quality assurance check by legal expert, Benazir Jatoi, to review the document from a technical perspective. The expert also held further consultations with key stakeholders from the police and justice sector in the 3 provinces of the project and consolidated feedback for further revision of the manual.

The needs and gaps that were repeatedly expressed throughout the lengthy process of manual development, primarily concerned with the broadening of the mindsets of police personnel by developing an empathetic understanding of VAW, and building capacity for countering it with a human rights-based and survivor-centric approach that would not only protect and support survivors but also contribute towards the prevention of VAW. It was expressed time and again that police officers receive various technical and informative trainings that equip them with the tools needed to perform their duties. However, training on changing their mindsets and attitudes remains a big gap without addressing which their role in supporting survivors cannot be improved.

Hence, this manual has been developed with the objective of sensitizing police officers and transforming their attitudes and behaviors to enable them to play an effective role in preventing and addressing Violence against Women.

## Structure of the Manual

The manual consists of 3 Sections:

**Section 1:** About the Manual

**Section 2:** Training Programme (Proposed 2-day training agenda)

**Section 3:** Detailed Programme Activities

**Annexures:** The Annexures consist of material in reference to the various activities.

## How this manual can be used

- This manual can be used by national and provincial police departments, police training academies and other organizations as a guide to orient and sensitize police personnel for behavioral change regarding concepts, laws, mechanisms, and police procedures when dealing with cases of VAW.
- Activities proposed in the manual are designed with the flexibility of giving the trainer the option to rearrange or merge different activities in accordance with the level of the participants and duration of the workshop/ training.

## Section 2: The Training Programme (Proposed Agenda)

<b>Day 1: Power and VAW</b>	
09:00 – 09:30	Registration and Pre-assessment
09:30 – 10:15	Introductory Session (Introduction, Ground Rules and Expectations)
10:15 – 11:00	Session 1: Understanding Power Dynamics
<b>11:00 – 11:20 Tea Break</b>	
11:20 – 12:20	Session 2: Dissecting Power to understand VAW through an Intersectional Lens
12:20-12:50	Session 3: Understanding Gender for a Rights-based Approach towards Gender Equality
12:50 – 13:45	Session 4: Violence and its Types
<b>13:45 – 14:30 Lunch Break</b>	
14:30 – 15:10	Session 5: Gender Equality and Discrimination vis-à-vis VAW cases
15:10 – 15:50	Session 6: Power and Violence Map
15:50 – 16:20	Session 7: Power and Control Wheel
16:20 – 17:00	Session 8: Violence in Daily Life
<b>Day 2: Countering and Preventing VAW</b>	
09:30 – 10:00	Recap of the Day 1
10:00 – 10:45	Session 9: Violence Against Women in the Public Sphere
10:45 – 11:40	Session 10: The Cycle of Domestic Violence
<b>11:40 – 12:00 Tea Break</b>	
12:00 – 12:30	Session 11: Key Principles of Dealing with Victims/ Survivors of VAW
12:30 – 14:00	Session 12: Role of Police to Support Survivors in their Access to Justice
<b>14:00 – 14:45 Lunch Break</b>	
14:45 – 15:15	Session 13: Public Perception and Trust Regarding Police in VAW Cases
15:15 – 16:15	Session 14: Action against VAW – Preventive and Proactive Policing
16:15 – 16:45	Recap, Evaluation and Post-Assessment

- Note that the training programme can be adapted depending on the level of the participants, their previous knowledge and the duration of the training.

## Section 3: Detailed Program Activities

### Day 1

#### Registration and Pre-Assessment

**Objective:**

- To undertake a baseline assessment of the participants' knowledge and understanding regarding Violence against Women as a social issue and their role as police personnel to address it.

**Time:**

15-30 minutes – before the start of the training sessions.

**Materials:**

Participants' registration sheet, copies of the Pre-assessment form (Annexure 4), pens.

**Directions:**

1. Facilitator will share copies of the pre-assessment form and brief participants on how to fill it up.
2. The participants will be informed that they do not need to identify their names if they wish to remain anonymous.
3. Facilitator will collect all filled up forms and place in a folder.

**Facilitator's Notes:**

As the participants arrive, the facilitator will ask them to sign the registration sheet and give them the pre-test form to fill up. This activity will take place before the session starts and it will engage participants while other participants arrive. Training agenda will be shared later.

## Introductory Session Part 1: Participants' Introduction:

### Objective:

- To introduce the participants to one another and build the foundation for a training environment where they can be comfortable sharing their thoughts and experiences.

### Time:

15 minutes

### Materials:

N/a

### Directions:

1. Facilitator will welcome all the participants and introduce him/ herself. Then the Introductory session will open with an icebreaker/ energizer.
2. Ask participants to pair up. Explain that each participant will introduce their partner in front of all the participants.
3. Every participant must ask his or her partner the following questions for the introduction:
  - What is your name?
  - What is the name of your organization?
  - Your favorite hobby?
4. The Facilitator will give 5 minutes to complete the task.
5. After that, each participant will introduce their partner to the training group.

## Introductory Session Part 2: Context Setting and Ground Rules

### Objectives:

- To brief the participants about the training agenda.
- To set an encouraging and nonjudgmental environment where everyone can share their views without any fear.
- To facilitate participants to agree on ground rules for the workshop.

### Time:

15 minutes.

### Materials:

A chart with the training agenda, Flip charts and markers.

### Directions:

1. The Facilitator will brief the participants on the training agenda.

2. He/ she will then inform the participants that in order for the training to be successful, all the participants must agree on certain ground rules that must be followed throughout the training. For example, being punctual, respecting difference of opinion, speaking in turn, etc.
3. A volunteer can be identified to note down the ground rules on a flip chart.
4. The Facilitator will then ask participants what rules they want to set, and the volunteer will write down all the suggestions on a chart paper.
5. The Facilitator can add any rule that can help encourage participants to participate, as long as the participants agree to it.
6. Once all the rules are shared, the facilitator will ask if all the participants agree to them, then the chart paper will be pasted at a visible place to refer to during the training.
7. More rules can be added if needed at any point of the training.

#### **Facilitator's Notes:**

This session is very important for defining ground rules for workshop so that all participants feel safe to express themselves. The facilitator must brainstorm with participants to identify what is needed for them to feel safe during group exercises. If some important points are missed by the participants the facilitator should make sure that they are mentioned and agreed by them, such as strict confidentiality of all that is discussed during the workshop; listening to each other respectfully with no interruptions; only one person speaks at a time; everybody is seen as equal in the group irrespective of age or gender; no judgmental remarks or reactions to what another person says (also be aware of body language!).

### **Introductory Session Part 3: Expectations from the Workshop**

#### **Objectives:**

- To enable the participants to share their expectations for the workshop so that the trainer can better understand and respond to their needs.
- To manage unrealistic expectations by matching expectations with training the agenda.

#### **Time:**

15 minutes.

#### **Materials:**

Sticky notes, pens, chart paper.

#### **Directions:**

1. The facilitator will provide sticky notes to all the participants and ask them to write down their expectations from the workshop. The Facilitator will give 5 minutes to the participants to complete this task.
2. Invite participants to paste the notes on a chart paper or wall.

3. Once all the participants are done, facilitator will read out the expectations and club similar ones together.

**Facilitator's Notes:**

The facilitator reads out the expectations, matches them with the objectives and the program of the workshop, and makes sure that there are no unrealistic expectations. If the participants' expectations are beyond the scope of the project, the facilitator must inform them accordingly and it would be useful if the facilitator could share any resources that would help the participant in their expectation. If the facilitator does not know of any such resource, he/ she can tell the participant that he/ she will try to find something and get back later.

## Session 1: Understanding Power Dynamics

### Objective:

- To help the participants understand power dynamics in private and public spheres and how different types of power create a sense of being powerful or powerless under different circumstances.

### Time:

45 minutes.

### Materials:

Cards, charts, markers, and hand-out prints (Handout 1: Different Types of Power).

### Directions:

1. Participants are given 5 minutes to write down a personal experience where they felt powerful and another incident where they felt powerless, on different colored cards, respectively. The cards are displayed on the board under the following columns: private sphere, public sphere, and both.
2. Participants are engaged in a discussion on how under different circumstances (in the public and private spheres) an incident can have different impact on individuals, with regard to their sense of being powerful or powerless.
3. After this initial discussion, divide participants into 4 groups; 2 groups are assigned the public sphere and the other 2 groups are assigned the private sphere. The groups need to discuss what factors made them feel powerful/ powerless in the assigned dynamics. (Depending on the group dynamics, you may need to have 1 group for females only, in order to give a safe platform to the women to voice their challenges.
4. Each group writes down the factors on a chart under two columns (powerful and powerless) and then presents their chart, highlighting the below points.
  - How did an individual feel when he/ she had power?
  - How did an individual feel when he/ she had little or no power?
  - Where does the power come from? How is it used? And for what ends?
  - Which individuals and/ or groups have power in our society? Why?
  - What do we understand by feeling “powerful”?
5. A discussion is generated on the following basis:
  - Similarities and dissimilarities among all groups.
  - How can individuals feel powerful/ powerless on the basis of their sex.
  - How do gender roles and norms come under power dynamics.
6. Handout 1: Different Types of Power is given to the participants to use it in reference to the experiences put forward by them to conclude the discussion.

**Facilitator's Notes:**

After all the presentations are done, the discussion must draw out the different experiences of power, powerlessness, empowerment that were represented and begin an analysis of their meaning. Participants should be encouraged to develop their own theories and explanations and share any concepts they may already be familiar with from any reading, prior experience, etc. The Facilitator will ask participants to reflect on what are main causes of powerfulness and powerlessness and the power dynamics in different settings or societies. The points from this discussion can be referred to again as examples to illustrate various concepts/ frameworks introduced in the following sessions. The purpose of this more focused discussion is not to introduce concepts and frameworks yet, but to draw out the different ways of understanding power and challenge any assumptions that power is defined in one way.

## Session 2: Dissecting Power to understand VAW through an Intersectional Lens

### Objectives:

- To understand power dynamics as a factor in VAW cases.

### Time:

60 minutes.

### Materials:

Charts, case studies' prints (Handout 2 – Case Studies), markers.

### Directions:

1. On the basis of similarities and dissimilarities of feeling powerful and powerless based on sex, pointed out in the previous session, the facilitator will ask the group to identify different groups of our society under two categories including powerful and vulnerable (men and women as powerful and vulnerable groups, respectively).
2. The Facilitator will show a “power chart” on the board:

POWER CHART	
POWERFUL GROUPS	VULNERABLE GROUPS
Men	Women/ transgenders
Adults	Young People/ children/ elderly people
Employers	Employees
Rich	Poor
Citizens	Migrants
Religious/ ethnic majority	Religious/ ethnic minority
Heterosexual	Homosexual

3. After a brief discussion, participants will be asked to form 4 groups - each group is given 2 case studies to read for 15 minutes time (Handout 2).
4. The groups are asked to analyze different aspects of power and how the themes are different or overlapping in private and public spheres.
  - Why does one group of people feel powerful as compared with the others?
  - What is the main source of power for certain groups?
  - How can gender roles make you powerful or powerless in certain societies?

- What makes a group powerless and vulnerable?
  - How is power or lack thereof a contributing factor for VAW.
5. A discussion is generated on the case studies' analysis by each group on what role and responsibility the police personnel hold in each case.

**Facilitator's Notes:**

It is important for the participants to understand power with an intersectional approach. Intersectionality is the concept that all oppression is linked and creates overlapping and interdependent systems of discrimination or disadvantage, and reinforce power and privileges, which can lead to or increase gender inequality. The Oxford Dictionary defines intersectionality as "the interconnected nature of social categorizations such as race, class, and gender, regarded as creating overlapping and interdependent systems of discrimination or disadvantage". Intersectionality is the acknowledgement that everyone has their own unique experiences of discrimination and oppression and we must consider everything and anything that can marginalize people – gender, race, class, sexual orientation, physical ability, etc. First coined by Professor Kimberlé Crenshaw back in 1989, intersectionality was added to the Oxford Dictionary in 2015 with its importance increasingly being recognized in the world of women's rights.

Participants must understand that gender inequality is often mutually reinforced by other forms of inequality/ oppression. For example, a woman who is living with a disability is even more vulnerable to discrimination or violence because of the two intersecting identities of being a woman and living with a disability. The facilitator will explain how power over others based on various intersecting aspects of marginalization can reinforce and exacerbate violence against women. The facilitator will then generate a practical discussion on the role of a police officer in both case studies in detail, which can be positive and supportive or negative and reinforcing gender biases.

## Session 3: Understanding Gender for a Rights-based Approach towards Gender Equality

### Objective:

- To help the participants realize that gender needs to be understood with a human rights lens considering that women’s vulnerability to violence is much greater than that of men.

### Time:

30 minutes.

### Materials:

Charts, markers, chart on ‘Gender and Rights Analysis’.

### Directions:

1. The Facilitator highlights the importance of acknowledging that VAW exists through a discussion on gender as a key characteristic of social and power hierarchies (i.e. how structural gender discrimination devalues women and their contribution as compared to men – in fact, culturally deemed female traits are used to degrade and devalue individuals/ groups).<sup>23</sup>
2. A chart on ‘Gender and Rights Analysis’<sup>24</sup> is displayed and explained by the facilitator – the previous session’s discussion on intersectionality must also be kept in mind when discussing these concepts:

### **Gender and Rights Analysis**

1. **Gender division of labor** refers to the divide between unpaid reproductive work (socially/ culturally deemed as the role of women, limiting them to private spheres) and paid productive work (mostly done by men). As a result, men tend to specialize more in paid work within the market, and women tend to specialize more in unpaid work within the home<sup>25</sup>. Women are also more likely than men to be in low-paid jobs and “non-standard” work (part-time, temporary, home-based), and likely to have less access than men to productive assets such as education, skills, property and credit. These patterns mean that economic trends and economic policies are likely to have different implications for women and men<sup>26</sup>.
2. **The invisibility of some of women’s work**, which is an issue of recognition (not acknowledging women’s contribution in society).
3. **Gender-differentiated access to material resources** (including services), are manifestations of injustice of distribution, but can also be shaped by recognition of failures (limited accessibility of women to basic services i.e. health, transport, etc.).

<sup>23</sup> UN Women; Master Class Training – Rights based approach to Gender and Climate Change

<sup>24</sup>Ibid.

<sup>25</sup>CMPO Working Paper Series No. 07/174, Explaining the Gender Division of Labour: The Role of the Gender Wage Gap, Elizabeth Washbrook, <https://core.ac.uk/download/pdf/7352766.pdf>

<sup>26</sup>GENDER MAINSTREAMING AN OVERVIEW, Office of the Special Adviser on Gender Issues, and Advancement of Women, United Nations 2002, <https://www.un.org/womenwatch/osagi/pdf/e65237.pdf>

4. **Gender-differentiated control of resources and benefits**, which is predominantly an issue of recognition (limited women in authoritative roles).
5. **Institutions producing and reproducing unequal gender relations** (for example, gender exclusive standard operating procedures followed in institutions).
6. **Gender Differences in access and control over Resources:** In patriarchal societies women have a lesser access and control over resources.

3. The facilitator then highlights the key points that should be identified by a gender analysis:
  - Differences in the lives of women and men, boys and girls in the target community.
  - The status of women and their ability (or lack thereof) to exercise their human rights.
  - The different skills, capacities, and aspirations of individuals (male or female).
  - The evolving division of labor between women and men.
  - The different access and control over resources by women and men.
  - The different levels of participation and leadership and decision-making opportunities open to women and men.
  - The barriers that unequal gender relations present to women's development.
4. Participants are then engaged in a discussion based on the following questions for a gender analysis:
  - Who holds power in this community?
  - Who owns and controls resources?
  - Who takes the decisions?
  - Who sets the agenda?

**Facilitator's Notes:**

The session will introduce participants to broader concepts related to gender, which will enhance their understanding on the various causes and consequences of discrimination and violence.

## Session 4: Violence and its Types

### Objective:

- To equip the participants to identify different types of violence in domestic and public spheres.

### Materials:

Charts, cards, markers, Chart listing types of violence, handout prints (Handout 3: Categorization of Violence)

### Time:

55 minutes.

### Directions:

1. The Facilitator writes the World Health Organization's (WHO) definition of Violence on the board:  
*"The intentional use of physical force or power, threatened or actual, against oneself, another person, or against a group or community, that either results in or has a high likelihood of resulting in injury, death, psychological harm, mal development, or deprivation".*
2. Participants are engaged in a brainstorming session; they are to think of their perspective on violence (whether they agree with the statement above and what can be the potential impact of violence) and write down on a card.
3. Copies of the Handout 3 on "Categorization of Violence" are distributed among the participants, the facilitator asks some participant volunteers to read out the types and then a discussion is generated on how to connect the type of violence to different perspectives mentioned on the board.
4. Participants are divided into groups; each group is asked to analyze violence on the basis of the following questions:
  - What kinds of violence most often occur between men and women and where? What causes this violence? (Examples may include physical, emotional, economic and/ or sexual violence).
  - What types of violence most often occur in families? What are the causes of this violence? (Examples may include parents' use of physical, emotional or economic violence, or violence between other family members)
  - What types of violence most often occur outside the family? What causes this violence? (Examples may include physical violence between men, gang or war-related violence, stranger rape, harassment in public spaces or the workplace, etc.)
  - What is the relationship between these two terms: gender and violence? What is the most common type of violence that is experienced by women?
  - Under what circumstances does the person – man or woman – "deserve" to be hit or suffer some type of violence – explain your response? And why?
  - What are the consequences of violence on women? For men? On communities? On children brought up in a violent environment?
  - What can you and others do to stop violence against women in your community?
5. After the groups have deliberated, the facilitator will ask each group to share 2 highlights from their discussions and close the session by wrapping up the key insights.

## **Facilitator's Notes**

The Facilitator will generate a discussion on the relationship between gender socialization and gender roles as well as the use of violence by men against women to control them and maintain power and privileges for themselves.

The Facilitator should explain the types of violence on a chart paper or PowerPoint. He/ she will discuss each question in detail and encourage participants to share examples that they may have experienced or witnessed and also ask them to explain the role police can play in communities for controlling or promoting violence.

## Session 5: Gender Equality and Discrimination vis-à-vis VAW Cases

### Objective:

- To enhance understanding of police personnel regarding practices exhibiting gender bias and discriminatory attitudes when dealing with women.

### Time:

40 minutes.

### Material:

Markers, Flipchart and cards, chart paper with table on Dealing with Women in cases of VAW, paper strips with example statements written on them.

### Directions:

1. The facilitator will explain the following key terms on gender equality.

- **Gender Equality:** Gender equality is achieved when women and men enjoy the same rights and opportunities across all sectors of society, including economic participation and decision-making, and when the different behaviors, aspirations and needs of women and men are equally valued and favored.
- **Gender Discrimination:** According to Article 1 of CEDAW; *“Any distinction, exclusion or restriction made on the basis of sex which has the effect or purpose of impairing or nullifying the recognition, enjoyment or exercise by women, irrespective of their marital status, on the basis of equality of men and women, of human rights and fundamental freedoms in the political, economic, social, cultural, civil or any other field.”*

2. The facilitator will then display the chart with the below table on it. Column 1 will be filled with different tasks that the police have to do in cases of VAW. The facilitator should prepare the chart and strips of paper with all the example statements before the training and distribute the strips among the participants at the start of the session.

Dealing with Women in cases of VAW		
Police Tasks	Practices leading to gender equality	Discriminatory Practices
Interviews	<i>Presence of female investigation officer/ guard</i>	<i>A male officer asking such questions that make a female respondent uncomfortable</i>

Investigations	<i>Use of appropriate, empathetic and respectful language</i>	<i>Using stereotypical phrases or disrespectful terms</i>
Raids	<i>Remain respectful and non-judgmental</i>	<i>No female police personnel on board</i>
Search and Seizure Proceedings	<i>Female officers on board to search women</i>	<i>No female police personnel on board for searching women</i>
Complaint Registration	<i>Take prompt steps for follow-up/redress of grievances</i>	<i>Making presumptions and showing bias while listening to women's complaints</i>
Lodging FIR	<i>Display of empathy and understanding of the form of VAW and its impact</i>	<i>Reluctance in listening to grievances of women, trivializing violence</i>

3. The facilitator will read out a police task mentioned in the table and ask participants what practices can make the selected task contribute towards gender equality or gender discrimination. Participants will identify the statements to paste in the relevant columns for each task.
4. After all the cards are pasted on the board under their respective headings, the participants can be encouraged to add additional examples for any of the tasks, and a discussion is facilitated on gender inclusive or exclusive practices.
5. The Facilitator links the mentioned practices to gender-based discrimination against women, in particular when dealing with cases of VAW.

#### **Facilitator's Notes:**

The aim of the session is to help participants recognize and understand that discrimination and gender inequality leads to violence. Gender equality, gender-inclusive policies and practices, and behavioral change can lead to preventing violence.

The Facilitator will discuss gender discrimination and practices prevailing in the society by asking participants to quote examples. He/ she will explain the relation between power and gender discrimination - it is important to discuss how these underlying social norms are affecting our lives negatively. Before concluding the activity, the facilitator should ask how we can make ourselves more aware and practice gender inclusiveness in our daily lives at home and especially at workplace.

Finally, the facilitator will share some key strategies and examples of gender inclusive practices and policies.

## Session 6: Power and Violence Map

### Objective:

- To identify the link between power and violence in private and public spheres, including in close relationships such as spouses, family, co-workers, and friends.

### Time:

40 minutes

### Materials:

Charts, markers, handout prints (Handout 4: Human Relations - Power and Violence Map, also use Handout 1: Different Types of Power for reference)

### Directions:

1. The handout on “Human Relations – Power and Violence Map” is distributed among the participants; they are asked to write down the relationships that affect their daily lives (partner, family, school, work, community etc.)
2. Participants are arranged into 4 groups (2 female groups and 2 male groups). Each group discusses the map and highlights aspects that they particularly perceive to have a negative effect.
3. Each group presents their Maps, describing the relationships with the types of power (also referring to Handout 1) highlighting the following:
  - What are the key similarities in relation to the people we use power over, the types of power and the methods, which we use?
  - What are the key similarities in relation to the power others use over us and the methods, which they use?
4. The facilitator will generate a discussion on the following questions highlighting the role of police personnel in dealing with cases of violence:
  - What can we do to change the way we use our power over others and reduce and eliminate abuse of power or violence in our relationships? (Family, friends, colleagues, coworkers, clients, support staff, etc.)
  - What can we do to challenge and change the way others use power over us?
  - What does human dignity mean and how it relates with the police’s functions?

### Facilitator’s Notes:

A discussion will be generated and facilitated to analyze how power plays a critical role in building or damaging relations. It is important for the facilitator to draw attention towards power relations in patriarchal societies like Pakistan such as between rich and poor, men and women, officer and subordinate, husband and wife. The Facilitator probes about the use of power in different relations.

## Session 7: Power and Control Wheel

### Objectives:

- To help the participants understand strategies and actions that perpetrators of violence against women use in their domestic relationships to control their partners.
- To identify how perpetrators manipulate the vulnerability of individuals through their position of power in different spheres.

### Time:

30 minutes.

### Materials:

Charts, markers, and hand-out prints or charts (Handout 5: Power and Control Wheels)

### Directions:

1. The Facilitator displays the Cycle of Violence and Cycle of Non-Violence as given in Handout 5: Power and Control Wheel on 2 charts or shares handouts for all the participants, and generates a discussion on who are major abusers in cases of VAW and how is it normalized in the domestic sphere.
2. The participants are paired up; each pair is asked to discuss the Cycle of Violence Wheel from the aspect of:
  - What is the relationship between physical/ sexual violence and abuse and the other tactics/ strategies identified in the Cycle of Violence Wheel?
  - What is the relationship between each of the tactics/ strategies described in the Power and Control Wheels?
3. Participants are then asked to examine the Cycle of Non-Violence Violence. The participants will be asked to give their opinion on each element of the wheel, highlighting their attitude in personal/ professional relationships.

### Facilitator's Notes:

Explain the Power & Control Wheels in detail. Physical abuse is a form of domestic or intimate partner violence. It is characterized by a pattern of actions that an individual uses to intentionally control or dominate his intimate partner. That is why the words “power and control” are in the center of the wheel. A perpetrator systematically uses threats, intimidation and coercion to instill fear in his partner. These behaviors are the spokes of the wheel. Physical and sexual violence holds it all together— this violence is the rim of the wheel. Abusive individuals need to feel in charge of the relationship. They will make decisions for you and the family, tell you what to do, and expect you to obey without questioning.

## Session 8: Violence in Daily Life

### Objective:

- To help the participants understand how lives of women are limited by VAW and what actions need to be taken to end it.

### Time:

40 minutes.

### Materials:

Charts, markers.

### Directions:

1. Male and female silhouettes are drawn on the chart; participants are to answer the following questions for both male and female:
  - What do you do to protect yourself from sexual violence on a daily basis?
  - Why do you think you may be subjected to sexual violence in your daily life?
2. The points will be written on the respective male/ female charts. For example, women may share that fear of violence makes them engage in protective behaviors such as:
  - Not going out after dark or alone.
  - Always being vigilant to see if someone is following them or coming close.
  - Mentally checking out the environment to identify potential threats and be prepared for any potential risk.
  - Carrying items that could be used as a tool to protect themselves.
  - Speaking to friends or family on the phone while traveling to make sure someone knows their whereabouts and can come to the rescue if needed
3. It is likely that most of the points will be raised by women and male participants will share that they do not need to follow similar precautions.
4. A discussion will be facilitated on the ways that women are compelled to limit their lives and actions because of their fear and experience of men's violence in order to generate empathy and understanding. (The discussion will acknowledge that individual and structural gender-based discrimination leads to greater vulnerability of women to violence which in turn hinders them from obtaining all their rights and living a life without fear of violence).
5. The Facilitator will then encourage participants to reply to the following questions.
  - How much did you already know about the impact of men's violence on women's lives?
  - How does violence instigated by men damage their own life? How does it impact children? How does it impact the family, neighborhood or community?

- What impact can it have on the society at large?
- What do you think you can do to change this situation and to create a world in which women don't live in fear of men's violence?

**Facilitator's Notes:**

The Facilitator will discuss critical points about normalizing and social acceptance of violence against women and girls. The facilitator will share facts and figure of VAW, number of cases etc.

### Recap of the Last Day

**Objective:**

- To revise the contents of the previous day and refresh the knowledge of the participants before starting the second day

**Time:**

20 minutes.

**Materials:**

Chart paper, smaller sheets of paper/ cards and markers.

**Directions:**

1. The Facilitator will give 2 cards/ strips of paper to each participant and ask them to write one key learning from the previous day on each card. The cards will then be stuck on the chart paper in front.
2. The facilitator will read them all and engage the participants in a discussion on them, probing them to respond to questions (for example, if a card mentions types of violence, the facilitator will ask the participants to name some types of violence)
3. In the end, he/ she will add any missing points and wrap up the discussion.

**Facilitator's Notes:**

This session is very important to review what the participants have learnt, both to refresh their memory and also allow the facilitator to gauge whether the concepts were well understood. The facilitator should adapt the training based on the assessment of the participants' knowledge. If he/ she feels that a certain topic was not well understood, he/ she will revise it for the participants' knowledge.

## Session 9: Violence Against Women in the Public Sphere

### Objectives:

- To enhance participants' understanding on how power relations become a factor towards Violence against Women in the public sphere.
- To identify how power is connected to making women vulnerable to violence in public sphere.

### Time:

45 minutes.

### Materials:

Cards, markers.

### Directions:

1. The facilitator briefs the participants regarding the Pakistan Penal Code section that encompasses harassment of women in the public sphere:

#### **Pakistan Penal Code 1860: Section 509**

##### *Insulting modesty or causing sexual harassment – whoever*

- i) *Intending to insult the modesty of any woman, utters any word, makes any sound or gesture, or exhibits any object, intending that such word or sound shall be heard, or that such gesture or object shall be seen, by such woman, or intrudes upon the privacy of such woman;*
- ii) *Conducts sexual advances, or demands sexual favors or uses written or verbal communication or physical conduct of a sexual nature which intends to annoy, insult, intimidate or threaten the other person or commits such acts at the premises of work place, or makes submission to such conduct either explicitly or implicitly a term or condition of an individual's employment, or makes submission to or rejection of such conduct by an individual a basis for employment decision affecting such individual, or retaliates because of rejection of such behavior, or conducts such behavior with the intention of unreasonably interfering with an individual's work performance or creating an intimidating, hostile, or offensive working environment, shall be punished with imprisonment which may extend to three years or fine up to five hundred thousand rupees or with both.*

2. Participants are then paired up and each pair is asked to identify one example of sexual harassment in a market, bus or street. They then discuss the forms of VAW have they have personally experienced or witnessed in the public sphere. The pairs write down the experiences on cards, which are then displayed on the board.
3. Elaborating upon the aforementioned law, a brief discussion will be generated on the examples of VAW in the public sphere and how the participants/ survivors dealt with them.

4. Further broad discussion will be facilitated on the prevalent cases of VAW that the participants have come across in their professional experience and how they have dealt with them, also answering the below questions:
- How is evidence dealt with in sexual harassment incidents under section 509?
  - Are there any similar sections in the PPC, which could fit into the category of 509? (For facilitator: Section 294 – obscene acts and songs)

## Session 10: The Cycle of Domestic Violence

### Objectives:

- To help the participants understand the cycle of VAW in domestic spheres and why it is important to acknowledge domestic violence as a social issue.
- To identify how normalized stances regarding domestic violence can lead to an increase in the frequency and intensity of domestic violence.

### Time:

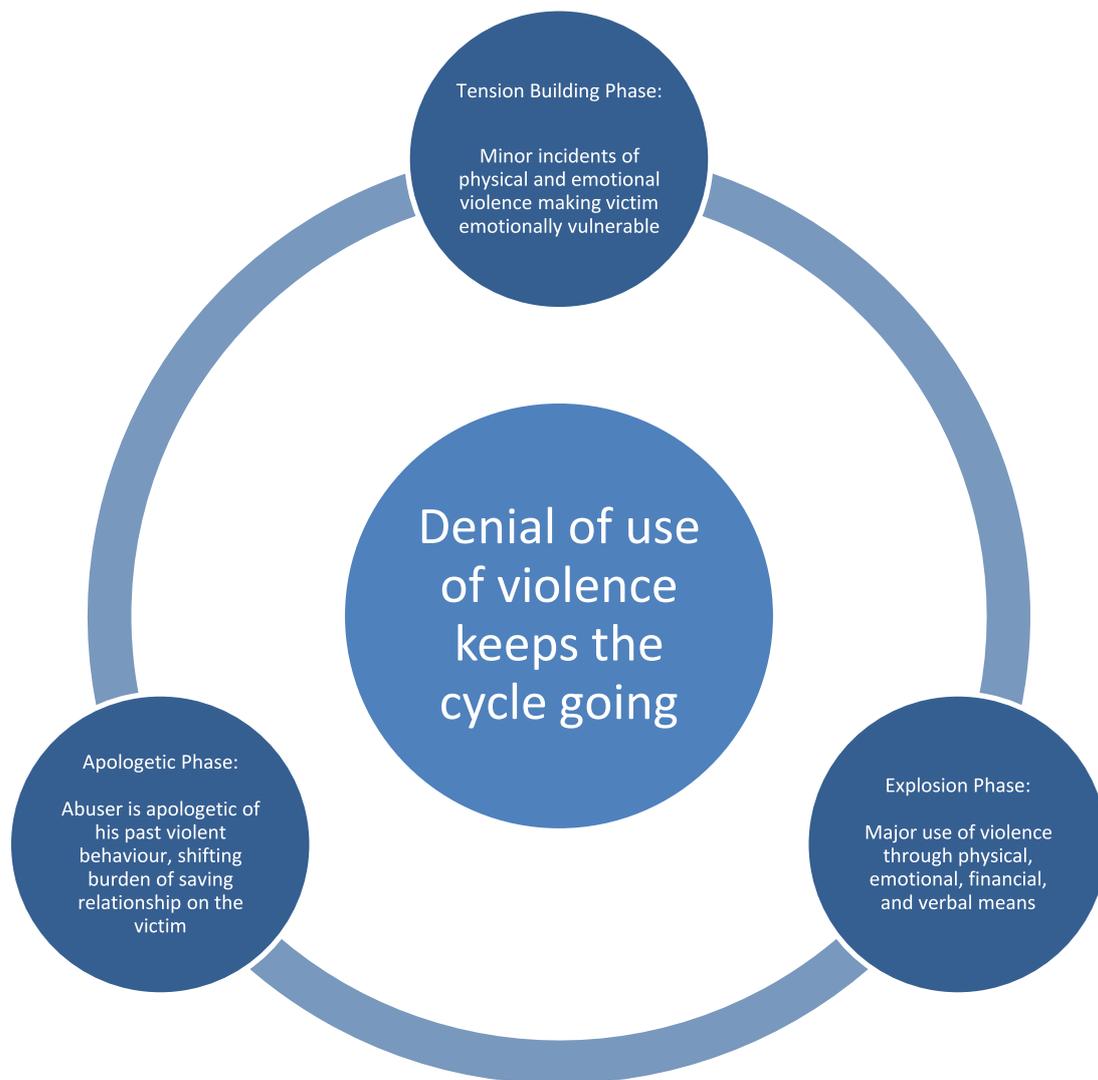
55 minutes:

### Materials:

Handout 6: Survivor's Story, Handout 7: Myths Regarding Domestic Violence, Chart on Cycle of Violence, Chart with Myths regarding DV, charts, markers, paper cards/ strips.

### Directions:

1. The Facilitator will ask for a volunteer to narrate a story (Handout 6) and a discussion will be generated on the following questions in relation to the violation of rights of survivors of domestic violence:
  - What are the ingredients for a healthy relationship between husband and wife?
  - Do you think this was a violent relationship?
  - Why do you think the woman was mistreated by her husband?
  - What strategies did the husband use to intimidate his wife and keep her under his control?
  - How did the husband benefit from keeping her isolated?
  - Why did the wife stay with her abusive husband for so long?
2. The Facilitator explains how psychological and physical violence in the domestic sphere is an ongoing cycle by displaying the below chart on the board.



3. The facilitator highlights the significance of considering this cycle of domestic violence when a case of VAW is brought forward in order to counter the progression of this cycle.
4. The participants are engaged in a brainstorming activity on the myths and realities about DV.
5. The Facilitator draws a brick wall on a chart or board titled as “Domestic violence IS a social issue”.
6. Each participant will be asked to mention a violent incident that they think occurs inside the home, which the facilitator writes on each brick.
7. Participants will be asked if any the mentioned incidents were reported to them but were ignored or left unresolved.
8. The Facilitator then displays a chart listing the myths regarding domestic violence (i.e. *ad hominem* stances regarding VAW cases that often end up in victim blaming rather than prosecution of the accused).

#### **Common Myths Regarding Domestic Violence:**

- The woman provoked her husband to use violence.
- Why did she wait for the assault to escalate, she should have left as soon as it started?

- It was an argument between the spouses and should be resolved at home.
- She should resolve the issue for the sake of their child/ children.
- Domestic violence occurs only in working class families.
- The woman has no bruise to prove that her husband mistreated her.
- An isolated incident of physical violence does not mean her husband will continue to abuse her.
- Domestic violence is a private matter between husband and wife.

9. The Facilitator will generate a discussion on whether these points are true or false and how belief in such myths can contribute towards increased vulnerability and risk to women. The Handout 7: Myths Regarding Domestic Violence can be shared with the participants.

#### **Facilitator’s Notes:**

The “Justice and Policing Module: Essential Service Package for Women and Girls Subject to Violence”<sup>27</sup> uses the term “Intimate Partner Violence” to explicitly refer to domestic violence that is inflicted by a spouse or partner.

According to CEDAW, “Intimate Partner Violence” is defined as: *“the most common form of violence experienced by women globally and includes a range of sexually, psychologically and physically coercive acts used against adult and adolescent women by a current or former intimate partner, without her consent. Physical violence involves intentionally using physical force, strength or a weapon to harm or injure the woman. Sexual violence includes abusive sexual contact, making a woman engage in a sexual act without her consent, and attempted or completed sex acts with a woman who is ill, disabled, under pressure or under the influence of alcohol or other drugs. Psychological violence includes controlling or isolating the woman and humiliating or embarrassing her. Economic violence includes denying a woman access to and control over basic resources”*.<sup>28</sup>

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<sup>27</sup> “Justice and Policing - Module 3; Essential Services Package for Women and Girls Subject to Violence”, Core Elements and Quality Guidelines developed by UN Joint Programme with the support of Australian Aid, and Spanish Cooperation, [http://endvawnow.org/uploads/browser/files/module-3-police\\_and\\_justice.pdf](http://endvawnow.org/uploads/browser/files/module-3-police_and_justice.pdf)

<sup>28</sup>ibid.

## Session 11: Key Principles of Dealing with Victims/ Survivors of VAW

### Objective:

- To familiarize the participants with the key principles to be taken into regard when dealing with Violence against Women cases.

### Time:

30 minutes.

### Materials:

Charts, markers, Chart with definition of VAW, chart with framework of ESP principles and characteristics.

### Directions:

1. The UN Declaration on the Elimination of Violence Against Women definition of VAW is displayed on the board: *“Any act of gender-based violence that results in, or is likely to result in, physical, sexual, or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life.”*<sup>29</sup>
2. The facilitator dissects each element of the definition by giving examples of incidents of VAW previously identified by the participants.
3. In addition, the facilitator elaborates upon the use of the term victim and survivor of VAW: *“Victim/ survivor refers to women and girls who have experienced or are experiencing gender-based violence to reflect both the terminology used in the legal process and the agency of these women and girls in seeking essential services.”*<sup>30</sup> “Victim” connotes an attempt to recognize *“the enormity of the system of gender-based discrimination that women and girls face”*. The term survivor is used *“as a way of reflecting the agency, resilience and courage of women and girls subjected to violence.”*<sup>31</sup>
4. A framework of “Essential Services Package” is displayed on board which identifies the principles and characteristics duty-bearers including police need to adopt when dealing with victims/survivors of VAW:

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<sup>29</sup> It encompasses, but is not limited to, “physical, sexual and psychological violence occurring in the family, including battering, sexual abuse of female children in the household, dowry related violence, marital rape, female genital mutilation and other traditional practices harmful to women, non-spousal violence and violence related to exploitation; physical, sexual and psychological violence occurring within the general community, including rape, sexual abuse, sexual harassment and intimidation at work, in educational institutions and elsewhere; trafficking in women and forced prostitution; and physical, sexual and psychological violence perpetrated or condoned by the state, wherever it occurs.”

<sup>30</sup> “Justice and Policing - Module 3; Essential Services Package for Women and Girls Subject to Violence”, Core Elements and Quality Guidelines developed by UN Joint Programme with the support of Australian Aid, and Spanish Cooperation, [http://endvawnow.org/uploads/browser/files/module-3-police\\_and\\_justice.pdf](http://endvawnow.org/uploads/browser/files/module-3-police_and_justice.pdf)

<sup>31</sup>1. A Practitioner’s Toolkit on Women’s Access to Justice Programming, MODULE 3: Ending Violence Against Women, p.12, [https://www.ohchr.org/Documents/Publications/PractitionerToolkit/WA2J\\_Module3.pdf](https://www.ohchr.org/Documents/Publications/PractitionerToolkit/WA2J_Module3.pdf)

Principles	A rights based approach	Advancing gender equality and women's empowerment	Culturally and age appropriate and sensitive
	Victim/survivor Centred approach	+ Safety is paramount	Perpetrator accountability
Common characteristics	Availability	Accessibility	
	Adaptability	Appropriateness	
	Prioritize safety	informed consent and confidentiality	
	Data collection and information management	Effective communication	
	Linking with other sectors and agencies through referral and coordination		

5. The facilitator will explain the following key principles<sup>33</sup> of dealing with survivors/ victims of VAW, as outlined in the Essential Services Package:

### ***Human rights-based approach***

*Fundamental human rights are universal and are not different for any individual on the basis of their gender, race, class, etc. When dealing with survivors/ victims of VAW, police personnel's maximum efforts should be put towards ensuring respect for the rights of the victim/ survivor.*

### ***Advancing gender equality and women's empowerment***

*The police should ensure that the relevant laws and legal procedures regarding VAW cases are applied by: (a) respecting the dignity of women (survivors/ victims) coming forward and (b) maintaining standards of investigation by ensuring the survivor's/ victim's accessibility to police procedures. The police personnel must ensure that they play their role in women's empowerment.*

### ***Ensuring safety of the victim/ survivor***

*The police procedures and decisions regarding arresting, detaining or releasing the perpetrator must consider the protection of the victim/ survivor and ensure the safety of the victim/ survivor, and their associates (family, friends, and supporters).*

### ***Attitudinal sensitivity towards the victim/ survivor***

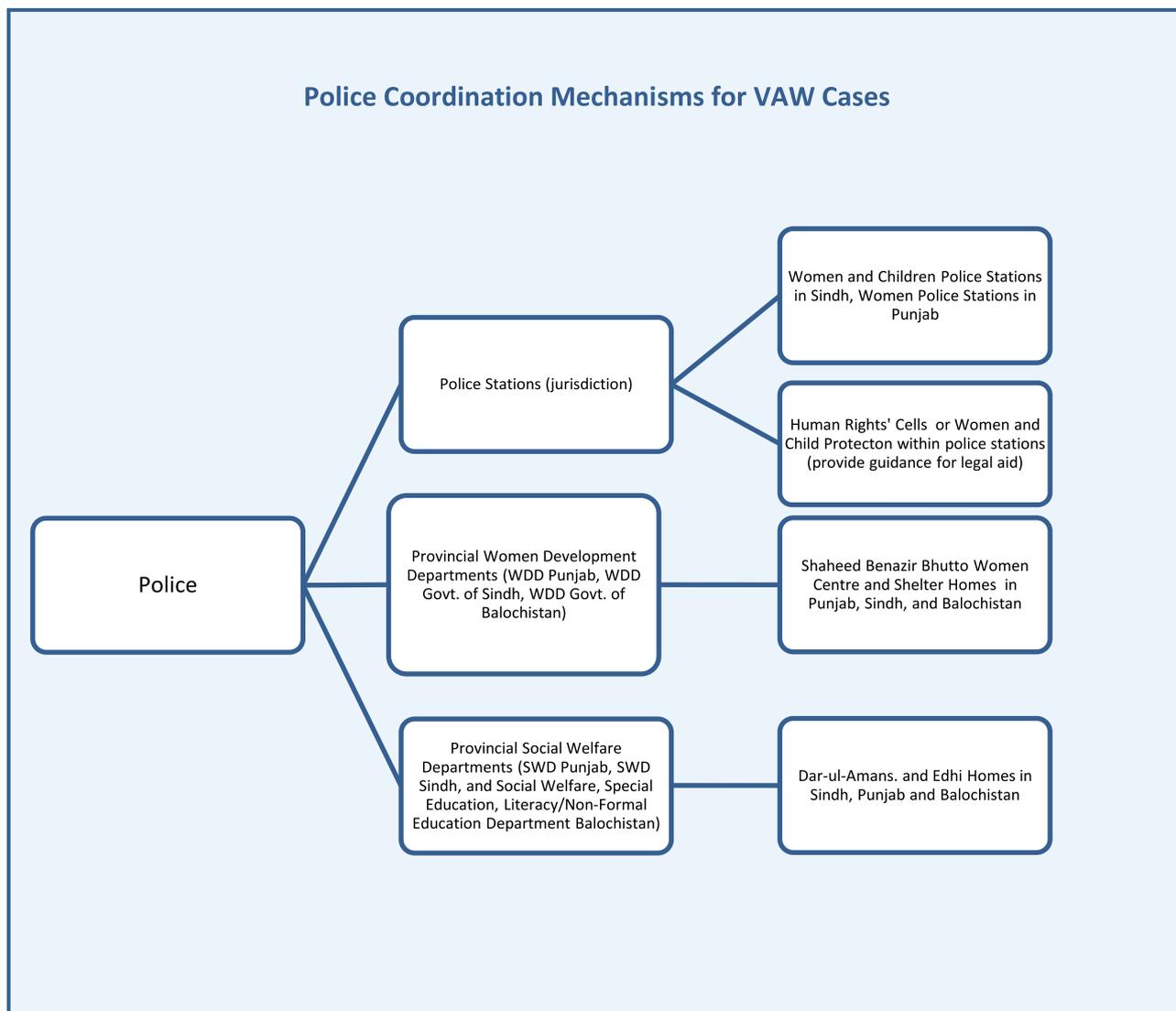
*It is essential for police personnel to be aware that the survivor/ victim may not be in a state to calmly give an account of the incident of VAW. Therefore, the police personnel must ascertain that their tone, body language, and vernacular establish that the police are there to help rather than judge, understand and resolve the matter, arrange medical assistance if required, and ensure that the survivor/ victim is physically and mentally ready to give a statement.*

<sup>32</sup> "Justice and Policing - Module 3; Essential Services Package for Women and Girls Subject to Violence", Core Elements and Quality Guidelines developed by UN Joint Programme with the support of Australian Aid, and Spanish Cooperation, [http://endvawnow.org/uploads/browser/files/module-3-police\\_and\\_justice.pdf](http://endvawnow.org/uploads/browser/files/module-3-police_and_justice.pdf)

<sup>33</sup> Handbook on Effective Police Responses to VAW- UNODC, [file:///E:/Work/UNWomen/DESK%20REVIEW%20DOCS/Handbook\\_on\\_Effective\\_police\\_responses\\_to\\_violence\\_against\\_women\\_English.pdf](file:///E:/Work/UNWomen/DESK%20REVIEW%20DOCS/Handbook_on_Effective_police_responses_to_violence_against_women_English.pdf)

### Coordination with other relevant departments to ensure support of survivor

The police personnel must ensure that relevant departments/ organizations are contacted for ensuring that the survivor/ victim gets all the services and support she needs including protection, shelter, medical and psychological treatment, legal aid, etc.



### Confidentiality

A survivor/ victim may not be comfortable with their name and account of incident being put forward to the public. Therefore, the investigation should respect the privacy and confidentiality of the survivor/ victim.

### Facilitator's Notes:

The Facilitator should lead a discussion on the key principles for dealing with survivors and generate points on why each of them is important to ensure that a survivor receives support and is able to access justice.

## Session 12: Role of Police to Support Survivors in their Access to Justice

### Objectives:

- To enhance the understanding of the participants on the role they can play at each step of the survivor's access to justice.
- To enhance their understanding of why VAW cases need to be handled with sensitivity at every step of their journey to access justice.

### Time:

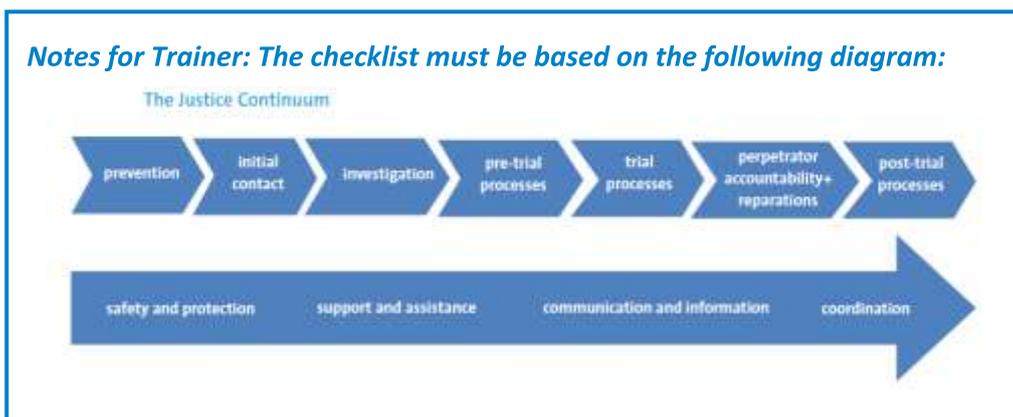
90 minutes.

### Materials:

Charts, markers, chart with the Justice Continuum.

### Directions:

1. The facilitator will display a chart on the Justice Continuum and read out all the steps to the participants.



2. The facilitator will then facilitate a discussion on how it is critical to ensure that law enforcement officials dealing with survivors adopt the principles mentioned in the previous session in providing support and justice to the survivor, in particular the initial contact and investigation processes. The facilitator will note down the point under the relevant headings. Any points missed by the participants will be added by the facilitator.

### ***Initial Contact – First Information Report (FIR) registration:***

*A positive initial contact is composed of 3 core elements i.e. availability, accessibility, and responsiveness towards survivors/ victims of VAW.<sup>34</sup> The initial contact must exhibit a commitment of the police to seek justice for the survivor/ victim.*

<sup>34</sup> "Justice and Policing - Module 3; Essential Services Package for Women and Girls Subject to Violence", Core Elements and Quality Guidelines developed by UN Joint Programme with the support of Australian Aid, and Spanish Cooperation, [http://endvawnow.org/uploads/browser/files/module-3-police\\_and\\_justice.pdf](http://endvawnow.org/uploads/browser/files/module-3-police_and_justice.pdf)

<sup>35</sup>ibid.

Firstly, the police personnel are legally bound to register an FIR when a victim/ survivor requests to do so. In case of reluctance from the victim/ survivor to file an FIR, police personnel are bound to move forward with counseling of the victim/ survivor and arbitration for conflict resolution.

It is illegal to refuse registering an FIR; citizens may take action under section 22A of CrPC 1898 (Amendment) application, (i.e. “object of Section 22-A CrPC. is only, that if a grievance is voiced with regard to non-registration of FIR in a cognizable offence, Justice of the Peace in terms of said section can only direct/ suggest as to whether in the terms of Section 154, CrPC., the SHO had acted legally or illegally. Object of Section 22-A CrPC. is to provide a responsible forum at the doorstep of citizen for rescue against unlawful declines relating to registration of cases in cognizable offences.”<sup>36</sup>)

### **Process of filing an FIR:**

- *What should be mentioned in an FIR?*
  - *Full name and address of the complainant*
  - *Date, time, and location of incident*
  - *Names and descriptions of persons involved in the incident*
  - *Witness, if any*
- *Procedure to be followed:*
  - *Must write down what section the offence comes under*
  - *Read the recorded FIR to the complainant to verify the information*
  - *Take signature or thumbprint of the complainant on the FIR*
  - *Provide the complainant with a copy of the FIR*

### **Protection of the victim/ survivor**

It is essential to prioritize the protection of the victim/ survivor of VAW. A risk assessment of the incident needs to be done as soon as the complaint/ FIR is filed. Moreover, it is essential to continue monitoring the activities of the perpetrator(s) after their due release in order to protect the victim/ survivor in the long-term.

### **Referral mechanisms**

The survivor may need a range of services to protect her and support her in her access to justice (building on the discussion in the previous session). These include health facilities, shelters/ Dar-ul-Amans, Women Complaint/ Crisis Centers, child protection units, Legal Aid Officers, Human Rights Cells, Women Police Stations, NGOs/ CSOs providing services (psycho-social/ legal/ shelter/ rehabilitation), lawyers providing pro-bono services, etc. The police must map the referral pathways available in their region and be able to quickly refer any survivor to the services she may need.

<sup>36</sup> Advocate General, Punjab Government, “ARTICLE 175 (3) OF THE CONSTITUTION OF THE ISLAMIC REPUBLIC OF PAKISTAN 1973 AND SECTIONS 22-A, AND 25 OF THE CRIMINAL PROCEDURE CODE 1898”, [https://advocategeneral.punjab.gov.pk/22A\\_22B](https://advocategeneral.punjab.gov.pk/22A_22B)

### **Investigation:**

*A thorough investigation will need to be conducted after the FIR is registered. An investigation of VAW cases should constitute the following core elements<sup>37</sup>:*

- *Cases of violence against women should be given high investigation priority.*
- *The Victim/ survivor's medical and psycho-social needs must be addressed urgently and with sensitivity.*
- *Relevant information and evidence must be collected from the victim/ survivor and witnesses.*
- *A thorough investigation must be conducted.*
- *Professional accountability should be maintained throughout the investigation.*

*This investigation needs to be carried out with a survivor-centric approach and in accordance with the law, especially when dealing with women as victims/ survivors, suspects, and witnesses of cases of VAW. It is not an arbitrary act of kindness but a duty under the law. The steps in the investigation process include:*

- *Timely crime-scene preservation and profiling.*
- *Involvement of medical and forensic teams for evidence collection, especially in cases of rape and physical assault.*
- *Preliminary preparation before the interrogation to obtain adequate information about the survivor and the suspect/ accused.*
- *Preparation of the interrogation room to ensure a safe and confidential space is created. Presence of a Female investigation officer or guard should be arranged.*
- *Use of age and culturally sensitive and empathetic approach.*
- *Use of appropriate language, maintaining distance and impartiality during investigation of VAW cases.*

3. Participants are then divided into 4 groups for a role-play activity. Each group is given a theme regarding dealing with survivors of VAW in accordance with the key principles<sup>38</sup> and are asked to prepare and act role plays/ skits on the steps to be undertaken for each theme.
4. The themes are:
  - a. Dealing with a survivor of domestic violence.
  - b. Dealing with a survivor of rape.
  - c. Dealing with a survivor of sexual harassment in workplace.

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<sup>37</sup> "Justice and Policing - Module 3; Essential Services Package for Women and Girls Subject to Violence", Core Elements and Quality Guidelines developed by UN Joint Programme with the support of Australian Aid, and Spanish Cooperation, [http://endvawnow.org/uploads/browser/files/module-3-police\\_and\\_justice.pdf](http://endvawnow.org/uploads/browser/files/module-3-police_and_justice.pdf)

<sup>38</sup> "Gender Inclusive Policing", 3 training manuals developed by Individualland Pakistan in collaboration with Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) Pakistan; aiming to introduce and build capacity of police personnel of senior, mid, and junior cadres on the importance of gender inclusiveness especially with regard to the functioning of police in Sindh.

- d. Dealing with a survivor of sexual harassment in public sphere.
5. The groups will perform their role-plays one by one and followed by a discussion on how the aforementioned key principles were incorporated in dealing with VAW cases effectively.

**Facilitator's Notes:**

The aim of this session is to look at the role of the police in practical terms and reveal how the approach and steps they take can support or re-traumatize victims. The theoretical information on the processes during initial contact and investigation are first spelled out and explained. Then the role-plays would make the participants consider and practically understand how different ways of dealing with survivors can have different impacts.

The role-play exercise should allow the participants to bring together all the theoretical concepts learnt in the workshop, absorb and concretize them, and demonstrate their understanding in a practical way.

## Session 13: Public Perception and Trust Regarding Police in Violence against Women Cases

### Objective:

- To help participants understand how individuals experience VAW at different levels in public and private spheres, and what options are there for them to tackle VAW.

### Time:

30 minutes.

### Materials:

Marker, Charts on “Normalized Incidents of VAW” and “Available options for citizens to deal with VAW” (Handout 8: Experiencing VAW),

### Directions:

1. The Facilitator displays two charts; one labeled “Normalized Incidents of VAW” and other labeled as “Available options for citizens to deal with VAW”.
2. The participants will be asked to mention if they have had to deal with cases based on any of the mentioned incidents, and what option each complainant mentioned before stating their incident to them.
3. Participants are engaged in a discussion that highlights the role of police personnel in dealing with VAW incidents, such as:
  - Police are the first response on behalf of the state to an incident.
  - It is their legal responsibility to give serious consideration to any incident, whether it may seem trivial or big.
  - Their role is to prevent an incident of VAW from escalating at the time when it has been reported, and to be vigilant in preventing it from recurring in the future.
  - It is their responsibility to facilitate the victim/ survivor to obtain justice.

### Facilitator’s Notes:

It is important to highlight positive behavior of police; also ask police officers for their limitations and the hurdles they face. The Facilitator will ask questions about how they address the challenges in dealing with VAW cases. Why is VAW reporting so low and who can play a role in improving the situation?

## Session 14: Action against VAW – Preventive and Proactive Policing

### Objectives:

- To enable participants to understand their role outside the police stations in ending VAW within the community.
- To help them think of and put forward ideas for action to prevent VAW within the community.

### Time:

60 minutes.

### Materials:

Charts, markers.

### Directions:

1. The facilitator highlights the core elements of preventive policing<sup>39</sup> for ending VAW:
  - Promotion and support of organizations and initiatives seeking to end violence and increase women's equality.
  - Supporting efforts to raise awareness and promote the unacceptability of men's/ boys' violence against women and girls.
  - Stopping violence and preventing future violence against women.
  - Encouraging women to report violence perpetrated against them.
2. The facilitator generates a discussion on the essential role of police personnel for maintaining a trust-based, cooperative and responsive relationship with the community, especially with respect for women.
3. Key measures that need to be taken by the police to develop a VAW prevention plan are displayed on the board, including:
  - Creating awareness regarding VAW within the community.
  - Encouraging citizens to report incidents of VAW.
  - Organizing community-based programs focused on police-community liaison to end VAW.
4. The Facilitator divides the participants into 5 groups - each group will develop a holistic community-based strategy that police personnel can implement to prevent VAW at the community level. The strategies are to be consider the following points:
  - How can VAW be eradicated from the root?
  - Who is responsible for eliminating violence against women?

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<sup>39</sup> "Justice and Policing - Module 3; Essential Services Package for Women and Girls Subject to Violence", Core Elements and Quality Guidelines developed by UN Joint Programme with the support of Australian Aid, and Spanish Cooperation, [http://endvawnow.org/uploads/browser/files/module-3-police\\_and\\_justice.pdf](http://endvawnow.org/uploads/browser/files/module-3-police_and_justice.pdf)

- Who needs to be engaged in a community-based strategy and what is the role of each actor/ stakeholder? Also assess the power of each and what happens if they play a positive or negative role.
5. Each group presents their strategy and a feedback session is facilitated, and the facilitator asks the following questions:
- How difficult was it to think of ways to eliminate violence against women?
  - What are some of the common ideas that different groups had for working with women?
  - What about working with men and boys? Is it needed and how important is it?
  - Which ideas do you think would work best to eliminate violence and why?
  - Does everyone have a responsibility to work towards eliminating violence against women?
  - What, if anything, do you feel you can do to eliminate violence against women in families, schools, and the community?

**Facilitator’s Notes:**

It is important to highlight positive behavior of police; also ask police officers for their limitations and the hurdles they face. The Facilitator will ask questions about how they address the challenges in dealing with VAW cases. Why is VAW reporting so low and who can play a role in improving the situation?

## Closing Session: Recap, Evaluation and Post Assessment

### Objective:

- To review the contents of the workshop and obtain participants' feedback.

### Time:

30 minutes.

### Materials:

Post-assessment and evaluation forms.

### Directions:

1. The Facilitator will lead a discussion on the contents of the workshop. He/ she will ask all the participants to share one concept each that they learnt and how they will apply it in their work.
2. After they have all spoken, the facilitator will add any missing points and wrap up the discussion.
3. At the end the facilitator will thank them for their participation. Evaluation and Post-assessment forms will be shared with them to fill out and hand back to the facilitator.

### Facilitator's Notes:

This session is very important to review all the contents of the workshop and also help the participants think of how they can use the learnings practically in their lives and work.

The evaluation and post-assessment will help the trainer understand the impact of the training and also see any areas where the future training needs to be improved.

# Annexures

## Annexure 1: Recommended Reading Material

1. UN Women & Norwegian Embassy, (2014), *Master Class – Rights based Approach to Gender and Climate Change*, Drik.
2. Sonke Gender Justice, WITS University UK-Aid, & WhatWorks to Prevent Violence, (2015), *Community Mobilization Training Manual Preventing Men's use of Violence against Women*.
3. UN – Women, DCAF and European Union, (2012), *“Gender and Security – Training Manual”*, Fountain Georgia.
4. Human Rights Trainer and Legal Expert Iqbal Dhetto, and Former IGP Sindh Niaz Ahmed Siddiki, & Sindh Police, (2014), *Protecting Human Rights – Training Module for Police Officers*, (1<sup>st</sup> ed.), Paramount Books.
5. Rozan, (2007), *Gender Sensitization Module for Gender Trainers*<sup>40</sup>.
6. Rozan, & National Police Academy Islamabad, *Attitudinal Change Module*<sup>41</sup>.
7. Rozan, & National Police Academy Islamabad, *Interviewing Women and Children: Victims of Violence*<sup>42</sup>.
8. Individualland, & Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) Pakistan, (2018), *Gender Inclusive Policing – Training manual for Senior Police Officials*.
9. Individualland, & Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) Pakistan, (2018), *Gender Inclusive Policing – Training manual for Mid-level Police Officials*.
10. Individualland, & Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) Pakistan, (2018), *Gender Inclusive Policing – Training manual for Junior Police Officials*.
11. UN Women, *Manual for Trainers: Gender Equality and Gender Mainstreaming, Module 1: Gender, Gender Concepts and Definitions*<sup>43</sup>.
12. UN Joint Programme (UN Women, UNFPA, UNDP, and UNODC), Australian Aid, & Spanish Cooperation, (2019), *Justice and Policing (Module 3): Essential Services Packages for Women and Girls Subjected to Violence – Core Elements and Quality Guidelines*.

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<sup>40</sup>Rozan, “Gender Sensitisation Module – For Gender Trainers”,

<http://www.rozan.org/sites/default/files/Training%20manual%20for%20Gender%20trainers.pdf>

<sup>41</sup>Rozan and National Police Bureau, “Attitude Change Module”, <https://www.rozan.org/sites/default/files/ACM%20for%20Constables2.pdf>

<sup>42</sup>“Interviewing Women and Children: Victims of Violence – A Police Training Manual”, Rozan and NPA

<sup>43</sup> UNWomen: Gender Equality and Gender Mainstreaming, file:///E:/Work/UNWomen/MANUAL/LITREV%20FOR%20MANUAL/01\_Gender\_Concepts.pdf

## Annexure 2: Responsibilities of the 3 Organs of the State

The Police are required to execute the decisions of the legislature that has passed various pro-women laws. In order to implement their role, it is pertinent for them to be aware of the three broad categories that the functions of the government are divided into: i.e. the legislative, executive, and judiciary.

- i) **Legislative Function:** Legislative authority lies with the Parliament which is vested with the mandate to create and enact laws.
- ii) **Executive Function:** The executive function involves the continuing maintenance of a country's government<sup>44</sup>. Among other bodies that make up the executive, notably the Prime Minister and Cabinet, it also includes the police. The police's functions include responsibility for maintaining public order and safety, enforcing the law, and preventing, detecting, and investigating criminal activities.<sup>45</sup> "As part of law enforcement, police officers have four major responsibilities: enforcing laws, preventing crimes, responding to emergencies, and providing support services."<sup>46</sup>
- iii) **Judiciary Function:** The primary judicial function is to determine disputed questions of fact and law in accordance with the law laid down by Parliament and expounded by the courts. This function is exercised mainly in the civil and criminal courts by judges.<sup>47</sup>

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<sup>44</sup>Constitutional and administrative law; E.C.S Wade and G. Godfrey Phillips; Chapter, pg 44.

<sup>45</sup> <https://www.britannica.com/topic/police>

<sup>46</sup> <https://study.com/academy/lesson/role-of-police-in-democratic-societies.html>

<sup>47</sup>Constitutional and administrative law; E.C.S Wade and G. Godfrey Phillips; Chapter ,pg 44.

## Annexure 3: International, National and Provincial Legal Framework for EVAW

### Global Legal Framework:

Pakistan has ratified the following commitments that encompass VAW in accordance with standards set forth under International Human Rights:

- United Nations Charter (1945)
- Universal Declaration of Human Rights (UDHR) (1948)
- Convention for the Suppression of Traffic in Persons and of the Exploitation of the Prostitution of Others (1949)
- Convention on the Political Rights of Women (1953)
- International Covenant on Civil and Political Rights (ICCPR) (1966) and Optional Protocols
- International Covenant on Economic, Social and Cultural Rights (1966)
- Standard Minimum Rules for the Treatment of Prisoners (1977)
- UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) (1979) and Optional Protocols thereto
- Convention against Torture and Other Cruel, Inhuman, or Degrading Treatment or Punishment (CAT) (1984) and Optional Protocols thereto
- UN Standard Minimum Rules for the Administration of Juvenile Justice –Beijing Rules (1985)
- Body of Principles for Protection of All Persons under Any Form of Detention or Imprisonment (1988)
- UN Basic Principles for the Treatment of Prisoners (1990)
- Vienna Declaration and Programme of Action Adopted by the World Conference on Human Rights in Vienna on 25 June 1993
- ICPD (International Conference on Population and Development) Programme of Action, adopted in 1994
- Beijing Declaration and Platform for Action (1995)
- UN Security Council Resolution 1325 on Women and Peace & Security (2000)
- UN Rules for the Treatment of Women Prisoners and Non-Custodial Measures for Women Offenders – the Bangkok Rules (2010)

### National and Provincial Legal Framework

The 18<sup>th</sup> Amendment of the Constitution of Pakistan 1973 empowered the provincial governments by devolving full control of social sector to the provinces, inter alia. Thus, under the 18<sup>th</sup> Amendment, the responsibility for legislation and initiatives regarding women’s empowerment and rights issues falls within the purview of the provinces.

In accordance with the Constitution of Pakistan 1973, Pakistan has taken significant steps, at both Federal and Provincial levels, towards ending VAW by enacting legislations to protect women against sexual harassment, forced marriages, denial of inheritance, acid attacks and murder in the name of “honor”. Additionally, the federal and provincial governments have established women’s statutory bodies under the National Commission on the Status of Women Act 2012 to monitor and facilitate implementation of laws for the protection of women.<sup>48</sup> There are also provincial commissions on the

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<sup>48</sup> National Commission on the Status of Women (NCSW), and Punjab Commission on the Status of Women (PCSW), KP Commission on the Status of Women (KPCSW), and Sindh Commission on the Status of Women (SCSW).

Status of Women in Sindh, KP and Punjab while Balochistan has passed an Act in favor of establishing a provincial commission. In addition,, there are Ombudsperson’s offices against sexual harassment at the workplace in three provinces and the federal capital.

The national and provincial legal frameworks catering to issues of women’s rights in Pakistan include the following:

### Constitutional Rights<sup>49</sup>

Constitutional Rights are granted by the Constitution of Pakistan 1973. They are provided under Chapter 1, Fundamental Rights and Chapter 2, Principles of Policy as follows:

#### 1. Rights of life and liberty

- Article 8: Laws inconsistent with or in derogation of Fundamental Rights to be void;
- Article 9: Security of all persons;
- Article 10: Safeguard as to arrest and detention;
- Article 10: Right to fair trial
- Article 12: Protection against retrospective punishment; and
- Article 13: Protection against double punishment

#### 2. Rights to Equality (irrespective of gender, race, religion, caste, residence)

- Article 14: Inviolability of dignity of man;
- Article 14 (2): Inadmissibility of confession under custodial torture (Art. 14(2))
- Article 25: Equality before law;
- Article 25(1): Right to free and compulsory education;
- Article 25(2): No discrimination on the basis of sex alone;
- Article 25(3): Create special laws and rules for specific issues facing women and children;
- Article 26: Equality regarding accessibility to public places;
- Article 27: Equality of employment; and
- Article 34: Ensures full participation of women in all spheres of national life.

Under the 18<sup>th</sup> Amendment to the Constitution of Pakistan 1973, the legal frameworks at the national and provincial levels present to deal with VAW are elaborated below on the basis of categories of VAW:

VAW Category	National and Provincial Laws/Acts
<b>Domestic Violence (physical, Psychological and economic)</b>	<ul style="list-style-type: none"> <li>▪ Sindh Domestic Violence (Protection and Prevention) Act 2013, Federal Act 2012,</li> <li>▪ The Punjab Protection of Women against Violence Act 2016,</li> <li>▪ Balochistan Domestic Violence (Protection and Prevention) Act 2014</li> </ul>

<sup>49</sup> Constitution of Pakistan, 1973, [http://na.gov.pk/uploads/documents/1333523681\\_951.pdf](http://na.gov.pk/uploads/documents/1333523681_951.pdf)

	<ul style="list-style-type: none"> <li>▪ Reproductive Health Care and Rights Bill. (2013)</li> <li>▪ The Sindh Criminal Law (Protection of Minorities) Act, 2015</li> <li>▪ Punjab Protection of Women Against Violence Act 2016</li> <li>▪ Punjab Women Protection Authority Act, 2017.</li> </ul>
<b>Economic/ Inheritance Matters</b>	<ul style="list-style-type: none"> <li>▪ Women in Distress and Detention Fund Amendment Act 2017 (National)</li> <li>▪ The Punjab Prevention of Anti-Women Practices (Criminal Law Amendment) Act 2011 (PPC section 498-A) (Inheritance)</li> <li>▪ Hindu Women's Rights to Agricultural Land Ordinance, 1959</li> <li>▪ The Punjab Hindu Women Rights to Property Act, 1937</li> <li>▪ The Punjab Hindu Married Women's Right to Separate Residence and Maintenance Act, 1946</li> <li>▪ The Punjab Married Women's Property Act, 1874</li> <li>▪ The Sindh Hindu Women Rights to Property (Sindh extension to agricultural land) Act, 1943</li> </ul>
<b>Abortion</b>	<ul style="list-style-type: none"> <li>▪ Section 338 (i.e. Isqat-i-Haml, and Isqat-i-Janin) (A)-(C)PPC (Act XLV of 1860), Chapter XVI</li> </ul>
<b>Child Abuse/ violence</b>	<ul style="list-style-type: none"> <li>▪ The Punjab Children Ordinance, 1983 (No XXII)</li> <li>▪ The Punjab Youthful Offenders Ordinance, 1983 (No XXIII)</li> <li>▪ The Punjab Supervision and Control of Children Homes, Act 1976 (No XVI)</li> <li>▪ The Sindh Child Protection Authority Act, 201,</li> <li>▪ Balochistan Child Protection Act 2016,</li> <li>▪ Criminal Law (Second Amendment) 2016 (Child seduction s.292 A, B, C; Pornography s.292A &amp; B; Child sexual abuse s.377A, Cruelty to Child s.328A, Human Trafficking s.369A),</li> <li>▪ Sindh Children Act 1955 (special offences with regards to children section 48-58, with co-relation to girl child)</li> <li>▪ Juvenile Justice System Ordinance 2000; and</li> <li>▪ Sindh Rules 2002</li> <li>▪ Criminal law (Amendment) Act-2016 (PPC 293 (sale of obscene books to young person), 328 (exposure and abandonment of child under 12 years by parents or person having care of it)</li> </ul>

<b>Prostitution/ Forced prostitution</b>	<ul style="list-style-type: none"> <li>▪ PPC s.372 – Selling minor for purposes of prostitution, etc.</li> <li>▪ PPC s.373 – Buying a minor for prostitution purposes, etc.</li> <li>▪ The Punjab Suppression of Prostitution Ordinance, 1961</li> <li>▪ Sindh Prevention of Prostitution Act, 1951</li> <li>▪ Protection of Women (Criminal Laws Amendment) Act, 2006 – (Includes forcing women into prostitution)</li> </ul>
<b>Trafficking</b>	<ul style="list-style-type: none"> <li>▪ The Prevention of Trafficking in Persons Act, 2018</li> <li>▪ The Prevention of Smuggling of Migrants Acts, 2018</li> </ul>
<b>Rape</b>	<ul style="list-style-type: none"> <li>▪ Offense of Zina (Enforcement of Hudood) Act 1997</li> <li>▪ The Code of Criminal Procedure (Sindh Amendment Act)-2017 (CLA 2016 (Offenses related to Rape and Honor Crimes)) (CrPC: 156-C Mandatory DNA Testing in Rape cases 156-D, Preservation of DNA Evidence)</li> <li>▪ Criminal Law (Amendment) (Offence of Rape) Act 2016, Sections 376, 376A (Disclosure of identity of victim of rape, etc.), 53A (Examination of person accused of rape, etc. by medical practitioner), 154, 161A (Legal representation of victim of rape, etc.), 164A (Medical examination of victim of rape etc.) and 164B (DNA test) have been added/ amended.</li> </ul>
<b>Early-age/ Child Marriage</b>	<ul style="list-style-type: none"> <li>▪ The Sindh Child Marriages Restraint Act 2013</li> <li>▪ The Federal Child Marriage Restraint Act, 1929 (Amendment Bill 2017)</li> <li>▪ The Punjab Child Marriage Restraint Ordinance, 1971(Amendment) Act 2015</li> <li>▪ Islamabad Capital Territory Child Protection Act 2018 (protect children from violence, abuse, exploitation and neglect)</li> </ul>
<b>Harmful Cultural Practices (e.g. Karo Kari, Badla-e-Sulh, Vani/ Swara, Watta Satta, Marriage to Quran, etc.)</b>	<ul style="list-style-type: none"> <li>▪ PPC s.302 – Punishment of Qatl-i-Amd</li> <li>▪ PPC s.310 – Compounding of Qisas (Sulh) in Qatl-i-Amd</li> <li>▪ PPC s.310 A -</li> <li>▪ PPC s.311 – Ta’zir after waiver or compounding of right of qisas in qatl-i- amd</li> <li>▪ PPC s.310 A – Punishment for giving a female in marriage or otherwise in badla-e-sulh, vani or swara.</li> <li>▪ Protection of Women (Criminal Law Amendment) Act 2006 (CrPC 203-A (Complaint in case of Zina), 203-B (Complaint in case of Qazf), 203-C</li> </ul>

	<p>(Complaint in case of fornication), 367A (Kidnapping or abducting in order to subject person to unnatural lust), 493 A (Cohabitation caused by a man deceitfully inducing a belief of lawful marriage), 496A (Enticing or taking away or detaining with criminal intent a woman.), 496 B (fornication), 496-C (punishment for false accusation of fornication).</p> <ul style="list-style-type: none"> <li>▪ Criminal Law (Amendment) Act 2010 (PPC 509 – Word, gesture or act intended to insult the modesty of a woman).</li> <li>▪ Criminal Law (Amendment) Act 2016 Offenses related to Rape and Honor Crimes</li> <li>▪ PPC-376, 376A (Disclosure of identity of victim of rape, etc.), CrPC. 53A (Examination of person accused of rape, etc. by medical practitioner), 154, 161, 161A (Legal representation of victim of rape, etc.), 164A (Medical examination of victim of rape etc.), 164B (DNA test), 344A, 352, 417).</li> </ul>
<b>Dowry violence including Killing/ Abuse or demanding bride price</b>	<ul style="list-style-type: none"> <li>▪ The Dowry And Bridal Gifts (Restriction) Act, 1976, (Amendment) Act, 1993 (National)</li> </ul>
<b>Acid Throwing</b>	<ul style="list-style-type: none"> <li>▪ Acid Control and Acid Crime Prevention Act 2011 (PPC: 332, 336-A, 336-B)</li> </ul>
<b>Marriage laws</b>	<ul style="list-style-type: none"> <li>▪ Christian Marriage Act 1872</li> <li>▪ Hindu Marriage Act, 2017</li> <li>▪ Child Marriage Restraint Act 1929</li> <li>▪ Sindh Marriage Restraint Act 2013</li> <li>▪ Punjab Marriage Restraint (Amendment) Act 2015</li> <li>▪ The Muslim Family Law Ordinance 1961</li> <li>▪ The West Pakistan Family Courts Act 1964</li> <li>▪ Parsi Marriage and Divorce Act, 1936</li> <li>▪ The Dissolution of Muslim Marriage Act, 1939</li> <li>▪ The Punjab Sikh Anand Karaj Marriage Act 2018</li> <li>▪ Sindh Hindu Marriage Registration Act 2016 and (Amendment) ACT, 2018</li> <li>▪ West Pakistan Family Courts (Sindh Amendment) Act, 1997</li> <li>▪ The West Pakistan Family Courts (Balochistan Amendment) Act, 2005</li> <li>▪ Muslim Family Laws Ordinance, 1961, Section 5,6,7, 8, 9, 10</li> </ul>

	<ul style="list-style-type: none"> <li>▪ The West Pakistan Family Courts Act, 1964, Section 5, 17-A</li> <li>▪ Protection of Women (Criminal Laws Amendment) Act, 2006 – (Includes kidnapping to compel women to marry)</li> <li>▪ Dissolution of Muslim Marriages Act, 1939</li> </ul>
<b>Harassment at workplace</b>	<ul style="list-style-type: none"> <li>▪ The Sindh Protection against Harassment of Women at Workplace 2010</li> <li>▪ The Punjab Protection against Harassment of Women at the Workplace (Amendment) Act, 2012</li> <li>▪ The Balochistan Protection Against Harassment of Women at Workplace Act, 2016</li> <li>▪ Khyber Pakhtunkhwa Harassment of Women at workplace (amendment) Act, 2017</li> <li>▪ The Federal Law on Protection against Harassment of Women at the Workplace 2010</li> </ul>
<b>Divorce Related</b>	<ul style="list-style-type: none"> <li>▪ Dissolution of Muslim Marriages Act, 1939</li> <li>▪ Christian Divorce (Amendment) Bill 2012.</li> </ul>
<b>VAW in Political Arena</b>	<ul style="list-style-type: none"> <li>▪ Political Parties Act 1974 (for effective women’s participation in all decision making by political parties)</li> <li>▪ The Representation of Peoples Act 1976. (To ensure women’s right to voting)</li> <li>▪ Punjab Fair Representation of Women Act, 2014</li> <li>▪ National Assembly and Provincial Assemblies Allocation of Reserved Seats for Women and Non-Muslims</li> </ul>
<b>Cyber Bulling</b>	<ul style="list-style-type: none"> <li>▪ Prevention of Electronic Crime Act 2016 <ul style="list-style-type: none"> <li>- Section 20: Offences against dignity of natural persons</li> <li>- Section 21: Offences against the modesty of a natural person or minor</li> <li>- Section 22: Child pornography</li> <li>- Section 24: Cyber-stalking</li> </ul> </li> </ul>
<b>Others</b>	<p><b>Marriage Functions</b></p> <ul style="list-style-type: none"> <li>▪ The Punjab Marriage Functions (Prohibition of Ostentatious Displays and Wasteful Expenses) (Repeal) Act 2006</li> <li>▪ The Punjab Marriage Functions Act 2016</li> </ul>

### **Human Rights**

- Sindh Human Rights Protection Act – 2011

### **Maternity**

- The Sindh Maternity Benefits Act, 2018
- The Balochistan Protection and Promotion of Breastfeeding and Child Nutrition Act 2014, Act No. 1 of 2014
- The Sindh Protection and Promotion of Breast Feeding and Child Nutrition Act, 2013
- Protection of Breast-Feeding and Child Nutrition Act, 2015
- The Punjab Maternity Benefit Ordinance, 1958
- The Protection of Breast-Feeding and Child Nutrition Ordinance, 2002
- The Punjab Reproductive, Maternal, Neo-natal and Child Health Authority Act 2014

### **Miscellaneous**

- The Sindh Home-Based Workers Act, 2018
- The Punjab In-House Working Women Protection Act, 2008
- Sindh Prohibition of Corporal Punishment Act – 2017
- Equal Rights of Women Prisoners Written in CrPC. & Jail Manual
- The Guardians and Wards Act, 1890
- Hudood Ordinance (Offences of Qazaf), 1979 (Section 7, 14)
- Qiyas & Diyat Ordinance, 1997 (PPC: 310)
- The Punjab Destitute and Neglected Children Act, 2004
- Women in Distress and Detention Fund (Amendment) Ordinance, 2011
- The Punjab Women Protection Authority Act 2017
- Criminal Laws Amendment (Protection of Women) Act, 2006
- The Sindh New-born Screening Act, 2013

## Provincial Laws Addressing Domestic Violence

The provincial laws addressing domestic violence are elaborated in reference to Session 2 of the Day 2 on Cycle of Domestic Violence.

### The Domestic Violence (Prevention and Protection) Act, 2013 – Sindh

**Section 5:** Gender-based, and other physical or psychological abuse committed by a respondent against women, children or other vulnerable persons, with whom the respondent is or has been in a domestic relationship including but not limited to -

- (a) “abet” as defined in Pakistan Penal Code (Act XLV of 1860) hereinafter referred to in this section as the said Code;
- (b) “assault” as defined in section 351 of the said Code;
- (c) “attempt” as defined in section 511 of the said Code;
- (d) “criminal force” as defined in section 350 of the said Code;
- (e) “criminal intimidation” as defined in section 503 of the said Code;
- (f) “Emotional, psychological and verbal abuse” means a pattern of degrading or humiliating conduct towards the victim, including but not limited to –
  - (i) obsessive possessiveness or jealousy constituting serious invasion of the victim’s privacy, liberty, integrity and security;
  - (ii) insults or ridicule;
  - (iii) threat to cause physical pain;
  - (iv) threat of malicious prosecution;
  - (v) blaming a spouse of immorality;
  - (vi) threats of divorce;
  - (vii) baselessly blaming or imputing insanity, or citing barrenness of a spouse with the intention to marry again;
  - (viii) bringing false allegation upon the character of a female member by any member of the shared household; and
  - (ix) willful or negligent abandonment of the aggrieved person;
- (g) “harassment” as defined in section 509 of the said Code;
- (h) “hurt” as defined in sections 332, 333, 335, 336A, 337, 337B, 337C, 337E, 337J, 337K, 337L of the said Code;
- (i) “mischief” as defined in section 425 of the said Code against the property of the aggrieved person;
- (j) “physical abuse” means any hurt caused by any act or conduct as defined in section 5(f) of this Act;
- (k) “stalking” includes, but is not limited to –
  - (i) accosting the aggrieved person against his or her wishes; and
  - (ii) watching or loitering outside or near the building or place where the-aggrieved person resides or works or visits frequently;

- (l) “sexual abuse” includes any conduct of a sexual nature that abuses, humiliates, degrades or otherwise violates the dignity of the aggrieved person which may include –
- (i) compelling the wife to cohabit with anybody other than the husband;
  - (ii) any kind of sexual abuse including sexual harassment of a member of the family;
- (m) “trespass” means entry into aggrieved person’s residence either temporary or permanent without his or her consent, and includes workplace or frequently other place where the parties do not share the same residence;
- (n) “wrongful confinement” as defined in section 340 of the said Code; and
- (o) “Economic abuse” includes deprivation of economic or financial resources or prohibition or restriction to continue access to such resources which the aggrieved person is ordinarily entitled to.

### **The Balochistan Domestic Violence (Protection) Act, 2014**

Section 4: Domestic Violence includes but is not limited to, all intentional acts of gender-based or other physical or psychological abuse committed by an accused against women, children or other vulnerable persons with whom the accused is or has been in a domestic relationship including but not limited to.-

- (a) “assault” as defined in section 351 of the Pakistan Penal Code (Act XLV of 1860) hereinafter referred to in this section “as the said Code”;
- (b) “attempt” as defined in section 511 of the said Code to commit any of the offences enumerated in this section;
- (c) “criminal force” as defined in section 350 of the said Code;
- (d) “criminal intimidation” as defined in section 503 of the said Code;
- (e) “economic abuse” includes deprivation of economic or financial resources or prohibition or restriction to continued access to such resources which the aggrieved person is entitled to use or enjoy by virtue of the domestic relationship including but not limited to household necessities for the aggrieved person and her children, any property jointly or separately owned by the aggrieved person, payment of rental related to the house hold, and maintenance;
- (f) entry into aggrieved person’s residence without his or her consent, where the parties do not share the same residence;
- (g) “harassment” as defined in section 2(1) clause (j) of this Act; “hurt as defined in section 332 of the said Code;
- (h) “hurt as defined in section 332 of the said Code;
- (i) “mischief” as defined in section 425 of the said Code against the property of the aggrieved person;
- (j) “physical abuse” means any act or conduct which is of such a nature as to cause bodily pain, harm or danger to life, limb, or health or impair the health or development of the aggrieved person and includes assault, criminal force and criminal intimidation;
- (k) “stalking” includes, but is not limited to-
  - (i) following, pursuing or accosting the aggrieved person against his or her wishes; and
  - (ii) watching or loitering outside or near the building or place where the aggrieved person resides or works for gains or carries on business or visits frequently;

- (l) “sexual abuse” includes any conduct of a sexual nature that abuses, humiliates, degrades or otherwise violates the dignity of the aggrieved person;
- (m) “verbal and emotional abuse” means any or persistent degrading or humiliating conduct of the accused towards the aggrieved person, including but not limited to-
  - (i) insults or ridicule;
  - (ii) threat to cause physical pain; and
  - (iii) threat of malicious prosecution;
- (n) willful or negligent abandonment of the aggrieved person;
- (o) “wrongful confinement” as defined in section 340 of the said Code; and
- (p) Any other repressive or abusive behavior towards the aggrieved person where such a conduct harms or may cause imminent danger of harm to the safety, health or well-being of the aggrieved person.

### **The Punjab Protection of Women against Violence Act, 2016**

(Act XVI of 2016)

- 2 (h) “domestic violence” means the violence committed by the defendant with whom the aggrieved is living or has lived in a house when they are related to each other by consanguinity, marriage or adoption;
- 2 (r) “violence” means any offence committed against the human body of the aggrieved person including abetment of an offence, domestic violence, sexual violence, psychological abuse, economic abuse, stalking or a cybercrime

\*There is no law against domestic violence in the Federal level and in Khyber Pakhtunkhwa

## Annexure 4: Forms

### Form 1: Pre and Post Assessment Form

Name: \_\_\_\_\_ \* Gender: \_\_\_\_\_

Position/ Rank: \_\_\_\_\_ District/ City: \_\_\_\_\_

Date of Training: \_\_\_\_\_

1. Rate your understanding on the following: (1 lowest and 5 highest)

Terms	Very Low	Low	Moderate	High	Very High
a. Violence against Women					
b. Psychological Violence					
c. Physical Violence					
d. Social Violence					
e. Economic Violence					
f. Link between Power, Violence and Gender					
g. Impact of Power in the Public Sphere					
h. Impact of Power in the Private Sphere					

2. Define Gender-Based Violence and name 2 forms of Violence Against Women:

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3. If a case of Violence against Women (VAW) under the following categories is brought to the police, would you consider the survivor's request of registering an FIR immediately?

i. Domestic violence Yes/ No

If no, why not?

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ii. Physical assault in public place Yes/ No

If no, why not?

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iii. Sexual harassment at workplace Yes/ No

If no, why not?

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iv. Denial of inheritance Yes/No

If no, why not?

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4. If a woman (survivor) requests police to only warn the individual(s) that abused/ harassed/ harmed her when reporting a case of VAW, what action(s) would you take to support her and ensure her safety?

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5. Please write the names of some laws on VAW that you are familiar with.

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6. What are some key steps that can help address/ reduce Domestic Violence? Write any three.

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*The same form will be used for pre- and post-assessment to assess change in information in the participants.*

*\* Participants can choose to remain anonymous.*

## Form 2: Training Evaluation Form

Name\*: \_\_\_\_\_ Gender: \_\_\_\_\_

Date of Training: \_\_\_\_\_ District/ City: \_\_\_\_\_

1. How would you rate the training overall?

Excellent	Very Good	Good	Average	Poor

Give details on why you rated the training as such.

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2. Rate the quality of following aspects of the training:

	Excellent	Very Good	Good	Average	Poor
Content					
Relevance					
Duration					
Practical Exercises					
Training Language					
Moderators					

3. Which session did you like the most and why?

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4. Which session you find less relevant and why?

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5. Any suggestions to improve the Training:

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*\* Participants can choose to remain anonymous.*

## Annexure 5: Handouts

### HANDOUT 1: Different Types of Power<sup>50</sup>

**Power only exists in relationship to other people:** Power is “a force exercised by individuals or groups.”<sup>51</sup> We have or do not have power only in relation to another individual or group. Power only exists in a relationship.

**Power is not fixed:** It is not something we always have all the time. We are constantly moving in and out of situations and relationships where we have more, less or no power.

**Positive and negative feelings:** We often feel positive and in control when we are feeling powerful and have negative feelings when we are feeling less powerful. This affects our ability to influence and take action in a situation.

There are four types of power, which can be used in different ways. These are:

- 1. POWER OVER:** To have control over somebody or a situation in a negative way, usually associated with repression, force, corruption, discrimination and abuse. This kind of power is taking it from somebody else and then using it to dominate and prevent others from taking it – a win-lose situation, where one person wins and the other person loses. Power over may be enforced through violence or fear, or there may simply be social rules which force the weaker to accept the will of the stronger.”<sup>52</sup>
- 2. POWER WITH:** Power with is to have power on the basis of collective strength and/ or numbers – to have power with people or groups, to find a common ground among different interests and to build a common goal to benefit all those in the relationship. This power multiplies individual talents and knowledge, and is based on support, solidarity and collaboration.
- 3. POWER TO:** This kind of power refers to the ability to be able to shape and influence one’s life. It refers to having the ideas, knowledge, skills, money and ability to convince yourself and others to do something. With lots of people with this kind of power we create ‘power with’.
- 4. POWER WITHIN:** This kind of power is related to a person’s feeling of self-worth and self-knowledge. It is related to the ability a person has to imagine a better life for her/ himself and to have hope and the sense that he/she can change the world, the feeling that he/ she has rights as a human being. It involves having a sense of self-confidence and a feeling that he/ she have value because he/ she exists.

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<sup>50</sup>Sonke Change Trial, “A Community Mobilization Training Manual for Preventing men’s use of VAW” – Booklet 1, Workshop Manual, Diepsloot, South Africa

<sup>51</sup>Women and Power: fighting patriarchies and poverty: Janet Gabriel Townsend; 1999; page 23

<sup>52</sup>Ibid

## HANDOUT 2: Case Studies

*(Note: Case studies are based on excerpts taken from true stories with names changed for privacy concerns)*

### Case Study 1: Sana

Sana claimed that her husband forced her to dance in front of his friends and beat her up inhumanely when she refused. An FIR has been lodged against her husband, but he has been granted bail.

#### Questions:

- a) How does Sana lack power in this situation?
- b) What else might affect her 'power' in domestic life?
- c) Which people/ institutions hold the power in this situation to give protection to women? How is this power maintained?
- d) What kind of FIR would you register – under which section of PPC will the case be registered?
- e) What other state institutions and/ or non-state organizations would you coordinate with for the survivor's safety, psychological and physical well-being?

### Case Study 2: Maryam

Maryam, a Christian girl, went for a check-up to the hospital where she was drugged, gang-raped, and later poisoned by the hospital staff which she survived.

#### Questions:

- a) What is one first and most essential thing that you are required by law to inform the survivor? *(For the facilitator: Police are to inform the survivor that they have the right to free legal advice as per the new rape law.)*
- b) In what ways is Maryam being unfairly treated?
- c) What rights that Maryam was entitled to have been abused?
- d) How can Maryam be served justice?
- e) What kind of FIR would you register? Draft an FIR for this case to include sections from the PPC.
- f) What other state institutions and/or non-state organizations would you coordinate with for the survivor's safety, psychological and physical well-being?

How will the police refer the survivor to a lawyer? *(For the facilitator: A list of pro-bono lawyers is required under the new rape law to be available at every police station).*

## HANDOUT 3: Categorization of Violence

In order for police personnel to deal with cases of VAW, it is essential to understand its forms, intensity and impact and thereafter to follow the relevant procedure within the authority and influence of the police to address the issue.

For this purpose, the categorization of VAW issues is given in the figure below:



### VAW Definition

The definition of violence against women used as noted in the United Nations in the Declaration on the Elimination of Violence against Women and also used by the Ministry of Law, Justice and Human Rights in Pakistan is a comprehensive description, defining “violence against women” as:

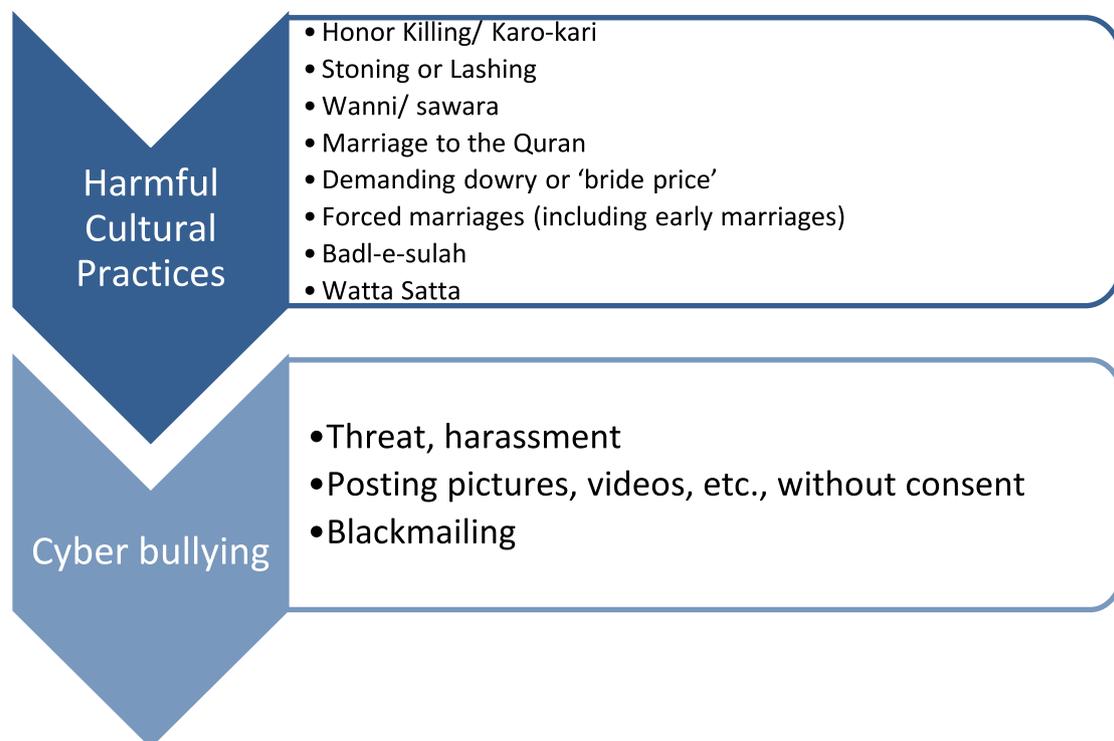
*any act of gender-based violence that results in, or is likely to result in, physical, sexual or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or in private life.*

## Categories of VAW<sup>53</sup>

■ The categories of VAW are elaborated in the below table:

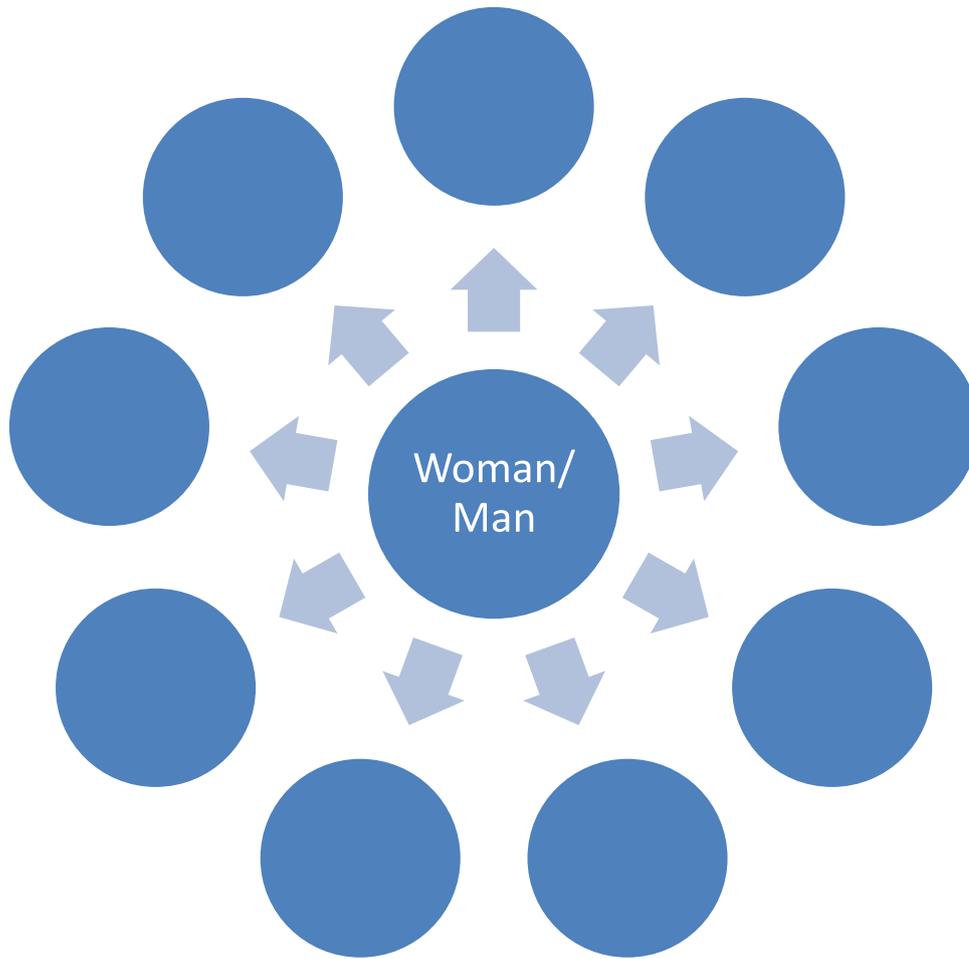
Physical Violence	Psychological Violence	Sexual Violence	Economic Violence	Political Violence
<ul style="list-style-type: none"> <li>• Beating/ Slapping</li> <li>• Hitting Women with Fists or Objects</li> <li>• Pushing Or Shoving or Pulling (Women's) Hair</li> <li>• Hitting Women Kicking</li> <li>• Biting or Dragging</li> <li>• Choking</li> <li>• Burning or Throwing Acid or Other Corrosive</li> <li>• Using Knife, Gun, or Other Weapon against Her</li> <li>• Forced Abortion or Forced Pregnancy</li> <li>• Disfigurement (Any Body Parts)</li> <li>• Nutritional Deprivation</li> </ul>	<ul style="list-style-type: none"> <li>• Emotional Abuse (Belittling, humiliating, insulting in public or in private)</li> <li>• Deliberately scaring/ Intimidating</li> <li>• Threatening to hurt or with Divorce</li> <li>• Mocking/ Taunting</li> <li>• Restricting Mobility</li> <li>• Isolating/ ignoring</li> <li>• Monitoring: whereabouts and interactions</li> <li>• Making unwarranted accusations of infidelity</li> <li>• Controlling her access / CNIC</li> </ul>	<ul style="list-style-type: none"> <li>• Rape</li> <li>• Attempted rape</li> <li>• Intimate touching without consent</li> <li>• Sexual acts other than intercourse</li> <li>• Trafficking</li> <li>• Kidnapping with intent to abuse sexually</li> <li>• Gang rape</li> <li>• Sexual Harassment (stalking, verbal abuse)</li> <li>• Pornography</li> <li>• Cyber violence and crimes targeting women</li> </ul>	<ul style="list-style-type: none"> <li>• Denial access to financial resources, property, inheritance, durable goods, labor market, education, decision-making relevant to economic</li> <li>• Control over income/or taking control of her income</li> <li>• Alimony or financial support for the family thereby exposing her to poverty and hardship</li> <li>• Threaten to deprive her of living / household expenses not comply with economic responsibilities to seek employment</li> </ul>	<ul style="list-style-type: none"> <li>• Denial or threat of participation in political gatherings, casting vote, contest in elections, join a political party, leadership, and decision making political institutions</li> <li>• Character assassination of women candidates and active campaigners</li> <li>• Use derogatory language and behavior to intimidate women in politics</li> <li>• Denial to seek employment</li> </ul>

■ In addition, in light of the growing digital/ virtual space, the National Commission on Status of Women in Pakistan (NCSW) has also identified cyber bullying as a category of VAW.<sup>54</sup> It is also covered in law under the Prevention of Electronic Crimes Act 2016.



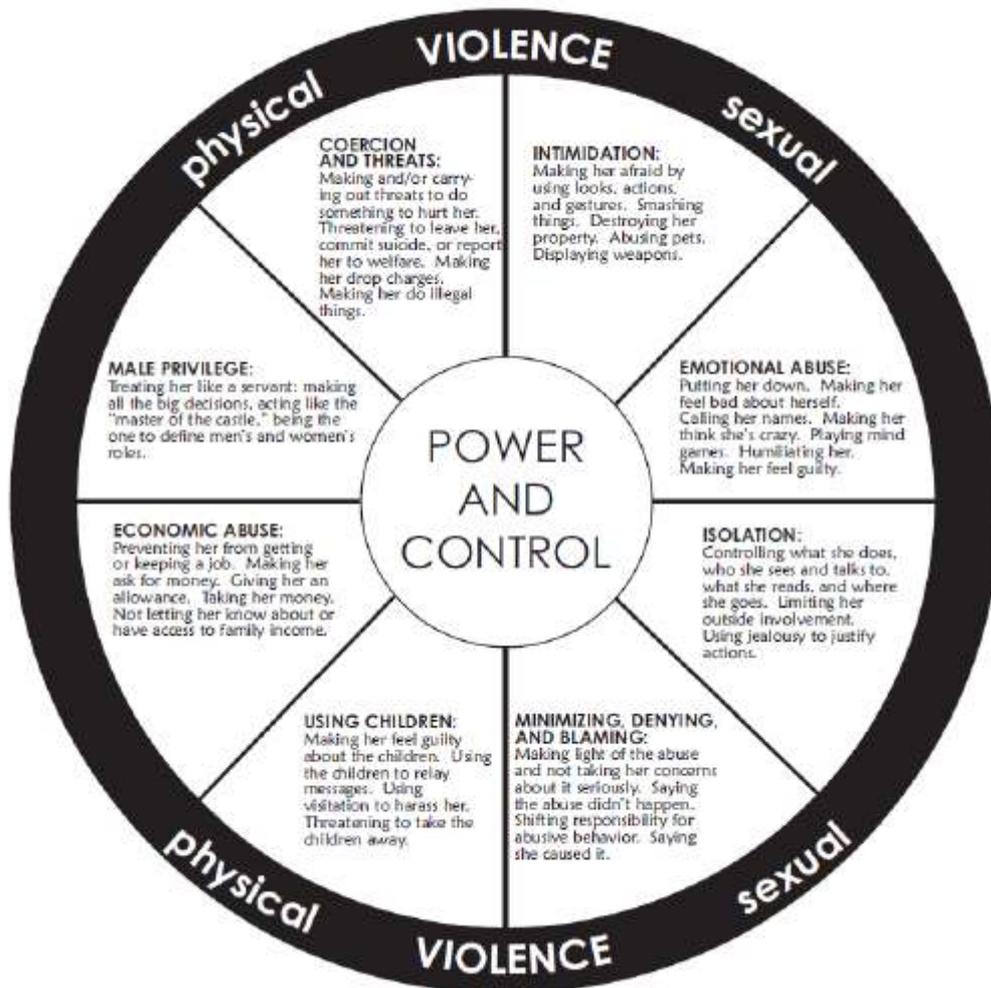
<sup>53</sup> Leadership for Environment and Development (LEAD) Pakistan, "Sustainable Development Goal 5: A Legislative and Policy Gap Analysis for Baluchistan", October 2017, <http://www.lead.org.pk/lead/Publications/Sustainable%20Development%20Goal%205%20-%20A%20Legislative%20and%20Policy%20Gap%20Analysis%20for%20Balochistan.pdf>

<sup>54</sup> NCSW, "Standardized Indicators of VAW in Pakistan", by GFEP and Aurat Foundation, 2015, <http://www.ncsw.gov.pk/previewpublication/57>



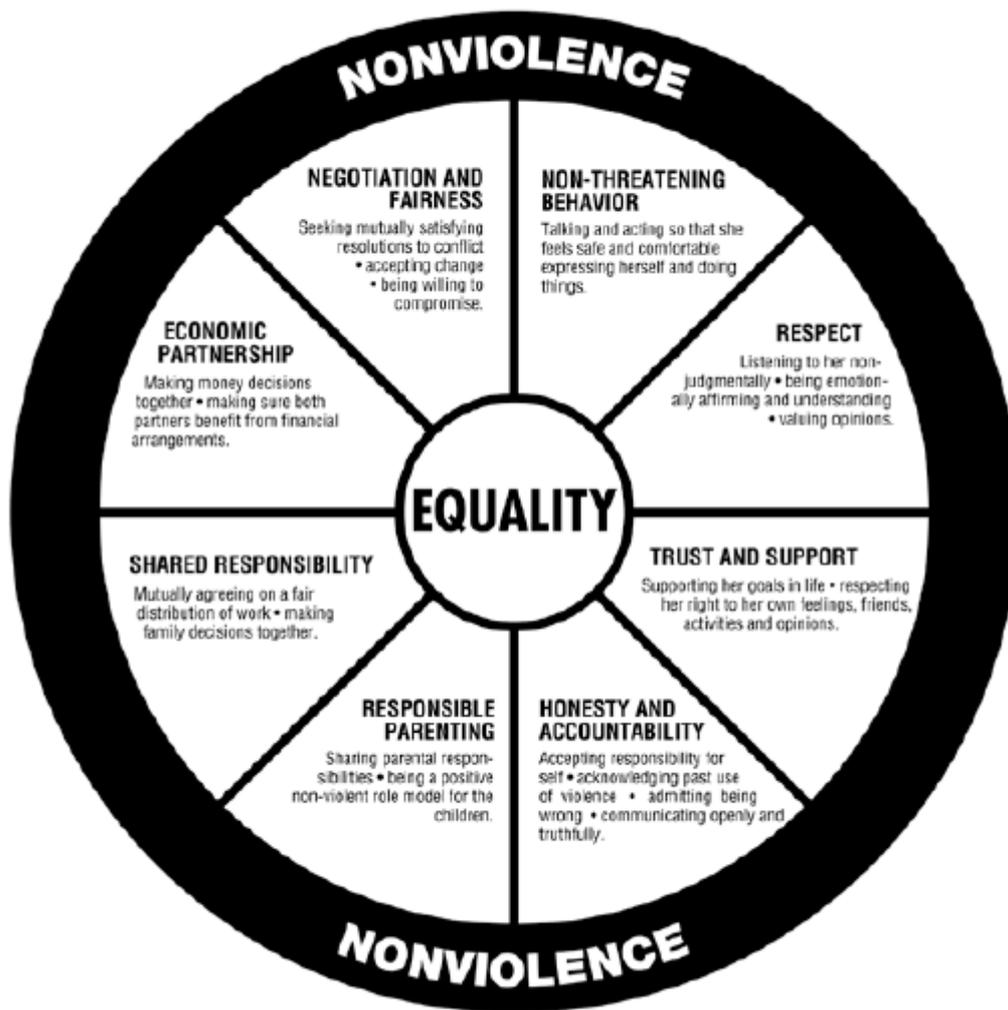
<sup>55</sup>Sonke Change Trial, "A Community Mobilization Training Manual for Preventing Men's use of VAW" – Booklet 1, Workshop Manual, Diepsloot, South Africa

The Cycle of Violence



<sup>56</sup> Sonke Change Trial, "A Community Mobilization Training Manual for Preventing men's use of VAW" – Booklet 1, Workshop Manual, Diepsloot, South Africa

## The Cycle of Non-Violence



## HANDOUT 6: Survivor's Story (Case Study)

Hareem\*, a newly married young woman was regularly beaten up by her husband and mother-in-law for not being able to serve food on time or serving food that was not according to their taste. The beating started after a few weeks of their marriage. Hareem's husband would take away her mobile phone and not allow her to visit her parents or family. She expected that her husband would stop the beatings if she did not complain to her parents and siblings about the mistreatment. However, her husband did not stop the physical abuse and she left to go back to her parents' house. When she was back to her parents' house, Hareem's husband apologized for his behavior and promised not to raise his voice or hand again. This happened several times – getting beaten up, leaving husband's house, and husband asking for forgiveness. To escape this whole cycle of physical and emotional abuse, she attempted to commit suicide. She survived but has been emotionally scarred due to an abusive marriage.

*(\*Name has been changed for privacy)*

## HANDOUT 7: Myths Regarding Domestic Violence

- ***“The woman provoked her husband to use violence”***. Violent behavior is a choice with consequences. Victim blaming and character assassination shifts the focus from “what has been done” to “why it had to be done”, putting the blame on the victim. It must be clear that any actions or behavior of the victim do not justify the use of violence.
- ***“Why did she wait for the assault to escalate, she should have left as soon as it happened”***. There are many factors that prevent women from leaving an abusive relationship as it is a very long and difficult process due to a range of reasons. If someone is experiencing domestic violence, they may:
  - *feel frightened and uncertain about what the future will hold including concerns about financial security*
  - *feel frightened for the children or feel it is in the children’s best interests to stay in the family home*
  - *feel ashamed and reluctant to tell or seek help*
  - *be isolated from family and friends, lack emotional, financial and practical support and feel they have no one to turn to*
  - *have received a negative response, when they reached out to someone for support in the past*
  - *not have information on services available*
  - *have such low confidence and self-esteem or be too exhausted to take on any life changes or major decisions*
  - *still have feelings of love or emotional dependency for their partner*<sup>57</sup>
  - *hope and believe that things will get better*
- ***“It was an argument between the spouses and should be resolved at home”***. Domestic violence is not a private matter, it is the violation of an individual’s human rights as guaranteed by the state, so it is a social issue and should be treated as such. Arguments leading to physical or emotional violence are a result of intimidation and force.
- ***“She should resolve the issue for the sake of their child/ children”***. Domestic violence also affects the emotional and physical well-being of children. Therefore, for the sake of children, it is essential to ensure that no form of domestic abuse will be committed further.
- ***“Domestic violence occurs only in working class families”***. Domestic violence or any kind of VAW transcends the boundaries of class, educational background, religion, culture, etc.
- ***“The woman has no bruise to prove that her husband has mistreated her”***. Domestic violence does not only mean physical assault; it includes emotional and verbal abuse as well. Emotional and verbal abuse has strong short-term and long-term impacts on the victim.

<sup>57</sup><https://www.womensaidni.org/domestic-violence/frequently-asked-questions/>

- ***“An isolated incident of physical violence does not mean her husband will continue to abuse her”.***  
*There is no excuse for domestic violence, be it only a one-time incident. If the victim wishes to deal with it through legal means, they have a right to do so. Moreover, the cycle of escalation must be kept in mind before coming to the conclusion that an isolated incident will not be followed by further repercussions.*

**Chart 1:**

<b>Normalized incidents of VAW</b>
<b>Someone makes a sexist comment to complainant</b>
<b>Someone follows complainant to her home, throws stones at complainant</b>
<b>Someone gropes complainant in public or private sphere</b>
<b>Complainant's partner beats the complainant</b>
<b>Complainant is raped/ gang raped</b>
<b>Complainant is sexually harassed by a police officer</b>
<b>Complainant is harassed by a stalker (cyber)</b>
<b>Complainant is sexually assaulted by a stranger</b>
<b>A family member sexually abuses complainant</b>
<b>Complainant's work colleague makes unsolicited physical/ sexual advances</b>

**Chart 2:**

<b>Available Options for citizens to deal with VAW</b>
<b>Complainant reports the matter to the police</b>
<b>Complainant tells a trusted family member/ friend/ colleague/ teacher</b>

**Complainant does nothing and tells no one**

**Complainant seeks refuge in a shelter**

**Complainant talks to a religious leader in your community**

**Complainant goes online and chat on a blog for survivors of GBV**

**Complainant contacts a human rights' institute**

## Annexure 5: Technical Review Consultations

### Balochistan

**Date:** 11 June 2019

#### **Participants:**

The Consultation included relevant stakeholders from Quetta Police Department, members of civil society, and a representative of the Women Development Department.

#### **Key Outcomes of Discussions:**

- **Mindsets of the police personnel:** The attitudinal and behavioral patterns of police personnel hinder their proactive involvement in VAW related incidents. For example, their attitude towards domestic violence is insensitive towards the survivor's safety; the culture of police stations is not conducive for confidentiality of VAW cases; women related issues are not prioritized by police personnel; and there is lack of trust between the police and community members, especially women.
- **Lack of capacity:** There is low awareness and capacity among police officers in terms of the law, collecting evidence, registering First Information Reports (FIRs), dealing with women survivors, and medico-legal procedures.
- **SOPs/ Rules/ Guidelines:** The current guidelines and rules that the police are required to follow are archaic, not comprehensive and hamper the support provided to survivors. For example, there is no oversight and accountability of police behavior towards survivors of VAW, and no specialization regarding gender specific issues.
- **Prevention:** It was recommended that there should be focus on prevention including the role of police in prevention, and the importance of prevention.

### Sindh

**Dates:** 21 & 22 May 2019

#### **Participants:**

1. Ms. Nuzhat Shirin, Chairperson Sindh Commission on the Status of Women;
2. Mr. Niaz Siddiqui, Former Inspector General of Sindh Police;
3. Ms. Nazia Siddiqui, Master Trainer MCTS;
4. Ms. Kalpana Devi, Deputy Attorney General Sindh;
5. Ms. Sara Malkani, lawyer on first domestic violence case in Sindh;
6. Ms. Beena Hassan, Executive Director of War Against Rape (WAR) alongside other members of WAR

#### **Key Outcomes of Discussions:**

- **Lack of awareness of laws among police officials** came up as a major issue.
- **Serious capacity issues** on how to deal with women survivors, register FIRs, and collect evidence. Women police officers also require training as they lack the same skills and understanding as male police officers.
- **Counter narrative on violence:** An important suggestion that came up was that the manual should explain why violence is tolerated and provide a counter narrative.

- It was also suggested that case studies based on real examples, the failures, successes, and conclusions reached should be included for a practical insight into VAW.
- Important concepts such as inclusiveness and constitutional provisions such as Article 10A “Right to a Fair Trial” should be elaborated.
- The police have been dehumanized and the training manual should deal with this aspect along with addressing the stereotypes and bias of the police.
- It should provide procedural clarity on how to enforce the law in VAW cases.
- Another suggestion was to advocate for networking of police with relevant departments for referral and redressal mechanism.

## **Punjab**

**Dates:** 3 & 25 June 2019

### **Participants:**

1. Mr. Touseef Malik (Late), UNODC;
2. Mr. Babar Bashir, Managing Director, Rozan;
3. Ms. Helena Saeed, Additional Inspector General of Police, Islamabad;
4. Dr. Khola Iram, Senior Consultant GIZ;
5. Ms. Farkhanda Aurangzeb, National Commission on Human Rights;
6. Ms. Lubna Durrani, National Police Bureau, Gender Cell, and other members of NPB-GC

### **Key Outcomes of Discussions:**

- It was recommended that the manual should elaborate fundamental rights, their importance and the concept of universality of rights.
- Emphasis should be on the police as a service provider to the people and not a force; therefore, it should be service orientated to all citizens, women and men.
- The concept of prevention needs to be focused alongside countering VAW incidents through community policing.
- Information on pro-women laws should be provided.
- It was highlighted that police is not capacitated to deal with VAW cases and lack the required skill-set; even with the best intentions, police officers lack the skills to deal with VAW survivors.
- The police training should be transformational; it should build the ownership of the police to create an impact.

## **Annexure 6: Guidelines for Essential Justice and Policing Services**

*\* The following brief has been extracted from the Essential Services Package, developed through the Joint Global Programme on ESP, implemented by UN Women, UNFPA, UNDP, and UNODC, with support of Australian Aid and Spanish Cooperation.*

# INTRODUCTION TO ESSENTIAL JUSTICE AND POLICING SERVICES

These guidelines for essential justice and policing services aim to provide guidance for the design, implementation and review of quality justice sector and policing service responses for women and girls subject to all forms of gender-based violence. The guidelines have been developed with a focus on low to middle income countries in stable settings but they are also applicable in high income countries.

The Essential Services Package reflects the vital components of coordinated multi-sectoral responses for women and girls subject to violence and includes guidelines for health services, social services, coordination and governance mechanisms as well as justice and policing services.

## PURPOSE AND SCOPE

A quality police and justice response is crucial in ensuring that relevant laws against such violence meet international standards: are enforced; keep women and girls safe from violence, including from the re-occurrence of further violence; hold perpetrators accountable; and provide for effective reparations for victims and survivors.

Justice systems, and all actors within the system, must be accountable for ensuring that they deliver on their obligations. The purpose of the **Justice and Policing Module** (Module III) in the Essential Services Package is to assist countries ensure the provision of a quality justice response as part of the holistic, comprehensive and multi-sectoral approach to addressing violence against women. Despite the progress and improvements to the legal frameworks and justice systems to date, the police and justice sector's response has been notably deficient and is often not functioning at a level required to address the severity, nature and extent of gender based violence; protect the well-being and safety of victims and survivors; and ensure women's access to justice. Studies across the globe illustrate that the vast majority of perpetrators face no legal consequences.

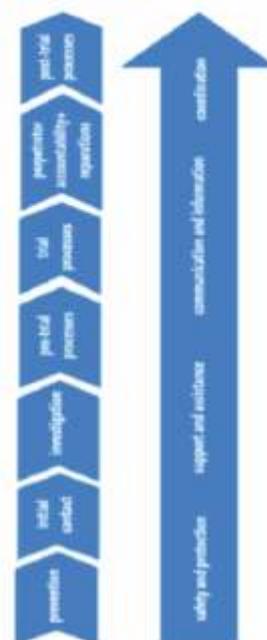
Only a minority of cases of violence against women is ever reported to the police and an even smaller percentage of reported cases result in charges laid against a perpetrator, and in only a small fraction of those cases is there a conviction. In cases where women choose not to pursue justice through the criminal system, but rather decide to take action under civil, family and/or administrative law, women can face expensive,

complicated and lengthy legal processes, limited or no legal aid, and the failure by civil and family courts to take into account the history of violence when deciding child custody and access.

In order to respond to all women and girls' diverse needs and experiences, this Module recognizes that a broad range of justice options need to be available to victims and survivors. It covers aspects of the relevant legal domains: criminal law matters, civil law matters (such as personal injury claims / torts), family law matters (such as divorce, child custody and maintenance issues) and administrative law matters (such as state criminal compensation schemes). It is applicable for countries which have different legal traditions: common law, civil law and religious based justice traditions. Women and girls who experience gender-based violence may also come into contact with the justice system as someone in conflict with the law. The special considerations for victims and survivors of violence against women who have been accused of or charged with criminal offences focus only on women and not girls, as this would involve a review of international standards and norms regarding juvenile justice which is outside the scope of this document.

Essential justice and policing services cover all victim and survivor's interactions with the police and the justice system from reporting or initial contact to ensuring appropriate remedies. The services are grouped according to the broad stages of the justice system: prevention, initial contact; investigation; pre-trial /hearing processes; trial / hearing processes; perpetrator accountability and reparations; and post-trial processes. There are also services that must be available throughout the entire justice system: protection; support; communications; and justice sector coordination.

## The Justice Continuum



## GUIDELINES FOR ESSENTIAL JUSTICE AND POLICING SERVICES

Essential Service – Justice and Policing	Description	Core Elements
ES-1: Prevention	It is important that justice service providers strongly support initiatives and organizations that seek women's equality; raise public awareness about violence against women, its causes, and the consequences to women, their families and communities as well as punishment that perpetrators will face; and ensure that information about services and how to access them is readily available to all. The development and promotion of institutional cultures founded on gender equality and gender responsiveness and service delivery is crucial to prevention.	C.E.1.1: Promotion and support of organizations and initiatives seeking to end violence and increase women's equality C.E.1.2: Support efforts to raise awareness and promote the unacceptability of men's and boy's violence against women C.E.1.3: Stopping violence and prevent future violence against women C.E.1.4: Encouraging women to report violence perpetrated against them
ES-2: Initial Contact	A positive initial contact experience with the justice system is crucial for victims/survivors of violence. Services must be available and accessible to all women. But most importantly, the initial contact must demonstrate to the victim/survivor that the justice system, and the justice service providers in the system are committed to her health and safety, take her complaint seriously, and want to ensure that she is well supported on her journey through the justice system.	C.E.2.1: Availability C.E.2.2: Accessibility C.E.2.3: Responsiveness
ES-3: Investigation	It is crucial that investigations of crimes of intimate partner and sexual violence against women are started in timely fashion, are conducted in a professional manner, meet evidentiary and investigative requirements, and that all available means to identify and arrest the suspect are exhausted. Throughout, the woman's safety, security and dignity are carefully considered and maintained.	C.E.3.1: Cases of violence against women are given high investigation priority C.E.3.2: Victim/survivor medical and psycho-social needs are addressed C.E.3.3: Relevant information and evidence is collected from the victim/survivor and witnesses C.E.3.4: A thorough investigation is conducted C.E.3.5: Professional accountability is maintained throughout the investigation
ES-4: Pre-Trial Processes	Criminal, civil, family and administrative pre-trial/hearing processes that are non-biased and sensitive to the specific needs of victims and survivors of intimate partner violence and sexual violence are essential to guaranteeing their right to justice. Essential pre-trial criminal justice services reflect the international obligation on the state and its justice service providers in exercising primary responsibility for investigation and initiating prosecution while balancing the importance of empowering victims and survivors to make informed decisions regarding their interactions with the criminal justice system. Essential pre-trial/hearing civil, family and administrative justice services emphasize the importance of timeliness, affordability and simplified and easy to use procedures.	C.E.4.1: Coordinated and integrated approaches to criminal, civil, family and administrative law cases C.E.4.2: Primary responsibility for initiating prosecution C.E.4.3: Correct charge and approval of the charge made quickly C.E.4.4: Accessible, affordable and simplified procedures to access justice C.E.4.5: Prioritization of cases C.E.4.6: Application of fair procedures and evidential standards in all pre-trial processes C.E.4.7: Victim/survivor centered, empowerment oriented and rights based pre-trial processes C.E.4.8: Readiness for trial
		C.E.4.9: No forced mediation, alternative dispute resolution in cases involving violence against women C.E.4.10: Special considerations for victims/survivors who are suspected or accused of criminal behaviour
ES-5: Trial/Hearing Process	Victims and survivors of intimate partner violence and sexual violence who are involved at the trial stages in criminal and civil justice processes can feel vulnerable, overwhelmed by the unfamiliarity of the justice system or re-victimized through the insensitive or discriminatory treatment of justice service providers. International norms and standards call for measures to prevent further hardship and trauma that may result from attending the trial itself and to ensure that trial processes maximize the survivor's cooperation, promote her capacity to exert agency during the trial stage while ensuring that in criminal matters, the burden or onus of seeking justice is on the State. The justice services that are considered essential during the trial processes reflect internationally agreed upon model strategies, including friendly and enabling court environments for survivors to feel safe and comfortable recounting what they have experienced; procedures to minimize re-victimization; and the application of evidentiary rules in a non-discriminatory manner.	C.E.5.1: Safe and friendly court room environment C.E.5.2: Protection of privacy, integrity and dignity C.E.5.3: Opportunity for full participation C.E.5.4: Opportunity to give details of the impact of the crime C.E.5.5: Nondiscriminatory interpretation and application of evidentiary rules C.E.5.6: Special considerations for victims/survivors who have been charged with criminal offences
ES-6: Perpetrator Accountability and Reparation	The vast majority of perpetrators of intimate partner violence and sexual violence face no legal consequences. When they are held accountable, too often the sanctions, whether criminal, civil, or administrative, are very low. In addition, the reparations that women receive from the perpetrator and/or the state following the violence often do not reflect the realities of the harm suffered by women and girls, particularly the patterned use of coercion, intimidation and the use or threat of violence. From a survivor's perspective, accountability and reparations can mean many things, from a criminal sentence, civil damages, state compensation and public condemnation of the violence, as well as including redress for the state's failure to provide essential justice services. The essential services relating to accountability and reparations reflect the international obligation of due diligence of imposing appropriate sanctions to hold perpetrators accountable for their actions and providing for just and effective remedies to the survivors for the harm or loss suffered by them.	C.E.6.1: Justice outcomes commensurate with the gravity of the crime and focused on the safety of the victim/survivor C.E.6.2: Participation of victims/survivors at sentencing hearings, in applicable jurisdictions C.E.6.3: Available and accessible options for reparations C.E.6.4: Reparations that cover consequences and harms suffered by victim/survivor C.E.6.5: Enforcement of remedies C.E.6.6: Redress when essential justice services are denied, undermined, unreasonably delayed, or lacking due to negligence
ES-7 Post Trial Processes	The justice system can play an important role in preventing future violence, both by sending a strong message to the community that violence against women will not be tolerated but also in its role in ensuring the accountability and rehabilitation of perpetrators and reducing recidivism. The international norms and standards urge States to develop and evaluate treatment and reintegration / rehabilitation programmes for perpetrators that prioritize the safety of the victims as well as to ensure that compliance is monitored. These standards also urge States to ensure that there are	C.E.7.1: Interventions that prevent re-offending focus on victim/survivor safety C.E.7.2: Prevention of and response to violence of women who are detained for any reason C.E.7.3: Reduction of exposure to violence of female offenders in detention and post detention services

	appropriate measures in place to eliminate violence against women who are detained for any reason.	
<b>ES-8 Safety and Protection</b>	Protection measures for women who have experienced intimate partner violence and sexual violence are critical to stopping the violence and preventing reoccurrence, escalation and threats of violence. Women have the right to live free of violence and free of the fear of violence. This means that protection measures need to be available independent of any initiation of a criminal, civil or family law case and be designed to empower women in their access to justice and enable them to stay safely engaged with the justice process.	<p>C.E.8.1: Access to immediate, urgent and long-term protection measures</p> <p>C.E.8.2: Enforcement of protection measures</p> <p>C.E.8.3: Risk assessment</p> <p>C.E.8.4: Safety Planning</p> <p>C.E.8.5: Prioritization safety concerns in all decisions</p> <p>C.E.8.6: Coordinated protection measures</p> <p>C.E.8.7: Coordinated protection and support services</p>
<b>ES-9 Support and Assistance</b>	A crucial element in guaranteeing access to justice for all women is the provision of support and assistance services during the justice process. The international norms and standards refer to the importance of legal assistance, practical, accurate and comprehensive information, victim and witness support services and the need for support from outside the justice sector (such as, health, shelters, social services, counselling). These services can empower women, allowing them to make their own informed decisions based on knowledge of their rights and justice options.	<p>C.E.9.1: Practical, accurate, accessible and comprehensive information</p> <p>C.E.9.2: Legal Services</p> <p>C.E.9.3: Victim and witness support services</p> <p>C.E.9.4: Referrals to health and social service providers</p>
<b>ES-10 Communication</b>	Communication is a key theme throughout the justice system. The victim / survivor needs to know that she is being listened to and that her changing justice needs are being understood and addressed. Information and the way it is communicated can empower the victim to make informed decisions regarding her engagement with the justice system. Information and communication management amongst the various justice service agencies and non-justice sectors, particularly prioritizing confidentiality and privacy, can contribute to the minimization of the risks victims face when seeking justice.	<p>C.E.10.1: Simple and accessible information about justice services</p> <p>C.E.10.2: Communications promote the dignity and respect of victim/survivor</p> <p>C.E.10.3: Ongoing communication with the victim/survivor</p> <p>C.E.10.4: Regular and effective communication between justice agencies</p> <p>C.E.10.5: Communication by justice agencies with other agencies</p>
<b>ES-11 Coordination Among Justice Agencies</b>	Given the different mandates of each justice agency and the various tasks of different justice service providers, a coordinated response is essential to ensuring that essential justice and policing services are delivered in a quality and effective manner and delivers the best outcome for victims/survivors. Coordination sets transparent standards and expectations from each justice agency and contributes to better communications and linkages between the different justice agencies and service providers. From the perspective of a victim / survivor, coordination of essential services means that she will be met with the same understanding of her rights and her situation and receive the same, high quality response from all justice service providers.	<p>C.E.11.1: Coordination amongst justice sector agencies</p>



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