

The Vision...



He is courteous and gentle and that reassures us!



The Gender Sensitisation and
People friendly Police Project
Karnataka State Police

UNICEF
2003 - 2006

With a focus on violence against
women and children...



Violence against Women and Children in India

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- ★ Sex ratio of women:men 933:1000
 - ★ Sex ratio of girls:boys 927:1000
 - ★ A woman is raped every half an hour
 - ★ Every day, 5 women die over dowry disputes; 200 girls enter sex work
 - ★ 20,000 female foetuses aborted every year
 - ★ 11.28 - 100 mn estimated child labourers





Overview of the Police in Karnataka

- ★ The Indian police: a colonial legacy (1861 Act)!
- ★ Individual States have own acts/rules
- ★ Karnataka approx. 192,000 sq km with a population of 55 million (slightly smaller than the UK)
- ★ The police force approx. 75,000 (2.6% are women)
- ★ 1 police officer per 733 people in Karnataka





History of the GSPP Project (1)

★ 2001 – 2003

- ★ Creation of a Training Module for PS level personnel – over 500 police officers consulted (constables to DG-IG) through pilot workshops and interviews
- ★ Coordination through a children's organisation with the support of Bangalore City Police and UNICEF





History of the GSPP Project (2)

★ 2003-2006

- ★ Joint partnership b/w Karnataka State Police and UNICEF – ADGP the nodal officer
- ★ Project Team set up to coordinate+implement workshops and community outreach programmes
- ★ Review and monitoring (follow up visits, reviews by senior officers, Video Conferencing with SPs across the state...)





Elements of the Module

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- ★ Participatory methodologies with a small group (40-50 participants from constables to sub-inspectors)
 - Gender and power relations, and the institutional analysis of violence
 - Violence against women - laws and procedures
 - Violence against children - laws and procedures
 - Counselling skills used by the police
 - Trafficking of women and children – issues, laws and procedures
 - HIV/AIDS and police responsibilities
 - Public perceptions and police behaviour





The Strategies/Impact So Far (1)

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- ★ **Violence ag. women and children NOT a 'women's issue', not marginal – shifts in police consciousness (men and women)**
 - ★ Protection of women and children as an entry point for a rights-based approach
 - ★ Over 2,250 police officers trained across 438 police stations (3% of staff, 53% of stations) – in-service and probationary
 - ★ 130 'police trainers' as peer educators
 - ★ Increased confidence in women officers
 - ★ Profiling of issue at all levels of police, esp. senior



The Strategies/Impact So Far (2)

- ★ Coordination between local PS, CSOs and community groups: cases and community outreach programmes (Child Rights Week, Dom. Violence)
- ★ 'People-friendly Police Stations' as models of state-public partnerships across Bangalore
- ★ Capacity building of CSOs on legal advocacy and police procedures for cases of women and children
- ★ Karnataka 1st in country to institutionalise training in GS, HIV/AIDS at PS level
- ★ Karnataka module now being adapted for all-India usage by Govt. of India





Why Change XXtra Special?

- Workshop focus on attitudinal change
- 'Walking the Talk' both personal and professional
- Peer learning

- Shifts in PS culture
- Some changes of behaviour at home (officers report abuse ag. married children)

- More responsive access for complainants
- Women officers special training
- Resource commitment from the system

- GS in curriculum at police training schools/academies
- 10% min. recruitment of women
- Formal reviews of cases
- GOs, circulars on issue





Challenges

- ★ Size, numbers and socio-political complexities of individuals and the system
- ★ 'Routinisation' of issue as with all others
- ★ Middle-level officers: powerful, confident and unwilling to change (next phase of training)
- ★ Training not as a one-off input but repeated intervention (peer trainers effective in this)
- ★ Easier to work on children's rights than women's rights (therefore part of strategy)





Light a SPARC of change!

A checklist for People-friendly Police Stations



Structures

Procedures



Attitudes

Resources

Community Connections

