
Police Response to Rape Crimes

Two Days Workshop with Police Officers (Male) of
Capital City Police Karachi

War Against Rape (WAR)

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Activity: Workshop on “Police Response to Rape Crimes”

Date of Execution: 4th & 5th November 2010

Time: 09:00 am – 05:00 pm X 2 (16 Hours)

Venue: Hotel Al Harmain Tower, Saddar, Karachi

Number of Participants: 13

Facilitator(s)

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INTRODUCTION

Police are at the frontline of the criminal justice system. They intervene when an act of violence is in progress or shortly after it has occurred. Police work with victims, offenders, witnesses and various forms of evidence. Their attitude and response to all involved can have a dramatic impact on ensuing developments, including the prevention of future violent acts and the protection of victims.

Police have long been under criticism for not doing enough to protect women from violence and for an often apathetic attitude towards the problem. Survivors are discouraged from lodging complaints and domestic violence considered a personal matter between spouses, First Information Reports (F.I.R.s) carry contradiction and Police are often not aware of the process that is to be followed when a victim reports abuse.

It's a fact that practices and beliefs are harder to change than laws. In many countries, public silence and government lack of concern have ensured that rates of violence against women are often vastly underreported and that offenders go unpunished. Without clearly targeted efforts to alter the culture and practices, most legal and political reforms have little positive impact.

WAR's Training Component holds training and sensitization workshops with Police officers so that through enhanced skills and practices, above mentioned problems can be addressed.

We appreciate Mr. Fayaz Laghari (Capital City Police Officer – CCPO Karachi) for his interest in capacity building of Police. We are thankful to Mr. Raza Shah (D.S.P Training & Recruitment) for his coordination in execution of this event. Last but not the least we are thankful to Mr. Altaf Malik (Additional Inspector General Police – Establishment) and Mr. Haseeb Baig (Additional Inspector General Police – Finance) for their presence at the workshop certificate distribution ceremony to support the cause and encourage the trained police officers.

It is hoped that police officers who participated in this workshop will benefit from the training in developing good strategies, procedures and practices that will help them to enhance the safety and security of women in their communities.

OVERVIEW

War Against Rape (WAR) KHI.	War Against Rape (WAR) is a registered non-profit and non-governmental organization (NGO) working in the areas of service delivery and advocacy in Karachi since 1989. It takes a holistic approach towards addressing the issue of sexual violence and is currently implementing two large-scale projects that include service provision such as free legal aid, psychotherapeutic counseling, and advocacy for state-sponsored support for survivors.
Rape Survivors Support Programme (RSSP)	WAR's Services are extended through the <i>Legal Aid</i> program, which is complemented by the <i>Rape Survivors Support Programme</i> (RSSP) that has the overall objective of 'addressing the issues of rape and all other forms of sexual violence against women and children through lobbying for good governance, adoption of preventive measures and provision of rights-based rehabilitative services at the state level, through raising awareness and active intervention by working with all relevant stakeholders'.
Workshops with Police	Police force is a critical link between the survivor and justice. Given the current state of Police performance where survivors are discouraged from lodging complaints and domestic violence considered a personal matter between spouses, First Information Reports (F.I.R.s) carry contradiction and Police are often not aware of the process that is to be followed when a victim reports abuse. Workshops with Police Officers (men & women) are a component of WAR's RSSP. These workshops will be conducted from 2009 to 2011, two each year. Police training is only one part of an overall, holistic strategy which is needed to improve police attitudes and practice in relation to women rights and protection – especially for survivors of rape.
Objectives	<p><i>Project Specific:</i></p> <ul style="list-style-type: none"> a) Provision of rights-based police services to rape survivors. b) Containment/prevention of act of sexual violence. c) Creation of awareness and sensitivity towards survivors according to their needs. d) Networking and coalition building for joint planning, resource mobilization and sharing of best practices. <p><i>Workshop Specific:</i></p> <ul style="list-style-type: none"> a) Sensitize police officers to the issue of rape. b) Explore the legal definition of rape, myths and misconceptions and biases on the issue. c) Explore the processes of operations and investigations in cases of rape with the purpose of improving current systems.
Expected Results	<p>Project Specific:</p> <ul style="list-style-type: none"> a) Better service delivery to survivors of sexual violence. b) Sensitized handling of rape cases. c) Implementation of improved systems for better functioning.

	<p>Workshop Specific:</p> <p>By the end of the workshop participants have</p> <ol style="list-style-type: none"> Understanding of WAR's mission, objectives and services as well as the objectives of the workshop. Formulated recommendations with regard to developing linkages between WAR and Police department. Formulated recommendations to improve operations and investigations processes of current systems. Better understanding of rape laws. Cleared myths and misconceptions around the issue.
Target Group(s)	Police Officers (Male)

REVIEW

In the year 2009 WAR conducted one (1) workshop with 43 policemen of Capital City Police Karachi having different designations. In July 2010 Training & Capacity Building Department reviewed the objectives, methodology and results of workshops conducted in the year 2009. After the review it was agreed upon that this year WAR will target a different audience for the training. It was decided that in the year 2010 Police Officers having the rank of Superintendent of Police (S.P) will be engaged in the workshop to create larger impact of the training as an S.P monitors at least thirty (30) police stations.

Unfortunately due to the security concerns and high alert due to unrest in the city at that time the senior officers could not be spared by the Police department to attend the training. Instead CCPO Karachi marked senior officers of Police Inspector level to attend the workshop. After evaluating the situation and new target group the training team reached the following conclusions:

(format)	<ul style="list-style-type: none"> - The training module shall be highly participatory (including group exercises and brainstorming) to encourage and stimulate learning. - The training will focus more on exploring the problems in current systems and finding ways to establish linkages between the Police and WAR.
(team)	<ul style="list-style-type: none"> - An experienced trainer will be engaged to design and conduct the training.

RISK ASSESSMENT

Likelihood/Impact	Catastrophic	Critical	Significant	Marginal
Very Likely	R-01		R-19	
Likely	R-02	R-03, R-07, R-08, R-16	R-04, R-09, R-10, R-14, R-18	
Unlikely	R-05, R-17	R-12, R-15	R-11,	
Very Unlikely	R-06		R-13	

Risk ID	Risk Category	Description
R-01	<i>ER</i>	Police officers do not attend the training because of unrest in the city.
R-02	<i>ER</i>	Police officers do not attend the training because they did not get the dispatch from HQ in time.
R-03	<i>TR, IR</i>	The concepts explored may not be consistent with the beliefs and values of the participants and consequently they might not use the skills and information delivered in the training.
R-04	<i>IR, ER</i>	Lack of incentive may affect the participants' motivation to join/carry on the training program.
R-05	<i>ER</i>	The funding for the program is cancelled and WAR is unable to find any other donor to support this program.
R-06	<i>IR</i>	WAR shuts down.
R-07	<i>ER</i>	Due to unrest in the city the trainings are delayed or cancelled.
R-08	<i>TR, IR</i>	The training need assessment is not conducted and the training design does not address the participants' KSA level.
R-09	<i>TR</i>	Sessions are not sufficiently timed. The training will exceed the planned time limitations and participants lose interest due to untold extra time.
R-10	<i>TR</i>	Training design is not compatible to and challenges the local norms and values.
R-11	<i>IR</i>	The training event is not staffed and equipped adequately.
R-12	<i>ER</i>	Weather conditions may affect the training in delay or cancellation.
R-13	<i>TR, PR</i>	The training is less participatory and more cognitive. This will result in participants being bored and becoming uninterested.
R-14	<i>TR</i>	Waterfall training design. Participants will lose their interest due to no visible reason for doing an activity until late in workshop; session switching is rigid, heavy reliance on handouts and difficulty in discussion that seems to lead nowhere.
R-15	<i>PR</i>	Rude, strict and judgmental behavior of the trainer. Participants are annoyed and refuse to take input from the trainer.
R-16	<i>IR, TR</i>	Risk management is not done.
R-17	<i>ER</i>	Capital City Police Officer changes and new officer does not allow this activity to continue.
R-18	<i>IR, PR</i>	Human resources are being used extensively in several other activities allowing less time for preparation.
R-19	<i>ER, PR</i>	Gender of the trainer. Participants do not engage themselves due to gender differences.

Risk Categories

Internal Risks = IR External Risks = ER Performance Risks = PR Training Specific Risks = TR

METHODOLOGY

Participatory training methodology was adopted in design of this workshop to empower the participants with knowledge and relevant skills. The participants were involved in several group activities, brainstorming and group discussions. These activities were supported by handouts to increase their knowledgebase. Participants were seated in a closed circle.

WORKSHOP PROCEEDINGS & OUTPUT(S)

A two days training workshop was designed based on past experience and the objectives of the Program. The training consisted of nine sessions.

Day 1

The workshop started later than scheduled time because the participants joined in a late fashion because they were not informed by Police HQ in due time to attend the training. The facilitator welcomed the participants to the workshop and briefly shared the objectives and methodology of the two days.

Before the formal start a variety of objects were placed in the center of the circle with enough space in between them so that they can be seen. After the welcome the facilitator asked the participants to choose an object from the center of the circle and bring it back to their seat. After all participants had an object, facilitator asked them to reflect on their object for a moment and consider the following question: How does this object represent who I am?



Then facilitator asked participants to pair up with another person in the room and have a conversation about their object and their reflections. Then introduce their partner by sharing their reflections of his/her partner.



After the introductions the facilitator asked the participants to brainstorm workshop norms. The following were identified by the participants:

- ❖ Rape is a sensitive issue – we should remain respectful throughout the workshop. No side comments or jokes.
- ❖ Listen and give everyone a chance to participate – everyone’s opinion is important.
- ❖ It is everyone’s responsibility to maintain time.
- ❖ Learning and understanding is everyone’s own responsibility – if you need to clarify, ask questions, or need a change in energy, let the facilitator know.

The facilitator asked the participants to be the guardians of the norms.

Hopes & Fears

Once the workshop norms were agreed upon the participants were divided into three (3) groups. Each group was asked to brainstorm what their expectations and fears are regarding the workshop and present their expectations and fears in the plenary.

Group 1

(Hopes):

- This workshop will be informative for us in context of sexual violence.
- This workshop will be interactive and we will be given a chance to share our views.
- We will be familiarized with the rape laws.
- We will be able to build linkages with WAR and the civil society.



- Other NGOs will participate too.
- The workshop will be conducted in civilized manner.
- This course will be included in the syllabus.

(Fears):

- The workshop will not be object oriented. It might end without any concrete results.
- Not many Police officers will be able to attend the workshop and due to low attendance level participants will lose interest in the training.

Group 2

(Hopes):

- Problems that women face in the Police system will be highlighted.
- Difference between rape and consensual sex will be explained.
- We will be able to know more about WAR and its objectives.
- Difference between a rape victim and a rape survivor will be explained.
- We will be able to understand the emotions and feelings of a rape survivor.

(Fears):

- Will the society accept the rape survivor?
- Will the rape survivor ever be able openly come forward in the society?
- Will the rape survivor get respect and justice in the society?

Following are some very interesting comments made by the members of group (2) during the above presentation:

“Does our society even want to eliminate this evil? After apprehending a criminal we start receiving phone calls to release him.”



“WAR is fighting against rape; do you know why the survivor does not come forward? They face an impenetrable brick wall of biased attitudes in our society. This wall is also present in our criminal justice system due to which rape survivors do not get justice in courts.

“Until or unless someone gets punished these crimes cannot be contained.”

“Why does rape happen? In my opinion, since our society is not open minded young people are forced to suppress their natural desires. And if someone is unable to do so he or she has no way of getting it out of their system unlike western countries they have bars, clubs and licensed prostitution. In our society young people have no knowledge of their bodies and no one gives them this information.”

Group 3

(Hopes):

- This training will build our confidence to talk about such taboo subject.
- We will be able to accept the fact that rape exists in our society.
- We will learn how to handle the rape victim.
- We will become more self aware.
- The information gained in this workshop can be used to raise awareness in the society.
- We will learn efficient rape case reporting.
- We will learn how to access the rape victim.



(Fears):

- Most of us have court duties. We need to be present in our court hearings that we will miss by attending this workshop.
- The duration of the workshop is too long. Being a Police officer we cannot spare this much time here.

During the above presentation members of group (3) made the following comments:

“There are no laws to protect men from rape.”

“Male rape is not even recognized by the law.”

Exploring the rape definition in Pakistani Law

In the next session facilitator asked the participants to define rape as per the Pakistan Penal Code (PPC). The participants had good knowledge of rape laws. The facilitator confirmed their definition by distributing a handout of the rape definition of PPC (Women’s Protection Act 2006).

Following comments came from the participants in this session:

“Women have been given a lot of freedom through Women’s Protection Act 2006. Now we cannot lock up women whom we suspect of being involved in unlawful acts.”

“Unless a woman reports this crime herself we cannot do anything.”

“The society we are living in is backward. The topic we are discussing here is very advanced as compared to our moral standards. These laws (Women’s Protection Act 2006) are good but the problem is that they are changed every ten (10) years. A decade ago when *Mullas* were in power *Hudood* laws were enforced and now when moderates are in power this Women Protection Act 2006 has come out. Who know who will be in power tomorrow and what laws they will keep? This problem will not be solved by your efforts or our cooperation. Basically this evil is prevailing due to society-wide insensitivity. I agree that legislation is a requirement but it should not be done just for the Police or to deal with current situation. Legislation should be made considering our future generations.”

“Women’s Protection Act 2006 was implemented to protect the VIPs. No improvements are seen since its implementation.”

“Because of this Act, now there is no fear of Police or arrest. This is not good for the law and order situation in our society.”

“World has become a global village. If we are not going to change then we will be destroyed. We need to accept the changes otherwise these crimes will prevail and our society will explode.”

“The laws of adultery have been set aside by the implementation of Women’s Protection Act 2006.”

“These laws are gender biased. They are only for women. Men/males are also exposed to this heinous crime.”



After going through the PPC, participants were asked to go back into their groups. Each group was given four (4) case studies of rape cases. They were asked to read these case studies and answer the following questions:

1. As per the PPC, is this case one of rape?
2. If this woman were to come to you to register a rape, would you lodge the FIR? If yes, why and if no why not?

Each group was asked to present their answers to one case study (group 1 = case study 1, group 2 = case study 2, etc.). Following were their responses to each case study:

Case Study No. 1:

This was the case study of a call girl who was raped while she was on her way home. She knew the accused. She collected and brought the evidence to the Police.¹

Responses:

“By law this is a rape case and her FIR should be lodged but we will not register her FIR because she is a call girl. This is where NGOs work start. She will come to the NGOs, the NGOs will come to us and then the FIR will be registered.”

“Since she has brought the clothes with her and she is a prostitute, we would think that she has come prepared and this is a scam.”

“When a crime is reported, an officer’s work starts with doubting everyone including the victim. In this case especially because a woman who is raped will not come prepared like this.”

“We cannot arrest the accused just because an FIR is lodged. We have to consider the consequences the accused and his family will face in the society. If the report is false then who will do damage control regarding the defamation they faced. “

“Judiciary will pass judgment on the crime and the accused. It is not the job of a Police officer. Our job is to examine the case, collect and secure the evidence.”

“Our medical examination for rape is not advanced. Semen specimen are only collected and tested in documentation.”



¹ For full text see Annex 3

Case Study No. 2:

This is a case of a domestic worker whose employer forces her to have sexual intercourse with him by threatening her job.²

Responses:

“This is rape and its FIR should be registered. But it does not happen because these women come from poor families and they need work. Their economic condition does not allow them to go to court or bear expenses of a lawyer.”

“Police work is not just registering FIR but also case disposal. If the survivor backs out which is very likely to happen in this case, then Police will be in trouble.”

Case Study No. 3:

This is a case of an underage girl who was approached by an adult and engaged in consensual sexual intercourse.³

Responses:

“Since the girl is under the age of 16 which is the minimum age for giving consent according to the law this is rape and FIR should be registered.”

“We will not register the FIR because it is against our religious norms.”

“If the law is against the religion we should not follow the law.”

“We will deal with this case as an adultery case because she gave her consent. In our courts many judges do not establish age of consent by the legal age of the victim (18/16 yrs) but by her menstrual cycle.”

“Although in order to help the victim, when we know she is legit, we can register the FIR the way we want. No one issues us any notice for registering a rape FIR, we might get a notice for drug or robbery related FIRs but not rape FIRs.”

Case Study No. 4:

This is a case study of a woman who was engaged into a false marriage contract by a man.⁴

Responses:

“This is a legitimate case by principle and by law an FIR should be registered. But this case will not hold in the court. Accused is the favorite child of law. He will get the benefit of the doubt and the victim will be denied justice. Unless judiciary makes sure the criminals get the punishment they deserve people will not fear the criminal justice system.”

“All of these cases are legitimate cases but this is not in our practice to register these cases.”

² For full text see Annex 3

³ For full text see Annex 3

⁴ For full text see Annex 3



Understanding current situation of rape in Pakistan

In this session the facilitator shared statistics of rape crimes through a power point presentation. These statistics were from different sources including WAR. Following the presentation the facilitator shared a quote from the CCPO Karachi which states that there are probably 100 rape cases every day in Pakistan. After that the participants were asked to go back into groups and answer the following questions:

1. What are the reasons for under-reporting of rape in Pakistani society?
2. What can Police officers do to increase the number of reported cases?
3. What statistics they find as new and shocking as Police officers?

Following were group responses:

Reasons for under-reporting of rape

- Media is a major barrier. Victims and their families do not want a media trial. They do not want their lives to be invaded by media people.
- Male dominated criminal justice system which is not women friendly is also a cause of under-reporting of rape in our society. A rape victim would have to deal with only men (doctors, Police officers, lawyers and judges) in pursuit of justice all the way through the criminal justice system who would not understand what she is going through as a woman.
- In rape cases people are afraid of defamation. They do not want others to know what happened to them.
- People do not have faith in judiciary due to long court proceedings and delayed justice. Mostly, rape victims belong to lower economic strata, they or their families cannot afford to hire a lawyer and bear court expenses.
- Family members pressurize the victim for not registering the FIR.



What can Police officers do?

- We have no problem in registering an FIR. Whenever a victim comes to us we lodge their complaint and after preliminaries register FIR. This is the most we can do as we have to follow protocols and rules set by our department.
- If a Police officer is not registering FIR the complainant can get a court order by lodging a petition of 22/A. By that order a Police officer must register an FIR.

New and shocking statistics⁵

- Discrepancy between rape medico-legal examinations and rape FIRs.
- Children of 5 to 11 years of age are most vulnerable to rape.
- Children are being murdered after they are raped to hide the identity of the rapist.
- Rape statistics at town level (Karachi).
- Reported male rape cases are very few.

Following were comments from the participants during this session in regard with discrepancies between medico-legal and Police statistics of rape crimes:

“I do not understand why there is a difference between medico-legal examinations and Police FIRs of rape cases. We send the victim to them or they send the victim to us, either way Police has the information of the case.”

“If the medico-legal report is negative FIR is not registered.”

“Parties compromise with the help of Police.”

⁵ WAR factsheet Jan – Jun 2010 (See Annex 3)

“There is a gap between medico-legal examination and lodging FIR. During this time accused side pressurize the victim’s family to drop the charges so the FIR is not registered.”

“The medico-legal data should be taken and compared with the relevant Police stations to confirm these statistics.”



After this session the participants were asked to come back to the circle and one by one describe today’s experience in maximum three words. Following were their responses:

Sad – Informative – Sharing of ideas – Sharing of experiences – Refreshing – Gained knowledge – Expectations fulfilled – Sensitized – Change in government – Awareness raising – Information about WAR – Improvement in environment – More workshops

Day 2

The facilitator welcomed the participants to the circle. After that the facilitator reminded the participants that today we will talk about the system that deals with the crime after it has occurred.

Exploring common myths and misconceptions around rape

In the next session the facilitator informed the participants that now there is going to be a competition on how much we know about the issue of rape. A prize will be given to the winner. Each participant was given a handout⁶ of myths and misconceptions related to rape. Participants were asked to fill it in. When all the participants completed the questionnaire, they were asked to exchange their handout with someone else. The facilitator asked the participants to mark the exchanged handouts on an answer sheet⁷ which was provided to them after the activity. In order to mark the correct answers the participants were provided the handout⁸ with correct answers and explanations. A participant voluntarily read the handout aloud. After each explanation the facilitator asked the participants whether or not they agree with this explanation. In most myths

⁶ See Annex 3

⁷ See Annex 3

⁸ See Annex 3

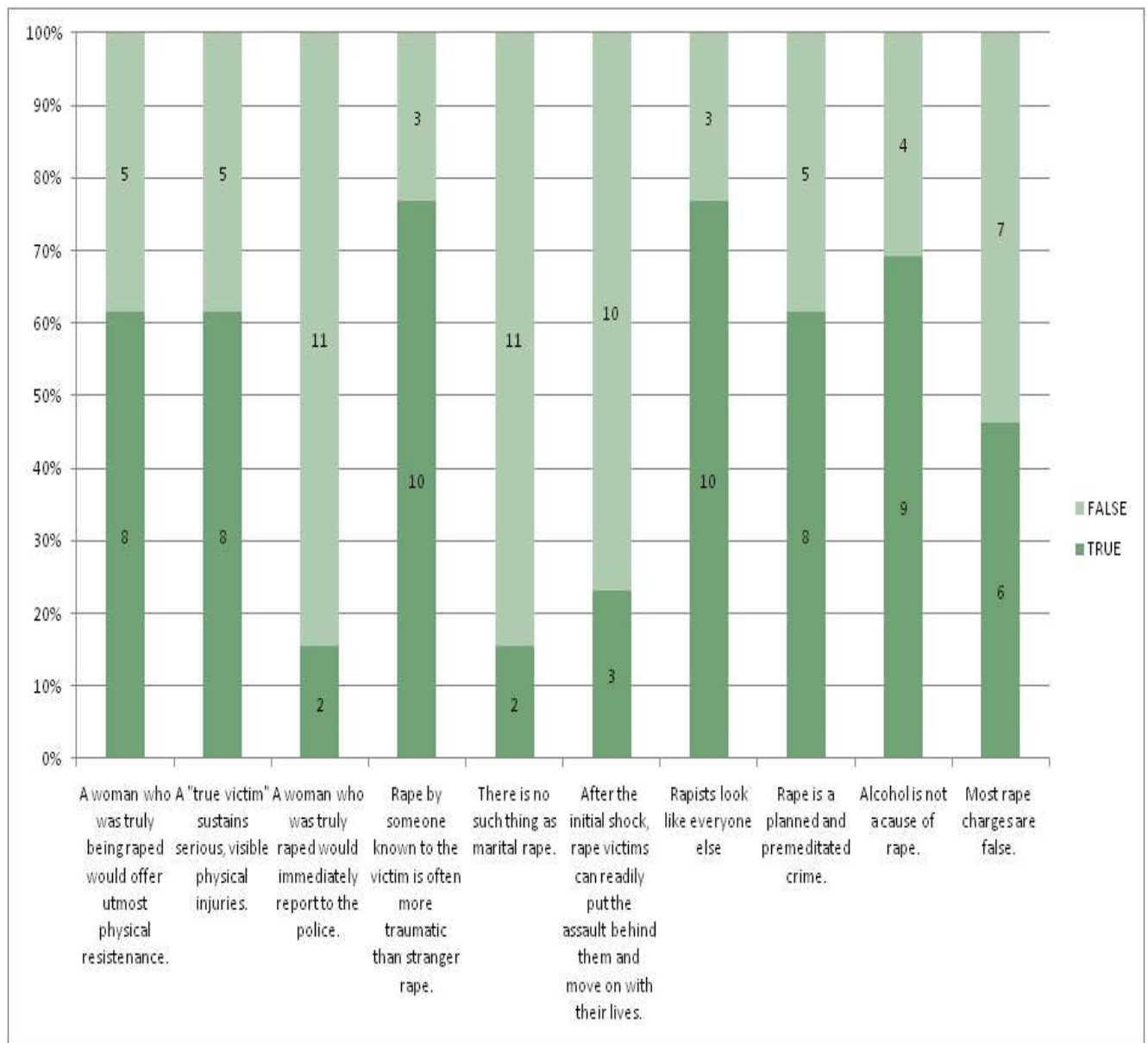
the participants agreed with the explanations and research findings. However, in their opinion the following myths are correct:

- Most rape charges are false.
- There is no such thing as marital rape, and even if a man pressures his wife for sex, there is no reason she should find it as upsetting as rape by a stranger.

According to them the explanations for above two were not satisfactory because:

- 1- The research was done overseas and it does not relate.
- 2- They had a different experience during their service which supports the myths.

Once all the answers were reviewed the winner was given the prize.



Understanding the roles and responsibilities of police in a rape case from when the crime was committed to verdict in the court

The facilitator informed the participants that as yesterday they will be working in groups for this part of training. Then the facilitator asked the participants to draw a flowchart from the point when a rape crime was committed to the point when its verdict came from the court. The facilitator told the participants that this flowchart should contain all points where police is involved and the role it plays. Participants were then divided in two groups. One group comprised of police officers from operations section and one groups comprised of police officers from investigations section.



Groups 1

- Survivor enters the Police station and faces a Police Constable who refers her to the reception.
- At the reception a Head Constable makes an entry in station's *Roznamcha*. Takes the details of the case.
- Duty officer or Station House Officer (S.H.O) interrogates the survivor and registers the First Information Report (F.I.R). The rank of S.H.O is usually Police Inspector (P.I). Duty officer can be a Sub Inspector (S.I) or Assistant Sub Inspector (A.S.I).
- Then the case is transferred to investigation section. A Station Investigation Officer (S.I.O) takes charge of the case. After preliminary interrogation with the survivor the S.I.O starts the investigation. S.I.O can transfer investigation of the case to any of his subordinate investigation officers (I.Os). S.I.O has the rank of P.I and I.O has the rank of S.I or A.S.I.
- The investigating officer takes the statement of the survivor. The investigating officer then collects the evidence and gathers any eye witnesses, if any. Based on the statement of survivor and the evidence collected the accused is arrested.
- On the second day, the accused and the survivor are taken to the Medico-legal centre for Medico-legal examination.

- After the Medico-legal examination the investigating officer goes to the magistrate and submits a request for remand.



- At this point the survivor is sent to a woman Police station, a shelter or survivor's parents' house according to survivor's will.
- Accused is now in Police custody where his statement is recorded and the investigating officer interrogates him.
- The investigating officer also records the statements of the witnesses.
- Once the case file is complete, the accused is sent to jail and the investigating officer submits case *Chalan* in the court after which the court hearings start.
- If the evidence and medical report support the survivor the accused will be convicted, if not he will be acquitted.

Group 2

- S.H.O examines the case before taking any action.
- S.H.O informs his Deputy Superintendent of Police (D.S.P) or directly informs C.C.P.O.
- After that the Police go to the scene of the crime and collect evidence.
- Then the Police give a letter for medico-legal examination to the survivor. A Police officer escorts the survivor to the medico-legal centre if the case is new and if the case is old then survivor goes alone for the examination.
- I.O seals the clothes and slides of evidence, and then takes these to the chemical examiner's lab for chemical examination.
- Chemical report comes in two months.
- After the medico-legal examination we record 154-statement or register the FIR.
- After that we record statements of witnesses.

- The Police arrest the accused. If the accused has escaped then the Police declare him absconder.
- After apprehending the accused he is taken to medico-legal centre for medical examination.
- Then the Police takes 14 days remand of the accused and start investigation.
- After that the court hearings start.



Following are some comments by the participants that were made during the presentations:

“Medico-legal officers are not required to attend all court hearings.”

“Only an I.O takes the samples to chemical examiner’s lab and only he brings the reports back. It is very easy for the I.O to change the samples or results. This happens because of corruption. “

“If chemical report, medical report or evidence is not present, the *Chalan* will still be submitted in the court. These can be submitted to the court later.”

“Half of the survivors are driven away from outside the Police stations by Constables at the entrance.”

“Cases in which the survivor belongs to a rich or influential family, S.H.O informs his senior officers as soon as possible.”

“Now days, S.H.Os are on the road and give instructions to his subordinates through mobile phone.”

“FIR is registered immediately if the rape victim is a child or the case is being covered by media, otherwise we take time to register an FIR.”

“We take immediate action if a young girl child is murdered or raped, otherwise we don’t.”

“Following the examples of other countries Police department has been divided into two sections in our country, investigation and operation, but unlike other countries this system has failed here. In the past people had to bribe just the S.H.O but now they have to bribe S.I.O as well.”

“If a person is accused in the FIR it does not mean he is the criminal but here we arrest him immediately.”

“Medico-legal examination of the accused is mostly limited to testing the ability of sexual intercourse.”

“Magistrate is sent a copy of FIR as well but case magistrate never comes to Police station. If he comes the 164-statement can be recorded immediately but it gets delayed.”

“The survivor faces more problems and insensitive attitudes in the court than Police.”

Promoting a systems thinking approach to improving the way rape cases are dealt with

In the next session the facilitator asked the participants to stand in a circle. Then the facilitator asked them to throw a ball from person to person, ensuring that all the participants get the ball once only. The facilitator told the participants to remember the order in which the ball was thrown. The facilitator timed how long the group took for the whole round. The facilitator challenged the group to get faster and faster at the game and gave them several chances to run through the order. Each time they were timed. When the group became innovative and came to a substantially shorter time, the facilitator stopped the game and called the participants back in the circle for debriefing.

Following comments were made by the participants during the debriefing:

“If we get external motivation like this game we can perform better in our work.”

“The game improved due to individual efforts.”

“The game improved because we were taking interest in the process.”

“We can change our life but in our department we cannot change the smallest thing.”

“In my opinion if a Police officer wants he can change the situation by taking interest, planning and studying the trends of crimes.”

“Police job is a thankless job.”

“Better salary packages will motivate us.”

“Our system is ad-hoc. When I am posted in a Police station I do not know when I will be transferred. How can I change anything in such a short time?”

“These small cosmetic changes cannot make a difference in society or Police culture.”



Identifying changes that can take place to improve operation and investigation systems for rape crime

The facilitator asked the participants to formulate strategies to overcome problems in rape cases discussed in the workshop.

The participants shared the following reflections in the above context:

“The structure of Police department does not allow us to make a change.”

“We can help WAR individually. If you face a problem in a rape case you can call us and we will personally help you.”

“WAR and the Police department can form a liaison committee to address the problems.”

“WAR should introduce this course in Police training schools.”

The workshop ended with the closing of the above session. The facilitator thanked the participants for their active participation.

The participants acknowledged the spirit WAR team showed during the training and admitted that they’ve been a tough audience.

WAY FORWARD

WAR will take the following recommendations to higher Police officials for their consideration:

- Inclusion of a training module on rape crimes in syllabus of Police training schools.
- Formulation of a liaison committee (WAR and Police) to address training needs of Police officers.

ANNEXURE

Annex 1	Lesson Plan
Annex 2	Participants' List

Day 1 – Thursday 11th November 2010

	Session
1.	Introduction of the session and of the participants
2.	Agreeing workshop norms with all participants
3.	Exploring participants hopes and expectations from the workshop
4.	Tea Break
5.	Exploring the definition of rape in Pakistani law
6.	Exploring common myths and misconceptions around rape
7.	Lunch
8.	Understanding current situation of rape in Pakistan
9.	Tea
10.	Learning Statements
11.	Closing

Day 2 – Friday 12th November 2010

	OBJECTIVE
1.	Recap of day one
2.	Understanding the roles and responsibilities of police in a rape case from when the crime was committed to verdict in the court
3.	Tea Break
4.	Promoting a systems thinking approach to improving the way rape cases are dealt with
5.	Lunch and Namaaz
6.	Identifying changes that can take place to improve operation and investigation systems for rape crime
7.	Tea Break
8.	Learning statements
9.	Closing
10.	Certificate distribution

Annex 2**Participants' List**

S.No	Name	Designation
1	Jamil Akhtar	Police Inspector
2	Syed Agha Muzaffar	Police Inspector
3	Sohail Ahmed Awan	Sub-Inspector
4	Naseem Farooqi	Police Inspector
5	Ameen Khokhar	Police Inspector
6	Tufail Ahmed	Sub-Inspector
7	Syed Khalid Ali	Sub-Inspector
8	Syed Ayaz Ali	Assistant Sub-Inspector
9	Syed Najmul Hassan	Police Inspector
10	Akhtar Aziz	Sub-Inspector
11	Syed Haider Ali	Police Inspector
12	Moinuddin	Police Inspector
13	Baqar Ali Khan	Police Inspector

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