
Police Response to Rape Crimes

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

War Against Rape (WAR)

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Activity: Workshop on “Police Response to Rape Crimes”

Date of Execution: 1st & 2nd December 2010

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

Venue: Hotel Al Harmain Tower, Saddar, Karachi

Number of Participants: 22

Facilitator(s)

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Trainer – LDM
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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.

The women Police force in Pakistan has neither authority to register and investigate sexual crimes nor do they have jurisdiction to make arrests. Thus the female component of the Police force has been given no role to play in addressing these crimes. They are also target of discriminatory practices at the Police Academy, which includes impeding their professional growth by restricting tasks, promotions and access to trainings. Due to which they lack knowledge of basic operations procedures such as lodging an FIR and investigation processes like evidence collection. Additionally, they do not have the required communication skills to interact with a survivor of sexual violence.

WAR's Training Component holds training and sensitization workshops with women 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 women Police officers who participated in this workshop will benefit from the training in developing good strategies, procedures, skills 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 (RSSP)</i> 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	Training cum sensitization workshops would be held each year, focusing on law education and the implementation in regional and national laws protecting the rights of women and children against sexual violence. Additionally, these workshops will explore ways of increasing the role of Policewomen in registering, investigating and prosecuting cases of sexual violence.
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. e) Empowerment of women Police force in independent investigation of rape and sexual assault cases. <p><i>Workshop Specific:</i></p> <ul style="list-style-type: none"> a) Sensitize women Police officers to the issue of rape. b) Explore the legal definition of rape, myths and misconceptions and biases on the issue. c) Train women Police officers on how to communicate with rape survivors. d) Explore the processes of operations and investigations in cases of rape with the purpose of improving current systems.
Expected Results	<p><i>Project Specific:</i></p> <ul style="list-style-type: none"> a) Better service delivery to survivors of sexual violence. b) Sensitized handling of rape cases. c) Trained women Police officers gain authority to investigate and register cases of violence against women. <p><i>Workshop Specific:</i> By the end of the workshop participants</p>

	<ul style="list-style-type: none">a) Understand WAR's mission, objectives and services as well as the objectives of the workshop.b) Have better understanding of rape laws.c) Have cleared myths and misconceptions around the issue.d) Understand how system changes need to be incrementally made.e) Have enhanced skills around registering an FIR and communication with rape survivors.
Target Group(s)	Police Officers (Female) from three Women Police Stations in Karachi



REVIEW

In the year 2009 WAR conducted one (1) workshop with Policewomen of Capital City Police Karachi having different designations. In October 2010 Training & Capacity Building Department reviewed the objectives, methodology and results of workshops conducted in the year 2009. After the review the training team developed a new training module for the workshop to be held in November 2010. Unfortunately the workshop was postponed due to absence of participants that were selected by the Police department. According to the women Police officers they were not communicated in time and were not given venue information by the Police dispatch department. After the reviewing the miscommunication and the workshop held earlier in the month of November 2010 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.
(target group)	<ul style="list-style-type: none">❖ The training team will visit all (3) women Police stations in Karachi and collect information about women Police officers stationed there.❖ The training team will pick the suitable candidates from the information collected and based on the following criteria: Newly recruited, less trained and from investigation and operations sections.❖ Training team will coordinate with the selected participants and the liaising Police official to fill any communication gaps.
(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	ER	Police officers do not attend the training because of unrest in the city.			
R-02	ER	Police officers do not attend the training because they did not get the dispatch from HQ in time.			
R-03	TR, IR	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	IR, ER	Lack of incentive may affect the participants' motivation to join/carry on the training program.			
R-05	ER	The funding for the program is cancelled and WAR is unable to find any other donor to support this program.			
R-06	IR	WAR shuts down.			
R-07	ER	Due to unrest in the city the trainings are delayed or cancelled.			
R-08	TR, IR	The training need assessment is not conducted and the training design does not address the participants' KSA level.			
R-09	TR	Sessions are not sufficiently timed. The training will exceed the planned time limitations and participants lose interest due to untold extra time.			
R-10	TR	Training design is not compatible to and challenges the local norms and values.			
R-11	IR	The training event is not staffed and equipped adequately.			
R-12	ER	Weather conditions may affect the training in delay or cancellation.			
R-13	TR, PR	The training is less participatory and more cognitive. This will result in participants being bored and becoming uninterested.			
R-14	TR	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	PR	Rude, strict and judgmental behavior of the trainer. Participants are annoyed and refuse to take input from the trainer.			
R-16	IR, TR	Risk management is not done.			
R-17	ER	Capital City Police Officer changes and new officer does not allow this activity to continue.			
R-18	IR, PR	Human resources are being used extensively in several other activities allowing less time for preparation.			

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.

During the introduction it was observed that majority of women Police officers did not join the force by choice but the reason that they have no other economic opportunity to support their families. The training team also noticed that only a few participants have attended training workshops and those too were on drug control and human rights. This topics and skills covered in this training were new to them.

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 four (4) 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.



(Hopes):

- ❖ We will gain knowledge by attending this workshop.
- ❖ We will learn about violence against women.
- ❖ This training will enhance our skills because we are juniors.
- ❖ We hope to attend more of these trainings.
- ❖ We will learn something from this training that will help me in my career as a Police officer.
- ❖ We hope the environment will be friendly.
- ❖ We hope that after two days we will know more about rape and sexual violence.
- ❖ We will gain knowledge about the most heinous crime committed against women.
- ❖ We will be able to better treat women in our service.
- ❖ We hope to improve our communication skills to get insight of a survivor's story.
- ❖ We will learn about women's rights.
- ❖ We are here to learn more about this topic so that we can use this information in our service.



(Fears):

- ❖ This workshop may be a waste of our time.
- ❖ If this workshop is only knowledge sharing then it is not beneficial for us.
- ❖ Environment may be unfriendly.
- ❖ Our senior officers may misbehave.
- ❖ We have no fears because this is part of our job.
- ❖ We fear that discussions will not be to-the-point.
- ❖ We were confused about the content of the workshop.
- ❖ We were afraid that we might not be able to understand the topics.

Exploring violence and sources of power

In the next session participants were divided into four (4) groups. Each group was given a handout of four (4) case studies¹ that explored the different types of violence. The facilitator asked participants to read the first set of case studies. These case studies showed examples of physical, psychological, economic and social violence within ordinary settings. For each case study they were asked to answer the following questions:

- Is there any violence being seen in this case study? If yes then what is the type of violence?
- Who is the perpetrator of the violence?
- Who is the victim of the violence?
- How does the perpetrator feel?
- How does the victim feel?

The groups gave the correct answers to the above questions. They understood the concept of power.



Then the facilitator gave the participants the second set of case studies to read. These case studies showed examples of physical, psychological, economic and social violence within the Police setting. For each case study they were asked to answer the following questions:

- Is there any violence being seen in this case study?
- Who is the perpetrator of the violence?
- Who is the victim of the violence?
- How does the perpetrator feel?
- How does the victim feel?

¹ See Annex 3

The groups successfully answered the above questions. They were well aware of Police brutality especially against women.



Although, it was observed that some of the groups had difficulty identifying psychological violence as a form of violence in both settings.

Once completed, the facilitator went through each case study and ensured a consensus to the answers. The facilitator emphasized that violence need not be only physical in nature, but it is often the other forms of violence that are most impactful on a person's life.

After that the facilitator asked the participants to brainstorm the sources of power the perpetrators had over their victims and write up the answers on a flipchart. The facilitator referred to the case studies to ensure that several sources of power are identified. The participants successfully identified the sources of power.

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 were not well aware of the law and sections of PPC. The facilitator confirmed their definition by distributing a handout of the rape definition of PPC (Women's Protection Act 2006). The difference between rape and adultery/fornication was also explained to the participants.

Following comments came from the participants in this session:

"More severe punishment should be awarded in cases of fornication."

“These punishments have been abolished after Women’s Protection Act (2006). In most cases the victim comes to us after apprehension of accused and tells us that they actually fornicated and this is not rape. The accused is acquitted and no punishment is given to him.”

“The court does not take action even if the girl is under-aged.”

“The parents come to the Police station to lodge an FIR for kidnapping with intention of rape. In most cases the girl is a runaway and her consent is involved. Even if we catch them the case will not stand in court.”



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.²



Responses:

“By law this is a rape case and her FIR should be lodged.”

The facilitator share the following input from workshop with Policemen:

“But we will not register her FIR because she is a call girl.”

“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.”

The facilitator asked the participants to comment on the above.

Participants gave the following input:

“We do not get cases like this.”

“If this comes to our Police station we will lodge the FIR.”

“They are men. They do not understand. They do not know.”

² 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.³

Responses:

“This is rape and its FIR should be registered.”

“She gave consent because she was forced and poor.”



Case Study No. 3:

This is a case of an underage girl who was approached by an adult and engaged in consensual sexual intercourse.⁴

Responses:

“This is adultery not rape.”

The facilitator pointed out that the girl is under-age. The participants realized and accepted that they did not pay attention to girl’s age.

Case Study No. 4:

This is a case study of a woman who was engaged into a false marriage contract by a man.⁵

³ For full text see Annex 3

⁴ For full text see Annex 3

Responses:

“This is adultery.”

The facilitator asked the participants to read the relevant section of PPC again and after that asked them whether or not this is rape.

The participants accepted that they did not know or pay attention to the relevant section. They also agreed that this is a rape case.

Then the facilitator debriefed the participants by asking:

- ❖ What is the basic difference between *Zina*, and *Zina bil Jabar*.
- ❖ Why are victims of sex offences more frequently blamed and not believed then victims of other crimes?
- ❖ Does an officer’s judgments about a case affect whether an FIR should be cut or not?
- ❖ To what extent is it the role of a police officer to uphold the law over and above their own beliefs and judgments?
- ❖ To what extent is each of us aware of our own judgments? How can we increase this awareness?
- ❖ Do you think that the law as defined by the Pakistan Penal Code is effective?



Participants gave the following input:

“We always involve our judgment in our work.”

“Police officer can twist the story to a whole new level if he/she wants.”

⁵ For full text see Annex 3

“We know the difference between right and wrong but we choose to do what is convenient for us because of our weaknesses.”



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 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:

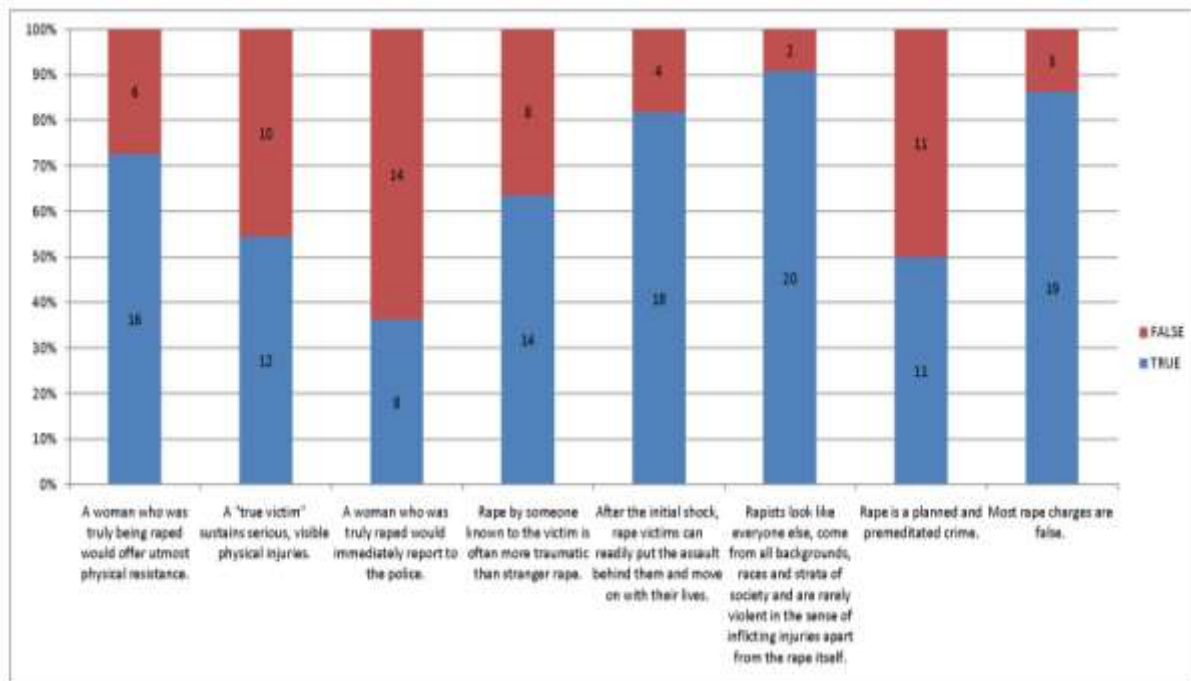
- 1- The research was done overseas and it does not relate.
- 2- They had a different experience during their service which supports the myths.

⁶ See Annex 3

⁷ See Annex 3

⁸ See Annex 3

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



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

- ❖ Court proceedings take too long.
- ❖ Pursuing a case in court requires a lot of money.
- ❖ Victims are uncertain of getting justice.
- ❖ Defense lawyers ask vulgar questions.
- ❖ During the trial victim's family faces many social and economical problems.
- ❖ Society does not allow a woman to come forward and report this crime.
- ❖ The accused threatens the victim and her family.
- ❖ Fear of defamation.
- ❖ Parents of victim do not allow her to report the crime.
- ❖ People do not trust Police.
- ❖ Police investigations are time consuming.
- ❖ Corruption in the criminal justice system.

What can Police officers do?

- ❖ Victims do not tell us the whole story.
- ❖ Lodging a good FIR and proving the crime is the duty of a Police officer.
- ❖ Registering complaints and lodging an FIR is everyone's right.
- ❖ Rape will be proved sooner or later if the Police officer is a champion.
- ❖ 14 days of *Chalan* period is not enough for investigation. This period should be based on the type of crime committed.
- ❖ Remand time should be given based on type of case.
- ❖ If case investigation is not complete, the court can give more time.
- ❖ If accused runs away then we file him under section 512 of PPC and keep searching for him the rest of our life.
- ❖ We get phone calls for the release if we catch someone.
- ❖ We face a lot of political pressure.



New and shocking statistics⁹

- ❖ 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.

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

⁹ WAR factsheet Jan – Jun 2010 (See Annex 3)

- ✓ We gained knowledge about rape and sexual violence.
- ✓ It was good partnership between the training team and us.
- ✓ We learnt about our senior officers. We did not know them before.
- ✓ We are not given such information and knowledge in our training at Police training schools. This is good for us.
- ✓ This is a very serious issue.
- ✓ I got the information I needed.
- ✓ I did not know about the rape statistics. It was new information for me.



Day 2

The facilitator welcomed the participants to the circle. The facilitator put a pen in the middle of the circle. The facilitator then asked the participants to take few moments and think about previous day. The facilitator then informed the participants that whoever wishes to speak should take the pen from the floor and share their reflections and comments.

Following comments were shared by the participants:

- I went to a gathering and I was late. When the host asked me I told her that I was attending a workshop on rape. I share the workshop details with her and some other people in that gathering.
- Yesterday we spent 8 hours together. In my 19 years of service I've seen many rape cases but only yesterday I learnt the difference between rape and fornication/adultery.
- I you people face any problems in a community then me and my fellow officers will help you.
- I told two other women about what I learnt yesterday. Believe me; telling two women is like spreading the information in two neighborhoods.

- I told my sister about this workshop and she told me about a case she knew about but never shared with me. I gave her WAR's contact information.
- I went home and thought about what I did yesterday.
- The punishment for rape should be harsh.
- Police does not have sufficient resources to catch criminals.
- We desert our home and our family to do this job. Give time to our department. But there is no appreciation.
- This crime is more traumatizing than murder. Murder is committed once but these poor women die every day.



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

Understanding the long-term repercussions of rape on the survivor

In the next session the facilitator explained to the participants the difference between emotions and thoughts that thoughts are that which we think, while emotions are that which we feel. The two are often linked, but sometimes they may not be.

After that the facilitator told participants that we will be reading out a case study¹⁰ of a woman. At various points of the story they need to write down the feelings of the woman.

The facilitator began reading the story and at each assigned point she asked the participants to write down 3 emotions that they think the woman felt at that point in the story.

After the whole story was read, the facilitator asked the following questions:

¹⁰ See Annex 3

- Do you think this story reflects the reality of women who have undergone such an event in their lives?
- How do you think this would be different if women are gang raped, or repeatedly raped over time, or raped by someone they trust like a father or brother?
- What options do women have for support once such an event occurs in their life?

Following were the responses of participants:

- If someone had guided her that it is not your fault then her mental condition would have been better.
- In case of being raped repeatedly over time her physical or mental condition could've gotten worse but these effects might not last this long.
- If he cousin was punished than she might not have faced all these problems.
- She should go to the Police station.

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

The facilitator asked the participants to stand in a circle and asked them to throw a ball from person to person, ensuring that all the participants get the ball once only. Participants were asked to remember the order in which the ball was thrown. The facilitator timed how long the group took for the whole round and wrote it on a flip chart.



Then the facilitator challenged the group to get faster and faster at the game and give them several chances to run through the order. Each time they were timed.

When the group started to innovate and came to a substantially shorter time, the facilitator stopped the game and debriefed the exercise using the following questions:

- ✓ What happened?

- ✓ What helped the group get a better and better time? (explore both incremental changes as well as transformational changes).
- ✓ How much would it have helped to coach individuals to catch and throw faster versus other types of changes that were made?
- ✓ How does this exercise relate to the systems we have within the Police station?



The participants gave the following input:

- If we work together then we can achieve our goal quickly.
- We should work with unity.
- It was taking more time in the beginning when were working in isolation.
- Our performance improved when we started to work with unity.
- Work gets easier and performance increases with planning and strategizing.
- In the beginning we were not clear about the objective and what to do.
- In the second round we understood the procedure.
- Time decreased from 26 seconds to 23 seconds because we had established a system.
- It was a revolutionary thought that helped us achieve the minimum time.
- Small changes can bring improvements and can pave the way for revolutionary changes.
- Changing the whole system is difficult but small changes can be made easily.
- If we try to solve small problems we can also eliminate big problems along the way.
- Everyone can make small changes.

Communicating with a rape survivor

In this session the facilitator asked the participants to brainstorm the following:

- ❖ What are the good practices when communicating with someone who has experienced a rape crime?

- ❖ What shouldn't be done when communicating with someone who has experienced a rape crime?

Group 1

Good Practices

- Take comprehensive information from the victim.
- Give legal advice to the victim.
- Treat the victim with respect.
- Take care of victim's needs.

Don'ts

- Inappropriate and insensitive behavior.
- Pressurize the victim for information.



Group 2

Good Practices

- Safe environment for victim of sexual violence.
- Listen carefully and give attention to the victim.
- Ensure the victim that justice will prevail.
- Comfort the victim so that she can share her problem easily.
- Provide first aid if the victim is injured.
- Ensure the victim that being a woman we understand what she is going through.

Don'ts

- Be judgmental.
- Delay in lodging FIR.
- Unethical and demeaning questions.
- Ask the victim to repeat the incident again and again.
- Bribery.



Group 3

Good Practices

- Good behavior with the victim.
- Try to calm down the victim.
- Ensure that the victim feels safe in Police station.

Don'ts

- Vulgar and insulting questions.
- Criminal behavior.
- Mental torture.

Using the above checklist as a guide, the facilitator invited participants to the floor to do three (3) role plays. The facilitator gave prepared guidelines¹¹ to each woman who was going to play a role.

After role plays the facilitator debriefed the exercise. Following were the comments from participants:

¹¹ See Annex 3

- ❖ I agree that the questions we ask are difficult for the victim but we cannot complete our investigation without these questions.
- ❖ A separate event should be conducted to highlight the problems of women Police.
- ❖ If a woman goes to a Police station, women Police officers are only called as guards not investigation officers.
- ❖ A woman is raped once but male Police officers repeat the details of her rape in front of her again and again. It is more traumatizing for her.
- ❖ Women Police force should be stationed at town level. A women Police cell should be established in each town office. Lady Police officers are distantly stationed. They cannot reach the crime scene in time.
- ❖ Victims will not get relief if women Police do not get relief.
- ❖ Police officers spend from their pocket to visit crime scenes far away. Their transportation costs should be reimbursed.



Understanding how to write an FIR for a rape case

The facilitator asked the participants why the FIR is such an important document, and asked them of their experience related to lodging an FIR in general, and specifically for a rape case.

Participants gave the following input:

- ✓ FIR is very important document.
- ✓ Police cases are based on FIR.
- ✓ Victim cannot get justice without lodging an FIR.
- ✓ We are newly recruited and we do not know how to write an FIR.
- ✓ Not many rape cases are reported in women Police stations.
- ✓ In women Police station Liaqatabad no rape case has been reported till date.
- ✓ We cannot tell whether more cases are false or true until we actually get some cases.

Then the facilitator handed out copies of a blank FIR to each of the participants and helped them understand the form. The facilitator highlighted the difference between a well filled FIR, and a badly filled FIR.

When all the sections of FIR were covered the facilitator asked participants to fill out an FIR using a case study as an example.



In this activity it was observed that

- ❖ Participants did not understand the case.
- ❖ Participants were unaware of operational procedures in such cases.
- ❖ Participants got confused over jurisdiction in the case.

After that the facilitator explained some of the steps following the FIR being filled covering

- ❖ What needs to be explained to the survivor
- ❖ What is to be done with the report

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

Certificate Distribution

Mr. Altaf Malik (Additional Inspector General Police – Establishment) and Mr. Haseeb Baig (Additional Inspector General Police – Finance) graced the ceremony of certificate distribution. The participants from Policemen workshop were also invited in the ceremony.



WAY FORWARD

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

- ❖ WAR will highlight problems of women Police officers at State level.
- ❖ WAR will advocate for the establishment of women Police desks at town level.
- ❖ New candidates will be selected for workshop in year 2011.

ANNEXURE

Annex 1	Lesson Plan
Annex 2	Participants' List

DAY 1	
OBJECTIVE	
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 violence and sources of power.
6	Exploring the definition of rape in Pakistani law
7	Lunch
8	Exploring common myths and misconceptions around rape
9	Working tea can be served
10	Understanding current situation of rape in Pakistan
11	Learning statements
12	Closing

DAY 2	
OBJECTIVE	
1	Recap of day one
2	Understanding the long-term repercussions of rape on the survivor
3	Promoting a systems thinking approach to improving the way rape cases are dealt with
4	Tea Break
5	Understanding how to write an FIR for a rape case
6	Communicating with a rape survivor
7	Lunch and Namaaz
8	Tea Break
9	Closing
10	Certificate distribution

S.No	Name	Designation
01	Afroz Sulangi	Police Inspector
02	Nosira Rasool	Police Constable
03	Samreen Naz	Police Constable (investigation)
04	Sanober Khan	Police Head Constable
05	Naznaan Mughal	Police Inspector
06	L/Di Hajra Usman	Police Inspector
07	L/Di Khalida Akber	Police Inspector
08	Afshan Hussain	Police Constable
09	Rehana Qayoom	Police Constable
10	Shamim Bibi	Police Inspector
11	Tanvir Fatima	Police Constable
12	Fouzia	Police Constable
13	Sobia Nazeer	Police Constable
14	Shonia Ali Kon	Police Inspector
15	Rozina	Police Constable
16	Sandal	Police Sub-Inspector
17	Irshad Soomro	Police Sub-Inspector
18	Shagufta Zahid	Police Inspector
19	Sakina	Police Inspector
20	Sumaiya Sheikh	Police Constable
21	Zobia Gulzar	Police Constable
22	Samra	Police Constable

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