

INSTITUTE FOR
DEVELOPMENT AND COMMUNICATION

**Strategies for Gender
Sensitisation for Saanjh
Kendras**

STRATEGIES FOR GENDER SENSITISATION FOR SAANJH KENDRAS

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Gender violence has been conceptualized as a layered phenomenon that includes structural conditions of the gender ideology that result in negating or reducing¹ life chances, such as denial of birth to the female foetus or cultural neglect of the girl child; perception of harm or injury in the acting out of gender inequalities (threat of rape, imposing of codes of conduct) and acts of gender abuse such wife beating, honour revenge etc.

Intervening to combat violence against women presents a dual problem. At one level acts of violence against women remains invisible, rather accepted as part of the patriarchal functioning. At another level, the problem flows from this social acceptance of the patriarchal norms that promote violence – if abuse is left, the system and structure of discrimination are endorsed. Thus, the number of unreported incidents of visible violence remains high due to social ostracization, subjugative patriarchal consequences, financial constraints etc.

Given this context, the need is not only to provide relief to women at the time of abuse, but also to ensure conditions that do not allow the occurrence of the problem.

¹ There may not be any person who directly harms another person in the structure. The violence is built into the structure and shows up as unequal power and consequently as unequal life chances. Galtung, Johan (1975), Peace: Research. Education. Action: Essays in Peace Research, vol. I, Copenhagen : Christian Ejlert, p. 114

Violence against women is now a forefront concern in establishing gender equality and the enjoyment of women rights. Violence against women has been recognized as a human rights violation in the UN special session on human rights in 1993. Combating violence against women is identified as one of the requisites to the empowerment of women in the Beijing Platform of Action. The criminal justice system of police and judiciary has now been vested with the challenge to protect women from abuse by evolving participatory and integrative mechanism supporting human rights.

Police perspective for intervention on gender violence

Police response to violence against women needs not only to respond to the immediate abuse of the individual woman by initiating justice proceedings but also address the issue of prevention of crime. While a wholesome strategy to combat violence against women needs to be broadbased from being merely problem-centred to undermining the processes that have been historically institutionalized and effect the adoption of preventive measures. In other words, an approach that targets individuals and social relations but also addresses the social structure that maintains and promotes the hierarchies of gender subordination. The police, in its mandate to provide law and order and to protect women's rights cannot address all aspects necessary to empower women. However, while recognizing that all intervention agencies may be unable to provide a holistic strategy to combat gender violence, each agency, while performing its mandate, can

promote the framework of gender justice. Thus, the police may not be able to provide relief in terms of material resources but it can cater to the immediate psychosomatic needs of a victim, build capacities for gender sensitisation, skills to deal with trauma, and challenge institutional settings that promote female subjugation and revictimisation. Thus effective intervention would be one that validates the framework that recognizes the need for a multi-dimensional long-term strategy to alleviate women's unfavourable situation. The framework per se needs to recognize that interventions are required to provide information and awareness generation such as information about laws, the extent of abuse and also make an attempt to initiate behavioural change by appealing to the people's rationality. Simultaneously, interventions will be necessary to provide certain basic infrastructure facilities and skills such as economic independence, and networks to support women's human rights. Another type of intervention will require challenging the very social norms and gender values that are institutionalized in the family setting, other interpersonal relations, media, religion and culture that manifest through practices such as dowry or male child preference and dictate behavioural choices. This gamut of intervention is, no doubt, outside the scope of policing. However, the police can be equipped to address issues of gender violence and extend police services to women in the following manner:

(I) **Mainstreaming gender rights into the policing system**

Whereby it can establish gender units to address gender concerns, incorporate gender procedures and policies into police activities and increase the representation of women in the force.

(II) **Capacity building of the police in the context of gender justice.**

This will involve the creation of an infrastructure, incorporation of a victimology perspective while dealing with women victims of violence and building a partnership between the agencies and the community to extent police services.

(III) **Initiating a campaign to check violence against women.**

Community support initiatives to combat gender violence is integral to the efficacy of service delivery. The police can implement and jointly organize campaigns with other agencies to involve the community. Police centres need to involve area specific activities to tackle different forms of violence against women. For instance, the Doaba area has a preponderance of dowry related crime whereas the Majha reports more cases of wife beating. Similarly, the rural areas and slums will have different needs in the context of gender violence.

□ **Gender mainstreaming**

Institutional mechanisms need to be created to structure and standardise the perspective on gender violence. While there is a need for establishing or bolstering separate gender units, these need to be integrated with the total policing system and cannot be seen as an isolated service to be provided to women. Thus all outreach programme of the police, the creation of police committees, launching of schemes etc. will need to enstate gender diversity and a gender perspective in their functioning.

• **A focal system: Gender unit to address gender concerns**

Institutional arrangements to support gender mainstreaming need to be developed. A specialized gender unit to act as an integrative mechanism can be the cornerstone of safeguarding women from abuse. All policy guidelines, capacity building initiatives, networking, data collation, review and appraisal of on-going process and schemes can be undertaken by this unit. An analysis of the existing women's cells reveals that they function as counselling centres regarding problems in the marital home. The effort is to moderate the views and to maintain the status quo. The bias in police functioning is visible mostly in the nature of problem resolution advocated. They are successful in achieving mutual compromises. Till June, 2001, of all cases for which the women's cells were

approached, 77 per cent were mutually settled². A majority of the cases that went to court were those that involved physical harassment outside the marital home such as eve-teasing and molestation. Correctional intervention addresses only the visible and brutal manifestation of gender violence. Thus wife beating not involving severe injury is taken as a normal marital function by the victims, the perpetrators and the police—checks imposed by a husband to control his wife. Marriage is perceived as a law unto itself, where police intervention is an interference. This perspective of the women's cells needs to be broadbased to provide gender justice and incorporate all abuse arising from gender subjectivities.

- **Gender representation in police**

The gender imbalance in police work is being redressed by the inclusion of a women's force³. The masculinised and sexualized discourse in policing restricts the entry of women to police sites preventing women from seeking justice. While Punjab does have a substantial force of police women as a 'considered affirmative' action, women are not given field duties such as police thanas but are posted in police lines and called as and when needed. Thus, if a rape victim walks into a police station, she may

² Women's cell data records, Punjab Police 2001.

³ At the officer level women from 1.1 percent (4/360) of the Deputy Superintendent of Police (DSP) and 17.39 (4/23) of the Senior Superintendent of Police 2002-03

not find any female police official to attend to her and will have to wait till a police women could reach her from the police lines. Visible representation of women is necessary to counter the perception of the police as a male domain. This socio-cultural distance can be judged by incidents whereby even women sarpanches have been disallowed by their husband to attend police-community meetings, let alone to visit the police stations. Police sites are barred for 'decent women'. Thus access to police services becomes impossible for ordinary women. The presence of a women force will also help to counter the perception that women need to be protected from the police itself.

- **Standardised and structured services**

Gender units or their outreach need to be established in all police stations so that women anywhere are able to access police services easily. A standardised format of service provision will help in creating a brand image for the services that women can expect. Besides an efficient response to violence against women, these units can be equipped with information about women's rights, facilities provided by the government if women's rights are violated, provision of women oriented services such as legal aid and even compensation to women victims of militancy etc.

MYTHS ABOUT GENDER MAINSTREAMING IN HUMANITARIAN ASSISTANCE

Despite years of discussion, there are still misconceptions about exactly what “gender mainstreaming” entails. In the following table, some common myths and realities on gender mainstreaming in humanitarian assistance are presented.⁴

MYTH	REALITY
Inserting one session on women fulfills the mandate to mainstreaming a gender perspective	Mainstreaming a gender perspective involves changing how situations are analyzed. A brief profile of how and why women’s needs are different from those of men’s should be the starting point of the analysis. These basic insights should influence the understanding of the contents and raise issues to be explored in each project component.
“We have a women’s project and therefore we have mainstreamed gender”	A gender mainstreaming strategy involves bringing a gender analysis into all initiatives, not just developing an isolated sub-component or project.
“We have mainstreamed gender therefore we can’t have specific initiatives targeting women”	A mainstreaming strategy does not preclude specific initiatives that are either targeted at women or at narrowing gender inequalities. In fact, concrete investments are generally required to protect women’s’ rights, provide capacity building to women’s NGOs and work with men on gender issues. Many of these initiatives can be more successful through a separate initiative rather than as a subcomponent in a larger project.
“We are here to save lives, not to	Using a gender perspective involves incorporating an understanding of how being male or female in a specific situation contributes to

⁴ CIDA/MHA, *Mainstreaming a gender equality perspective in the Consolidate Inter-Agency Appeals*, Note prepared for the Donor Retreat on Consolidated Appeals Process and Co-ordination in Humanitarian Assistance, Montreux Switzerland, March 2001.

<p>ask whether or not someone is a woman or a man before we provide assistance to give priority to women over men”</p>	<p>vulnerability and defines capacities. It is not a screening process to exclude those who need assistance from receiving support. There may be times when given their different priorities and needs, women and men will best be served through the provision of different resources. Furthermore, it may be necessary to make additional investments to ensure that women’s voices are heard. However, a gender mainstreaming strategy does not necessarily call for mechanistic “favouring” of women over men.</p>
<p>“All this talk of gender, but what they really mean is women”</p>	<p>It is true that a lot of the work on gender in humanitarian assistance focuses on women. This is primarily because it is women’s needs and interests that tend to be neglected. However, it is important that the analysis and discussion look at both sides of the gender equation. More attention is needed to understand how men’s roles, strategies, responsibilities and options are shaped by gender expectations during conflicts and emergencies.</p>

□ **Capacity building**

Incorporating a gender sensitive response in policing will entail the creation of infrastructure (such as medical facilities, ambulance on call), development of systems (e.g. protocols and procedures adopted in respect of women victims) and harnessing of human resources to provide a gender sensitive service.

• **Creation of infrastructure**

Once the mandate for a focus gender system such as a gender unit has been mainstreamed in policing, it needs to be bolstered by provision of relevant facilities and services. The gender unit must be equipped to provide service to women victims and

complainants. Since a majority of women seeking police intervention are victims, victim services acquire urgency. These are largely relief services pertaining to crisis handling. Post-violence measures such as medical treatment counselling, provision of legal aid etc. fall in this category. A gender sensitive environment in which the victim's rights are the first to be responded to becomes a prerequisite to service delivery to the violated women. Victims of sexual abuse or family violence such as dowry harassment will require medical and psychological assistance besides efficient response to the crime they have faced. The gender unit needs to provide for crisis service in terms of equipment and facilities

- **Development of systems**

An important thrust of capacity building pertains to the creation of systems of management such as crisis services, mechanism of data management of the nature and extent of crime women face, perpetrator and victim profiles etc., coordinating structures of services and monitoring and feedback systems. Protocols such as steps that need to be followed when a women victim of violence such as rape or wife beating reports, immediate medical aid, presence of a women police officer, counselling and support to family members, explaining their rights, provision of legal aid or services, will form the guidelines of victim relief. Similarly,

protocols to be followed in dowry harassment or eve-teasing cases need to be evolved.

- **Harnessing human resource**

Developing capacities of human resource prior to the provision of gendered services is vital to programme success. While capacities need to be continually built according to needs and emerging issues, there is also need to procure technical support in terms of professional services such as counseling and victim care at the onset itself. The police has been found to be gender insensitive, 42 per cent of women found them gender biased, 17 per cent felt threatened and victim abetment to crime is a recognized form of revictimisation that the police is found guilty of. The enforcement perspective of the police traditionally views individuals as law breakers and a victim of crime seeks redress for that crime. An efficient police in this context will be one that speedily processes lodged complaints and assists women victims in the procedures for lodging and investigating the crime. That the women may be traumatized by the experience does not fit into an enforcement perspective and a victimology perspective needs to be developed. Besides the lack of infrastructure and service to cater to the needs of the victim, gender insensitivity of the police results in revictimisation of the woman victim who is seen as an abettor: 'She must have invited rape or provoked her husband to beat her'.

GENDER SENSITIZATION OF THE POLICE

A CAPUSULE

The programme can be divided into two parts i.e. development of capacity building material and sensitisation of the police.

Target group

- Policemen, particularly members of the constabulary.
- Members of police women's cells and NGOs associated with the cells.
- Active members of the community / police-community committee members.

Themes of gender sensitisation

- Legal literacy and role of women's cells
- Awareness regarding forms of violence (eve-teasing is an abuse as also male child preference).
- Awareness regarding labour laws and various other schemes.
- Reducing incidents of violence against women and increasing reporting of crime.
- Responsibilities towards women victims.
- Issues contributing to crime against women (drug abuse, alcoholism etc.)
- Rights of women in police custody.
- Women prisoners and their rights.
- Rights of women at work place, particularly police women.

AN ACTION PLAN: CHECKING VIOLENCE AGAINST WOMEN

To make visible the invisible violent acts

The strategy of intervention will focus on sensitization of policemen to all forms of atrocities against women. For instance, wife beating does not invite intervention and only wife bashing is projected as an atrocity. Similarly, eve-teasing is not considered unlawful and only rape is seen as a legal violation. Further dowry is socially approved and only dowry death is condemned.

Some activities that can be undertaken:

- Dissemination of resource material for making the invisible violent acts visible.
- Sensitization of opinion-making sections, self-help groups and voluntary groups regarding their role in gender justice.
- Documentation and publicity of the nature and extent of atrocities against women.

Checking atrocities against women

Violence against women is a specific category of violence in which women face abuse but men can be assaulted if they flout the norms and values of patriarchy. Chastity is a desired value of patriarchy. If this is violated then both the man and the woman involved are perceived as perpetrators and may face violence. Violence of patriarchy has to be understood to combat atrocities against women. Besides making visible the invisible violence, the following tasks need to be addressed:

Some activities that can be undertaken:

- To increase reporting of crime.
- Sensitizing the police and the community not to segregate public life from private life (wife beating remains unaddressed since it is perceived to be in the purview of private life and, therefore, beyond the scope of intervention).
- To provide awareness on community policing.

- To initiate a campaign against new forms of violence such as female foeticide.

To develop awareness material on the legal position and social dangers of atrocities against women. Laws and punitive measures are expected to rectify social attitudes and norms which have their origin in social structures. Legal measures can only be effective when a certain behaviour is perceived as socially unjust. Then the law can intervene to regulate what is socially desirable. When dowry exchange is socially acceptable, how can the laws against dowry be expected to be functional? The law acts as a deterrent to socially unacceptable behaviour and its utility lies in checking aberrations.

Some activities that can be undertaken:

- To produce context specific material for spreading legal literacy
- To develop resource matter on the linkages between dowry exchange, dowry demand, dowry harassment and dowry deaths. In other words, to highlight that it is not possible to eradicate dowry deaths without countering the concept of dowry itself.
- Dowry and right to property should not be seen as isomorphic. There is need to oppose the dowry system and ensure grant of property to women.
- To make incidents of wife beating and sexual harassment visible to women and to build up social pressure against such abuse through community policing.
- To generate awareness regarding the functioning of the male norms and the social costs and benefits of male child preference to combat sex determination tests.

**POINTERS TO CAPACITY BUILDING ON GENDER VIOLENCE :
AN APPRAISAL**

Available facilities

- Is there a gender unit _____
- Are specialized services provided for the target groups such as adolescent girls, slum dwellers etc. _____
- Is necessary infrastructure available to provide quality services (victim relief kit, ambulance, doctors on call etc.) _____
- Are counseling services provided professional _____
- Does the unit have a short-term and a long-term strategy to deal with gender violence _____
- Has the unit tied up with NGOs/government agencies that provide similar services _____

Gender sensitivity

- Are all police personnel trained to deal with gender issues _____
- Is the training up-to-date. For instance, is the staff conversant with the emerging issues of gender violence _____
 - Why are life enhancing mechanisms resulting in life depriving outcomes (scientific technology and female foeticide) _____
 - Response to revictimisation of women rather than only providing justice _____
 - How does construction of masculinity affect gender violence _____
 - Does sensitivity to caste violence obliterate gender violence within caste groups _____

- Is police personnel attentive to the needs and concerns of victim and families irrespective of legal provisions (referral services etc.) _____
- Is the police providing service similar to that of panchayats/NGOs. _____
- What is the follow-up programme _____
- Is the ambience of the gender unit friendly and comforting _____
- What coordination mechanisms exist for the implementation of short-term and long-term strategies. _____

Effectivity of existing services

- Are the services of the gender unit being used? _____
- Is there an increasing demand for the services _____
- Is the service range provided being expanded (catering to women victims to provision of passports and licences) _____
- What are the hours of the services provided. Are these accessible to all groups (for working women) _____
- What activities have been initiated to spread awareness on gender violence _____
- What support is forthcoming from the community/religious leaders and opinion-making sections for the programme _____
- Have any outreach programmes been initiated _____
- Is there a high dropout rate of cases being dealt by the police _____
- What management systems are existing _____
- Is there a provision for providing proformas for grievance redressal. _____

□ Initiating campaign to check violence against women

● Promoting gender rights

Gender sensitization in the ranks of the police and in the community may not take effect if women are not allowed to step out of their homes to participate in awareness campaigns or where gender norms are so stringent that unless protocols are established, awareness programmes may not be absorbed. The aim is to target social constructs rather than only individuals or segregated forms of violence, social norms, and beliefs acquired the type of activities available to men and women. This can be achieved by involving community leaders as stakeholders in the protection of women's rights in gender policing. Community leaders and service providers such as doctors and teachers, can act as a bridge between the community and the police, creating outreach centres in community structures (mohalla committee, NSS unit etc.). This will create credible avenues for the delivery of policing services and help change the image of the police as violators and the police stations as unfit to be approached by women.

Involving the community to combat gender violence

- | | |
|----------------------------------|---|
| Creating stakeholders | <ul style="list-style-type: none">• Community awareness to gender unit and subsequent participation in decision-making and voicing of concerns will increase their commitment and strengthen and expand the programme.• Community involvement will add material and financial resources to the gender unit. For instance, the services of doctors, trainers/activists. |
| Building trust of victims | <ul style="list-style-type: none">• Involvement of the community in the policing programme encourage will give confidence to women victims and service utilisers to approach the police. |
| Enhanced coverage | <ul style="list-style-type: none">• Community volunteers and NGOs can reach larger and different sections of the community. |
| Crime prevention | <ul style="list-style-type: none">• Vigilant community members and sensitized stakeholders will be able to curtail the extent and incidence of gender abuse. |

Areawise networking within different sections of the community such as the youth, parents, religious leaders, government departments, hospitals, or service providers like doctors and ANMs, and teachers will help sustain the programme, whereby relevant information can be reinforced from different sections and broadbase the area of intervention.

The programme perspective needs to incorporate support structures of the community such as family elders, youth leaders, affiliation of groups such as sports clubs, religious organisations, industry etc. since target groups do not exist in isolation.

The social context includes the family, the community, schools, the media and extends to government policies and legalities. The support structures provide not only protection from risk behaviour such as alcoholism, dowry harassment or prostitution but also help in promoting women's rights.

NETWORKING WITH SUPPORT STRUCTURES

Goal	Strategy (Directed at community)
Initiating Gender sensitisation through community agencies	<ul style="list-style-type: none"> • Generating awareness regarding a biased gender system • Awareness regarding gender violence • Initiate discussions regarding gender practices that are discriminatory.
Supplementing resources	<ul style="list-style-type: none"> • Involving NGOs and government departments (such as police) • Generating material and financial resources (local newspapers can carry information, advertise skills being provided)
Developing skills within the community	<ul style="list-style-type: none"> • Communication skills to especially encourage interaction with the young, women victims and others vulnerable to gender abuse. • Initiating income generating ventures • Providing productive skills. • Encouraging decision making
Building pressure groups	<ul style="list-style-type: none"> • Questioning legal measures and policies that are not conducive to gender justice. • Questioning cultural norms which promote the existing gender system, or impinge on democratic norms, Challenging existing gender hierarchies.
Creating environment supporting gender just practices	<ul style="list-style-type: none"> • Creating pressure groups by involving NGOs, farmer lobbies, teachers, opinion making sections.
Bridging other target groups and population	<ul style="list-style-type: none"> • Within the community increase interaction of community leaders, religious leaders, school authorities, NGOs, the media
Promoting partnerships	<ul style="list-style-type: none"> • A joint agenda of policing rather than putting the onus on police force itself.
Gendering the police	<ul style="list-style-type: none"> • Involvement of different sections of society/structures will promote social policing and make police sites accessible to women. • Challenging the police symbolization of 'masculinity' and legitimization of violent constructs.

- **Establishing networks**

Creation of infrastructure, human or material, is necessary to allow dispensation of justice to abused women as also to provide them with avenues of support other than the legal provisions provided by the police.

The activities of the gender cell can be dovetailed with ongoing government programmes and activities initiated by the Department of Social Security and Women and Child Development, Government of Punjab. Certain government schemes provide women with assistance in terms of monetary relief, upgradation of skills and even income generation. Women victims may need both social and economic support in order to deal with their trauma. These networks with government departments and NGOs can assist in providing alternatives to the existing social placements.

**GOALS
AND STRATEGIES**

**TARGET AUDIENCE :
SLUMS**

PRIORITISING GOALS

- Access to legal remedies (conversance with procedures etc.)
- Increase participation, access to resources through schemes, membership of community-policing committees
- Dovetailing community mobilization with programmes for maternal child care and RCH, education with other agencies
- Combating Gender Violence
 - Undermining wife subordination
 - Challenging dowry exchange
 - Promoting females as productive workers
 - Challenging male child preference
 - Promoting human sexual autonomy

STRATEGIES

■ **INCREASING AWARENESS**

Laws and violence

- Access to legal literacy and gender cells
- Legal literacy and information on gender cells

- Awareness regarding extent of violence that women face
- Awareness regarding forms of violence (eve-teasing is an abuse, as also male child preference)

■ **GENDER SENSITISATION**

- Undermine gender differentiation
- Combating sexual abuse and exploitation
- Awareness that alcoholism is only a precipitating factor in sexual abuse or wife-beating.
- Providing productive skills.

■ **COMMUNITY PARTICIPATION**

- Providing infrastructure, community mobilisation on gender and empowerment issues.
- Initiate informed decision making within relationships and community activities to enable democratic relationships.

POINT OF INTERVENTION

- Mahila mandals, Places of worship, Schools, NGO centres, ANMs/health clinics

NETWORKING (SUPPORTIVE FACTORS AND SUSTAINING CHANGE)

■ **SUPPLEMENTING RESOURCES**

- Snowballing awareness by recruiting volunteers from SHGs, panchayats, mahila mandal members etc.

- Posting awareness material through slogans, posters, local cable, radio etc.

■ **DEVELOPING SKILLS WITHIN COMMUNITY**

- Providing group skills (Communication skills, networking)
- Encouraging decision making

■ **BUILDING PRESSURE GROUPS**

- Questioning cultural norms that impinge on responsible sexual behaviour or promoting existing gender system (visiting sex workers as a sign of masculinity, subordination of a wife, marriage, viewing women's role as fulfilling male sexuality only).

■ **BUILDING BRIDGES WITHIN GROUPS IN THE COMMUNITY**

- Increase interaction of the community with community leaders, village leaders, parents and school authorities, NGOs.
- Establishing network with grassroot organisations, line departments and the community.

OPERATIONALISING GENDER RESPONSIVENESS IN GENDER UNITS

- **Gender units in each Saanjh Kendra**

Aims

- To provide a gender friendly police service to women
- To provide one window interaction with police services to women
- To coordinate with other departments to enable both relief and rehabilitation to women victims
- To spread legal literacy regarding gender among the community
- To network with grass root organisations (GROs) to spread crime prevention against women

Functions of gender unit

- To spread awareness in the community regarding women's legal rights with corresponding punishment
- To spread awareness regarding services provided to women by the gender unit
- Collaborate with panchayats, education, health systems, NGOs to spread awareness about preventing crime against women

- Networking with women, education, and other departments to provide relief in cases, promote relief and rehabilitation schemes
- To coordinate with the Health Department, provide medical assistance to women victims and their families

Role of State In-charge CPRC Gender Unit

- Instructions to all unit in-charges
- Review and monitoring of women's unit activities
- Inter-departmental coordination
- Organisation of gender sensitization training programmes
- Creating of a data base on women victims, from all police districts.

Role of Suvidha and Sub-Division (CPSC) In-charge

- Effective implementation of the functions of the CPSC Gender Unit.
- Review of progress of various activities: Monitoring and supervision of activities
- Selection and coordination with NGOs
- Identification of roles of other departments and liaising with them to provide assistance where they need
- Gender sensitization of all police functionaries
- Identifying activities for promoting aims of the CPSC Gender Unit

- Circulation of information regarding schemes from other departments pertaining to gender
- Creating of a data base on women victims
- Providing data and reports on activities of CPSC Gender Unit

Role of Police Outreach In-charge

- Comply with Instructions of women's unit in-charges
- Review and monitoring of gender unit activities
- Supervision of gender unit functionaries
- Collation of data on women victims and perpetrators in accordance with socio-economic profile (income, education, employment)
- Networking with panchayats, educational institutions, hospitals, PHCs and dispensaries
- Supervising individual cases.

Goals for combating gender violence

- Gender sensitise and build capacity to police to address crime against women
- To control the extent of violence against women
- Promote legal measures in support of gender justice
- Mobilise community police groups to check violence against women
- To provide relief and rehabilitation services for women victim of violence

GENDER SENSITISATION AND CAPACITY BUILDING IN THE POLICE TO ADDRESS CRIME AGAINST WOMEN

FUNCTIONS

TASKS

- | | |
|--|--|
| <ul style="list-style-type: none">❑ Create a gender cell
❑ Sensitise police to issues in gender justice
❑ Build capacity of police to address violence against women | <ul style="list-style-type: none">• Awareness regarding gender cell of police to address issues of crime against women.• Friendly ambience where women can themselves approach police functionaries.• Substantial women police to be present at all working hours in the gender cells.
• Undertake training of all police personnel on gender
• Permanent posting of women police in each police station and thana• Provide technical support to gender units, such as counselors and lawyers• Evolving a dedicated training system supervisory team to upgrade capacities of police functionaries.• Introducing diversity with representation of caste and region• Developing a performance appraisal |
|--|--|

TO CONTROL THE EXTENT OF VIOLENCE AGAINST WOMEN

- | | |
|---|--|
| <ul style="list-style-type: none">❑ Provide visibility to the extent and forms of violence against women. | <ul style="list-style-type: none">• Community police groups to collate and disseminate the extent and nature of violence against women in each village/mohalla as also at the district and state levels. |
|---|--|

- ❑ To sensitise and mobilize community to check:
 - Dowry
 - Launch an awareness campaign to sensitise the community to the linkage between the dowry exchange, dowry demand, dowry harassment and dowry death. In other words, to highlight that it is not possible to eradicate dowry deaths without countering the concept of dowry itself.
 - To debate the meaning of dowry and its negative consequences on both the male and female population.
 - To reject the notion that dowry is a share in property inheritance for a girl. The right to property should be granted in actual practice and conditions created to ensure that a girl is able to exercise control over it.
 - Undermining the hierarchical and hegemonic relationship between bride's family and that of the groom.
 - Challenge the exhibition of dowry as a status symbol.
 - Sexual Abuse
 - To provide visibility to eve-teasing as a form of violence against women
 - Generate public opinion against incidence of eve-teasing in public places, education institutions and public transport.
 - To initiate dialogue in schools and colleges by holding declamation, painting contests etc. to generate awareness amongst students regarding aspects of eve-teasing, molestation and rape.
 - Display the identity of the eve-teasers in educational institutions.
 - Constant and rigorous campaigns against the opinion that a victim of rape is socially undesirable.
 - To break the silence on incidence of rape, molestation and to initiate a dialogue and debate on the various consequences of rape.

- Wife beating
 - To initiate gender based assertions rather than caste based reactions to sexual exploitation of scheduled caste women by upper castes.
 - To initiate dialogue and spread awareness regarding the Supreme Court ruling on sexual harassment at the workplace.
 - Wife beating is a crime
 - Sensitise society that wife beating cannot be justified by referring to stereotyped roles, social acceptance to the wife beating should be countered.
 - Questioning the belief that wife is subordinate to the husband.
 - Awareness that alcoholism in itself is only a precipitating factor in sexual abuse or wife beating incidence.
 - To demystify the meaning of wife beating which is understood as wife bashing. Acceptance of moderate forms wife beating give a license to wife beating.
 - To identify normative justifications for wife beating from backlash of women's assertions.
- Female foeticide and infanticide
 - Spread awareness regarding the extent of female foeticide and also female infanticide which is considered to be a brutal act.
 - To project the act of female foeticide as murder in order to make it visible.
 - To inform the people about the Government schemes and initiatives to counter the spread of sex determination tests.
 - To challenge male child preference: to remove the liability attach to the girl child by sensitizing people both male and female can perform the same productive task, if similar access and participation is ensured.

- Sensitise people that the practice of male child preference including the visits to dera, pirs, temples is no different from visiting sex determination clinics and is a gender abuse.
- Spread awareness that recurring abortions are harmful to maternal health.
- Encourage community to celebrate customs, rituals and practices of the life stages such as without differentiating between males and females.
- Target clinics and individuals that form awareness regarding sex selection techniques for having a male child.
- Enforce the ban on sex determination techniques.

PROMOTE LEGAL MEASURES IN SUPPORT OF GENDER JUSTICE

- Legal literacy regarding measures in support of gender justice.
 - Train members to disseminate legal rights of women
 - Build pressure for legal rights in areas of gender violence (domestic violence including rape in marriage and honour revenge).
 - Impart awareness regarding procedures, rules and institutions that are relevant to check violence against women. For instance, the importance of the dying declaration of a dowry victim, medical check-up of a rape victim etc.

MOBILISE COMMUNITY POLICE GROUPS TO CHECK VIOLENCE AGAINST WOMEN

- ❑ To gender sensitise community-police groups
 - Train members in issues of gender violence
 - To sensitise members and community leaders to the productive contribution made by women to society.
 - To document and publicise the nature and extent of atrocities against women.
 - To establish network with grassroot organizations and line departments and educational institutions.
 - To develop skills of communication and decision-making in the community and particularly among women.
 - Initiate informed decision-making within relationship and community activities to enable democratic relationships.
 - Make women panches and mahila mandal members literate

TO PROVIDE RELIEF AND REHABILITATION SERVICES TO WOMEN VICTIMS OF VIOLENCE

- ❑ Create infrastructure and services for women victims
 - To provide women victim shelter by tying up with NGOs and agencies that provide homes/shelters
 - Women's cells to provide women relief and rehabilitation services such as counselling, medical check-up etc.
 - Hospitals to have victim relief centres that includes counselling for the victims and female members, psychiatric assistance etc.
 - To network with government departments to provide schemes of economic rehabilitation to women victims of violence.

