WOMEN POLICING IN PAKISTAN: FROM THE PERSPECTIVE OF WOMEN POLICE OFFICERS (A CASE STUDY OF DISTRICT CHITRAL)

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ABSTRACT

The study aims to investigate the job and encounters of ladies in police in Pakistan, remembering their points of view for working environment challenges, for example, a lacking portrayal of ladies in policing and the obstacles they experience in a male-overwhelmed calling. The exploration was driven by the absence of consideration paid to this area. This study was guided by the following research questions: (1) What obstacles confront Pakistani women police officers? The research employed a feminist theoretical perspective and a qualitative case study approach to investigate women's experiences with power dynamics and social structures. The researchers gathered information from 09 respondents utilizing advantageous inspecting. After conducting in-depth interviews, the data were subjected to thematic analysis. According to the study, fundamentalist threats, discrimination, harassment, cultural barriers like stereotypes, work-life balance, and personal safety are all faced by female police officers. They emphasized the need for more women in law enforcement and expressed a sense of success and contentment as police officers in spite of these obstacles. They also gave advice on how to get past these challenges, such as asking for help from female coworkers, making connections with male coworkers and superiors, and fighting for their needs and rights both inside and outside the police department. The study concludes that religious fundamentalism, organizational, personal, and sociocultural fundamentalism all affect female police officers. However, they advocated for the inclusion of women in the police force and expressed a sense of accomplishment and contentment. In addition, they looked for connections with male coworkers and authorities as well as support from female coworkers. Policies to reduce discrimination and harassment, officer education and training, and the creation of grievance resolution systems are all suggested by the study.
Keywords: *Working environment, workforce harassment, Police, Pakistan.*

INTRODUCTION

According to the Economic and Social Council (Economic and Social Council, 2019), there has been some progress toward gender equality in the workplace, but there has been little change toward closing the gender gap. Even in the 21st century, women continue to face unfair disadvantages when it comes to working, equal pay for the same job, advancement opportunities in terms of designation and payment structures, recognition of unpaid care work, and other issues. Besides, it additionally features that separated from the above challenges, a few ladies are likewise dependent upon viciousness, badgering, attack and other such cruel demonstrations in the general public as well as in the working environment (ILO, 2019).

The difficulties women face in juggling work and personal and household responsibilities are

major obstacles for women in corporate or legal settings. According to Halbgott, Gunnison, Murtagh, and Navejar (2018), a lot of employers don't hire women because they think they won't be able to balance work and home life. Also, it is even archived by a few creators that orientation predisposition is found to win in enlistment rehearses. Female employees are also slammed and criticized for being on the "mommy track" and taking time off to support their families (Batton and Wright, 2019; (2012) (Wallace and Kay). Female police officers have also been found to experience stress during pregnancy and motherhood. For instance, Ellis (2017) emphasized that the risks associated with pregnancy and motherhood are portrayed as high, and as a result, female police officers are immediately assigned light supervisory responsibilities that are reserved for newly hired or token employees. Additionally, pregnancy is regarded as a "crime" or "illness" rather than a natural process.

In policing, officers' roles and responsibilities are frequently associated with toughness and masculinity. In this worry, Laborer Distinct, (2015) explains how female cops need to continually demonstrate their capacity to remain definitive and reflect manliness. This is primarily due to the widespread belief that women lack strength and are weaker than men. In addition, Khosa (2021) emphasized the fact that males in South Africa's Metropolitan Police Departments (MPDs) believe that female police officers cannot lead them because certain responsibilities can only be effectively carried out by men. Thus, because of pervasiveness of these difficulties and generalizations, UN Ladies (2020) outlines that there is a huge requirement for strategies that are both proactive and extraordinary for achieving the targets of financial strengthening and orientation equity for ladies. As a result, the primary goal of this study is to learn how male and female police officers feel about the underrepresentation of women in the workplace(Jan et al, 2025).

Literature Review

One of the most important aspects of a nation's social environment, or the state of peace and order, is the performance of law enforcement agencies. One of the law enforcement agencies is the police, whose skill, capability, and standard are essential to maintaining peace and order in any nation. Police is the organization which fills in as a first line guard against revolt, uprising and psychological warfare related exercises (Abbas, 2009). According to the Ministry of Law, Justice, and Human Rights (2006), one of the primary responsibilities of the police force is the detection, identification, and investigation of criminal organizations. A nation's prosperity, progress, and development are thought to hinge on public safety and order. However, democracy and justice are bolstered when quality order is combined with the rule of law (Braga, 2013). Accordingly, in such discussion the job of policing is undeniable where the design, strategy, political situation as well as changes in policing are basic to be referenced. Incompetence, inefficiency, allegations of corruption, and politicization are frequently attributed to Pakistan's police force. The primary purpose for such fault is absence of correspondence and detach among residents and police of Pakistan. As a result, this situation results in low-quality services, bad governance, and poor police performance (PILDAT, 2015).

According to the seventh UN study that was conducted in 2000, the proportion of female police officials in 13 nations that provided information in the Asia region ranged from 2.2 to 19.1 percent. There is no information concerning the positions held by these women or their commitments (Natarajan 2012). This quote has raised concerns regarding the data's inadequate availability. On the other hand, there is insufficient writing about police officers. Since its inception in 1947, Pakistan's police force has not been able to effectively combat evils like crimes, neglect, and abuse. Likewise, Pakistan's police can't maintain regulation, offer fundamental security to its masses and to battle against psychological oppression and hostility. Accordingly, with entry of time, there is ascent of sectarianism, psychological warfare, ethnic also criminal clamor in Pakistan. The issue does not end with these negative outcomes; rather, it has resulted in total chaos throughout the nation as a result of the country's inadequately organized security structure, particularly the police structure (Abbas, 2011).

Insufficient Numbers and Scant Resources

Pakistan, with an estimated 180 million people, is one of the developing countries. However, law enforcement agencies have close to 575,000 employees, which is clearly insufficient. As a result, there is one police officer for every 304 people in the population. Nonetheless, in agreement to the idea of emergency and issues in Pakistan for example aggressiveness, psychological oppression and uprising, the quantity of police isn't inadequate (Ayub, 2008).

Institutional Disconnect

The main problem with Pakistani policing is that the police in each province work independently and do not share resources, information, or anything else. As a result, it results in disintegration, disconnect, and a lack of policing standards (Abbas, 2011).

Political Challenges

According to International Crisis Group Asia Reports (2005), Pakistan's police force has traditionally operated under political cloud cover, with the ruling party employing the force to suppress, oppose, and subdue opposition. In a similar setting, police officers frequently fall under the influence of political parties, which aids him in receiving promotions and other benefits.

Lack of Modernization and Corruption

The report of (Crime Report, Geo TV, November 26, 2010) The Pakistani police force has a poor reputation, and the general public tends to avoid contacting them to report crimes or raise concerns. The fundamental purpose for such horrendous standing is because of the way that police is debasing institutionally awkward, and ruthless. As a result, the common people are the ones who suffer as a result of this system rather than criminals, security is difficult to verify, and justice is ambiguous and elusive. According to Hussain (2010), even internal police assessments acknowledge the police force's lack of public credibility.

Ineffective Strategy

Since 2006, Pakistan has seen an increase in the number of suicide bombings. This has led to widespread anxiety and fear. However police authorities have confronted this challenge fearlessly, supporting countless losses in such assaults, the policing have not had the option to upset the cycle in any efficient manner. The formulation of an effective strategy is also hampered by complacency regarding the strength and operational capability of some militant groups (Abbas, 2011; Naz et al., 2014).

The Thana Culture

One of the terms frequently used to describe Pakistani policing is "thana culture." The term shows that police reaction towards normal masses is dreadful. The term additionally features the fierce maltreatments completed in police headquarters during examinations and cross examinations. Due to political corruption, there are extreme levels of inequality in Pakistani police stations, with people of high status and political backgrounds treated differently than those of ordinary status (The News, September 17, 2004). Relevantly, local newspapers frequently report on fictitious police "encounters," in which political figures use the police to legalize their own killings (Rights Commission of Pakistan). This phenomenon of illegal investigations, seizures, and arrests is widespread in Pakistan's police stations (Chattha and Ivkovic, 2003). This egotistical and arrogant attitude, which is quickly becoming the norm, has altered the public's perception of the police, who are now seen as a problem rather than a source of safety. Due to the presence of the police, instead of feeling safe, the general populace feels insecure and afraid. In addition, the term refers to the killing of criminals rather than their proper prosecution and sentence, probably as a result of a poorly equipped police force (Niaz, 2010).

Theoretical Literature

The social theory, developed by Eagly in 1987, and the role congruity theory, developed by Eagly and Karau in 2002, respectively, form the foundation of this study. According to Huang, Kumar, and Hu (2018), the social role theory emphasizes the distinctions in gender roles that result from the division of labor or social roles. Orientation jobs are recognized by the characteristics important to play out the particular jobs. For instance, whereas masculine traits like aggression, dominance, and control are associated with male roles, feminine traits like nurturing, sympathy, and kindness are thought to

be better suited to female roles (Eagly, Wood, and Diekman, 2000). The absence of female portrayal in influential positions is consequently credited to see that females have ladylike qualities which are not reasonable for administrative roles.

Eagly and Karau (2002) fostered the job congruity hypothesis as an enhancement for the social job hypothesis. According to the role congruity theory of prejudice, women have more difficulty achieving leadership roles than men do because they are frequently thought to lack leadership abilities (Eagly & Johannesen-Schmidt, 2001). The theory demonstrates that the evaluation of leadership qualities may be affected by gender. According to Mukarram, Saeed, Hammoudeh, and Raziq (2018), women's leadership is viewed as "incongruent" due to the perception that they lack leadership qualities like nurturing and humility. This is rather than men who are expected to have ways of behaving connected with predominance and controlling, which are viewed as significant for administrative roles. According to Eggly & Karau (2002), when people who evaluate women in actual or potential leadership roles perceive an inconsistency between the primarily communal qualities that perceivers associate with women and the agentic qualities that perceivers associate with male leaders, prejudice can result (Eagly & Karau, 2002). This inconsistency can lead to discrimination. There is a tendency among people to hold similar beliefs about men and women leaders.

Material and Method
the research used a qualitative case study approach and a feminist theoretical perspective. The researcher collected data from 09 respondents using convenient sampling. The data was analysed through thematic analysis after in-depth interviews. The tool for data collection was in-depth interviews which was the most favorable and suitable for the said purpose. Also, the study carried out through the case study research design under the umbrella of qualitative base inquiry of the study.

Result and Discussion
Lack of resources
Excerpts
"Complainants frequently have trouble gaining access to female police stations in order to make their cases heard. On the opposite side ladies cop likewise deal

with calculated issues while arriving at the crime location at distance and to help the dissection through an administration medical clinic. Actual framework of the current ladies police headquarters is likewise ladies unpleasant for example lacking appropriate convenience/lodgings and pick and drop office. Other police stations do not provide daycare or transportation for women police, with the exception of Islamabad".

One of the other subject highlighted,
"Additionally, the ten liters of fuel provided for an eight-hour shift of patrolling are insufficient. Female disempowerment has been demonstrated by the rise of women's police stations. In KP, for instance, senior male officials force severe limitations on cops 'versatility out of the station".

Discussion
Any society's social characteristics, geographical surroundings, and natural environment all play a role in the sociological analysis of the development of law there. According to Baker (1946), laws, on the other hand, are social conventions that the state imposes on a society. They help the society stay together and coherent. Regulation and the development of policing in Pakistan follows their underlying foundations and history in frontier period, legislative issues and economy of nineteenth hundred years. During the same colonial period, nationalists made changes to the old, conservative social structure and faced Islamist and Western ideology, which were opposed to one another. Women who are uncomfortable discussing their cases with male officers are occasionally observed. The restrooms were our biggest issue because there was no hot water and the toilets were filthy. In this way, we can guarantee that absence of assets to ladies police is conspicuous obstacle in the manner to offer a good support.

Social and Cultural Obstacles
Social and social is one of the essential obstacles in the method of ladies policing in Khyber Pakhtunkhwa, Pakistan. Although there are a number of sociocultural obstacles that prevent women from joining the Pakistani police force, most of the women's police stations are located in urban areas. Additionally, women who join the police force face a variety of obstacles while carrying out their responsibilities. Getting some

information about socio-social limitations the respondents revealed,

Excerpts
"In many societies, policing is seen as a job for men, and even today, fewer women than in other professions join the police force. General impression of a police job means manly traits like power, control, actual force, mercilessness and unpleasantness that are genuinely restricting to the for the most part seen female credits of reliance, enslavement, sensitive body, delicate quality and accommodative soul".

In the same way another subject revealed,
"Due to prevalent cultural patterns and the social stigma associated with this profession, police service in Pakistan is still less desirable for women despite the opportunities for professional development and financial benefits. In a similar vein, utilization of women's police centers was limited due to restrictions on women's movement and social pressure to join law enforcement agencies".

Like this one of the respondents responded;
"Without women's active participation in various spheres of life, any dream of development will remain elusive. Women are an important part of society. When it comes to finding work, women in Pakistan face extremely difficult obstacles. There is a division of labor in society as a result of a patriarchal and male-dominated culture in which women are given responsibilities inside the home and men rule the outside world. Women are only taught the skills they need to be mothers and wives in a society where they are denied access to higher education. In contrast, male members of the family receive better training and education to prepare them for their roles in the future. Inside such a troublesome orientation social milieu, ladies need to normally acknowledge numerous socio-social demands when they decide to work in a generally man centric and male overwhelmed society".
Similarly, other respondents clarify;
"After performing their duties, the police women must travel by public transportation, if available, or a costly taxi service, which was not readily available everywhere. They must also wait for a reasonable amount of time before they can get a vehicle to get to their homes, which caused conflicts between the wives and husbands and other senior members of the family who waited for hours. Additionally, the raising of youngsters and numerous significant family assignments were impacted because of their nonattendance from the families which was another problem they were confronting".

Discussion
The subject of ladies police has been genuinely minimal in police studies. Corruption, victim neglect, excessive force, and sexual harassment are just some of the serious issues that plague contemporary law enforcement (Prenzler & Sinclair, 2013). The situation is typical of developing nations, where women are still viewed as second-class citizens. A huge group of examination recommends that policing in general could all the more likely be improved generally, given that ladies policing is given fair portrayal from the populace on impartial grounds (Natarjan, 2008). A large portion of the non-industrial nations including India, Nepal and Pakistan are described by an intense illustrative deficiency according to their populaces in policing, for example, policing. The instance of Pakistan is reasonably most terrible for having short of what one percent of ladies cops (Niazi, 2013).

Organizational Compulsions/ Constraints
Additionally, women police officers face logistical challenges when traveling to the crime scene and obtaining an autopsy from a government hospital (Adil, 2013). Actual framework of the current ladies police headquarters is likewise ladies unpleasant for example lacking appropriate convenience/lodgings and pick and drop office. With the exception of Islamabad, ladies police are denied of childcare and transportation offices in other police headquarters (Kotwal, 2012).In expansion, the ten liter fuel given to watching of eight hours shift is additionally not adequate (Everyday Sunrise, 2012).According to Jalil (2011), ladies police headquarters have become instances of female debilitation. Senior male officers, for instance, restrict policewomen's freedom of movement outside of the station in KP.. A research study by HRCP (2012) concludes;

Excerpt,

"Except for emergencies or strikes, the female police officers did not have access to adequate transportation. because of which the female cop was confronting extraordinary troubles, while coming to the police headquarters from distant and back to their homes late at night. The vehicle was given exclusively in the crisis climate just for their security however exceptionally uncommon. The government intends to develop a national security strategy to combat terrorism with the assistance of the police, but the majority of the city's police stations lack even the most fundamental amenities, such as cooks, backup power, drinking water, and sweepers, greatly inconveniencing the staff".

Along with this the women police also confronted the issue of;

"During field duty, which typically took place in emergency situations, the women police officers were forced to arrange their own transportation when returning to the police station or their homes. They did this by paying hefty fees to taxi or rickshaw drivers out of their own pockets without receiving any reimbursement. This was a worrying situation for both the managers of the police stations and the higher-ranking members of the police force. Despite the policeman's varying financial circumstances, he belongs to the working class because he is reliant on the sale of his labor".

Another subject cleared;

"In this regard, the issues faced by married police officers were also documented. Despite this, the police station was running smoothly, but there were some fundamental differences because there were male and female officers in the same police station. This had caused many issues for the women officers, particularly married officers. When women officials fail to perform their duties properly, they frequently cite their children and household responsibilities. They receive the same training as men, so they should be aware that they must devote adequate time to their jobs.".

Discussion

There are a few issues these police officers are confronting. Here and there obligation. They also fail to carry out their responsibilities as a result. They have a better chance of improving their performance if these issues are addressed and taken seriously. The proper check and the establishment of a balance by the higher law enforcement department should be the first consideration. The subsequent thought would be the assignment of fitting financial plan, with the goal that female cops meet their vehicle (pick and drop administrations), and foundation (convenience, haven, washrooms and so forth.) facilities. The third thought is enlistment of new and enthusiastic ladies who have energy and will to join the division. The non-interference of their male elders and the development of self-governing abilities are the fourth important consideration. Last but not least, these policewomen should receive proper physical and military training so that they can face any challenge in an emergency like they would on any other day.

Conclusions and suggestions

There are a few issues these women police officers are confronting in their obligation. What's more, subsequently, they neglect to appropriately play out their obligations. They have a better chance of improving their performance if these issues are addressed and taken seriously. The primary thing that must be thought of, is a legitimate check, and to make an equilibrium by the higher policing. The subsequent thought would be the assignment of fitting financial plan, with the goal that female cops meet their vehicle (pick and drop administrations), and foundation (convenience, haven, washrooms and so forth.) facilities. The third thing to think about is getting new, enthusiastic women who want to work in the department and are passionate about it. The non-interference of their male elders and the development of self-governing abilities are the fourth important consideration. Last but not least, these policewomen should receive proper physical and military training so that they can face any challenge in an emergency like they would on any other day.

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