

# **Gender Responsive Policing Project Pakistan -Phase III (2016-2020)**

**By  
Dr. Rakhshinda, Team Lead  
Gender Consultant.GRPP-III**

**April 17, 2017**

# Objectives

1. To share the goal, scope of activities and directions of GRPP III
2. To identify gender responsive policing activities to be implemented in ICT with the support of IGP ICT & NPB.

# Structure

- GENDER RESPONSIVE POLICING
- GRPPIII-An introduction
- Support required from the NPB/IGP office ICT
- Way forward
- ✓ discussion

## Gender-Responsive Policing (GRP)

The basis of Gender Responsive Policing (GRP) is the socially constructed roles of women and men, their behaviors, social positions, access to power and resources which create gender specific vulnerabilities that determine the status of men and women in a society and also reflect in the organizational culture of police .

Gender-Responsive Policing (GRP) is defined as “an organizational strategy which employs mechanisms to enhance the feeling of safety, satisfaction and confidence among women by providing them with better access to justice and security and by ensuring effective, transparent and reliable ‘policing’ services”

(UK Department for International Development [DFID],2015).

# Gender Responsive Policing Phase -III

## **Goal:**

- **Promoting the recruitment, retention, advancement, and gender mainstreaming of women police and improving access to police services for female citizens.**
- **Overall, the interventions to increasing women's safety and satisfaction in policing services and reduce their risk of violence would be divided broadly into 3 categories :**

- **Interventions that target the systems and structures for a more gender sensitive response.**
- **Intervention that are provided to police personnel (men & women)**
- **Interventions that are provided to women/community in general**

# (Draft) vision board

**Gender Responsive Policing Phase III (GRPP III)**

Academia

IGP Retired

**Gender Policy**

**Stakeholders inclusion & participation**

**Mentors Forum**

**WPF/WPN**

**Speak up/bol**

**Community Reps. / Survivors**

**Women & men Students**

**CSOs**

**Media Advocates**

**Gender Sensitive Curriculum**

Advocacy ( POLICY MAKERS,COMMUNITY GATE KEEPERS/INFLUENTIALS)  
Communication & Media  
MIS  
Training & Development  
Research & analysis  
Services Delivery For Survivors  
Services for Women in Police  
Sustainability

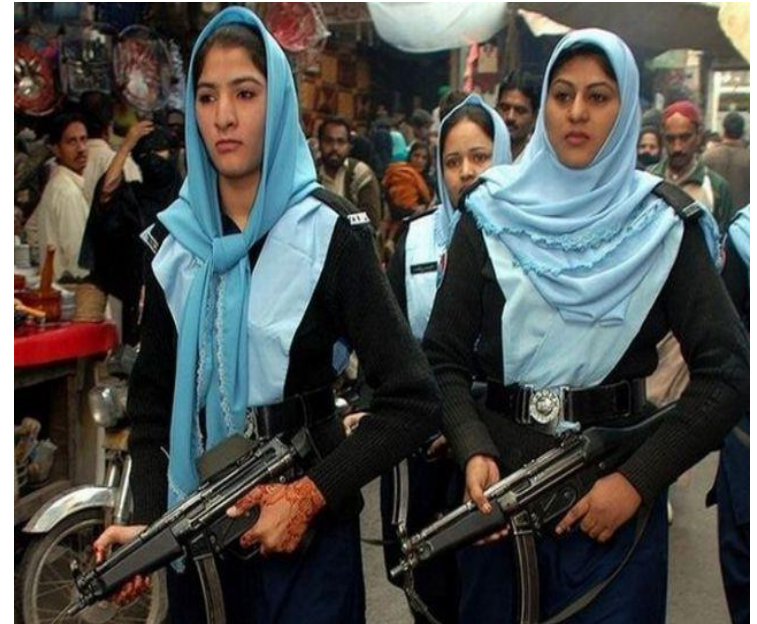
MNE

**Improved working of LCUs / Women Desks / Model Thanas ??? Do we need separate zones for women? WPS VS /& THE POLICE STATION**

## Strategic priorities



male champions  
MEN AS MENTORS, ALLIES & CHAMPIONS



Capacity building of women & men in  
police  
gender sensitization of the decision  
makers

**WOMEN ARE NEEDED IN POLICE  
SERVICE!**





*Many cultures also have a blind spot about violence against women, either because it is covered up by victims and ignored by society, or because it is so visible and common that it is seen as normal and therefore not a problem!*

*-----*  
*This is not the end. It is not even the beginning of the end. But it is, perhaps, the end of the beginning!*

**Lets Improve the Process!**