

Gender Sensitization of Law Enforcement Machinery: Experiences & Challenges

Pune City Police Commissionerate, Indian Police Foundation, Bureau of police Research & Development and Centre for Police Research, Pune.

Time:- 10 am to 5.30 pm

Date :- 11th Jan, 2019

Venue:- 'Yashada', Baner Road, Ganesh Khind, Pune.

**Presentation by : MLC Dr. Neelam Gorhe,
Chairperson - Stree Aadhar Kendra, Pune.**

Stree Aadhar Kendra ,

- Established in 1984, in Pune, Maharashtra.
- Works of empowerment of women, gender justice, victims of violence and policy advocacy demanding appropriate gender just policies, practices and programs
- Instrumental in demanding, Leas / Changes and other policies.
- Works closely with government agencies and police administration in giving justice to victims of violence
- Committed to demand zero tolerance to VAW and end all forms of violence against women.
- Published ten books/booklets on women rights and gender justice. Including Manuals for Survivors, Police, csos.

SAK's experience of 'Zero Violence Zone Program' in Maharashtra, India

SAK implemented a Zero Violence Program from 1998 to 2018 in Maharashtra, INDIA.

**With Mission of
*Fostering and creating a social environment which is free
from all forms of
Violence Against Women***

SAK's experience of 'Zero Violence Zone Program' in Maharashtra

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Mission Objectives:

- To work towards creating 'Zero Violence Zones' in selected villages/ slum communities in the state.
- To create effective vigilance mechanisms in order to locate women vulnerable to violence, within the family or at the workplace, through social action groups.
- To create a support structure of government machinery and NGO's for the victims.
- To Document the experiences and disseminate the same widely for better impact.
- Scale up the experience of micro-level implementation to the state and nation.

Zero Violence Zone Program Coverage

- **Zero violence zones** are defined as *'Zero tolerance to all types of violence against women '*
- The project was initiated in 1998- up to 2001 in 4 police stations - 2 in Mumbai and 2 in Pune
- 2003- In 16 police stations- 12 in Mumbai-4 in Pune
- 2004- In 16 police stations-with other support
- 2004- Additional 3 police stations in Marathwada
- Last 14 years Guidelines for police are shared, disseminated wherever Gaps or crimes situation arises in more than 100 police stations.

Highlights of the Project

- Intensive work with 1000 families in jurisdiction of one police station
- Baseline survey
- Community awareness
- *Mohalla committee* - reformulation with focus of Gender equality, VAW, anti-trafficking
- Interactive and participatory workshops with police using case- studies
- Follow up and support to women litigants
- Manuals + Guidelines and follow up at state & National level

Results achieved

- 1998-2001- initially **300** women and by now over 10,000 women supported. Initially **100** volunteers and now **200** community volunteers in Maharashtra and 200 in Pune started working in *Mohallas* committees and then with *Mahila Dakshata samities*'
- *Last 11 years 100 volunteers covering 16 police stations are oriented for skills and knowledge about for supporting women and girls in vulnerable condition. This covers population of 30000 people at he community gartering and walleye follow-up in Pune, Mumbai and various places*
- Now network of 200 community volunteers in State who are aware of legal rights of women and bring in grassroots issues for policy interventions
- 80 workshops and 100 orientations, 150 focused Group Discussion with police covering 40 police stations from six Distracts using medium of 'case studies'.
- This resulted in better cooperation by police in handling VAW cases and enhanced confidence amongst women in approaching police

What could be done in City to stop VAW

- Explore possibility of local Police Dept and Civil Society work together to combat Violence Against Women and Girls
- Implement a Zero Violence Zone Action Program under **various Police Stations** of Maharashtra
- **Select 10 CHgS s/ Apartments** and survey **100 families** under **each police station**
- Use services of members of Dakshata Committees
- **Form Ward Level ZV Zone Committees** to create awareness and monitor the cases of VAW – check and follow up at Police Stations.
- **Identify** and **encourage** 10 volunteers from each Lane / area and train them to handle VAW cases and co-ordination with police to report of violence and also potential cases of violence
- Regular meetings at ward/Lane level of families, police and CSO volunteers.

Expected Benefits

- Enhanced Awareness amongst people about the Pilot Project by Police and Civil Society which will prevent habitual offenders from conducting sexual harassment, domestic violence or any other form of VAW.
- Victims, potential victims and survivors will have confidence to report their cases of harassment to the police and to the committee members
- Victims will also have confidence to oppose the sexual harassment & other forms of violence and seek immediate support from volunteers
- Will help police to know the offenders in their jurisdiction and monitor their behavior and if possible change them with the help of DS or CSO Counselors.
- initiative will help create zero Tolerance and Zero Violence Zone in parts of Rural Police jurisdictions .

On this background: we Shared

Discussion of case studies and Guidelines given in various Laws: Why it didn't Work ?

- What is expected from Police?
- How best they can handle VAW cases?
- How best they can enforce laws concerning VAW to ensure justice to victims?

For this.....

VAW cases & expectations from Police

- **A Police Person must ask himself:**
- Am I discharging my duty as per my duty/responsibility?
- Am I treating the woman victim with utmost respect? Am I listening to her case patiently ?
- Am I giving due priority to the case of woman victim?
- Am I recording her FIR appropriately. Do I disturb her while she is explaining her case? Do I influence her submission with my words or forcing her to use particular words?
- Am I showing unnecessary hurry in recording FIR of her case?

VAW cases and expectations from Police

Contd

- Am I aware and serious enough to understand that FIR recorded by me is an important document in deciding fate of the case?
- Do I read out the FIR to the lady who has come to Police Station to lodge her complaints and do I incorporate the suggestions made by her in FIR?.
- How far I am aware of clauses of the concerned laws which would govern the case of the victim?
- Do my police station have telephone/contact number of Lawyers and do I consult them in drafting the FIRs.
- Am I a '**gender sensitive**' person and treat men and women equally?.

VAW cases and expectations from Police Force

Contd.

- Do I know that it is not appropriate to suggest the victim of rape to marry the person who has committed crime against her?
- Do I know that it is not appropriate to suggest a man to live with two women if he has married both of them?
- Do I know that it is not appropriate to suggest a woman of domestic violence that “as a woman she has to ‘live a life of violence’ at her in-laws”?
- Do I laugh away/ Ignore the case of woman coming with serious issue of violence to the police station?
- Do I demonstrate adequate respect to the issue of victim and not discourage her from seeking justice “being a woman”?

VAW cases and expectations from Police Force

Contd.

- Am I aware that “Woman and Man” are equal before the law?
- Am I aware that protecting a criminal is an offence of corruption?
- Are women police sensitive and sympathetic to the women victims or Do they also treat her like “ The He Police”?

Sensitizing Police Force?

Contd.

What is sensitivity in this context?

- Am I able to feel the 'feelings' of the victim – what she has suffered?
- Am I helping her in 'time'?

Methodology

- Whenever information is received immediate action is finalized and taken
- Whenever there is crisis or public cry regarding incidence, we raise the lacunae to authorities.
- In some incidence, few staff has been transferred, suspended and given memo's.
- Now due to work by SAK, we have good connects and dialogs with more then 300 Police officers in state working at higher levles of commissioners, Police Superintendents.

What we observed ?

- Police work in hierarchies, we need to have Dialogue at various levels.
- Transfers and emergencies are common, so we need to be sensitive to there needs and constraints.
- All the credit for motivation for changes should be given to police and follow up is needed for continuous Action.
- Once few officers experienced the effective SAK programs they become facilitators of change within departments and take pride in doing the right thing.

Sustainable Development Goals (SDG's)



1. No Poverty - End poverty in all its forms everywhere

2. Food - End hunger, achieve food security and improved nutrition and promote sustainable agriculture

3. Health - Ensure healthy lives and promote well-being for all at all ages

4. Education - Ensure inclusive and equitable quality education and promote lifelong learning opportunities for all

5. Women - Achieve gender equality and empower all women and girls

6. Water - Ensure availability and sustainable management of water and sanitation for all

Sustainable Development Goals (SDG's)

7. Energy - Ensure access to affordable, reliable, sustainable and modern energy for all

8. Economy - Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all

9. Infrastructure - Build resilient infrastructure, promote inclusive and sustainable industrialization and foster innovation

10. Inequality - Reduce inequality within and among countries
All

11. Habitation - Make cities and human settlements inclusive, safe, resilient and sustainable

12. Consumption - Ensure sustainable consumption and production patterns

Sustainable Development Goals (SDG's)

13. Climate - Take urgent action to combat climate change and its impacts

14. Marine-ecosystems - Conserve and sustainably use the oceans, seas and marine resources for sustainable development

15. Ecosystems - Protect, restore and promote sustainable use of terrestrial ecosystems, sustainably manage forests, combat desertification, and halt and reverse land degradation and halt biodiversity loss

16. Institutions - Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels

17. Sustainability - Strengthen the means of implementation and revitalize the global partnership for sustainable development

Platform For Action

1. Women and Poverty
2. Education and Training of Women
3. Women and Health
4. Violence against Women
5. Women and Armed Conflict
6. Women and the Economy
7. Women in Power and Decision-making
8. Institutional Mechanism for the Advancement of Women
9. Human Rights of Women
10. Women and the Media
11. Women and the Environment
12. The Girl-child

National Plans for 2015 to 2030

- SDG,s and critical Areas of concern from Platform for Action

SDG's are... for taking agenda forward

- sdg's 5. Women - Achieve gender equality and empower all women and girls.
- sdg's 10. **Inequality - Reduce inequality within and among countries All**
- **sdg's 16. Institutions - Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels**
- sdg's 17. Sustainability - Strengthen the means of implementation and revitalize the global partnership for sustainable development

Summary

Overall last 20 years : Women have Raised

- Poor Institutional mechanism
- Lack of Political will

As major challenges along with Lack of Resources

We need to focus in context or CEDAW, CRC and Various SDG's, PFA Action plans, What we missed and what worked?

Gender Sensitization of Police creates

- 1) Space and opportunity for dialogue, in between communities and Government machinery
- 2) Continuous dialogue and participatory discussions helps police to be effective and gives women survivors strength to get faster justice.

Many Thanks

Stree Aadhar Kendra,
Ganesh Nagar, Near Maherwat Ashram,
Vadgaon, Dhayari, Pune, Maharashtra 411041

Ph:- 020-24394103, 020-24394104

Office Time:- 10.30 am to 5 pm

Mail to :- asmita.jagruti@gmail.com,
neeilamgorhe@gmail.com,