



Policing Insights



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CONTENTS

Director General's Message	i
Editor In-chief Note	ii
Creating a Culture of Integrity in Police in Pakistan <i>Dr. Syed Ejaz Hussain, PSP, Ph.D</i>	1
Computational Models for the Study of Crime <i>Arfan ul Haq</i>	10
Police Encounters and their Impact on Crime <i>Saqib Sultan Al Mehmood, PPM, PSP</i>	15
Sudden Rise in Child Abuse Cases in Pakistan: Reasons, Dynamics and Solutions <i>Maria Mahmood, PSP</i>	22
Money Laundering – A Pakistan perspective <i>Muhammad Idrees Khan, PSP</i>	29
Police Response in Violence Against Women <i>Shehryar Khan</i>	34
Historic Concept of Gender in traditional law of Sub-continent <i>Azhar Rashid Khan, PSP</i>	41
Efficacy of Current Recruitment Methods in Police <i>Saeed Abbas Bajwa</i>	51
How to make our Communities Feel Safe, Secure and Reassured <i>Mehboob Aslam, PSP</i>	59
How to make our Communities Feel Safe, Secure and Reassured <i>Syed Abbas ALI, PSP</i>	67
How to make our Communities Feel Safe, Secure and Reassured <i>Dr. Qurat-ul-Ain Ejaz Langrial, DSP</i>	71
Pictures of Ceremony	77
Disclaimer	79

DIRECTOR GENERAL'S MESSAGE

The police works in a very fast-paced atmosphere where decision-making is generally rash. Split-second decisions are made and sometimes encouraged in the absence of verified facts, especially in situations of moral panic. Even crime prevention strategies are based on personal experiences or those of seniors, mostly in line with the political ideology of the time and 'flavor of the month' programs, ignoring the evidence as to what works, what doesn't, and what's promising in preventing crime.



Research serves as a springboard for organizational success. It unearths facts that are applicable not only in police administration but in all facets of policing, including crime prevention. For example, research findings that crime follows the Pareto principle – which maintains that 80% of crime occurs at 20% of places, 20% of criminals commit 80% of crime, and the age group 16-24 is the most connected with violent crime – can help the police in making better choices for police deployment and achieving focus.

The National Police Bureau realizes the importance of research in policy and planning of police organizations, and is therefore implementing measures to encourage research. Firstly, the NPB signed a Letter of Intent with the Higher Education Commission to initiate a research program focusing on selected areas of policing and the criminal justice system. Secondly, it launched an in-house program of research on eight topics of enormous importance for crime prevention. Thirdly, the NPB collected research papers written by senior officers, while they were on study abroad on Fulbright, Chevening and AusAid scholarship. Lastly, the Bureau announced an essay competition on “How to Make Our Communities Feel Safe, Secure and Reassured”. The in-house research and the three best essays in the competition are published in this first ever Journal of the National Police Bureau. I am hopeful that the Journal will continue to be published and that research quality will be consistently refined. We are thankful to the contributors.

Dr. Syed Ejaz Hussain, PSP, Ph.D

EDITOR IN-CHIEF NOTE

I am delighted to introduce NPB's first issue of Policing research journal, named as Policing Insights. This is the first ever effort by NPB to provide opportunity to the researchers and practitioners alike for discussing policing ideas and related issues.



This opportunity was made possible only due to leadership provided by Dr. Syed Ejaz Hussain, DG NPB himself a research scholar of repute. In this issue we have showcased articles by writers who are excited to consider research and evidence as first stop for any real positive change in ways of policing. It is really an exciting opportunity to review the interdisciplinary nature of the topics touched upon-Inquiring into the factors affecting behaviours that may lead to criminality, is the underlying theme of the Journal.

The ultimate objective of Policing Insight is to publish latest, high-quality and original research papers, alongside relevant and insightful reviews. As such, the Journal aspires to be vibrant, engaging and accessible. Each issue of the journal will contain contributions from Academia and practitioners alike.

I thank all researchers on their contributions.

DIG Azhar Rashid Khan, PSP

CREATING A CULTURE OF INTEGRITY IN POLICE IN PAKISTAN

Dr. Syed Ejaz Hussain, PSP, Ph.D

Abstract

This paper presents in detail a model for creating a culture of integrity in Pakistan Police. This model comprises of two parts: substantive part and process part. The substantive part, using evidence from the earlier studies, lists the causal variables of police integrity. However, it is believed that just by getting all these causal variables together does not necessarily result into a culture of integrity. Therefore, a process model is also outlined summarizing the way of managing the process of creating integrity. It is concluded that a right configuration of causal variables coupled with a right change process can create a culture of integrity in Pakistan Police.



Creating and maintaining a culture of integrity has always been a current problem with most of the police forces worldwide. Klockars, Kutnjak Ivkovich, & Haberfeld (2004) while discussing police integrity using a cross-cultural sample of fourteen countries - including the USA, Britain, and Pakistan - seem to have reached a conclusion that all the countries have their fair share of police integrity problems. Difference between them is just a matter of scale. Describing the police integrity situation in Pakistan, the authors (ibid.: 2004:175) wrote that the police in Pakistan are “alleged to be the single largest source of corruption and abuse of official authority in the country.” This alleged corruption and abuse of official authority has a very negative impact on law and order in the country leading to economic instability thereof. It makes handling the police integrity issue an important and urgent task.

Different authorities from time to time introduced police reforms with the main aim of reducing corruption instead of increasing integrity. Unfortunately, the aim remained elusive. Taking clue from the concept of Appreciative Inquiry advocated by David Cooperrider & Diana Whitney (1999) the present paper puts the issue in a positive statement: how to create and maintain a culture of integrity in police in Pakistan. This positive flip works and the value of positivity has recently become a major focus area of application in organizational behavior (Luthans & Youssef,

2007). It must be made clear at the outset that here I am taking integrity at organizational levels in contrast to looking at the moral virtues of an individual police officer. Now it is recognized that enhancing police integrity is an organizational responsibility that consists of organizational rule making, detecting, investigating, and disciplining rule violations and breaking the police code of silence (Klockars, Kutnjak Ivković, & Haberfeld, 2006:8-9).

This paper outlines a two-part model of creating and maintaining a culture of integrity in Pakistan Police. It starts with defining the concepts of integrity and culture and then presents the two parts of the culture change model. Part 1 deals with the substantive change – move from a culture of corruption to a culture of integrity and part 2 deals with how that change process is to be managed. This model finds its basis in the writings of (Bhaskar, 1997) a philosopher from Oxford, and (Tsoukas, 1994) and (Ackroyd & Fleetwood, 2000) from Strathclyde Business School and Lancaster Management School respectively. *On the basis of their writings, our strategy is to approach the issue from three dimensions. First, we need to identify and employ variables which generate integrity. Second, we require identifying behaviors which are defined as manifestations of integrity and enforce them. Third, we have to locate the countervailing forces and manage them in a way that they do not nullify the effect of integrity generating variables – causal and enforced.*

Culture of Integrity Defined

To understand the concept of Culture of integrity we need to understand both the constituent terms of culture and integrity. Culture has been defined by different authors differently. There are almost as many definitions of culture as there are authors on the subject; about 15 definitions are provided in (Vanderslice, V., 2007). However, the most well-known definition is given by (Schein, 2004:17) in the words:

Organizational Culture is the pattern of basic assumptions that a given group has invented, discovered or developed in learning to cope with its problems of external adaptation and internal integration, and that have worked well enough to be considered valid, and therefore to be taught to the members as the correct way to perceive, think and feel in relations to these problems.

But I find some problems with this definition. First, Schein here takes just the basic assumptions as culture ignoring the artifacts, espoused values which he otherwise considers as two important levels of culture. Second, he considers these assumptions to be valid for the organization and worthy of teaching to the new members oblivious of the fact that cultures can be dysfunctional, for example

police culture in Pakistan, and not worthy of teaching to the new generation. So an alternative formulation of the concept of culture is required for our present paper.

To define culture, we can take clue from the definitions already in our repertoire. Fifteen definitions mentioned earlier can be divided into three categories. First type includes the definitions which arose out of social constructionist thinking on the nature of social reality (Pettigrew, 1979; Geertz, 1973; Bate, 1998; Smircich, 1983). Second category of definitions following the Schein tradition understands culture as shared assumptions (Schein, 2004). Third category comprises of definitions which take culture as shared behaviors, beliefs, habits, mores, customs (Meyer, 2003; Tunstall-Key, 1980; Schein, L., 1980; Deal and Kennedy, 1982, 2000). Although some of the definitions do not fall into watertight compartments but they do indicate a general sense of separateness. My favorite definition is from Deal and Kennedy, (1982, 2000) “as the way things are done in the organization”. In spite of its simplicity it is very broad and covers behavior patterns, shared values, organization’s distinctive way of functioning, norms, and customs. Therefore, I take culture to be shared pattern of behaviors, values, way of working characteristic of an organization which have matured over time and are ingrained.

Culture in its nature is a social phenomenon distinct from physical one – this fact having special repercussions for creating and managing it. A social phenomenon according to Ackroyd & Fleetwood (2000) is a phenomenon which depends upon human beings for its existence and it is created out of their actions, reactions, and interactions. If there are no human beings for example there would be no social phenomenon. Whereas natural phenomenon, for example, gravitational pull is independent of human existence. It existed when there were no human beings and it may exist even afterward when there would be no human beings here. Another distinction between natural and social phenomena is that in case of natural phenomenon we can create a system of closure or experimental world where we can observe the behavior of some variables while keeping other variables as constant. But on the contrary, in case of social phenomenon, it is almost impossible first to know all the variables in operation and then to control most of them. Hence the social phenomena generally take place in an open world which imparts them a greater amount of complexity and unpredictability making it harder to manage them.

Our second term integrity has been defined in a myriad of ways. The Oxford Dictionary of American English (2006) defines it as moral uprightness and honesty. But here we take integrity as defined by Klockars et al (2004) as “the normative inclination among police to resist temptations to abuse the rights and privileges of

their occupation.” The definition begs a lot of explanation and the authors have given the explanation extending over 6 pages (ibid.: 2-7). But putting it succinctly, integrity is described as the “effacement of personal interest” in favor of public interest. So the culture of integrity in police can simply be taken as a general behavior pattern and inclination in the officers not to abuse the rights and privileges of their occupation.

Culture Change Model Part 1

Culture like all other social phenomena has three layers: deep, actual, and manifestations (Bhaskar 1989; Tsoukas 1994; Fleetwood 2000). At the deep layer lie the causal factors which make the organizations behave in a particular way. Some of these variables are known and some unknown and some of them are controllable by the management in the organizations and some definitely not. Some variables are more powerful than the others to impact the organizational cultures. These variables combined together tend to produce a certain type of culture and we can have different typologies of culture depending upon the variables underneath. The three layers are mutually interacting; causal or deep layer affects the actual and the actual affects the manifestation layer. This interaction is possible in the reverse order as well; manifestations affect the actual and the actual tend to shape the controllable causal factors.

How this conceptual model can work in case of police integrity is delineated below. First step is to find out variables which are positively correlated with integrity in police. Klockars et al. (2006) after analyzing 30 police organizations in the United States select three top Police Departments in respect of their culture of integrity: the Charleston, SC; the Charlotte-Mecklenburg, NC; and the St. Petersburg. They go further to point out three causal variables responsible for their distinctive cultures of integrity: recruitment, selection, and training. They call these variables “the triangle of integrity”. They also pinpoint that the Charleston Police Department has a Police Chief that influences the issue of police integrity with personal values which emphasizes the importance of leadership as a causal variable. Another variable causing integrity has also been mentioned in the words “Some portion of the integrity of a police agency understandably has its source, the individual, personal integrity of the officers who compose it (ibid:230). Their opinion also finds its support in the statement of Wright & Goodstein (2007) that character is not dead in management research. Klockars et al. (2006:256) also mention the importance of value statements. They said that in the Charlotte-Mecklandburg Department, there were substantial efforts made to declare a set of values for the agency, an exercise that went as far as to include a statement of the agencies values on the reverse of every police officers business

card. Kaptein Muel & van Reenen Piet (2001:290) mention that the integrity of police organizations can be determined on the basis of the extent to which the following moral virtues or qualities are anchored in the organization's guidance of its employees: clarity, consistency, achievability, supportability, visibility, discussability, and sanctionability.

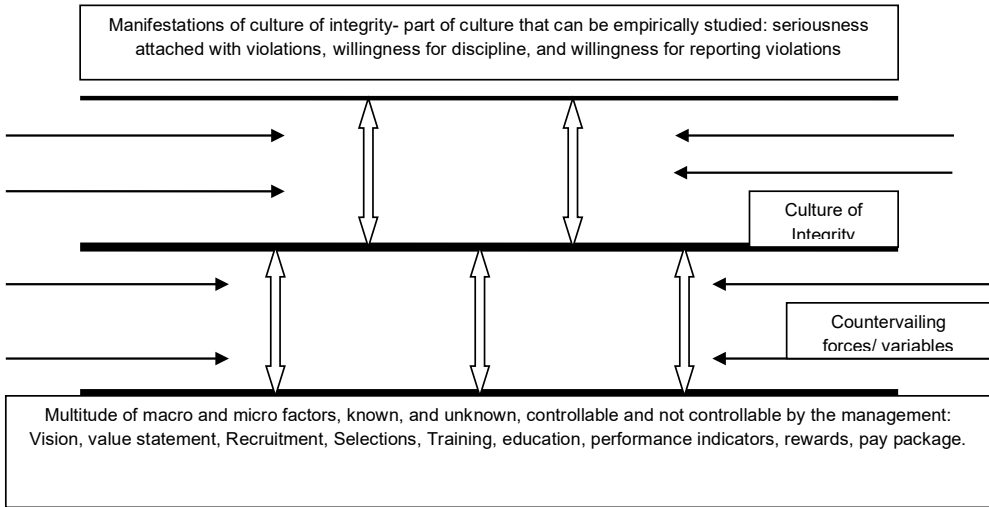
What variables can cause a culture of integrity can also be deciphered from a very country specific example of the Pakistan Motorway Police. Here the police leadership was able to create a culture of integrity consciously with design. The motorway police was established in 1997 to perform police functions on the newly built motorway. The integrity creating variables included political will, vision, enhanced pay package, education, training, reward system, and key performance indicators. So as a first step, to create a culture of integrity in Pakistan Police we can deploy the following variables as causal variables: Vision of integrity, pay package, recruitment, selection of personnel with integrity, training, key performance indicators, reward system, and leadership by example, accountability if integrity is violated and lack of tolerance for unethical behavior.

The culture of integrity so produced can be measured through three of its manifestations: the degree of seriousness officers attach to various integrity violating actions, the question about what discipline each officer should and would receive, and the question about officer's willingness to report the misconduct of their colleagues. These three measures can show the normative inclination to resist temptations to abuse the rights and privileges of one's offices (Klockars et al., 2004:11-2). If we enforce accountability in such a way that officers are made to take violations of integrity seriously, are made to report violations, and are willing to discipline the violations, it would have effect on the culture of integrity. A study by Rothwell & Baldwin (2007:605) concludes that two variables, a policy mandating the reporting of misconduct and supervisory status surfaces as the most consistent predictors of whistle-blowing (exposing wrongdoing).

In sum, change in deep layer creates tendency to behave with integrity while the upper layer is a sort of enforcement which compels the officers to behave as required. Brogden & Shearing (1993 :97) agree that rule-making must be complemented by strategies to change the culture from inside. Chan (1997) also advocates two broad approaches: tightening of the rules and changing police culture through selection, training, community-based policing strategies. Rules, in her opinion, may be tightened by means of a range of measures, including changes to legislation, administrative, codes of practice, accountability procedures or police guidelines.

This reiterative interaction between multitudes of variables ultimately determines the type of culture police organizations would have. The whole process of culture creation is presented in Figure 1

Figure 1.



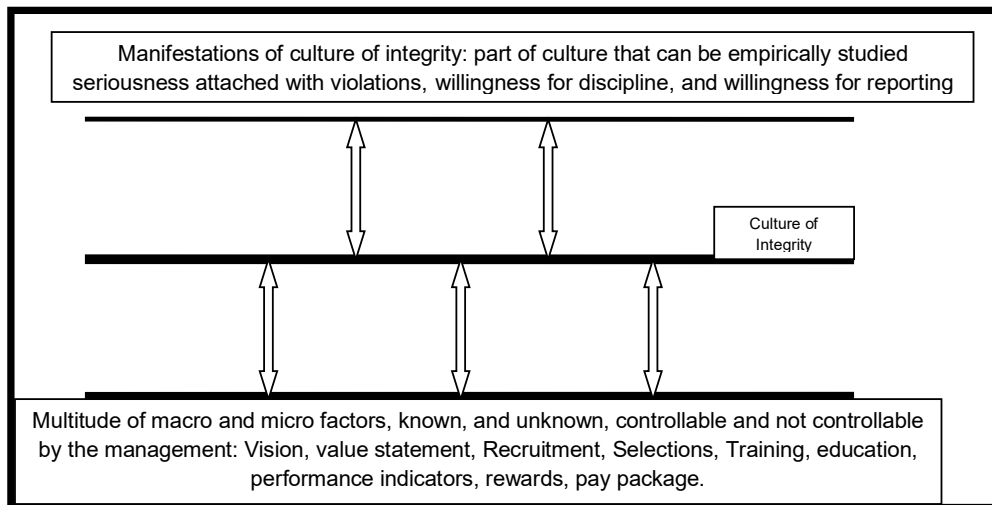
Culture Change Model Part 2

But the process is not as smooth as it would seem from the above account because in between are the countervailing forces which may hinder the influence of causal factors and manifestations to have their potential effect. The countervailing forces mentioned above, in case of Pakistan Police, are unlimited. Just to mention a few we may include, the government, political leaders, municipal leaders, police leadership, media, lack of financial resources, national culture, pre-existing police culture, and lack of proper vision. Perhaps it is the case in many other places as well. Kaptein Muel & van Reenen Piet (2001:285) wrote that the political culture and structures, social and economic conditions and societal norms and values regarding aspects of integrity, need to be managed to create a culture of integrity. To let the integrity creating mechanisms and variables to have their full effect without the interference of these countervailing factors, the conceptual solution is to manage the process of change by creating a system of closure as depicted in Figure 2.

However, it is not denying the fact that creating a complete system of closure in case of social phenomena is impossible. But it is also true that some of the variables can and should be controlled by the police management if they desire

results of their choice. The more variables they are able to control; the better managers they are. Ultimately management is all about control of variables for organizational purposes.

Figure 2.



Beyond this conceptual model, to put the theory into practice the process of managing change has been described by different authors differently but some of the themes are recurrent. Kotter's (1995) [should be included in your references as should Sathe, below] eight steps are almost a must: establishing a sense of urgency, forming powerful guiding coalition, creating a vision, communicating the vision, empowering others to act on the vision, planning for and creating short-term wins, consolidating improvements and producing still more change, and institutionalizing new changes. Sathe (1994) with a slight change has enlisted seven phases of change: shocking the organization, breaking the old mind-set, making tough decisions, demanding performance, tracking progress and beginning vision creation, weeding out those unwilling or unable to change; recognizing and rewarding those willing and able to change and beginning to build a culture of high competence and performance. Steps from both the models can be used for our purposes.

Conclusion

In sum, the culture of integrity as a social phenomenon has three layers; deep, actual, and empirical. The deep layer comprises of the causal variables. The culture of integrity in police is codetermined by a large number of these causal

variables known and unknown, in the control of the leadership and not in the control of the leadership, more potent and less powerful. However, the manifestation layer in terms of enforced behaviors also has its impact. So a two-directional strategy is outlined in the paper. On deep level, some of the deep variables like vision, recruitment, selection, training, rewards, and pay package are employed. These variables will create an urge in the police officers to behave in an upright way. On the manifestation layer, some of the manifestations are changed which will create compulsion to behave congruent to the culture of integrity. The contextual factors are to be controlled by the leadership so that the causal factors and accountability/manifestation factors have their full effect.

The model presented here is integrated, dynamic, systemic, reflexive and holistic because change in one layer tends to move the whole system. To maintain the culture of integrity once created we have to keep this equilibrium of variables. Once created, we will have additional help from the new culture. It will have its own influence for its continuity because now it will be an entity itself.

The findings of this paper have implications for both theory and practice. It underscores the importance of studying social phenomena at three levels. It gives us a new definition of management. In practice, it will help the police organizations to understand and manage their cultures effectively. But all the systematic arrangements presented here will not definitely finish the incidents of violation of integrity because of two reasons. First, culture as a social phenomenon takes place in an open world and in spite of maximum effort at closure, there is always a chance of unpredictable behavior because of absence of complete closure. And the second reason is given by Klockars et al. (2006: 228) in the statement "As the official disciplinary records indicate, police officers did violate rules even in the departments at the top of our integrity scale. The crucial issue is not whether these violations occur, but the departmental reaction to these violations."

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The author holds a Doctorate in criminology and is the inspiration for all those who strive for evidence based policing and want to see research oriented policy making in action. His personal example as a researcher spurred the momentum of this publication as authors followed his footsteps and lead in pursuit of a better tomorrow

COMPUTATIONAL MODELS FOR THE STUDY OF CRIME

Arfan ul Haq

Abstract

Digital Era is the latest way of life, transcending industrial revolution to internet of things. This has attained general acceptance in all the fields of everyday life including the field of criminology. Likewise, Criminals have attained greater finesse due to use of the computer applications & devices in committing crimes. The purpose of this study is to invite attention towards an emerging domain i.e. Computational Criminology i.e. development of computational model of socio-economic indicators' effect on the prevalence of crime or its absence in a subset of society, through different algorithms.



Statement of Problem

The crime detection and prevention has been the enigma for humans since time immemorial, which they have not been able to eradicate completely because of limited brain function the key question is can high powered computational tools do what has been impossible until recently?

Introduction

Study of crime and criminal behaviour through the use of police station records with socio economic metadata¹ already available in Public/ Private sectors is still not a common practice in Pakistan.

While Identification of hotspots of crime is now used and considered quintessential in operational deployment of Police Patrols, yet nobody realise that this GIS mapping can further be developed with the overlay of metadata in prevention and prevalence of heinous offences in addition to street crimes.

The linking of NADRA with extraction of information through mobile, banking, property, income with police data bases can be conducive towards catching White-Collar criminals though pattern development and least common and most

¹<https://en.m.wikipedia.org/wiki/Metadata> (data about other data),

common factors of computational search parameters. This is also a big help in research on criminal behaviour, and prevention of crime.

Study of, what act as a trigger effect for crime rise and fall, through Computational models of prevention, identification, prediction of Criminal behavior also falls in the preview of Computational Criminology². Many state of the art techniques are available like, Agent-based models, Machine Learning techniques, etc., for designing criminal behavioural theories are emerging in the field of computational models.

The field of Computational Criminology is a mixture of Computer Science, Mathematics, and Criminology. The synergy of Criminology and Computational Power may be materialized to identify Social Indicators of crime and current crime patterns, crime generators and attractions, etc. A subfield of Computational Criminology is Environmental Criminology³. The focus in Environmental Criminology is the formation of Criminal Patterns within specific environments and analysis of people's cognitive actions.

Crime is not random; individuals or groups of individual's thinking, behaviour, or actions move them towards crime. These are synaptic tracks that lead to crime and hold a rich prospective in better understanding of human criminal psychology. If these tracks are identified with the help of appropriate algorithms for categorizing risky areas, new vistas of crime prevention and detection approaches open up.

In my understanding, Police indirectly cultivate a rich set of metadata if synchronised socioeconomic data of dependency, may be applied to explore for useful information in identifying the prevalence of a peculiar criminal role of a segment of society or region. Examples of, recent parliamentary debate on organized begging mafias due to socio-economic incentives available to their operators, and sudden prevalence of seasonal crime at the time of harvesting lead to mind. In this the meta data was not systematically searched by the human brain but a pattern was observed on basis of time series analysis of prevalence of crime, abundance of resources or lack of it, size of the population, social stratification of population resulted in the human brain based computational model i.e. Artificial Neural Network (ANN)⁴. This is basis of my research clearly explained by the above examples.

² Patricia L. Brantingham, "Computational Criminology", 2011 European Intelligence and Security Informatics Conference

³ Book - Environmental Criminology by PJ Brantingham, PL Brantingham - 1981

⁴ An Artificial Neural Network (ANN) is the piece of a computing system designed to simulate the way the human brain analyzes and processes information. It is the foundation of artificial intelligence (AI) and solves problems that would prove impossible or difficult by human or statistical standards

Mostly, Law Enforcement Agencies (LEAs) adopted different sources to harvest data. The mixture of Data Fusion and Data Mining Techniques may offer the ability to turn data into information. The combination, collection, and interpretation of data in a cogent manner, when received from different sources of data sets if put through algorithms can give predictive insight instead of conventional reports. This will be the triumph of computational modelling-data fusion's greatest strength.

Analysis of the problem

An algorithm is defined, as a finite sequence of well-defined, computer-implementable instructions, typically to solve a class of problems or to perform a computation. It is always unambiguous and are used as specifications for performing calculations, data processing, automated reasoning, and other tasks.

In an endeavor to prove the efficacy of algorithms in identifying the crime patterns, behaviors and related issues, different papers related to criminology, crime analysis, crime prevention, and machine learning techniques were perused. That are used to assess and determine trends, identify patterns, and make predictions regarding crime:

Machine Learning⁵ is a field of study that gives computers the ability to understand without being explicitly programmed. In essence, Machine Learning is a Computational Method of learning by way of examples. Different Machine Learning algorithms are available that can be applied to datasets. However, there are two major Machine Learning algorithms types: one is Supervised Learning and the other Unsupervised Learning Algorithms. Supervised Learning Algorithms work by inferring information or "the right answer" from Labelled Training Data. The Algorithms provide a particular attribute or set of attributes to predict. Unsupervised Learning Algorithms, however, aim to find hidden structures in Unlabelled Class Data. In essence, the algorithms learn more about the dataset as is it given more examples. Five types of Machine Learning Algorithms are available to analyze the Dataset:

(I) Classification Analysis Algorithms (CAA) - These types of algorithms may utilize to predict a value for one or more variables that take discrete values.

(II) Regression Analysis Algorithms (RAA) - These algorithms use the attributes of a dataset to predict values for one or more variables that take continuous values (e.g. may be used for crime prediction). RAA is a

⁵ Machine learning is a subtype of Artificial Intelligence (AI) and provides different computational models

statistical tool may use in the process of investigating the relationships between different variables.

(III) Segmentation Analysis Algorithms (SAA) divide data into various groups or clusters of items that have the same properties.

(IV) Association Analysis Algorithms (AAA) may be used to find correlations between different variables in a dataset. Typical applications of these types of algorithms are involved to build up association rules, which may be utilized to find the associated crime.

(V) Sequence Analysis Algorithms (SAA) – these types of algorithms are used to summarize frequent sequences or episodes in data, such as Web path flow. Sequence analysis works by discovering the identification of associations or patterns over time. Applying these algorithms along-with criminological theories provide a better understanding of crime patterns and may assist the Criminal Justice System.

The Machine-learning Classifier⁶ i.e. DBN (Dynamic Bayesian Network) can be develop for the allocation of Police patrols and Dolphin force to better use against the street Criminals.

Fast Correlation-Based Filter algorithms (FCBF), Fuzzy Clustering Algorithms, Naïve Bayes Classifiers, and Decision Tree are used for crime classification⁷. DBN (Dynamic Bayesian Network) base model was used to predict crime and reportedly the crime dropped by 50%⁽⁸⁾⁽⁹⁾, was accurate to 60 %.

The basic objective of this paper is to invite attention of researchers in Criminology & experts in Criminal Justice System specifically & Law Enforcement Agencies (LEAs) generally to the powerful tools of Computational Criminology.

It is important to mention here that over the years, different agencies collect various datasets and metadata i.e. Reported crime, of recent Data about traffic violations and street crimes through smart cameras, agencies interested in indicators of Sustainable Development Goals (SDGs), and Socioeconomic data like PSD, P&Ds, INGOs and NGOs. All of these datasets if mixed by correlational

⁶ *“Keeping pace with criminals: Designing patrol allocation against adaptive opportunistic criminals C. Zhang, A. Sinha, and M. Tambe 2016.*

⁷ *A research paper published in Research Journal of Recent Sciences Vol. 4(3), 106-114, March (2015)*

⁸ *A paper presented in 14th International Conference on Autonomous Agents and Multiagent Systems (AAMAS 2015)*

⁹ *A paper published in IJSRD -International Journal for Scientific Research and Development— Vol. 5, Issue 04, 2017*

and collateral thorough highly powered ML Algorithms within the domain of Computational Criminology may result into fantastic analysis.

These results can be put to operation in crime prevention & prediction bespoke model for geographically specific areas from where the data analysis through CC was obtained.

Conclusion

To summarize, possibility of Computational modeling in the fight against crime has become a reality. This opportunity is easy picking in the presence of very high speed internet, computational devices, and software programs. Interpol, Europol, are in the know and use of it, similarly other regional police organisations are looking into this as a tool for integrated border management to process immigrants, trade, and improve regional cooperation¹⁰.

In Pakistan, at Federal level National Police Bureau (NPB) is well poised with rich Data availability to get into the race of this new crime fighting technology, presently it is even looking into the possibility of Relational DBMS, and Crime data collection through statistical methods as is practiced internationally.

Recommendations

Computational Criminology should be added as a branch of applied Criminology in every department of Criminology established in Pakistan.

A pilot project may be started in Federal Police jurisdiction to apply computational model on any phenomenon or pattern observed in the crime data. This would utilise the latent computational power as a first.

SAARC should move in that direction to establish regional Centre for Crime statistics and analysis to work on this through international cooperation by using these computational models.

As Better understanding of crime and criminal behaviors for countering crime and smart policing, which preempts crime, is proactive and less reactive towards incidents of crime in general.

“All of science is nothing more than the refinement of every day thinking”¹¹

The author is a Ph.D Scholar with vast experience of data collection and compilation. He serves at a sensitive position in Police Organization with a National mandate and scope in aid to policy formation for police

¹⁰ CAREC, ASEAN, etc.,

¹¹ Albert Einstein, *Journal of the Franklin Institute*, March 1936

POLICE ENCOUNTERS AND THEIR IMPACT ON CRIME

Saqib Sultan Al Mehmood, PPM, PSP

Abstract

Police encounters are a serious public policy issue of current and critical importance undermining the ideals of good governance. For the last many decades the issue has attracted controversy and criticism by the media and human rights organizations. Contrary to the common belief no positive outcome of this extra judicial action is found in this research.



Statement of Problem

Despite the constant use of encounters on the pretext that the extra-ordinary security situation in the country warrants extra-ordinary measures. Then why no general decline in heinous crime is affected.

Introduction

The case of the alleged extra-judicial killing of Naqeebullah Mehsud¹ in Karachi, was not yet forgotten when in another tragedy, reportedly an innocent family became the victim of a police encounter in Sahiwal². This once again brought to light the issue which many treat as a governance flaw, while others consider as the safety valve of the system.

The scope of this write up is limited to the police and criminal justice system in Pakistan. The information used is based on data collected both from primary and secondary sources. In order to study the impact of police encounters seven years' crime data from 2011 to 2017 of district Gujranwala and district Ghotki has been analyzed. It is almost impossible to obtain reliable data of encounters, because very few cases are proven to fall in this category. Since it is not possible to bifurcate the data into fake and genuine encounters, therefore, the crime data has been studied in the context of and in comparison with the total number of encounters to ascertain their correlation.

¹ https://en.wikipedia.org/wiki/Killing_of_Naqeebullah_Mehsud, (Hussain, 2018)

² https://en.wikipedia.org/wiki/Sahiwal_killings, (post, 2019)

Analysis

Various reports by local and international human rights and development agencies quote varying figures of police encounters in Pakistan. The nongovernmental Human Rights Commission of Pakistan reported that in 2015, over 2,000 people were killed in armed encounters with the police. Many, if not most, of these encounter killings were faked³. We can safely assume that dozens of individuals die every year in police encounters in Pakistan. Families of the victims are known to be harassed by police in order to pressurize them not to pursue their cases, resulting in mass protests and media trial in many cases⁴. According to the Police Order 2002 the Provincial Public Safety Commissions were empowered to exercise effective check on such police excesses⁵. However, the Public Safety Commissions could never be made functional in a true sense.

Proponents of encounters refer mainly to the inability of the judicial system to effectively deal with ruthless criminals and terrorists, involved in hundreds of killings, who were bailed out for lack of evidence⁶. The major causes leading to the police encounters can be identified as: lack of police trust on judicial system, culture of violence, quest for heroism and self-glorification by police officers and abuse of power – ‘Thana culture’. Factors like lack of investigation skills and training, pressure of high ups and political elite, corruption, poor working conditions of police, lack of psychiatric counselling, lack of respect for human rights, lack of transparency and accountability, politicization of police, and war against terrorism also contributed to the rise of police encounters⁷.

Some police officers believe that police encounters lead to reduction in heinous crime and thus serve as the safety valve of the system⁸. In order to study the impact of such killings on the general crime pattern the samples of two districts

³ Jamal, A., 2016. *Extra-judicial Executions in Pakistan: Killing with impunity*. [Online] Available at: <http://hrcp-web.org/hrcpweb/wp-content/pdf/ff/10.pdf> [Accessed 10 march 2019].

⁴ Jabbar, R., 2018. *Extra-Judicial Killings in Pakistan*, Academia. [Online] Available at: <http://hrcp-web.org/hrcpweb/wp-content/pdf/ff/10.pdf> [Accessed 15 March 2019].

⁵ Bureau, N. P., 2002. *Police Order 2002*. [Online] Available at: http://npb.gov.pk/wp-content/uploads/2014/08/police_order_2002.pdf [Accessed 13 March 2019].

⁶ Nekokara, M. A., 2017. *Crime of Extra-Judicial Killing*. [Online] Available at: <https://www.dawn.com/news/1310526> [Accessed 10 march 2019].

⁷ See (Centre for Peace, 2018) (Group, 2010) (Jabbar, 2018) (Jamal, 2016) (Nekokara, 2017) (Watch, 2016)

were selected: Gujranwala, one of the largest urban centers of Punjab and Ghotki, a rural district of Sindh. The crime data of seven years between 2011 and 2017 was studied to observe the correlation between heinous crime and police encounters.

Table 1: District Gujranwala: Crime vs Encounters

Year	Encounters	Dacoits Killed	Dacoity	Robbery	Murder with dacoity/robbery	Kidnapping for Ransom
2011	09	06	177	1972	08	09
2012	16	14	108	1474	06	07
2013	05	08	93	1569	10	10
2014	13	15	88	1730	24	06
2015	16	14	45	1444	04	05
2016	11	11	25	1114	07	01
2017	08	11	25	1107	05	02

Source: Record of CPO office Gujranwala (Crime Figures and Encounters, 2019)

Some police officers believe that police encounters lead to reduction in heinous crime and thus serve as the safety valve of the system⁸. In order to study the impact of such killings on the general crime pattern the samples of two districts were selected: Gujranwala, one of the largest urban centers of Punjab and Ghotki, a rural district of Sindh. The crime data of seven years between 2011 and 2017 was studied to observe the correlation between heinous crime and police encounters.

After a careful study, it was observed that in fact very little correlation exists between police encounters and heinous crime. For example, in Gujranwala 14 dacoits were killed in 2012 with a reported annual figure of 108 dacoities, 6 murders with dacoity and 7 kidnappings for ransom. Only a temporary relief could be seen in 2013 with a minimal reduction of dacoity to 93, whereas kidnapping for ransom and murder with robbery rose to 10 each the same year compared to 8 dacoits killed in encounters. In 2014 the number of killed dacoits rose to 15 but simultaneously murder with dacoity also rose to 24. We do observe a general decline in the heinous crime over the years but this cannot be attributed to the number of robbers and dacoits killed in encounters directly.

⁸ Three police officers of different ranks were interviewed, who requested anonymity. Also see (Jamal, 2016)

Table 2: District Ghotki: Crime vs Encounters

Year	Encounters	Dacoits Killed	Dacoity	Robbery	Kidnapping for Ransom	Total Crime ag, Property
2011	324	17	71	26	04	754
2012	244	03	60	18	04	505
2013	140	05	65	35	04	662
2014	178	10	80	39	03	801
2015	144	10	93	33	04	829
2016	133	05	75	29	0	797
2017	49	0	42	22	01	597

Source: Record of SSP Office Ghotki (Crime Figures and Encounters, 2019)

Similarly, in Ghotki 17 dacoits were killed in 2011 and 71 dacoities were reported, whereas in 2017 no dacoit was killed while the number of reported dacoities remained the lowest in seven years i.e., 42. In 2014 and 2015 each ten dacoits were killed yet the number of dacoities remained well above average. The general pattern shows a decline in the number of encounters and crime simultaneously.

This analysis shows that it will not be logical to believe that police encounters help curbing the crime. At best, it can serve as a temporary relief and not as a long term solution to the crime.

Conclusion

Due to unavailability of accurate data on extra-judicial killings, no final conclusion can be drawn. However, during this study no long-term positive effects of extra-judicial killings or encounters could be observed on the crime pattern. It is actually a result of the failure of criminal justice system to deliver justice in accordance with law⁹. Police encounters are a flagrant violation of the fundamental right to be treated in accordance with law and more importantly, the inherent right to life of every human being.

The law specifically rely on judicial inquiries in cases of suspected killing in encounters but these inquiries are never been completed nor given credence in future behavioral re-modeling of police officers nor into the psychological analysis of those involved in the encounters.

Rampant use of this illegal fiat is a result of impatience and need for quick solution by the society which condones such acts in the name of peace and security.

⁹ See (Group, 2010) (Centre for Peace, 2018) (Mohasin, 2016) (Nekokara, 2017)

Inadvertently pushing the society into the lap of lawlessness and law of the jungle as a direct result of accepting extra judicial killing.

Recommendations

Focus on investigation, prosecution, accountability, automation, transparency, training, welfare, psychological counselling, change of culture, cultivating respect for life and human rights can offer a solution to the problem. The following steps are therefore recommended:

Improving the investigation capacity of Police, revamping the prosecution branch to enable them to secure convictions in the courts on the basis of evidence.

Internal Accountability of police officials, for taking law into their own hands by prompt action under relevant disciplinary rules in addition to criminal charges against police officials responsible for human rights violations.

Operationalizing National Public Safety Commission to assume a proactive role in this regard, and reintroduction of Provincial Public Safety Commissions under the various Police Acts, recently enacted by Provinces after 18th amendment

Ensuring transparency in Police work through use of technology like body-cams in the field.

Training police in the use of weapon and continuum of force in encounters so that Human Rights are not violated of suspects as well.

Intelligence Based Operations (IBO) should always be scrutinized and properly documented by Forensic Agencies across the country to ensure the transparency and credibility.

Reliance on scientific evidence promoting transparency, certainty, and credibility in the criminal justice system of Pakistan, revamping in it is necessary by trusting evidence of Police officers in the courts of law.

Ensuring welfare and psychological counselling of police and rationalizing their duty hours. Changing the culture of power through leadership interventions to make police more humane and service oriented. Protecting police from political and other improper interference.

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SUDDEN RISE IN CHILD ABUSE CASES IN PAKISTAN: REASONS, DYNAMICS AND SOLUTIONS

Maria Mahmood, PSP

Abstract

Pakistan has seen one of the highest numbers of cases of sexual harassment including child abuse. The study looks into the social factors impacting this most heinous crime.

Statement of Problem

The news about child abuse cases have started to recur in press more frequently, how this sudden increase has come to pass un-notice is the big question? Is it a new phenomenon or something in society has changed?

Introduction

Child abuse is rapidly becoming a terrifying issue for people in Pakistan. Every passing day is stained with the heavy news of a sexual assault on a child. The way Zainab's assault and murder case jolted the nation into action and resulted in a massive wake up call, similarly, repeated public debates and policy interventions are required to address and resolve this disquieting issue. Reported cases of scandalous pedophilia and child abuse go as back as the case of massive killing of more than a hundred young boys by a serial killer, Javed Iqbal, in 2001. The unfortunate part of the problem is the taboo and spiral of silence surrounding this issue and a tendency to not talk about this issue as a general public debate.

Another problematic dimension of the issue is the absence of a comprehensive legal framework for the protection of children. The laws and bills which have already been passed, are not all encompassing and comprise legislative lacunas and implementation loopholes as well as information gaps. Even though Pakistan is a signatory to United Nation's Convention on the Rights of the Child (CRC) and also under obligation of its constitution's Article 25 (3) of the Constitution of Pakistan, 1973, to safeguard and protect the rights of children, the budget allocations by the government for children specific programs and activities is also negligibly low and fails to meet the actual demand for children's well-being.

The peculiarity and sensitivity of this issue has, therefore, pushed us as a society towards a dead end. It has become a norm to react rather than respond to this

problem and it always follows a predictable pattern of protests and demands by the people to hang the criminals succeeded by a long silence until another incident happens. While delving deeper into the intricacies of child abuse, it transpires that there are varying degrees of different factors which make a child more vulnerable to this crime.

The aim of this research essay is that it will benefit the public, policy makers and law enforcement agencies in formulating effective methods to counter child abuse. The objective of this study is to highlight the contours of this problem while exposing the varying factors leading to an incident of child abuse. These factors will be probed into deeply so as to come up with how such incidents can be prevented as well as detected efficiently and will also help in identification of vulnerable groups of children based on their age, gender, social setting and economic background.

The recent increase in child abuse cases and its statistical analysis shows that there is a clear threat tilted towards 45% male minors who largely become a victim of sexual abuse. Unless this aspect of child abuse is probed into, this problem is likely to continue because there is a perception in parents and guardians of minor children that male minors are less likely to be the target of abuse. This study aims at exposing the hazards attached to such misplaced perceptions and expects to create a shift in perception resulting in more careful behavior by the parents of male minors.

Analysis of Issues and Challenges

No knowledge of child protection laws paralyzes the parents into silence. The taboo and spiral of silence surrounding this issue is broken once there is more awareness of the problem. There have been instances where the child's mother was in knowledge of repeated assault at his school but since the child complained of physical pain only, she did not divulge into sharing this information with her husband for fear of discontinuing her child's education in school.

There are variations and tendencies of not reporting to the police in certain areas of Pakistan. The reluctance to report comes from mainly two reasons. One is the culture of silence which forces the parents to stay quiet and not approach the police. There are at times, family pressures upon the parents not to disclose the identity of the perpetrator as he is a close family relation. The second reason is the distrust of the parents on the whole criminal justice system and the insensitive behavior of police combined with their reluctance to lodge an FIR, compels the parents to resort to alternate dispute resolution methods.

The statistical analysis of the proximity of the perpetrator and his probability of

being in the child's surroundings, reveals some very uncomfortable results. The perpetrator can easily be a family member and the communication gap between the parents and the children and the blind trust of the parents towards the immunity of this family member as a potential threat contributes towards the issue to go unnoticed for long periods of time.

As per SAHIL, an NGO working on child abuse cases, the analysis of such cases reveals many factors and annually this analytical data is published in the form of CRUAL NUMBERS, the data for 2018 was compiled from monitoring of 85 Newspapers (National and Regional)(Bano, 2019).The data shows total number of 3832 cases were reported in newspapers during the year 2018 from all four provinces including Islamabad Capital Territory (ICT), Azad Jammu and Kashmir (AJK) and Gilgit Baltistan (GB).

An analysis shows 11% increase as compared to 3445 cases in 2017. The data shows that out of the total 3832 cases of child abuse, 55% victims were girls and 45% were boys. (Bano, 2019)

It also transpires that boys in the age brackets of 6-15 years, are more susceptible to child sexual exploitation as compared to girls in the age bracket of infancy - 5 years and 16 -18 years are more susceptible. Sodomy cases show an increase of 61% and rape cases by 15% as compared to the year 2017. Out of this 63% cases were from Punjab, 27% cases from Sindh, 4% cases from KP, 3% cases from Islamabad Capital Territory, 2% cases from Balochistan, 34 cases from AJK and 6 cases were reported from Gilgit Baltistan (GB). (Bano, 2019)

These findings by Sahil are backed up, in major part, by Punjab Police, as the reporting mechanisms and procedures as well as the access has been improved substantially by this police organization. Better access and more awareness in the largest province of the country has resulted in better reporting and this is also one of reasons for the number of 63% cases in Punjab. The socio cultural dynamics of the other provinces combined with less awareness of the issue and redressal mechanisms, make the number of cases reported in other provinces seem lesser which presents a flawed picture of the situation. The quantum of cases which go unreported in all other provinces remain large.

A close look at the pattern of child abuse cases of Punjab, for the first half of 2019 compared to a corresponding period of 2018 reveals that there is a 6% increase in the cases reported all over Punjab. The detailed study of this data reveals two major findings:

- ▶ The reported cases of assault on male minors (minors meaning under 10 years of age) is almost twice as much as the female minors.

- ▶ Reporting of child abuse shows urban areas topping the list e.g. Lahore, Faisalabad, Rawalpindi, Gujranwala and Multan.

An in depth study reveals that male minors are culturally perceived to be largely immune to abuse and that they can very well take care of themselves and even accompany adult female siblings as minors to ward off unwanted social pressure and eve teasing. This unnatural cultural inflated masculine image puts male minors at a great disadvantage. As the data shows, male minors fall victim to strangers as well acquaintances and are assaulted in both open and closed spaces.

There are many challenges to this complex problem and it is not easy to find plausible solutions to child abuse. The lack of knowledge of child rights related laws and the absence of implementation at the level of police station aggravates the cause of child abuse. With more than half a dozen laws passed by the National Assembly and an average of two by the provincial assemblies, child protection systems are still failing us and our children. The need and will to translate these laws into practical law enforcement still remains a big challenge.

In spite of promulgation of JJSA 2018, its implementation and awareness among the masses remains to a minimum. It must be widely shared with the public and media and all stakeholders so as to get maximum benefits of the legislation.

Distrust in police and disbelief in the criminal justice system's efficiency compels victim's parents to resort to out of court settlements which undermines the whole concept of punishments leading to deterrence. Prevention becomes almost impossible if the criminals and abusers are walking scot free and are at liberty to victimize more children.

The lengthy process of investigation and lack of training of the investigating officers results in the loss of interest on the part of the complainant. Insufficient gathering of forensic evidence, uncooperative victims, hostile witnesses and poor investigative methods also negatively affect these cases.

Conclusion

Child abuse is a menacingly enormous social issue which, when neglected, gives ample breeding grounds for fatal harm and gory crime. This detailed and in depth study of cases of child abuse reveals the trends in this crime, its dynamics and the vulnerable group of children who are more likely to be affected by this crime. It also draws a blueprint for the parents, police, community and policy makers as well as legislators to make their respective contributions and give their insight in to the resolution of this grave issue. It also dilates upon the probable actionable steps that can be taken to not only educate our children but to prevent this crime

from happening. Child abuse is that type of crime which even after being detected by the police and the culprit being put behind the bars, causes irreparable loss to the victim and his/her family and therefore requires all out efforts of all stakeholders and the government towards prevention of this crime and putting all the weight behind deterrence.

Recommendations

- ▶ It is advisable to adopt a top to bottom approach to child abuse whereby the government devises practicable and efficient legal frameworks as well as child-centered policies and programs and then ensuring the implementation of those laws.
- ▶ The importance of participation, sensitization, training and capacity building of the law enforcers, that is the Police, can never be undermined and needs to be aligned with the legislation. It is also of utmost significance that while legislating, the input and representation of Police as a stakeholder should not be overlooked.
- ▶ All other equally important stakeholders and actors like the community, civil society, teachers, pediatricians, parents and media should also be included to design an all-encompassing multi-stakeholder approach.
- ▶ Communities and families can be approached to make them aware of their role as protectors of child and how they can come up with an effective child protection system, based on their distinctive environment and social setting.
- ▶ At the government level training sessions can be held for families and parents on how to educate and empower their children to say no to unwanted touch and look for potential threats around them.
- ▶ All stakeholders in the multi stakeholder approach must be apprised in these trainings as to how to identify, report, support and rehabilitate a child victim of sexual assault. It has been observed in many cases of attempted assault that parents and teachers are not sensitive to the need of rehabilitating the survivor, by consulting a psychologist or some other similar professional support system.
- ▶ The implementation phase of JJSA2018 still remains a big challenge and the impact of child friendly courts will have both short term and long term outcomes. The short term goal for the minor victim will be to interact in a conducive and age appropriate court and the long term effect on the juvenile offender will be that he can be given a chance to rehabilitate and correct himself/herself.

- ▶ Police organization should sensitize and train both its officials and officers alike, to counter child abuse cases effectively and separate confidential desks should be established for victims of child abuse in order to prevent them from secondary victimization. Police can also liaise with other government and non-government departments, using referral systems, to reduce the trauma of the victim and hence diminishing his/her chance of “re-victimization.”
- ▶ Information and knowledge related to self-protection must be made a part of the curriculum and media campaigns, breaking up the age brackets to suit the level of understanding of the children, so as to teach them that there is no place safe from abuse and how important it is, for them, to immediately report it to their parents.
- ▶ Media should be sensitized towards how to report child abuse, ethics of reporting involved and the continuity of this debate regardless of the recurrence or otherwise of incidents of child abuse.
- ▶ Alternate dispute resolution committees can be used effectively by the police to identify delinquent behaviors in individuals and prevent the crime from happening.
- ▶ Communities can be mobilized to form closely connected networks and sub groups, having representation from all ages, gender, professions, baradris (clans) and sects/religions.
- ▶ Massive awareness campaigns must emphasize that there should be no delays from the parents in reporting a missing child or reporting an incidence of abuse. Valuable information and important forensic evidence can be recorded and gathered by the police and community in time.
- ▶ Children must be encouraged by their parents to talk about this issue at home and must confide in them immediately in case of any such mishap.
- ▶ The pitfalls of criminal justice system must be bridged so that the lengthy process of investigation and prosecution should not exhaust the complainant and make him resort to out of court settlements. Media scrutiny in all such cases negatively impacts the investigation process so should be avoided at all costs.
- ▶ Government procedures and material related to child protection must trickle down to the grass root levels and feedback mechanism should be devised so as to measure the response from basic levels.

- ▶ The information related to conviction of perpetrators of child abuse must be widely shared with media and the public. Exemplary punishments must be meted out to such criminals and in case of acquittals, reasons must be carefully probed into.

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MONEY LAUNDERING – A PAKISTANI PERSPECTIVE

Muhammad Idrees Khan, PSP

Abstract

Money Laundering takes roots when need arises to guise, as clean money, ill begotten wealth. It is being one ugly face of organized crimes. World economic forums survey of business, aimed at measuring the costs, imposed by organized crime actors on firms, provides links existing between organized crime and its main economic, administrative, legal-judicial and political causes, present research have looked into it in Pakistani context.



Statement of Problem

Money Laundering is an organized crime which has surfaced in order to launder those funds earned and used in weapon and drug trade in the aftermath of Afghan-war. Pakistan has not completely ridden itself from this. What should Pakistan do to get a clear chit from Financial Action Task Force (FATF)? Hence effecting Anti-Money Laundering regime.

Introduction

Organized crime is “A complex of highly centralized enterprises set up for the purpose of engaging in illegal activities. Such organizations engage in offenses such as cargo theft, fraud, robbery, kidnapping for ransom, and the demanding of “protection” payments.”¹ Money laundering is the illegal process of making large amounts of money generated by a criminal activity, such as drug trafficking or terrorist funding, appear to have come from a legitimate source. The money from the criminal activity is considered dirty, and the process "launders" it to make it look clean².

My study will, therefore, focus on money laundering and its features and anti-money laundering steps taken so far in Pakistan. Then, will attempt to put together some doable recommendations.

¹ <https://www.britannica.com/topic/organized-crime>

² <https://www.investopedia.com/terms/m/moneylaundering.asp>

A shrouded criminal behaviour in Pakistan, which is given little attention is nexus of black economy & large scale siphoning off of huge sums of money from Public & Private Sectors of Pakistani society. The unbridled ambitions of its perpetrators went on, till the reckoning by Asia Pacific Group – Financial Action Task Force (APG-FATF).

Any reliable study on money laundering in Pakistan by researchers³, do find a link between organised crime, terror financing, and money laundering in Pakistan⁴. For long, the issue of money laundering was kept, as a form of simple corruption with no far reaching global implication, at the back-burner like in other under-developed countries. In order to put a perspective to my thesis I attract attention to standard definitions of two related phenomena under review;

On international scene, money laundering has been in forefront after 9/11 terrorist incident. A constant irritant therefore, financial task force (FATF) is established to undertake anti-money laundering campaign. FATF, while identifying the countries, that were earmarked as weak in implementation or non-cooperative in FATF implementation of action plan items, collected data of 33 countries for monitoring.

Post 9/11 world⁵, especially G7 countries had to ponder seriously on introduction of some stringent regulatory measures against acts of terrorism and hence FATF was carved out to nab the evil of terrorist financing by enforcing its recommendations. G-7 countries represent 58% of the Global net wealth group also controls major financial institutions like World Bank (WB), IMF and UNSC, it literally dictate how a country should behave in the realm of financial compliance and if it does not toe the line economic freeze against it occurs like FATF blasts.

This monitoring included Pakistan too; in June-2018 Pakistan was put under grey list for failing to follow, FATF advice to the financial institutions to adapt auxiliary counter steps in a bid to help the non-complying countries from getting riskier by enforcing AML measures⁶. Though, size of Pakistan economy is still undocumented, however one estimate puts it to 50% of its economy in the undocumented category the income generated from which is non-accessible, that's why it is presumed that it is suffering from financial crimes, related to terrorism, counterfeit goods and frauds. Geo⁷-strategic location of Pakistan renders it as a route of integral part of golden crescent drug-trafficking owing to

³ <http://intosajournal.org/corruption-and-money-laundering-the-nexus-way-forward/>

⁴ <https://thewire.in/south-asia/pakistan-terror-financing>

⁵ Securityintelligence.com

⁶ <https://www.dawn.com/news/1418143> (Shahid Karim | Usman Hayat Updated 10 Jun, 2019 04:58pm)

⁷ www.fiumauritius.org

contiguity with Afghanistan and CIS in central Asia that happens to be opium producing land locked countries. According to a UNODC report of 2009, criminal proceeds amounting to 3.6 % being laundered and Pakistan contributes \$ 10bn a year to money laundering, lurching country into perpetual grey list.

In fact, Pakistan has been ghettoized internationally by money laundering⁸ for the last 30 years, as the successive governments have always showed casual and benign attitude towards corruption emanating out of tax evasion, besides loans write-off motivated by political cronies and social ignorance about this evil. It would not be out of place if it is mentioned that sometimes crackdown against money laundering has played out for political victimization and hence concrete anti money laundering measures remains a far cry.

In Pakistan the suspected assets involved in the commission of terrorism or its financing can be seized⁹. Also, assets such as drawn from money laundering can be forfeited¹⁰. Yet, enforcement remained a problem. A number of Suspicious Transaction Report (STR) were traced to Pakistani shores too. Many banking sector reforms are in place since 9/11 and Pakistan being target of many probes prior to the event for its nuclear program procurement and BCCI episodes, is watched minutely for any STR.

Analysis

The sources of procurement of funds through which money is earned and further laundered are, Illegal trade of goods and people, drug trafficking, embezzlements/ bribery, tax Evasion (Most common in Pakistan), and under / Over invoicing.

Various skittle are employed, for money laundering like financial sectors as repository for money, investment of ill-gotten money in some government securities, and utilisation of all other forms of legitimate sources.

The forms of money laundering can be Structuring, Bulk cash smuggling, Cash-intensive businesses, Trade-based laundering, Shell companies and trusts, Bank capture, Hundi & Hawala, Casinos, Real estate and Black salaries etc.

Generally, lack of political transparency and good governance in all sectors of the society leads to corruption which is a precursor to money laundering. Unfortunately, no government has been successful in implementing laws to curb ML and its precursor

⁷ www.fiumauritius.org

⁸ Dr. Ikram Ul Haq, *Money Laundering facilitated by tax laws.*

⁹ *Anti Terrorism Act of 1997*

¹⁰ *Anti Money Laundering Act 2010 amended 2016*

crimes such as drug trafficking, corruption, besides tax evasion.

Rampant Real Estate business and Hundi are two other channels for laundering black money. Hundi, however, is generally held as the prominent factor in laundering ill-gotten money. Through it, foreign remittances are sent as a credit transfer or IOU that culminates in cash transfer, without any notice. Though Hundi, has been declared illegal, yet it is operated in the border belt of Pakistan. This leads, sometimes, to alleged terrorists financing as well.

Terrorists tend to finance their nefarious designs through the money that is extracted out of contraband, helping provide weapons as well as training to the terrorists.

Illegal activities become more attractive to ordinary citizens due to windfall benefits in the absence of tax and any other payment to government. Among all other socio-economic impacts, it amplifies criminalisation of the economic activities, which culminates in blurring the difference between genuine businesses and clandestine layering and structuring for criminals. The development of the legitimate private sector is halted as disparity is experienced between supply of products and the production cost.

This phenomenon has complex adverse impacts as the shift in financial resources to money launderers fetch them power and clout for further malpractices and fiscal corruption in the society.

Money laundering is not only detrimental to the overall health of financial sector, but is also damaging productivity because it diverts resources to chaos and corporate sector distortions. It causes prudential risks to banks soundness, contaminates legal financial transactions and enhances volatility of international capital flows. Thus making Pakistan a riskier destination to do business.

Besides financial distortion, money laundering offers complex challenges to social fabric in term of collective ethical standards, hence the corruption, falsehood, and manipulation is promoted.

The criminal justice administration system in Pakistan seems more focussed on probe and investigation of the offence rather than operational methodology leading to kinetic enforcement towards prevention. "Natural" persons who are the main targets of anti-money laundering and counter financing but dual criminality viz-a-viz different jurisdiction scenario pose complications. Same is the predicament Pakistan is facing and that is in "predicate" offences domain.

Recommendations

Pakistan has taken some remarkable initiatives in Policy formulation at domestic level in light of FATF recommendations but poor implementation mechanisms still is the major hurdle as alleged by the FATF. Political will and rule of law is a must to fight ML in Pakistan, academia and practitioners need to get support from Government for devising and do able mechanism against ML. All these issues require attention both of academia as well as practitioners under the patronage of those at the helm of affairs for devising a doable mechanism against money laundering.

The suspicious activities reports that banks generate must have crucial information on which financial management unit of state bank of Pakistan and FIA must take notice. Bank officers must be empowered to close suspicious accounts.

The anti-money laundering and counter terrorism financing laws are at variant and afford non concurrent regimes for investigator and prosecutors laws are to be legislated in parliament on procedural lines to enable better investigative and prosecution mechanisms so that conviction rate is enhanced.

The problem of dual criminality and the concept of predicate offence needs to be meticulously read and its efficacy at the prosecution level is to be upgraded. Training regime for law enforcement agencies especially provincial police is required to be strengthened and vigorously followed through standardize CBTs and case studies to recognize precursor crimes which lead to money laundering.

In Pakistan, culture of evasion of taxes and privileges to mighty and powerful exist which is the biggest tumbling block in the path to rule of law and economic prosperity. This goal is only achievable by standing with international community on anti-money laundering mechanism.

The author is a senior police officer from the Police Services of Pakistan (PSP) and has experience both as academician, a practitioner and enforcer of Law

POLICE RESPONSE IN VIOLENCE AGAINST WOMEN

Shehryar Khan

Abstract

Gender based violence, apparently is in the psyche of the Pakistani society, despite all the national effort, it has failed to fade away. In recent years reported violent crime against women have shown steep incline, this means that reasons behind discrimination against women have been allowed to prosper or not targeted properly. This has painted an unsavory picture of the country in international circles. My research will describe the forms of this violence and types prevalent in Pakistan.



Statement of Problem

Pakistan has signed the UNGA SDG charter and is officially committed to fight discrimination based on gender and maltreatment of women and vulnerable individuals, yet the facts on grounds tell a different story, while several legislative developments and trainings have also been conducted for sensitization purposes, yet the actual state of affairs remains disappointing.

Introduction

Violence against women (VAW), and sexual & gender-based violence (SGBV) are violent acts the victims of which are primarily or exclusively women. The UN Declaration on the Elimination of Violence Against Women, adopted by General Assembly in 1993¹, defines violence against women as; “*any act of gender-based violence that results in, or is likely to result in, physical, sexual, or psychological harm or suffering to women, including threats of such acts, coercion or arbitrary deprivation of liberty, whether occurring in public or private life*”.

As a matter of fact, women rights protection and real time response to women victims has been an issue of grave concern in Pakistan, in the wake of increased

¹ *Violence Against Women, 2010*

awareness of women's rights in the country.

This issue, while sneaking through social paradigm leads to many to ponder over the lukewarm attitude of law enforcers. It has raised the question over Police response. The VAW is a key indicator in SDG-5 target ² and under Article-26 of Constitution of Pakistan ³. Though Pakistan Gender reform agenda has not, put it on the back burner. This statement can be verified through different legislations that have been enacted over a period of time in the country ⁴.

The bleak picture, as highlighted, will be analyzed and addressed in this paper. As a matter of fact the reported crime and convictions do not see eye to eye. The number of reported cases of VAW remains low, due to the prevalence of social pressures against report for various reasons ⁵.

The use of Physical, psychological and sexual abuse against women is a common phenomenon of the society. Hence, women harassment is a mindset which acts as predicate crime to subdue women. In depth research into the cause of this is not available indigenously in Pakistan yet literature, do exists in press and social media which suggests that rapid and equal access to women through legislation may have brought these types of violence on the radar of social decision makers.

Analysis

Literature review reveals some major factors along the following lines:-

Educational, Socio-economic and Cultural Factors, Socio-Cultural factors seem to be the dominant players and poverty at the grass root level has been fueling the burning issue of violence against women. Human Development Index (HDI) ⁶, Poverty is the main reason for frustration in the society. This is then translated into violent attitudes redistribution of resources may lessen the incidence of violence.

In a patriarchal society like Pakistan, "sons are perceived to have economic, social, or religious utility; daughters are often felt to be an economic liability ⁷.

Studies have revealed that women who have more daughters are more likely to suffer from violence than the women who have more sons. In a similar manner, women who do not have children are subjected to not only violence by their

² UN defined 9 targets and 14 indicators for SDG 5, in my article indicator 5.1.1 and 5.1.2: target 5.1: end discrimination against women & girls and 5.2: End all violence against and exploitation of women and girls.

³ Constitution of Pakistan, 1973 Nondiscrimination in respect of access to public places.

⁴ <http://www.na.gov.pk/en/acts-tenure.php>

⁵ Honour, family, society etc

⁶ UN Women 2014

⁷ Fikree FF, Pasha O. Role of gender in health disparity: the South Asian context. *BMJ* 2004.

husbands and in-laws, but are harassed by the society as well; “Zan, Zar, Zameen” (woman, Money, Land) is considered a source of all evils-In societies that are run by whims and wishes of men, women are treated as inferior. Classified and otherwise pressure groups, both social and religious are other actors in the whole episode of rise in violence against women.

Governance and Institutional Factors ⁸, In Pakistan, for a victim of violence to even reach a police station to file a complaint becomes extremely difficult. There are major hurdles in the process, but the first and the foremost remains the social taboo attached with a female going to a police station. Now I highlights some studies conducted in the context of Pakistan on GBV. In 2004, the prevalence of domestic physical violence was 65% and sexual violence was reported as 30.4%, which lead to serious (physical) injuries to victims requiring emergency medical treatment ⁹. Similarly in 2007, Ali and Bustamante-Gavino conducted a study on health professionals in Karachi and the result showed that 97.5% of women faced verbal abuse from husbands, whereas 97.0% from their in-laws; regarding physical abuse 80.0% of women experienced physical assault by their husbands, whereas 57.5% from their in-laws ¹⁰. In 2011, the prevalence of physical violence against wife found to be 34% in Karachi, which is 57% in urban areas ¹¹. In 2012 household survey reported that 80% women were the victims of psychological violence; 75% women had faced physical violence, 66% had experienced sexual violence; 47% of pregnant women experienced physical violence during their pregnancy ¹². A study conducted in the same year, revealed that 31.5% women experienced physical violence from their intimate partner in Lahore and Sialkot ¹³. In 2013, Aisha in her study found that 80% women (wives) experienced physical abuse from their husbands (among 151 respondents, 46 experienced physical assaults) in their lifetime. However it decreases over time ¹⁴. In 2014, a study noted

⁹ Fikri, F. F. and I. L. Bhatti, “Domestic Violence and Health of Pakistani Women”

¹⁰ Encyclopedia.com, “Causes, Effects, and Prevention of Domestic Violence” from <http://www.encyclopedia.com/children/medical-magazines/causes-effects-and-prevention-domestic-violence>

¹¹ Aisha Jalil, Rubeena Zakar, and Shazia Qureshi, “Physical Wife Abuse in Rural Sindh, Pakistan: Prevalence, Protective and Risk Factors”, *Journal of the Research Society of Pakistan*.

¹² Zakar R., Zakar M. Z., Mikolajczyk k. R., and Kramer A., “Intimate Partner Violence and its Association with Women’s Reproductive Health in Pakistan, *International Journal of Gynecology & Obstetrics*.

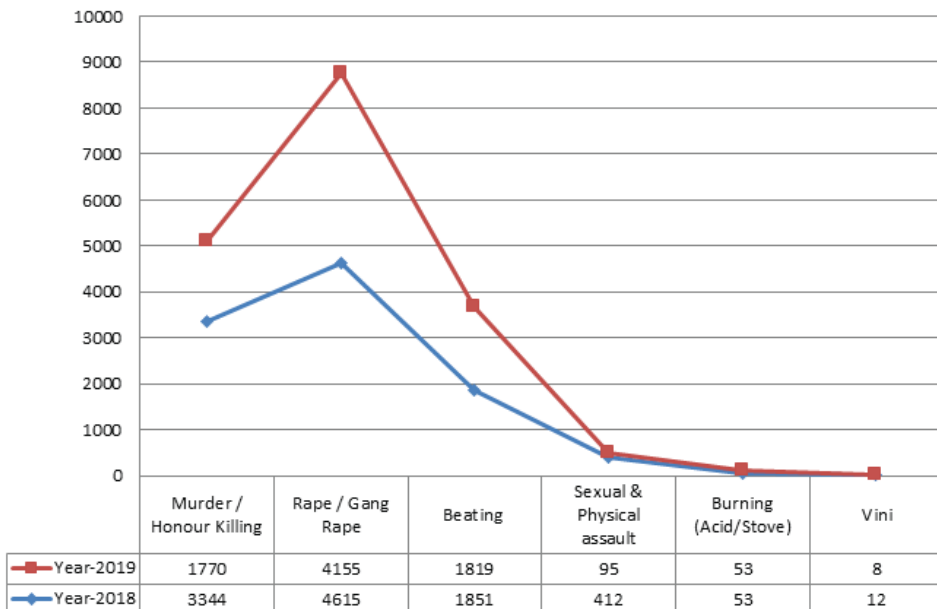
¹³ Zakar R., Zakar M. Z., Mikolajczyk k. R., and Kramer A., “Intimate Partner Violence and its Association with Women’s Reproductive Health in Pakistan, *International Journal of Gynecology & Obstetrics*.

¹⁴ Aisha Jalil, Rubeena Zakar, and Shazia Qureshi, “Physical Wife Abuse in Rural Sindh, Pakistan: Prevalence, Protective and Risk Factors”, *Journal of the Research Society of Pakistan*.

a prevalence rate of domestic violence more than 50% in the country, which has covered almost all the corners of our country from rural to urban areas ¹⁵. According to Tazeen Saeed Ali in 2016, overall prevalence of domestic violence in Pakistan ranges from 21 to 50 % ¹⁶. Statistics from around the globe indicate that one out of every three women experience violence in an intimate relationship at some point in her life ¹⁷.

Every year, hundreds of women in Pakistan are murdered, raped, or subjected to other forms of violence. Many a times, cases in Pakistan are not reported in the first place and for those cases which are reported, perpetrators of violence are seldom punished due to low conviction ratio. Pakistan, where violence against women is endemic, ranks 130th on the UN's Gender Equality Ranking and 143rd on the World Economic Forum's Global Gender Gap Index ¹⁸.

Last Two years Analysis
(National Police Bureau)



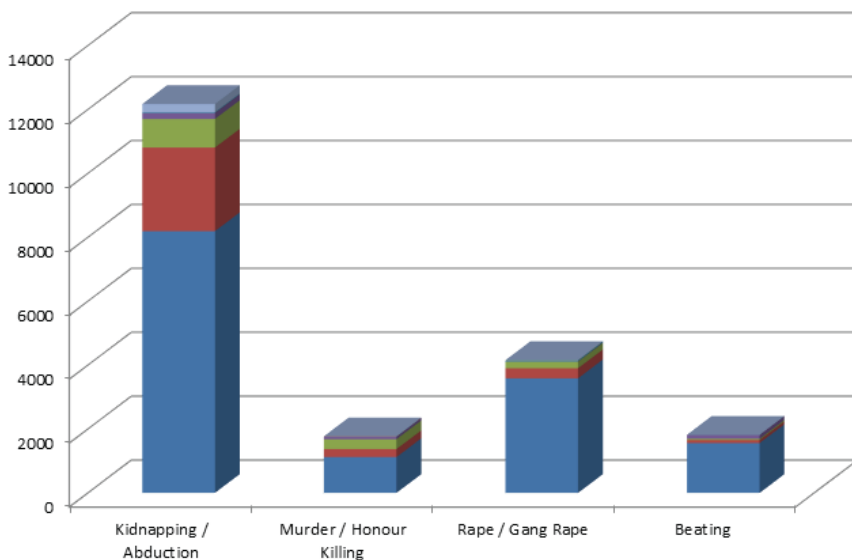
¹⁵ Bakhtawar Ali, "Domestic Violence against Women in Pakistan: A Meta Analytic Review of Published Researches".

¹⁶ Tazeen Saeed Ali, "50% of Pakistani women suffer domestic violence, reports the Dawn", *The Times of India*, November 6, 2016.

¹⁷ World Health Organization (WHO). *Violence against women. A health priority issue.* Geneva, 1997

¹⁸ Aljazeera News 13th Oct 2020 Pakistan Motorway Rape Case.

Crime Data Nationwide-2019
(National Police Bureau)



Constraints

While Police in Pakistan remains successful in counterterrorism and counterinsurgency operations and has received widespread appreciation. While on the other hand it has earned the ire of public in response to cases of violence against women and marginalized community.

Invariably, violence against women reported to police are recorded under 157(b) of CrPC 1898 where in enquiries are not properly conducted.

While an FIR is a relevant fact under Qanoon-e-Shahadat 1984 to establish a crime and to get further restorative justice in all crimes, only serious and sensational crimes against women are investigated by Police ¹⁹.

The tendency to treat domestic violence and sexual harassment as a private affair has made, people abstain from reporting such cases because of the shame it may brought to the victims and their families in our society.

In rural police stations there is hardly any awareness about the types of abuses recognized as crime against women. Therefore redressal or referral mechanism has not taken roots in Police Station or in Tehsil Courts. Lack of credible data at National level also hinders comprehensive response on GBV.

¹⁹ Cases like domestic violence, Partners violence, cyber bullying, Body shaming etc are not entertained by Police.

Lack of Sensitization of Police on Women Issues, There is a dearth of trainings and courses in the police curriculum regarding women issues.

Lack of coordination among stakeholders is not only a problem of criminal justice system but of the entire government machinery. In VAW cases, lack of coordination among different stakeholders creates pendency and other undesirable issues.

Conclusion

The aforementioned analysis leads to the conclusion that violence against women exists in various forms and at all levels of the society. The foremost reason behind such a widespread prevalence of violence is the patriarchal culture embedded within our society. Culture, norms, traditions and even the interpretation of religion define power relations within family structures and dictate male dominance over women in all aspects of life. Male dominance prevails in the society at all levels; yet their “honour” fails to match their masculinity in all other matters and remains highly delicate, easily compromised by and highly dependent upon their women’s modesty and sexuality.

There have been some improvements in recent times and while the state attempts to address these issues through a parliamentary approach, yet implementation lags behind the bills, giving way to continued acts of violence. The role of media and civil society is equally significant in bringing about a change within the society and to address the factors that fuel violence against women.

Pakistan is a state party to the Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW). Under CEDAW commitments Pakistan need to report measures for elimination of violence against women. Wherein the periodic report, submitted by Pakistan identifies that the easy access to gender data on various crimes in the country has not yet been established, which is a major obstacle in addressing the issue of VAW. Some Non-Governmental Organizations (NGOs) do collect data on crimes against women but this data, to a large extent, is based on the media reports that may lack reliability.

The prevalence of GBV everywhere, but varies from place to place and on the basis of different socio-economic levels, ranging from workplace harassment to domestic violence.

Way Forward & Recommendations

In order to reform and better the attitude and response of stake holders, a Gender Crime Centre (GCC) at federal level and Gender Crime Units (GCU) at the provincial police offices is established.

The collection of credible integrated data of all crime shall be done by NPB, under the direction given by the present Government ²⁰. This will also include to Gender Based Violence reported to Police and other Agencies.

The lack of sensitization in dealing with women gives rise to behavioral discrimination problems by the police officers against women victims, thus resulting in gender biased investigation. The government has recognized the necessity of action against perpetrators of GBV, procedure on mitigation is to be incorporated into the police training curriculum at various tiers. Recently, the new NPB initiative under Gender Responsive Policing Project Phase -III is being rolled out to fill this gap.

For successful investigation of the VAW cases the investigation officer accompanied by a female constable shall visit the place of incidence. The statements of children should be given due weightage in domestic violence cases.

A District Complaint Cell shall immediately be established where yet to be established under SP investigation at district level. The complaint cell will receive complaints against attitudes of the police officers towards women victims – Internal Accountability of Police.

It is observed that medico-legal examinations are frequently performed in a haphazard manner which leads to failure in securing meaningful evidence. It is therefore recommended to impart proper training to doctors assigned with medico-legal duties to secure meaningful evidence and to secure reliable data.

Access to Criminal Justice System for women should be improved by encouraging the use of Social media platforms and awareness campaign in educational institutions as agents of change. Violence against women should be treated as a state crime.

Establishment of a women's helpline or a women's safety mobile application. Efforts will not have adequate results unless supported by mass public awareness campaigns, gender sensitization, and community-level dialogue, Madaris and Mosques can play an equal part in addressing the issues of domestic violence from their platform by highlighting women's rights in Islam and raising awareness through sermons.

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²⁰ PMDU

HISTORIC CONCEPT OF GENDER IN TRADITIONAL LAW OF SUB-CONTINENT

DIG Azhar Rashid Khan, PSP

Abstract

Gender inequality gets feminists into rhubarbs with traditionalists globally. It challenges inherent nature of inequality between woman & man in the belief systems of South Asia, whatever they do but could not break its sacrosanctity reflected even in the laws of land¹. Essay review the ancient literature of subcontinent that can shed some light on this debate. This review tells us that this Gender conceptualisation is not new to Region's thinking. My Essay is an effort to identify position of women were in scriptures of Ancient India and its effect on modern day manifestation of Gender based biases.



Statement of Problem

Despite Gender awareness subcontinental society by and large remains narrow minded in its outlook of women's rights, why a society eulogising role of female deities as creator and protector insist to keep women inferior to men?

Introduction

When you dilate on gender in Pakistan, many clichés pop up in mind yet the identity issue remains shrouded in blissful ignorance. Linguist have identified following meanings popularly associated with Gender.

In Urdu know it as, "Sunaf". "صنف" کا مطلب ہے جدا جدا یا اقسام. or differentiate by types, sexes, for identification.

In English language gender² is: "either of the two sexes (male and female), especially when considered with reference to social and cultural differences rather than biological ones.

Recently, the term has come to describe more broadly a range of identities that do not correspond to established ideas of male and female as a condition, rather

¹ Evidence (Qanoon e Shahdat) Act, Fiqhs, Hindu Code etc.

² <https://www.google.com/search?q=Gender&oq=Gender&aqs=chrome..69i57j0i433j0j0i433l3j0l2.5133j1j7&sourceid=chrome&ie=UTF-8>

psychological development effecting both.

As one aptly ascribe it, “We seldom realize, for example that our most private thoughts and emotions are not actually our own. For we think in terms of languages and images which we did not invent, but which were given to us by our society.”— Alan Watts³.

The body of legislation dealing with the administration of justice is defined as the Jurisprudence-A system of law or philosophy of law provide clear and unambiguous terminology essential for their task of pleading and legislation. As homogeneity, accuracy in legal phraseology Invigorate critical faculties and trains the mind. Compilation of it becomes the CODE. Referent to my essay, these definitions will do, however, In fray are also those who are living out of the binary relationships but in context of Sub-Continent their voices are unheard up till now, yet soon desire of equality in lieu of some odd favours thrown as alm, may broaden legal definition of gender in Pakistan⁴. The psychological definition can bring clarity to concept of Gender, which is betwixt and between culture and nature.

The region comprising India & Pakistan is birth place of ancient religions & cultures. Land a melting pot of ethnicity both foreign & native, all left indelible marks on it. Contrary to the image of woman as a subdued, meek, and domesticated partner, as was led to be believed by religious scholars; women played higher public role in Indus Valley civilisation, That is confirmed by artifacts found at Archaeological digs at Moenjodaro, Harrapa, Mehargarh, and lothah in present India. Where figurines of women and neutered outnumbered men: suggesting greater importance in the functionality of Women and transgender in society-Deity worship as the top religious duty.

Invariably was the case in Early Vedic period, where RigVed explained the cosmic creation from female energy. The selfsame power which can destroy in order to resurrect⁵. Puranas speaks of a goddess called Kali Ma (dark mother) creator, preserver, and destroyer, not man but woman was Supreme thus placing her status higher than man⁶. Goddess Kali in her Avatar Durga: was creator, nurturer of people, and destroyer of their enemies. That’s why not without rhyme did one⁷ Blogged thus:

“Those Goddesses you worship are walking daily among us, but you choose to

³ https://en.wikipedia.org/wiki/Alan_Watts

⁴ *Transgender Persons (Protection of Rights) Act, 2018.*

⁵ *Devi upnishad,Devi-Mahatamya,Devi-shugarata Puranas*

⁶ *Pattnaik,Devdutt.”here is what they don’t tell you about feminism and sexuality in Hindu mythology” QuartzIndia.2020*

⁷ *Victoria Krundysheva: The Photographer*

humiliate, harass, rape, disrespect or simply discriminate them. It is time you open your eyes to the actual Goddesses till it's your head in Kali's hand".

The early tradition in Hinduism speaks of some women exceptions into religious clergy, seers, bhikshus purifiers; but soon abhorrence to implied uncleanness of female reproductive powers made her relegated her role of purifier of soul to more mundaneness one-in-charge of household.

Buddhism as a reaction to Hindu caste system, encouraged females to monastic orders and to Nuns⁸. One of the first female monk, was Mahaparjaputi (maternal aunt of Buddha). Partial patriarchal dominance emerged only later periods of Hinayana Buddhism⁹ and in Jainism¹⁰.

Jain society essentially perambulated and around Sangha¹¹ which includes monks, nuns, layman, laywoman. However, in it Gender conceptualised only on spiritual level as interchangeable due to deeds done in mortal world (Svetambar & Digambar). Temporal role of genders remained equal, yet inadvertently, this idea of interchangeable deed based gender role, which permafrost the role of woman in the Sangha, from Magisterial to motherly. The adjectives attributed with it like, fickle, weak, needing protection of male partner in while rearing progeny of man were assumed. Despite that, not all was lost to her, it was just that She needed more time, in rigorous & lengthy rites, to reach same level of monk hood as her male colleagues in the order.

Women's role was house wife's, and her path to salvation laid in being "SattiSavatrii", to her husband This. ascriptive role assignment of women in antiquity helped in division of labor in early Indian Iron Age.

It prevailed for so long is in it self another research area, however to me it secured the early cohesion in binary relations and society which is starting to find its place, without any further a do, it was a least socially disruptive method to solve certain problems of "functional subsystems" in society¹².

Roles assigned on the basis of her physiological make up was a melt down from her Bronze Age ascendancy and descriptive role in Scriptures¹³. According to religious Hindu Scholars called pundits, For her path to purity and renunciation

⁸ *Theravada Buddhism*

⁹ *Monier-William Sanskrit-English dictionary*

¹⁰ *Seth, Manish- "Chastity and desire: representing women in Jainism", South Asian History and culture, vol1, 2009-issue1*

¹¹ *Sangha, meaning 'company' or 'community', refers to the monastic communities of monks and nuns across the Buddhist world*

¹² *Ralph Linton, "The History of Man" 1936*

¹³ *G-Ralph Strohl, Jainism Wikipedia*

truly lies in her role as a housekeeper, carer of her male counterparts- “Pativarta” and “satisavatri”.

Thus feat of Gender subjugation was achieved by converting the very same Goddess-Durga as a creator into domesticated mother and rearer of mankind.

Middle Ages: Muslims came to India from unknown backgrounds, zealous followers of an ideology new to subcontinent. Depending upon personal understanding and likes, Delhi Sultans ruled natives. As mostly were, soldiers of fortunes, or slaves of other rulers; their primary aim was nothing but extract loot, and put to swords the infidels¹⁴. The different political make up of each dynasty allowed of moderately tolerant treatment of Hindu majority as per the Islamic concept of “Dhimmis” protection after collecting Jazya. But, they also had great desire to gather war booties from non muslims; therefore their time was well spent in destroying temples and massacring natives in ensuing surrenders. This left little space for learning art and nuances of native culture. Hindu upper castes kept local concoction of Gender intact with few minor exceptions¹⁵. One of the rarest convergence of thought, between Conquerors and the vanquished was on women’s role in social hierarchy. Even the story of Razia Sultana¹⁶ couldn’t save the day.

Similar but lighter affliction to women were given in Mughal Period and greatest deed attributed to her was that of king maker¹⁷, and intriguer In princely ascensions to throne.

Only In Sikhism, man and woman are two sides of the same coin¹⁸. Gender discrimination in Sikh order is un thinkable. This may be the reason for Sikh women playing at roles larger than their numerical strength would allow.

Legal dimension of Gender: Juridical history of law in subcontinent starts with late Bronze age, Manu-Smriti which dates to 100 CE²⁰; this was more of a moral code of conduct than a law book. Though it’s application was purely spiritual one, implying no temporal punishment to its disobedience except religious sanctions,

¹⁴ *Delhi Sultanate’s Treatment of Hindus-Christopher Klune*

¹⁵ *sultanate enforced Islamic religious prohibitions of anthropomorphic representations in art.*

¹⁶ https://en.m.wikipedia.org/wiki/K._A._Nizami

¹⁷ <https://feminisminindia.com/author/areebas/>

¹⁸ Harjit K. Arora, “Sikhism and the Status of Women”, <https://web.lemoyne.edu/~arora/women.htm>

¹⁹ <https://www.britannica.com/topic/Manu-smriti>

²⁰ *Men must make their women dependent day and night, and keep under their own control those who are attached to sensory objects. Her father guards her in childhood, her husband guards her in youth, and her sons guard her in old age. A woman is not fit for independence Manusmriti 9.2-3*

and it wove all members of society into a fabric including statesmen and commoners.

Smriti contains detail of what was expected of Women in ancient India²¹, excerpts of it would take readers mind to the beginning of an era when men was slowly trying to gain supremacy over women, by slowly eulogising her as a good mother and wife in domestic role over more public role of greater functionality. This was a post Vedic influence. Much after decline of Indus Civilisation that coincided with the arrival of Aryans hordes. Aryans brought with them a caste system or distribution of functions in a warlike people. Forever on the move, conquering lands and granting them to their own under Law of “*uti possidetis, ita possideatis*”, “as you possess so you posses”. It was during this, when finally role of women²² as per their caste functions was fixed, which was hitherto fluid and multidimensional during Harrapa Period.

Greco-Roman Period, is seen as a hiatus in, continued hierarchical stratification of patriarchal role of men over women. Hellenistic tradition gave wider functionality female gender almost equal to man; as was the wont of Indus civilisation.

Mauryan Dynasty, Unfortunately the binary concept of gender kept its onslaught in the absence of any permanent outside influence through invasion or trade on the Indian society. However, laws of the Asoka Emperor/Buddhist reformer²³, on religious tolerance and rights of all being equal: were definitely influenced by Greek rule, in which teaching of Buddha nurtured.

Even early Muslim Delhi Sultanates used sharia laws only to collect Jaziya and enforced Islamic religious prohibitions of anthropomorphic representations in art, adopting laissez faire in the matters of internal administration of local religion-culture society²⁴. Only at Nadir of it's rule, Mughal Emperor Aurangzaib through Fatwas²⁵ tried to enforce stricter sharia code to collect jaziya but in it Gender roles was not specified-a situation found by British as absence of written law in pre colonial times²⁶.

²¹Laws of Manu

²²<http://www.ijhsss.com> :”Position of Women in Kautilya’s Arthashastra”, Biman Bhattacharjee

²³The Britannica Guide to Theories and Ideas That Changed the Modern World By Britannica Educational Publishing: https://books.google.com.pk/books?id=QcOcAAAAQBAJ&pg=PA65&redir_esc=y#v=onepage&q&f=false

²⁴<https://courses.lumenlearning.com/boundless-arthistory/chapter/sultanate-of-delhi/>

²⁵https://en.wikipedia.org/wiki/Fatawa_%27Alamgiri

²⁶Dr. Muhammad Khalid Masud *Religion and State in Late Mughal India: The Official Status of the Fatawa Alamgiri In fact, we find several foreign travelers, such as Thomas Roe, interpreting this situation as the absence of any written law. This situation also led to a distinction between the criminal and civil laws during the colonial period. The British found the Mughal criminal law and the Hanafi fiqh too lenient to control crimes.

Late Vedic literature like , Arthshastra by Kautlya & Manu's law, became the basis for Hindu law administered by British for Dewani courts, assisted by Pundits. While the Hindu Code of law was prepared by idiosyncratic Brahman-Pundit class while ignoring some traditions of the ancient Codes²⁷.

Muslim Period: Second Juridical review, after Muslim conquest, was during Sultans of Delhi, who were moderate and tolerant to native culture²⁸. The Mughals specially Akbar in Ain e Akbari²⁹, which is the third volume of the larger work by Abu ul Fazl better known as "Akbarnama", gives details of punishments in vogue during that time. The whole Ain e Akbari contains five volume of various regulations covering all the edicts of Emperor Akbar on various topics of society.

An attempt, in Aurangzaib times, known as Fatwa-e-Alamgiri³⁰, was made to apply sharia on non Muslims. This move back fired big times, as so much inter mixing of cultures have been Unlike earlier Hindu scriptures Muslims law codes didn't deal with women's role any where in detail per se. However, as equal and the rights were mostly defined into conjugation & ownership spirit. Most of the Fatwas were concerning the rights of men over women and slave girls, little was there to encourage any liberated view of gender.

Colonial era: After battle of Plassey³¹, the question of legal sovereignty and institutionalization of traditional state laws into criminal justice system of Colonial India befell to British East India company. Which was in unique position being sovereign to raise private army, dispense justice, & levy tax in Colonies, under the Queen's charter. This continued till war of independence where in East India Company -dual sovereignty.

British initially, awe inspired by tales of immense wealth of Bengal, and intricate system of its collection depended upon the locals to that for them too. Originally their need was to consolidate revenue and determine ownership of land in which they grossly erred in company period and caused calamities like Bengal famine, and war of independence in 1857, which forced Hastings and other to bring

²⁷ Flavia Agnes (2001), *Law and Gender Inequality: The Politics of Women's Rights in India*, Oxford University Press, pages 41-45

²⁸ Khan Arif, Sardar M. A. Waqar, *The Legal System of Sultans of Delhi: An Overview* (January 28, 2016). Available at SSRN: <https://ssrn.com/abstract=2723966> or <http://dx.doi.org/10.2139/ssrn.2723966>

²⁹ Ayeen Akbery: Or, the Institutes of the Emperor Akber, Volume 2 By Abū al-Fazl ibn Mubārak, https://books.google.com.pk/books?id=0DtBAAAAQAAJ&printsec=frontcover&source=gbs_ge_summary_r&redir_esc=y#v=onepage&q&f=false

³⁰ *ibid*

³¹ *The Battle of Plassey 1757: The Victory That Won an Empire*

changes to 17th century Mughal era jurisprudence³². Corner stone of new criminal justice system was “Only stable state is one in which, all men are equal before the law”³³.

Later British viewed local Muslim rulers’ model as absolute and arbitrary, which unfettered by any written or verbal law of land depended on the divine wishes of creator practiced through Emperor. Property and inheritance solely depended upon the whims of the Rulers. This led them to think of victim as a forgotten figure in the Pre colonial era, which he/she was always a centerpiece of criminal justice system in the British doctrine. Once an FIR is lodged police is set in motion and the accused are on the run (however the rights of accused were also protected in elaborate procedural law to get cognizance and arrest warrants).

In matters of communal affairs, Laws were painstakingly gathered, commented upon by, by Sir William Jones³⁴ and Colebrook³⁵. Which were used as source material to develop fist code of criminal procedure and Indian penal Codes by law commission headed by Lord Macaulay³⁶ in 1860. Steeped in common Law practices, main focus of it was protection of innocent victim from wrongful conviction, “People crushed by law have no hopes but from power. If laws are their enemies they will be enemies to laws”³⁷.

Conclusion

In my descriptive research, sex and sensuality remained indistinguishable with each other till nineteenth century in Subcontinent. It was a real climb down since early Vedic era, where role of Women, in gender identity, was more than sexuality. Rig Ved, Puranas, Mahabharata, spoke of Women clerical presence, She had social mobility in almost all aspects of life. Even, Polygamy & Polyandry was accepted³⁸, it is mentioned³⁹ that property & inheritance and right to chose was practiced freely

³²Ayeen Akbery: Or, the Institutes of the Emperor Akbar, Volume 2 By Abū al-Fazl ibn Mubārak, https://books.google.com.pk/books?id=0DtBAAAAQAAJ&printsec=frontcover&source=gbs_ge_summary_r&redir_esc=y#v=onepage&q&f=false; https://en.wikipedia.org/wiki/Fatawa_%27Alamgir

³³ Famous quotes of Aristotle

³⁴ Puisne judge of the Supreme Court of Judicature at Fort William in Bengal
In office, 22 October 1783 – 27 April 1794

³⁵ https://en.wikipedia.org/wiki/Henry_Thomas_Colebrooke

³⁶ https://en.wikipedia.org/wiki/Law_Commission_of_India

³⁷ “of hope & power”, Burke, Edmund

³⁸ https://en.m.wikipedia.org/wiki/Mahapadma_Nanda-writers suggest that women were educated in the early Vedic period. Rig Vedic verses suggest that women married at a mature age and were probably free to select their own husbands in a practice called *swayamvar* or *live-in relationship* called *Gandharva marriage* The Rig Veda and Upanishads mention several women sages and seers, notably Gargi Vachaknavi and Maitreyi (c. 7th century BCE).

³⁹ In the Dharmasutra of Harita

used, the gender relationship was more egalitarian. A generally established conclusion, that in pre-recorded history of the Sub-Continental India, women, more often than not, participated equally or more in the subsistence patterns of group life of Hunter gatherers. It was based on division of scanty human resources, as the women had the distinction of bearing off springs and rear them. There was prestige attached to it too. Early Bronze Age period saw women as responsible for maximizing survival chances of Humans and helped in the brain development at this cognitive biological phase⁴⁰. This was reflective in figurines of India valley civilisation. When writing and learning was adopted it was restricted to Brahmans under new system of castes. Status of women was relegated to a secondary position in gender hierarchy, to that of a domesticated female, only of beauty and family Honour.

In my opinion the ancient Indian society of pre-brahminic period was egalitarian in nature with more freedom to both sexes. Even till the times of Maurya empire emphasis on religion being a private affair was there; Asoka even hinted that his edicts erected throughout dominions that, all are equal ensuring rights to women in property through inheritance and out of wedlock or without.

The prestige in Brahmanic texts is attached to purity and cleansing of soul, which required renunciation of physical functions of procreation and thus attaining the right of performing religious ceremonies, for a women to do all these despite her biological & physiological nature was a next to impossible feat. The only way for her to attain her descriptive role in scriptures was to go domestic and be master of home. This influence of Aryans class and caste over the Puranas with alien to the soil of the Sub-Continent, i.e., dominance of male over female. But, as earlier explained, suited well at that time to stabilise the society. Women confined to household, soon relegated her position from being an equal to an ornament or any other chattel. Like any other thing of value soon it became a commodity for trade and covet.

This was also averred by Sultans and Moguls of Delhi, as most of them were, not being literate in law or fiqh having little stamina or desire to study Indian religious calling, more interested in fruitful pursuit of treasure and other pleasures⁴¹-levying taxes and collecting war booties. This functional concept of gender & sex, even solidified under written laws of the colonial times.

In my view, today's Indo-Pakistan, has become a place of stratified cultural society, where hegemony of patriarchy hangs as Damocles' sword, over the weak

⁴⁰ <https://doi.org/10.1093/acrefore/9780190854584.013.105>, Hunter-Gatherer Women, Published online: 28 September 2020, Marlize Lombard and Katherine kariacou

⁴¹ www.jstor.org/stable/pdf/10.7591/j.ctt207g6xn.10pdf," LAW AND THE COLONIAL STATE IN INDIA"

and marginalized on the strength of historical biases in the interpretations of religious codes. Even the Abrahamic religions in South Asia who had given greater temporal powers to women in term of inheritance and succession have not been able to wrench away the gynophobia of the society at large.

The modern feminist movement has grown beyond sex and Gender binary, it has enlarged into multi variants shades of Gender identity. The hubris of feminist movement internationally have impacted South Asia as well with the success stories of women in Politics, forces, Police, judiciary and in Science. The rising cases of hate & violence against Gender, Juveniles, LGBTQ, and minorities have left traditional society & orthodox clergy clueless. They try explaining away sexual depravity in society in term of immorality and promiscuity. Thus harking back the medieval period enforcement regime, hardly suited in 21st Century criminal justice systems. Specially, when the GBV hate crime statistics stack up against all including Piety, Mighty, & Laity.

Societal attitude toward women in concept like “bazoo”, “Ghairat” are reminiscent of that past in which efficiency and functional specialisation slowly degenerated under religious and conservative over layering into Exploitative are losing battles of our times. The system of laws in Pakistan based on a mixture of Islamic and British common law, customary laws and where no clear guidelines is available it gives independence to judiciary to decide the matter under equity, justice and good conscience.

I refer to Linton’s theory⁴² of ascribed roles of status based on which a society could begin to prepare its members, from birth for his or her future functions, the earlier this preparation is individuals stand more chance for successful careers. This happened in all conservative and traditional societies which kept assigned statuses to the individuals, by a series of reference which served to restrict the domain of her future participation in the life of the group. These points of reference include age, sex, family relationships, and caste or class.

This was convenient to Periods of Muslim rule in India, who were more interested in bounty than mundane affairs of gender relations of conquered tribes and societies. Thus, biased interpretations, found their ways into the Colonial thinking, about local customary and religious laws whether written or otherwise. This misplaced conceptualisation of Gender identity resulted in legal codes where rights like, inheritance, profession, equality and running of affairs independently were not without caveat emptor.

I find it interesting to note that onslaught of technology may alter the concept of

⁴² *The History of Man*” Ralph Linton, 1936.

physical prowess to such an extent that the original binary equality, may return to Sub continent. This is seen even now, in removal of restrictions to entrance in many fields which were considered exclusive male domain. My conclusion is that, nothing can stop the equality of gender in present environment.

Recommendations

In my review, need for in depth research is available in dialectics of historical socio-economic struggle impacting traditional role modeling of gender in present day IndoPak, was it necessity of time which was kept foisted as the status quo? We lack a complete picture yet. It is recommended that historians, social scientists, archaeologist, expert on antiquity and Middle Ages, forensic anthropologists should study artifacts and figurines from digs at Indus Valley sites in Ancient Indo-Pak regions to help construct the true contours of society in those times.

Pakistan is signatory & active participant of SDGs, in which national commitment to SDG-5⁴³ is mandatory. The UN explains: "Gender equality is not only a fundamental human right, but a necessary foundation for a peaceful, prosperous and sustainable world. Unless we accept the reality through research, we will not achieve the legal frame work under 5.11.1 to end discrimination by 2030. Reforming acts like, family law reforms, Legal status to right of transgender as a person by Supreme Court of Pakistan is in the right direction.

Only through shunning orthodoxy and inviting scientific information in the society can bring a 21st century in Pakistani thinking. Our society has to let go of typos in gender identity in order to maximise efficiency and productivity for the greater good.

Religion still plays major role in character building of the society. But cultural orthodoxy in the garb of divine edict has to give way. The way forward today is in accepting evidence based decision making in every field of life. Even to some extent in belief systems even, lot of space for accommodation as per different fiqahs exist in Islam and in other religions too.

Internationally, The SDG 5 & 16, give road map in expanding inheritance, property, professional & functional rights of females. Pakistan and India can't shy away from these reforms.

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⁴³ UNGA

EFFICACY OF CURRENT RECRUITMENT METHODS IN POLICE

Saeed Abbas Bajwa

Abstract

Police department in its present shape has seen almost two centuries of its existence, yet no change in its outlook or image is discernible, an image of terror and clumsiness emerge whenever police officer is portrayed. Why has every effort failed to change the culture? Was it because of induction of below par Human Resources? This is the crux of my essay, in end suggesting improvements.



Statement of Problem

The professed aim of police recruitment was always to attract the right person for the job. In Pakistani context, once skills and traits are identified through Job Task Analysis then departments involve in actual recruiting. Problem start with the lack of perceived transparency in this process like all the matters related to policing in Pakistan. Without real reforms in criminal justice system, recruiting decisions and processes result only to turn more of the old type of human resource in police force. The cause of this dilemma is my research question-why repeated recruitments have failed to improve the service delivery by all the police departments. Direct outcome of police reforms is, “As You Sow, so shall thou Reap”

Introduction

Policing is derivative of “polis” which literally means “city” in Greek. It popped up with city states¹ to control crime. Regular police department came to Sub-Continent with the British. Colonial rulers used different tactics to levy and collect taxes through district magistrates (DM) and to help coerce the natives in obeying the administration they gave control of police to DM. He used to recruit, and employ under control of loyal natives as policemen to keep law and order and locals. Slowly with the development of cities need for regular check and balance was felt and Britishers under Napier started semi-military policing model , he used

¹ Dilip K Das, *Challenges of Policing Democracies*.

a vertical hierarchical rank system similar to Army rather almost all officers of executive level bore army ranks in the beginning. Only after Police Act 1861, under which some civilian police ranks like constable instead of soldier and head constable instead of Sergeants were adopted. Police department with rigid hierarchy, through which the lower ranked individuals remained under strict supervision of the higher ranked individual². Initially the maintenance of law and order in troubled areas of Sindh was a difficult task for the British Indian Army³, Sir Charles Napier first adopted semi-Military Irish Police Model in Sindh in the 1840s, which was then replicated elsewhere in British India. After some time, police force was completely detached from the armed forces and started to operate independently⁴.

Introduction of Indian penal code marks, the raising of an indigenous Police force first by introduction of Police Act, and Police Rules, and recruitment of locals in lower ranks. A new police with a blend of local culture and new techniques for crime detection came into play⁵. Until Independence, ASIs and above induction was typically given only to men of material and wealth in society who wielded power & influence over locals in disputes resolution & settlement. Since independence changes did occur to the department of Police and to its composition. Situation after independence did change a little.

The founding fathers felt the need to change police as per the vision of independent Pakistan. Proposal of Police Commissionerate system like Mumbai for Karachi was the first change⁶ but it never was implemented, and buried with the death of Muhammad Ali Jinnah.

Subsequently, 25 Police Commissions/Committees have been set up to bring Police Reforms in Pakistan⁷ since 1947. Yet, none has been implemented except once⁸, even that was ultimately recalled after 18th Amendment.

The basic focus of all the commissions and experts was primarily on ending the duality of command in district Police structure thus ending the role of magistrates in operations of police. Simultaneously recommending changes in recruitment policy, and improving internal accountability⁹.

²Kumar and Verma, 2009

³Arnold, D. (1986). *Police Power and Colonial Rule*

⁴Ghosh, S. K. Rustamji, K. F. (1993). *Encyclopedia of Police in India*

⁵Abbas, Hassan, *Police and law enforcement reform in Pakistan*.

⁶www.unafei.or.jp › RS_No60, Suddle, 2002; Abbas, 2009

⁷Law and Justice Commission of Pakistan, (2019). *Police Reforms: Way Forward*,

⁸PO 2002

⁹ Ibid

Analysis

Since every aspect of Police related reform is in itself require focused research, I have restricted myself to descriptive research of literature available from open source materials, on recruitment processes of Police departments. While looking into it I compared Police recruitment in Pakistan with international practices. After that I reviewed them juxtaposed to recommendations of various reform committees as mentioned above in my introduction.

International Practices

In general, US, UK, and EU, Police departments follow the more or less similar procedures, which include a series of assessments, inspections and interviews, including:

The Police force only accepts applicants who are between the ages of 18-29

- ▶ A permanent citizen of concerned country
- ▶ A written examination
- ▶ Physical examination
- ▶ A psychological examination
- ▶ Medical examination
- ▶ A polygraph examination
- ▶ A background investigation

However, War on terror that has put security issues on the top of the international agenda is pushing states to invest in Civilian Police to fight extremism. Dilemma remains to select and train new police officers quickly, but this is a time taking exercise. Short circuiting of this process, can result in selection of unsuitable people. Having said all, Police recruitment is still handled in a professional and transparent manner, with identified specific requirements. Many jurisdictions like, federal, Provincial/states, local/municipal, governments are responsible for recruitment, either individually or together with other authorities.

It is interesting to notice that although there are big country differences in initial police education, the recruitment process is fairly similar in Western countries. All include a standard assessment with physical tests, medical tests and personal interviews. Differences can be found on a number of issues, such as age and height requirements, the sort of tests deployed, the professionals who perform the interviews and the influence of diversity policies to recruit more female and ethnic

minority candidates. The recruitment process is structured to allow creative, innovative individuals with enthusiasm and ability to be selected. Selection is based on a mixture of talents, knowledge, experience and motivation.

Police recruitment in Pakistan:

After 18th amendment and abolished Police order 2002, is replaced by provincial police acts, more or less similar to each other but slightly customized to suit local geopolitical requirements.

Recruitment Rules:

Rules on hiring and recruiting are stated in Police Rules 1934¹⁰, according to the Rules for direct appointment as a constable, applicants must be matriculate, physically fit, hailing from good social standing and strong family history. They can be promoted after completing the recruits course with credits. The age limit for this group is 18-25 years¹¹.

An applicant has to be deemed physically fit by the District Health Officer for direct appointment as Inspector or Assistant Sub-Inspector. He must be of good moral character, have a good physique, and have active habits, and must be between the ages of 18-25 years. A nominee for the Inspector's post and Sub Inspector must be a Graduate¹².

General Recruitment Procedures:

Every Police Unit i.e. Punjab, Sindh, Balochistan, KP and GB, AJ&K ICT devised recruitment policies to induct the suitable individuals in police force as constable¹³. Procedure of the recruitment as follows:

- ▶ Advertisement for inviting the applications
- ▶ Prescribed eligibility criteria
- ▶ Submission of application
- ▶ Physical standards test
- ▶ Physical efficiency test of the candidates
- ▶ Written examination
- ▶ Interview

¹⁰ Police Rules 1934, Chapter XII, (Since 18th amendment every Province has issued separate recruitment rules with more or less same methodology)

¹¹ Police Rules 1934, Chapter XII, Article 12.10 (A)

¹² Police Order 2002, Article 7

¹³ Recruitment Rules 2017

- ▶ Publication of final result
- ▶ Medical examination
- ▶ Verification of character and antecedents
- ▶ Final appointment

invariably all Police recruitment is done at, three entrant levels, Constable, Assistant Sub Inspector, Deputy/Assistant Superintendent of Police. But occasionally, some senior Army officers of Major levels have also been inducted in the past by Federal Governments.

All procedural activities under this, would start first with, advertising, receiving of applications, checking of applications, call up notices for physical endurance tests, assessment of the successful applicant's analytical abilities through written examinations, antecedent verification of finally successful candidates and finally the medical examination, then interviews, etc. Every stage is a knock out stage, only those who made it to the last, are issued letter of employment for induction.

Recruitment of Constabulary: The total sanctioned strength of Constables in Pakistan for the year 2019 was 343906;¹⁴ Constables are recruited at the district level which makes up 72% of the police force.

Recruitment of Assistant Sub Inspectors: At the provincial level by the Provincial Public Service Commission and Recruitment of Assistant Police Superintendents: by the Federal Public Services Commission¹⁵. 5% quota is reserved for minorities and 15% seats are reserved for women. Training Academies of Police dot all over the jurisdictions-provincial as well as federal. While Constables, ASIs are trained at Provincial Academies, ASPs are trained in NPA.

There was some special recruitment done over passage of time as special dispensations by many Governments in the past.¹⁶

Conclusion

In Pakistan, police recruitment follows the old practice of concentrating on physical fitness assessments instead of the evaluation of skills needed for the selection of a police force constable. Those that can run quickly are eligible for police constable recruitment, but the others with many other qualifications needed for the policeman are left out, if during the physical test he does not arrive in the first four positions of the race.

¹⁴ National Police Bureau

¹⁵ Police order 2002

¹⁶ It includes, SPU, ATS, Corporal staff, CTD etc

In addition to chin ups and push-ups alongside a minimum height requirement, the determination of physical fitness is currently made by a 1000-meter run. This assessment also lacks any scientific fitness determination required to perform the job of a police officer in Pakistan, irrespective of their qualifications, abilities, ability, intelligibility and other extraordinary abilities given by God, which are swept out of the contest. The theoretical evaluation is administered by the police department and is therefore not based on any testing of expertise. Rather, it focuses on some short questions focused on common knowledge and current affairs that cannot allow a sound evaluation of an applicant in terms of his selection as a police officer that needs specific skills¹⁷.

Despite a large number of well-educated applicants applying for the role of constable, this strategy has been the key explanation for not raising the quality of police recruitment.

However, it is very strange that the logic behind physical prowess is up ended while making recruitment in managerial positions (There's no physical, running, height and standard chest measurement required)

Some Pakistani police departments have outsourced Constable's recruitment to private recruitment companies, mainly due to transparency and merit concerns, but unless the evaluation scheme is not reversed and scientific competence-based testing is carried out first to be supplemented later by physical fitness assessments, it will not assist in hiring skilled and intelligent candidates for the police organization.

Irrespective of the jurisdictions, recruitment process in Pakistani Polices is always marred with allegations, there's always a felt need to rethink selection processes. This result in the recruitment or promotion of policemen who show inability to adept to the needs of their communities in which they serve by lack of communication skills to interact efficiently, exercise discretion appropriately, or perform the multitude of police functions necessary.

In the last two decades, conditions faced by police departments in recruitment have worsened, lack of transparency in recruitment process have been a key contributor to this malaise. Political quotas, sudden change in government policies and coalesced command giving mixed signals deteriorated the entire process of recruitment.

In addition, an Economic condition of the society has helped to limit the pool of qualified applicants. This was due to both positive & negative factors alike: more

¹⁷ Police recruitment process has many flaws. *The News*, November 10, 2014.

opportunities for youth employment in other organizations (such as the military), lack of physical fitness, declining prestige attached to police work in general, lack of motivation due to increased drug use, etc. The haphazard approach of banning and lifting of recruitment in public sector by federal and provincial governments has further complicated hiring efforts.

Technological skills need constant upgrade, yet police departments in Pakistan have failed to keep pace with modern times and recruitment is heavily biased toward physical prowess, rather than academic qualification or deductive abilities. Police departments, have used the physical tests as an elimination round, which disqualifies intelligence in favour of brute force. Many candidates become automatically ineligible for written tests if they fail in physical tests due to running test. Even this fitness level is not designed as per tasks required to be performed by the policemen in the field.

Use of unmanned combat or self-defense techniques in continuum of force analysis was never used in recruitment methods for Police departments, which helps in assessing the candidates' prowess to control unruly or suspect. The physical fitness had never been designed or customized since the promulgation of Police Act of 1861¹⁸ except few minor ones.

A candidate is also assessed through written and cursory psychological tests. The induction process while look into appearance and looks of the candidates, have yet to decide the right mental stability profile for candidates despite fatal incidents. It was never considered an essential requirement nor specific test for it until now.

Recommendations for Recruitment in Police

Reforms are needed to streamline the recruitment system for Police in all ranks in general but more specifically in the rank of constabulary. Although physical fitness is vital for a policeman, other abilities and skills should not be ignored and should be observed by various means, as is done when recruiting supervisory officers' i.e, ASP/DSP/SP. In these conditions, psychological evaluation of newly recruited cops must be performed as part of medical examination to gauge their trend towards extremism. Meeting the international standard of selection of the cops is quite difficult, but it could be upset to some extent. To improve their recruitment and retention, several steps may be taken by police agencies. Noted as follows, in particular;

¹⁸ *Police Rules Ch XII 12.16," The examination by the Civil Surgeon will be conducted in accordance with the instructions issued by the medical department and will test the eyesight, speech and hearing of the candidate, his freedom from physical defects, organic or contagious disease, or any other defect or tendency likely to render him unfit, and his age."*

- ▶ Localized recruitment for urban centers is better than generic provincial recruiting
- ▶ To make maximum use precious resources, in case of escalation of crime, special police RazaKar can be employed as neighborhood watch. As this was practiced earlier reducing permanent strain on governments financially.
- ▶ Small police Departments, with little or no recruitment resources can still enhance their performance by pooling their efforts with volunteer programs.
- ▶ Finally, because retention may remove much of the need for recruitment, agencies should concentrate on the “internal” factors that could push away successful employees and should seek to augment the reasons officers want to remain with a department ; Primary focus should be given to career opportunities for the lower ranks upto top.

The Author holds a degree in Law and an M. Phil and serves in a Police Department for the past 10 years.

HOW TO MAKE OUR COMMUNITIES FEEL SAFE, SECURE AND REASSURED

Mehboob Aslam, PSP

The famous American President and one of the leading name in public administration Mr. Woodrow Wilson once exhibited his narrative which enunciated the philosophy of community service in true letter and spirit, "There is no higher religion than human service. To work for the common good is the greatest creed". Police Service has been the most challenging profession and has been mandated to only one duty and that in my opinion is to secure the social welfare of the people. According to United Nations Development Program (UNDP), community safety and security is a concept that seeks human development and state building at local level. Community does not just refer to individuals but refers to all actors, groups and institutions within the specific geographic sphere. Police plays a paramount role in communal safety and security. In the recent times, democratic policing has taken a leading role in community policing. The concept of democratic policing has torn apart the outdated concept of policing which was characterized to legally use force and to deprive the citizens of their liberty. These powers were bound to generate opposition and hatred for police from the general public. It also offers perilous temptation for police officers to abuse on behalf of authorities.

Law enforcement requires a delicate balance for the use of powers. The conflicts between liberty and order receive their purest expression in bright principles of democratic policing. In democratic policing, police officers are broadly accountable to law and public for their acts. Democratic policing reassures the trust and dependence of general public on police service. Ideally, the police powers are to be used according to the rule of law and not according to the whims of the ruler. In original British model there was to be policing by consent this shall not only persuade citizens to accept police authority out of respect but shall also reinforce the accountability of individual police officers. In a viable society police must not be a law unto themselves, they are not to act explicitly in a political fashion. Citizens are to be treated in equivalent ways. Police must be trained to behave in universalistic manner.

In Pakistan, National Highways and Motorways Police (NH&MP) has done a remarkable job to bridge the gap between police and general public. It has been

revealed several times that public has placed its unprecedented trust on NH&MP as Police Organization. NH&MP has adopted a novel concept of “Organizational Citizenship Behavior” which has rendered a revolutionary change in the public service. Police officers own this organization as employees and prioritize service to the people. “Honesty, Courtesy and Help” has been the core values of this well-reputed organization which has created a favourable and friendly narrative for this organization. The NH&MP has set-up a significant principle of internal and external accountability of police officers. Police officers are trained to behave responsibly and in a manner which produce positive vibes for the police amongst public. Unfortunately, a sheer lack of answerability and concise reporting is tarnishing the relationship of police and public. Punjab Safe Cities Authority (PSCA) has also done a worth-mentioning endeavour to improve the access of citizens to police and other emergency services. This has also significantly improved the provision of more safer and secure communities. The PSCA has also substantially contributed in consolidation of important data where all the stake holders and law enforcement agencies work at one platform to reassure the safety and security of general public.

In order to restore and reduce the trust deficit, it has become imperative to orientate Police Service on best practices which include, accountability, responsibility, public trust, police outreach programs, social welfare, friendliness and empathy. There is an urgent need to proliferate a better image of police through a common political and social will.

Methodology:

The experts have not specified any particular elements, or pathways to identify those essentials which are required to improve the communal safety and security. It is however established that there are socio-economic and institutional factors which can lead to a peaceful and vibrant society. These factors have been categorized as under:

1. Push Factors
2. Pull Factors

i. Push factors:

The social scientists have further classified push factors into the following drivers:

a. Social Awareness:

Social awareness is the ability to comprehend the diversity of different

backgrounds to understand the specific norms, principles and behaviors. The acquisition of this ability has become the need of the hour. Police as an organization is obligated to sensitize the general public to grasp the basics which formulate the basis of law enforcement. This shall not only help in developing understanding of legal responsibility but shall also help in reforming the image of police force. This process of social awareness accounts to sensitize general public in comprehending basic responsibilities of law enforcement agencies. Lack of knowledge and awareness has left majority of Pakistani population vulnerable and they rely on non-state actors rather than Government law enforcement agencies to resolve their issues. Unfortunately, they are dissatisfied with the policing institutions consequently, weakening the state's presence and legitimacy. In order to strengthen the state's policing, it is imperative to create social awareness and to engage with citizens on regular basis. This interaction is a push factor for the populace to reframe their thoughts and opinion in favour of law enforcement agencies.

b. Neutrality:

Neutrality in different police outfits discourages discrimination and inequality. Discrimination is the act of creating differences between groups of individuals in a society which culminates in the formation of classes and other categories. In Pakistan people may discriminate on the basis of caste, social class, physical appearance, height, weight, family status, disability, gender expression, ethnicity, religion, sexual orientation, political ideology, personality and profession. Discrimination occurs when people are treated in a way which is most inappropriate and unfortunate on the basis of their pre-conceived membership to a specific class or group of society. The creation of a democratic policing service which shall exercise its powers irrespective of any political or social attachments, contributes as push factors for individuals and groups to adhere to state's rules and regulations. It has been observed that in low and middle-income countries like Pakistan police institutions are used to promulgate the self-righteous dogmas and doctrines of a specific group of individuals who carry the political power which creates ill-will and hatred for the policing institution and ultimately culminates in trust deficit. The building of trust between residents and police creates a harmonized, safe and secure community. It is about time that we struggle to emancipate the tightly besotted police outfit from the vicious circle of fulfilling the nefarious and wicked political undertakings

towards a more benign and friendly police institution which shall not only enforce the law and order but shall also educate the public for better understanding their own roles and responsibilities as a citizen of this polity.

c. Evaluation:

Pakistan is rapidly urbanizing and this has also lead to an exceeding demand of police personnel. Police officers play an especially important role in maintaining the safe and secure environment. However, the Government has failed to meet the growing demand for police human resource. In 2016, a survey was conducted where it was found that the inadequate resources and insufficient human resource was the major contributor towards delayed cases which forms a serious problem in criminal justice system of Pakistan. Only 28% of respondents decided to take the matter to a higher forum or external control system (Courts) for resolution whereas, 72% preferred to resolve their issues through non-state actors. Later, an objective evaluation process was conducted in order to arrange a set-up for the convenience of citizens to gain an easy access to law enforcement agencies with real time data. This evaluation process becomes a push factor for the citizens to engage and interact with law enforcing agencies (Police) for the resolution of their issues. Punjab safe Cities Authority (PSCA) reassured through data compilation and consolidation that maximum cases are resolved within a specified time limit which ultimately contributed towards an efficient police force. This exquisite process of evaluation also helped in maintaining accountability of individual police officers. The establishment of PSCA in every district shall definitely improve the safety and security of community.

ii. Pull Factors:

The pull factors for reassuring a safe and secure community have been classified into the following:

a. Police Reforms:

A majority of political and social scientists have agreed that developed Nations have devised such a prolific and productive strategy of police reforms which has not only improved the safe & secure neighbourhoods but has also largely contributed towards building a viable relationship of mutual trust. Earlier in the month of April a draft position paper on police reforms was presented in the Senate & the National Assembly, which was prepared by Pakistan's Sustainable Social Development Organization

(SSDO) and United States Institute for Peace (USIP). The draft was aimed at effective legislation and policy making for the law enforcement department (POLICE). The paper suggested urgent "strategic initiatives" to further improve law and order besides the prevention of incidents of violence at different levels.

Moreover, it underlined the difference between 'police reforms' and 'policing reforms,' noting that the former were linked to the department's organizational aspects, while the latter related to functions or service delivery aspects, such as case registration, investigation methods, bail and remand laws, trial procedures, and handling of offenders and juveniles.

The service delivery issues discussed in the paper focused on the topics of women in police, investigation, community policing, and information technology in police. Parliamentarians' recommendations about the 'women in police' section were mostly about categorizing women officials in the police department and crimes against women only. They asked to ensure that women working at police stations were functional units of law enforcement agencies, with increased induction of staff, as well as retention and training of women officials in the department. Women parliamentarians strongly recommended that crimes against women should be professionally be measured through investigation by women police officers as it would help minimize communication gap and increase empathy.

The draft paper also stressed upon functional specialization, internal accountability for negligence, standardization, police prosecution and forensic cooperation. Community policing must be institutionalized through a clear and rule-based mandate and a system may be devised to take citizens onboard for effective policing, tenure to ward off any political, and personal considerations in order to enlarge the compatibility for a larger criminal justice system.

The paper recommended moving from digitization to digitalization, declaring the primacy of electronic evidence relevant and admissible under the law of evidence, as well as ensuring cyber security and data privacy for citizens' dignity and integrity of police organization.

Another ingredient of Police Reform is the process of recruitment. Police recruitment is conducted in three tiers, the 1st tier is Constables, and 2nd tier pertains to Sub-Inspectors and the 3rd tier the most important one is through Central Superior Services (CSS). This system is ill-suited to officers'

recruitment given the fact that policing is a job that requires a certain aptitude and specific training. A career in the police, just like a career in the military, is a lifestyle that must be inculcated from a young age. Do all those CSS qualifiers who join the police service aspire to join it out of a passion for the job? A small percentage might have such ideals in mind while joining PSP after qualifying CSS.

Not only the recruitment is faulty but training at Civil Services Academy is irrelevant for the Police Services or field operations. The police need to recruit officers at the young age of 18-22 and have them undergo rigorous training on the pattern of the army. The leadership qualities of a police officer are different from those of other occupational groups and require more laborious and hardship attributes than any other job. There must be a comprehensive mechanism and training plan for grooming new probationary officers (ASsP) where they shall not fall a prey to junior ranks and especially to those who have been serving in the system for many years before them.

b. Democratic Policing:

The developed Nations have already shifted to the novel concept of Democratic Policing. The experts have argued that Democratic Policing is a process and not the outcome. It keeps on going and takes decades to flourish in a social fabric. Quite paradoxically, society needs protection 'by the police' and 'from the police'. All industrial societies use police to control crime and to contribute to public order (e.g., mediating and arbitrating disputes, regulating traffic and helping in emergencies).

One element in defining a democratic society is a police force that is subject to the rule of law embodying values, respectful of human dignity rather than the wishes of a powerful leader or party Secondly it can intervene in the life of citizens only under limited and carefully controlled circumstances and thirdly, is publicly and internally accountable for negligence.

Democratizing Policing has proved to be the best policing practice for ensuring safe and secure communities. Unfortunately, police culture in Pakistan still hasn't been able to rip the old school of Police Act 1861 which was against the norms and standards of democratic policing.

Safe and secure communities demand a coherent and rational approach for strengthening the internal accountability of police. A Police structure is

required which has an all inclusive approach to embrace the consent of community. A defining characteristic of Democratic policing is 'policing by consent of community' and to devise such mechanism of internal accountability which shall ensure that every police officer is responsible for his/her deeds against the community members. Democratic policing shares the ideal that police powers are to be used according to the Rule of Law and not according to the whims of the ruler. Police must use its powers in a restrained fashion which is proportional to the problem. Ideally people shall accept police authority out of respect, rather than out of intimidation. In most of western democratic countries stringent actions such as holding a suspect in custody for more than a short period of time must be sanctioned by independent judicial or executive authorities. Minimal force might be used for self-defense or which might be necessary for an arrest.

In a democratic society police must not be a law unto themselves. In spite of strong pressures and temptations, they are not to act in an explicitly political fashion, such as spying on disrupting groups or to observe strict enforcement for those who disagree. Police is not supposed to serve the partisan interests of those who are in power politically. Their purpose must not be to enforce political conformity. Holding unpopular beliefs or behaving in unconventional, yet legal, ways are not adequate grounds for interfering with citizens' liberty.

Police have an obligation to protect the rights of every citizen irrespective of caste, ethnic or social groupings. In an important sense, democratic police is essentially a neutral police. Police officers must be trained to behave in an unbiased manner unaffected by any racial, political or social segregation.

Currently, we are lacking in specialists. Specialists play an extremely significant role in combating emergency or problematic situations. Police are to be trained on such footings where we produce specialists instead 'jacks of all trades. In future police training shall play a momentous role in shaping police culture. Police officers are to be acclimatized towards changing scenarios. Pakistani society is on the rise and the advent of social media has largely contributed for the awareness of general public about their rights and responsibilities. In modern society people have started to question the authority of a police officer even where it's legal to use. Sindh police had started a pilot project with the name 'police and awam sath sath' (PASS). The concept of community policing has contributed towards better image building of police in public and has produced favourable results for

the police authorities.

The concept of building an ideal police force is supported by a variety of organizational means which include:

- a) Justified division of labour between the work-force
- b) A more rationale and fertile bureaucratic structure which limit the limit-less discretion and is subjected to internal accountability
- c) Political-administrative dichotomy, which shall ensure that the police work, is facilitated with an independent rational authority
- d) External check in order to identify the loop holes and deficiencies in police organizational culture
- e) Adequate compensation/benefits and working conditions for the police human resource

Given the potential for abuse the police may face numerous external and internal controls. Legislative bodies through the passage of laws, exercise control over appropriations, the ratification of appointments in police and holding of oversight hearings. Internally control of police is sought through selection, training, defined procedures, policy guidelines and effective supervision.

It's about time now that police form a strong bond with the public for making policing more fruitful and friendly with a motto to help every person in distress and helping communities to ensure safe and secure environment in the country.

HOW TO MAKE OUR COMMUNITIES FEEL SAFE, SECURE AND REASSURED

Syed Abbas Ali, PSP

Feeling of safety and security is an important aspect of quality human life. The thing which has a bad impact on society at large is the fear of crime. Perception of fear affects individuals and affects behavior, politics, economics and social life. It is different from crime incidents, but equally important. One of the key responsibilities of State is to make people feel safe. Reducing fear is an important task of police. Institutionalizing fear - reduction is the way to address the issue. In order to make communities feel safe, secure and reassured there is need for strong collaboration between people and police.

Quality of life is dependent upon peaceful environment of the locality. Business flourishes in areas where customer feels safe to go to the market and shop and has no fear that someone would take away his life. He feels safe in such areas where his children can walk safely to their schools. People do not migrate from places where they feel safe. In this way, business and social life develop in the areas.

Fear of crime is real and it affects economics, social life and politics. However, different schools of thought also exist. They argue that fear of crime is a vague concept it has nothing to do with reality. In their belief it is a trick played by politicians for their own vested interests. Some believe that fear - reduction may cause people to feel more safe and can prove risky for them. Furthermore, police should not waste all resources in creating a perception of fear - free environment. It is better for them to utilize all resources in curbing actual crime.

The arguments in above paragraphs are not persuasive as compared to those in favor of police adopting fear of reduction as priority. Firstly, fear of crime has behavioral and tangible consequences. It can be measured with accuracy and fear - reduction efforts are logical and accountable, secondly, it is a fact that politicians use this perception for their purpose but this no way means that fear of crime does not exist. Thirdly, there is a need to create balance between fear of crime and actual risk of crime. Fear of crime varies with age, sex and occupations. There is need to synchronize fear of crime with actual crime. Fourthly, police has to prioritize fear - reduction in the list of tasks. Tackling actual crime is different from reducing fear of crime. It is needed that police should do additional things to

reduce fear of crime, only tackling actual crime will not work in this regard.

Fear of crime has many dimensions. Common behavioral reaction to fear of crime is to avoid unsafe places at night. Women report higher level of fear of crime than men. This may be a threat of sexual assault. Usually women and older people take more precautionary steps to avoid fear of crime. Fear of crime is higher in people living in urban areas. Minorities suffer more from fear of crime. School-going children and young adults report highest level of fear of crime, but they are least likely to take precautionary behaviors.

Following paragraphs shall discuss strategies adopted by police to reduce fear of crime. Traditional approach is to reduce actual crime. But, it has been observed that people afraid of crime are least victimized by actual crime. Preventing crime to happen is different from reducing fear of crime in masses. In this scenario, reducing crime would not work, something extra needs to be done.

One way to reduce fear of crime is to adopt professional policing techniques. Motorized patrolling is one way to assure feeling of safety in people. Presence of police in streets and markets gives a feeling of security to the public. Similarly, if anything wrong happens to a person and police arrives at the spot within no time such rapid response increases people's confidence on the law enforcement agencies. Further practically solving problems faced by public make a strong belief in police work.

Crime prevention techniques have a mixed approach when it comes to feeling of safety in societies. People may be sensitized to use more locks, alarms and guns for safety. However, such measures can develop fear of crime in people. Thus, such preventive approach to develop feeling of safety and security is not very effective.

Concept of community policing emerged in 1970. In this scheme of policing focus was not on individuals, but on communities. Idea of neighborhood watch proved very effective. More connectivity between police and public was effective in reducing fear of crime. Foot patrol proved more effective than vehicle patrol. When people were watching their neighbors a sense of security prevailed in the masses.

Community Policing is a good strategy, but it is more general. There is need to specify the problem and target it. Therefore, target-oriented policing can serve the purpose. In this technique first problem is scanned. It means in which areas the problem is the worst and which areas show decline in the problem. Next step is analysis of the problem. This phase involves identifying causes of the problem.

Further responses are checked. After implementation of responses assessment is made whether the responses worked to solve the problem or not. It is a feed – back mechanism to check the efficiency of technique applied.

Following paragraphs shall describe the problem-oriented and targeted approach. It is essential to Identify the problem before deploying resources to solve it. Such Techniques should be implemented which directly address the problem. Irrelevant approach and procedures would prove to be a wastage of time and resources. Fear of crime needs to be kept in balance. In this way people use precautionary measures. Eliminating fear of crime can prove to be risky. If fear of crime is prevalent because of frequent incidences of crime then it is imperative to reduce crime rate. This would reduce fear and enhance feeling of security. Faulty Investigations and low conviction rate can reduce confidence of public on police. At times, foot patrolling is not practiced. It usually reduces visibility of police and increases fear in public.

It is a general observation that trust –deficit between public and police is a cause of fear of crime. This trust – deficit should be bridged by conducting more community meetings and Involving public in crime management. It is essential to identify the problem and solve it. Problem of disorder, incivility should be addressed accordingly. Perception is very crucial as far as fear of crime is concerned. There is need to improve perception of people on police. This perception can reduce fear of crime.

Community meetings are an important method to reduce fear of crime in communities. In such meetings representatives of society broadly express their concerns. In this way problems of neighborhood are also identified. It also develops confidence of public on police. They feel more secure and safe. They don't feel themselves alone in this fight against crime. Personal contacts of police officers with citizens can help police to identify day to day problems of public. This encounter may be in markets, shops, on street paths or anywhere. This is a direct approach to listen to the problems of public. Such routine contacts are an effective tool to analyze a problem and solve it.

Reassurance / fear -of –crime matrix was developed in the United kingdom. It is useful for identifying and reducing crime. It shows that there is difference between actual crime and fear of crime.

Personalized policing also increases confidence of public on police and reduces fear. A common man who feels save to contact any officer like patrol officer, is not affected by fear. When people recognize their beat officers they feel safe. Environmental design is also a strategy to reduce fear of crime. Lightening in

streets, pathways are helpful. Similarly placing ATMs, restrooms on pathways which are busy make people feel comfortable to use them. A cleaner environment is always less fearful. It gives a feeling that law & orders prevails in the area. Placement of waste bins on locations can help to reduce fear of crime by giving a feeling of civility.

In conclusion, fear of crime is different from actual crime. It is a perception of feeling unsecure. This feeling is based on various factors. Reducing actual crime may not reduce fear of crime in communities. There is need to identify the actual problems relating feeling of insecurity. Police should adopt targeted approach and problem –solving strategies to address these problems. Community policing is a method to improve trust between police and public. More direct approach and involvement of public members in identifying and solving problems can serve the purpose.

HOW TO MAKE OUR COMMUNITIES FEEL SAFE, SECURE AND REASSURED

Dr. Qurat-ul-Ain Ejaz Langrial, DSP

In his 1997 book 'The Ultimate Crime: Witness to Power Games', former Punjab Inspector General of Police, Sardar Muhammad Chaudhry stressed the notion that security precedes development. No society in human history has ever made substantial progress with a bleak law and order situation, as development is a product of stability and stability is the hallmark of law-abiding societies. General public's perception of safety and sense of security serves as the most accurate barometer in this regard. In the case of Pakistan, like other developing countries, it is pertinent to ensure that citizens feel safe and protected so that they can better contribute to overall progress of society. Since police is the premier civilian armed force tasked with the noble duty of making the community feel secure, any improvement in the subject matter would require police capacity building as well as strengthening of its relationship with the society. In order to make our communities feel safe, substantive changes in 'Thana culture', effective accountability processes, curbing the menace of corruption, ending political interference, community policing, expanding police jurisdiction, enhancing focus on marginalised sections of society, preemptively crushing crime with proactive policing, targeted counterinsurgency operations, improved coordination as well as actively pursuing improvement in public's perception of police are some necessary measures. Thus, by boosting the strengths of police forces across the country and positively integrating it with the citizens, this monumental task can be achieved.

Law and order situation in Pakistan has only recently improved over the past five years, after years of terrorist attacks that claimed more than fifty thousand precious lives as well as incurred more than 126 billion USD loss to the economy. According to South Asian Terrorism Portal Index (SATP), terrorism in Pakistan has declined by 89% in 2017 since 2009. Despite the tremendous feat in overcoming terrorism, there is great room for improvement in law and order. Challenges to the public perception of safety include lack of effective law enforcement, street crimes, terrorism, distance between police and the citizens, gender-related crimes, lack of technical facilities in policing, rise of the Land Mafia and other issues. A general distrust of police also persists due to the infamous 'Thana Culture', perceived levels of corruption and political interference in the organisation. It must also be

realised that many of these issues have a cause-and-effect relationship with the fact that like the rest of the developing world, policing is highly under-resourced in Pakistan. Owing to such factors, police performance has been dismal and perceived negatively. In 2016, International Police Science Association (IPSA) declared Pakistan to be the fifth worst performing state in its Internal Security and Police ranking, placing it next to states like Nigeria and the Democratic Republic of Congo. Therefore, making our communities feel safe would be impossible without reforming the primary civil armed force, the first line of defense against crime and social evils: the police force. In order to make communities and the society feel safer and better protected, Law Enforcement Agencies (LEAs) need to change facts on the ground as well as actively pursue the goal of improving public perception of law and order.

Reforming the notorious 'Thana Culture' is essential to creating an impression of safety and security amongst the masses. It is a common observance that people are often reluctant to contact the police, even in times of distress. Due to this, a large number of offences and crimes, of varying degrees of severity, go unrecorded and thus unacknowledged by policymakers. Common perception is that going to the police will only cause further complications and not resolve the issues. Due to this, aggrieved parties often resort to other informal mechanisms of dispute resolution that increase their sense of insecurity, in addition to undermining police authority. In order to help the general public overcome this, essential changes in this culture are required. Empathy, ethics, politeness, professionalism and other key values must be reinforced in the police training as an attitude adjustment is essential. The reflection of these behaviors at grass-root levels will assure the public that their protectors are accessible and eager to address their grievances. Instead of having under-resourced police stations in large numbers, a system of precincts can be more desirable. These precincts can be less in number than existing police stations but equipped with more resources in terms of manpower, vehicles, buildings and other. While the area of jurisdiction may have increased, a larger area of jurisdiction will allow more flexibility in terms of allocation of resources for any specific geographical location and especially crime hotspots. Such fundamental changes in police culture at precinct and police station levels will definitely help improve a common perception of safety amongst the public. A transition to highly specialised police units like Homicide Detective units is also an effective approach in reinstating public confidence in their protectors. Specialization of roles will narrow down the scope of responsibilities of personnel and make it easier to gauge their performance, in addition to making service delivery much more efficient.

The umbrella of security and safety needs to be extended to areas and communities that have historically been devoid of it. Police jurisdiction needs to be expanded to regions in Pakistan that are yet not reaping the dividends of modern policing. It may come as a surprise to many even in this modern day and age, there are areas in Pakistan not policed by modern law enforcement agencies. These include the erstwhile FATA, 'B-Areas' regions of Balochistan and Provincially Administered Tribal Regions (PATA) of Punjab in the foothills of Koh-e-Suleman range. In the case of the erstwhile FATA, now a part of KPK, the process of merger of the Khasadar and Levies into police and professional training must be expedited. Police forces in the newly merged districts must be equipped with necessary equipment and resources to ensure writ of the state in the region still recovering from war on terror. Moreover, "B-Area" of Balochistan where the Levies function as the police force, must also be notified and upgraded to "A-areas" so that professional police departments can be raised to implement laws in letter and spirit. In May 2019, revenue limits of three districts: Quetta, Lasbela and Gwadar, were notified as "A-Area" with the extension of territorial jurisdiction of Balochistan police. It is important to keep this momentum and extend the jurisdiction of Balochistan Police to other areas as well so that insurgency, smuggling and other criminal activities can be effectively curbed. The border region of Punjab and Balochistan, in Dera Ghazi Khan, where the poorly-resourced Border Military Police (BMP) performs law enforcement duties must also be brought under the domain of Punjab Police to improve law and order situation. Recent skirmishes between outlaws and BMP personnel resulted in the martyrdom of one official, serving as another sad reminder that fundamental changes must be made. Mr Muhammad Ali Nekokara, PSP, opined on this key issue in his 2017 op-ed 'Urban Terrorism':

Additionally, a technology-driven approach is essential to deal with increasing levels of complexities and elaborate threats to public peace in the modern era. These technologies not only deter crime before it's, occurrence but also helps in the process of criminal investigations. Some applications include automated electronic challaning systems, vehicle-plates and facial recognition IP cameras, centralised criminal database, 4G and 5G telecommunication devices, GPS-based modern dispatch mechanisms and modern forensics. Luckily, regions in Pakistan and, especially Punjab has already successfully launched the landmark Punjab Safe Cities Authority (PSCA) project. The integrated control and command center PPIC3 (Command, Control & Communication) is one of the most modern police dispatch infrastructures in the region. Electronic challans, speed cameras, intelligence gathering, and modern LTE-based communications are just a few manifestations of the PSCA that have reassured the citizens of safety and security.

Additionally, PSCA has greatly aided in the investigations of several crimes including the 2017 Charing Cross bomb blast that resulted in the martyrdom of several police officers including revered commanders, DIG Capt (Retd.) Syed Ahmad Mobeen and SSP Zahid Mehmood Gondal. It would be pertinent to build on the PSCA Lahore model and replicate it across the country. This process is already underway in several cities in Punjab as well as some provincial capitals. Digitisation of police records is another essential task that must be conducted. Such projects will directly improve public's perception of safety in addition to the fact that inculcation of modern technologies will multiply efficiency, increasing the availability of existing police resources for other operational tasks.

Proactive policing should however not be conditioned merely with the integration of modern technology with policing processes and pre-existing resources need to be efficiently utilised for crime prevention. Police and LEAs must adopt preemptive strategies to curb crime before it happens. The 'Broken windows' theory of policing suggests that clearing up signs of crime and disorder- broken windows, street-wanderers, prostitution- can help curb crime. Such proactive measures can be extremely beneficial in crime hotspots. The system of foot patrol and 'beat cops' must be strengthened to make police presence more visible and further embed police with the society. It appears that the tried-and-tested system of foot patrol has become obsolete in Pakistan, possibly due to lack of human resources. However, it continues to be an essential feature of policing even in the developed West and needs to be reimplemented in Pakistan. Moreover, 'Intelligence-led Policing' is the order of the day. Crime intelligence analysts can help provide key insights to decision makers who can create an impact with proactive decisions and preemptive operations against criminal activities. Proactive policing and preemptively curbing crime can make a visible difference and immediately translate into more communities feeling safe and better protected.

Furthermore, there needs to be enhanced focus on and concentration of efforts towards marginalised fractions of society in order to improve their sense of security and protection. It is a sad reality that religious minorities, women, gender minorities including transgenders and the economically impoverished classes do not share the feeling of security and protection as compared to relatively empowered groups. It is highly unfortunate that disempowered communities have to bear the brunt of socio economic injustices. Addressing the grievances of these fractions can make more communities feel safe and secure. Activation of Gender Crime units of police, as created under the Police Order 2002, will be a major step forward in the right direction. Transgenders and minorities can be

inculcated into the decision making processes by creation of local committees that communicate their concerns to relevant authorities. Moreover, increasing the proportion of such fractions in police force and clerical staff through the quota system can work wonders. Only this year in May 2020, a transgender rights activist Reem Sharif made history by joining the Rawalpindi Police department. This is a giant leap forward for gender minorities as well as other marginalised sections of societies which will feel empowered and safer. The Legislative branch of police can also play a key role in formulation of policies that criminalise as well as harshly penalise crimes against the modern day 'subaltern' communities in postcolonial states. Such measures will not only deter social evils but also make long term impacts, making the society secure for those vulnerable to persecution and atrocities.

Additionally, in this regard, there is a lot of space for improvement in the areas of intra-organization as well as inter-agency coordination. There is a visible wedge between police high command and subordinate ranks,, that form the majority of the force. Bridging gaps within the police organization will ultimately translate into reduced distances with the general public, making the common man feel represented and protected. Improved connections between senior ranks and lower cadres will also pave way for a data-driven approach essential for better decision and policy making. Police must also improve communication with sister agencies including Rangers, Frontier Corps (FC), Anti- Corruption Establishment (ACE), Federal Investigation Agency (FIA), Anti-Narcotics Force (ANF), among others. A solid liaison mechanism must be created and coupled to an intricate system of check and balance among the LEAs. Interprovincial police communication needs to be strengthened for uniformity of law enforcement across the country. Appointing liaison officers for interagency and interprovincial coordination can improve communications between LEAs.

Without effective border management, safety and security, in its true sense, will continue to be an elusive dream. Pakistan needs better border management. The establishment of a highly professional border management organization is crucial, and can be raised by contextualising organizations in the West, like the US Customs and Border Protection (CBP). The ongoing fencing of the 2640 km long Durand Line is a giant leap forward in the right direction that has already helped minimize crossborder insurgent attacks launched from terrorist sanctuaries in neighboring states, as well as curbing, smuggling, influx of narcotics and weapons. By improving border management mechanisms, law and order situations can be magnanimously improved that will significantly impact border areas as well as other regions.

While terrorism and insurgency has greatly reduced over the past five years, it continues to threaten public peace and safety. Separatist insurgents have often targeted security forces and civilians in terrorist attacks. Only recently, on 15th October, OGDCL convoy was attacked by militants near Ormara, in which 15 of security forces and civilian guards were martyred. Security forces continue to be the target of sporadic acts of violence and Improvised Explosive Device (IED) blasts in the erstwhile FATA. Owing to Pakistan's geostrategic location as well as hostile regional dynamics, LEAs must not let their guard down. The momentum created by Zarb-e-Azb and then Rad-ul-Fassad operations must be maintained to conduct countrywide counterinsurgency and highly targeted counterterrorist operations. The Counter Terrorism Department (CTD), a highly specialized police unit raised for this exact goal, must play a leading role with the help of intelligence agencies including the Intelligence Bureau (IB). Crackdown against terror financing and money laundering can also be expedited by a proactive Federal Investigation Agency (FIA), to financially choke off militant organizations, in line with Financial Action Task Force (FATF) recommendations and plan of action.

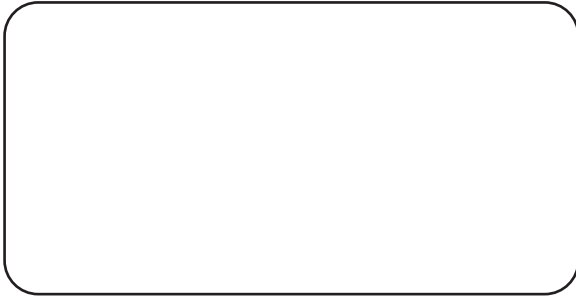
It is high time that the colonial-styled, militaristic system of policing be upgraded to a Community Policing model. Online presence of police must be boosted, using websites and social media platforms. Community outreach programs need to be initiated to engage citizens in the processes of law implementation. These include interactive tours in which civilians can visit police facilities or officers can conduct seminars at educational institutions or town halls for public awareness. Ease of access to police services can be increased through projects like 'Police Facilitation Centers' operating successfully in Sindh and Punjab. Provision of similar services along co-located with other civic facilities can also help further the cause of Community Policing. The watch and ward mechanism can be reinstated by raising volunteers through the effectively defunct 'Police Qaumi Razakars'. The Sindh Citizens-Police Liaison Committee (CPLC) and KPK's Dispute Resolution Committee (DRC) models can also be replicated in other provinces to increase public's contribution and engagement in law and order. Community Policing, in turn, would help more communities across the country feel safe, secure and reassured by further embedding and integrating police in the fabric of our society.

Lastly, capacity building of police must also be coupled with an active and conscious effort to improve the premier civil armed force's image. Unfortunately, police in Pakistan have had a tarnished image, owing partly to internal flaws as well as negative portrayals in the press, media and entertainment industry. A counter-narrative is required to reinstate people's trust and confidence in the police as their defenders. Communities will feel protected only if the people have

complete faith in their LEAs and police. Unrealistic and inaccurately negative portrayals of police in films and dramas must be discouraged. Sensationalization of incidents regarding alleged police brutality and the harsh trial by public opinion, caused by irresponsible reporting by the media and press should not go unacknowledged by relevant authorities. Pakistan Electronic Media Regulatory Authority (PEMRA) can play its due role in ensuring that destructive criticism on and negative portrayal of LEAs is fairly but firmly dealt with. In order to promote a positive image of police, sacrifices and services rendered in the line of duty by fallen officers should be published in national newspapers as well as on electronic media. The dramatised series on police martyrs, produced by 'Police Awam Saath Saath' was a good step in the right direction and must be continued to promote a positive image of the police. In addition to these measures, internal and external accountability mechanisms need to be redefined so that any excesses are dealt with before such instances can be blown out of proportion. Raising highly specialised Internal Affairs divisions in police departments can help develop mechanisms of internal accountability.

It is clear that while the law and order situation has rapidly improved over the recent past, there is still a long way to go before our communities in Pakistan will feel completely safe, secure and reassured. By reforming the police station culture, shifting to a technology and data-driven approach, effective border management, countering terrorism, community policing and image-building of police, this goal can be achieved. If the current momentum and progress in all these domains is maintained, Pakistani society will soon be living in a safe and secure environment.

Pictures of Ceremony



Pictures of Ceremony



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