

# Male Police Perception of Women Police in Pakistan



Male Police Perception  
of Women Police in  
Pakistan

Lead Author: Gulmina Bilal Ahmad  
Researchers: Yahya Ahmad, Sundas Syeda

The author acknowledges the support of Royal Norwegian Embassy, Islamabad for providing financial assistance to conduct this research. The information presented here would not have been possible without inputs from various subject experts. Despite all the assistance received, the Lead Author personally assumes the responsibility of any omissions. We would especially like to thank all the male and female police personnel who facilitated our work.

Individualland  
Where the individual counts  
House 12-B, Street 26,  
F-8/1, Islamabad - Pakistan  
Tel: +92-51 2 25 34 37, 2 25 34 38  
E-mail: [info@individualland.com](mailto:info@individualland.com)  
Url: [www.individualland.com](http://www.individualland.com)

ISBN: 978-969-9582-11-0  
No of printed copies: 1000  
Islamabad, May 2012

# Table of Contents

Preface	1
Introduction	3
Contribution of Pakistani Women in the Police Department	4
Perception Survey of Male Police Personnel	4
Survey Results of Islamabad	14
Survey Results of Punjab	34
Survey Results of Khyber Pakhtunkhwa	54
Survey Results of Balochistan	74
Survey Results of Sindh	94
Survey Results of Gilgit- Baltistan	114
Conclusion	134
Annexure-A (Questionnaire)	135



## Preface

The police in Pakistan have been the victim of neglect and undue political influence, since decades. The situation has nosedived to such levels, where the police department is now struggling to control the security challenge facing the country. The increasing crime rate, active militancy, terrorism and growing population have all added to the predicaments facing this department. Violence against women is also it always was a significant challenge issue in the Pakistani society, where there were estimated above 8,000 females reportedly victimized during the year 2011.<sup>1</sup> As many of the cases of such gender based violence remain unreported, because victims are reluctant to approach male police and the societal taboos surrounding such cases. The absence of a considerable number of female police personnel has contributed to this situation, as female victims and complainants are hesitant and unwilling to approach the male police for assistance.

Currently the police department in Pakistan is estimated to be more than 400,000 strong, where only approximately above 3,700 women are representing half of the population.<sup>2</sup> There are 18 women police stations presently in the country.<sup>3</sup> Under the Constitution police is a provincial subject and the relevant ministries of interior at the provincial level manage the departments. The rules and regulations governing the police to this day are from the colonial era, based on the Police Act 1861. Despite the numerous attempts made towards police reforms, those did not bear fruit, primarily due to lack of political will and various other factors.<sup>4</sup> Due to the hindrances facing the overall initiation of police reforms, efforts have also not been carried out towards increasing the representation of women within the police.

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

<sup>1</sup> Aurat Foundation (AF). 2011. Incidents of Violence Against Women in Pakistan Reported During 2011. <http://www.af.org.pk/PDF/VAW%20Reports%20AND%20PR/PR/Press%20Release%202011%20%20English.pdf>.

<sup>2</sup> Imran Myra. 2011. Gender perceptions 'influence police culture'. The News International. November 22, 2011. <http://www.thenews.com.pk/TodaysPrintDetail.aspx?ID=78717&Cat=6>.

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

<sup>4</sup> Shoab Suddle, Muhammad. 2001. Reforming Pakistan Police: An Overview. [http://www.unafei.or.jp/english/pdf/PDF\\_rms/no60/ch05.pdf](http://www.unafei.or.jp/english/pdf/PDF_rms/no60/ch05.pdf).

on gender based reforms within the police are being used. As part of our initiative, since December 2011, we have been engaged in visits to various women police stations and training facilities in the encompassed project areas. Our team has been working towards understanding the problems and challenges faced by women police staff, not only by conducting their interviews, but by also holding meetings with senior police officials and government functionaries. Visual interviews of 30 selected women police are also being conducted, which will be utilized to document their contribution within the law enforcement apparatus and also highlight the challenges faced by them. We have also requested the respective provincial and federal police departments for the number of women police on active duty, their ranks and place of posting.

From December 2011 to March 2012 we conducted a survey, which included the male police personnel from the four federating units, Gilgit-Baltistan and Islamabad. The objective of the exercise was to gauge their perception and attitudes towards their female colleagues. A total of 601 police personnel were surveyed through a close ended questionnaire. The survey results show that while 84% (503 respondents) male police personnel consider the profession suitable for women, 54% (315 respondents) out of 601 do not support the induction of their female family members in the department. A total of 57% of the sample group (378 respondents) stated that they had trained alongside female personnel, while a total of 43% of the sample group (253 individuals) had the perception that there was difference in the trainings of males and females. It was also observed that while 59% of the sample group (328 respondents) had performed duties along with female personnel, 76% (450 male personnel) out of 601 surveyed were positively inclined towards male and female police working together. A total of 79% (471 male police personnel) surveyed realized the importance of women police and were in favor of increasing their numbers.

This report attempts to document the perceptions of male police regarding their female colleagues. The data can potentially assist in developing public awareness campaigns and a list of recommendations for Gender Based policing reforms as well as Gender Responsive Policing. It can be concluded from the survey results that the perception of women police within the department, is somewhat being overshadowed by the overall societal restrictions and cultural norms. Although there is a realization for the requirement of female police personnel in the department, for working towards a more gender responsive police, but the concept of women working alongside males in unconventional jobs, has still not prevailed. There is still a considerable number of male personnel, who are averse to women adopting this profession; they decline to work alongside female personnel, let alone serve under one. There is a need to first sensitize the police department from within regarding the importance of women presence in the police. This will not only also assist in gender mainstreaming within the police but also facilitate in cultivating citizens centric, gender responsive policing.

## Introduction

In general, police is considered by the public, as an authoritarian force rather than a citizen friendly institution. Cases of torture and police transgressions are rampant. The attitude of police in general towards female victims and offenders is also not much different. According to a paper available with the World Bank, there are cases of assaults on women by the police during custody, but they seldom surface.<sup>5</sup> Police in the subcontinent and Pakistan has historically remained a male dominated profession. Due to the unconventional nature of job, societal restraints and cultural norms, women are discouraged from adopting it as a profession. Although there is a 5% quota<sup>6</sup> on the recruitment of women police, but few women step forward towards this line of duty. Currently the presence of women within the police department is accounted at only 0.86% of the total police force, with only 18 women police stations.<sup>7</sup> In short, little or no gender responsiveness can be witnessed within the department, rather the situation has only gotten worse as there is an ever increasing distrust, between the police and the citizens.

The present situation in the form of low conviction rates of less than ten (10) percent<sup>8</sup>, increasing crimes and public distrust is evident of the ineffectiveness of this criminal justice system. In 2002 through the measures adopted by National Reconstruction Bureau (NRB), Police Order 2002 was promulgated, which is till now perhaps the most valiant attempt towards police reforms. Unfortunately, due to subsequent political interferences from various quarters and lack of will, the reforms were never fully implemented.<sup>9</sup> The constitutional cover of the police order lapsed in March 2010 and it was not again promulgated after 2009, due to the Section 27 of the Constitution introduced in the 18<sup>th</sup> Amendment, prohibiting promulgation of ordinances after their lapse, without the approval of National Assembly. A bill in this regard had been laid in front of the National Assembly in October 2009, as per the instructions by Supreme Court, but it never made through. The police order has already been reverted and the old system has again been revived in the provinces of Sindh and Balochistan. As the police reforms failed to take effect, similarly the conversion of the police into a gender responsive department also has not made any considerable progress.

<sup>5</sup> Awan, Zia Ahmed. 2005. Violence Against Women and Impediments in Access to Justice. Accessed on: April 22, 2012. Accessed From: <http://siteresources.worldbank.org/PAKISTANEXTN/Resources/293051-1146639350561/CGA-Companion-Paper-1.pdf>.

<sup>6</sup> Punjab Police. 2012. Recruitment. Accessed On: April 22, 2012. Accessed From: <http://punjabpolice.gov.pk/recruitment>.

<sup>7</sup> Imran Myra. 2011. Gender perceptions 'influence police culture'. The News International. November 22, 2011. <http://www.thenews.com.pk/TodaysPrintDetail.aspx?ID=78717&Cat=6>.

<sup>8</sup> Jamal, Asad. 2011. Revisiting Police Laws. Human Rights Commission of Pakistan (HRCP).

<sup>9</sup> International Crisis Group. 2008. Reforming Pakistan's Police. [http://www.crisisgroup.org/-/media/Files/asia/south-asia/pakistan/157\\_reforming\\_pakistan\\_s\\_police.pdf](http://www.crisisgroup.org/-/media/Files/asia/south-asia/pakistan/157_reforming_pakistan_s_police.pdf).

## Contribution of Pakistani Women in the Police Department

The creation of women police in areas now constituting Pakistan can be found during the British colonial rule, when seven constables and a head constable were recruited in 1939, to control the female agitators during a farmer's movement in Punjab. The next significant milestone for women police came after the creation of Pakistan in 1952, when twenty (25) constables, two (2) head constables and an ASI were recruited into the police. Perhaps the most considerable achievement, regarding the contribution and participation of women police, was made in 1994. The first women police station in Pakistan was established in Rawalpindi and was followed by similar set ups in Abbotabad, Peshawar, Lahore, Multan, Karachi and Larkana. Today there are over 3,700 women present in the police, while there are 18 women police stations established throughout the country.<sup>10</sup>

There are currently 11 female ASPs in Pakistan and Deputy Inspector General (DIG) Helena Iqbal Saeed, who currently is the director of Gender Crimes Cell (GCC) at National Police Bureau (NPB) in Islamabad, is the first ever Pakistani woman civil service officer, who opted for police and reached such a position.<sup>11</sup> A female Pakistani Police Officer Shahzadi Gulfam, serving in a United Nations (UN) peace operation, received the 2011 International Female Police Peacekeeper Award. There are individual success stories, but the overall contribution of women within the police is either perceived to be low or it is low. Due to the prevalence of male dominated culture within Pakistan, along with the practice of unjust and decadent social customs and an increasing graph of violence against women within the society, there is an even more urgent requirement for the presence of women in the police department. There were estimated above 8,000 reports of violence against women during the year 2011.<sup>12</sup> According to a survey conducted by Thomson Reuters Foundation's Trust Law, released in June 2011, Pakistan is the third most dangerous place in the world for women after Afghanistan and Democratic Republic of Congo.<sup>13</sup>

## Perception Survey of Male Police Personnel

Baseline survey has been conducted in the target cities by IL-Pakistan, regarding the perception of male police towards their female colleagues. The survey aims at assisting in determining the general image, understanding of issues and challenges faced by women police personnel, through the perceptions of their male colleagues. The data collected from this survey will also be presented in the later dialogue sessions with government and police officials and civil society. A sample population of 601 male police staff was taken for the

<sup>10</sup> Imran Myra. 2011. Gender perceptions 'influence police culture'. The News International. November 22, 2011. <http://www.thenews.com.pk/TodaysPrintDetail.aspx?ID=78717&Cat=6>.

<sup>11</sup> The Express Tribune. 2011. Breaking the Glass Ceiling: First female DIG pleads for merit. October 7, 2011. <http://tribune.com.pk/story/268619/breaking-the-glass-ceiling-first-female-dig-pleads-for-merit/>.

<sup>12</sup> Aurat Foundation (AF). 2011. Incidents of Violence Against Women in Pakistan Reported During 2011. <http://www.af.org.pk/PDF/VAW%20Reports%20AND%20PR/PR/Press%20Release%202011%20%20English.pdf>.

<sup>13</sup> The Express Tribune. 2011. Domestic violence: Facing reality: another day, another beating. September 30, 2011. <http://tribune.com.pk/story/263589/domestic-violence-facing-reality-another-day-another-beating/>.

survey, on their perception regarding female police. The focus of this report is upon the findings and results of this survey.

The objective of the survey was to assess the level of awareness present within the male police, regarding the importance of female staff and the challenges faced by them. A total of 601 respondents were selected from the encompassed areas, through Random Sampling. There were 103 respondents from Islamabad, 99 from Punjab, 97 from Sindh, 100 respondents from Khyber Pakhtunkhwa, 101 from Balochistan and 101 respondents from Gilgit-Baltistan. The respondents belonged to various cadres of the police department. The survey tool was a close ended questionnaire. The 16 close ended questions focused on various aspects related to women police. The questionnaire is enclosed in the Annexure.

There were certain limitations which were faced by Individualland Pakistan (IL-Pakistan) during the survey and the organization had to work around and within those constraints. The survey does not include a large target group and there was a limitation of time, in the collection and evaluation of information. As, this survey was based on random sampling and a close ended questionnaire, so there are also certain drawbacks of adopting these methods. As a result, the exact opinion and mindset of the respondents cannot be reflected, due to the limited choice for expressing their views. A survey can only reveal the attitudes of the sample group, but not their actual behavior. It is quite possible that while the respondents may have depicted a certain opinion in their response, their approach towards that subject may differ in practical life. This might be true for many of the survey results that have been mentioned in the previous sections. The resources and time period required for actually observing the attitude of people were not available to the organization.

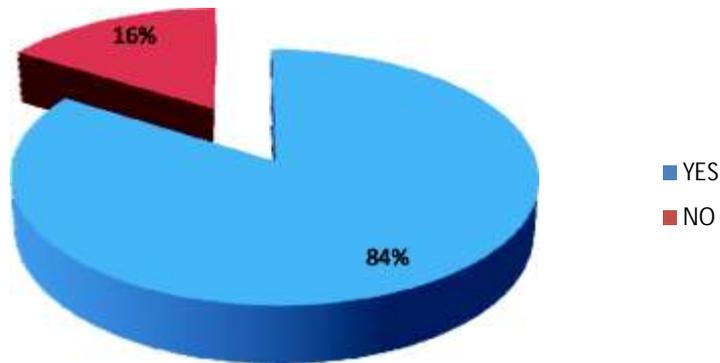
## Description of Male Police Perception

The following figures and graphs present a brief description of male police perception in the four provinces, Gilgit-Baltistan and Islamabad encompassed in the survey:

Sr. No.	Question	Responses	Islamabad N=103	Punjab N=99	Sindh N=97	Balochistan N=101	KPK N=100	Gilgit-Baltistan N=101	Total N=601
1	Do you think that women should join the police department?	YES	80	69	94	90	79	91	503
		NO	23	28	3	11	21	10	96
2	Would you consider encouraging a female member of your family (sisters, daughters, others) to join the police?	YES	55	21	88	58	46	47	315
		NO	46	75	8	42	47	51	269
3	Have you trained with female colleagues?	YES	75	28	45	48	44	38	378
		NO	28	69	12	53	55	63	280
4	In your view, does the training of female police officers differ from men?	YES	41	51	06	46	60	49	253
		NO	60	46	91	55	38	51	341
5	Have you ever worked along with women police officers?	YES	84	54	35	46	60	49	328
		NO	19	42	22	55	40	51	229
6	Should female police officers be placed alongside male counterparts?	YES	80	74	90	70	66	70	450
		NO	22	22	06	31	30	29	140

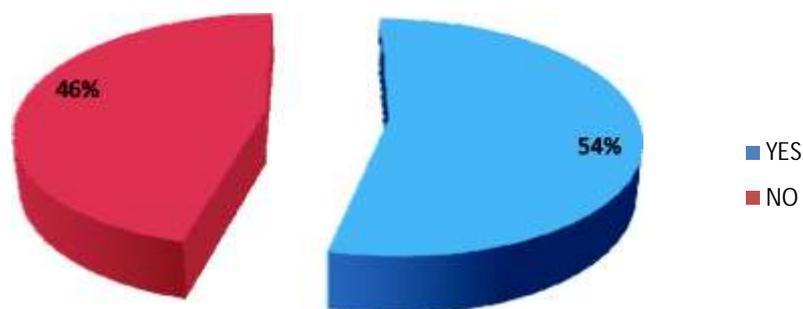
7	Are you willing to serve under a female officer?	YES	77	69	91	83	67	75	462
		NO	25	27	05	18	28	24	127
8	Is there a need to increase the number of women in the police?	YES	79	49	91	90	77	85	471
		NO	24	48	06	10	23	16	127
9	With the induction of women police officers into the police department, has there been any impact on the image of police?	YES	81	57	92	47	60	65	402
		NO	16	38	04	54	37	32	181

Do you think that women should join the police department?



84% of the sample (503 male police personnel) responded that police is a suitable profession for women to adopt, while 16% of the sample (96 personnel) disagreed.

Would you consider encouraging a female member of your family (sisters, daughters, others) to join the police?



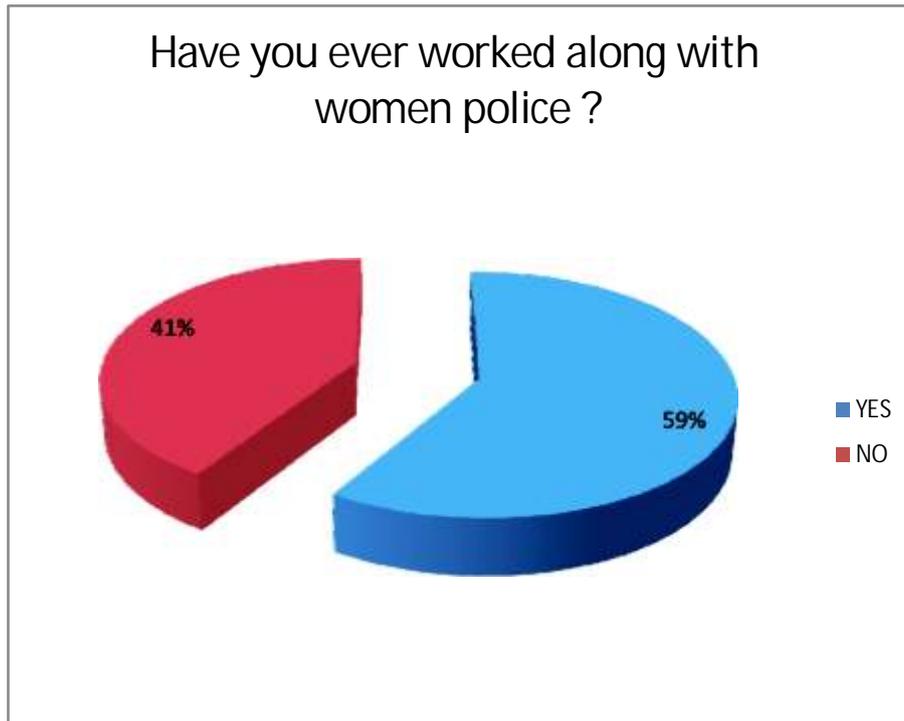
54% of the sample (315 respondents) agreed to support or encourage the female members of their family to join the police, while earlier 84% respondents had deemed the profession appropriate for women. 46% of the sample group or 269 respondents disagreed.



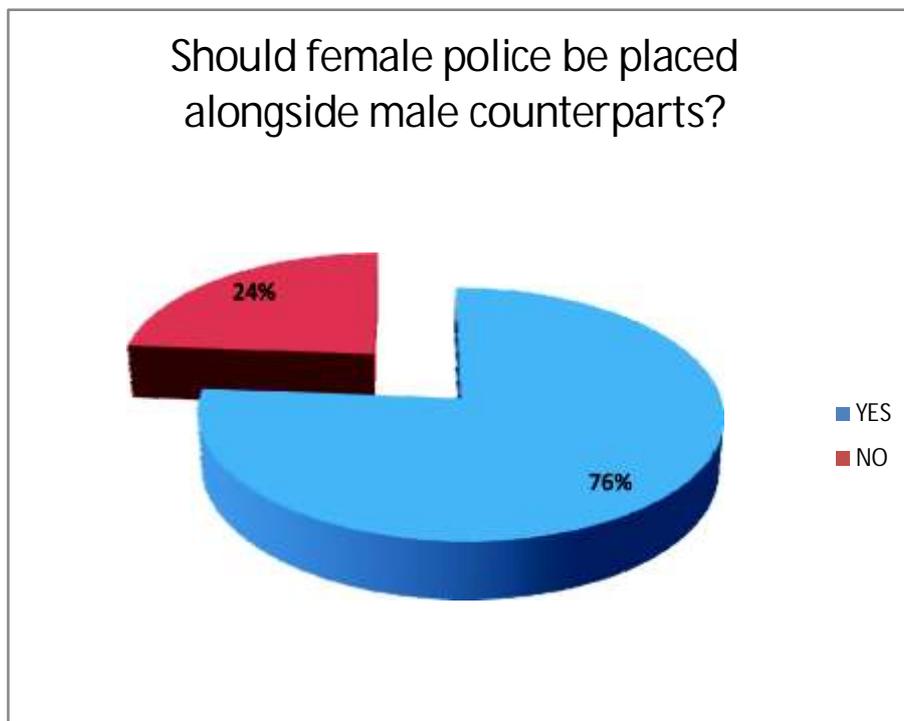
57% (378 respondents) stated that they had trained along with female colleagues, while 43% (280 respondents) never trained with female personnel.



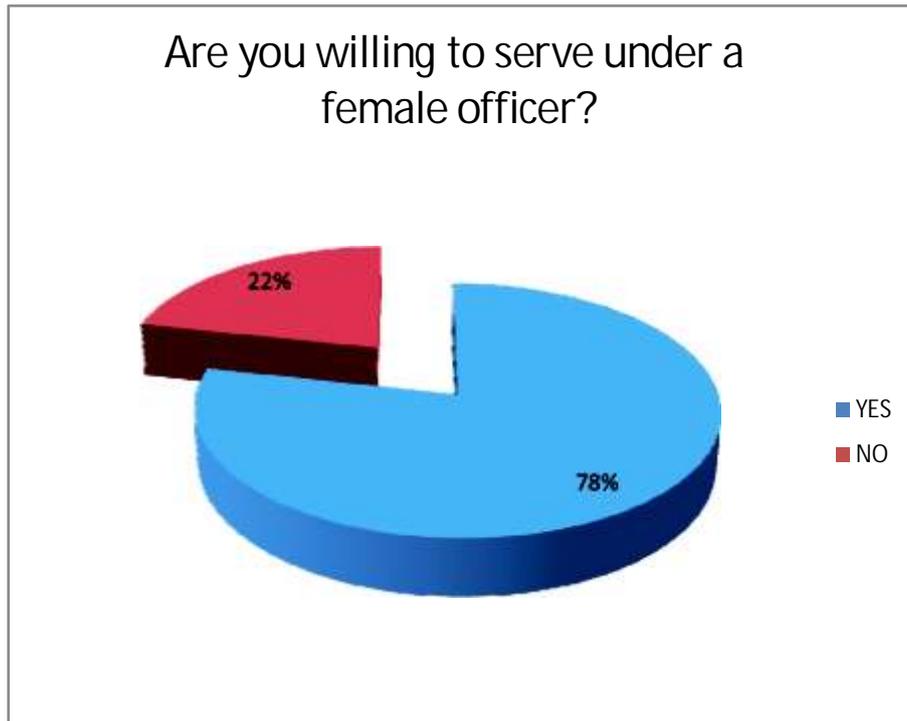
As previously discussed, 378 personnel had trained with female colleagues, 43% (253 respondents) were of the view that the training of males and females differs. 57% (341 personnel) were of the view that there is no difference in their training.



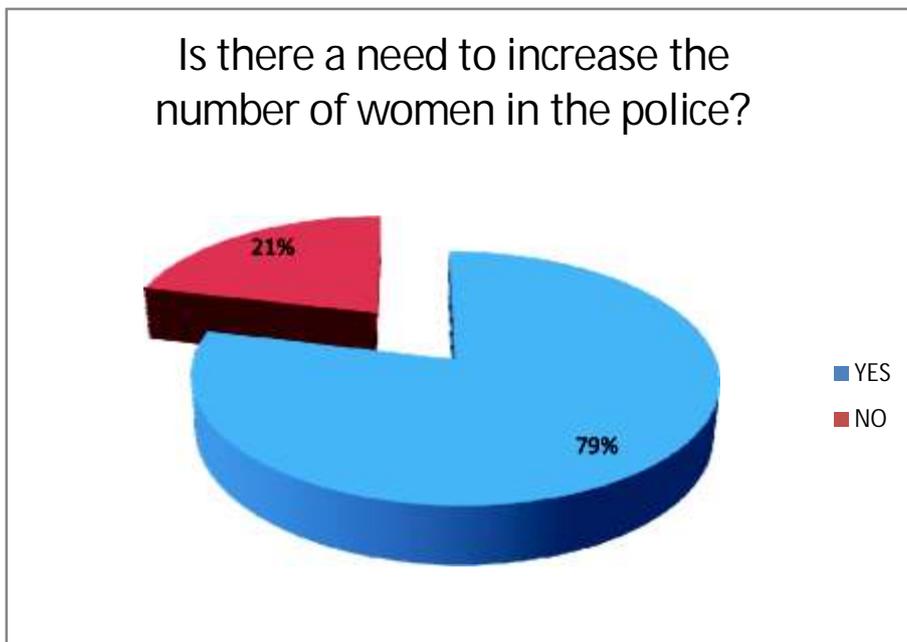
59% (328 male police personnel) stated that they had worked alongside female police. 41% of the sample group (229 respondents) had never worked with female police personnel.



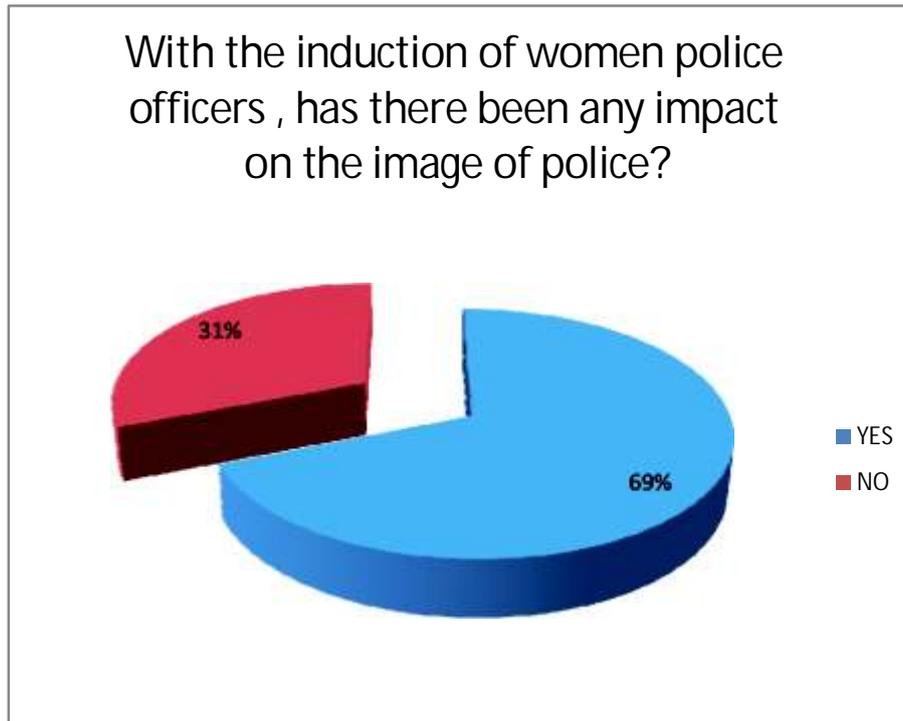
A total of 76% (450 respondents) were of the opinion that female staff should be placed alongside males, while 24% (140 individuals) were of the view to place women staff separately.



Regarding serving under female officers, 78% (462 male respondents) expressed no reservations. On the other hand 22% (127 male police personnel) were not in favor of serving under a female officer.



In response to the question related to the requirement of increase in women police, 79% (471 respondents) were of the view that there is a need to increase their presence, while 21% (127 respondents) were averse to this view.



When it was further asked of the sample group, whether there has been an impact on the image of police with the induction of women, 69% (402 respondents) gave an affirmative response. 31% (181 respondents) were of the view that there had been no impact on the department's image.

From the survey results, it appears that although there is a realization among a considerable segment regarding the importance of female police and the moving towards becoming a more gender responsive department, but the societal customs and cultural norms are also prevailing the perception of male police personnel. 84% (503 respondents) out of 601 sample group were of the view that police is a suitable career for women, but in the later question where they were asked if they would encourage their female family members to join the police, 54% or 315 respondents approved. As soon as the subject shifted towards facilitating the women of their own family towards taking a career in police, a considerable segment disliked the idea. The reasons stated were the unconventional and difficult nature of the job, while also the aspect of environment within the police also becomes highlighted, to which they do not want their families to get exposed to.

Interestingly, when the male personnel were asked about working alongside females or reporting to a women officer, a considerable number had no objection. 76% (450 respondents) were in favor of posting women alongside their male counterparts, while 78% (462 respondents) had no problems working under a female officer. Still, over 20% in response to both the questions highlighted their reservations. It was further observed that 59% (328 respondents) had experience of performing duties with female police, which might have also shaped up their positive opinion of working alongside women. 79% (471

respondents) agreed to the increase in presence of women in the police, while 69% (402 respondents) realized that there had been an impact on the image of police with the induction of women, but a considerable segment is reluctant to choose police as a profession for their own female family members.

Police are citizens in uniform and the overall public perception regarding the department is also reflected in this survey. The unfavorable representation of police in the eyes of the citizens is the main reason why women are reluctant to adopt such profession. There is also the element of male dominant environment, which can also be observed in the survey results.

## Survey Results of Islamabad

Islamabad is the federal capital of Pakistan, with 16 police stations within its boundary. It has estimated police strength of above 10,000<sup>14</sup>, catering to a population of approximately 1.7 million<sup>15</sup>. A total of 103 male police personnel from various ranks were the respondents of our survey from Islamabad.

On the question of whether police department is a suitable profession for women, 78% (80 respondents) of the sample population were of the view that women should join the police department. However, 22% of the respondents or 23 police personnel disagreed. In contrast, when the respondents from Islamabad were asked, whether they would consider encouraging female members of their family to join the police, the reactions were mixed. 53% of the respondents or 55 police personnel agreed to support their female family members, for opting for the police as a career. 45% or 46 respondents showed disapproval.

Interestingly it was also observed that 73% of the respondents or 75 police personnel stated that they had trained with their female colleagues, while 27% or 28 police personnel had never trained with female staff. On the other hand, when it was asked if the training of male and police officers differs in any manner, 40% or 41 police personnel declared that it did. When further asked of the nature of difference, 11% of the respondents were of the view that women police receive tougher training than their male counterparts. 37% (38 of the respondents), believed that the training disseminated to female personnel is "lenient" while 29% (30 respondents) were of the opinion that the trainings are similar.

To gauge the importance of women police within the police department, male police respondents were asked of their views on the need to increase the number of women in police. 77% of the respondents or 79 police personnel were of the opinion that number of women police should be increased in the department. However, 23% (24 respondents) had views averse to this. When they were asked of the impact on the image of police due to induction female personnel, 79% (81 respondents) were of the view that there has been an impact on the overall image of the department, 15% or 16 respondents disagreed.

In Islamabad 82% (84 male police respondents) conveyed that they had performed duties alongside female police staff, while the rest 18% or 19 respondents had never worked with women police. When it was further asked, whether female staff should be assigned duties alongside males, 78% (80 respondents) agreed while 21% (22 respondents) did not. When the sample group was prodded over the question of whether they are willing to serve under a female officer, 75% or 77 respondents stated that they were willing to serve under a female officer. On the other hand, 24% (25 police personnel) of the respondents were unwilling to serve under a woman police officer.

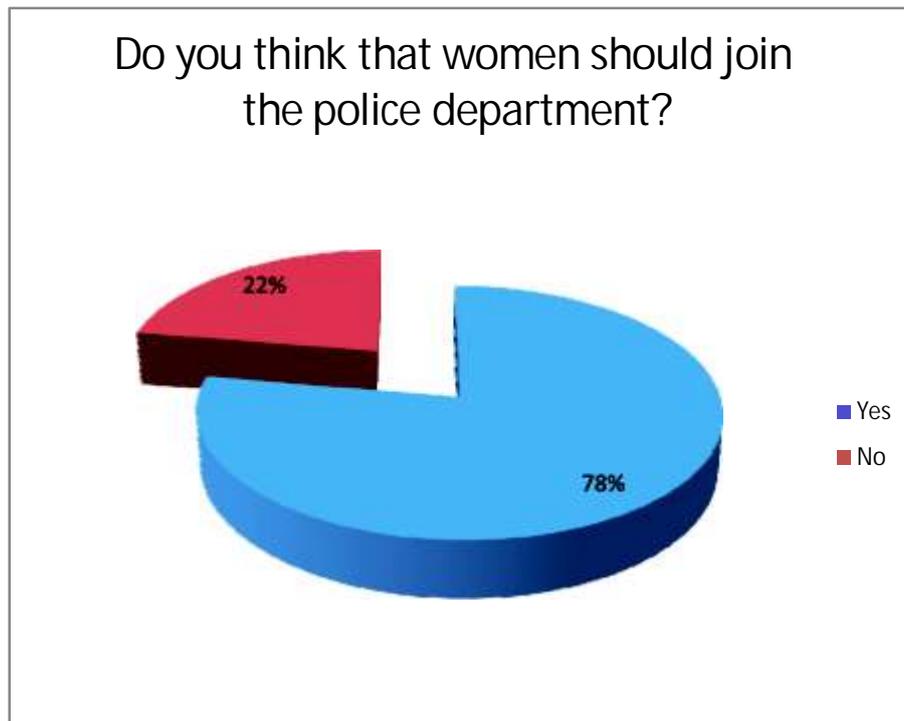
<sup>14</sup> Capital Territory Police Islamabad, Pakistan. 2010. Total Strength. <http://www.islamabadpolice.gov.pk/Pages/CustomPages/TotalStrength.aspx>.

<sup>15</sup> Syed Irfan Raza. 2011. Islamabad's population surges. Dawn. April 23, 2011. <http://www.dawn.com/2011/04/23/islamabads-population-surges.html>.

Following is a detailed description of the perception of male police personnel in Islamabad, regarding the presence of women in the police department:

1. Do you think that women should join the police department?

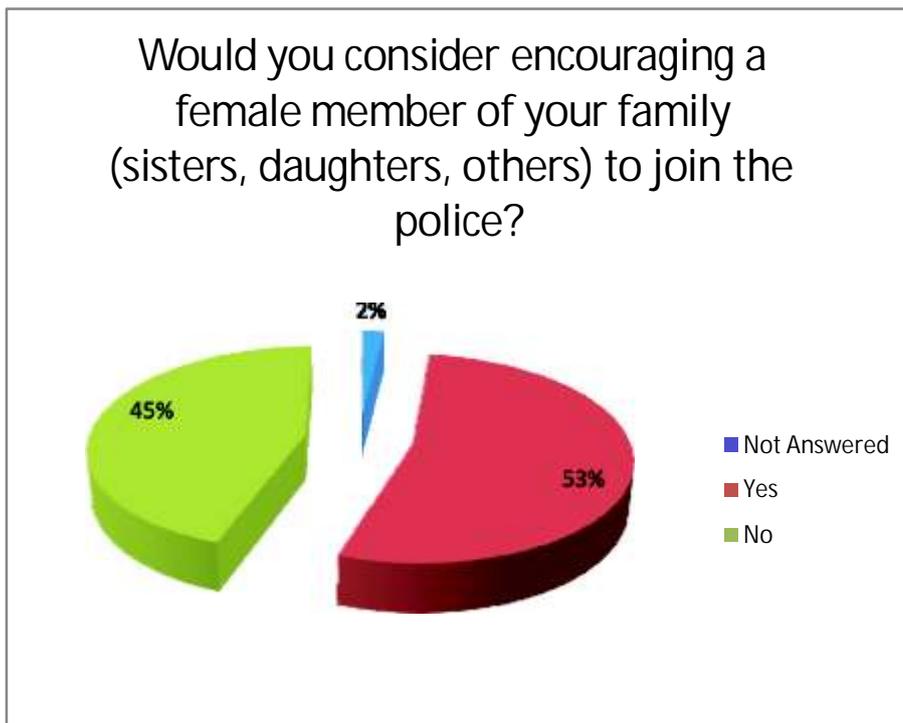
Do you think that women should join the police department?	
Yes	No
80	23



A total of 80 respondents, comprising 78% of the sample population, were of the view that women should join the police department. However, 22% of the respondents or 23 individuals disagreed and did not consider police as a suitable choice of profession for women.

2. Would you consider encouraging a female member of your family (sisters, daughters, others) to join the police?

Would you consider encouraging a female member of your family (sisters, daughters, others) to join the police?		
Not Answered	Yes	No
2	55	46



In contrast to the previous question, when it was asked from the male police personnel, whether they would encourage their female family members to work in the police department, the reactions were mixed and 53% of the respondents or 55 police personnel agreed to supporting their female family members to opt for the police. 45% or 46 respondents showed disapproval, while 2% (2 respondents) refrained from answering the question.

The 25 respondents who had in the previous question approved of the police department being suitable for women, now showed disapproval for any of their sisters and daughters joining the department.

## 3. Have you trained with female colleagues?

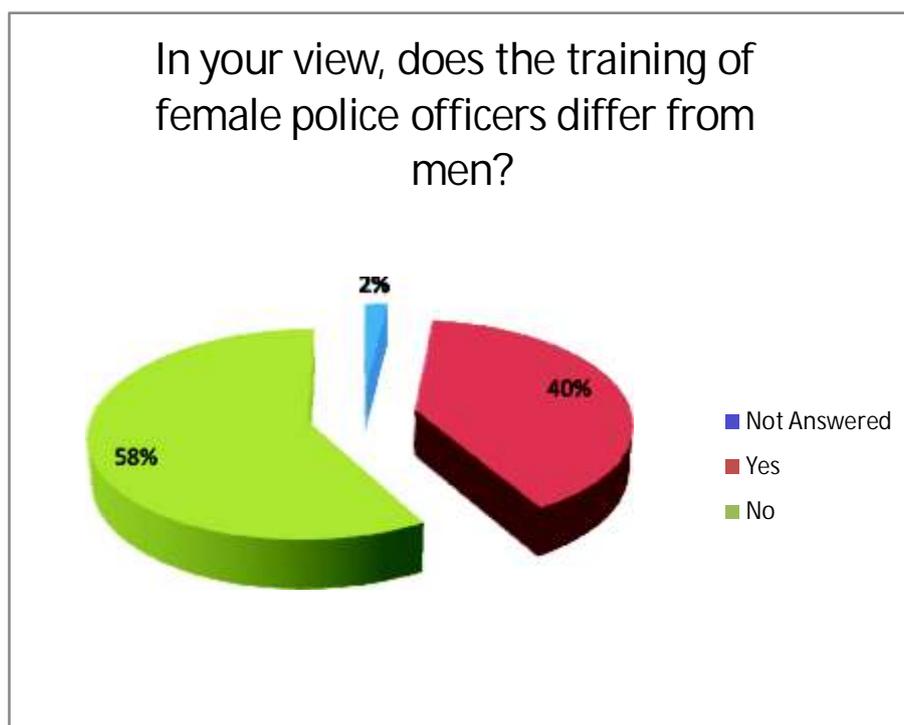
Have you trained with female colleagues?	
Yes	No
75	28



73% of the respondents or 75 police personnel stated that they had trained with their female colleagues, while 27% or 28 police personnel had never trained with female staff.

4. In your view, does the training of female police officers differ from men?

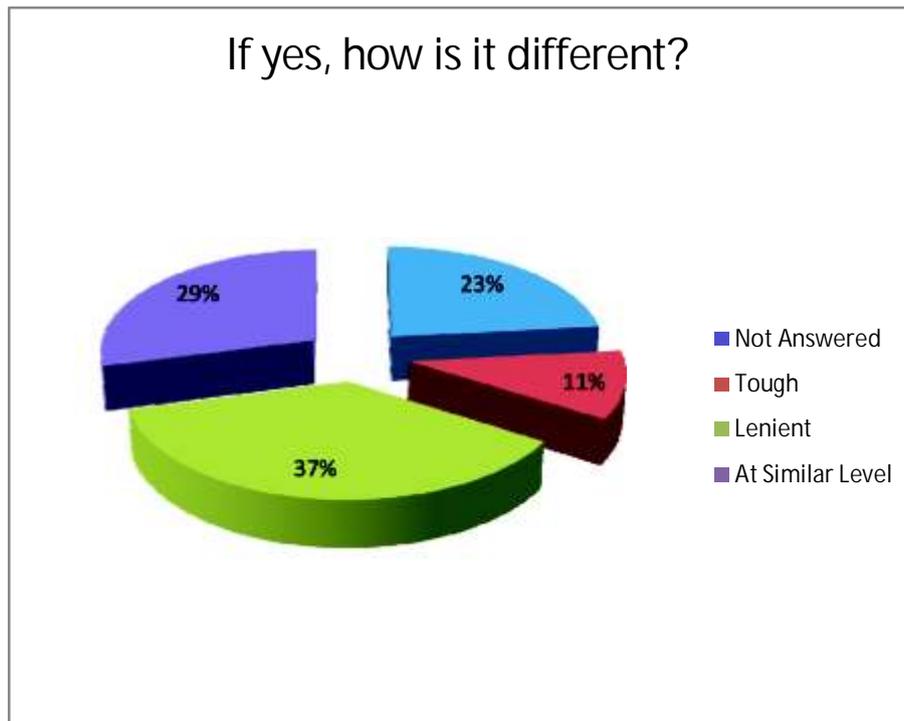
In your view, does the training of female police officers differ from men?		
Not Answered	Yes	No
2	41	60



As compared to the previous question, while 73% had trained with female police, 40% (41 of the respondents) were of the view that the training of female police personnel differs from male police. Whereas, 58% or 60 respondents did not agree to this view and 2% (2 respondents) declined to answer this question.

a. If yes, how is it different?

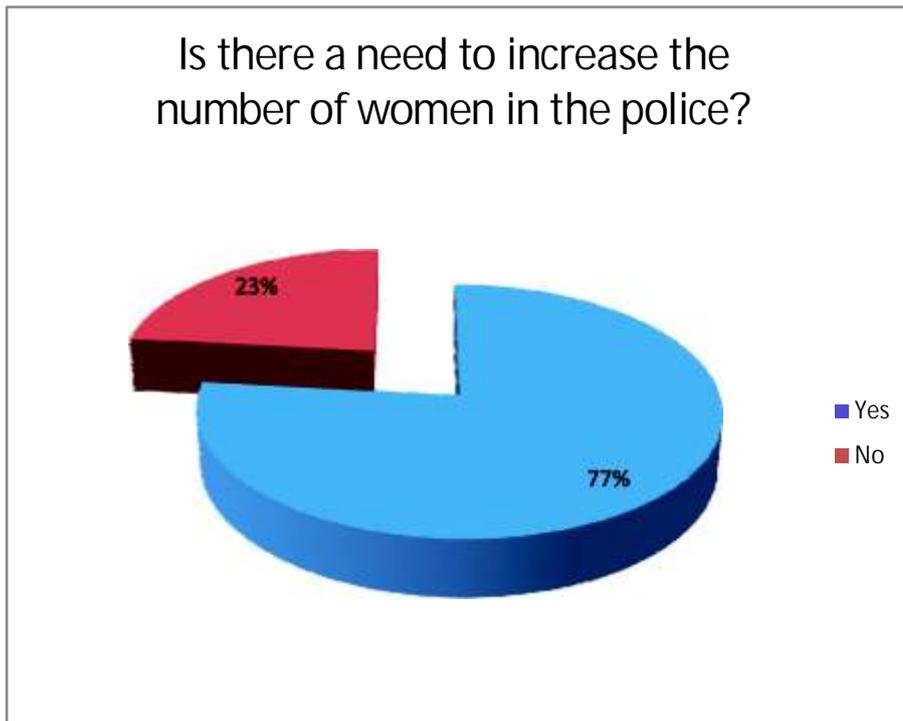
If yes, how is it different?			
Not Answered	Tough	Lenient	At Similar Level
24	11	38	30



11% (11 respondents) were of the view that women police receive tougher training than their male counterparts. 37% (38 respondents) believed that the training imparted to female personnel is lenient, while 29% or 30 respondents were of the opinion that the trainings are of a similar intensity. 23% (24 respondents) did not answer this question.

5. Is there a need to increase the number of women in the police?

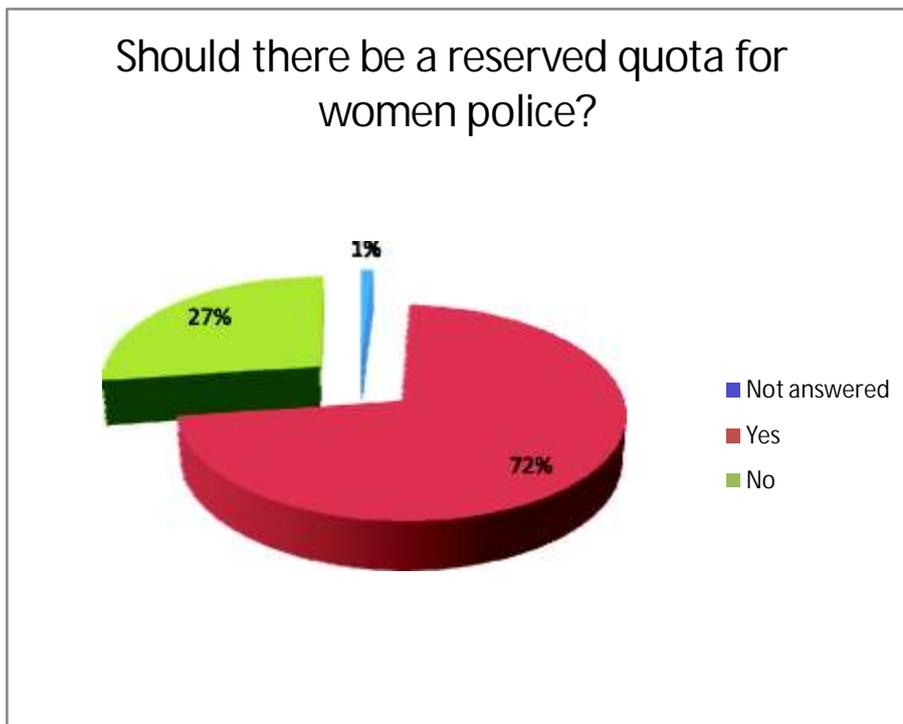
Is there a need to increase the number of women in the police?	
Yes	No
79	24



77% or 79 respondents were of the opinion that number of women police should be increased in the department. However, 23% (24 respondents) had views averse to this.

## 6. Should there be a reserved quota for women police?

Should there be a reserved quota for women police?		
Not Answered	Yes	No
1	74	28

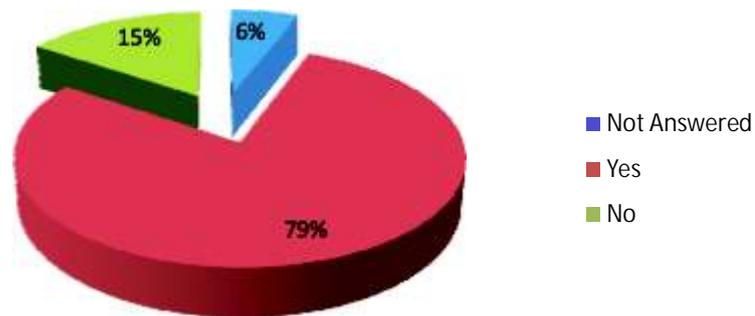


As compared to the previous question, where 79 respondents agreed to increase the presence of women police, 72% or 74 respondents agreed to fix a quota for female staff. 27% or 28 respondents did not agree to this notion, while 1% (1 respondent) declined to answer this question.

7. With the induction of women police officers into the police department, has there been any impact on the image of police?

With the induction of women police officers into the police department, has there been any impact on the image of police?		
Not Answered	Yes	No
6	81	16

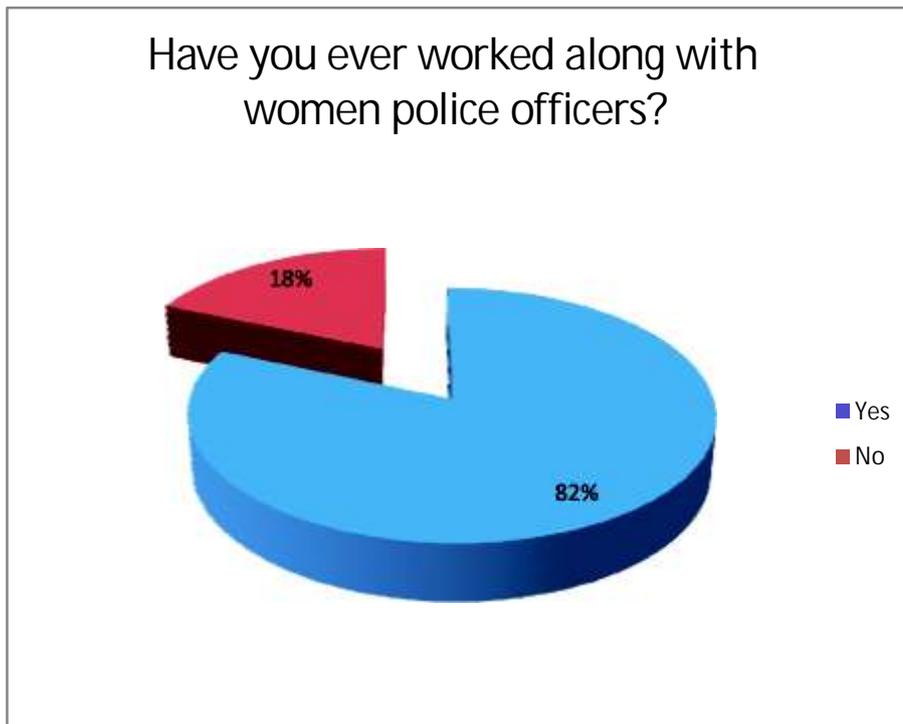
With the induction of women police officers into the police department, has there been any impact on the image of police?



79% (81 respondents) were of the view that with the induction of women police, there has been an impact on the overall image of the department. 15% or 16 police personnel did not agree, while 6% (6 respondents) refrained from answering this question.

## 8. Have you ever worked along with women police officers?

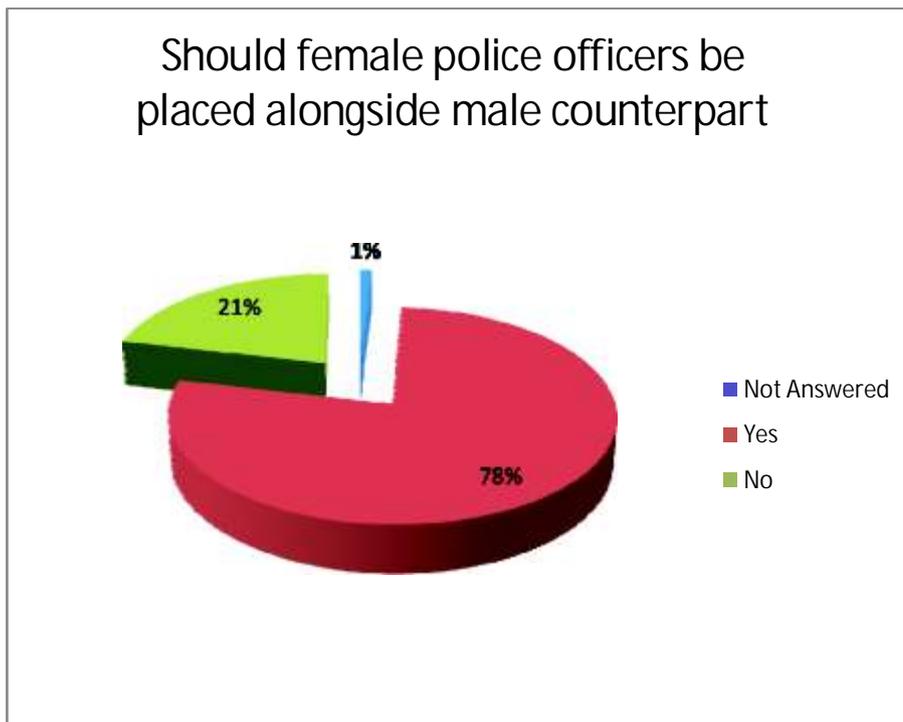
Have you ever worked along with women police officers?	
Yes	No
84	19



82% or 84 respondents stated that they had performed their duties alongside female personnel, while 18% (19 respondents) had never worked with women police staff.

9. Should female police officers be placed alongside male counterparts?

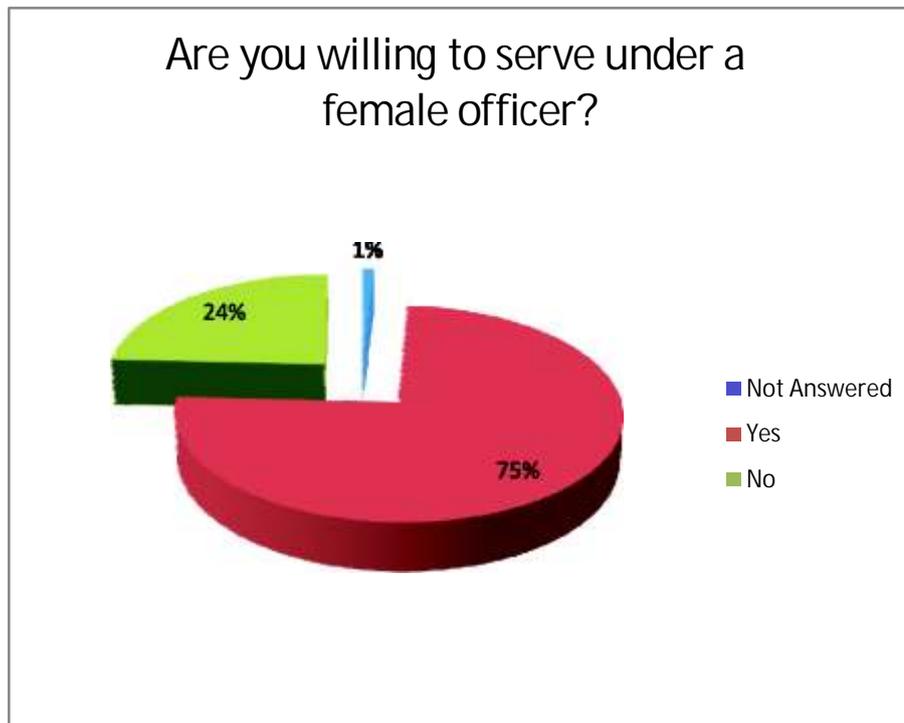
Should female police officers be placed alongside male counterparts?		
Not Answered	Yes	No
1	80	22



As compared to the previous question, where 83% had experience working with female personnel, 78% (80 respondents) were of the view that female police should be placed alongside males. 21% (22 respondents) were averse to this view and 1% (1 respondent) refrained from answering this question.

10. Are you willing to serve under a female officer?

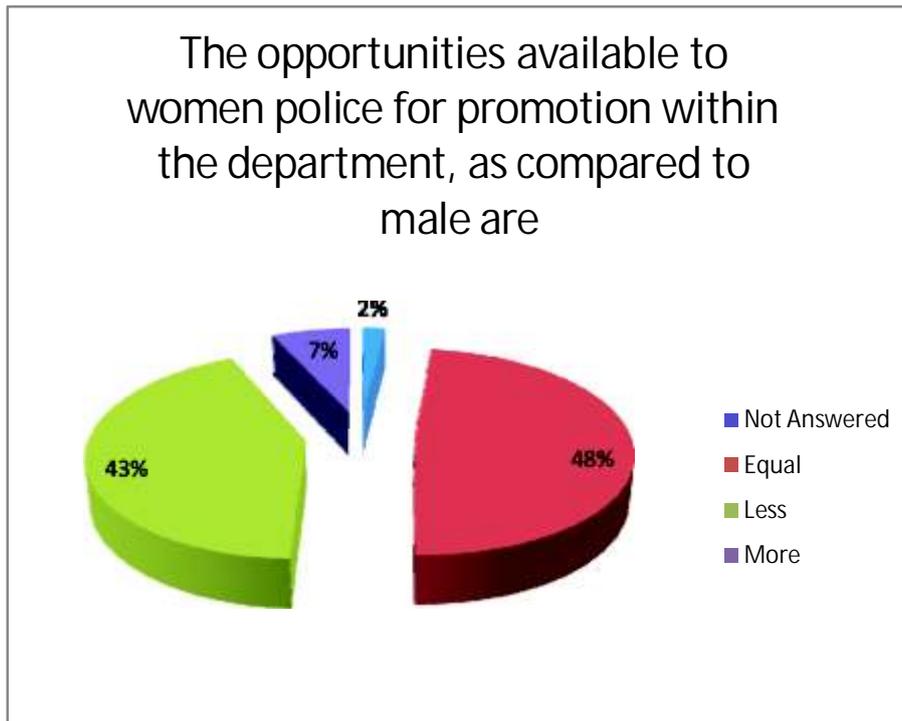
Are you willing to serve under a female officer?		
Not Answered	Yes	No
1	77	25



75% (77 respondents) stated that they were willing to serve under a female officer. On the other hand, 24% (25 police personnel) of the respondents did not agree to this notion, while 1% (1 respondent) declined to answer.

11. The opportunities available to women police for promotion within the department, as compared to male are...

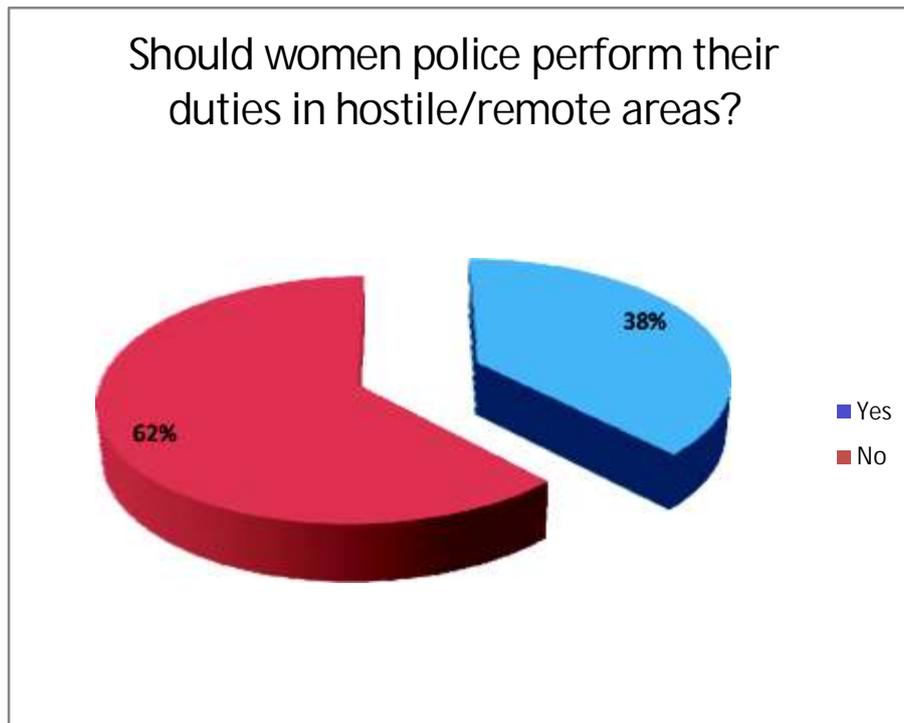
The opportunities available to women police for promotion within the department, as compared to male are			
Not Answered	Equal	Less	More
2	50	44	7



48% or 50 respondents were of the view that the opportunities available to women police for promotion are equal, 43% (44 respondents) disagreed and considered the opportunities to be less, while 7% (7 respondents) considered them to be more and 2% (2 respondents) declined to answer the question.

## 12. Should women police perform their duties in hostile/remote areas?

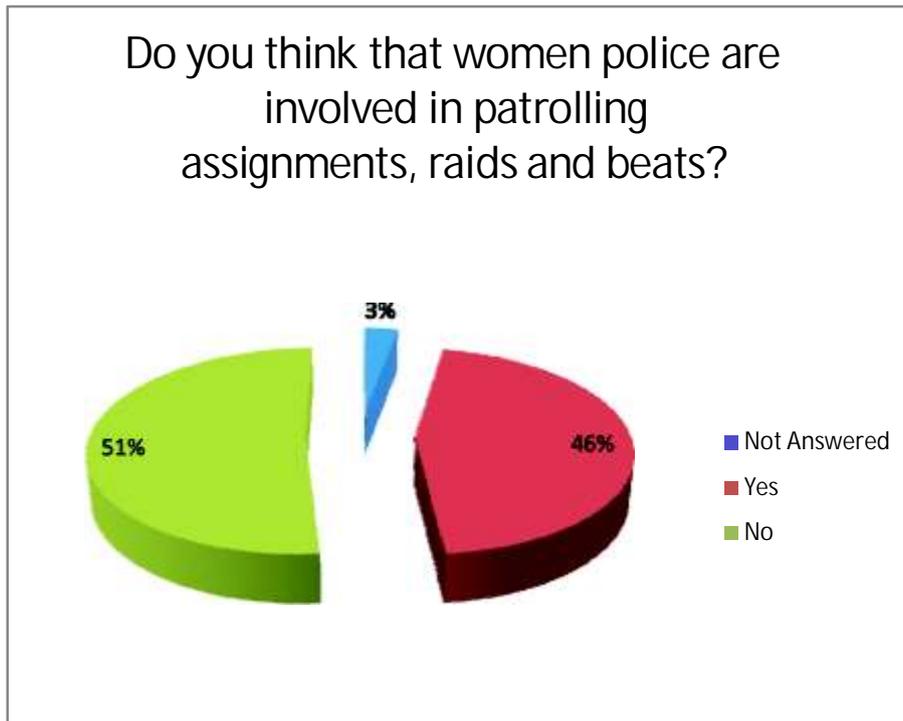
Should women police perform their duties in hostile/remote areas?	
Yes	No
39	64



38% or 39 respondents were of the view that women police should perform their duties in hostile and remote areas, while 62% (64 respondents) did not view it preferable for women.

13. Do you think that women police are involved in patrolling assignments, raids and beats?

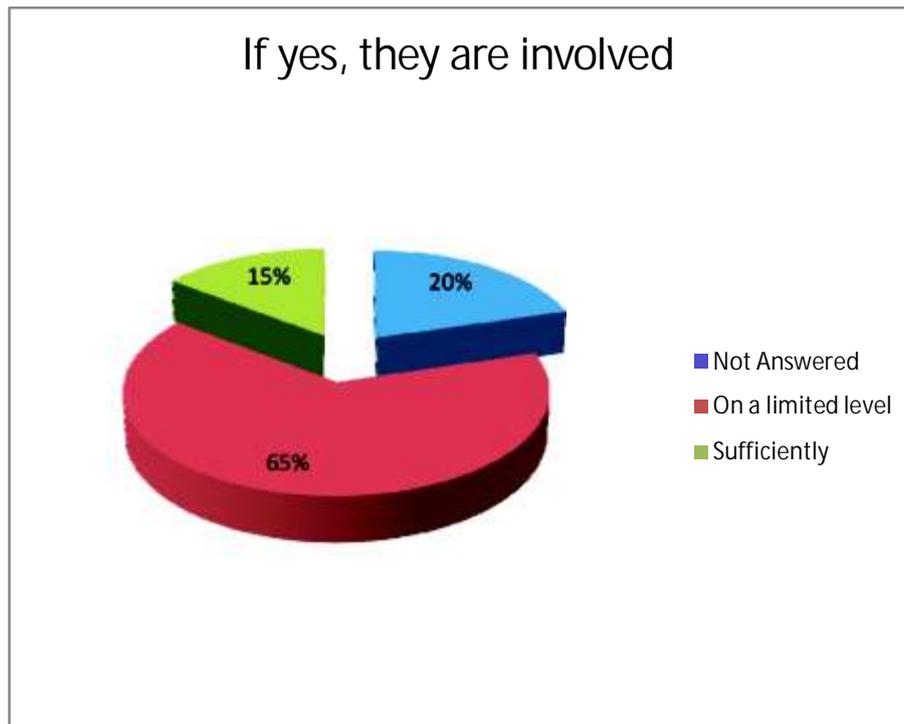
Do you think that women police are involved in patrolling assignments, raids and beats?		
Not Answered	Yes	No
3	47	53



According to 46% sample population (47 respondents), women police are involved in patrols, raids and beats. However, 51% of the sample group or 53 police personnel were of the view that they are not involved in such assignments, while 3% (3 respondents) did not answer.

a. If yes, they are involved...

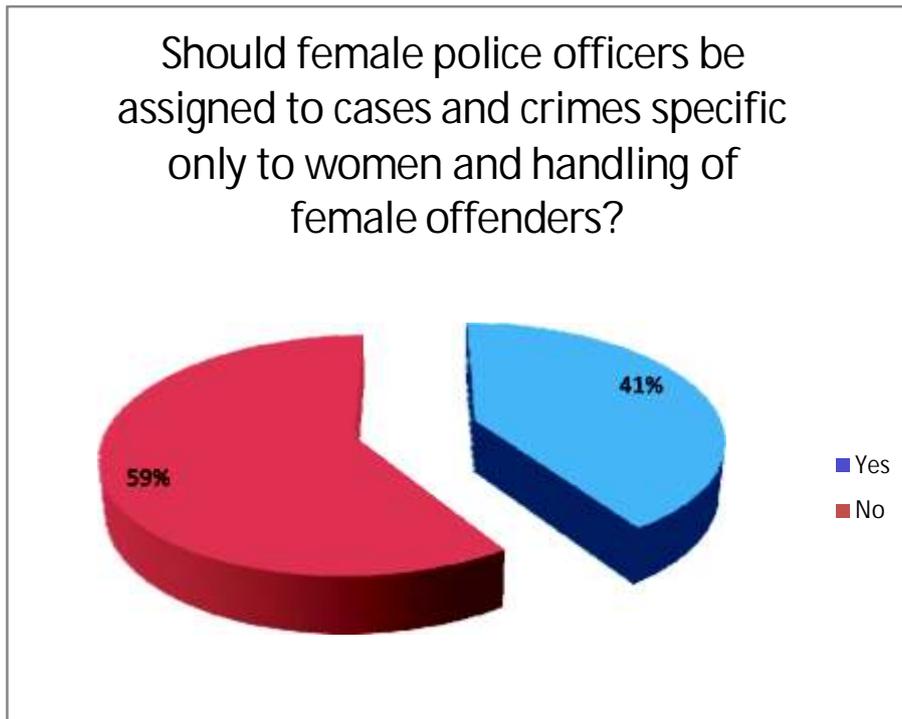
If yes, they are involved		
Not Answered	On a limited level	Sufficiently
21	67	15



In continuation of the previous question, when the police personnel were asked, regarding the level of engagement of female police in patrolling, raids and beats, 65% (67 respondents) were of the view that they are involved at a limited level. 15% or 15 respondents perceived that they are involved sufficiently in such assignments, while 20% (21 respondents) declined to answer the question.

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

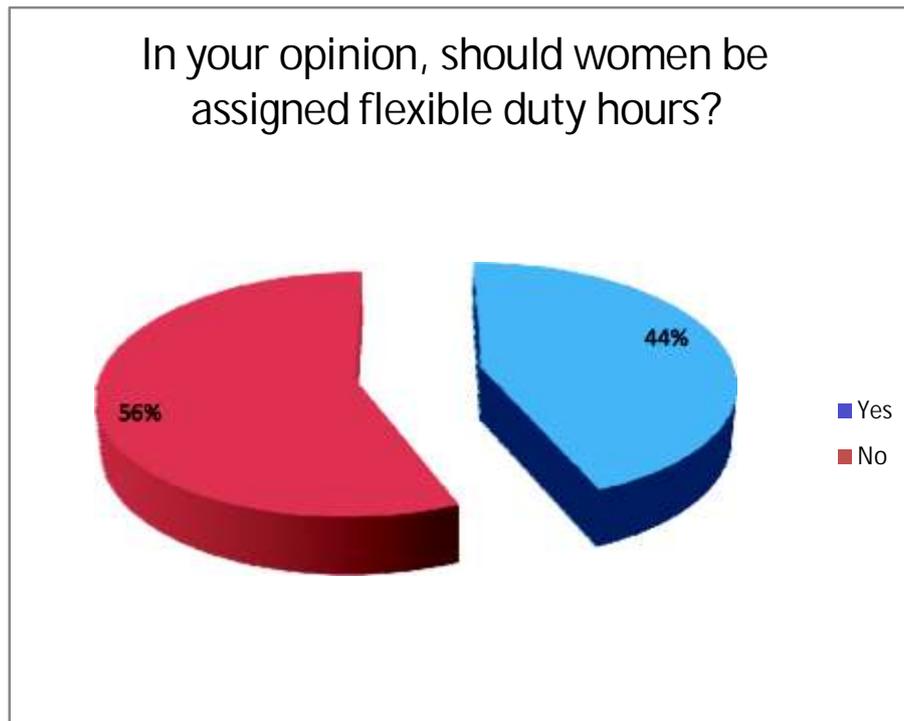
Should female police officers be assigned to cases and crimes specific only to women and handling of female offenders?	
Yes	No
42	61



41% (42 respondents) were of the view that women police should be assigned to cases and crimes specific only to women, while 59% (61 personnel) were of the opinion that the female staff should not be limited to such cases.

15. In your opinion, should women be assigned flexible duty hours?

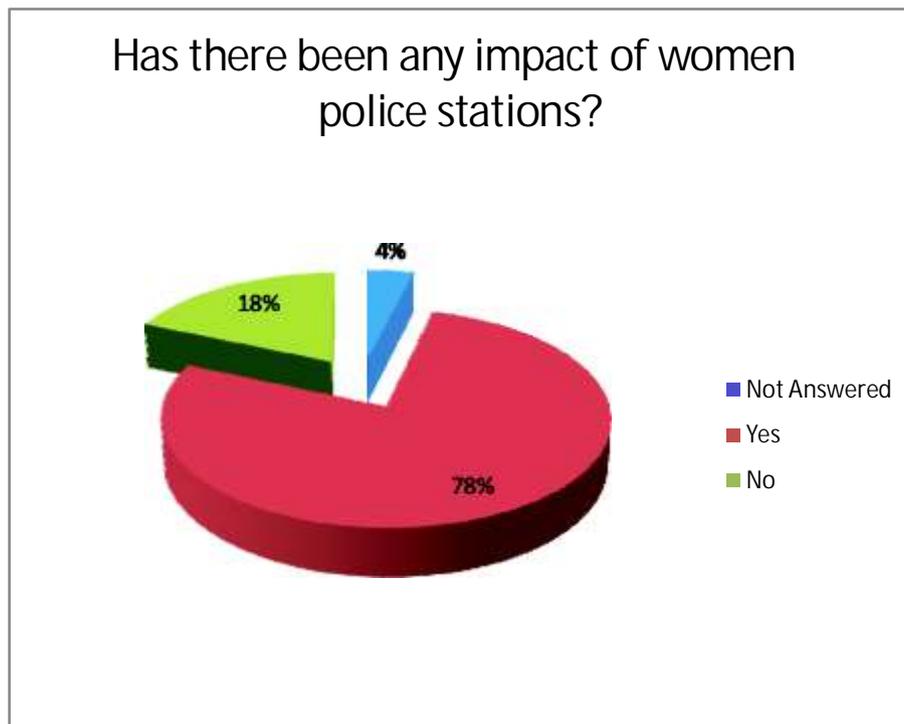
In your opinion, should women be assigned flexible duty hours?	
Yes	No
45	58



When the police personnel were inquired of assigning flexible duty hours to women police staff, 44% or 45 respondents supported this notion, while 56% of the sample group or 58 respondents were averse to assigning flexible duty hours for female police.

16. Has there been any impact of women police stations?

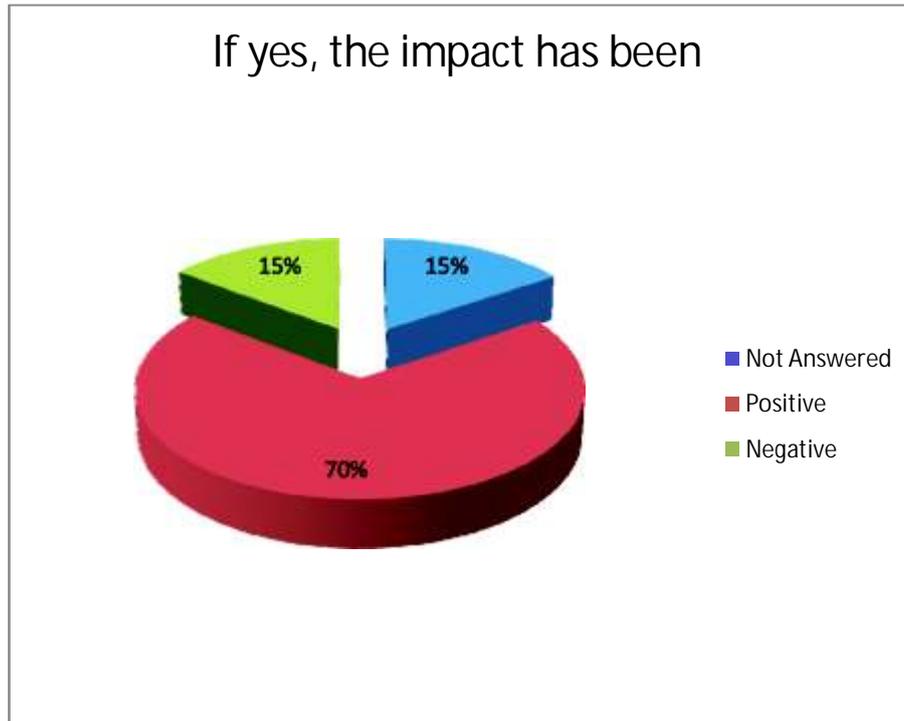
Has there been any impact of women police stations?		
Not Answered	Yes	No
4	80	19



78% or 80 of the respondents recognized the role of women police stations in creating an impact within the society, while 18% or 19 respondents did not agree to this view. Another 4% (4 respondents) of the sample group declined from answering the question.

a. If yes, the impact has been...

If yes, the impact has been?		
Not Answered	Positive	Negative
16	72	15



When asked about the nature of impact created by women police stations, 70% of the police personnel (72 respondents) considered it to be positive. 15% of the surveyed group (15 respondents) was of the view that the impact was negative, while another 15% (16 respondents) refrained from answering the question.

## Survey Results of Punjab

The province of Punjab is the most densely populated in Pakistan, with the estimated population of 85 million<sup>16</sup>. There are approximately 669 police stations<sup>17</sup> and 170,000 police personnel<sup>18</sup> serving within the department. A total of 99 male police personnel of various ranks, were part of the survey conducted in Punjab.

When the male police staff in Punjab was asked whether women should join the police department, 70% of the sample population (69 respondents), were of the view that women should join the police department. However, 28% of the respondents or 28 individuals disagreed. In contrast when they were asked, if they would encourage the females of their family to work in the police department, the response were entirely in averse. 21% (21 respondents) agreed to encourage their female family members, to join the police, 76% (75 respondents) conveyed their disapproval.

28% (28 respondents) stated that they had trained with female personnel, while 70% or 69 police personnel had never trained with women police. When it was further asked, whether there is a difference in the trainings disseminated to male and female police, 52% (51 respondents) were of the view that there was a difference. It is to be noted that 28% had trained with the female staff. On the other hand 46% (46 respondents) did not agree to the view that there was any difference. 1% (1respondent) had the perception that women police receive tougher training than their male counterparts. 53% (52 respondents) believed that the training imparted to female personnel is lenient, while 42% (42 respondents) were of the opinion that the trainings are of similar intensity.

To assess the significance of female police personnel, according to the perception of male police in Punjab, it was asked whether there was any need to increase the number of women police. 50% of the respondents or 49 police personnel were of the opinion that number of women police should be increased in the department. However, 48% (48 respondents) had views averse to this. 58% (57 respondents) were of the view that with the induction of women police, there has been an impact on the overall image of the department, 38% (38 respondents) police personnel did not agree to this notion.

When the male police in staff was asked if they had performed duties with women staff, 55% or 54 respondents stated that they had performed duties alongside females, while 42% (42 police personnel) had never worked with their female counterparts. 75% (74 respondents) were of the view that female police officers should be placed alongside males, while 22% (22 respondents) were averse to this view. 70% (69 respondents) stated that they

<sup>16</sup> Punjab Police. 2011. Panel formed to examine police demographics. July 11, 2011. <http://punjabpolice.gov.pk/11072011newsl>.

<sup>17</sup> Punjab Police. 2011. Police uplift spending well short of allocation. June 27, 2011. <http://punjabpolice.gov.pk/27062011newsII>.

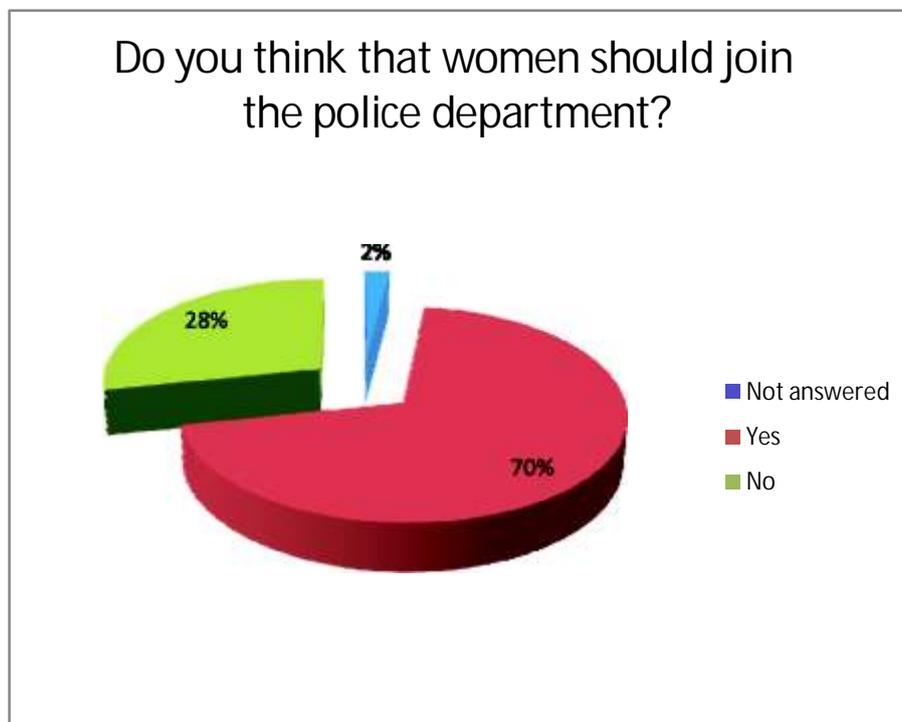
<sup>18</sup> Punjab Police. 2011. Panel formed to examine police demographics. July 11, 2011. <http://punjabpolice.gov.pk/11072011newsl>.

were willing to serve under a female officer. On the other hand, 27% or 27 respondents disagreed.

Following is a detailed description of the perception of male police personnel in Punjab, regarding the presence of women in the police department:

1. Do you think that women should join the police department?

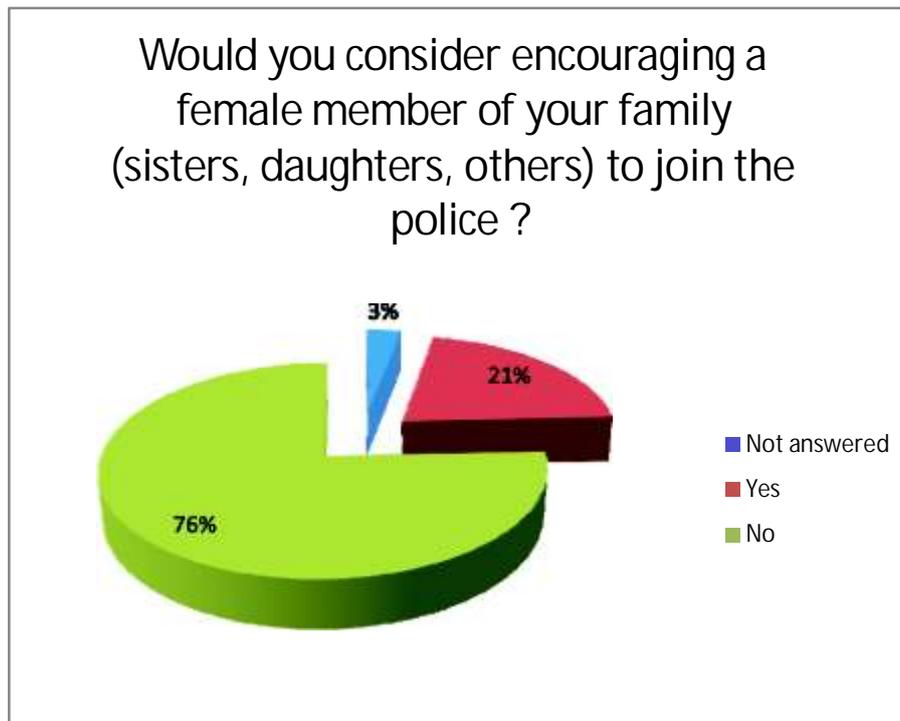
Do you think that women should join the police department?		
Not Answered	Yes	No
2	69	28



A total of 70% of the sample population comprising of 69 respondents, were of the view that women should join the police department. However, 28% of the respondents or 28 individuals disagreed while 2% (2 respondents) refrained from answering this question.

2. Would you consider encouraging a female member of your family (sisters, daughters, others) to join the police?

Would you consider encouraging a female member of your family (sisters, daughters, others) to join the police?		
Not Answered	Yes	No
3	21	75



In contrast to the previous question, when it was asked from the male police personnel, whether they would encourage their female family members to work in the police department, 21% (21 respondents) agreed to support their female family members. 76% or 75 respondents showed disapproval, while 3% (3 respondents) refrained from answering the question.

49% (48 respondents) who had in the previous question approved of the police department being suitable for women, now showed disapproval for any of their sisters and daughters joining the department.

## 3. Have you trained with female colleagues?

Have you trained with female colleagues?		
Not Answered	Yes	No
2	28	69



28% (28 respondents) stated that they had trained with their female colleagues, 70% or 69 police personnel had never trained with female staff. 2% (2 respondents) refrained from answering the question.

4. In your view, does the training of female police officers differ from men?

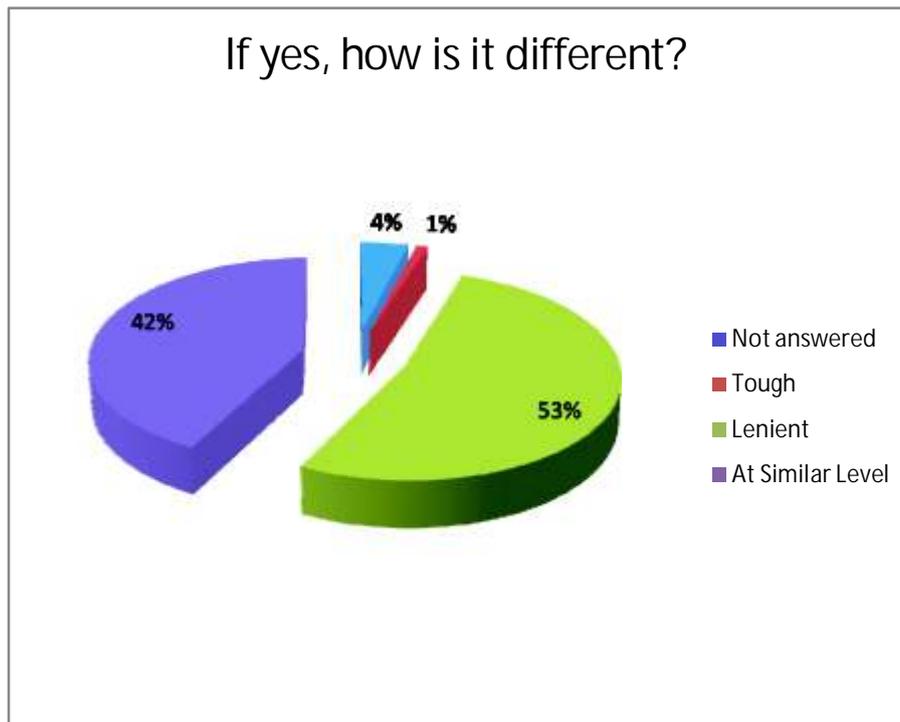
In your view, does the training of female police officers differ from men?		
Not Answered	Yes	No
2	51	46



As compared to the previous question, while 28% had trained with female police, 52% (51 respondents) were of the view that the training of female police personnel differs from male police. Whereas, 46% (46 respondents) did not agree to this view and 2% (2 respondents) declined to answer this question.

a. If yes, how is it different?

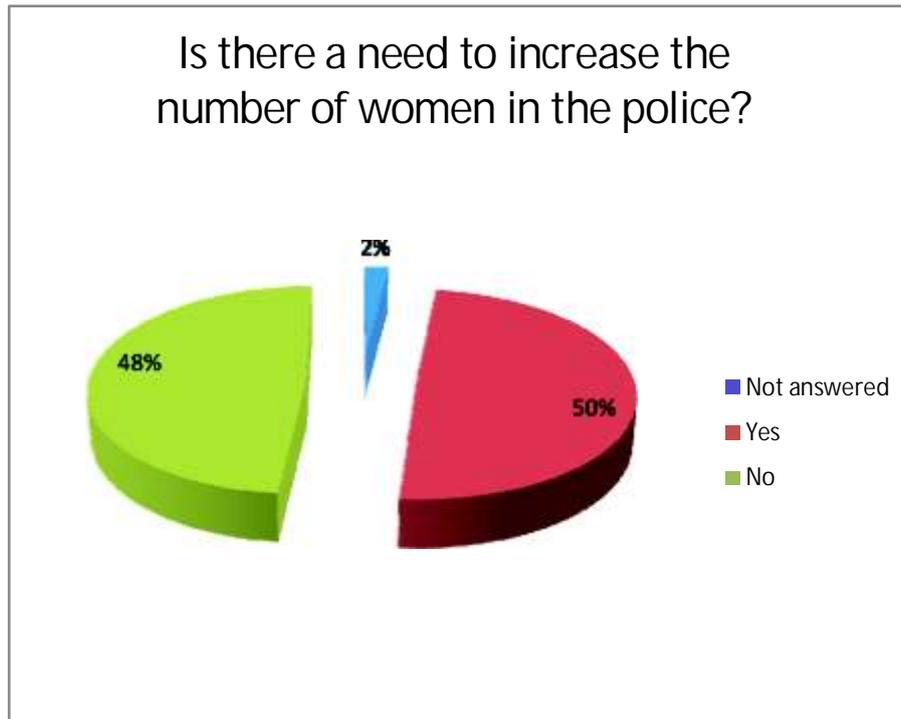
If yes, how is it different?			
Not Answered	Tough	Lenient	At Similar Level
4	1	52	42



1% (1 respondent) had the perception that women police receive tougher training than their male counterparts. 53% or 52 respondents believed that the training imparted to female personnel is lenient, while 42% (42 respondents) were of the opinion that the trainings are of similar intensity. 4% (4 respondents) did not answer this question.

5. Is there a need to increase the number of women in the police?

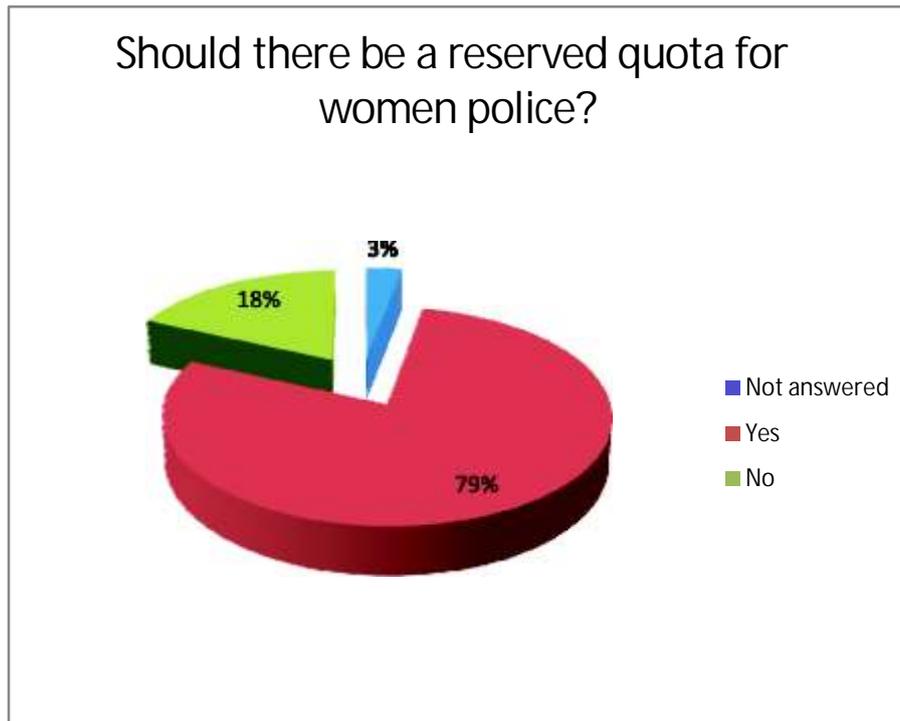
Is there a need to increase the number of women in the police?		
Not Answered	Yes	No
2	49	48



50% of the respondents or 49 police personnel were of the opinion that number of women police should be increased in the department. However, 48% (48 respondents) had views averse to this. 2% (2 individuals) did not answer this question.

## 6. Should there be a reserved quota for women police?

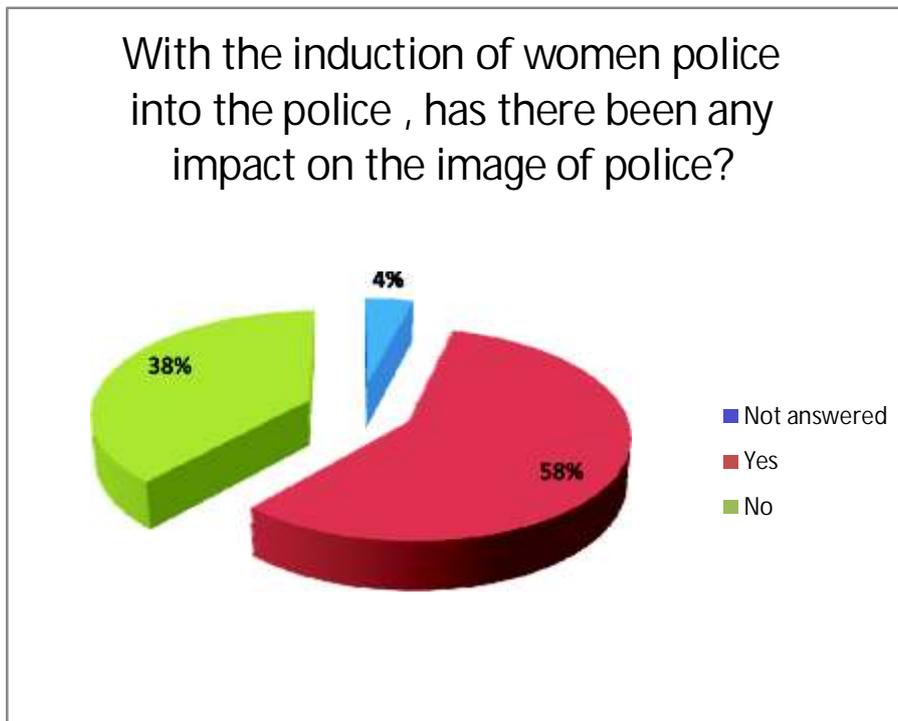
Should there be a reserved quota for women police?		
Not Answered	Yes	No
3	78	18



As compared to the previous question, where 49 respondents agreed to increase the presence of women police, 79% or 78 respondents agreed to fix a quota for female staff. 18% (18 respondents) disagreed, while 3% (3 respondents) declined to answer this question.

7. With the induction of women police into the police, has there been any impact on the image of police?

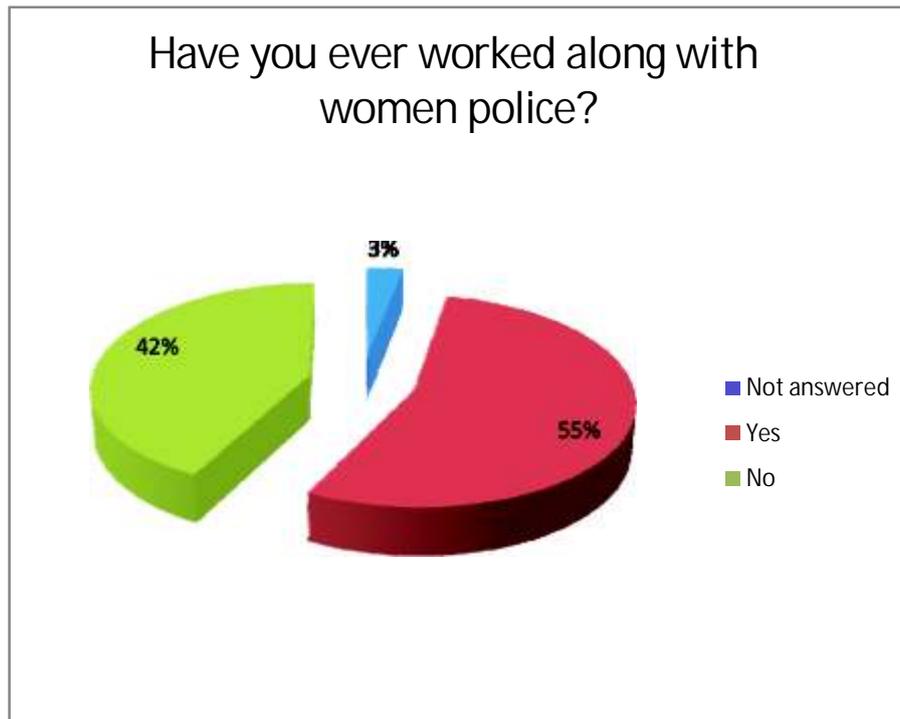
With the induction of women police into the police, has there been any impact on the image of police?		
Not Answered	Yes	No
4	57	38



58% or 57 respondents were of the view that with the induction of women police, there has been an impact on the overall image of the department. 38% (38 respondents) did not agree, while 4% (4 respondents) refrained from answering this question.

8. Have you ever worked along with women police?

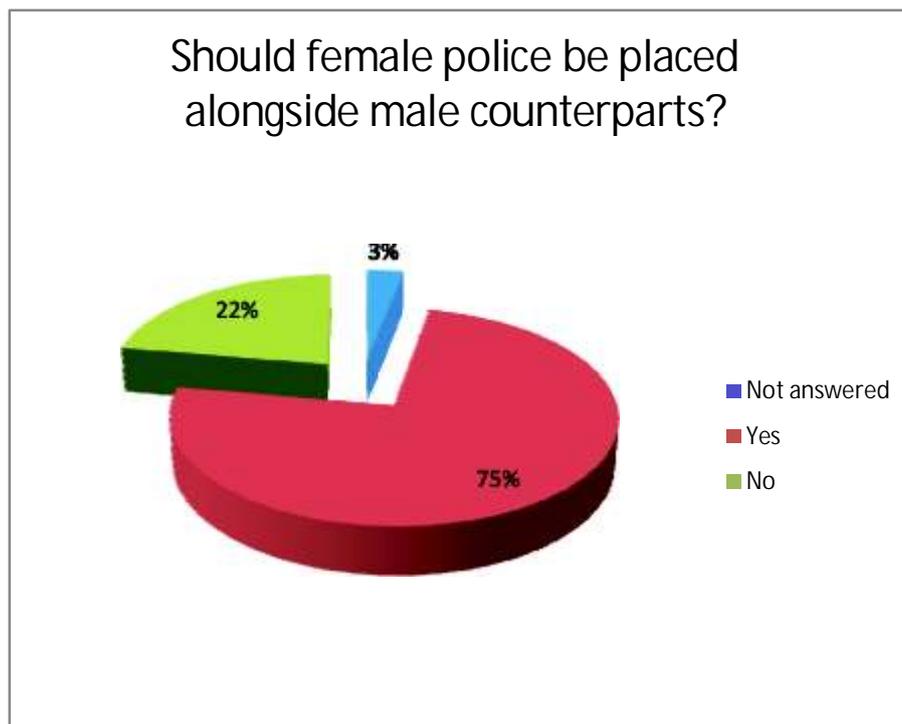
Have you ever worked along with women police?		
Not Answered	Yes	No
3	54	42



55% or 54 respondents stated that they had performed their duties alongside female personnel, while 42% (42 respondents) had never worked with women police staff. 3% (3 respondents) declined to answer this question.

9. Should female police be placed alongside male counterparts?

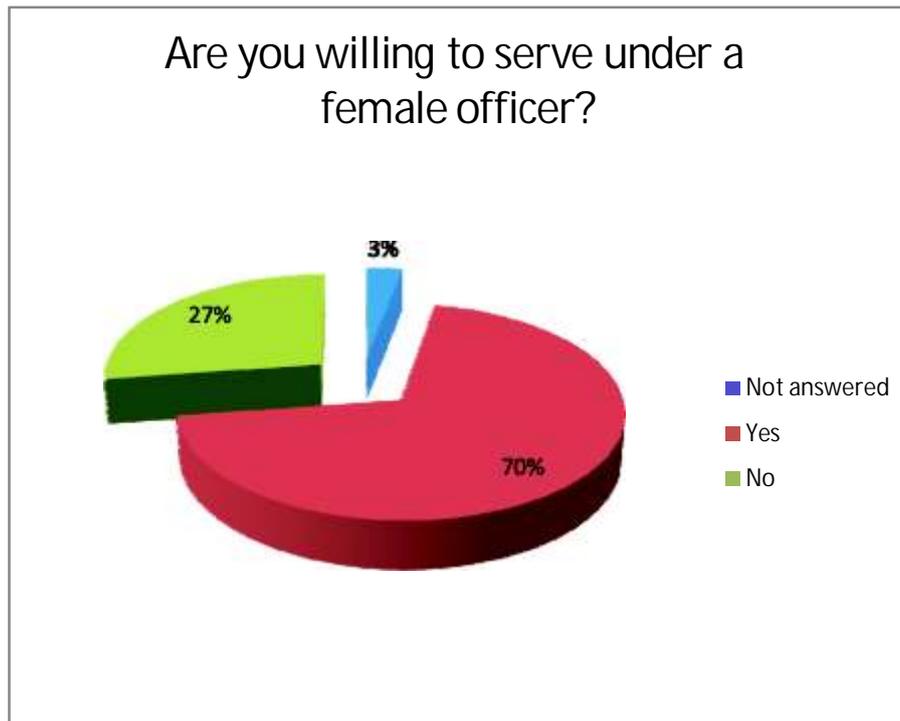
Should female police be placed alongside male counterparts?		
Not Answered	Yes	No
3	74	22



As compared to the previous question, where 55% had experience working with female personnel, 75% (74 respondents) were of the view that female police should be placed alongside males. 22% (22 respondents) were averse to this view and 3% (3 respondents) refrained from answering this question.

10. Are you willing to serve under a female officer?

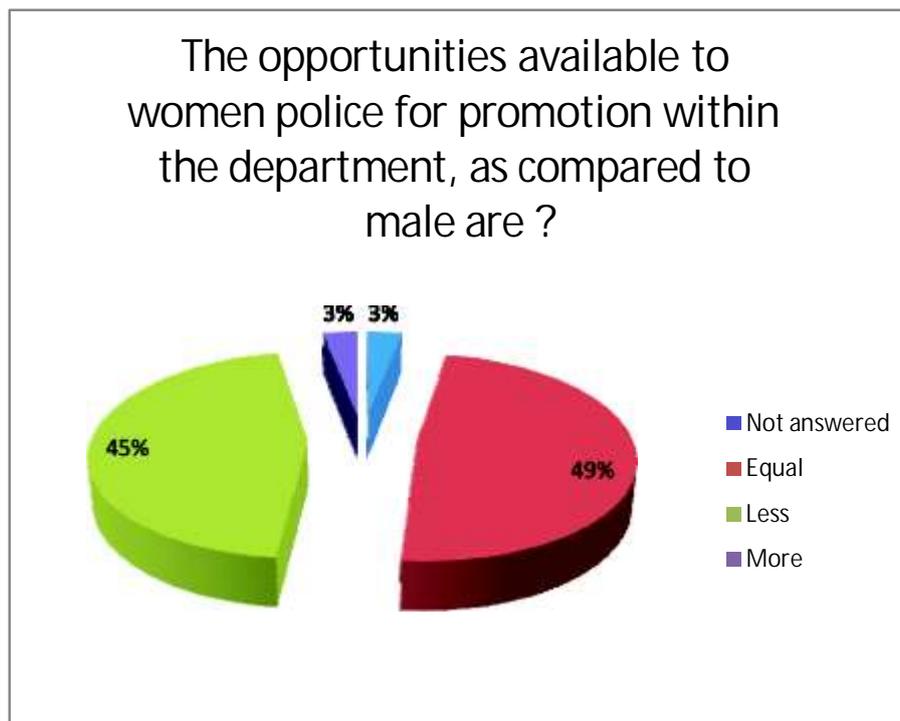
Are you willing to serve under a female officer?		
Not Answered	Yes	No
3	69	27



70% or 69 of the respondents stated that they were willing to serve under a female officer. On the other hand, 27% of the respondents (27 police personnel) did not agree to this notion, while 3% (3 respondents) declined to answer.

11. The opportunities available to women police for promotion within the department, as compared to male are...

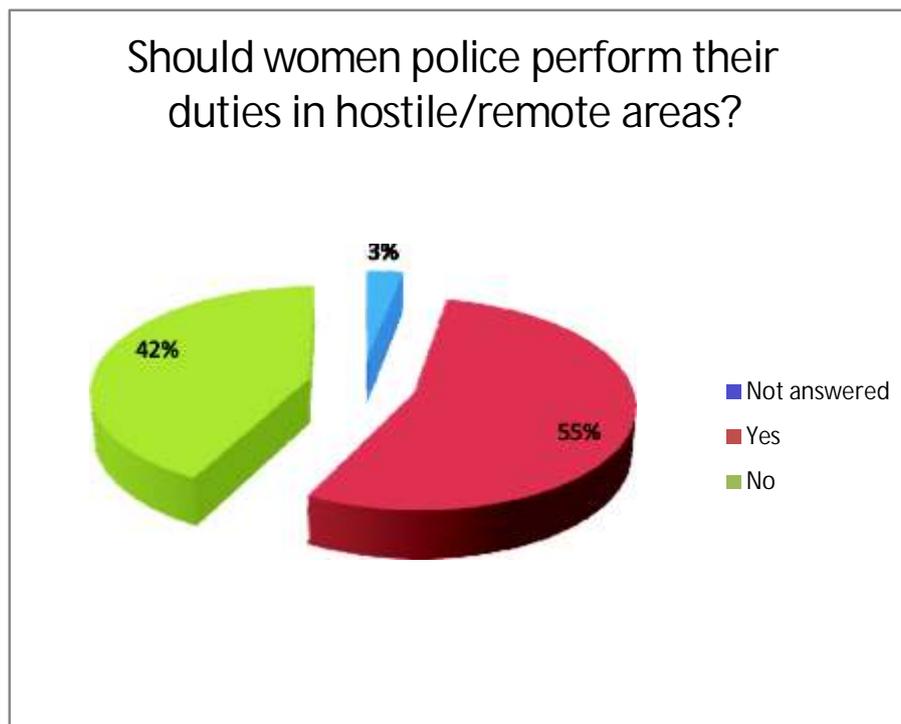
The opportunities available to women police for promotion within the department, as compared to male are			
Not answered	Equal	Less	More
3	48	45	3



49% (48 respondents) were of the view that the opportunities available to women police for promotion are equal, 45% (45 respondents) disagreed and considered the opportunities to be less, while 3% (3 respondents) considered them to be more and 3% (3 respondents) declined to answer the question.

## 12. Should women police perform their duties in hostile/remote areas?

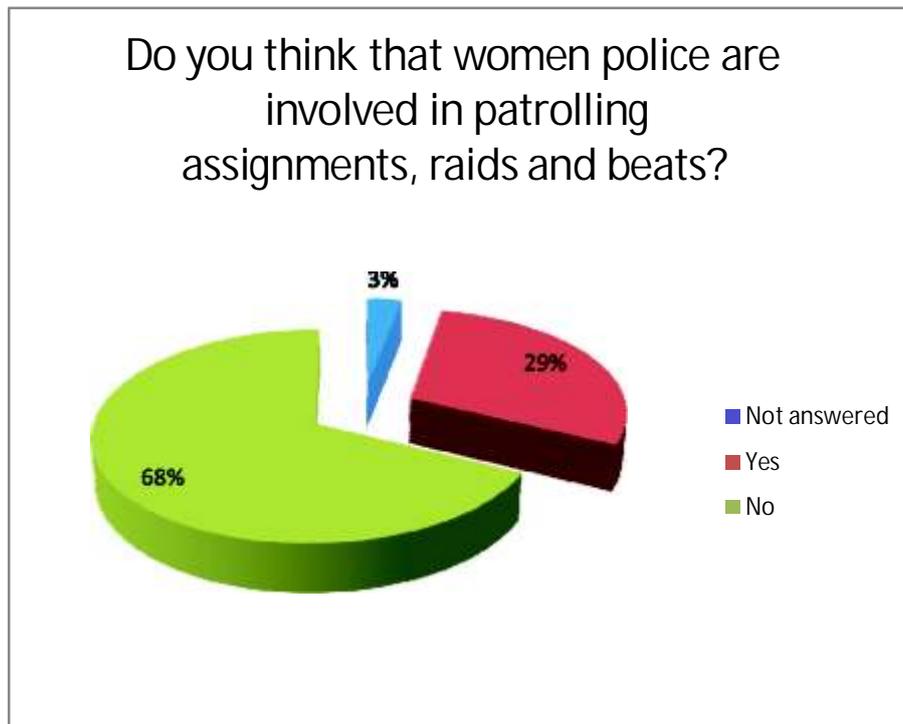
Should women police perform their duties in hostile/remote areas?		
Not Answered	Yes	No
3	54	42



55% or 54 respondents were of the view that women police should perform their duties in hostile and remote areas, while 42% (42 respondents) did not view it preferable for women, to perform in hostile or remote areas. 3% (3 respondents) did not answer this question.

13. Do you think that women police are involved in patrolling assignments, raids and beats?

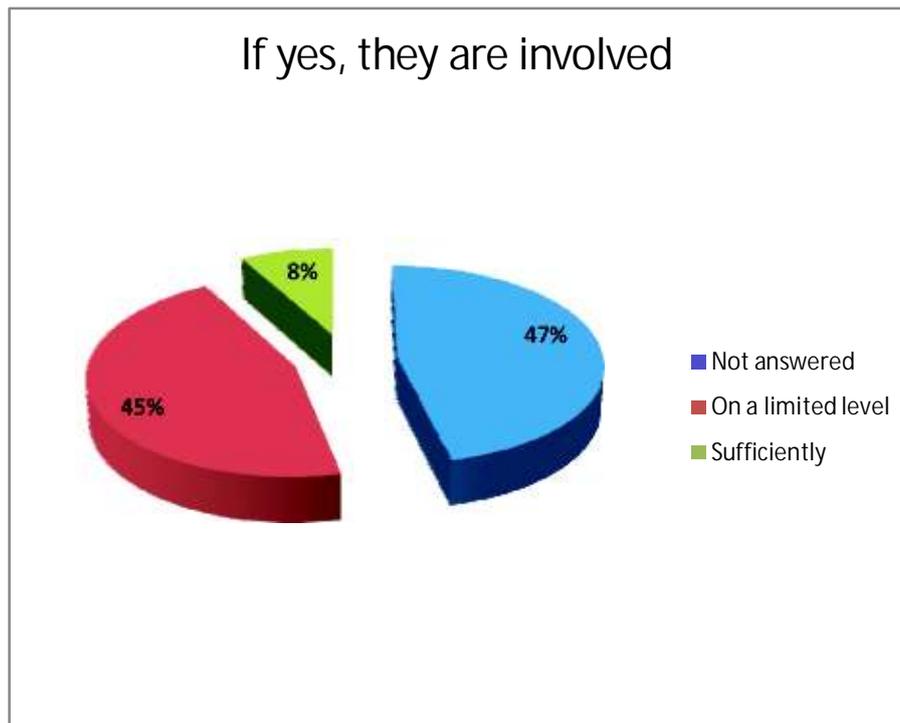
Do you think that women police are involved in patrolling assignments, raids and beats?		
Not Answered	Yes	No
3	29	67



According to 29% (29 respondents), women police are involved in patrols, raids and beats. However, 68% of the sample group or 68 police personnel were of the view that they are not involved in such assignments, while 3% (3 respondents) did not answer.

a. If yes, they are involved...

If yes, they are involved		
Not Answered	On a limited level	Sufficiently
46	45	8

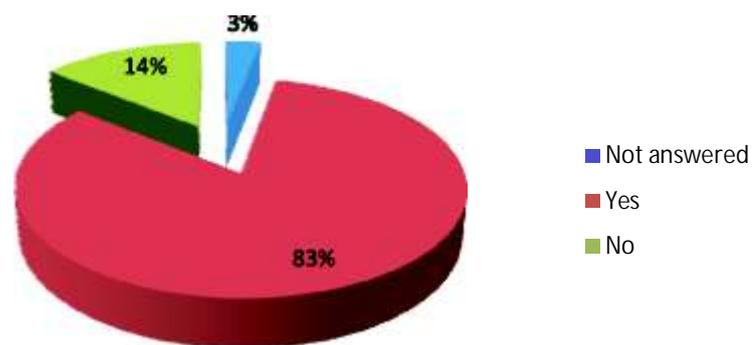


In continuation of the previous question, when the police personnel were asked regarding the level of engagement of female police in patrolling, raids and beats, 45% (45 respondents) were of the view that they are involved at a limited level. 8% (8 respondents) were of the view that they are involved sufficiently in such assignments, while 47% or 46 respondents declined to answer the question.

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

Should female police be assigned to cases and crimes specific only to women and handling of female offenders?		
Not Answered	Yes	No
3	82	14

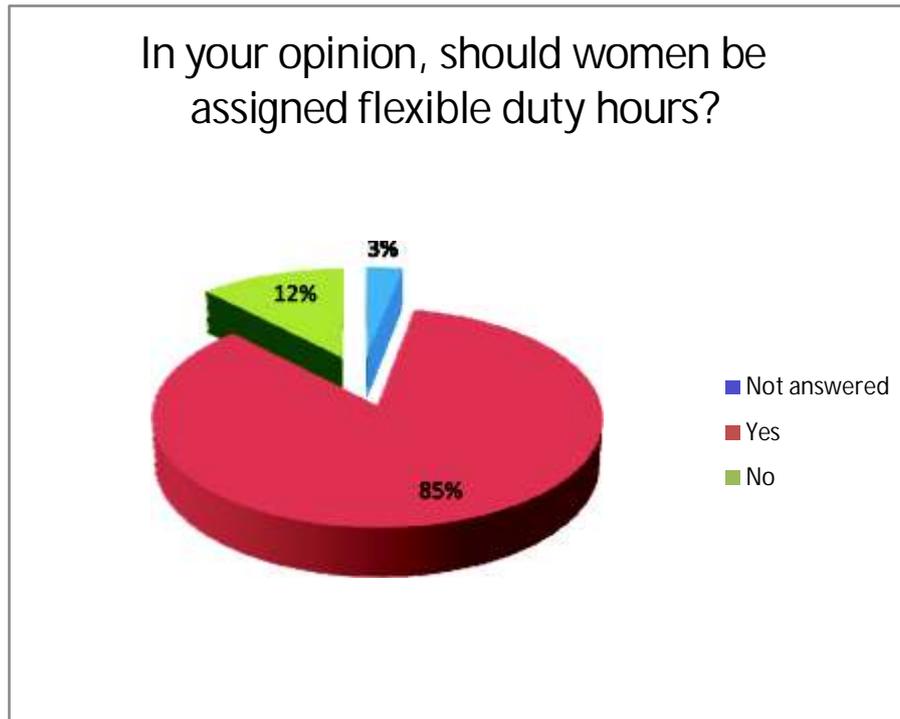
Should female police be assigned to cases and crimes specific only to women and handling of female offenders?



83% (82 surveyed police personnel) were of the view that women police should be assigned to cases and crimes specific only to women, while 14% from the sample group (14 personnel) were of the opinion that the female staff should not be limited to such cases. 3% (3 respondents) declined to answer this question.

15. In your opinion, should women be assigned flexible duty hours?

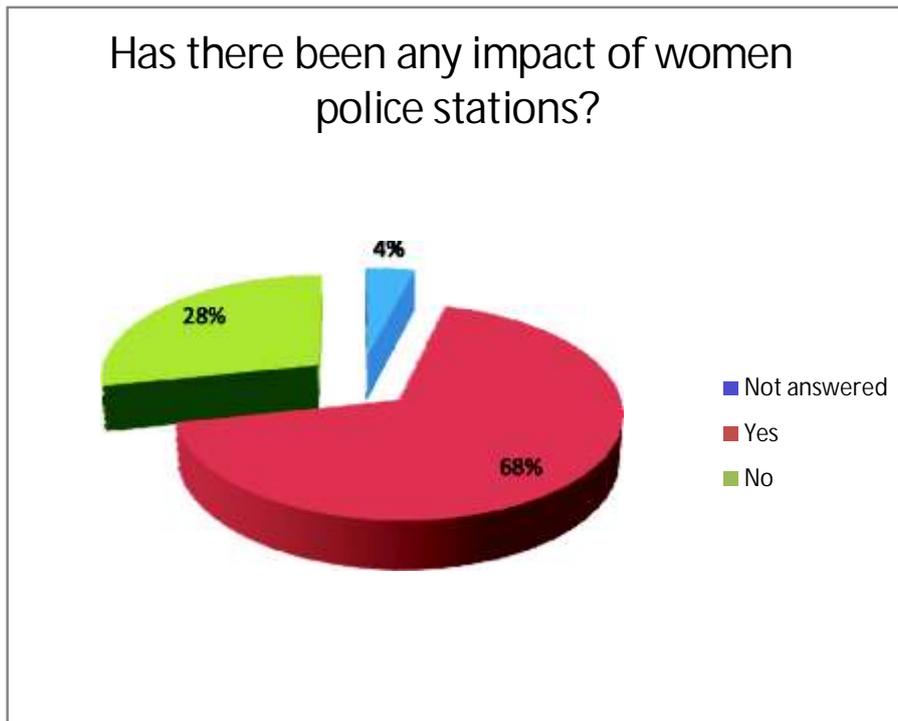
In your opinion, should women be assigned flexible duty hours?		
Not Answered	Yes	No
3	84	12



When the police personnel were inquired of assigning flexible duty hours to women police staff, 85% or 84 personnel supported this notion, while 12% of the sample group (12 respondents) was averse to assigning flexible duty hours for female police. 3% (3 respondents) did not answer this question.

16. Has there been any impact of women police stations?

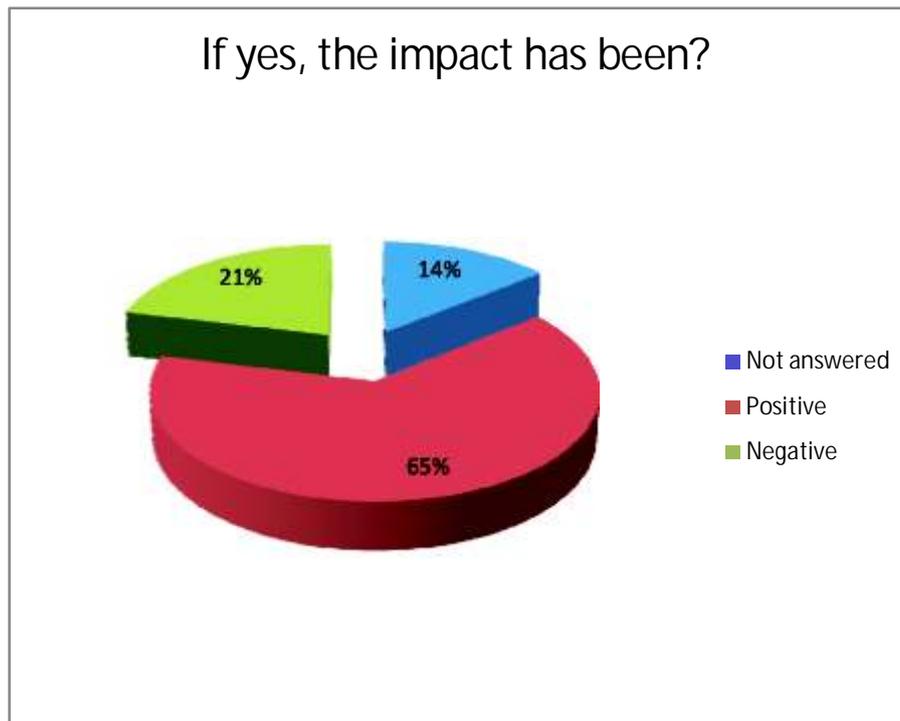
Has there been any impact of women police stations?		
Not Answered	Yes	No
4	67	28



68% or 67 of the respondents recognized the role of women police stations in creating an impact within the society, while 28% or 28 respondents did not agree to this view. Another 4% of the sample group (4 respondents) declined from answering the question.

a. If yes, the impact has been...

If yes, the impact has been?		
Not Answered	Positive	Negative
14	64	21



When asked about the nature of impact created by women police stations, 65% of the police personnel or 64 respondents considered it to be positive. 21% of the surveyed group (21 respondents) was of the view that the impact was negative, while another 14% (14 respondents) refrained from answering the question.

# Survey Results of Khyber Pakhtunkhwa

## Survey Results of Khyber Pakhtunkhwa

The province of Khyber Pakhtunkhwa has an estimated population of over 22 million.<sup>19</sup> In recent years the province has been engulfed in intense conflict, where the security apparatus has been engaged against the militants. The total number of police personnel in the province is approximately 80,000<sup>20</sup> with around 218 police stations<sup>21</sup>. The views of 100 male police personnel were accommodated for this perception survey, from Khyber Pakhtunkhwa.

In Khyber Pakhtunkhwa a total 79% of sample population (79 respondents), were of the view that women should join the police department. However, 21% (21 respondents) disagreed and did not consider police as a suitable choice of profession for women. On the other hand, when it was asked from the male police personnel, whether they would encourage their female family members to work in the police department, the reactions were mixed and 46% (46 respondents) agreed to support their female family members, for opting police as a career. 47% (47 respondents) showed disapproval of this notion.

It was also inquired of the male police, whether they had trained with their female colleagues. 44% police personnel (44 respondents) stated that they had trained with their female colleagues, while 55% of the police personnel (55 respondents) had never trained with female staff. In contrast, while 44% respondents had stated that they had trained with female staff, 60% (60 respondents) were of the view that the training of female police personnel differs from male police whereas, 38% (38 respondents) did not agree to this view. When the nature of difference in training was inquired from the personnel, 7% (7 respondents) were of the view that women police receive tougher training than their male counterparts. 55% (55 respondents) believed that the training disseminated to female personnel is lenient, while 30% (30 respondents) were of the opinion that the trainings are at an intensity of similar scale.

To analyze the level of importance in the perception of Khyber Pakhtunkhwa male police personnel, it was asked whether there was a requirement to increase the number of women in the police. 77% (77 respondents) were of the opinion that number of women police should be increased in the department. However, 23% (23 respondents) had views averse to this. 60% (60 respondents) were of the view that with the induction of women police, there has been an impact on the overall image of the department, while 37% of the sample group (37 respondents) did not agree to this notion.

<sup>19</sup> Khyber Pakhtunkhwa: Official Gateway to Government. 2012. About Khyber Pakhtunkhwa. <http://www.khyberpakhtunkhwa.gov.pk/aboutus/index.php>.

<sup>20</sup> Ali, Manzoor. 2011. Khyber-Pakhtunkhwa: Police salaries increased by 50 per cent. The Express Tribune. January 15, 2011. <http://tribune.com.pk/story/104234/khyber-pakhtunkhwa-govt-announces-50-raise-for-police/>.

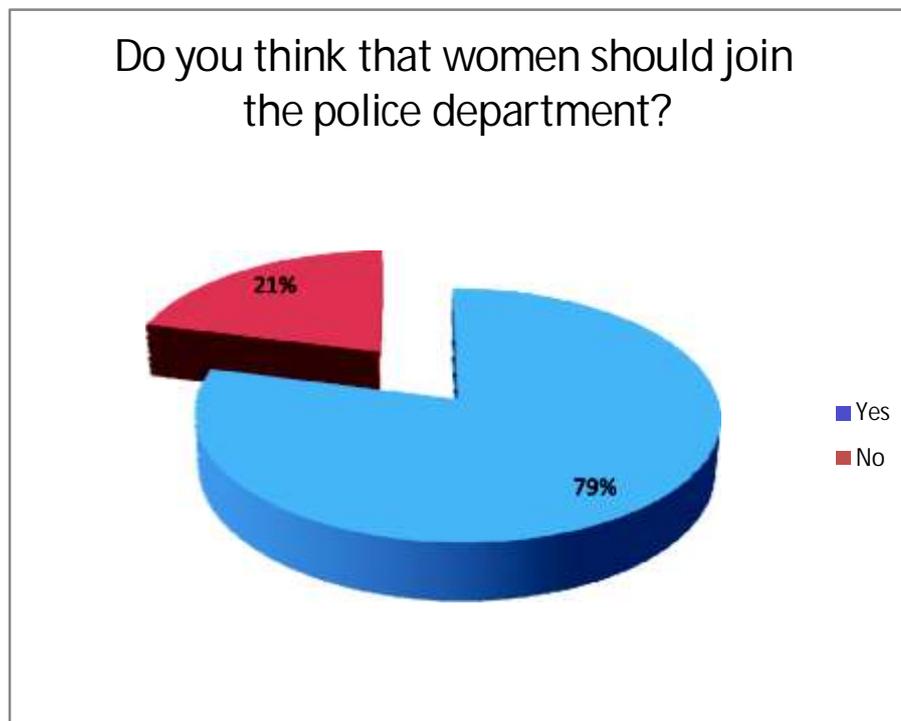
<sup>21</sup> Jamal, Asad and Patil, Sanjay (Ed). 2010. Police Organizations in Pakistan. Commonwealth Human Rights Initiative (CHRI).

When the target group of male police personnel was asked, if they had ever served along women personnel, 60% (60 respondents) stated that they had performed their duties alongside female personnel. On the other hand, 40% (40 respondents) had never worked with women police staff. 66% (66 respondents) were of the view that female police officers should be placed alongside males, while 30% (30 respondents) were averse to this view. When it was inquired from the male police personnel, whether they are willing to serve under a female officer, 67% of the sample population (67 respondents) stated that they were willing to serve under a female officer. On the other hand, 28% (28 respondents) did not agree to this notion.

Following is a detailed description of the perception of male police personnel in Khyber Pakhtunkhwa, regarding the presence of women in the police department:

1. Do you think that women should join the police department?

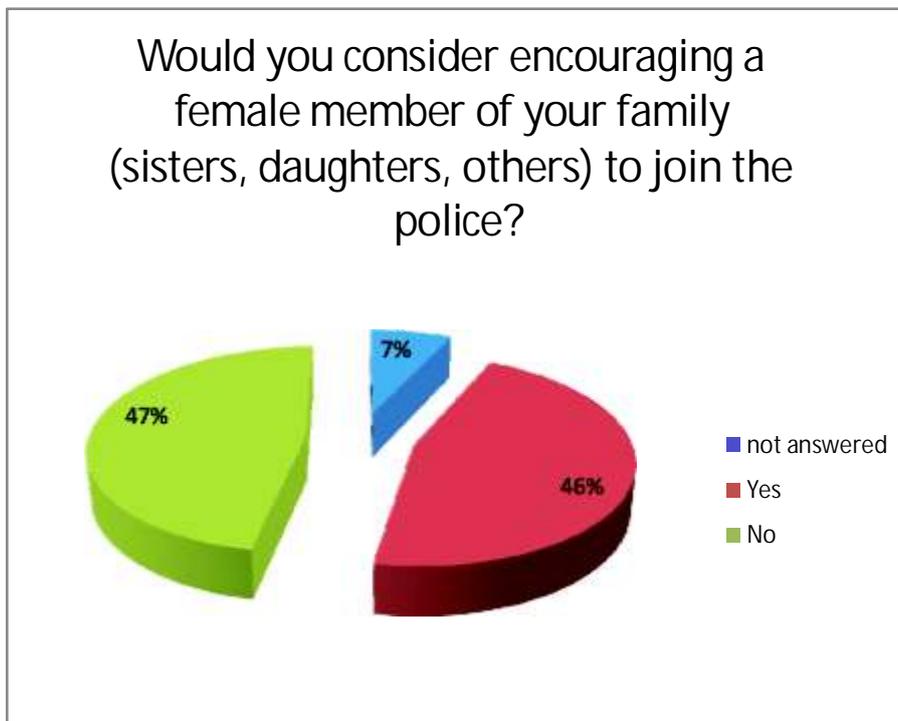
Do you think that women should join the police department?	
Yes	No
79	21



A total of 79% (79 respondents), were of the view that women should join the police department. However, 21% of the respondents or 21 individuals disagreed and did not consider police as a suitable choice of profession for women.

2. Would you consider encouraging a female member of your family (sisters, daughters, others) to join the police?

Would you consider encouraging a female member of your family (sisters, daughters, others) to join the police?		
Not Answered	Yes	No
7	46	47



In contrast to the previous question, when it was asked from the male police personnel, whether they would encourage their female family members to work in the police department, the reactions were mixed and 46% (46 respondents) agreed to supporting their female family members, for opting police as a career. 47% (47 respondents) showed disapproval, while 7% (7 respondents) refrained from answering the question.

33% (33 individuals) who had in the previous question approved of the police department being suitable for women, now showed disapproval for any of their sisters and daughters joining the department.

## 3. Have you trained with female colleagues?

Have you trained with female colleagues?		
Not Answered	Yes	No
1	44	55



44% (44 police personnel) stated that they had trained with their female colleagues, while 55% (55 police personnel) had never trained with female staff. 1% (1 respondent) refrained from answering the question.

4. In your view, does the training of female police officers differ from men?

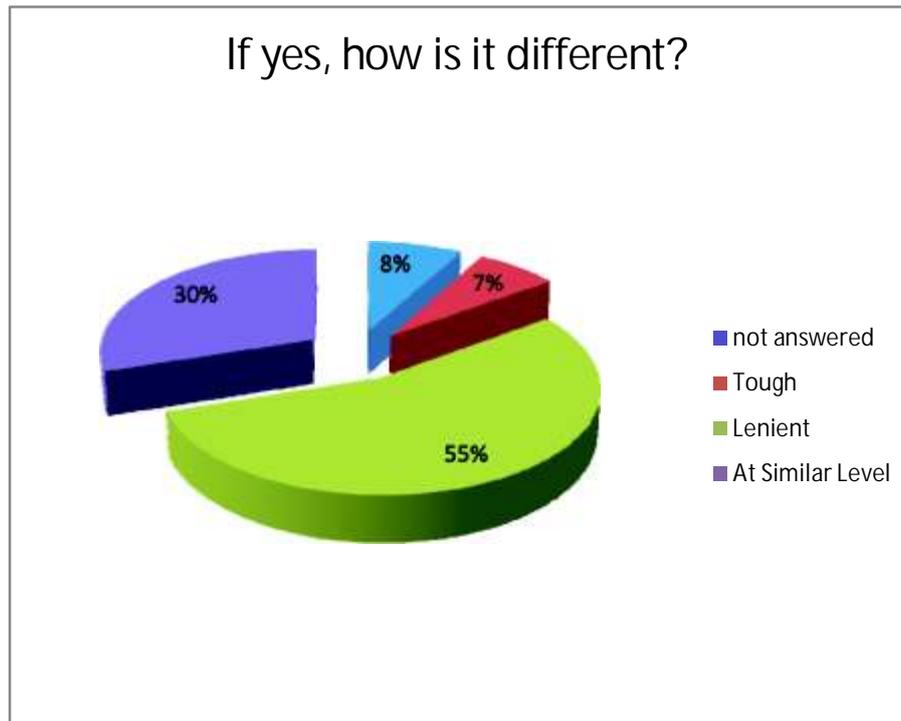
In your view, does the training of female police officers differ from men?		
Not Answered	Yes	No
2	60	38



As compared to the previous question, while 44% had trained with female police, 60% (60 respondents) were of the view that the training of female police personnel differs from male police. Whereas, 38% (38 individuals) did not agree to this view and 2% (2 respondents) declined to answer this question.

a. If yes, how is it different?

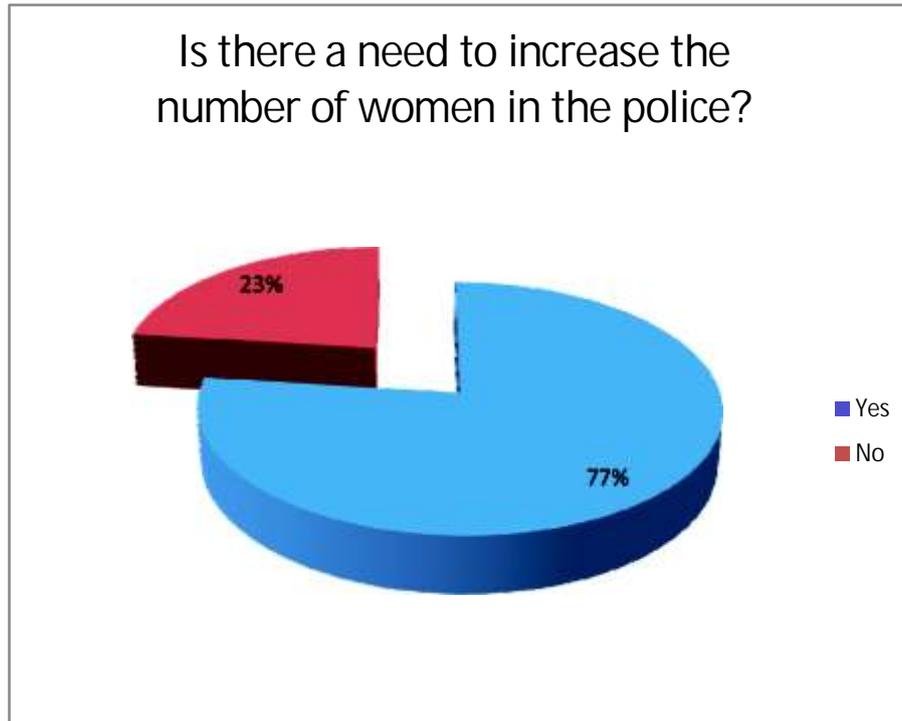
If yes, how is it different?			
Not Answered	Tough	Lenient	At Similar Level
8	7	55	30



7% (7 respondents) were of the view that women police receive tougher training than their male counterparts. 55% (55 respondents) believed that the training disseminated to female personnel is lenient, while 30% (30 respondents) were of the opinion that the trainings are at an intensity of similar scale. 8% (8 respondents) did not answer this question.

5. Is there a need to increase the number of women in the police?

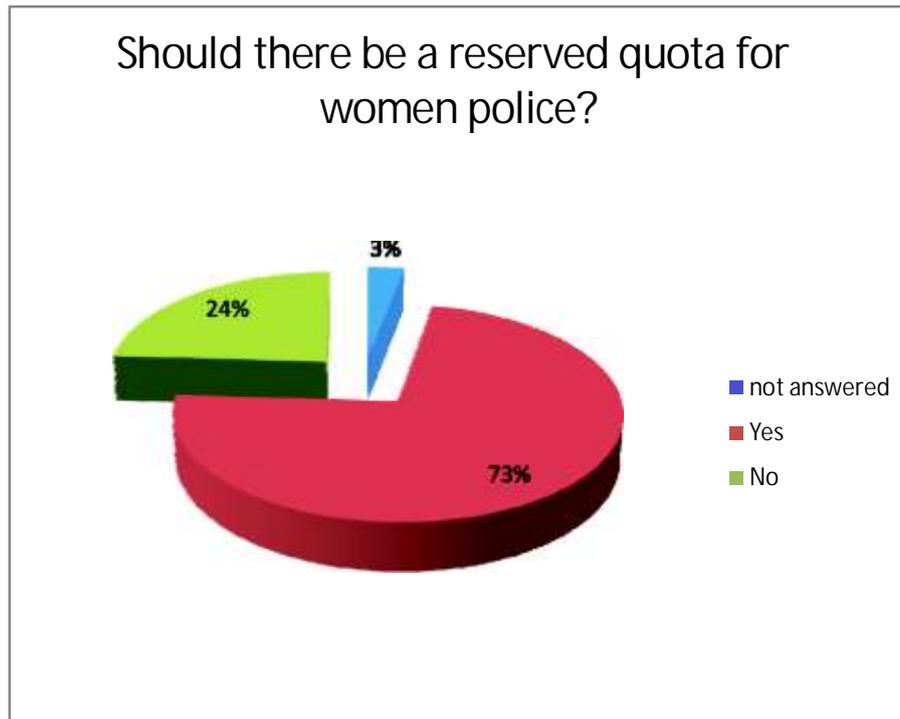
Is there a need to increase the number of women in the police?	
Yes	No
77	23



77% (77 respondents) were of the opinion that number of women police should be increased in the department. However, 23% (23 respondents) had views averse to this and did not feel any requirement to increase women participation in police.

## 6. Should there be a reserved quota for women police?

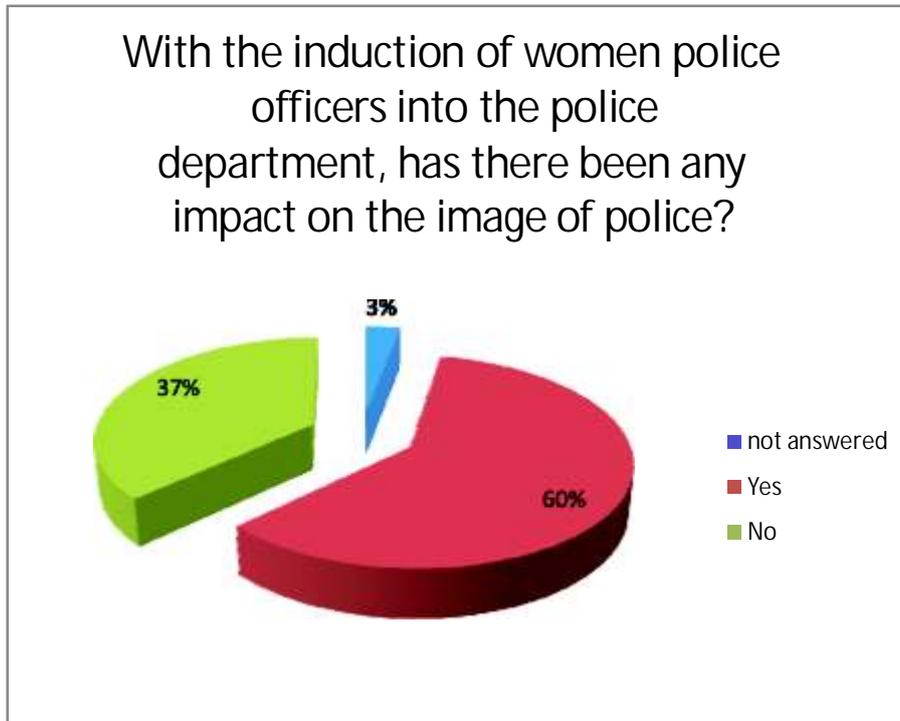
Should there be a reserved quota for women police?		
Not Answered	Yes	No
3	73	24



As compared to the previous question, where 77 respondents agreed to increase the presence of women police, 73% (73 respondents) agreed to fix a quota for female staff. 24% (24 respondents) did not agree to this notion, while 3% (3 respondents) declined to answer this question.

7. With the induction of women police officers into the police department, has there been any impact on the image of police?

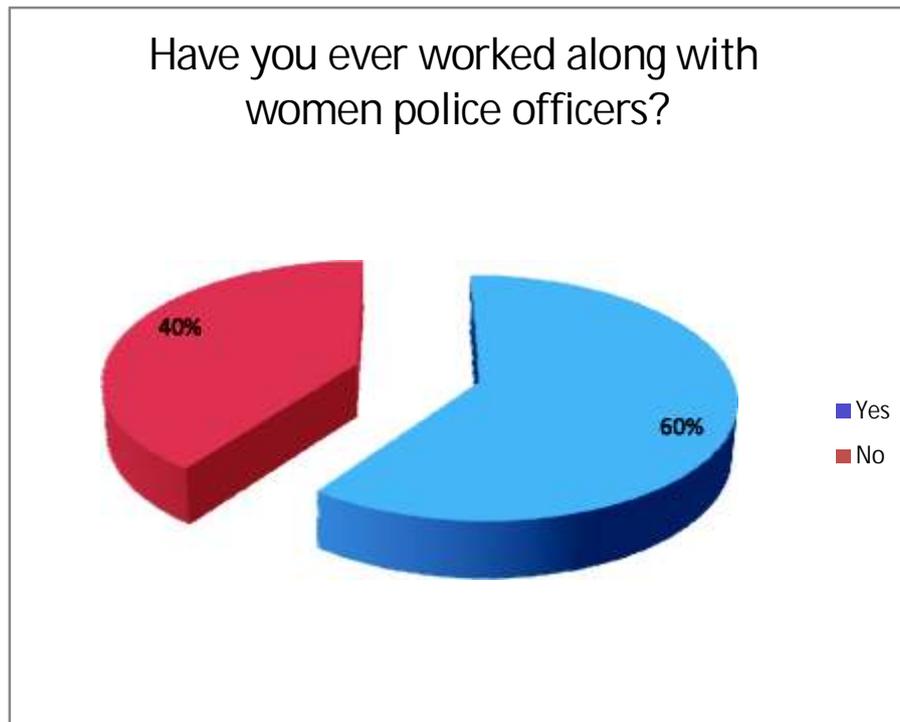
With the induction of women police officers into the police department, has there been any impact on the image of police?		
Not Answered	Yes	No
3	60	37



60% (60 respondents) were of the view that with the induction of women police, there has been an impact on the overall image of the department. Here, 37% (37 police personnel) did not agree to this notion, while 3% (3 respondents) refrained from answering this question.

8. Have you ever worked along with women police officers?

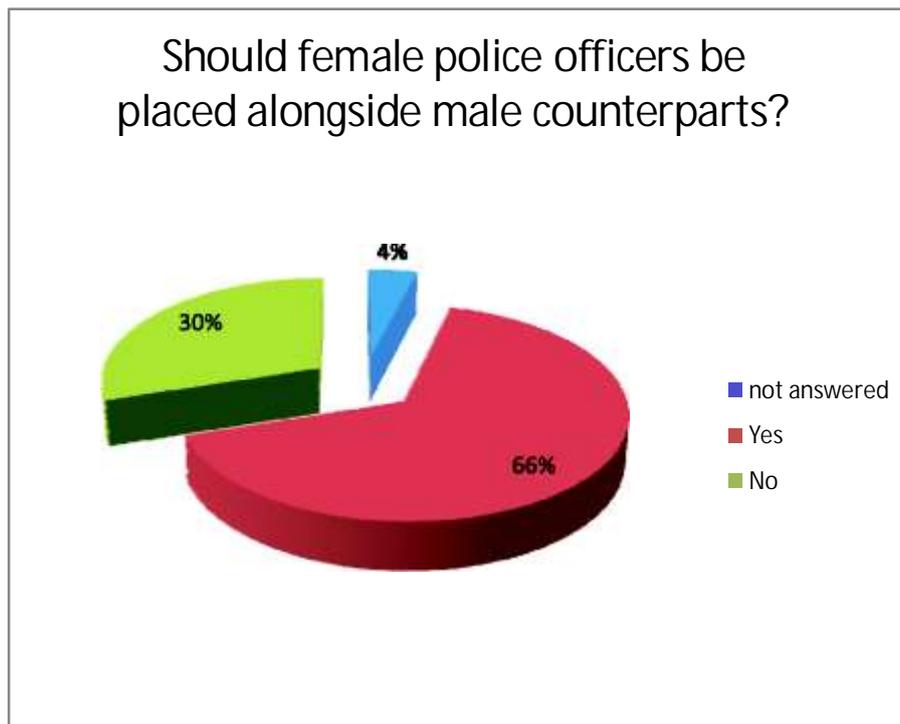
Have you ever worked along with women police officers?	
Yes	No
60	40



60% (60 respondents) stated that they had performed their duties alongside female personnel, while 40% (40 respondents) had never worked with women police staff.

9. Should female police officers be placed alongside male counterparts?

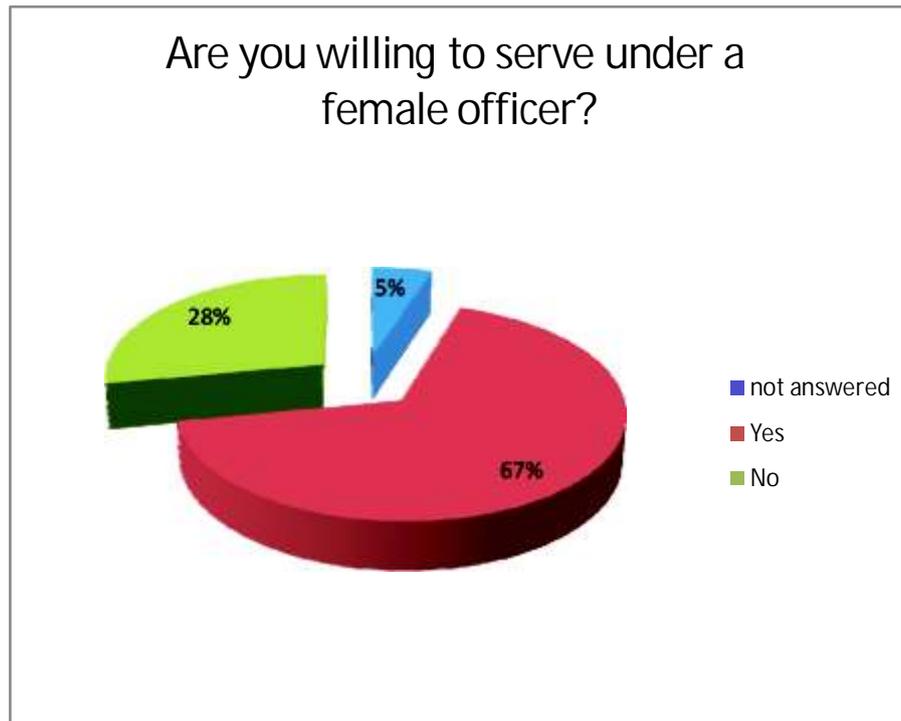
Should female police officers be placed alongside male counterparts?		
Not Answered	Yes	No
4	66	30



As compared to the previous question, where 60% had experience working with female personnel, 66% (66 respondents) were of the view that female police officers should be placed alongside males. 30% (30 respondents) were averse to this view and 4% (4 respondents) refrained from answering this question.

10. Are you willing to serve under a female officer?

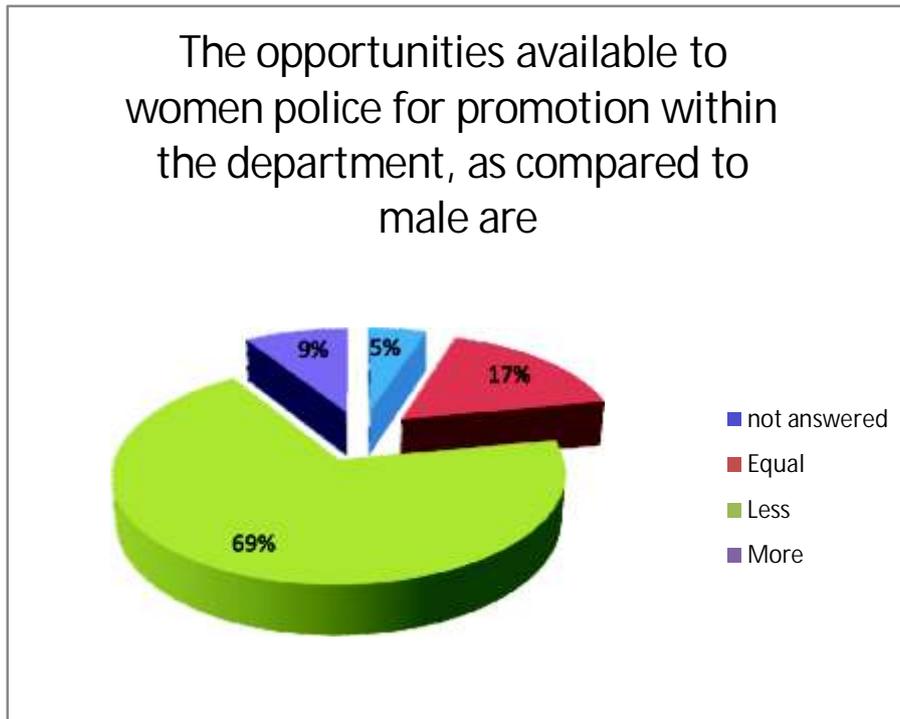
Are you willing to serve under a female officer?		
Not Answered	Yes	No
5	67	28



67% (67 respondents) from the sample population stated that they were willing to serve under a female officer. On the other hand, 28% (28 respondents) did not agree to this notion, while 5% (5 respondents) declined to answer.

11. The opportunities available to women police for promotion within the department, as compared to male are...

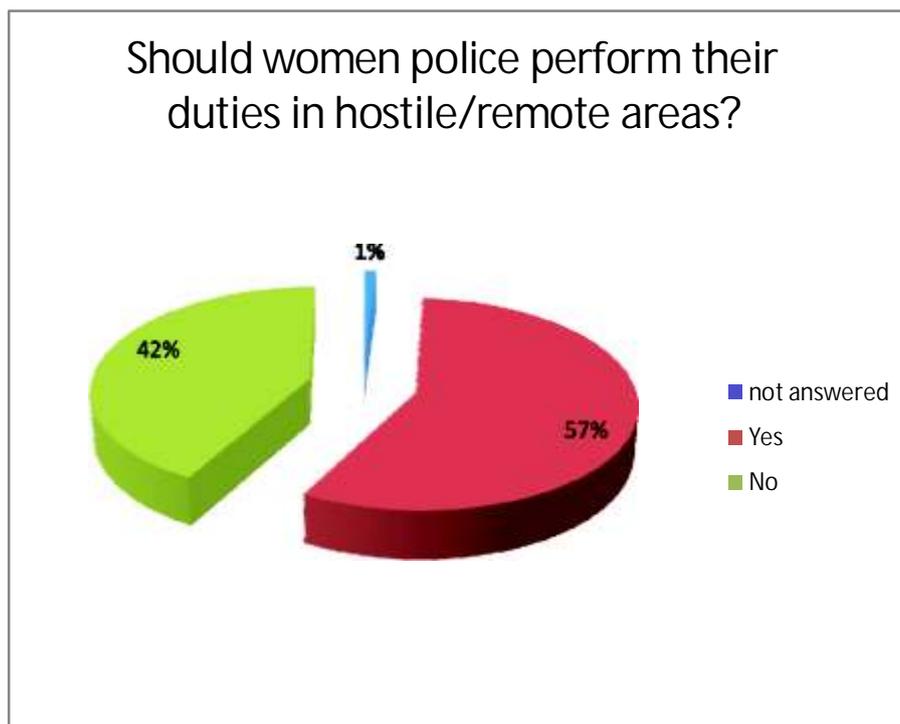
The opportunities available to women police for promotion within the department, as compared to male are			
Not Answered	Equal	Less	More
5	17	69	9



17% (17 respondents) were of the view that the opportunities available to women police for promotion are equal, 69% (69 respondents) disagreed and considered the opportunities to be less, while 9% (9 respondents) considered them to be more and 5% (5 respondents) declined to answer the question.

12. Should women police perform their duties in hostile/remote areas?

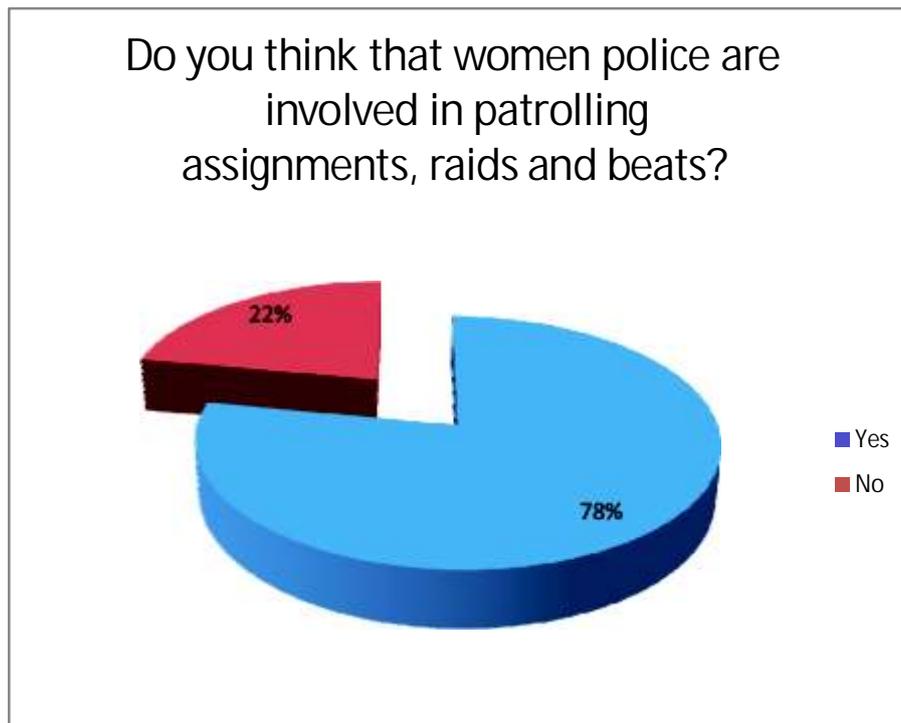
Should women police perform their duties in hostile/remote areas?		
Not Answered	Yes	No
1	57	42



57% (57 respondents) were of the view that women police should perform their duties in hostile and remote areas, while 42% (42 respondents) did not view it preferable for women, to perform in hostile or remote areas. 1% (1 respondent) did not answer this question.

13. Do you think that women police are involved in patrolling assignments, raids and beats?

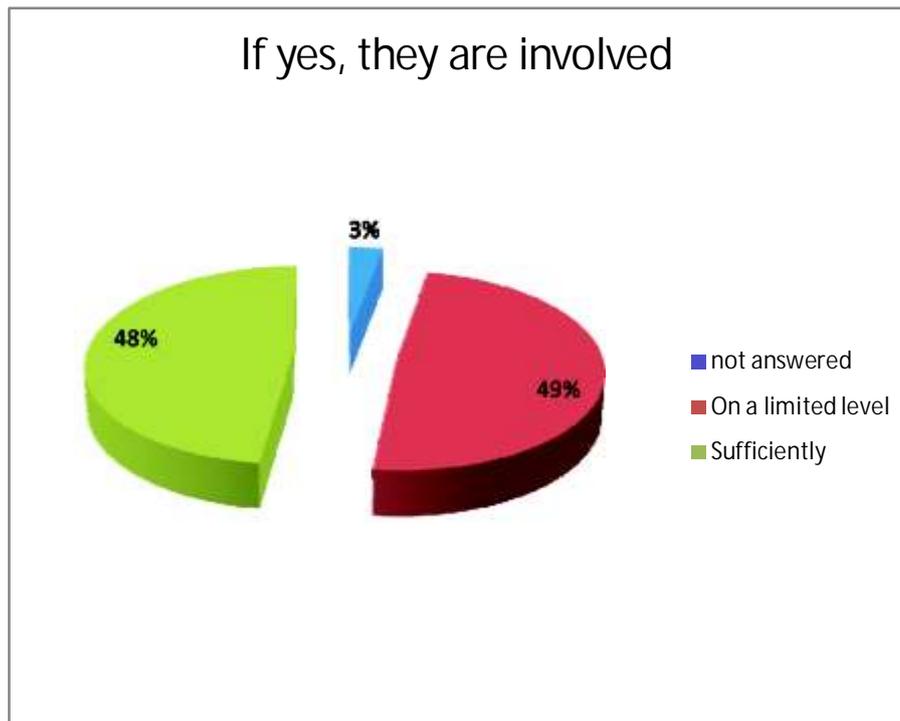
Do you think that women police are involved in patrolling assignments, raids and beats?	
Yes	No
78	22



According to 78% (78 male police respondents), women police are involved in patrols, raids and beats. However, 22% of the sample group (22 respondents) was of the view that they are not involved in such assignments.

a. If yes, they are involved...

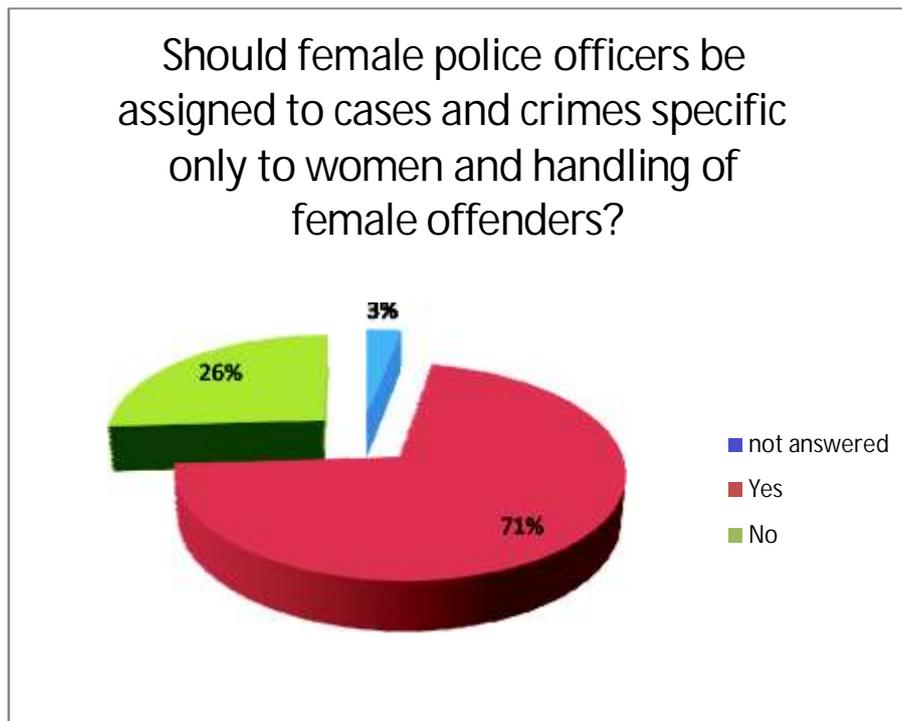
If yes, they are involved		
Not Answered	On a limited level	Sufficiently
3	49	48



In continuation of the previous question, when the police personnel were asked, regarding the level of engagement of female police in patrolling, raids and beats, 49% (49 respondents) were of the view that they are involved at a limited level. On the other hand 48% (48 respondents) were of the view that they are involved sufficiently in such assignments, while 3% (3 respondents) declined to answer the question.

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

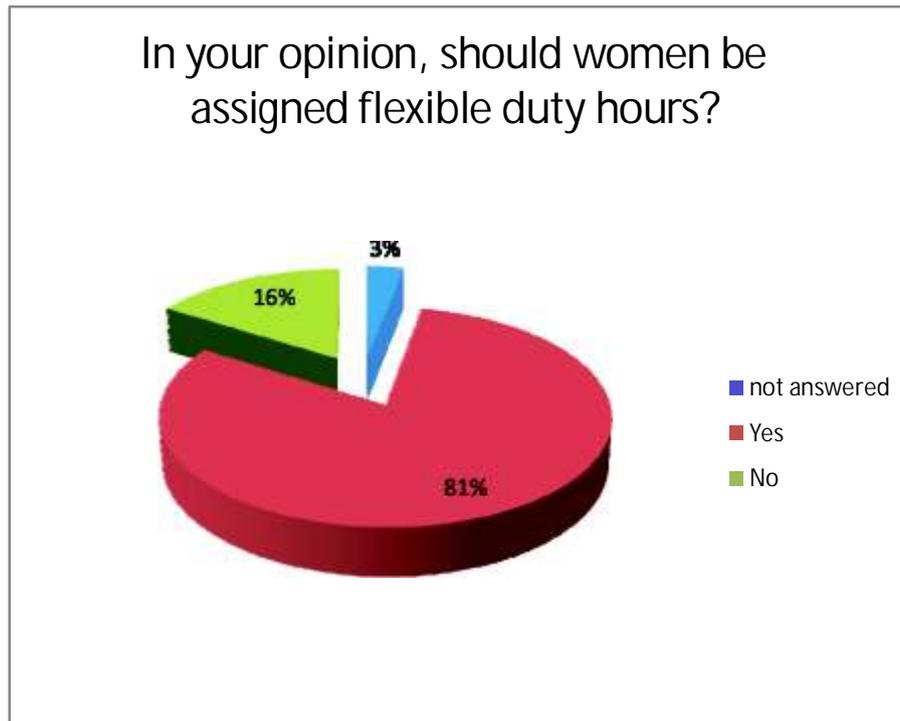
Should female police officers be assigned to cases and crimes specific only to women and handling of female offenders?		
Not Answered	Yes	No
3	71	26



71% surveyed police personnel (71 respondents) were of the view that women police personnel should be assigned to cases and crimes specific only to women, while 26% (26 personnel) from the sample group were of the opinion that the female staff should not be limited to such cases. 3% (3 respondents) did not answer this question.

15. In your opinion, should women be assigned flexible duty hours?

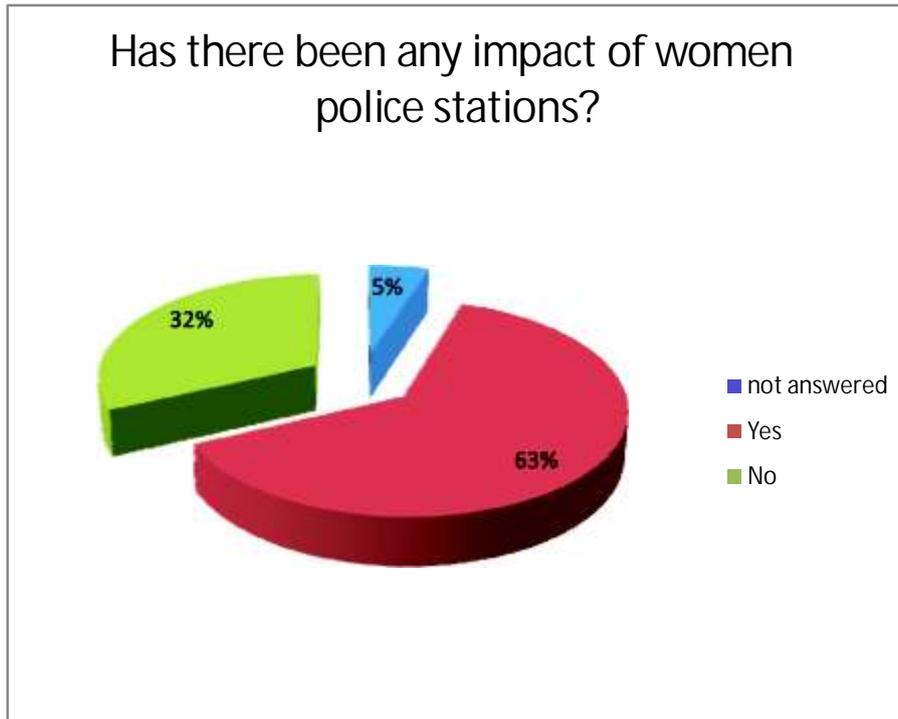
In your opinion, should women be assigned flexible duty hours?		
Not Answered	Yes	No
3	81	16



When the police personnel were inquired of assigning flexible duty hours to women police staff, 81% (81 personnel) supported this notion, while 16% of the sample group (16 respondents) was averse to assigning flexible duty hours for female police. 3% (3 respondents) declined to answer this question.

16. Has there been any impact of women police stations?

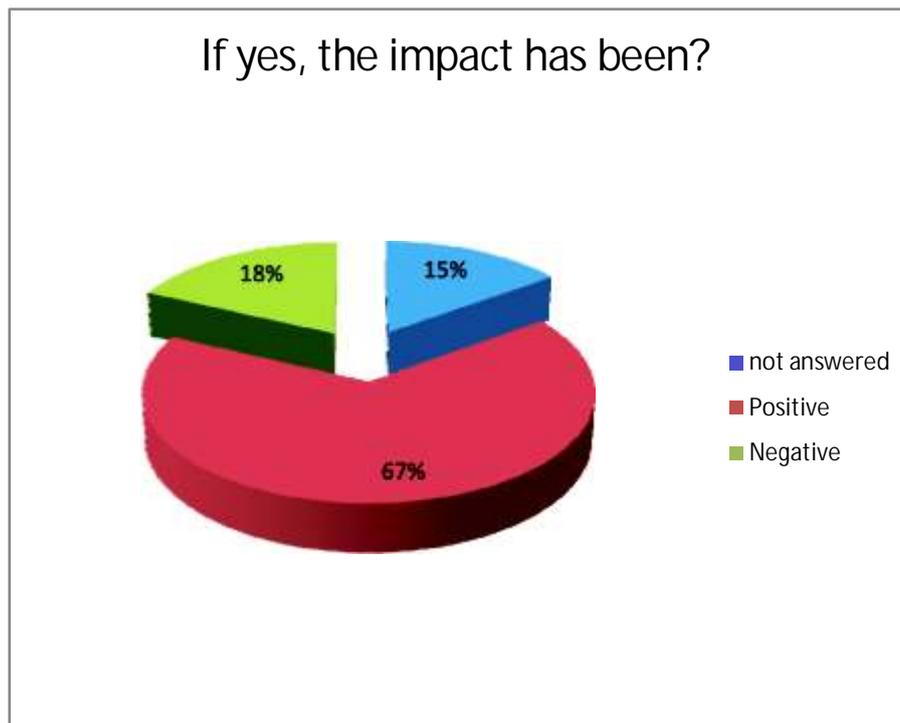
Has there been any impact of women police stations?		
Not Answered	Yes	No
5	63	32



63% (63 respondents) recognized the role of women police stations in creating an impact within the society, while 32% (32 respondents) did not agree to this view. Another 5% of the sample group (5 respondents) declined from answering the question.

a. If yes, the impact has been...

If yes, the impact has been?		
Not Answered	Positive	Negative
15	67	18



When asked about the nature of impact created by women police stations, 67% of the police personnel (67 respondents) considered it to be positive. 18% of the sample population (18 respondents) was of the view that the impact was negative, while another 15% (15 respondents) refrained from answering the question.

## Survey Results of Balochistan

### Survey Results of Balochistan

The province of Balochistan is the largest province of Pakistan in terms of land mass, constituting estimated 43% of the total country. On the other hand the population of the province is approximately around 7 million, the lowest of all provinces.<sup>22</sup> There are about 110 police stations<sup>23</sup> within the province, while there are a total of around 35,000 personnel<sup>24</sup> on duty. There were total of 101 male police staff of various ranks, involved from Balochistan in this survey.

When the male police staff in Balochistan were asked, if women should join the police department, 89% of the sample population (90 respondents), were of the view that women should join the police department. However, 11% (11 respondents) disagreed and did not consider police as a suitable choice of profession for women. On the other hand, when it was asked from the male police personnel, whether they would encourage their female family members to work in the police department, the reactions were mixed. 57% of the respondents or 58 individuals agreed to support their female family members, for opting police as a career and 42% (42 respondents) showed disapproval.

Regarding taking part in training with female personnel, 48% (48 respondents) stated that they had trained with their female colleagues, while 52% of the sample group or 53 respondents had never trained with female staff. 46% (46 respondents) were of the view that the training of female police personnel differs from male police, while 54% (54 respondents) did not agree to this view. Regarding the nature of difference in training, 45% (45 respondents) believed that the training disseminated to female personnel is lenient, while 6% (6 respondents) were of the opinion that the trainings were at an intensity of similar scale.

In relation to recognizing the importance of women participation in police, it was asked whether there is a need to increase the female staff in the department. 89% (90 police personnel) were of the opinion that number of women police should be increased in the department. However, 10% (10 respondents) had views averse to this and did not feel any requirement to increase women participation in police. On the other hand, 47% (47 respondents) were of the view that with the induction of women police, there has been an impact on the overall image of the department, while 53% (54 police personnel) did not agree to this notion.

When it was asked of male police staff, if they had performed duties alongside females, 46% (46 respondents) stated that they had performed their duties alongside female personnel.

<sup>22</sup> GlobalSecurity.org. 2012. Balochistan. <http://www.globalsecurity.org/military/world/pakistan/baloch.htm>.

<sup>23</sup> Balochistan Police. 2012. Regions/Districts/Sub-Divisions & Police Stations in Balochistan. <http://www.balochistanpolice.gov.pk/pstructure/pstation.php>.

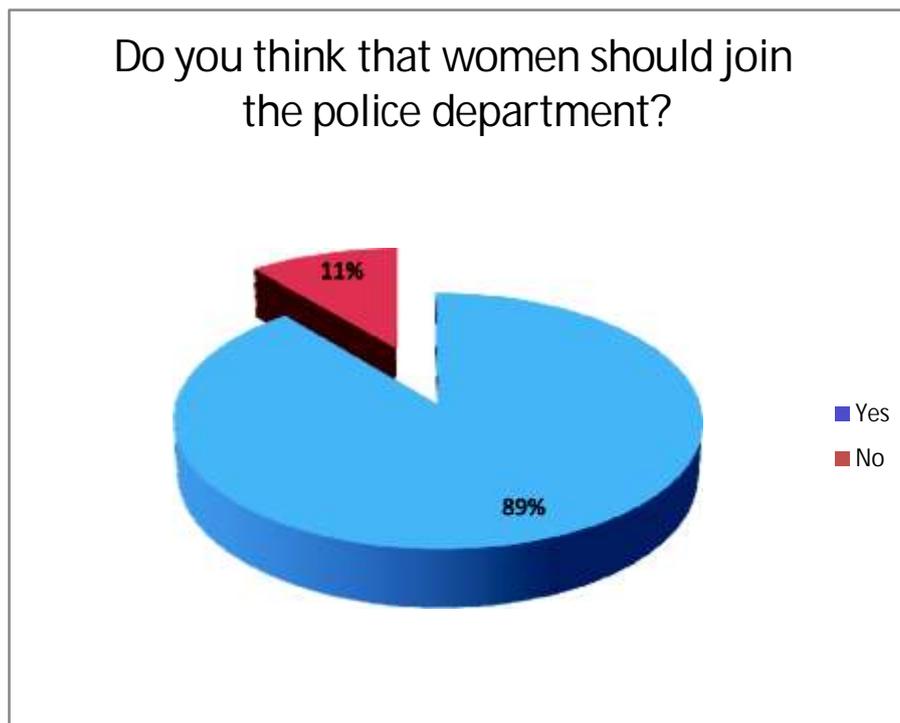
<sup>24</sup> Baloch, Shehzad. 2012. Separate police force for Balochistan highways proposed. The Express Tribune. January 17, 2012. <http://tribune.com.pk/story/322895/separate-police-force-for-balochistan-highways-proposed/>.

54% (55 respondents) had never worked with women police staff. In addition 69% (70 respondents) were of the view that female police officers should be placed alongside males, while 31% (31 respondents) were averse to this view. On the question to serving under a female officer, 82% of the sample group (83 respondents) stated that they were willing to serve under a female officer. On the other hand, 18% (18 police personnel) did not agree to this notion.

Following is a detailed description of the perception of male police personnel in Balochistan, regarding the presence of women in the police department:

1. Do you think that women should join the police department?

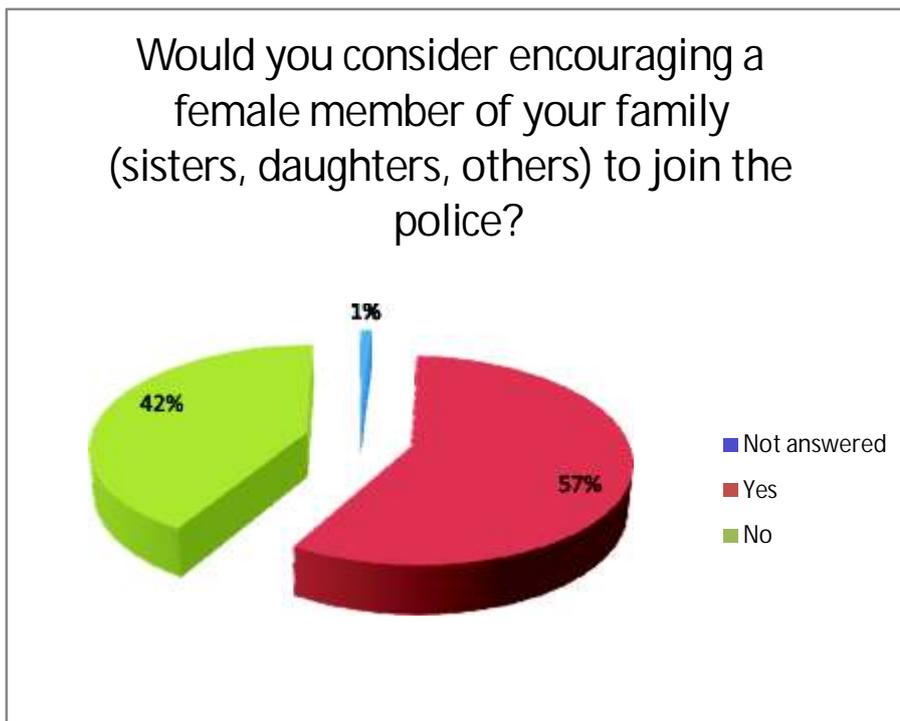
Do you think that women should join the police department?	
Yes	No
90	11



A total of 89% respondents, comprising of 90 individuals from the sample population, were of the view that women should join the police department. However, 11% (11 respondents) disagreed and did not consider police as a suitable choice of profession for women.

2. Would you consider encouraging a female member of your family (sisters, daughters, others) to join the police?

Would you consider encouraging a female member of your family (sisters, daughters, others) to join the police?		
Not Answered	Yes	No
1	58	42



In contrast to the previous question, when it was asked from the male police personnel, whether they would encourage their female family members to work in the police department, the reactions were mixed and 57% of the respondents or 58 police personnel agreed to supporting their female family members, for opting police as a career. 42% (42 respondents) showed disapproval, while 1% (1 respondent) refrained from answering the question.

32 people who had in the previous question approved of the police department being suitable for women, now showed disapproval for any of their sisters and daughters joining the department.

## 3. Have you trained with female colleagues?

Have you trained with female colleagues?	
Yes	No
48	53



48% (48 respondents) stated that they had trained with their female colleagues, 52% or 53 police personnel had never trained with female staff.

4. In your view, does the training of female police officers differ from men?

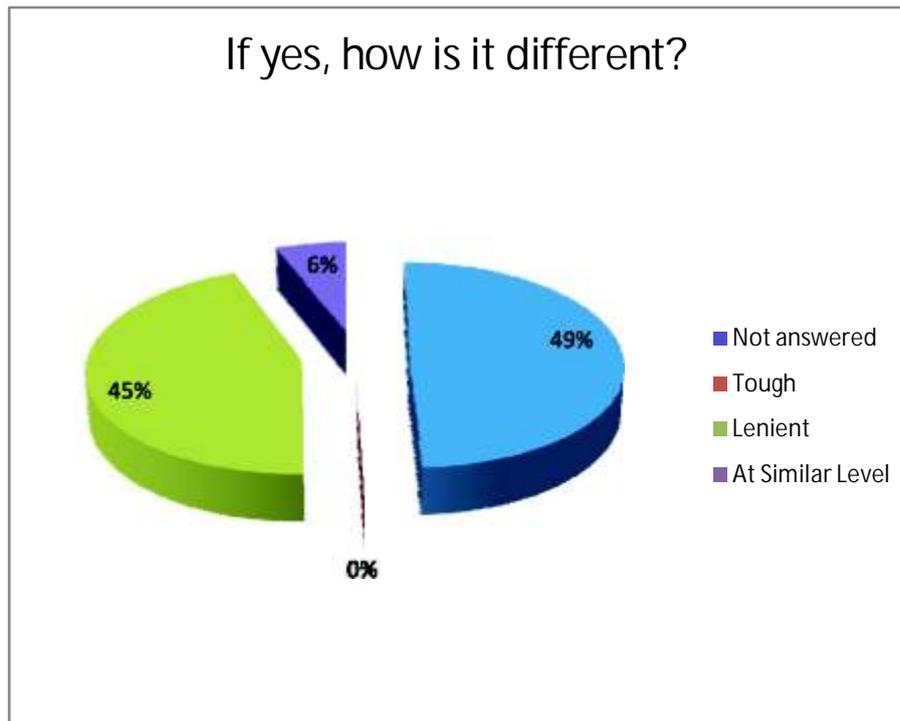
In your view, does the training of female police officers differ from men?	
Yes	No
46	55



As compared to the previous question, while 48% had trained with female police, 46% (46 respondents) were of the view that the training of female police personnel differs from male police. 54% (55 respondents) did not agree to this view.

a. If yes, how is it different?

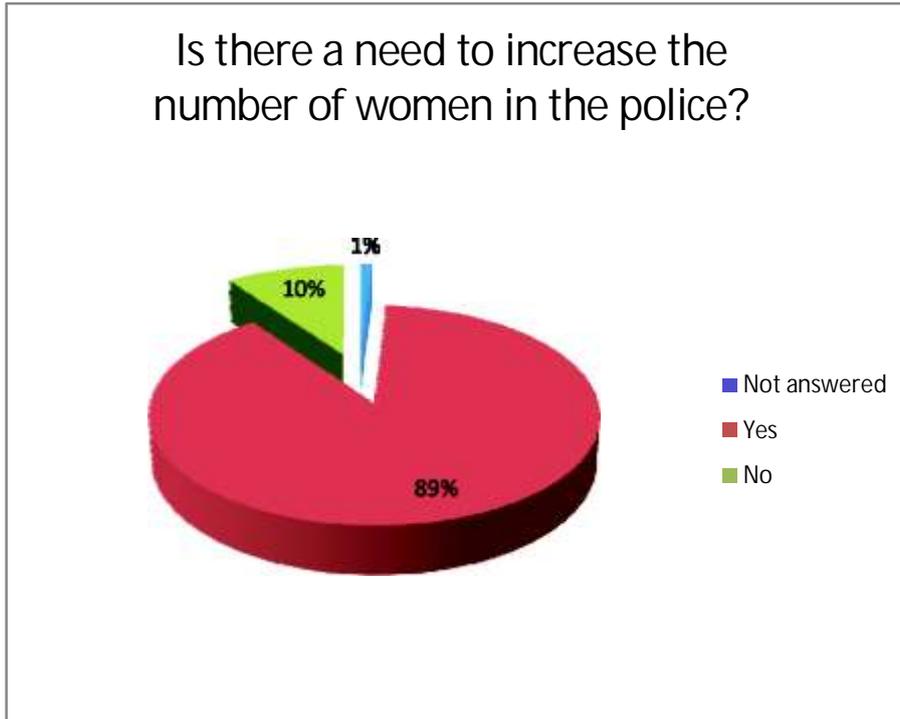
If yes, how is it different?			
Not answered	Tough	Lenient	At Similar Level
50	0	45	6



45% (45 respondents) believed that the training disseminated to female personnel is lenient, while 6% (6 respondents) were of the opinion that the trainings were at an intensity of similar scale. 49% (50 respondents) did not answer this question.

5. Is there a need to increase the number of women in the police?

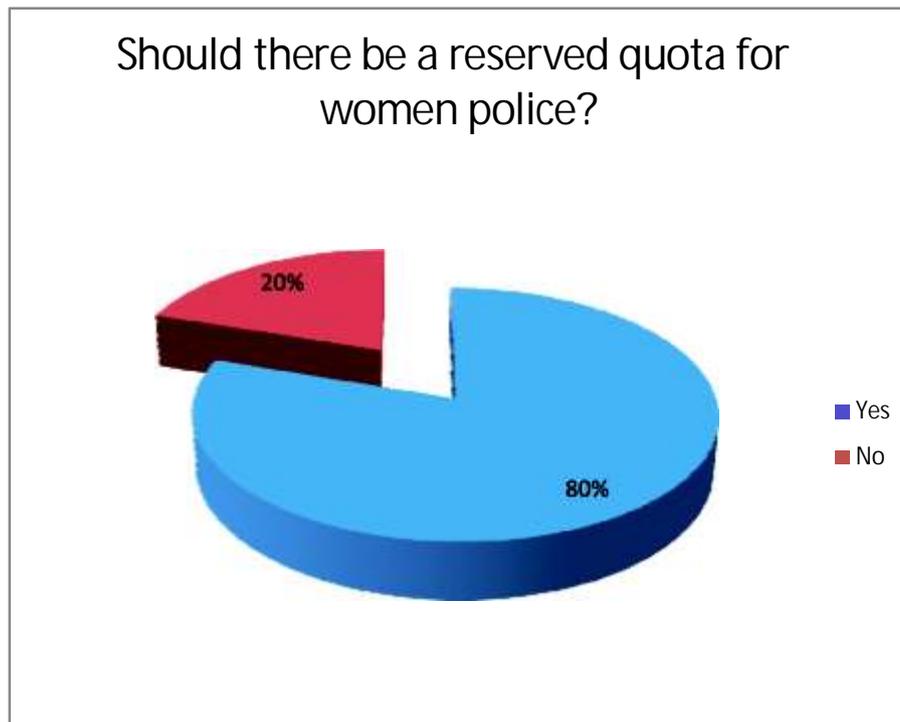
Is there a need to increase the number of women in the police?		
Not Answered	Yes	No
1	90	10



89% of the respondents or 90 police personnel were of the opinion that number of women police should be increased in the department. However, 10% (10 respondents) had views averse to this and did not feel any requirement to increase women participation in police, while 1% (1 respondent) did not answer this question.

## 6. Should there be a reserved quota for women police?

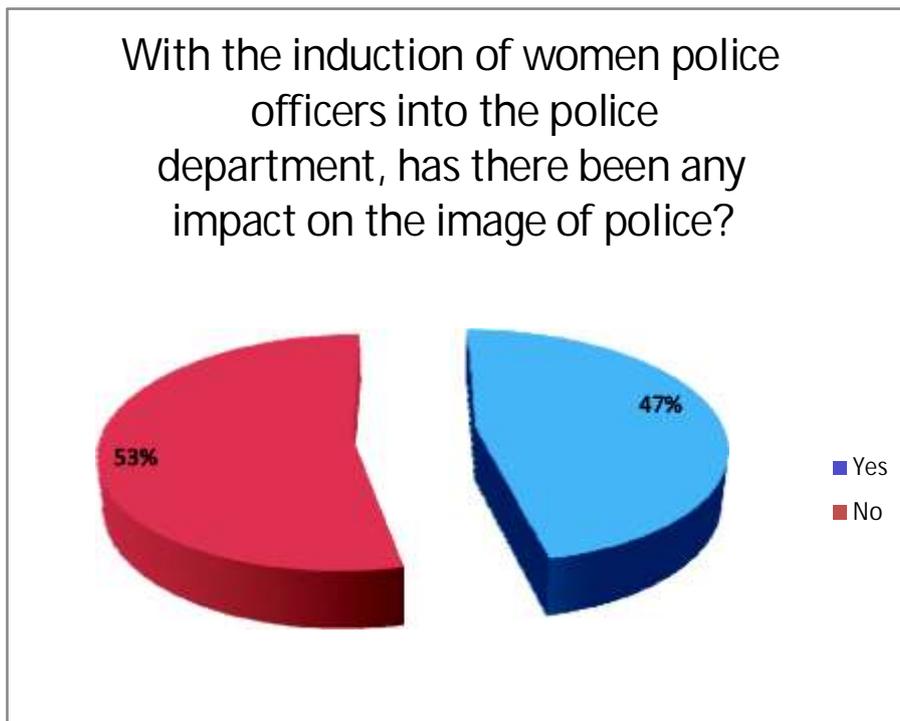
Should there be a reserved quota for women police?	
Yes	No
81	20



As compared to the previous question, where 90 respondents agreed to increase the presence of women police, 80% or 81 respondents agreed to fix a quota for female staff. 20% (20 respondents) did not agree to this notion.

7. With the induction of women police officers into the police department, has there been any impact on the image of police?

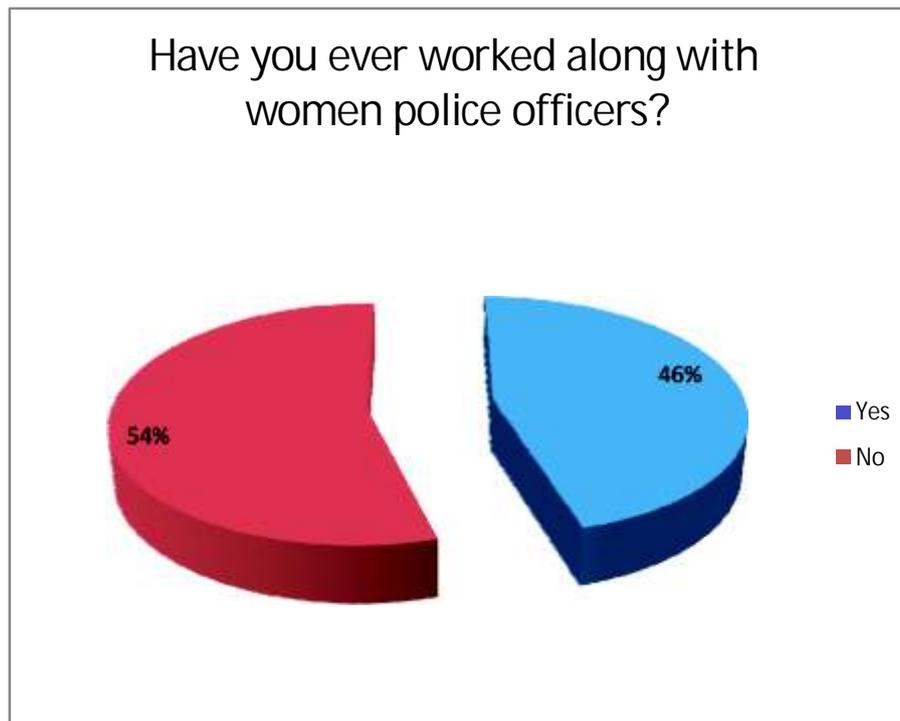
With the induction of women police officers into the police department, has there been any impact on the image of police?	
Yes	No
47	54



47% (47 respondents) were of the view that with the induction of women police, there has been an impact on the overall image of the department. Here, 53% (54 police personnel) did not agree to this notion.

8. Have you ever worked along with women police officers?

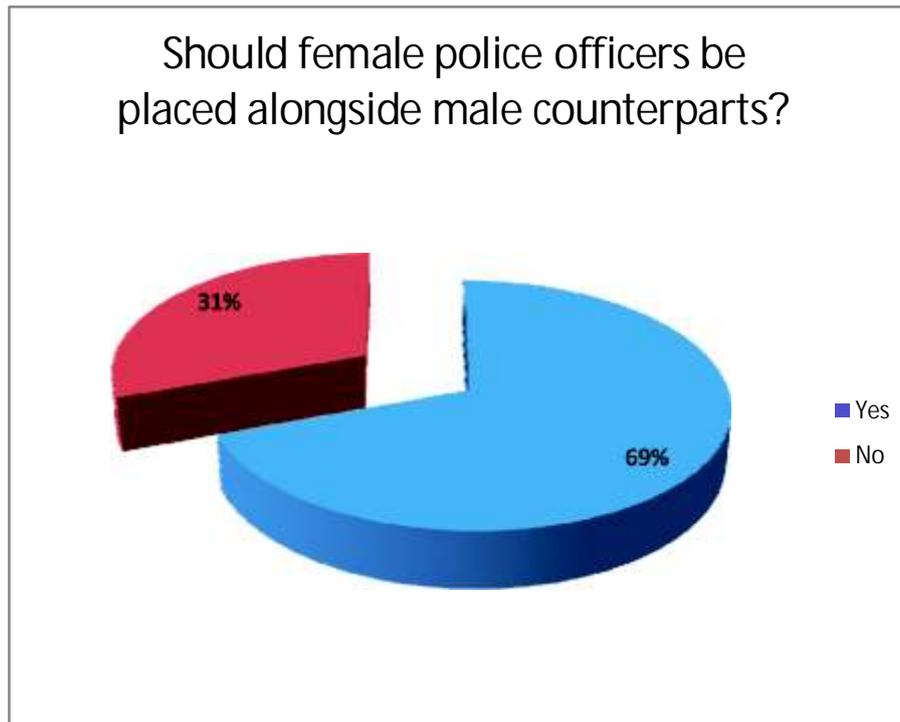
Have you ever worked along with women police officers?	
Yes	No
46	55



46% (46 respondents) stated that they had performed their duties alongside female personnel, while 54% (55 respondents) had never worked with women police staff.

9. Should female police officers be placed alongside male counterparts?

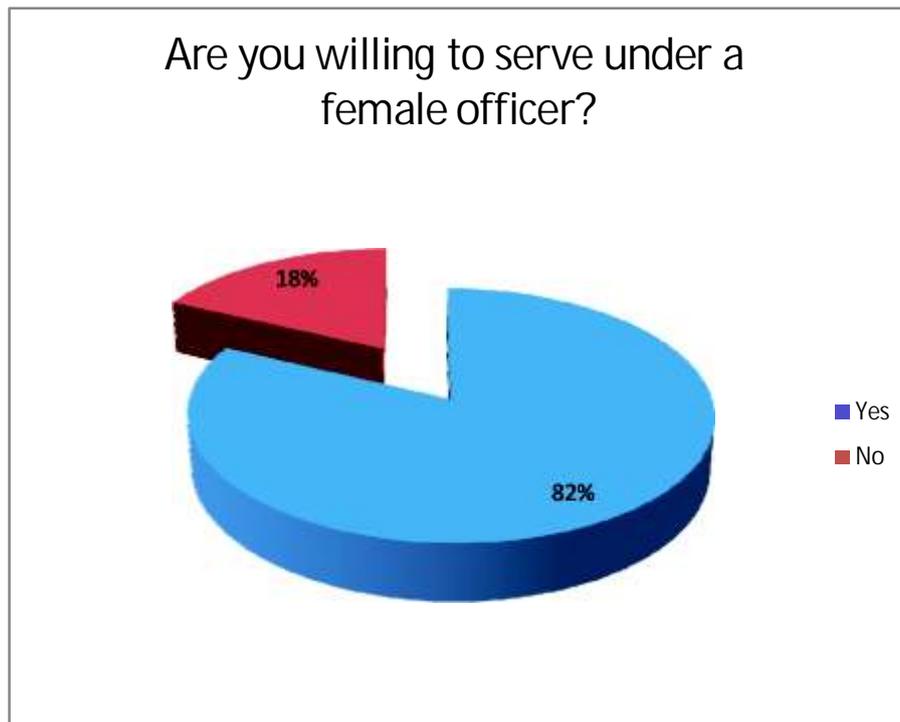
Should female police officers be placed alongside male counterparts?	
Yes	No
70	31



As compared to the previous question, where 46% had experience working with female personnel, 69% or 70 respondents were of the view that female police officers should be placed alongside males. 31% (31 respondents) were averse to this view.

10. Are you willing to serve under a female officer?

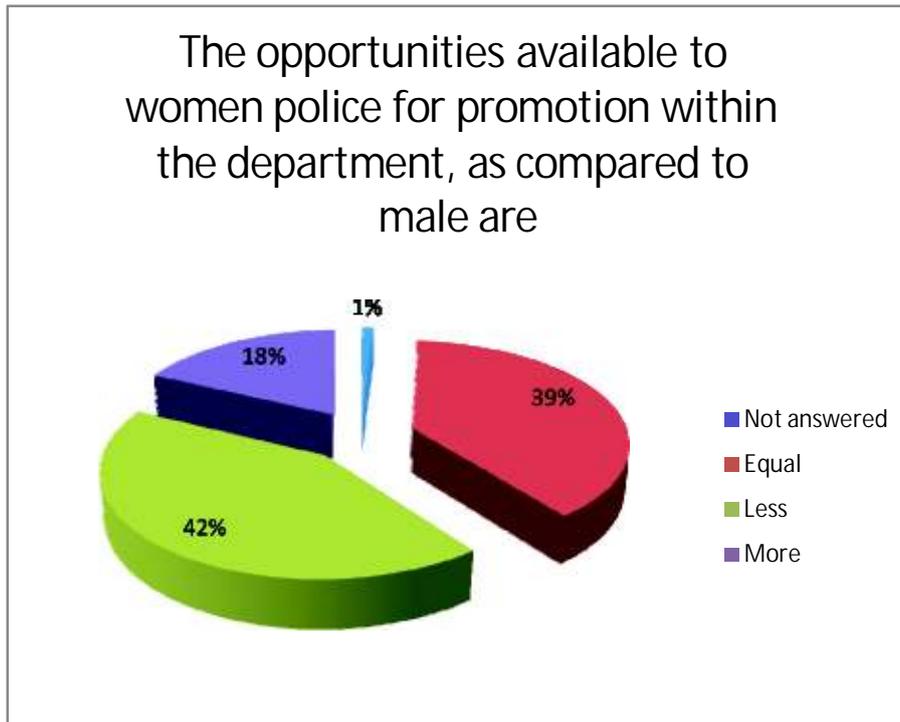
Are you willing to serve under a female officer?	
Yes	No
83	18



82% of the surveyed or 83 respondents group stated that they were willing to serve under a female officer. On the other hand, 18% (18 police personnel) did not agree to this notion.

11. The opportunities available to women police for promotion within the department, as compared to male are...

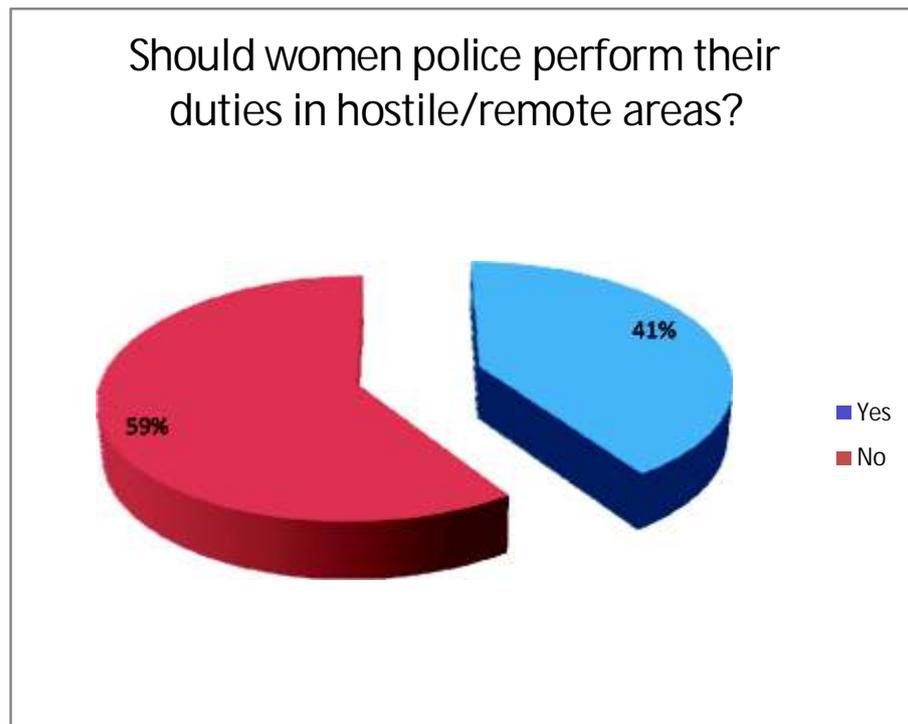
The opportunities available to women police for promotion within the department, as compared to male are			
Not Answered	Equal	Less	More
1	39	43	18



39% (39 respondents) were of the view that the opportunities available to women police for promotion are equal. 42% (43 respondents) disagreed and considered the opportunities to be less, while 18% (18 respondents) considered them to be more and 1% (1 respondent) declined to answer the question.

12. Should women police perform their duties in hostile/remote areas?

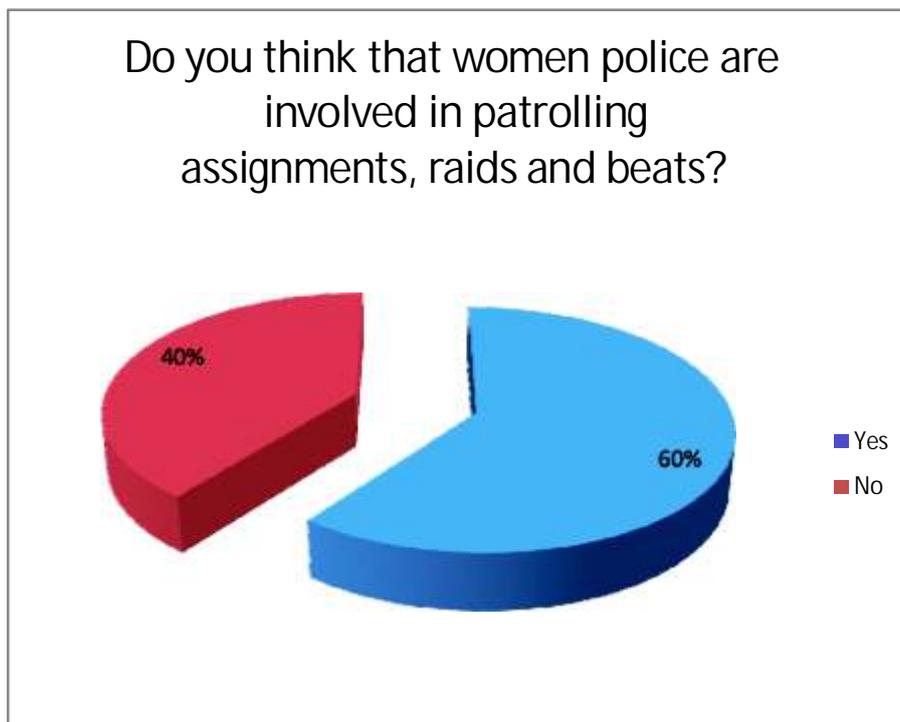
Should women police perform their duties in hostile/remote areas?	
Yes	No
41	60



41% (41 respondents) were of the view that women should perform their duties in hostile and remote areas, while 59% or 60 respondents did not view it preferable for women, to perform in hostile or remote areas.

13. Do you think that women police are involved in patrolling assignments, raids and beats?

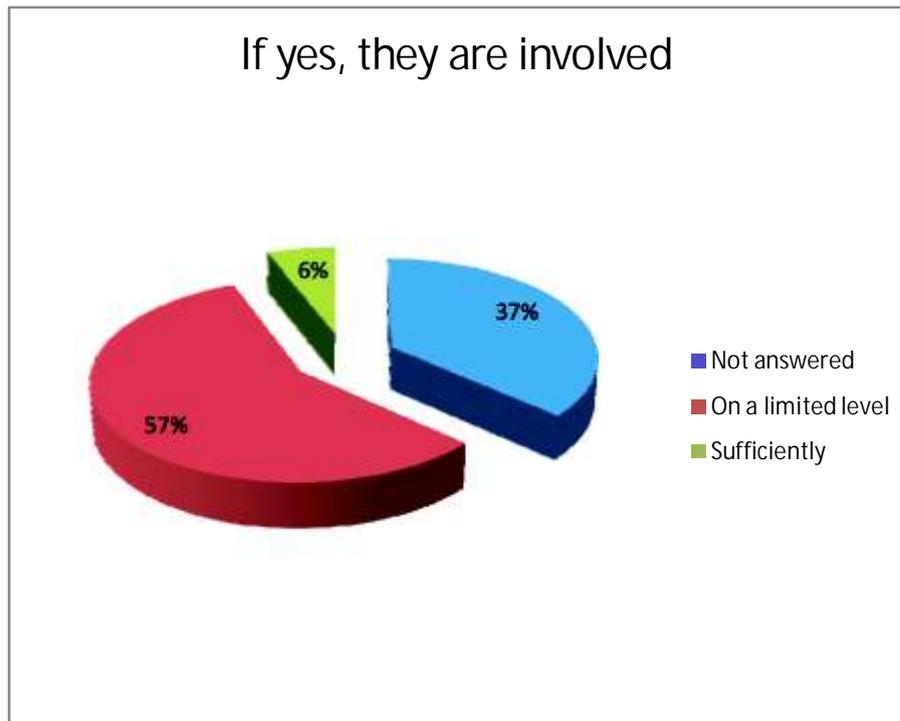
Do you think that women police are involved in patrolling assignments, raids and beats?	
Yes	No
61	40



According to 60% (61 male police respondents), women police are involved in patrols, raids and beats. However, 40% of the sample group (40 respondents) was of the view that they are not involved in such assignments.

a. If yes, they are involved...

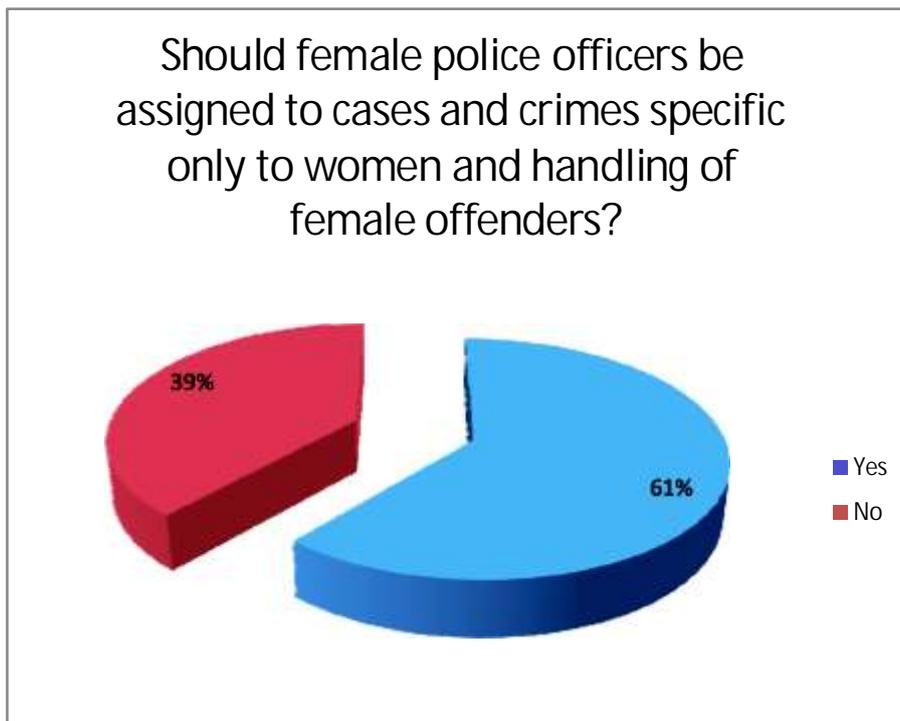
If yes, they are involved		
Not Answered	On a limited level	Sufficiently
37	58	6



In continuation of the previous question, when the police personnel were asked, regarding the level of engagement of female police in patrolling, raids and beats, 57% or 58 respondents were of the view that they are involved at a limited level. On the other hand 6% (6 respondents) were of the view that they are involved sufficiently in such assignments, while 37% (37 respondents) declined to answer the question.

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

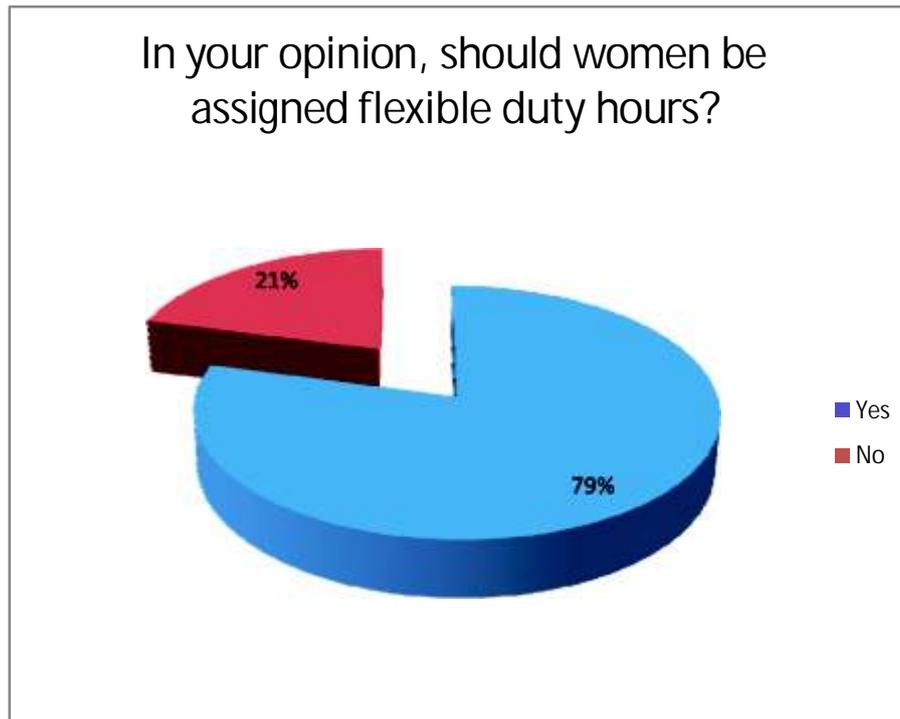
Should female police officers be assigned to cases and crimes specific only to women and handling of female offenders?	
Yes	No
62	39



61% (62 surveyed police personnel) were of the view that women police personnel should be assigned to cases and crimes specific only to women, while 39% (39 personnel) from the sample group were of the opinion that the female staff should not be limited to such cases.

15. In your opinion, should women be assigned flexible duty hours?

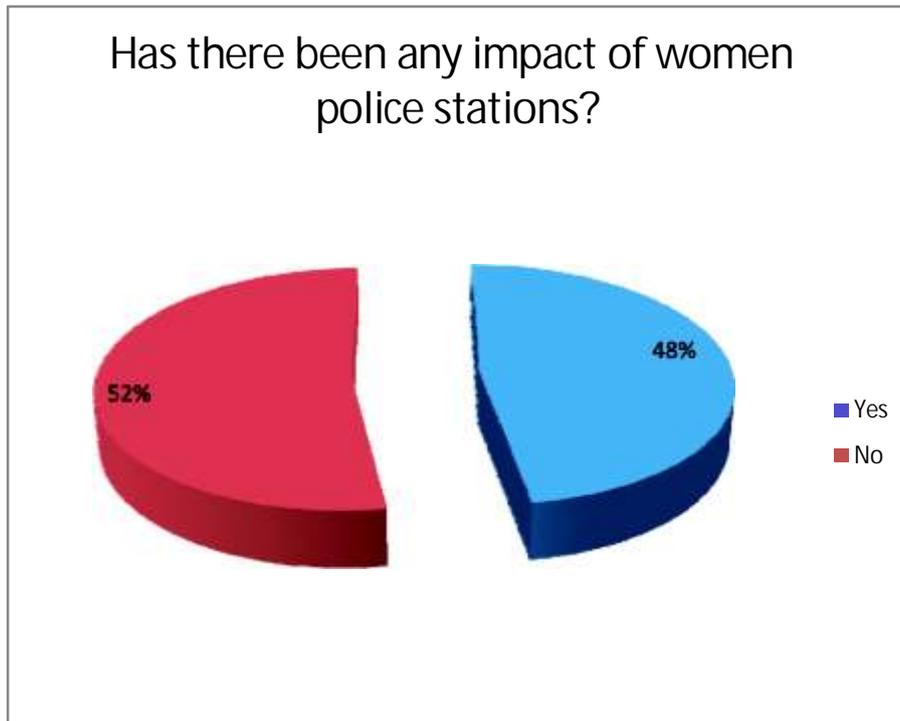
In your opinion, should women be assigned flexible duty hours?	
Yes	No
80	21



When the police personnel were asked of assigning flexible duty hours to women police staff, 79% (80 respondents) supported this notion, while 21% of the sample group (21 respondents) was averse to assigning flexible duty hours for female police.

16. Has there been any impact of women police stations?

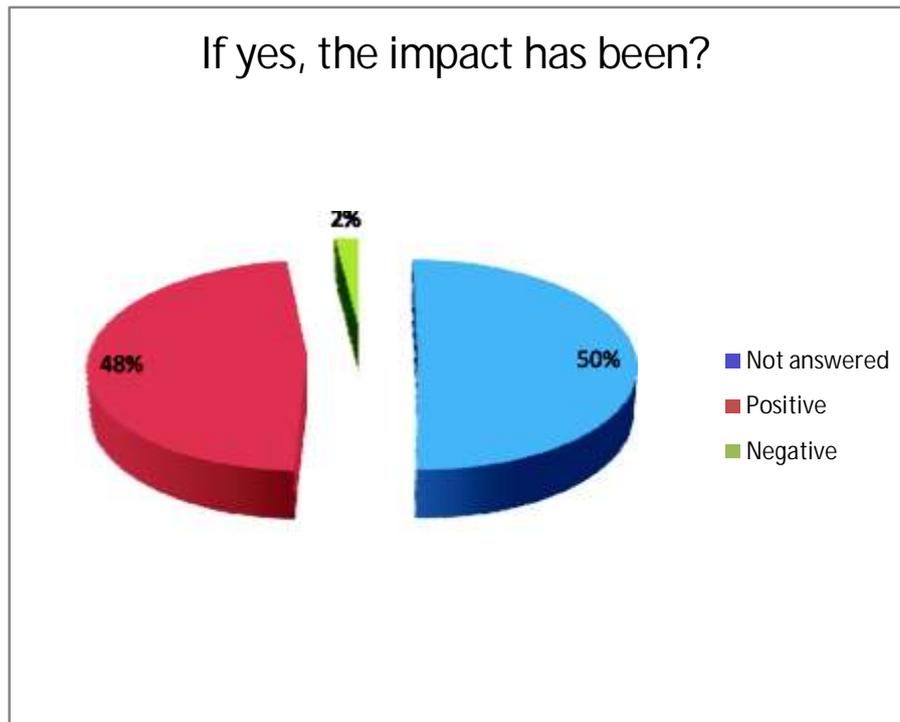
Has there been any impact of women police stations?	
Yes	No
48	53



48% (48 respondents) recognized the role of women police stations in creating an impact in the society, while 52% or 53 respondents did not agree to this view.

a. If yes, the impact has been...

If yes, the impact has been?		
Not Answered	Positive	Negative
51	48	2



When asked about the nature of impact created by women police stations, 48% (48 police personnel) considered it to be positive. 2% of the sample group (2 respondents) was of the view that the impact was negative, while 50% (51 respondents) refrained from answering the question.

## Survey Results of Sindh

### Survey Results of Sindh

The total population of the province of Sindh is estimated to be around 42.4 million, with an area estimated to be above 14,000 sq. kms.<sup>25</sup> There are overall 475 police stations in the province, out of which 107 are situated in the provincial capital of Karachi.<sup>26</sup> The total number of police is estimated to be above 107,000.<sup>27</sup> There were a total of 97 male police personnel taken as the sample group in the survey from Sindh.

When, it was asked from the male police respondents in Sindh that if women should adopt police as a career, 97% of the sample population or 94 respondents were of the view that women should join the police department. However, 3% (3 respondents) disagreed and did not consider police as a suitable choice of profession for women. Interestingly, when it was asked from the same group whether they would support their female family members to adopt police as a profession, 91% of the respondents or 88 police personnel agreed to supporting their female family members, for opting police as a career.

It was inquired from the police staff whether they had trained with their female colleagues. In response to which 47% of the respondents or 45 police personnel stated that they had trained with their female colleagues, while 12% (12 police personnel) had never trained with female staff. It was further asked, if there is a difference in training disseminated to males and females in police. It is to be noted that while 47% had trained with female police, 94% (91 respondents) were of the view that the training of female police personnel does not differ from male police. When asked about the intensity of these trainings and their difference, 3% (3 respondents) were of the view that women police receive tougher training than their male counterparts. 7% (7 respondents) believed that the training disseminated to female personnel is lenient, while 90% or 87 respondents were of the opinion that the trainings are at an intensity of similar scale.

There was a query put forward to male police, regarding the importance of women in police. It was asked whether there is a need to increase the participation of women in police. 94% (91 respondents) were of the opinion that number of women police should be increased in the department. However, 6% (6 respondents) had views averse to this and did not feel any such requirement. 95% of the sample group or 92 respondents also were of the view that with the induction of women police, there had been an impact on the overall image of the department.

Regarding performance of duties along with female personnel, 36% (35 respondents) stated that they had performed duties alongside female personnel. 23% (22 respondents) had never worked with women police staff. When, it was inquired from the respondents that whether female police staff should be placed alongside males, 93% or 90 respondents

<sup>25</sup> Population Welfare Department, Sindh. 2012. Home. <http://www.pwdsindh.gov.pk/index.html>.

<sup>26</sup> Khan, Faraz. 2012. Killing corruption: Police stations to get own budgets. The Express Tribune. January 17, 2012. <http://tribune.com.pk/story/322563/killing-corruption-police-stations-to-get-own-budgets/>.

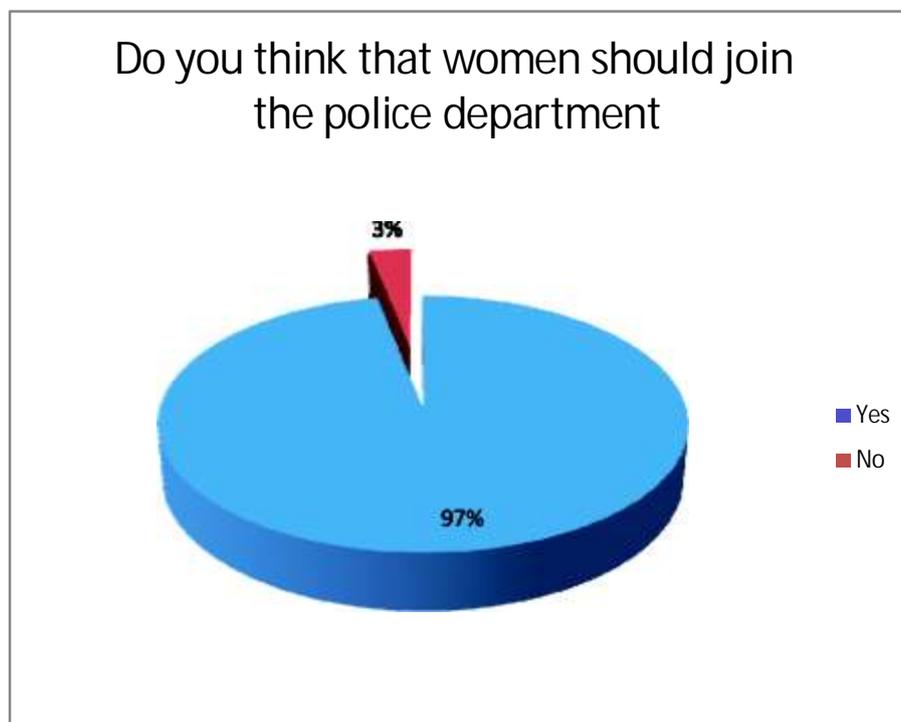
<sup>27</sup> German Agency for International Cooperation (GIZ). 2011.

agreed to this view, while 6% (6 respondents) were averse to this notion. 94% or 91 respondents stated that they were willing to serve under a female officer. On the other hand, 5% (5 police personnel) disapproved of working under a female superior.

Following is a detailed description of the perception of male police personnel in Sindh, regarding the presence of women in the police department:

1. Do you think that women should join the police department?

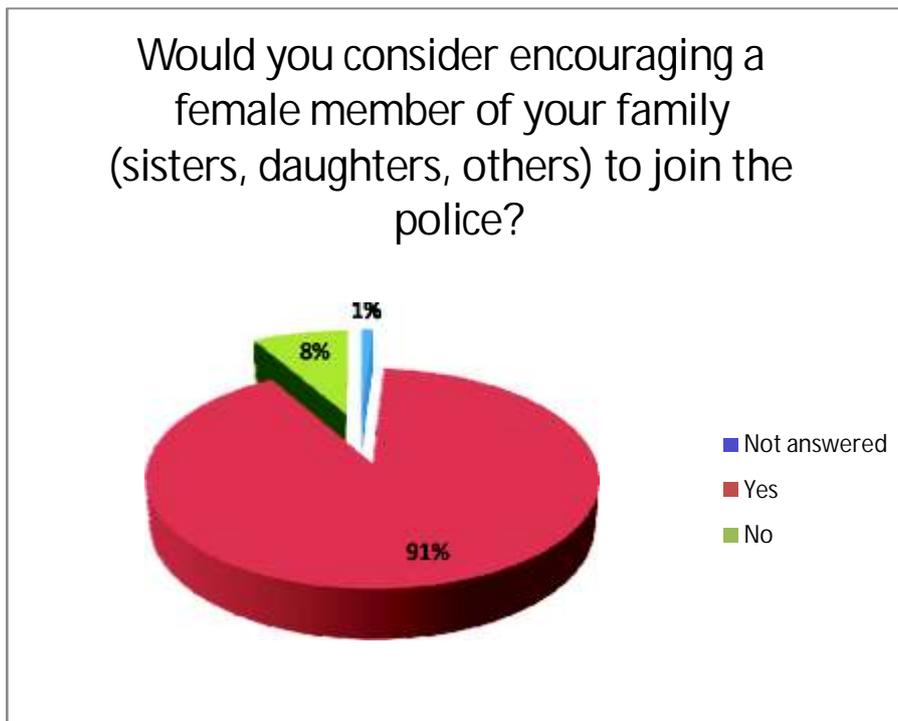
Do you think that women should join the police department?	
Yes	No
94	3



97% or a total of 94 respondents, were of the view that women should join the police department. However, 3% (3 respondents) disagreed and did not consider police as a suitable choice of profession for women.

2. Would you consider encouraging a female member of your family (sisters, daughters, others) to join the police?

Would you consider encouraging a female member of your family (sisters, daughters, others) to join the police?		
Not answered	Yes	No
1	88	8



In contrast to the previous question, when it was asked from the male police personnel, whether they would encourage their female family members to work in the police department, 91% of the respondents or 88 police personnel agreed to supporting their female family members, for opting police as a career. 8% (8 respondents) showed disapproval, while 1% (1 respondent) refrained from answering the question.

6 people who had in the previous question approved of the police department being suitable for women, now showed disapproval for any of their sisters and daughters joining the department.

## 3. Have you trained with female colleagues?

Have you trained with female colleagues?		
Not answered	Yes	No
40	45	12



47% of the respondents or 45 police personnel stated that they had trained with their female colleagues, while 12% (12 police personnel) had never trained with female staff. 41% (40 respondents) refrained from answering the question.

4. In your view, does the training of female police officers differ from men?

In your view, does the training of female police officers differ from men?	
Yes	No
6	91



As compared to the previous question, while 47% had trained with female police, 94% (91 respondents) were of the view that the training of female police personnel differs from male police. 6% (6 respondents) did not agree to this view.

a. If yes, how is it different?

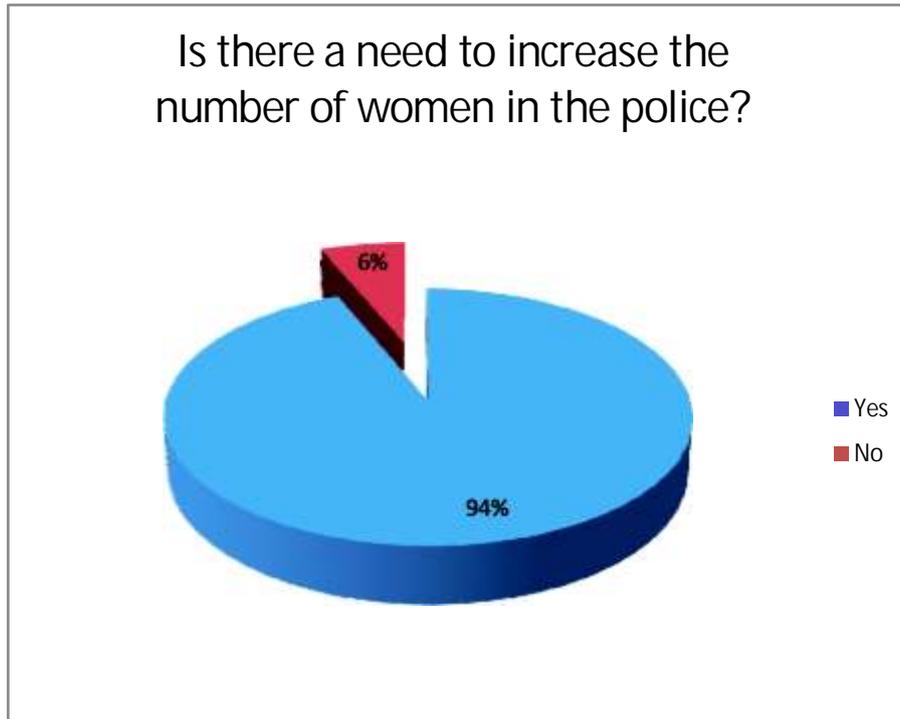
If yes, how is it different?		
Tough	Lenient	At Similar Level
3	7	87



3% (3 respondents) were of the view that women police receive tougher training than their male counterparts. 7% (7 respondents) believed that the training disseminated to female personnel is lenient, while 90% (87 respondents) were of the opinion that the trainings are at an intensity of similar scale.

5. Is there a need to increase the number of women in the police?

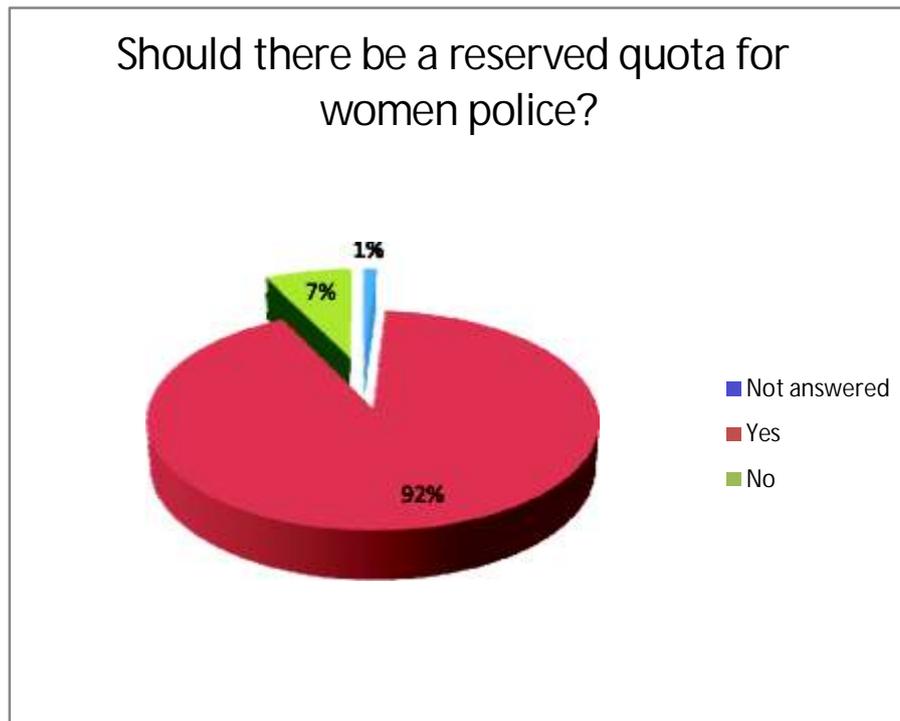
Is there a need to increase the number of women in the police?	
Yes	No
91	6



94% of the respondents or 91 police personnel were of the opinion that number of women police should be increased in the department. However, 6% (6 respondents) had views averse to this and did not feel any requirement to increase women participation in police.

## 6. Should there be a reserved quota for women police?

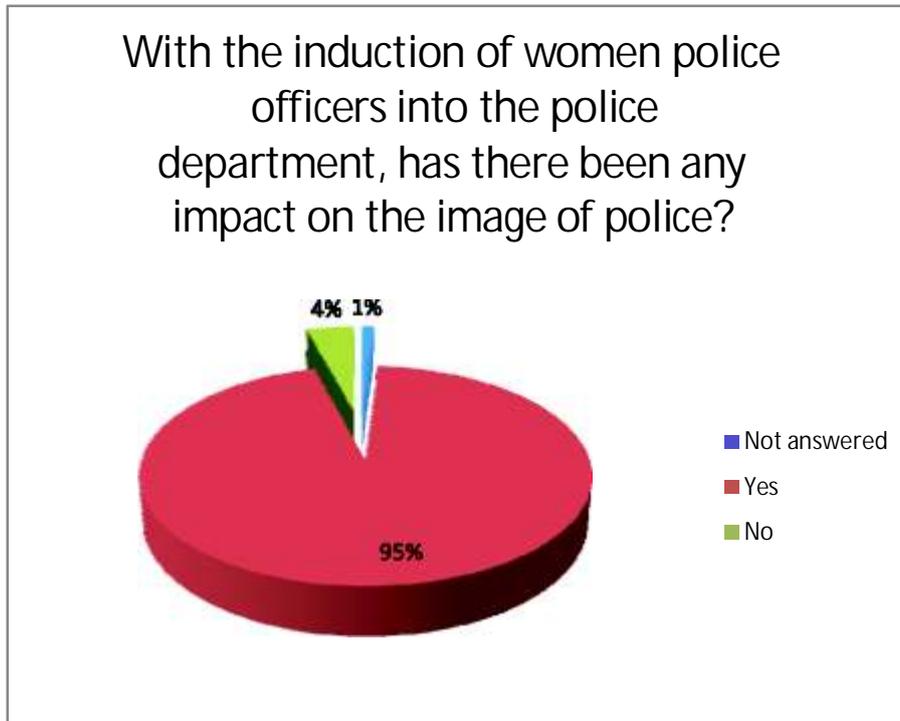
Should there be a reserved quota for women police?		
Not Answered	Yes	No
1	89	7



As compared to the previous question, where 91 respondents agreed to increase the presence of women police, 92% (89 respondents) agreed to fix a quota for female staff. 7% (7 respondents) did not agree to this notion, while 1% (1 respondent) declined to answer this question.

7. With the induction of women police officers into the police department, has there been any impact on the image of police?

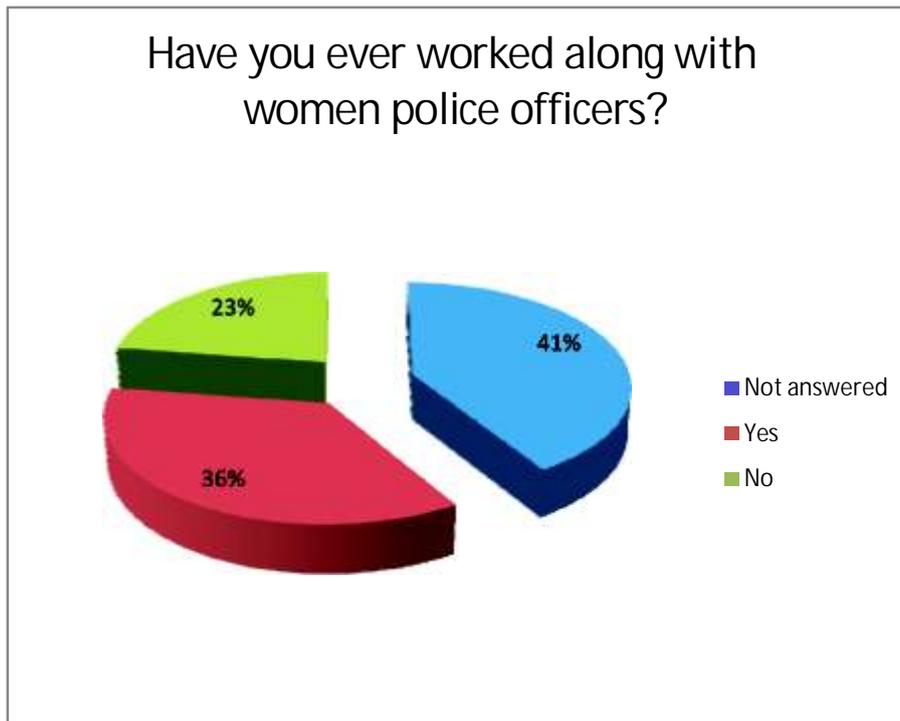
With the induction of women police officers into the police department, has there been any impact on the image of police?		
Not Answered	Yes	No
1	92	4



95% or 92 respondents were of the view that with the induction of women police, there had been an impact on the overall image of the department. Here, 4% (4 police personnel) did not agree to this notion, while 1% (1 respondent) refrained from answering this question.

8. Have you ever worked along with women police officers?

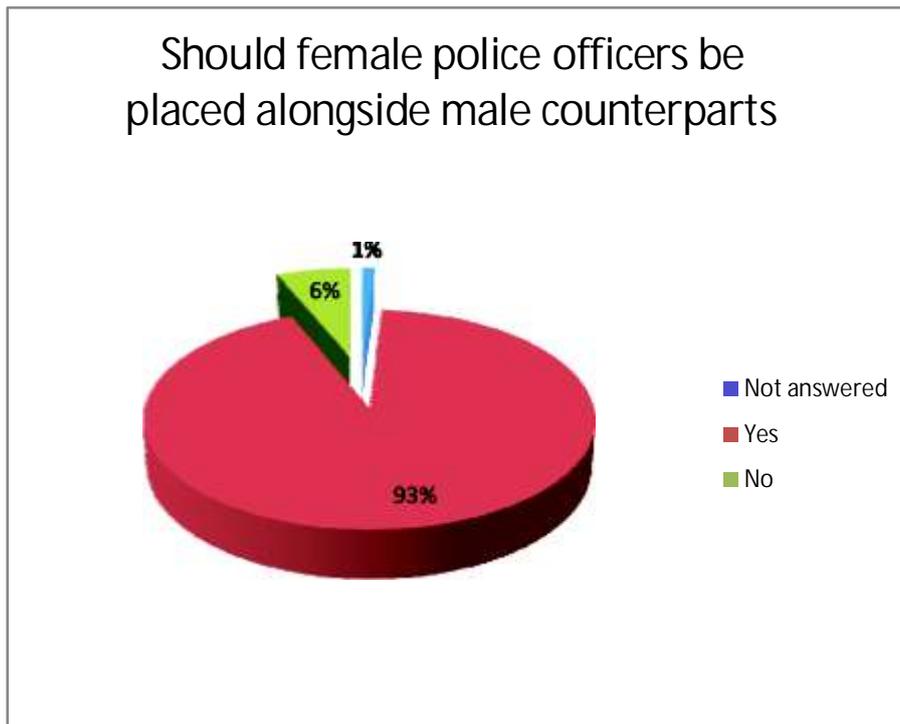
Have you ever worked along with women police officers?		
Not Answered	Yes	No
40	35	22



36% (35 respondents) stated that they had performed their duties alongside female personnel, while 23% (22 respondents) had never worked with women police staff. 41% (40 respondents) did not answer this question.

9. Should female police officers be placed alongside male counterparts?

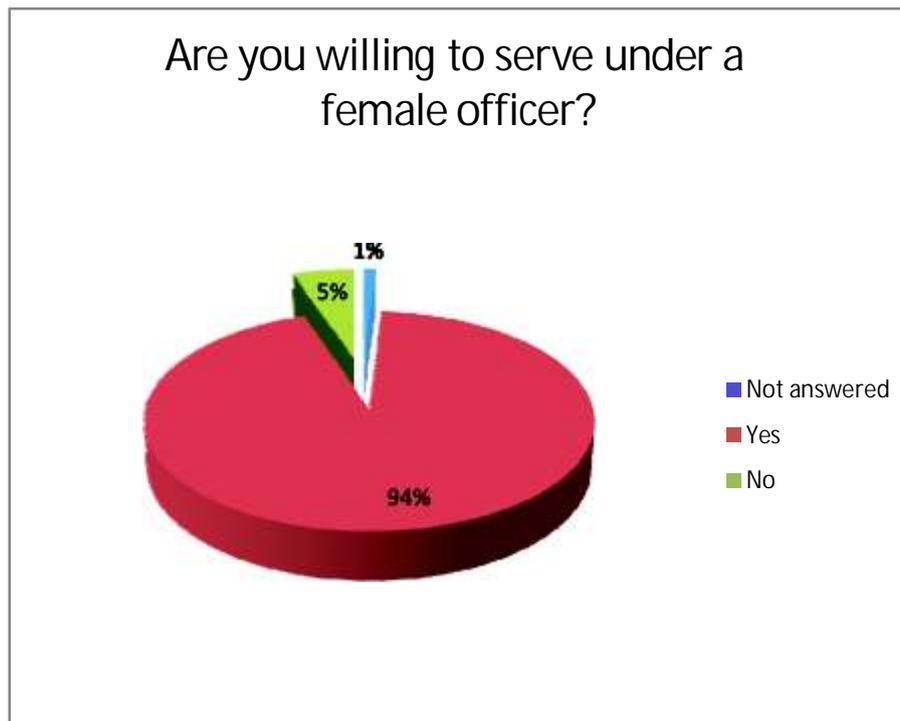
Should female police officers be placed alongside male counterparts?		
Not Answered	Yes	No
1	90	6



As compared to the previous question, where 36% had experience working with female personnel, 93% or 90 respondents were of the view that female police officers should be placed alongside males. 6% (6 respondents) were averse to this view and 1% (1 respondent) refrained from answering this question.

10. Are you willing to serve under a female officer?

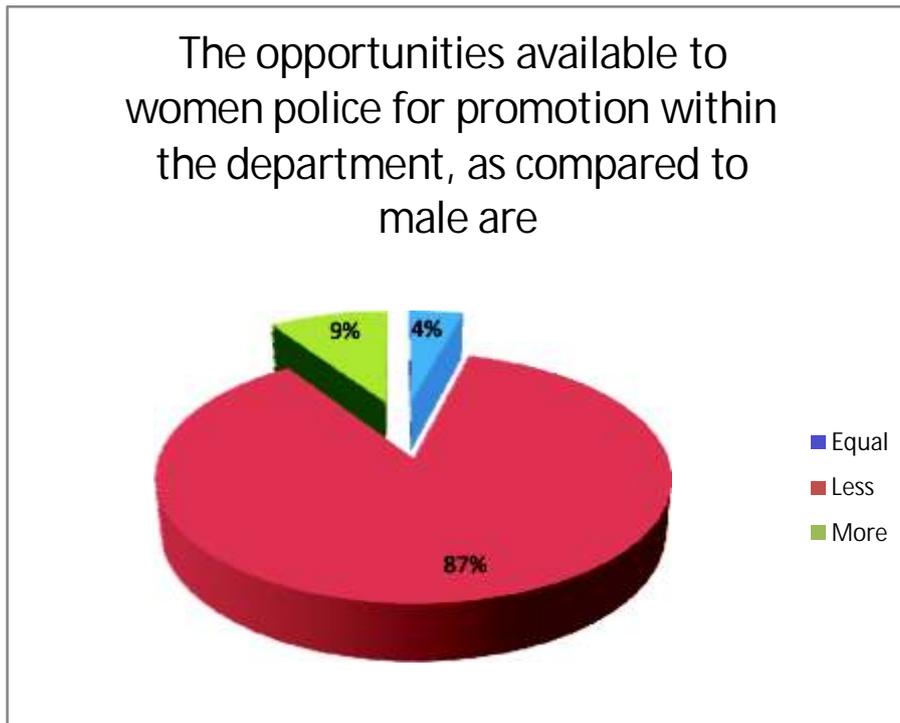
Are you willing to serve under a female officer?		
Not Answered	Yes	No
1	91	5



94% or 91 respondents stated that they were willing to serve under a female officer. On the other hand, 5% (5 police personnel) did not agree to this notion, while 1% (1 respondent) declined to answer.

11. The opportunities available to women police for promotion within the department, as compared to male are...

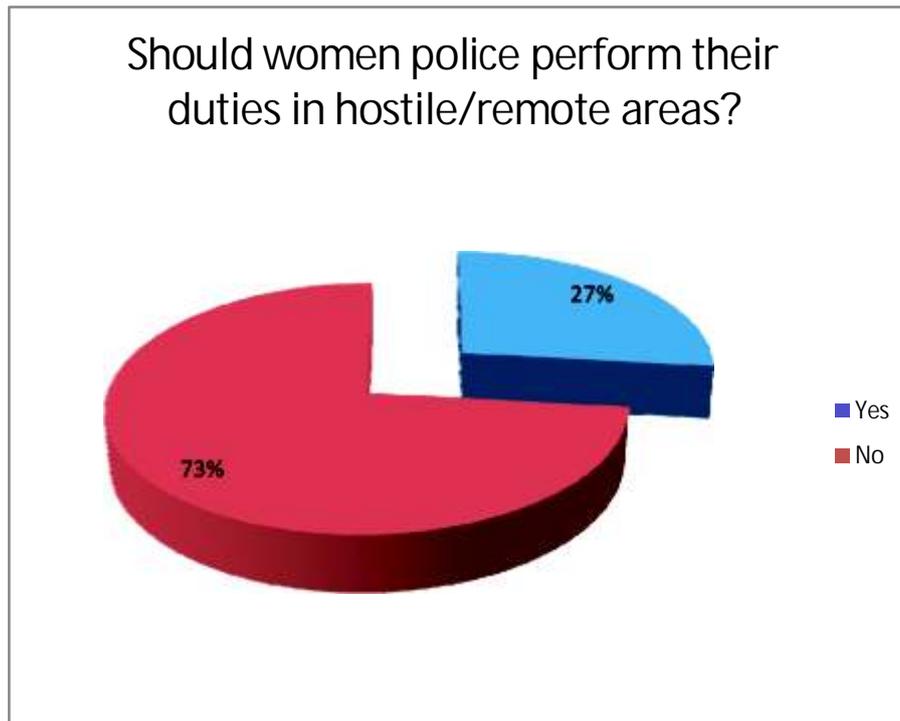
The opportunities available to women police for promotion within the department, as compared to male are		
Equal	Less	More
4	84	9



4% (4 respondents) were of the view that the opportunities available to women police for promotion are equal. 87% (84 respondents) disagreed and considered the opportunities to be less, while 9% (9 respondents) considered them to be more.

## 12. Should women police perform their duties in hostile/remote areas?

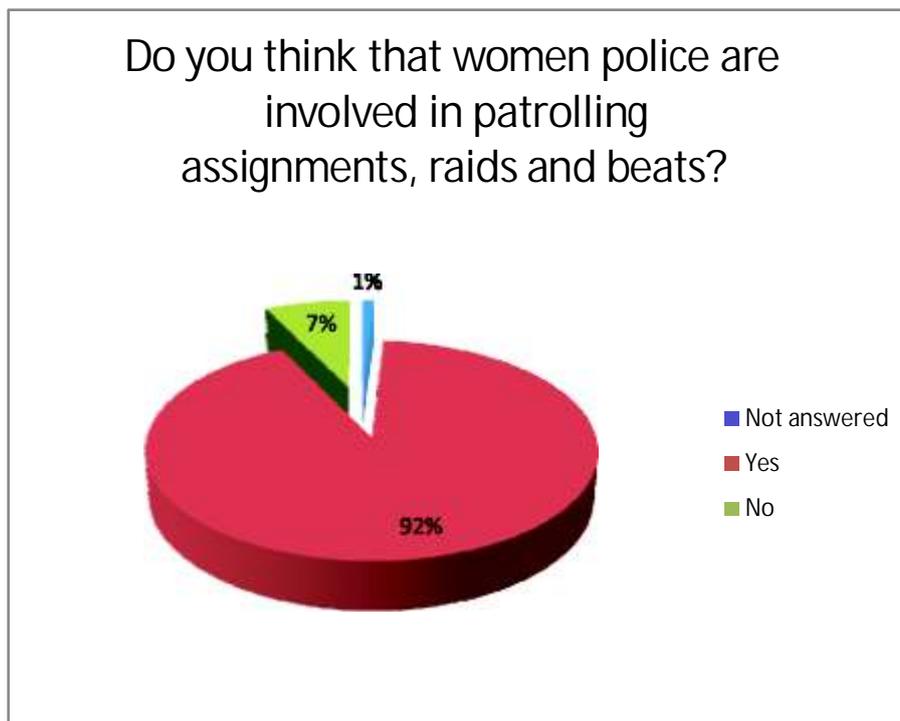
Should women police perform their duties in hostile/remote areas?	
Yes	No
26	71



27% or 26 respondents were of the view that women should perform their duties in hostile and remote areas, while 73% or 71 respondents did not view it preferable for women to perform in hostile or remote areas.

13. Do you think that women police are involved in patrolling assignments, raids and beats?

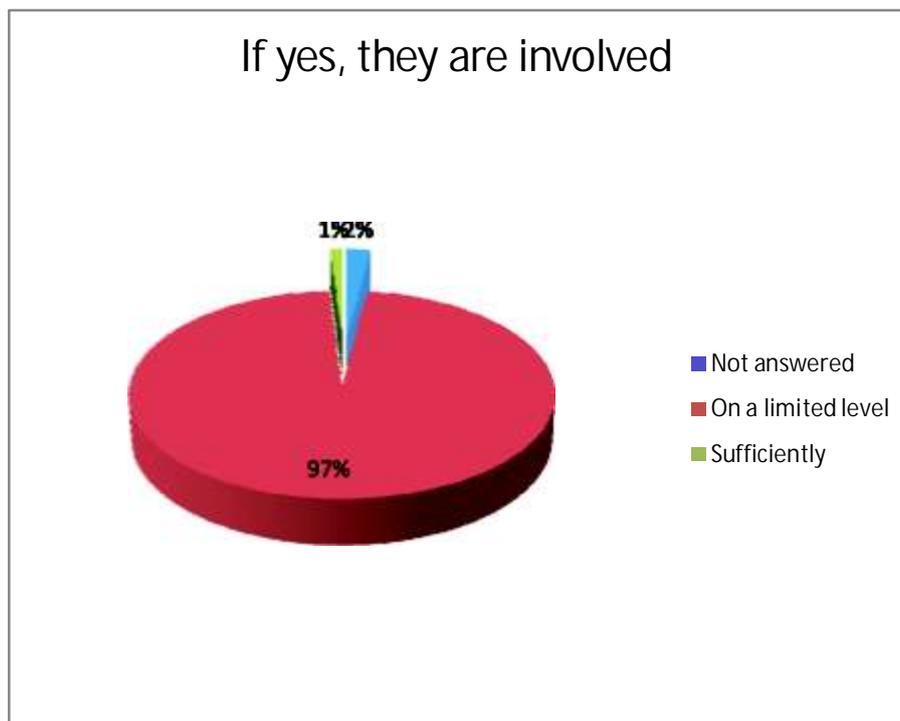
Do you think that women police are involved in patrolling assignments, raids and beats?		
Not Answered	Yes	No
1	89	7



According to 92% (89 male police respondents), women police are involved in patrols, raids and beats. However, 7% of the sample group (7 respondents) was of the view that they are not involved in such assignments. 1% (1 respondent) did not answer this question.

a. If yes, they are involved...

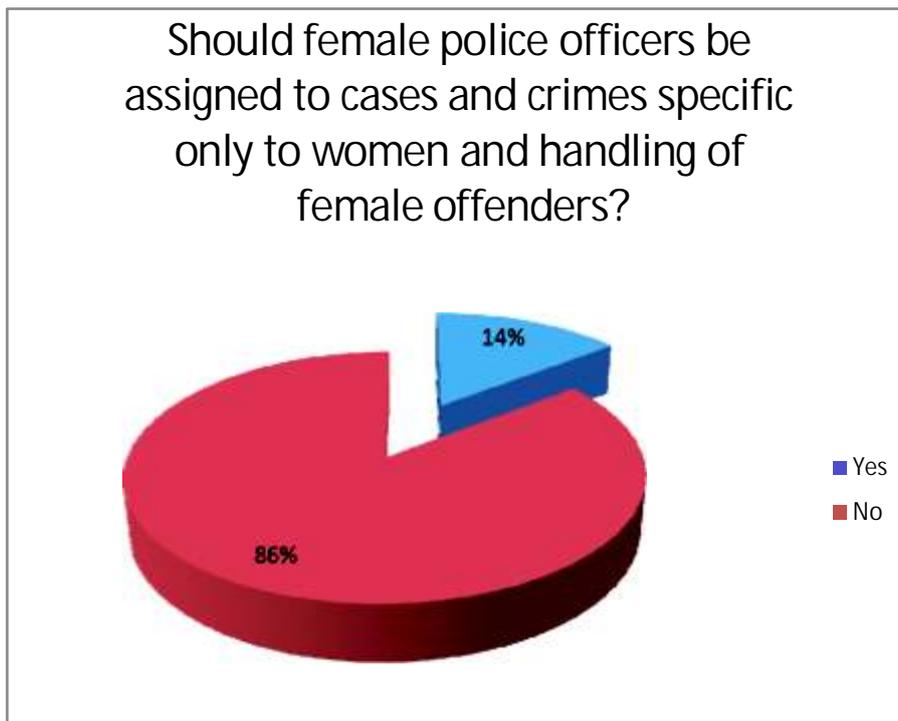
If yes, they are involved		
Not Answered	On a limited level	Sufficiently
2	94	1



In continuation of the previous question, when the police personnel were asked, regarding the level of engagement of female police in patrolling, raids and beats, 97% or 94 respondents were of the view that they are involved at a limited level. On the other hand 1% of the group (1 respondent) was of the view that they are involved sufficiently in such assignments, while 2% (2 respondents) declined to answer the question.

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

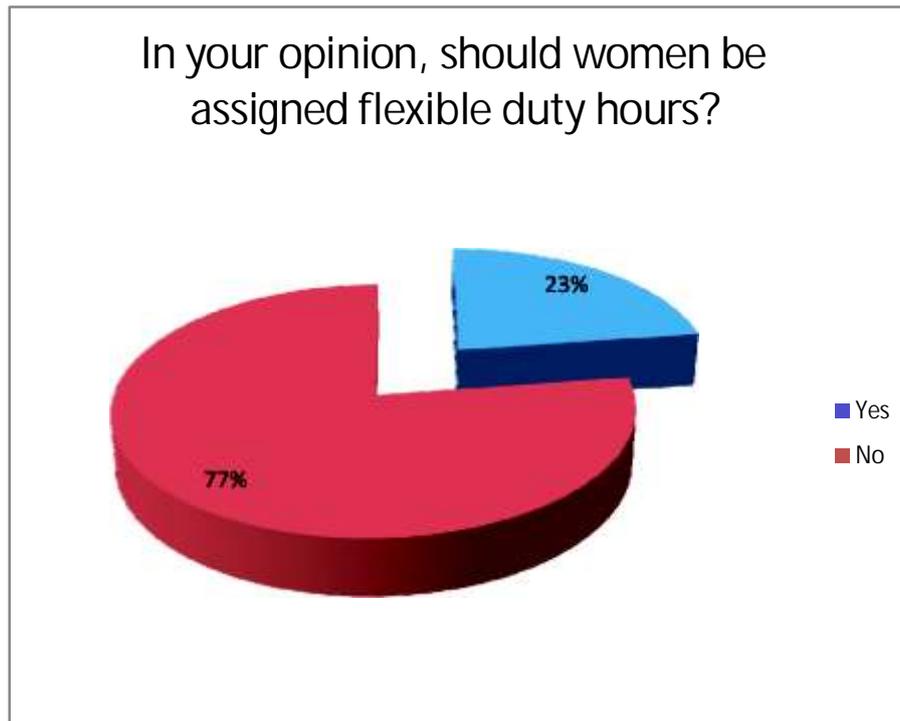
Should female police officers be assigned to cases and crimes specific only to women and handling of female offenders?	
Yes	No
14	83



14% (14 surveyed police personnel) were of the view that women police should be assigned to cases and crimes specific only to women, while 86% (83 personnel from the sample group) were of the opinion that the female staff should not be limited to such cases.

15. In your opinion, should women be assigned flexible duty hours?

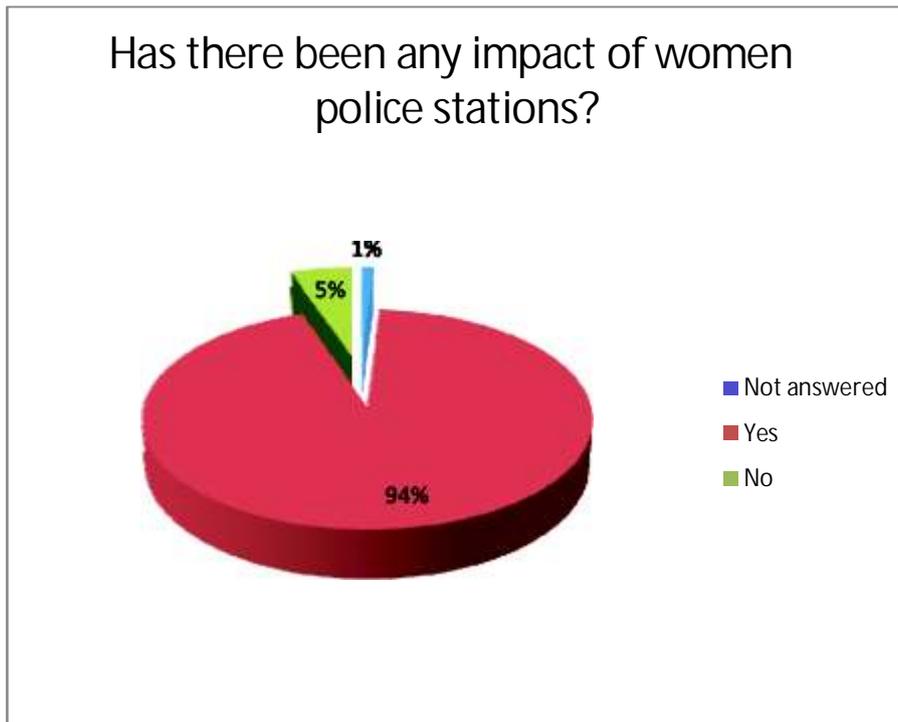
In your opinion, should women be assigned flexible duty hours?	
Yes	No
22	75



When the police personnel were inquired of assigning flexible duty hours to women police staff, 23% or 22 respondents supported this notion, while 77% of the sample group or 75 respondents were averse to assigning flexible duty hours for female police.

16. Has there been any impact of women police stations?

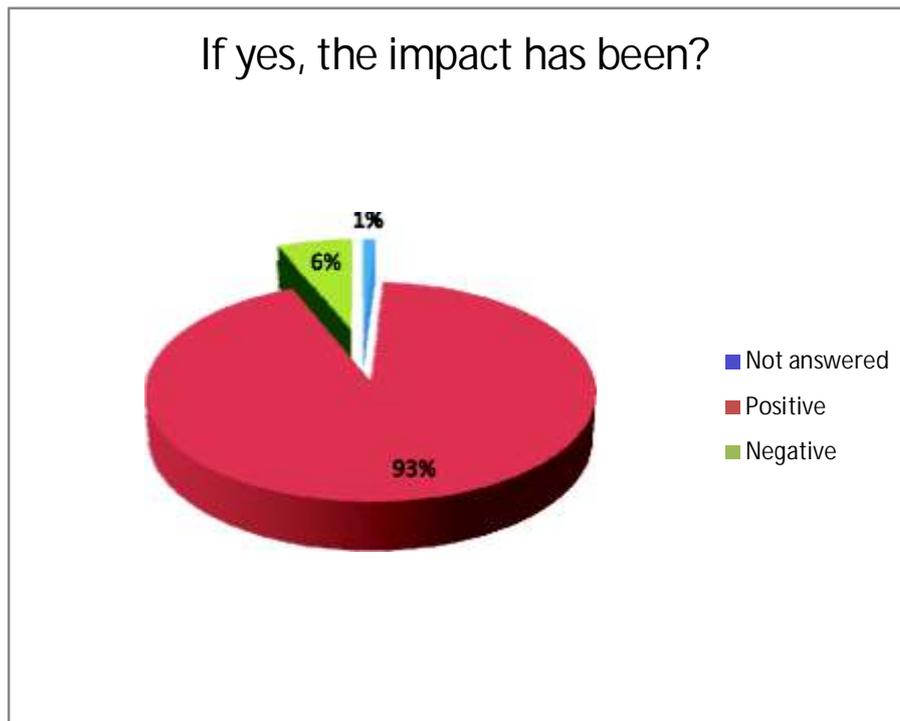
Has there been any impact of women police stations?		
Not Answered	Yes	No
1	91	5



94% or 91 of the respondents recognized the role of women police stations creating an impact in the society, while 5% (5 respondents) did not agree to this view. Another 1% of the sample group (1 respondent) declined from answering the question.

a. If yes, the impact has been...

If yes, the impact has been?		
Not Answered	Positive	Negative
1	90	6



When asked about the nature of impact created by women police stations, 93% of the police personnel (90 respondents) considered it to be positive. 6% of the sample group (6 respondents) was of the view that the impact was negative, while another 1% (1 respondent) refrained from answering the question.

# Survey of Gilgit-Baltistan

## Survey Results of Gilgit-Baltistan

The total population of Gilgit-Baltistan is estimated to be above 1,100,000 while its estimated area is around 72,971 sq. kms.<sup>28</sup> There are a total of above 4,900 police personnel catering to the entire Gilgit-Baltistan area.<sup>29</sup> A total of 101 male police personnel were surveyed through the questionnaire in this region.

In response to the question that whether women should join the police, 90% of the surveyed police personnel (91 respondents) gave an affirmative response, while 10% (10 respondents) disagreed and did not consider police as a suitable choice of profession for women. In contrast, when it was asked whether they would encourage their female family members to adopt police as a career, 47% (47 respondents) agreed to support their female family members, for opting police as a career. 50% or 51 respondents showed disapproval for this notion.

38% of the sample group (38 respondents) stated that they had trained with their female colleagues, while the rest of the 62% or 63 respondents had never trained with women police. When it was asked of the surveyed group, if there was a difference in the trainings of male and female personnel, there was an interesting response. While 38% had trained with female police, 49% (49 individuals) in response to this question stated that there was a difference. 50% or 51 male police respondents did not agree to this view. Regarding the nature of difference, 52% (53 respondents) believed that the training disseminated to female personnel is lenient, 6% (6 respondents) were of the view that it is tough, while 17% (17 respondents) were of the opinion that the trainings were at an intensity of similar scale.

In order to acquire the opinions of male police personnel regarding the importance of women presence in police, it was asked if there is a need to increase the number of women police. In response 84% or 85 police personnel were of the opinion that number of women police should be increased in the department. However, 16% (16 respondents) had views averse to this and did not feel any requirement to increase women participation in police. It was further asked whether there has been any impact on the image of police with the induction of women. 64% (65 respondents) were of the view that with the induction of women police, there had been an impact on the overall image of the department, whereas 32% of the surveyed police personnel (32 respondents) did not agree to this.

When it was asked of the sample group, if they had ever worked along female personnel, 49% (49 respondents) stated that they had performed their duties alongside female personnel, while 50% (51 respondents) had never worked with women police staff. It was further asked whether female police should be placed alongside their male colleagues. 69% or 70 respondents were of the view that female police officers should be placed alongside male personnel and 29% (29 respondents) were averse to this view. Regarding their views

<sup>28</sup> GB Tribune. 2012. Brief Introduction. [http://gbtribune.blogspot.com/p/about\\_30.html](http://gbtribune.blogspot.com/p/about_30.html).

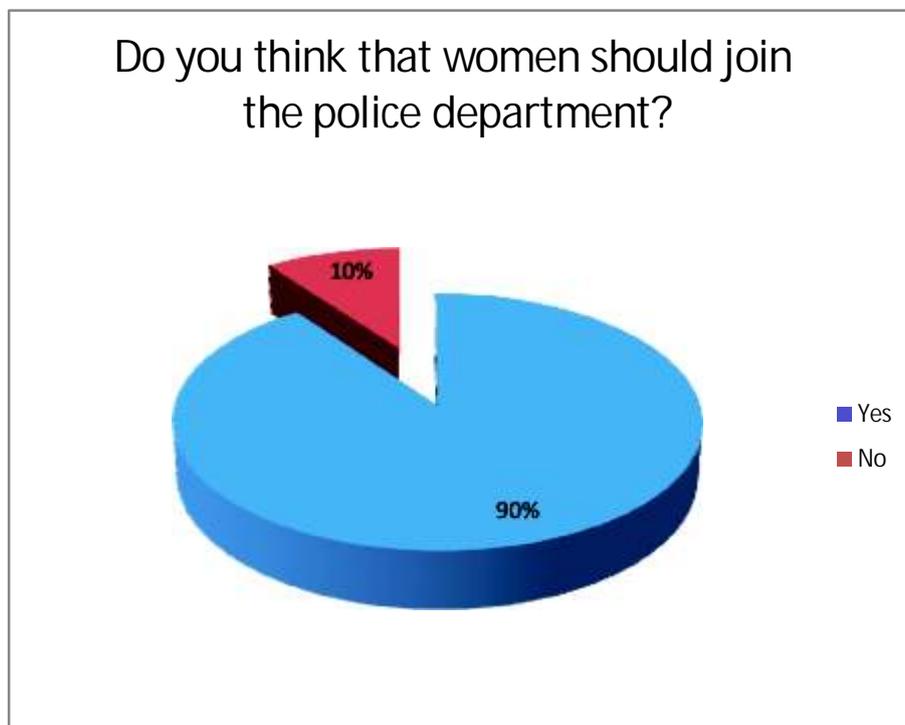
<sup>29</sup> German Agency for International Cooperation (GIZ). 2011.

on serving under a female officer, 74% of the sample group (75 respondents) stated that they were willing to serve under a female officer. On the other hand, 24% (24 respondents) did not agree to this notion.

Following is a detailed description of the perception of male police personnel in Gilgit-Baltistan, regarding the presence of women in the police department:

1. Do you think that women should join the police department?

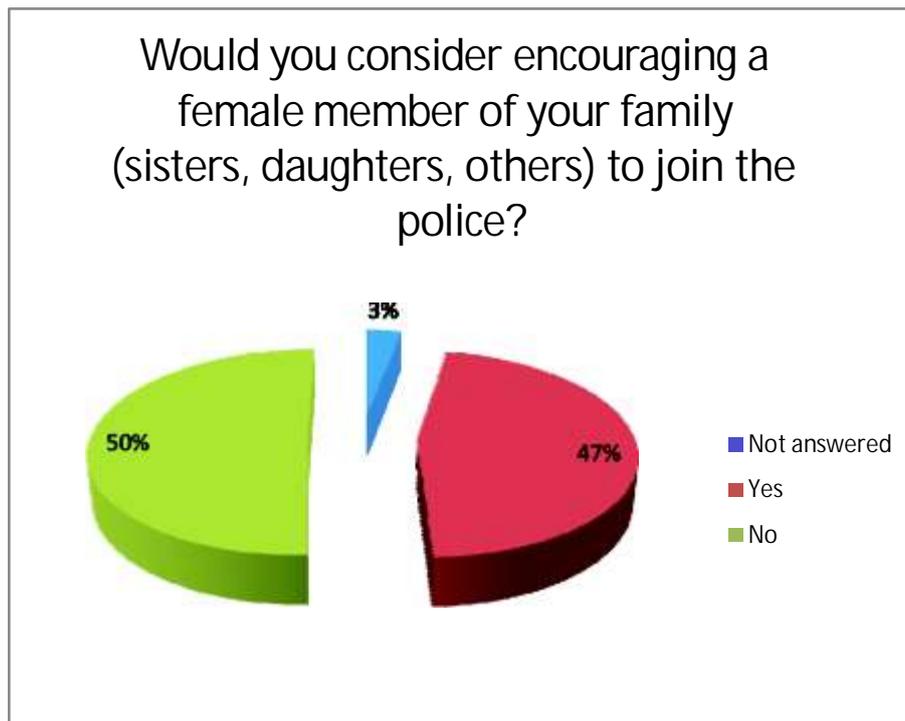
Do you think that women should join the police department?	
Yes	No
91	10



90% (91 respondents) were of the view that women should join the police department. However, 10% (10 respondents) disagreed and did not consider police as a suitable choice of profession for women.

2. Would you consider encouraging a female member of your family (sisters, daughters, others) to join the police?

Would you consider encouraging a female member of your family (sisters, daughters, others) to join the police?		
Not Answered	Yes	No
3	47	51



In contrast to the previous question, when it was asked from the male police personnel, whether they would encourage their female family members to work in the police department, the reactions were mixed and 47% (47 respondents) agreed to supporting their female family members, for opting police as a career. 50% or 51 respondents showed disapproval, while 3% (3 respondents) refrained from answering the question.

Many of those, 44 people who had in the previous question approved of the police department being suitable for women, now showed disapproval for any of their sisters and daughters joining the department.

## 3. Have you trained with female colleagues?

Have you trained with female colleagues?	
Yes	No
38	63



38% (38 respondents) stated that they had trained with their female colleagues, while 62% or 63 police personnel had never trained with female staff.

4. In your view, does the training of female police officers differ from men?

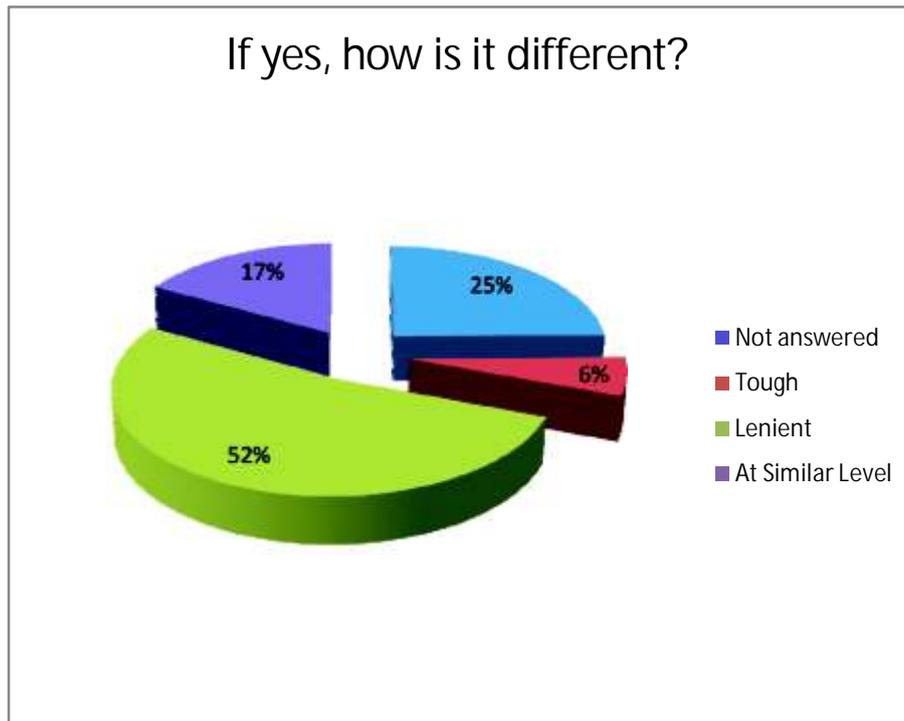
In your view, does the training of female police officers differ from men?		
Not Answered	Yes	No
1	49	51



As compared to the previous question, while 38% had trained with female police, 49% (49 respondents) were of the view that the training of female police personnel differs from male police. 50% (51 respondents) did not agree to this view and 1% (1 respondent) refrained from answering the question.

a. If yes, how is it different?

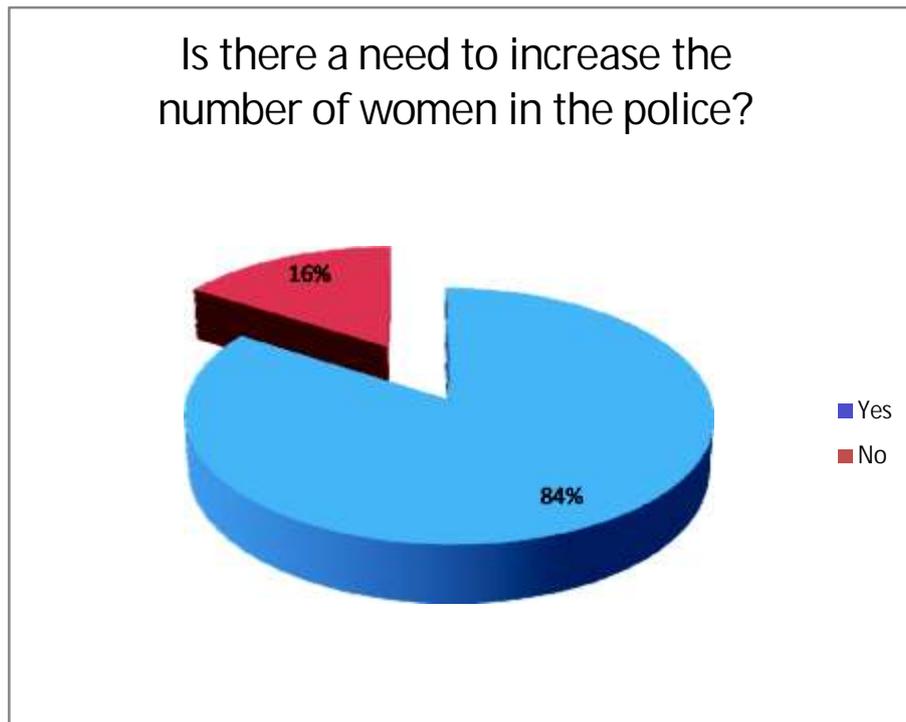
If yes, how is it different?			
Not Answered	Tough	Lenient	At Similar Level
25	6	53	17



52% (53 respondents) believed that the training disseminated to female personnel is lenient, 6% (6 respondents) were of the view that it is tough, while 17% (17 respondents) were of the opinion that the trainings were at an intensity of similar scale. 25% (25 male police respondents) did not answer this question.

5. Is there a need to increase the number of women in the police?

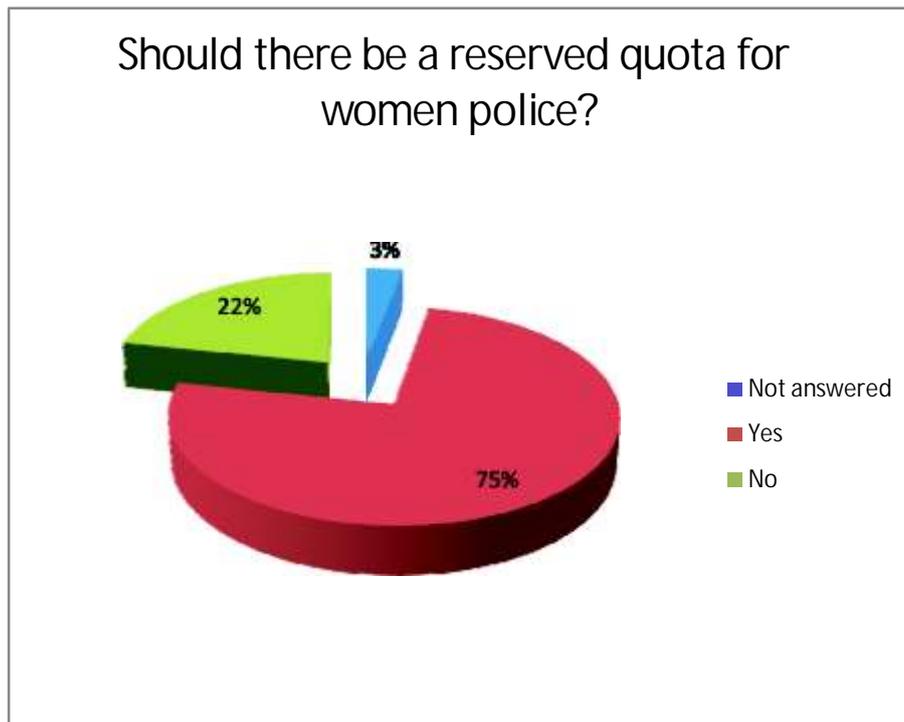
Is there a need to increase the number of women in the police?	
Yes	No
85	16



84% of the respondents or 85 police personnel were of the opinion that number of women police should be increased in the department. However, 16% (16 respondents) had views averse to this and did not feel any requirement to increase women participation in police.

## 6. Should there be a reserved quota for women police?

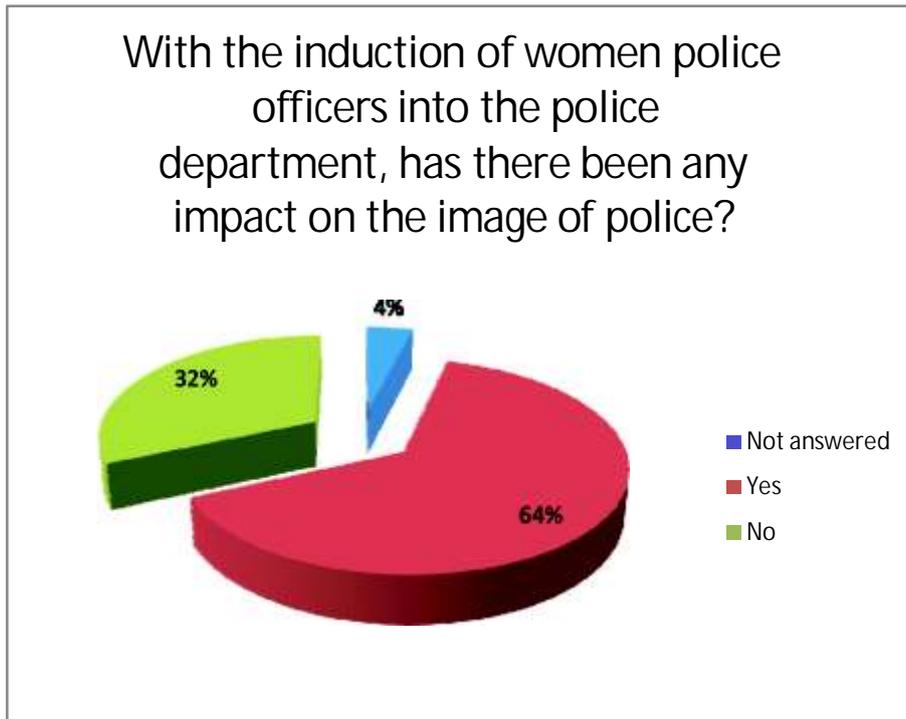
Should there be a reserved quota for women police?		
Not Answered	Yes	No
3	76	22



As compared to the previous question, where 84 respondents agreed to increase the presence of women police, here 75% (76 respondents) agreed to fix a quota for female staff. 22% (22 respondents) did not agree to this notion, while 3% (3 respondents) did not answer this question.

7. With the induction of women police officers into the police department, has there been any impact on the image of police?

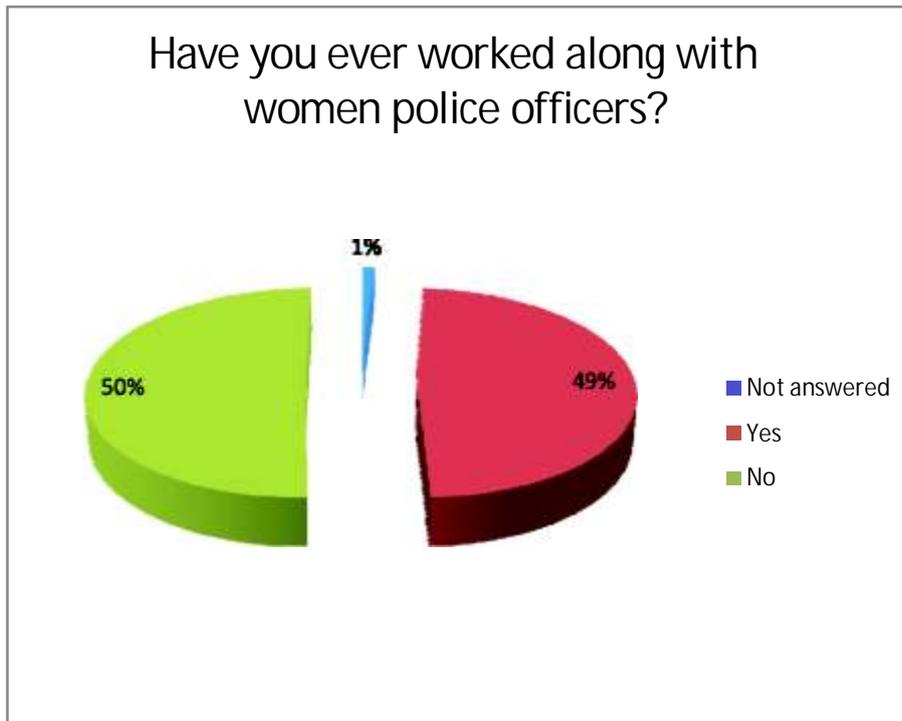
With the induction of women police officers into the police department, has there been any impact on the image of police?		
Not Answered	Yes	No
4	65	32



64% (65 respondents) were of the view that with the induction of women police, there had been an impact on the overall image of the department. Here, 32% (32 police personnel) did not agree to this notion and 4% (4 personnel) declined to answer the question.

8. Have you ever worked along with women police officers?

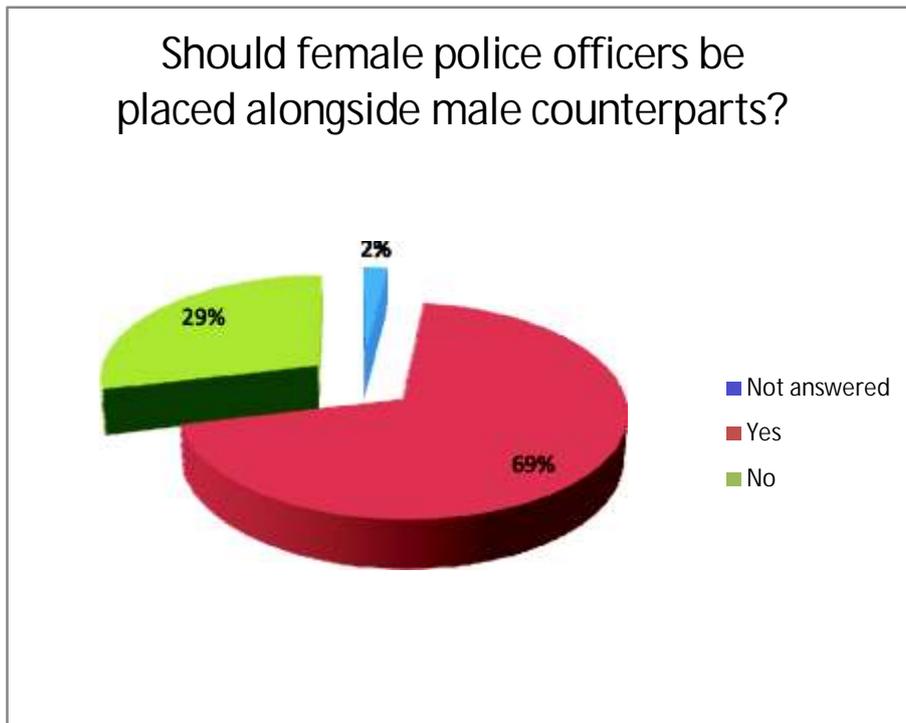
Have you ever worked along with women police officers?		
Not Answered	Yes	No
1	49	51



49% (49 respondents) stated that they had performed their duties alongside female personnel, while 50% (51 respondents) had never worked with women police staff. 1% (1 respondent) refrained from answering this question.

9. Should female police officers be placed alongside male counterparts?

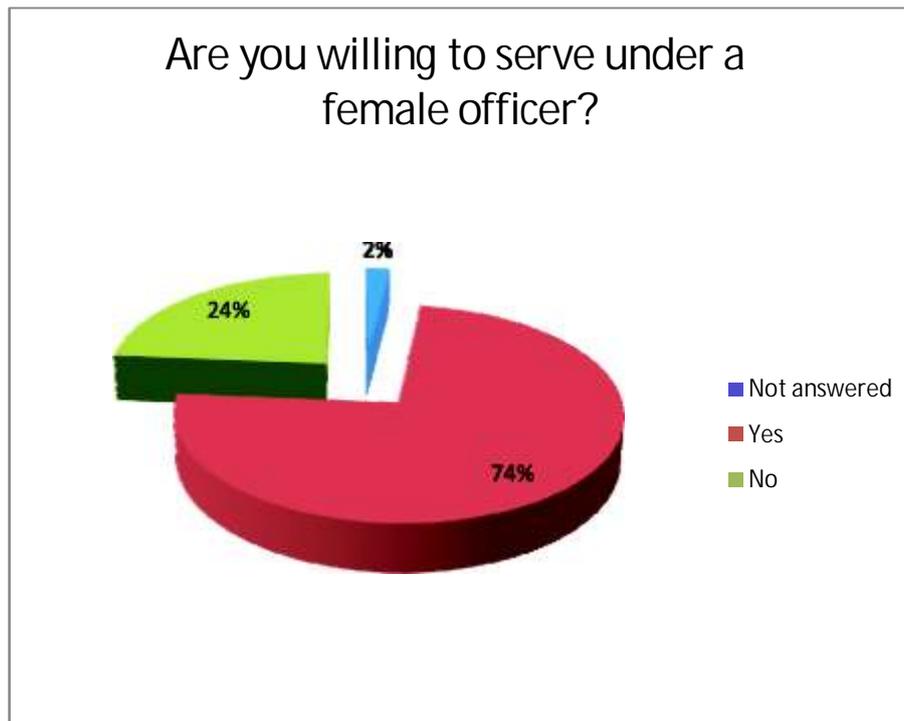
Should female police officers be placed alongside male counterparts?		
Not Answered	Yes	No
2	70	29



As compared to the previous question, where 49% had experience working with female personnel, 69% (70 respondents) were of the view that female police officers should be placed alongside male personnel. 29% (29 respondents) were averse to this view, while 2% (2 respondents) did not answer this question.

10. Are you willing to serve under a female officer?

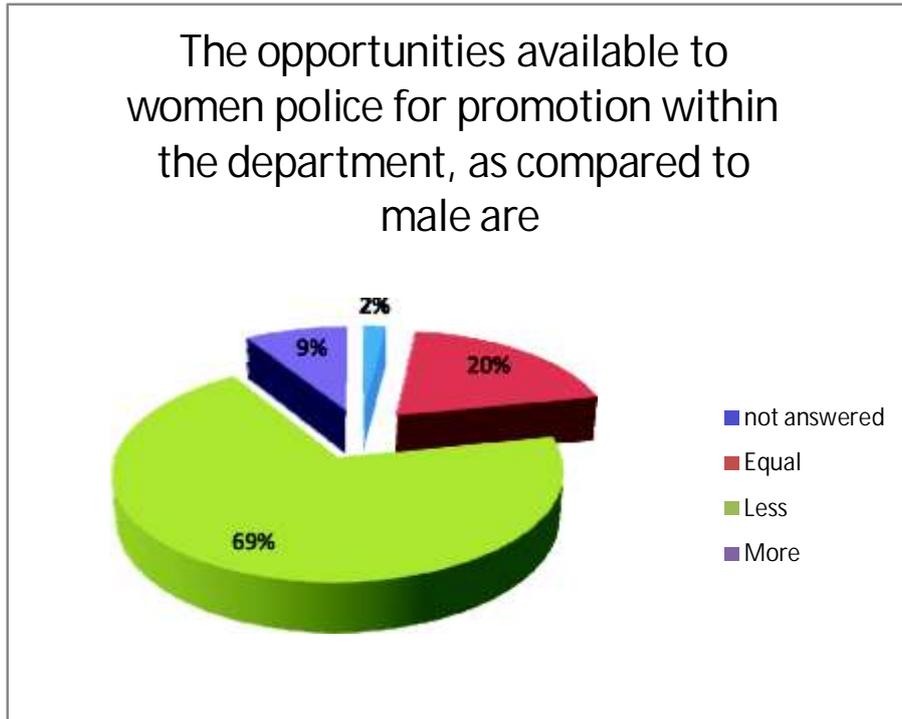
Are you willing to serve under a female officer?		
Not Answered	Yes	No
2	75	24



74% or 75% respondents stated that they were willing to serve under a female officer. On the other hand, 24% (24 respondents) did not agree to this notion, while 2% (2 respondents) declined to answer this question.

11. The opportunities available to women police for promotion within the department, as compared to male are...

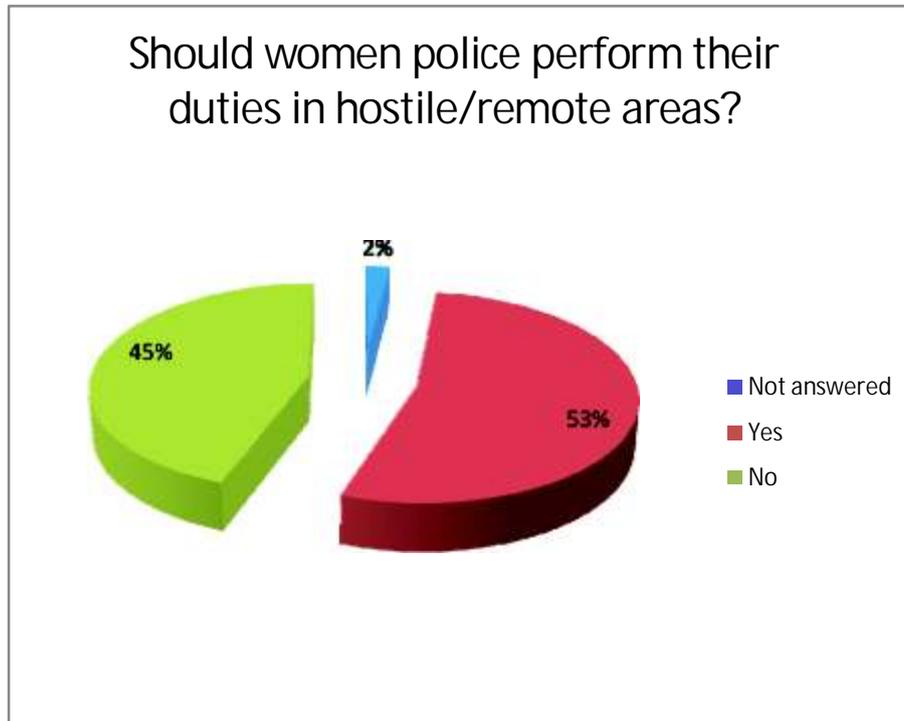
The opportunities available to women police for promotion within the department, as compared to male are			
Not Answered	Equal	Less	More
2	20	70	9



20% (20 respondents) were of the view that the opportunities available to women police for promotion are equal, 69% (70 respondents) disagreed and considered the opportunities to be less, while 9% (9 respondents) considered them to be more and 2% (2 respondents) declined to answer the question.

## 12. Should women police perform their duties in hostile/remote areas?

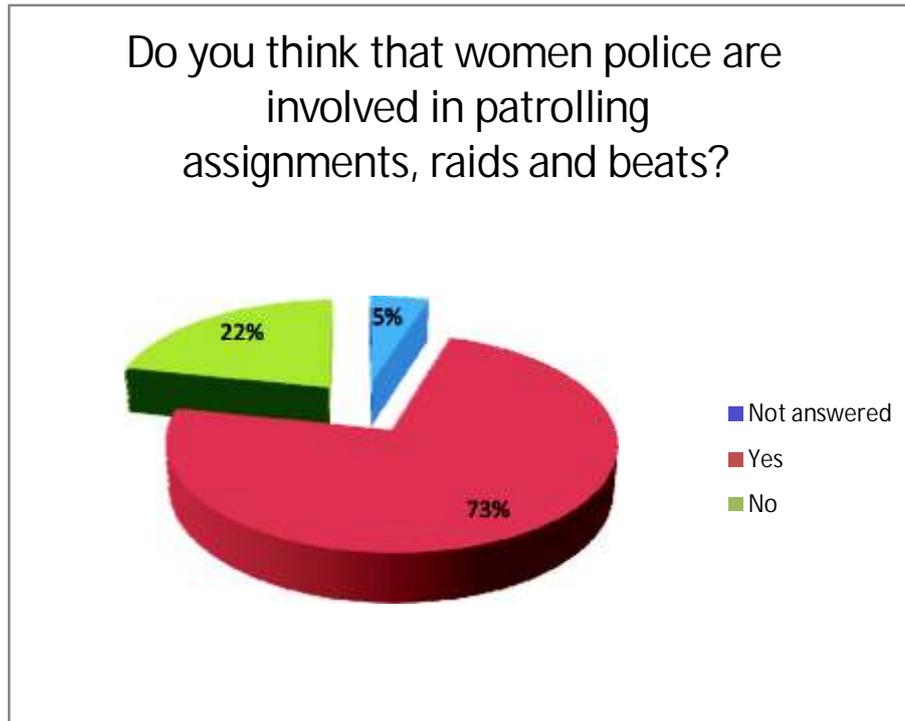
Should women police perform their duties in hostile/remote areas?		
Not Answered	Yes	No
2	54	45



53% or 54 respondents were of the view that women should perform their duties in hostile and remote areas, while 45% (45 respondents) did not view it preferable for women, to perform in such areas. 2% (2 respondents) did not answer this question.

13. Do you think that women police are involved in patrolling assignments, raids and beats?

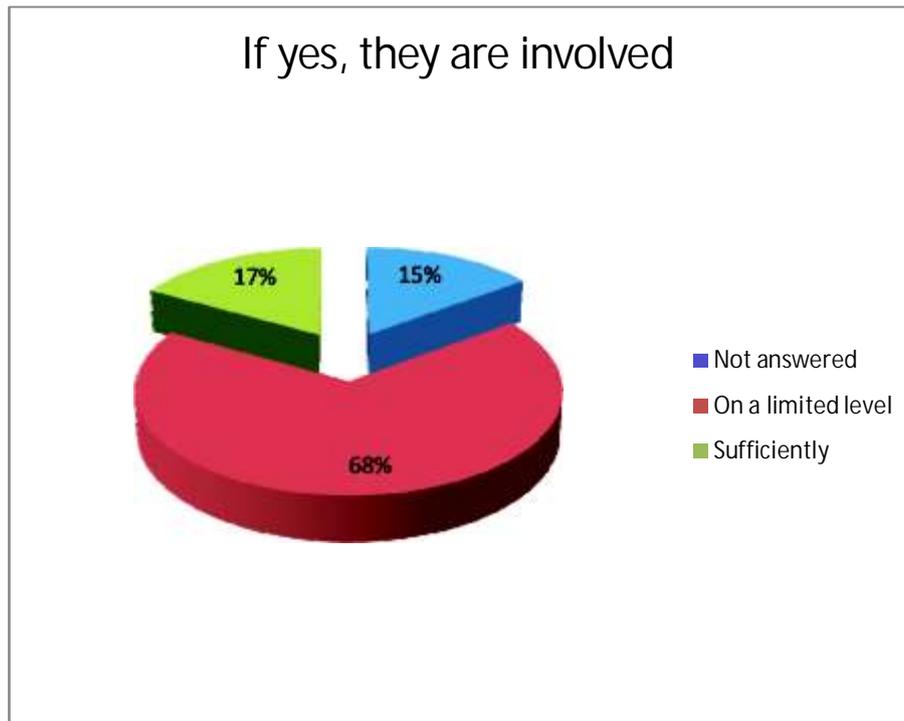
Do you think that women police are involved in patrolling assignments, raids and beats?		
Not Answered	Yes	No
5	74	22



According to 73% or 74 male police respondents, women police are involved in patrols, raids and beats. However, 22% of the sample group (22 respondents) was of the view that they are not involved in such assignments, while 5% (5 respondents) did not answer this question.

a. If yes, they are involved...

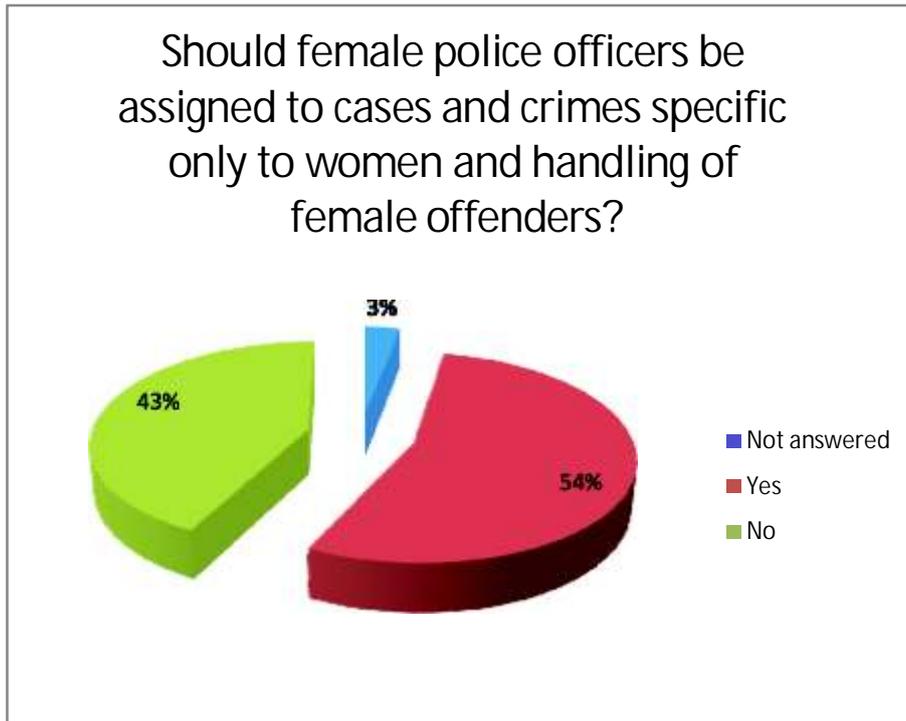
If yes, they are involved		
Not Answered	On a limited level	Sufficiently
15	69	17



In continuation of the previous question, when the police personnel were asked, regarding the level of engagement of female police in patrolling, raids and beats, 68% (69 respondents) were of the view that they are involved at a limited level. On the other hand 17% (17 respondents) were of the view that they are involved sufficiently in such assignments, while 15% (15 respondents) declined to answer the question.

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

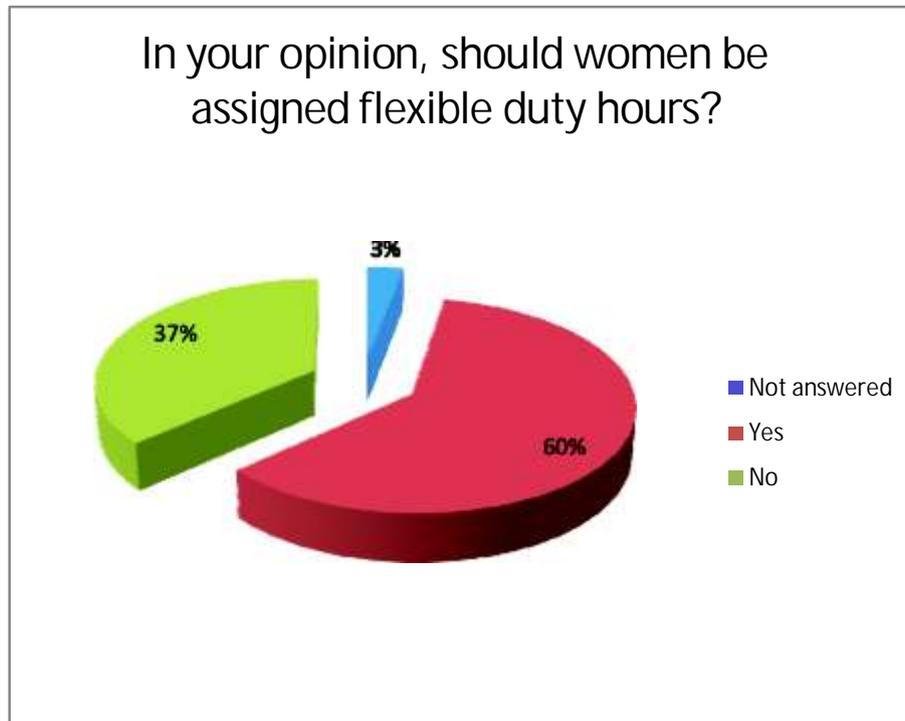
Should female police officers be assigned to cases and crimes specific only to women and handling of female offenders?		
Not Answered	Yes	No
3	55	43



54% or 55 surveyed police personnel were of the view that women police personnel should be assigned to cases and crimes specific only to women, while 43% (43 personnel) from the sample group were of the opinion that the female staff should not be limited to such cases. 3% (3 respondents) did not answer this question.

15. In your opinion, should women be assigned flexible duty hours?

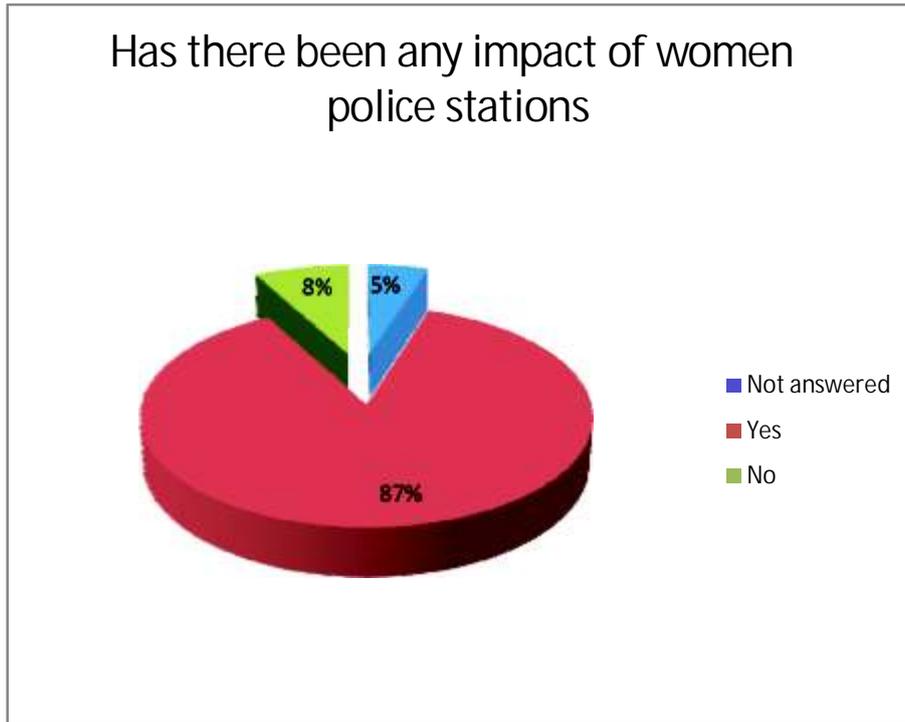
In your opinion, should women be assigned flexible duty hours?		
Not Answered	Yes	No
3	61	37



When the police personnel were inquired of assigning flexible duty hours to women police staff, 60% (61 respondents) supported this notion, while 37% of the sample group (37 respondents) was averse to assigning flexible duty hours for female police. 3% of the sample group (3 respondents) declined to answer this question.

16. Has there been any impact of women police stations?

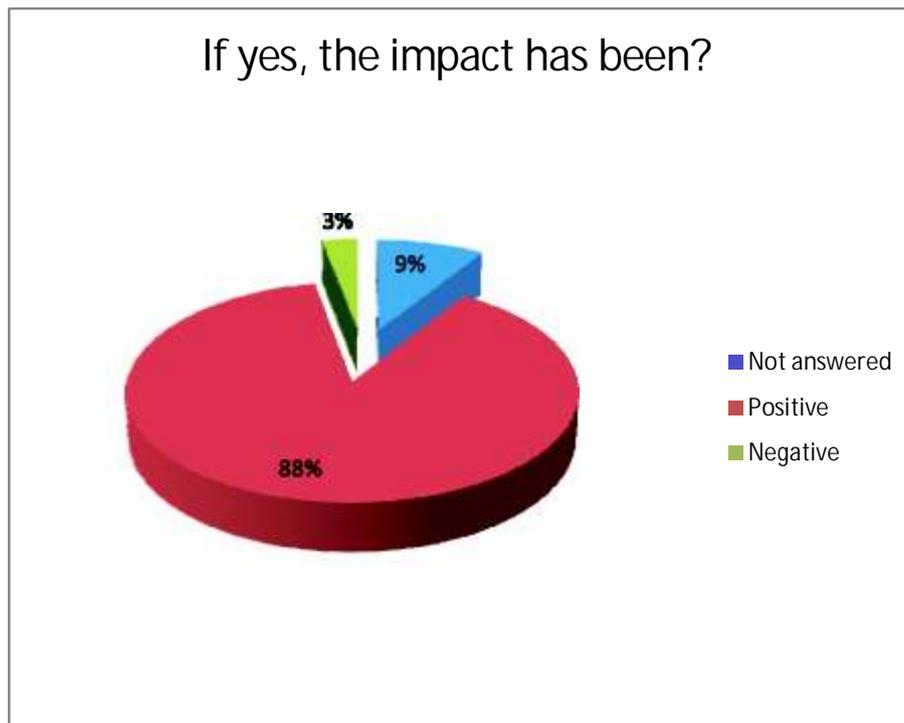
Has there been any impact of women police stations?		
Not Answered	Yes	No
5	88	8



87% or 88 of the respondents recognized the role of women police stations in creating an impact within the society, while 8% (8 respondents) did not agree to this view. 5% (5 respondents) declined to answer this question.

a. If yes, the impact has been...

If yes, the impact has been?		
Not Answered	Positive	Negative
9	89	3



When inquired about the nature of impact created by women police stations, 88% of the police personnel (89 respondents) considered it to be positive. 3% of the sample group (3 respondents) was of the view that the impact was negative, while another 9% (9 respondents) refrained from answering the question.

## Conclusion

### Conclusion

The objective of this survey was to assess the perception of the male police in terms of image, performance of their female colleagues. The absence of women in the police department can be related to the overall image of the police and the challenging job nature. The adopting of a career by a woman, especially a job which is considered to be unconventional, harsh and even dangerous, is not looked on favorably. A change in the mindset of the society is required, if the women are to play their role in the law enforcement department. It is evident from the survey results that although there is a considerable realization, regarding the present and potential participation of female police within the male police personnel, but they do not consider the environment suitable for women. 46% or 286 respondents in the survey opposed to support the induction of females from their family in this line of work. One other reason for this can also be due to the negative perception of the police present within the public.

During the survey the male police personnel also expressed their willingness to work under a female officer (76% or 405 respondents) and to be placed alongside female personnel (78% or 462 respondents). This also highlights the positive attitude of the male personnel to accommodate and assist their female colleagues. It should also be noted here that 59% (328 respondents) had experience in working with women police personnel, so it can be concluded that this also assisted them in the formation of a positive opinion. The positive opinion is again evident where 79% or 471 male police personnel have responded in favor of inducting more women police, but again a considerable number would not favor their female family members to join. On the other hand we have also observed that 43% or 280 respondents had never trained with female personnel, while 41% or 229 respondents had never worked with female staff. This makes evident the lack of experience male police have in working and dealing with women, perhaps even resulting in apprehensions in the form of doubts regarding the capability of women personnel.

The organization does not claim for the results of this survey to be accurate, rather as already mentioned, it can be stated that this only reflects a general mindset of the male police personnel in the various parts of the country. It is important that awareness not only needs to be created among the public, but also within the police department itself. It is from within the department that the necessary first steps should be taken, if the participation of women in this particular service is to be increased. Furthermore the department, civil society and the relevant government functionaries should be prompted, by the citizens to take the necessary steps for creating the environment to encourage the participation of women in this profession. It is imperative for the police, in the prevalent deteriorating law and order situation; to become gender responsive, not only through induction of more women, but also by changing of the overall behavior and attitude within the department.

## Annexure-A

## Male Police Perception Survey Questionnaire

## Women Police as Change Agents and Gender Based Police Reforms

## Questionnaire

## General Perception Survey from Male Police Personnel

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

**Name (Optional):** \_\_\_\_\_

**Rank:** \_\_\_\_\_

**Police Station:** \_\_\_\_\_

**Location:** \_\_\_\_\_

Please tick the appropriate choice.

1. Do you think that women should join the police department?  
 Yes                       No
2. Have you trained with female colleagues?  
 Yes                       No
3. Is there a need to increase the number of women in the police?  
 Yes                       No
4. In your view, does the training of female police officers differ from men?  
 Yes                       No
  - a. If yes, how is it different?  
 Tough                       Lenient                       At similar level
5. The opportunities available to women police for promotion within the department, as compared to male are  
 Equal                       Less                       More

6. Have you ever worked along with women police officers?
- Yes                       No
7. Should women police perform their duties in hostile/remote areas?
- Yes                       No
8. Do you think that women police are involved in patrolling assignments, raids and beats?
- Yes                       No
- a. If yes, they are involved \_\_\_\_\_
- On a limited level                       Sufficiently
9. Should female police officers be assigned to cases and crimes specific only to women and handling of female offenders?
- Yes                       No
10. In your opinion, should women be assigned flexible duty hours?
- Yes                       No
11. Should there be a reserved quota for women police?
- Yes                       No
12. Should female police officers be placed alongside male counterparts?
- Yes                       No
13. Has there been any impact of women police stations?
- Yes                       No
- a. If yes, the impact has been \_\_\_\_\_
- Positive                       Negative
14. With the induction of women police officers into the police department, has there been any impact on the image of police?
- Yes                       No
15. Are you willing to serve under a female officer?
- Yes                       No
16. Would you consider encouraging a female member of your family (sisters, daughters, others) to join the police?
- Yes                       No

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