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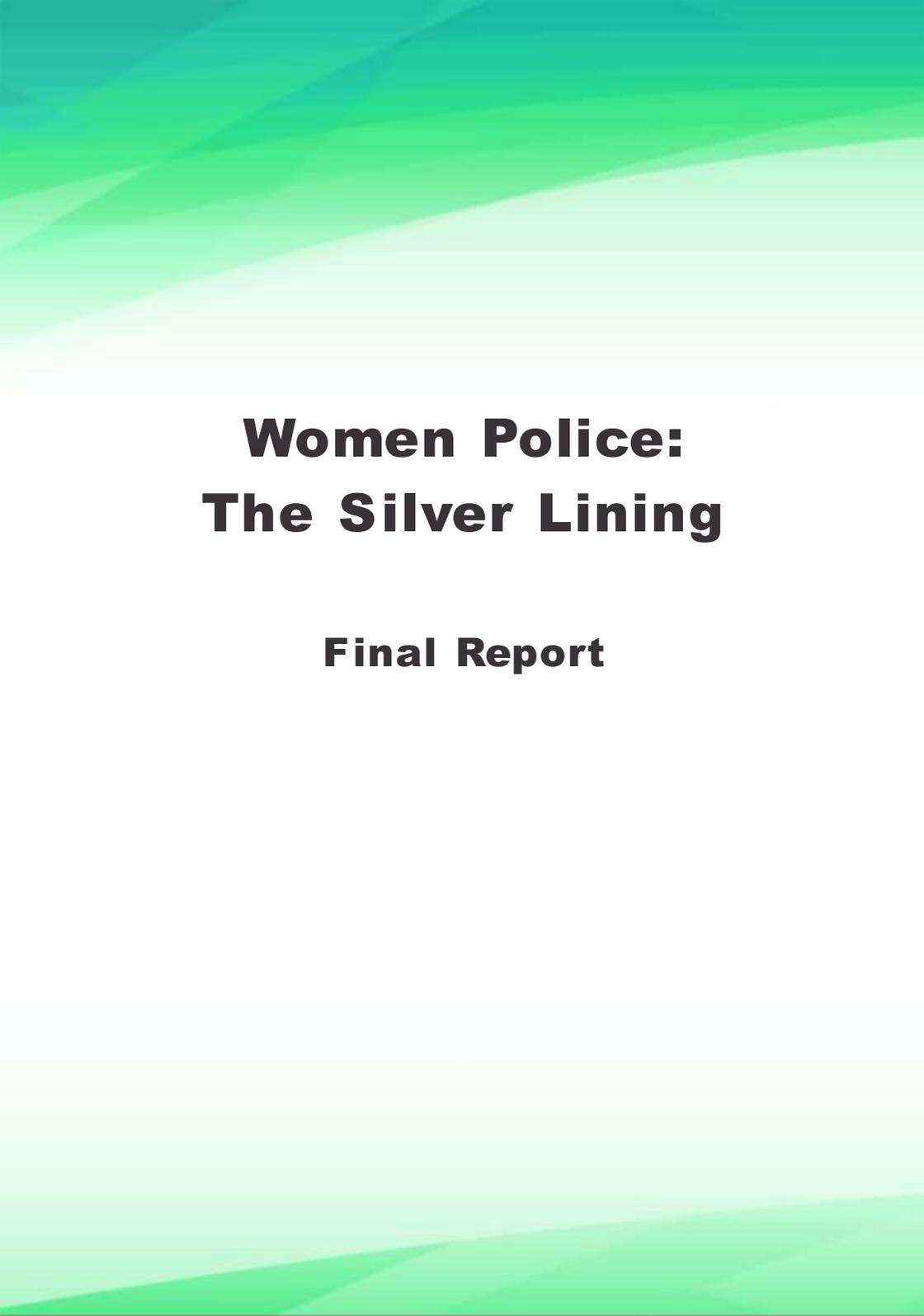


# Women Police: The Silver Lining Final Report

In collaboration with

Friedrich Naumann  
STIFTUNG **FÜR DIE FREIHEIT**





# **Women Police: The Silver Lining**

**Final Report**

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# Contents

Executive Summary .....	1
Activity Details .....	5
Seminar on Women Police: .....	5
Television Talk shows on Women Police in Pakistan: .....	8
Audiomentaries on Women Police in Pakistan: .....	10
Student Screenings on Women Police in Pakistan: .....	11
Developing Billboards and Brochures .....	12
Displaying Billboards.....	13
Dissemination of Brochures.....	14
Dissemination of Posters.....	19
Report Launch of ‘Rough Roads to Equality’ .....	23
Discussion Session with Parliamentarians .....	25
Consultative Session with Civil Society .....	37
Print Media Campagin.....	29
Online Campaign of Women Police .....	30
Info-graphics.....	30
Gallery .....	39
Videos.....	39
Audiomentary.....	39
Publications .....	40
Blog .....	41
Social Media Campaign .....	41
Annexure .....	42
Media Coverage.....	42
Seminar on Women Police.....	42
Student Screenings .....	43
CHRI Book Launch.....	44
Consultative Session with Civil Society .....	48
Discussion Session with Parliamentarians .....	49

## Executive Summary

Police as an institution has been marred by rampant corruption, neglect and political interference. The police, instead of being a service towards the citizens, maintain its colonial era role of an authoritarian force dedicated towards the clamping down of the public. Attempts to reform this institution have been made over the years, but to no avail because either they were half-hearted or there was a resistance from influential quarters. The most recent endeavour was the implementation of Police Order 2002, which never came into full implementation and lapsed in 2010 due to constitutional complexities. Since then there have been little or no prominent efforts towards reforms and till date the regulations of Police Act 1861 are in effect. These failures in reforms have also resulted in prevention of the department achieving the required level of gender responsiveness. Women have been contributing to various branches of the department, where they are assigned to foreign peacekeeping missions and are involved in anti-terrorism units; but these individual distinctions have not transpired into holistic progress within the department. In recent years, the alarming increase in gender based violence and the conflict engulfing various parts of the country, now demands a more prominent presence and active role of women police personnel.

Women, despite constituting more than half of the population of 180 million, have less than one percent representation in the police. As per Individualland Pakistan's research, the strength of women police on paper and in reality is also debatable due to inconsistencies. There are only 19 women police stations throughout Pakistan, whereas most of these are unable to function effectively due to lack of competent staff, dilapidated infrastructure

and absence of authority. The social mindset also has a prominent role to play. According to Individualland's own research through a survey, 80% of the respondents were of the view that there is a need of increasing the number of women police but 53% of the respondents were not prepared to allow the female family members to opt for police as a career. It was found during the survey that the public was largely unaware of the contributions made by women police and had little or no interaction with them. It was also observed that the overall negative image of the police department has overshadowed the image of women police.

As mentioned earlier, the current situation demands that women should be represented within the police department, not only in strength but also actively participate. This will not only provide relief to women victims, but will also assist the department in overcoming the issues originating from terrorism, growing crime rate and increasing population. There is a need to engage the legislature, government functionaries, police department and civil society groups in playing their roles for implementing gender based police reforms, while also highlighting the contributions by women personnel within the department and the challenges facing them leading to citizen awareness and demand.

Individualland Pakistan has embarked on an initiative titled “Women Police: The Silver Lining” to promote imperative requirement of gender based reforms within the police by bringing the relevant stakeholders including legislators, parliamentary committees, relevant government functionaries, police department, civil society groups and youth onto a single forum. The aim of this initiative is to create awareness and highlight the need for gender based police reforms among the citizens, through the print

and electronic media; while utilizing the public pressure generated through this campaign to push the relevant stake holders and government functionaries to implement reforms.

For this purpose Individualland Pakistan, engaged relevant stakeholders including legislators, parliamentary committees, relevant government functionaries, police department, civil society groups at a seminar on women police. In order to improve image of women police and highlight the achievements, challenges and issues of women in police department IL- Pakistan developed an audiomentary and five (05) television talk shows. The audiomentary was aired twice a week for a span of four weeks on FM-100 Rahim Yar Khan, Islamabad, Abbottabad and Multan.

IL- Pakistan engaged a total of 172 college and university students comprising of 134 male and 38 female students of four provincial capitals and Gilgit Baltistan during student screening sessions of women police talk shows. For creating awareness and highlight the need of gender based police reforms IL- Pakistan developed six (06) billboards, twelve thousand (12000) brochures and six thousand (6000) posters highlighting the successes, challenges and issues of women police in Pakistan. The billboards were displayed for ten (10) days at Rawalpindi, Karachi, Peshawar, Lahore and Islamabad. The brochures and posters of women police were disseminated among women centric universities, civil society organizations, media houses and police stations.

The Commonwealth Human Rights Initiative (CHRI) report on women police in South Asia focuses on the status of women police in India, Bangladesh, Pakistan and Maldives. The regional findings of the report, Rough Roads to Equality were highlighted at the report

launching event carried out by Individualland- Pakistan in Pakistan. Also during this initiative, IL held consultative sessions with members of parliament and civil society organizations to share the research findings of this initiative and derive a way forward.

At the final stage of this initiative Individualland Pakistan carried out an online campaign for improving image of women police and highlighting their achievements, challenges and issues. During the online campaign the overall content of women police developed under this initiative was uploaded online and also disseminated through social media. For this purpose 'Women Police' tab has been introduced to the official website of Individualland Pakistan. The section of 'Women Police' on the official website of contains nine (09) info-graphics, talk shows, documentary and audio-mentary regarding women police and interviews of women police. Also five (05) publications, two (02) brochures, one (01) poster and seven (07) blogs on women police are available on this website. The images and media coverage of the above mentioned activities are also available online on this website.

## Activity Details

Under the initiative, “Women Police: The Silver Lining” IL- Pakistan team was involved in the following activities:

### Seminar on Women Police:

A two-day seminar on women police was held within the second month of the initiative on October 22 – 23, 2014. The purpose of this seminar was to take on board

Initially the seminar was scheduled to be held within first month of the initiative on September 15-16, 2014. The seminar on women police was rescheduled as some participants were not available on these days due to the political situation especially in Islamabad.

relevant stakeholders and beneficiaries, apprising them of the challenges and including their feedback. The participants were to include members of parliamentary committees related to human rights, women development and police, women legislators, members of Women Parliamentary Caucus (WPC), civil society, police department officials, ministry of women development, ministry of interior and women police personnel.



In the inaugural session of the seminar on women police Ms. Gulmina Bilal Ahmad, Director Individualland Pakistan was accompanied by:

- Mr. Kamal Shah, Former Federal Interior Secretary
- Ms. Fauzia Viqar, Chairperson

## Punjab Commission on the Status of Women

The first session focused on the significance of women within Pakistani police and the strength of women in police department. This session was facilitated by Mr. Naiz Ahmed Siddiqui, Former IG Sindh. The following speakers further shared their expertise on this issue:



- Dr. Kholi Iram, GIZ
- Ms. Manizah Bano, Executive Director SAHIL
- Ms. Sundas Syeda, Individualland
- Sub-Inspector Ms. Najma Khuro, Hyderabad Police Station

During the next session Mr. Malik Habib, Former Federal Interior Minister, along with the following panelists discussed the need for separate women police facilities:

- Ms. Syeda Ghazala, SHO Clifton Police Station
- Mr. Yahya Ahmad, Individualland
- Ms. Tehmina Ahmad, Senior Editor, Newsline
- Ms. Sameena Nazir, Director Potohar Organization for Development Advocacy

On October 23, 2014, Ms. Ayesha Javed, MPA facilitated the second day of session which was about identifying the issues of societal and departmental mindsets in context of women police. The other guest speakers of the session were:

- Ms. Humaira Maasihuddin, Criminology Consultant

- DIG Farooq Azam,
- SSP (Retd.) Ms. Maryam Qazi
- Ms. Ilham Kakar, Individualland

The concluding remarks at the session were given by Dr. Ronald Meinardus, South Asia Regional Director FNF. At the end of the seminar, a Charter of Demands were presented to policymakers for citizen centric and gender inclusive policing.



A male police officer shared that, "By attending these seminars my attitude towards the females within my family has changed. However, there is also a need to change the attitude of women serving within the police department."

SSP (Retd.) Ms. Maryam Qazi was of the view that women police are always ready to perform their duties efficiently, but they are not assigned tasks. Women police should not just be present at women police stations, but there should be women police desks in every police station.

## Television Talk shows on Women Police in Pakistan:

In October 2014, IL- Pakistan developed five (05) talk shows of forty (40) minutes showcasing the impact, challenges and various aspects of women police.



The guest speakers of the first television talk show included Senior Superintendent Police (Retd.) Maryam Qazi, Humaira Maasihuddin, Criminology Consultant and Ilham Kakar, Individualland. During this talk show prevalent culture and social mindset within the context of women police was discussed and issues and challenges were raised in an interactive session. It was highlighted that the cultural and societal mindsets and attitudes are translated into the challenges of women police.

In second episode of the talk show, Sundas Syeda, Individualland, Inspector Syeda Ghazala, SHO Clifton Police Station and Manizah Bano, Executive Director SAHIL shared their views regarding workplace issues and infrastructure for women police personnel.



The guest speakers also covered the aspect of women police accommodating women and children by supported their views on the basis of their experiences and research findings.

SSP (Retd.) Masooma Changaizi, Babar Bashir, Managing Director Rozan and Yahya Ahmad, Individualland, were the guest speakers of a talk show. The aspect explored in the talk show was women police becoming part of the violent culture. The guest speakers had diverse opinions and shared their views in the context of their experiences. IL- Pakistan faced challenges while negotiating with television channels for the airing of talk shows. These talk shows were not aired on national television due to increased budget of well reputed television channels. The issue raised in one talk show was regarding the need for provision of separate facilities to women police. There was a debate over this question among the guest speakers namely Khateeb Ahmed, SHEHRI-CBE, Inspector Syeda Ghazala, SHO Clifton Police Station and Hamza Khan, Individualland. There was a serious discussion about the pros and cons of provision of separate facilities to women police and need of integration of women police into mainstream.

*IL- Pakistan faced challenges while negotiating with television channels for the airing of talk shows. These talk shows were not aired on national television due to increased budget of well reputed television channels.*

The final session of the talk show recorded comprised of the IL- Pakistan Team, Gulmina Bilal Ahmad, Hamza Khan and Sundas Syeda involved in the project of women police. The theme of this episode was to provide an overview of the factual discrepancies between official figures and figures on women police researched by IL.



It also focused on highlighting the role of legislature, civil society, police department as well as media which needs to collaborate to improve the image of women police officers.

## Audiomentaries on Women Police in Pakistan:

IL-Pakistan developed a five minutes and thirty seconds (5:30 minutes) audiomentary to create awareness regarding the contribution of women police and the challenges. This audiomentary was based on IL's visual documentary “Elements of Change” containing interviews of women police, police officials and subject experts. IL-Pakistan took on board a radio channel to share the achievements and challenges of women police with a wider audience. The audiomentary on women police was aired eight (08) times by FM 100 radio channel in Rahim Yar Khan, Islamabad, Abbotabad and Multan during November 27, 2014 till December 19, 2014.

Customer Name: INDIVIDUAL LAND  
 Address:  
 Agency: DOT LINE

Customer booking details for the period of 23/11/2014 to 19/12/2014

Date	Time	Duration	Caption	Status
23/11/2014	11:5	00:05:30	SPONSORED ISB-MULRYK-ABBOTT 1105 TO 1112	RYK ISB AET MUL
29/11/2014	11:5	00:05:30	SPONSORED ISB-MULRYK-ABBOTT 1105 TO 1112	RYK ISB AET MUL
02/12/2014	11:5	00:05:30	SPONSORED ISB-MULRYK-ABBOTT 1105 TO 1112	ABT MUL RYK ISB
05/12/2014	11:5	00:05:30	SPONSORED ISB-MULRYK-ABBOTT 1105 TO 1112	RYK ISB AET MUL
09/12/2014	11:5	00:05:30	SPONSORED ISB-MULRYK-ABBOTT 1105 TO 1112	RYK ISB AET MUL
12/12/2014	11:5	00:05:30	SPONSORED ISB-MULRYK-ABBOTT 1105 TO 1112	RYK ISB AET MUL
15/12/2014	11:5	00:05:30	SPONSORED ISB-MULRYK-ABBOTT 1105 TO 1112	ABT MUL RYK ISB
19/12/2014	11:5	00:05:30	SPONSORED ISB-MULRYK-ABBOTT 1105 TO 1112	RYK ISB AET MUL

Category Name: ALCGMENTARIES  
 Duration: 5:30Min  
 Count: 8



## Student Screenings on Women Police in Pakistan:

Individualland held four (04) student screening sessions in December 2014, in Karachi, Lahore, Peshawar and Quetta. During these sessions, the visual documentary, and talk shows were screened to the youth. At the end of the screening a discussion initiated, in which the students shared their thoughts and were eager to play their roles for the demand for police reforms. In January 2015, a student screening session was held in Gilgit.



Individualland mobilized youth on the subject gender based reforms by engaging a total of 172 university and college students through the student screening sessions in Karachi, Lahore, Peshawar, Quetta, Gilgit and Islamabad.

Date	City	Participants		
		Male	Female	Total
December 9, 2014	Lahore	21	12	33
December 10, 2014	Peshawar	28	0	28
December 13, 2014	Quetta	60	0	60
December 21, 2014	Karachi	15	9	24
January 21, 2015	Gilgit	10	17	27
<b>Total Participants</b>		<b>134</b>	<b>38</b>	<b>172</b>

- The feedback received from the students of Lahore, Punjab province was positive towards women police. There was acceptance of women police personnel but the issues were

raised about the overall perception of Police Department.

- There was awareness regarding women police in the participants of screening session in Karachi, Sindh and the female participants showed willingness for joining Police Department.
- The participants in the screening sessions conducted in provincial capital cities of Khyber Pakhtunkhwa and Baluchistan showed more resistance due to lack of acceptance and conservative mindsets.
- The participants of the screening session in Gilgit showed acceptance for women in the Police Department but the male participants considered this profession inappropriate for the female members of their family.
- The interaction with youth on the issue of gender based police reforms in five major cities Karachi, Lahore, Peshawar, Quetta and Gilgit show that there is overall awareness regarding the need for women in Police Department but in Khyber Pakhtunkhwa, Baluchistan and Gilgit Baltistan there is lack of acceptance for women police personnel.

## **Developing Billboards, Brochures and Poster**

In the April 2015 the core project team developed billboards and brochures to create awareness regarding the challenges, success and demands of women police in Pakistan. The content of these brochures and billboards is based on the updated information about women police and women police stations in Pakistan. The designed brochures and billboards were shared with the partner for approval. A total of six (06) billboards and twelve thousand (12,000) prints of brochures and six thousand (6000) prints of posters were developed.

## Displaying Billboards

In May 2015, billboards containing updated information regarding women police and women police stations in Pakistan were displayed. A total of six (06) billboards were displayed, each in Islamabad, Lahore, Rawalpindi, Peshawar and two (02) billboards at Karachi. The billboards were displayed for ten (10) days in the first week of the month, May 2015.

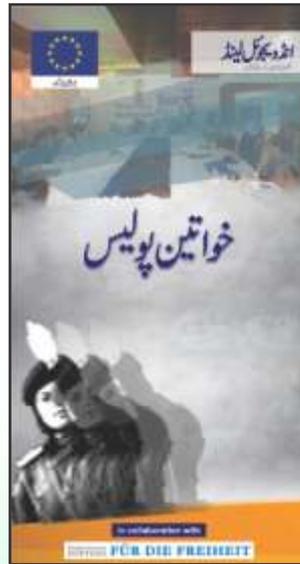
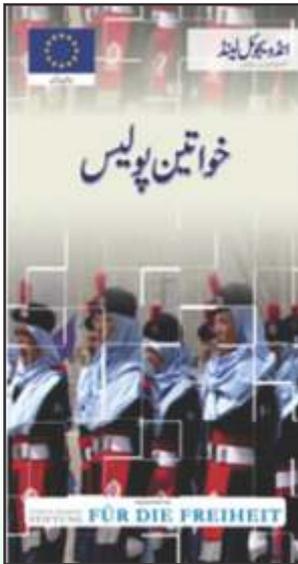


Displaying Billboards of Women Police in Pakistan		
City	Location	Date
Rawalpindi	Faizabad	May 1 to May 10, 2015
Karachi	1. M.A Jinnah Road 2. Nazimabad AO Clinic Near Enquiry Office	
Peshawar	University Road, Near Islamia College	
Lahore	Main G.T. Road Shahdara	
Islamabad	Aabpara Chowk	May 6 to May 15, 2015



## Dissemination of Brochures

Two (02) brochures have been developed during this initiative that highlights the challenges, success and demands of women police in Pakistan. The content of the second brochure focuses on the updated research findings of Individualland regarding women police and recommendations from women police personnel. A total of twelve thousand (12,000) brochures, six thousand (6000) copies of each brochure, have been printed to create awareness regarding women police and women police stations in Pakistan. In May 2015, 5555 copies of the first brochure were disseminated in women centric universities, civil society organizations, police stations. 5000 copies of the second brochure were distributed among women centric universities, women police stations and media groups of Pakistan in December 2015. The remaining 1445 brochures, 445 copies of brochure I and 1000 copies of brochure II were distributed among the partner organizations.



<b>Distribution of Brochures in Women Centric Universities</b>	
Brochure I	5000
Brochure II	1650
<b>Total</b>	<b>6650</b>

<b>Distribution of Women Police Brochures</b>		
<b>Women Centric Universities</b>	<b>Brochure I</b>	<b>Brochure II</b>
Government Sadiq College Women University, Bahawalpur	500	150
Government College Women University, Sialkot	500	150
The Women University, Multan	500	150
Lahore College for Women University, Lahore	500	150
Fatima Jinnah Women University, Rawalpindi	500	150
Shaheed Benazir Bhutto Women University, Peshawar	500	150
International Islamic University Women Campus, Islamabad	500	150
Jinnah University for Women, Karachi	500	150
Government College Women University, Faisalabad	500	-
Kinnaird College for Women University, Lahore	500	150
Women's Institute of Science and Humanities	-	150
Sardar Bahadur Khan Women's University	-	150
<b>Total</b>	<b>5000</b>	<b>1650</b>
	<b>6650</b>	

<b>Distribution of Brochures in Police Stations</b>	
Brochure I	320
Brochure II	2000
<b>Total</b>	<b>2320</b>

<b>Distribution of Women Police Brochure I</b>	
<b>Police Station</b>	<b>Brochure I</b>
Muhammad Akbar Khan Hoti, DG FIA	20
Mr. Muhammad Saleem Bhatti, IGP NH&MP	20
Ms. Helena Iqbal Saeed, DIG Training & Evaluation Office	20
Tahir Alam Khan, Inspector General of Police	20
Sultan Azam Temuri, Assistant Inspector General (Operations)	20
Mr. Fayyaz Ahmed Leghari , PSP, Commandant, National Police Academy	20
Lt Cdr. (R) Ihsan Ghani, Director General, National Police Bureau	20
Mr. Mushtaq Ahmad Sukhera, PSP, Inspector-General of Police, Punjab	20
Mr. Nasir Khan Durrani, IG KPK	20
Capt. Rtd Zafar Iqbal, IG Gilgit Baltistan	20
Ms. Tahira Yasub, SP Gilgit	20
Mr. Abdul Razzaq Cheema, CCPO	20
Mr. Ghulam Haider Jamali, IGP Sindh	20
Mr. Muhammad Amlish, IG Baluchistan	20
Mr. Munir Ahmed Chistti, IGP Railway	20
Ms. Shabana Habib, DSP, Quetta	20
<b>Total</b>	<b>320</b>

<b>Distribution of Women Police Brochure II</b>	
<b>Media Houses</b>	<b>Brochure II</b>
Ms. Samina Farzin, DDG Press Information Department Islamabad	50
Mr. Jan Alam Afridi, Director Press Information Department Islamabad	50
Mr. Tariq Mehmood, Director Press Information Department Islamabad	50
Mr. Rao Liaqat, DGPR Press Information Department Lahore	50
Mr. C. R. Shamsi, Resident Editor Weekly Hum Shehri Islamabad	50
Bureau Chief, Samaa TV Islamabad	50
Bureau Chief, ARY News Islamabad	50
Bureau Chief, Aaj TV Islamabad	50
Ms. Farah Zia, The News on Sunday Lahore	50
Resident Editor, Aaj Kal Lahore	50
Resident Editor, Ausaf Islamabad	50
Resident Editor, Ausaf Lahore	50
Resident Editor, Daily Times Lahore	50
Resident Editor, Dawn Lahore	50
Resident Editor, Dawn Islamabad	50
Resident Editor, Express Tribune Islamabad	50
Resident Editor, Friday Times Lahore	50
Resident Editor, Jang Rawalpindi	50
Resident Editor, Jang Lahore	50
Resident Editor, Khabrain Lahore	50
Resident Editor, Khabrain Multan	50
Resident Editor, The Nation Islamabad	50
Resident Editor, The Nation Lahore	50
Resident Editor, The News International Lahore	50

Resident Editor, The News International Rawalpindi	50
Resident Editor, Dawn Karachi	50
Resident Editor, Herald Karachi	50
<b>Total</b>	<b>1350</b>

<b>Distribution of Women Police Brochure II</b>	
<b>Women Police Stations</b>	<b>Brochure II</b>
Women Police Station Islamabad	200
Women Police Station Rawalpindi	200
Women Police Station Karachi, South Zone	200
Women Police Station Larkana	200
Women Police Station Hyderabad	200
Women Police Station Peshawar	200
Women Police Station Gilgit	200
Women Police Station Faisalabad	200
Women Police Station Lahore	200
Women Reporting Centre Quetta	200
<b>Total</b>	<b>2000</b>



<b>Distribution of Women Police Poster</b>	
<b>Women Centric Universities</b>	<b>Quantity</b>
Government Sadiq College Women University, Bahawalpur	150
Government College Women University, Sialkot	150
The Women University, Multan	150
Lahore College for Women University, Lahore	150
Fatima Jinnah Women University, Rawalpindi	150
Shaheed Benazir Bhutto Women University, Peshawar	150
International Islamic University Women Campus, Islamabad	150
Jinnah University for Women, Karachi	150
Kinnaird College for Women University, Lahore	150
Women's Institute of Science and Humanities	150
Sardar Bahadur Khan Women's University	150
<b>Total</b>	<b>1650</b>

<b>Distribution of Women Police Posters</b>	
<b>Media Houses</b>	<b>Posters</b>
Ms. Samina Farzin, DDG Press Information Department Islamabad	50
Mr. Jan Alam Afridi, Director Press Information Department Islamabad	50
Mr. Tariq Mehmood, Director Press Information Department Islamabad	50
Mr. Rao Liaqat, DGPR Press Information Department Lahore	50
Mr. C. R. Shamsi, Resident Editor Weekly Hum Shehri Islamabad	50
Bureau Chief, Samaa TV Islamabad	50
Bureau Chief, ARY News Islamabad	50
Bureau Chief, Aaj TV Islamabad	50
Ms. Farah Zia, The News on Sunday Lahore	50
Resident Editor, Aaj Kal Lahore	50
Resident Editor, Ausaf Islamabad	50
Resident Editor, Ausaf Lahore	50
Resident Editor, Daily Times Lahore	50
Resident Editor, Dawn Lahore	50
Resident Editor, Dawn Islamabad	50
Resident Editor, Express Tribune Islamabad	50
Resident Editor, Friday Times Lahore	50
Resident Editor, Jang Rawalpindi	50
Resident Editor, Jang Lahore	50
Resident Editor, Khabrain Lahore	50
Resident Editor, Khabrain Multan	50
Resident Editor, The Nation Islamabad	50
Resident Editor, The Nation Lahore	50

Resident Editor, The News International Lahore	50
Resident Editor, The News International Rawalpindi	50
Resident Editor, Dawn Karachi	50
Resident Editor, Herald Karachi	50
<b>Total</b>	<b>1350</b>

<b>Distribution of Women Police Posters</b>	
<b>Women Police Stations</b>	<b>Posters</b>
Women Police Station Islamabad	200
Women Police Station Rawalpindi	200
Women Police Station Karachi, South Zone	200
Women Police Station Larkana	200
Women Police Station Hyderabad	200
Women Police Station Peshawar	200
Women Police Station Gilgit	200
Women Police Station Faisalabad	200
Women Police Station Lahore	200
Women Reporting Centre Quetta	200
<b>Total</b>	<b>2000</b>

## Report Launch of 'Rough Roads to Equality'

Commonwealth Human Rights Initiative (CHRI) compiled a report on women police in South Asia comprising of the status of women police in India, Bangladesh, Pakistan and Maldives. The regional findings of the report, Rough Roads to Equality are based on the research carried out by Individualland-Pakistan in Pakistan. The report of Commonwealth Human Rights Initiative (CHRI) was launched in Pakistan by Individualland- Pakistan. The event of report launch was held on August 27, 2015 at Ramada Hotel, Islamabad. The chapter on Pakistan is focusing on facts and experiences of in-service and retired women police across Pakistan.

*Maryam Qazi, retired SSP stated, "Positive response is provided by the citizens when the police department maintains a positive attitude with the public." She emphasized that, "experiences of retired woman police should be utilized by incorporating them in trainings and recruitment process of woman police."*

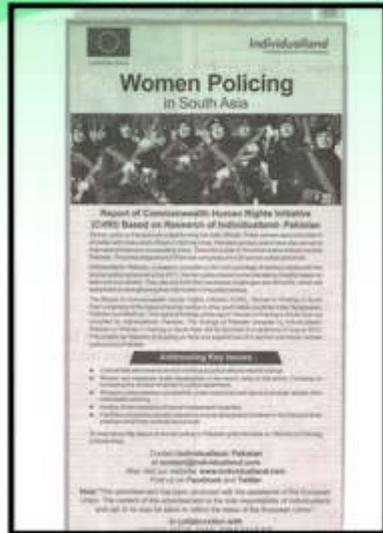
The report launching ceremony was attended by in-service and retired male and female police officers from throughout the



country as well as subject experts on gender and police, members of civil society, members of print and electronic media and representatives of organizations specifically engaged with police on the issue of reforms.

At the inaugural session of the report launch ceremony, Maja Daruwala, Director of Commonwealth Human Rights Initiative highlighted the experiences of women police in India and emphasized the need of women in police department.

Senior Programme Officer of Police Reforms Programme at CHRI, Devika Prasad shared that the basic aim of the report, *Rough Roads to Equality* is to advocate for women inclusion in policing. She provided a brief overview of the report and highlighting the challenges faced by women police and institutional challenges for women in police department in India, Bangladesh, Pakistan and Maldives.



The detailed discussion over the status of women police and the strengths, successes and challenges of women in police departments of India, Bangladesh, Pakistan and Maldives was followed by the subject experts on gender and police. The discussion highlighting the need and significance of women in police department of Pakistan was carried out by the following subject experts:

- Muhammad Ali Babakhel, Deputy Inspector General Investigation of Khyber Pakhtunkhwa
- Fauzia Viqar, Chairperson of Punjab Commission on the Status of Women
- Farooq Azam, Deputy Inspector General of Police at

## Gilgit Baltistan

- Niaz Ahmed Siddiqui, former Inspection General of Police in Sindh
- Syed Kamal Shah, former Federal Interior Secretary and Inspector General of Police

## Discussion Session with Parliamentarians

Individualland Pakistan held a discussion session with parliamentarians on October 28<sup>th</sup>, 2015. This session was attended by members of the parliament and number of media personnel in order to gauge the role of parliamentarians in providing a way forward to Individualland Pakistan in regard to women police.

The session was attended by the following members of the parliament:

- Jan Achakzai, former spokesperson of Jamiat Ulema-e-Islam-Fazl (JUI-F)
- Munaza Hassan, South Punjab coordinator Pakistan Tehreek-e-Insaf (PTI)

*Muhammad Ziauddin, one of the senior most journalists provided his input in light of the discussion on the achievements, challenges and concerns of women police. He shared that, "Police all over Pakistan is in a dismal state where women police are in vulnerable position. The role of media has remained critical regarding police department throughout and has resulted in creating a negative image of police. Media is a strong tool that can play its role in positively portraying police department and the role of women in police."*

- Nafeesa Khattak, President Women Wing Islamabad Pakistan Tehreek-e-Insaf (PTI)
- Sahibzada Ahmed Raza Qasuri, Senior Attorney-at-Law, Supreme Court of Pakistan
- Hamid Shah, district president Pakistan Muslim League Nawaz (PML-N)
- Dr. Israr Shah, Central Additional Secretary Information Pakistan Tehreek-e-Insaf (PTI)
- Captain Wasif, Ex- Spokesman for the Pakistan People's Party (PPP)
- Aasia Naz, member of national assembly striving for the rights of women and children in Pakistan

Individually and team highlighted the achievements, challenges of women in police department followed with the significance and need of women police in our society. The purpose of sharing research findings of women police with members of parliament and media personnel was to provide a way forward on how parliamentarians can contribute by addressing following issues of women police.



- What role can parliamentarians play in creating incentives for women police?
- 10 percent quota for women in the police department is not enough therefore the quota should be increased to 30 percent or more.
- How parliamentarians can ensure that women police have authoritarian and decision making roles?
- Do we need separate women police stations or women in mainstream police stations?

## Consultative Session with Civil Society

Individualland Pakistan held a discussion session highlighting the achievements, challenges of women in police department followed with the significance and need of women police in our society. There were members of civil society organizations as well as media personnel present at the discussion session on women police. The women police discussion session with members of civil society was held on October 29<sup>th</sup>, 2015.

The research findings regarding achievements, challenges and need of women police was shared with civil society organizations in the presence of media personnel. After highlighting the role of women police and departmental and societal challenges for women police, the civil



society members were engaged on how they can focus on the issues of women police.

- How societal acceptance for women police can be generated by civil society organizations?
- How to engage media in propagating positive image of women police?
- Capacity building sessions for women police by civil society organizations
- Civil society organizations advocating for gender police reforms.

- *One of the participants shared that, “Women police play an important role in community policing. By integrating women personnel in mainstream police stations the image of women police will be improved, also resulting in reduction of trust deficit of public and police.”*
- *Civil society organizations can take media on board for the purpose of highlighting successes and challenges of women police. By improving the image of women in police department media will not only serve in creating acceptance for women police but will also motivate more women to join police department.*
- *It was pointed out that, “Civil society is not focusing on personal and societal challenges faced by women police. Women police are stigmatized and face difficulty related to their marriages. Such issues should also be addressed by civil society organizations and should be eliminated by creating awareness and acceptance for women police at societal level.”*

# Print Media Campaign

During this initiative IL- Pakistan developed two (02) newspaper supplements for print media campaign. The first newspaper supplement highlights the successes, challenges and demands of women police in Pakistan. This newspaper supplement was developed in Urdu language and advertised on March 20, 2015. The second news paper supplement emphasizes over the need of women in police department. Also it chalks down the role of women police and location of women police stations in Pakistan. This newspaper supplement was developed in English language and advertised on December 16, 2015.



## Online Campaign of Women Police

Under the extension of the initiative, Women Police: The Silver Lining, Individualland Pakistan shared the achievements, challenges and issues of women police in Pakistan on online medium. For this purpose Individualland Pakistan utilized the expertise of a professional social media expert and introduced a tab of 'Women Police' on the existing website of Individualland Pakistan.

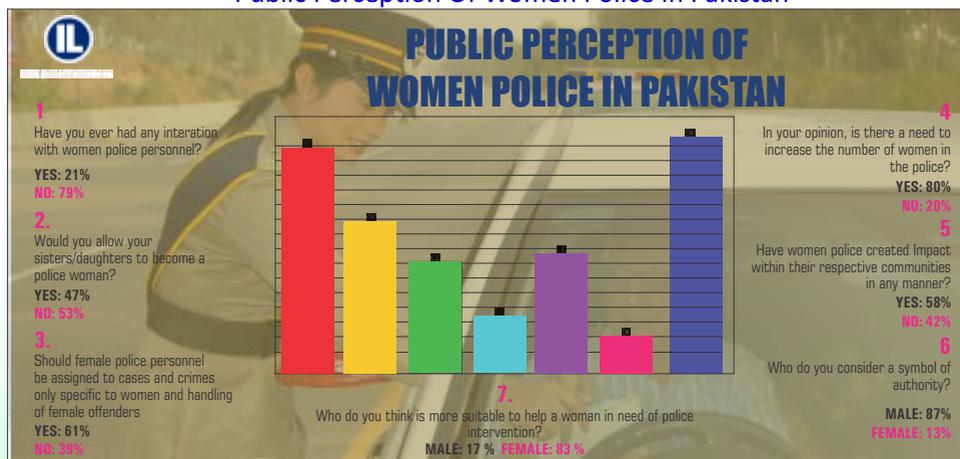
The following six tabs are added on the webpage of 'Women Police':

- Info-graphics
- Gallery
- Videos
- Audiomentary
- Publications
- Blog

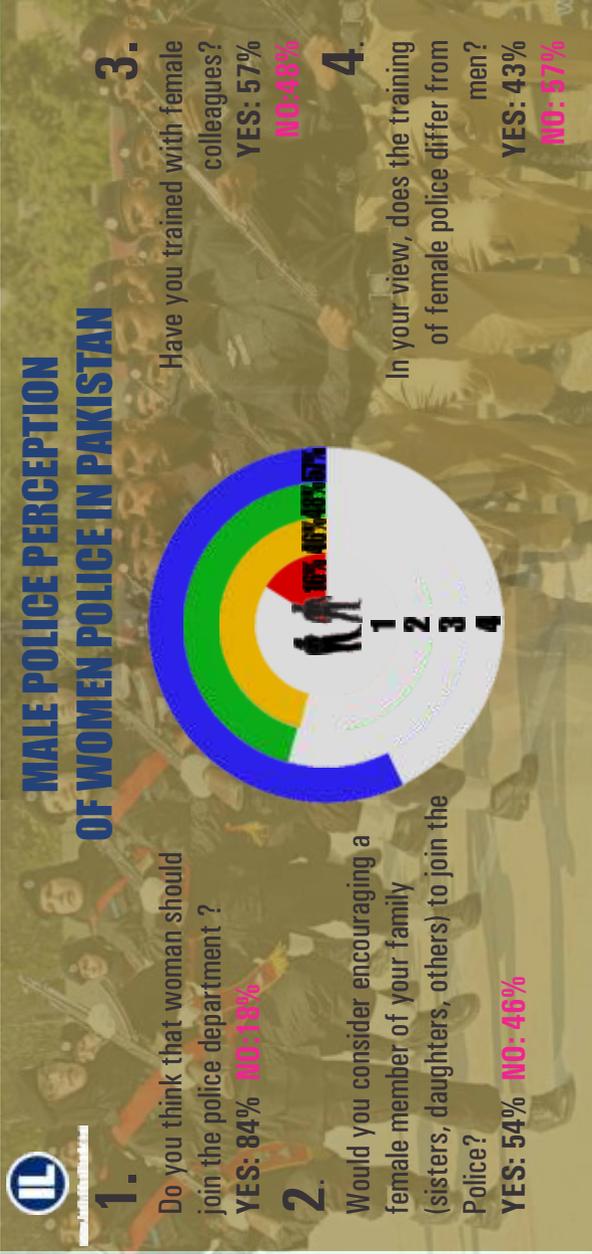
### Info-graphics

A total of nine (9) info-graphics are developed by IL team based on the research finding on women police publications. These info-graphics provide an overview of the following:

#### Public Perception Of Women Police In Pakistan



Two (02) info-graphics of Male Police Perception Of Women Police In Pakistan



## MALE POLICE PERCEPTION OF WOMEN POLICE IN PAKISTAN



www.ilsurvey.com

**5.**

Have you ever worked along with woman police?

**YES: 59%**  
**NO: 41%**

**6.**

Should female Police be placed alongside male counterparts?

**YES: 70%**  
**NO: 24%**



**7.**

Are you willing to serve under a female officer?

**YES: 78%**  
**NO: 22%**

**8.**

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

**YES: 79%**  
**NO: 21%**

**9.**

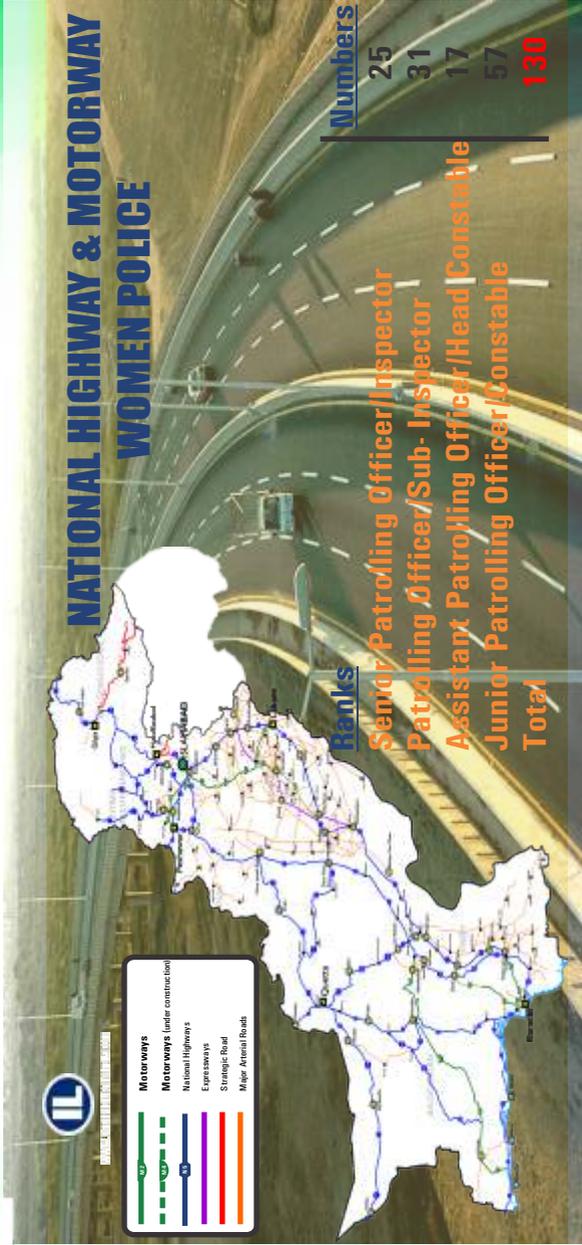
With the induction of women police officers into the police department, has there been any impact on the image of police?

**Yes: 69%** **No: 31%**

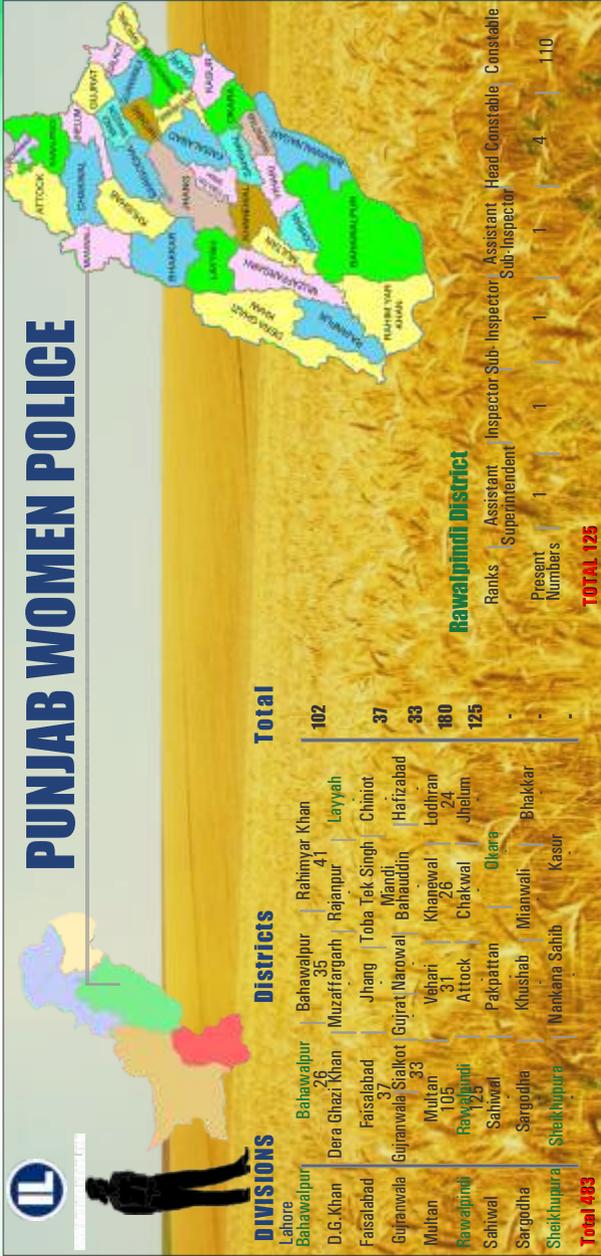
## Railway Women Police



# National Highway & Motorway Women Police



## Punjab Women Police



## Baluchistan Women Police



GOVERNMENT OF BALUCHISTAN

# BALUCHISTAN WOMEN POLICE

### Sanctioned and Present Strength

Divisions	Districts	Total
Quetta	Quetta	123
Loralai	Loralai	4
Sibi	Sibi	12
Karachi	Magasi	5
Jhail	Maseerabad	1
Jatfarabad	Jatfarabad	18
Khuzdar	Lasbela	3
Gawadar	KECH	1
Gawadar	Panjgur	2
Gawadar	Kalat	3
Gawadar	Gawadar	5

Total 165  
Present Strength 103

Ranks	Deputy Superintendent	Inspector	Assistant Sub Inspector	Head Constable	Constable	Total
Sanctioned	1	3	4	19	138	165
Present	1	1	3	14	84	103
Vacancies	0	2	1	5	54	62

## KPK Women Police

# KPK WOMEN POLICE



GOVERNMENT OF KHYBER PAKHTUNKHWA

### KHYBER PAKHTUNKHWA

### GILGIT-BALTISTAN

Districts	Deputy Superintendent	Inspector	Sub-Inspector	Assistant Sub-Inspector	Sanctioned Strength	
					Head Constable	Constable
CCSG Peshawar Presently working in Peshawar	1	1	6	2	7	35
DPO Nowshera	-	1	5	3	6	39
DPO Mardan	-	-	2	2	1	2
DPO Chitral	-	-	1	3	4	48
DPO Bannu	-	-	1	2	4	25
DPO Swat	-	-	1	3	9	25
DPO Dir Lower	-	-	1	2	1	3
DPO Chitral	-	-	1	1	20	28
DPO Abbottabad Presently Working in Abbottabad	-	-	1	1	5	6
DPO Mansehra	-	-	1	1	4	5
Total	1	1	10	13	20	290

Sanctioned Strength District		Existing Numbers	
Chemical	Shardu	Inspector	Sub-Inspector
14	31	08	13
14	19	14	19
61	61	19	61
160	160	61	160

### Sanctioned Strength

Total

107

194

3

48

25

25

3

28

6

5

30

31

33

6

290

107

194

3

48

25

25

3

28

6

5

30

31

33

6

290

107

194

3

48

25

25

3

28

6

5

30

31

33

6

290

### AZAD JAMMU AND KASHMIR

### Sanctioned Strength

Ranks	Existing Numbers
Inspector	1
Sub-Inspector	6
Assistant Sub-Inspector	6
Head Constable	7
Constable	7
Total	150



## Gallery

The gallery section of 'Women Police' tab includes images and media coverage of the following activities of the initiative, Women Police:

The Silver Lining:

- Student screening sessions on women police
- Report Launch of 'Rough Roads to Equality'
- Discussion with Parliamentarians
- Consultative session with civil society

Individualland's gallery of women police can be accessed online from <http://individualland.com/women-police/gallery/>

## Videos

The second section of 'Women Police' tab contains the talk shows and interviews of women police recorded by the team of Individualland. Also Individualland's documentary on women police, 'Elements of Change' is uploaded online in this section. These talk shows, documentary and interviews emphasize on significance of women in police and highlighting the achievements, challenges and issues of women police. These are available online on 'Women Police' tab of official website of Individualland and can be accessed online from: <http://individualland.com/women-police/videos/>

## Audiomentary

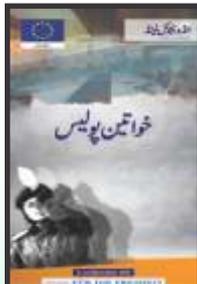
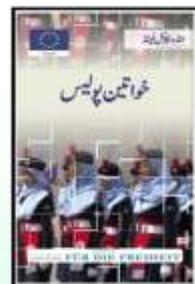
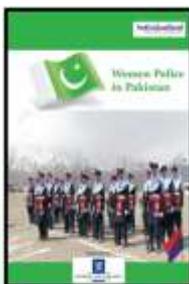
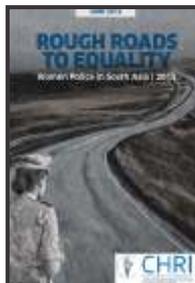
Based on the documentary on women police, 'Elements of Change', Individualland developed an audiomentary that was aired on FM-100 at Rahim Yar Khan, Islamabad, Abbottabad and Multan. This audiomentary has also been uploaded on 'Women Police' tab of official website of Individualland and can be accessed from <http://individualland.com/women-police/audiomentary/>

## Publications

A section of 'Publications' has been added into the 'Women Police' tab on the official website of Individualland. This section contains the following women police related publications of Individualland:

- Women Police Poster
- Women Police Brochure I
- Women Police in Pakistan
- Women Police as Change Agents
- Public Perception of Women Police in Pakistan
- Male Police Perception of Women Police in Pakistan
- Women Police Brochure II

These publications can be accessed online from <http://individualland.com/women-police/publications/>



## Blog

In the last section of 'Women Police' tab, a total of seven blogs have been uploaded. These blogs emphasize over successes, challenges and issues of strength of women in police department of Pakistan. The following issues are highlighted in the blogs:

- Attributes of Women Police
- Empower the Women Police
- Why do we Need Women Police
- Reasons Women Police of 1% of Total Force in Pakistan
- Women Police Around the World
- Discrimination Against Women Police
- Women Police in Pakistan

The blogs of Individualland related to women police can be assessed online from <http://individualland.com/women-police/blog/>

## Social Media Campaign

The content related to women police uploaded online has been disseminated on social media websites, Facebook and Twitter in order to engage a wider audience. A total of 123 posts have been shared on Facebook and Twitter during this initiative. These posts and tweets contain:

- Images of all women police related events
- Media coverage of women police events
- Women police talk shows
- Audiomentary of women police
- Women police publications
- Info-graphics of women police
- Blogs on women police
- Brochures of women police
- Poster of women police

# Annexure

## Media Coverage

### Seminar on Women Police

**THE TRIBUNE**  
with the International Urdu Daily Edition

**Not just a man's job: Need for more women police officers stressed**

Specialized Correspondent, Oct. 24, 2014



**Has Ahmed Siddiqui, former IG Sindh, suggested the formation of a panel to look into the need for more women police officers?**

**Has Ahmed Siddiqui, former IG Sindh, who chaired the panel, said 'There is a need to end the culture of seeing women as a problem, not a solution. We need to come towards solutions. We suggest that there should be at least one per cent representation of women in police departments.'**

**Individual Director Gulistan Bibi said 'She was the one working for the past seven years as police officer with an emphasis on the role of women.'**

**Speaking her opinion with the panel, Hyderabad Police Inspector Najma Khato said 'There is lack of awareness regarding the need of women in police. We live in a society where parents prefer their sons to become policemen but they not encourage their daughters to adopt the same field.'**

DAWN ISLAMABAD, FRIDAY, OCTOBER 24, 2014

**'Women police in need of reform'**

By A. Pappas

ISLAMABAD—Development is not a neutral ground for equity thinking of women police in the country and their strength must be increased by 50 per cent.

At the seminar titled "Women Police: The Silver Lining," participants discussed the progress and issues arising from police, policemen should be assigned responsibilities consistent with their work.

Participants noted that police officers should have the authority to register FIR, investigate cases and perform all other duties performed by their male counterparts. However, women cells should be established at every police station.

They also sought separate lockers for women who were held in custody at police stations.

Speaking on the occasion IGP Shaukat Qazi said, "The job is not for police men only to complete. We will receive a positive response from the public when we provide guarantees."

**The Nation**  
PUBLISHED BY THE NATION GROUP

**More women cops need of the hour: Ex-secy**

October 23, 2014

Islamabad — **Former National Security Adviser (NSA) and former secretary of police, Waheedullah Khan** said that there was a dire need to increase the number of women in police department.

Speaking at a two-day seminar "Women Police: The Silver Lining" organised by **former cabinet minister, Ghulam Mustafa Khan**, he said that less than one per cent population of women were recruited in the police departments.

**Has Ahmed Siddiqui, former IG Sindh** who chaired the panel, **showed attention of the audience towards women within Pakistan police and say of the view that 'there is a need to see guidelines in the culture of terrorism. Changing elements being recruited the level of education and there is a need to move towards solutions. 'While talking of presence of women police officers in the police departments, he praised the role of women police and suggested that there should be at least 10 per cent female representation in police departments.**

**Individual Director Gulistan Bibi** said that a team of individuals had been working for the past seven years on police reforms. Emphasising on the role of women police officers she identified the achievements and challenges of women police officers.

In response to the debate generated by the panel members, **IGP Shaukat Qazi** said that he was glad to see guidelines in the culture of terrorism. **Changing elements being recruited the level of education and there is a need to move towards solutions. 'While talking of presence of women police officers in the police departments, he praised the role of women police and suggested that there should be at least 10 per cent female representation in police departments.**

The seminar will continue today (Thursday).

# Student Screenings

**Environment** **Discs**

**Gagit, January 21, 2016:** Gender discrimination is rampant in all spheres of life in Pakistan. This disparity can also be observed in police departments of all the provinces and the federal capital, where women have less than one (01) percent representation. This fact, if compared with the representation of women in the total population of the country, provides ample evidence that women in a conservative society like Pakistan don't have access to justice and security. This also stands true for the women in the police departments, who are discriminated against at all levels. Therefore, gender based police reforms remain the need of the hour.

Individuals in Pakistan, a research based consulting and advocacy firm, under the initiative 'civil society and police reforms in South Asia' conducted talk shows, inviting the most relevant personalities to talk about the much needed gender based police reforms.

In order to increase the outreach of these talk shows, I. Pakistan is presently holding student screening sessions in the various cities of the country. These screening sessions aim at creating awareness among students about the hardships faced by women in the police department.

I. recently conducted a student screening session in Gagit, inviting students of different age groups from the various educational institutes in the city. These sessions have already been conducted in Islamabad, Lahore, Peshawar, Karachi and Quetta. Students, while lauding the efforts of I. Pakistan, were of the view that such activities must continue to push the authorities for the much needed gender based police reforms.

**BUSINESS RECORDER**  
Trade & Business

**Expert for implementing gender based police reforms**

**ISLAMABAD:** The visiting international law and order scholar represented the need of implementation of effective gender based police reforms across an existing government of law and order. The scholar said that the government should take steps to ensure gender equality in all spheres of life, including the police department. The scholar pointed out that the government should take steps to ensure gender equality in all spheres of life, including the police department. The scholar pointed out that the government should take steps to ensure gender equality in all spheres of life, including the police department.

**The Nation**  
News & Analysis

**Call for implementing effective gender-based police reforms**

The ongoing screening law and order scholar represented the need of implementation of effective gender based police reforms across an existing government of law and order. The scholar said that the government should take steps to ensure gender equality in all spheres of life, including the police department. The scholar pointed out that the government should take steps to ensure gender equality in all spheres of life, including the police department.

**Dawn**  
News and Opinion

**Gender based police reforms is the need of the hour**

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**Daily Times**  
News & Analysis

**Call for effective police reforms**

The visiting international law and order scholar represented the need of implementation of effective gender based police reforms across an existing government of law and order. The scholar said that the government should take steps to ensure gender equality in all spheres of life, including the police department. The scholar pointed out that the government should take steps to ensure gender equality in all spheres of life, including the police department.

**Pakistan Times**

**Gender based police reforms is the need of the hour**

The visiting international law and order scholar represented the need of implementation of effective gender based police reforms across an existing government of law and order. The scholar said that the government should take steps to ensure gender equality in all spheres of life, including the police department. The scholar pointed out that the government should take steps to ensure gender equality in all spheres of life, including the police department.



# Daily Times

Your right to know A new voice for a new Pakistan

## ISLAMABAD

FRIDAY, AUGUST 28, 2015

### Women police outperform male officers

ISLAMABAD: Punjab Commission on Status of Women Chairperson Fauzia Viqar said, "Women Police in Pakistan are outperforming the male officers and these women stand shoulder to shoulder with male police officers in fighting crime, which is quite remarkable."

She was addressing a ceremony 'Women Police In South Asia' organised by Individualland Pakistan, a research consultancy firm, in collaboration with Friedrich Naumann Stiftung.

Niaz Ahmed Siddiqi, former inspector general of police was of the view that a policy of zero tolerance on sexual harassment should be formed in order to protect women and encourage women police to work together with male police officers. Commonwealth Human Rights Initiative (CHRI) Director Maja Daruwala said, "Women are massively underrepresented in the senior ranks in the Police Department and focus should be on increasing the number of women in the police department." Individualland Pakistan Executive Director Gulmina Bifal Ahmed said, "Cultural attitudes towards women working as police officers need to be changed."

## جنگ

روزنامہ جنگ، اولیٰ لپٹی میموریل پارک، 28 اگست 2015ء

پولیس کو عوام کا خادم قرار دیے جانے کے باوجود اس ایکٹ میں تبدیلی کی ضرورت محسوس نہیں کی گئی۔ "جنوبی ایشیا میں خواتین" پر لکھی جانے والی کتاب کی تقریب رونمائی سے خطاب کرتے ہوئے پنجاب کمیشن آن اسٹینڈس آف ویمن کی سربراہ فوزیہ وقار کا کہنا تھا کہ پاکستان میں خواتین پولیس افسران جرم کے خلاف مرد پولیس افسران کے ساتھ کھڑی ہوتی ہیں۔ سابق آئی جی سندھ نیاز احمد صدیقی، سی ایچ آر آئے کی ڈائریکٹر ماجا دارووالا، ڈی آئی جی فاروق اعظم اور دیگر نے بھی اس موقع پر خطاب کیا۔

پولیس کو خادم قرار دیے جانے کے باوجود ایکٹ میں تبدیلی کی ضرورت محسوس نہیں کی گئی، کمال شاہ اسلام آباد (خصوصی نامہ نگار) سابق سیکرٹری داخلہ سید کمال شاہ نے کہا ہے کہ پولیس میں خواتین کی ضرورت سے اختلاف نہیں کیا جاسکتا مگر سوچنے کی بات یہ ہے کہ پولیس کی کارکردگی اور معیار کو کیسے بہتر بنایا جاسکتا ہے۔ پولیس ایکٹ 1861 کے تحت جب پولیس کا شعبہ قائم کیا گیا تو اس کا مقصد برصغیر کی عوام کو دباؤ میں رکھنا تھا مگر



انٹرنیشنل لینڈ کے زیر اہتمام 'ووٹن ان پولیٹنگ ان سائٹھ ایڈ' کی کتاب کی تقریب رونمائی سے سابق آئی بی سٹند جیاز احمد صدیقی، ہی ایچ آر آنے کی ڈائریکٹر ماجد اوروہا، پنجاب گیسٹن آن ایشیاس آف ویکن کی سربراہ فوڑیہ وقار، انٹرنیشنل لینڈ کی سربراہ گلجیانا جال احمد، دو دیگر خطاب کر رہے ہیں۔



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# Consultative Session with Civil Society

Daily AUSAFA  
اوصاف نیوز  
سٹی نیوز  
Friday 30th October 2015

ایس ایف آئی کی پولیس سٹیشنوں پر خواتین کی ملازمت کی ضرورت

**The Nation**  
October 30, 2015

## Appointment of male police officers in women police stations slammed

Islamabad - Civil society activists yesterday criticised appointment of male police officers in the women police stations demanding immediate appointment of women police officers.

The participants said women should not only be given prominent presence in the police department but they should also be authorised to register First Information Reports (FIRs) at women police stations and investigate the cases subsequently.

They said this while speaking at a discussion on women police in Pakistan organised by Individualand Pakistan, a research consultancy organisation in collaboration with Friedrich-Naumann Stiftung.

The participants criticised appointment of male police officers as Station House Officer (SHOs) in women police stations and demanded of the government to immediately appoint women police officers as SHOs in women police stations.

They also demanded to increase the number of women police stations in Pakistan.

Dr Anesha Khan from the Institute of Psychology Islamabad speaking on the occasion said that there are less than one per cent women in the police department of Pakistan as compared to 7.4 per cent in Indonesia, 6.11 per cent in India and 4.63 per cent in Bangladesh, which is very alarming and due to this it is essential to increase the number of women in the police department.

Officials belonging to Pakistan Organisation for Development Advocacy (PODA) said that there was a need of putting an end to the gender bias that only male police personnel can be efficient police officers.

She argued women police could outperform male police officers in their duties and there should be no male police or women police, they should be treated as police officers.

Another participant said that government need to set up separate police stations for women and also women should also be promoted at the same pace as male police officers.

Individualand Pakistan has been working with women police personnel since 2011 and has conducted two surveys on Women Police in Pakistan and also published two publications.

**BUSINESS RECORDER**  
Founded by M. A. Zubair

## Gender-based violence: speakers for setting up of more women police stations

October 30, 2015

**BUSINESS RECORDER**

The alarming increase in gender based violence in the country has demanded prominent presence and active role of police personnel, said representatives of civil society organisation on Thursday.

Women should not only be given prominent presence in the Police Department but they should also be authorised to register First Information Report (FIR) especially at women police station and investigate the cases, they said while speaking at a discussion on women police in Pakistan organised by Individualand Pakistan, a research consultancy organisation in collaboration with Friedrich-Naumann Stiftung.

They also criticised appointment of male police officer as a Station House Officer (SHO) in women police stations and demanded of the government to immediately appoint women police officers as SHOs in women police stations and appoint female officers as SHOs. They also demanded to increase the number of women police stations in Pakistan.

Dr Anesha Khan from the Institute of Psychology Islamabad speaking on the occasion said that there are less than one percent women in the police department of Pakistan as compared to 7.4 percent in Indonesia, 6.11 percent in India and 4.63 percent in Bangladesh, which is very alarming and due to this it is essential to increase the number of women SHOs in the Police Department.

Officials, belonging to Pakistan Organisation for Development Advocacy (PODA) said that there is a need for breaking the gender bias that only male police personnel can be efficient, women police can outperform male police officers in their duties and there should be no male police or women police, they should be treated as police officers.

Another participant said that government need to set up separate police stations for women and also women should also be promoted at the same pace as male police officers.

Individualand Pakistan has been working with women police personnel since 2011 and has conducted two surveys on Women Police in Pakistan and also published two publications.

The main objective of organising the seminar with the civil society and the media was to share the findings of their research on Women Police and to involve them for a way forward in improving the image of police and highlighting the needs of women police FIR.

# Discussion Session with Parliamentarians

**WORLD RECORDED**  
October 25, 2011

## Need for separate police stations for women stressed

The women, which make up 50 percent of the country's 100 million population face the same access to representation in public, institutional facilities, a research-based conclusion from a round-table discussion, organized at Islamabad police station, in collaboration with United Nations Foundation.

It was said that there are only 10 women police stations across the country, which not only lack adequate facilities but majority are being run without any woman police officer (WPO). The UNO also pointed that the women police stations are also not authorized to register an FIR (first information report). People belonging to other walks of life as well as parliamentarians call women activists, stressed the need to increase representation of women in the police department, a system which is considered to be the most crucial to empower the women folk.

1000 Minutes Forum of Pakistan (1000MF) said that women should be given positions in police department to encourage other women to join police force. Lack of proper education to get security is one of the major reasons behind poor representation of women in government department, especially police, she pointed out. The women lawmakers, majority of them are not placed on equal reserved for the women, have virtually failed to play an effective role for women empowerment.

Majority of the women lawmakers are half literacy, illiterate, illiterate or illiterate of different political parties, which hampers the educated women as they could not make it in the job given. Besides they are not of equal footing. However, in comparison with the private sector, these women lawmakers are good for nothing, the WPO women folk claimed that they are as active as their male colleagues and had received both during the time and a half more than male MPs.

Parliament Member another 1000MF stressed on more reserved for women, said that women lawmakers should not be signed up for the representation of women in police as it is a collective responsibility. The people at the helm of affairs are not ready to send their women in the police as they only focus on the police department for the women of others, which will not help in empowering the women in police force, she lamented.

1000MF also filed a petition National Human Rights Commission (NHRC) who has also been hand-picked to work on women as well as to ensure attention to ensuring police as women lawmakers, despite the fact that their role has to be seen a great empowerment.

She is also working on women's rights, she said adding she would like to see more women representation in police department to improve women in parliament. The participants also in agreement that there is a need for separate police stations for women. They also recommended that parliament should be formed of all police stations to do the job to ensure women to register their cases either an institution is there a fully police officer.

**The Nation**  
Thursday, October 24, 2011

## Increased representation of women in police dept urged

**I**stanbul — The speakers yesterday called for increasing representation of women in all government departments including police to ensure their effective role in decision-making and empowerment.

There is a dire need of increasing the number of women in all government departments equally in the police department as more than half of 100 million population of Pakistan is extended by women but their contribution within the police department is less than one percent, the speakers said after speaking at a forum jointly organized on Women policy in Pakistan. The event was organized by International Parliament, a recent of based consultancy organization in collaboration with Pakistan Newspaper Foundation.

MNA Muzammar Hassan said if women are given job position in police department, the number of women in police department will increase as more women will be encouraged to join police force. She said that rate of education is big problem for creating barriers for women to participate other department.

She discussed the perception that women parliamentarians is not playing their role in the parliament, saying that female MNAs have moved more bills during the last and a half year as compared to their male counterparts.

Another parliamentarian business Khattab said that the responsibility to increase representation of women in government department as well as in police department does not lie only upon women parliamentarians, it is also the responsibility of every male including male parliamentarians to think about this serious issue and allow their women to join security forces. They also encourage other women to join police force and not allow their men to do it for them, she said.

MNA Muzammar Hassan said that women parliamentarians is playing active role and are fighting for women rights. She said that she will raise the issues regarding role of women and women representation in police department in the parliament. The participants were in agreement that there is a need for separate police stations for women but they also recommended that women should be placed in every police station so that the empowered women are not isolated to visit any police station.

Since 2011 International Parliament has conducted two surveys on women police in Pakistan and has also published two publications. Apart from the International Parliament was conducted in a research publication 'Women Policy in South Asia' by comparing the findings of Pakistan in the report in order to improve the image of police in the society and create awareness amongst the public. International Parliament organized seminars, joined the media and also employed the social media in this regard. International Parliament's main claim has of organizing a session with parliamentarians and the media was to show the findings of their research in women Police and to involve them in a way forward.

**Daily Times**  
Thursday, October 24, 2011

## Govt urged to increase women representation in all departments



**EMPOWER** Speakers in Peshawar urged to increase representation of women in all government departments to bring police to ensure their effective role in decision-making and empowerment.

There is a dire need of increasing the number of women in all government departments, especially in the Police Department, to ensure that the half of 100 million population of Pakistan is extended by women but their contribution within the Police Department is less than one percent, speakers said after speaking at a forum jointly organized on Women policy in Pakistan. The event was organized by International Parliament, a recent based consultancy organization in collaboration with Pakistan Newspaper Foundation.

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Since 2011 International Parliament has conducted two surveys on Women Police in Pakistan and has also published two publications.

It aims to improve the image of police in the society and create awareness amongst the public. International Parliament has organized seminars, joint conferences and also employed the social media in this regard. International Parliament's main objective of organizing a session with parliamentarians and the media was to show the findings of their research on Women Police and to involve them in a way forward.

**DAWN**  
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## 'Bring more women into the police force'

**5pc calls for women in police, but make up just one per cent of the force**

**By A. Raza**

ISLAMABAD: The government has called for increasing the number of women in the police force to ensure their effective role in decision-making and empowerment.

There is a dire need of increasing the number of women in all government departments equally in the police department as more than half of 100 million population of Pakistan is extended by women but their contribution within the police department is less than one percent, the speakers said after speaking at a forum jointly organized on Women policy in Pakistan. The event was organized by International Parliament, a recent of based consultancy organization in collaboration with Pakistan Newspaper Foundation.

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## SPEAKERS FOR WOMEN REPRESENTATION IN ALL DEPARTMENTS

Thursday, October 29, 2015 - Islamabad—Speakers on Wednesday urged to increase representation of women in all government departments including police to ensure their effective role in decision making and empowerment.

Addressing a consultation of gender based police reforms they said, "There is a dire need of increasing the number of women in all government departments especially in the police department as more than half of our population is comprised on them but their contribution within the police department is less than one percent".

The consultation was organized by Individualand Pakistan, a research based consultancy organization in collaboration with Friedrich Naumann Foundation.

Member National Assembly, Munaza Hassan sharing her remarks said "If women were given top position in police department, the number of more women will be encourage to join police force."

She said lack of education is a big problem for creating barriers for women to join police other department.

MNA Asia Naz said that women parliamentarian is playing active role for women rights.



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