



**Pakistan Forum for
Democratic Policing**

Project Report

**“Expanding Democratic Policing
to Prevent GBV by Linking the Forum
with Communities and Institutions”
(2018-2020)**

Implemented by
**Rozan from the platform of the
Pakistan Forum for Democratic Policing (PFDP)**

*With Partnership of Voluntary Service Overseas (VSO)
Supported by AmplifyChange*





“Expanding Democratic Policing to Prevent GBV by Linking the Forum with Communities and Institutions” (2018-2020)

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We are pleased to thank all those whose support proved precious in the successful accomplishment of phase-ii of the project “Expanding Democratic Policing to Prevent GBV by Linking the Forum with Communities and Institutions” implemented in Islamabad, Sindh, and Punjab province from January 2018 to March 2020. The two years project aimed to expand, capacitate, and strengthen the Pakistan Forum for Democratic Policing (PFDP) that works to make democratic police reforms a priority agenda of public policy.

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Contents

List of Acronyms	04
1. Background of the Project	07
2. Introduction of the PFDP	08
3. Governance Structure of the PFDP.....	08
4. The Project ‘Expanding Democratic Policing to Prevent GBV by Linking the Forum with Communities and Institutions’.....	09
5. Progress and Achievements	09
5.1. Expansion and Strengthening of the Forums.....	09
5.1.1 Formation of PFDP Punjab Chapter.....	09
5.1.2 Building Capacity of PFDP Chapters	10
5.2. Advocacy and Campaigning for Policy Change	11
5.2.1. Networking and Linkage Building of the PFDP.....	11
5.2.2. Three Tiers of Advocacy.....	14
i. Grassroots Level	15
ii. Institutional Level	15
iii. Policy Level	15
5.2.3 ‘16 Days of Activism’ Against Gender Based Violence- Awareness for Accountability.....	17
5.2.4 Social Action Plans and Police Initiatives	19
5.2.5 Women’s Day: “I am Generation Equality: Realizing Women's Rights”.....	21
6. Significant Outcomes of the Advocacy Initiatives	23
7. Key Successes	23
8. Challenges	24
9. Learning.....	24
10. Unintended Outcomes.....	25
11. Sustainability.....	26
12. Way Forward	26
13. Annex	27

List of Acronyms

AIG	Assistant Inspector General of Police
CCPO	Capital City Police Officer
CoD	Charter of Demand
DIG	Deputy Inspector General (of police)
DSP	Deputy Superintendent of Police
FGDs	Focus Group Discussions
FIA	Federal Investigation Authority
GBV	Gender-based Violence
GoP	Government of Pakistan
HR	Human Rights
ICTP	Islamabad Capital Territory Police
IEC	Information, Education and Communication
IGP	Inspector General of Police
INGOs	International Non-Governmental Organisations
JD	Job Description
MNA	Member of National Assembly
MPA	Member of Provincial Assembly
MoU	Memorandum of Understanding
MoV	Means of Verification
NGOs	Non-Governmental Organisations
NPB	National Police Bureau
NOC	No Objection Certificate
NV	National Volunteer
PFDP	Pakistan Forum for Democratic Policing
PRC	Police Reforms Committee
PCSW	Provincial Commission on the Status of Women
SAPs	Social Action Plans
SOPs	Standard Operating Procedures
SP	Superintendent of Police
SSP	Senior Superintendent of Police
TG	Transgender
VSO	Voluntary Service Overseas

Executive Summary

Rozan implemented phase-ii of the project 'Expanding Democratic Policing to Prevent GBV by Linking the Forum with Communities and Institutions' with the partnership of Voluntary Service Overseas (VSO) in Islamabad, Sindh, and Punjab provinces with the financial support from UK based donor AmplifyChange. It was a two-years project implemented from 2018 to 2020 aiming to expand, capacitate and strengthen a civil society platform called the Pakistan Forum for Democratic Policing (PFDP) and to make democratizing Pakistan's police institutions a priority agenda of a public policy.

Rozan implemented phase-i of this project named as 'Preventing Gender-based Violence (GBV) through Democratic Policing'. It was from 2016 to 2018 with the partnership of Voluntary Service Overseas (VSO) in Islamabad and Sindh province.

The phase-ii of the project reached out to the local community based on the learning from the PFDP Sindh chapter's advocacy campaign/consultations during phase-i. New provincial chapter of the PFDP was established in Punjab in 2019. The Punjab PFDP has same strengthening governance systems, recruiting members who represent the marginalized groups across the province. The capacity of the members was built on forum's governance & networking, GBV knowledge and advocacy skills.

Capacity building training of Sindh PFDP was held on social action plans' (SAP) design and implementation and ethical guidelines were discussed for primary actors and stakeholders' engagement during district level advocacy campaign. The PFDP Sindh members engaged 8,136 men, 5,602 women, and 44 transgenders during implementation of grass root level SAP. This phase too was about GBV preventions against anyone who experiences violence because of their gender identity not limited to violence against women and girls. The core objective of advocacy initiatives was preventing GBV through democratic policing. The project was able to reach 145,599 men, 150,724 women, and 5,046 transgenders during 16 Days of Activism in 2018 and 2019.

The national PFDP focused on lobbying/advocacy for police reforms, GBV prevention mechanisms, and capacity building of the PFDP on Standard Operating Procedures (SOPs) of GBV. There was an active engagement (advocacy/lobbying meetings etc.) with the government (women development departments and the Ministry of Human Rights etc.) to gain stronger support for GBV survivors, improve their access to justice, information and services. Establishing linkage between the government, being a primary stakeholder, and PFDP was one of the prime objectives of the project to combat GBV for ownership and sustainability. Study circles were conducted with legislators and police to strengthen collaboration between PFDP and key stakeholders promoting action and dialogue to improve and identify gaps in the existing national legal framework and to improvise knowledge on international human rights laws which Pakistan is signatory to. The national PFDP also commemorated the 16 Days of Activism in 2018 and 2019. For learning, sharing and documenting experiences and evidence on GBV/SRHR, two consultative meetings were held with AmplifyChange grantees in Pakistan leading towards more integrated inclusive movement. PFDP members commemorated National Women's Day 2020 and engaged 193 men, 2370 women, and 02 transgender during district and provincials level advocacy activities. Rozan utilized its rich experience of police trainings and reforms and developed evidence-based stock that was shared with different stakeholders to influence the law making process.

Successful engagement of lawmakers resulted in putting of around 36 questions on police reforms in the national & provincial assembly of Punjab by five legislators approached and orientated by Rozan. PFDP Sindh chapter's advocacy campaign engaged staff of HR Cells of Sindh police helped Sindh forum members in stopping 22 early child marriages and supported 44 GBV survivors in lodging FIRs.

PFDP continued practicing democratic values within the forums where adopting democratic process for running the network/forum, and selecting secretariat and co-secretariat of the forums proved very helpful in smooth execution of the network and its successful grassroots level advocacy campaign.

Lack of political will especially from the ruling political parties for police reforms has been key impediment in reforming the police. PFDP managed to engage key lawmakers through strong coordination and lobbying and also by sharing evidence-based content that proved helpful in raising voice and putting questions in Punjab provincial assembly and national assembly for reforming the police.

Successful model of establishing provincial chapters of the PFDP paved path for Rozan to enter in collaboration with UNODC for establishing PFDP-Balochistan chapter. This additional provincial chapter of the forum made PFDP's presence in all four provinces of Pakistan that will strengthen national action in respect of promoting democratic policing and the preventing GBV.

An independent evaluation of the project has been conducted on completion of project by applying gender sensitive and mixed-method design. The end project evaluation has assessed and explored the project relevance, effectiveness, efficiency, sustainability, and impact and project contribution towards key project results. Further, evaluation has assessed the effectiveness of the implementation strategy of the project included the implementation modalities, funding, issues of coordination, partnership arrangements, institutional strengthening, beneficiary participation, replication and sustainability of the project. The primary data was collected in Sindh (Karachi), Punjab (Lahore) & Islamabad through consultations with PFDP members, primary actors, government officials and project staff. Findings of evaluation were documented for informing Amplify Change , VSO, Youth, partners, provincial government, National Government with adequate evidence (quantitative and qualitative) on outcomes and impact of projects and areas of improvement for future programming.

1. Background of the Project

Gender based violence (GBV) has emerged as a key global concern in view of its prevalence and high social and economic costs for survivors of violence and society in general. There is increasing recognition that GBV is not only a human rights issue but also a development and public health concern. GBV is one of the most widespread human rights abuses that endangers the physical integrity and emotional well-being of victims particularly women and girls across the world. Globally, one out of every three women is subjected to some form of violence. The violence can occur within the family, community and at the state level, cutting across class, ethnicity, religion, other social divisions and factors of inequality.

The issue of GBV in Pakistan is deep-rooted in the larger picture of the low status of women and their physical, economic, social, and psychological disempowerment. According to the World Economic Forum's Global Gender Parity Index 2020, Pakistan ranks 151 out of 153 countries. An effective, state, civil society and community response to GBV continues to be a challenge.

In Pakistan, nearly one in three married women aged 15-49 reports experiencing physical violence at the hands of their husbands according to a UN Women report. In response to gender-based violence in Pakistan, Rozan, an Islamabad based organization, collaborated with Voluntary Service Overseas (VSO) Pakistan alongside the country's police force to working together to combat gender-based violence and challenge longstanding attitudes towards harmful cultural practices in target areas. In this back drop Rozan and VSO developed and implemented a project "Expanding Democratic Policing to Prevent GBV by Linking the Forum with Communities and Institutions"

The project was about prevention of GBV against anyone who experiences violence as a result of their gender identity not limited to violence against women and girls. The project aimed to expand, capacitate and the PFDP and to make democratizing Pakistan's police institutions a priority agenda of a public policy. The PFDP strongly believes that more concerted and collective efforts are required to synergize civil society's efforts to promote gender sensitive policing and sexual and reproductive health and rights of all people.

2. Introduction of the PFDP

The Pakistan Forum for Democratic Policing (PFDP) was established in 2011 by Rozan and other like-minded civil society organizations for promoting the agenda of democratic policing in Pakistan. Mission of the forum is “to make police reforms and GBV a priority public policy agenda” with the following objectives:

- i. Undertaking evidence based advocacy on democratic police reforms with legislators and police leadership
- ii. Building resource, capacity and alliances of civil society to work for democratic policing
- iii. Raising public awareness on the benefits of democratic policing and increasing demands for police reforms in relation to GBV

The PFDP has established five chapters in total, four provincial chapters in Sindh, Khyber Pakhtunkhwa (KP), Punjab, and Balochistan respectively and one national chapter at Islamabad level. The PFDP has, among its members, approximately 180 senior representatives of academia, members from different religious identities, trans-genders, Persons Living with Disabilities (PLDs), national and local NGOs and CBOs, bar and the business community. The PFDP-National chapter contains around 30 members whereas Sindh chapter of the PFDP is consisted of approximately 42 members and there are almost 40 members in KP, Punjab and Balochistan chapters respectively. The PFDP’s national and Sindh chapters were further capacitated whereas Punjab chapter was established and strengthened with the support of Voluntary Service Overseas (VSO). Punjab chapter was strengthened in the areas of the forums’ governance & networking, advocacy skills and GBV related concepts and laws related to the police.

Currently, Rozan is the secretariat of National, KP and Balochistan chapters whereas Legal Rights Forum (LRF) served as the secretariat of the PFDP-Sindh chapter from May 2018 to January 2020. In February 2020, Sukkur based forum member; National Advocacy for Rights of Innocent-(NARI) Foundation won elections for Sindh secretariat and Karachi based forum member Health And Nutrition Development Society (HANDS) got responsibilities as coordination focal point. The PFDP Punjab members elected Strengthening Participatory Organization (SPO) as co-secretariat to take lead in Punjab for promoting police reforms.

3. Governance Structure of the PFDP:

PFDP Chapter	Existing Structure			
	<i>Established</i>	<i>Members</i>	<i>Secretariat</i>	<i>Co-secretariat</i>
National	2011	30	Rozan	NA
Sindh	2016	40	NARI Foundation	NA
KP	2017	40	Rozan	Dost Foundation
Punjab	2019	35	Rozan	SPO
Balochistan	2019	35	Rozan	NA

4. The Project ‘Expanding Democratic Policing to Prevent GBV by Linking the Forum with Communities and Institutions’

Rozan implemented second phase of the project titled ‘Expanding democratic policing to prevent GBV by linking the forum with communities and institutions’ in partnership with VSO Pakistan from January 2018 to March 2020 in Sindh, Punjab, Balochistan and with National PFDP. The project, successfully achieved its all the milestones set for two years.

The project had the following objectives:

- To capacitate PFDP national and Sindh chapters
- To establish and strengthen a provincial chapter in Punjab
- To strengthen the PFDP by building forums’ capacity on governance & networking, GBV/SRHR knowledge and advocacy skills
- To design and launch advocacy campaigns in Sindh and with National PFDP to influence the police and public behaviour towards preventing GBV
- To expand the network of PFDP in others provinces
- To engage media and legislators in “breaking the silence” surrounding GBV and raising demands for police reforms
- To bring together people and organizations whose combined strengths, ideas and skills can achieve more to address the issue of GBV
- To put relevant information in front of the right people and groups in ways that motivates them to make meaningful use of this information to mitigate GBV

5. Progress and Achievements

5.1. Expansion and Strengthening of the Forums

5.1.1 Formation of PFDP Punjab Chapter

To scale up and expand the PFDP, an additional provincial chapter was proposed in Punjab given the existing evidence of the high rates of violence against women in the province. The government of Punjab was actively working on improving the status of women by working on a gender policy and having recently published its first gender parity report , the PFDP collaborated and did lobbying with such departments to advocate for greater support for GBV victims/survivors, duty bearers and democratic policing. The Punjab provincial government has also passed pro-women laws that demonstrate its commitment to advance the status of women. For this purpose, Punjab chapter of the PFDP was established after one-on-one meetings to identify and select like-minded organizations having some experience of working with the police, GBV, advocacy and governance. The meetings were held at the offices of the potential organizations across Punjab. Potential members were physically visited during the identification process that provided an opportunity to discuss in detail purpose of the forum.



Launching ceremony of the PFDP Punjab chapter was attended by Ms Fozia Vaqar, then Chairperson Punjab Commission on the Status of Women (PCSW) where she shared her thoughts on “Progress and Commitment of the PCSW for promoting women’s rights.” Mr B. A. Nasir, Capital City Police Officer (CCPO), Lahore, Punjab Police spoke on “Police Reforms: Challenges and Way Forward.” Mr Shahzada Irfan, Assistant Editor/Senior Reporter, The News International explained “Significance of Media’s Role in Police Reforms.”

5.1.2 Building Capacity of PFDP Chapters

The project continued its momentum of capacity building of the PFDP through different measures that includes study circles, trainings, discussions, lobbying activities etc. The capacity building focused on advocacy and lobbying for police reforms, GBV prevention mechanisms, Governance and Networking, need for Standard Operating Procedures (SOPs of GBV at police station level), and Social Action Plans. PFDP developed strong engagement (meetings, advocacy/lobbying etc.) with the government (provincial commissions on the status of women, women development departments and federal Ministry of Human Rights) to gain stronger support for GBV survivors, improve their access to justice, information and services. Establishing linkage between the government, being a key stakeholder for providing services, and PFDP has been one of the objectives of the project to combat GBV, to establish local ownership and for sustainability of the forum. Study circles were held with prominent legislators to strengthen collaboration between PFDP and key stakeholders promoting action and dialogue to improve and identify gaps in the existing national legal framework and to improvise knowledge on national and international human rights laws. For learning, sharing and documenting experiences and evidence on GBV, PFDP convened consultative meetings with AmplifyChange grantees in Pakistan leading towards more integrated inclusive movement.



Below table gives an overview of capacity building initiatives of the PFDP chapters:

PFDP Chapter	Trainings				
	Networking & Governance	GBV, SOPs and Laws	Social Action Plans	Advocacy Skills	Digital Advocacy
National		Men: 12 Women: 13 Transgender: 04 Total: 29			Men: 17 Women: 11 Transgender: 00 Total: 28
Sindh			Men: 31 Women: 08 Transgender: 00 Total: 39		
Punjab	Men: 19 Women: 15 Transgender: 03 Total: 37	Men: 24 Women: 18 Transgender: 02 Total: 44		Men: 24 Women: 18 Transgender: 02 Total: 44	

5.2. Advocacy and Campaigning for Policy Change

5.2.1 Networking and Linkage Building of the PFDP

Networking and Linkages focus on very good communications and partnerships with others to serve people with mutual interest in a formal and non-formal ways. To build the capacities of PFDP members around GBV and police reforms the project focuses on different formal and non-formal networking and linkages initiatives. These initiatives includes study circles, one to one meetings, seminars, consultations etc. These activities were participated by in which different stakeholders participated i.e. policy makers , law makers, media, parliamentarians, representatives of likeminded organizations and PFDP members ,which supported in building the momentum of advocacy on GBV and police reforms.

Below table reflects the details of initiatives taken by each PFDP chapter for networking and linkage building:

National PFDP	Men	Women	TG	Total
Seminar on "Police Reforms and Prevention of Gender-Based Violence (GBV)"	66	38	1	105
Study Circle on "Improving Legal Framework on Preventing Gender-Based Violence (GBV) through Democratic Policing"	16	11	4	31
Seminar on "Police Reforms and Rights of Religious Minorities, Persons Living with Disabilities (PLD) & Transgender (TG)"	24	6	12	42
Dialogue on "Police Reforms in the Federal Capital; The Role of Legislators and Media"	42	4	2	48
Press Conference on "Police Reforms"	20	10	5	35
2 Consultative Meetings with AmplifyChange Grantees	23	25	0	48
9 Quarterly Meetings	156	72	32	260
Total	347	166	56	569

Sindh PFDP	Men	Women	TG	Total
2 Consultative Meetings on "Gender Sensitive Policing"	56	14	7	77
Seminar on "Advocacy Campaign of the PFDP: Review & Lesson Learnt with PFDP- Sindh Chapter"	29	4	0	33
6 Periodic Meetings	153	38	2	193

Punjab PFDP	Men	Women	TG	Total
Meeting with Key Media Personnel on “Police Reforms and GBV”	15	3	0	18
Seminar on “Lesson learnt from Advocacy Campaign of the PFDP: “Women Protection ,Police Reforms, & Role of Institutions”	32	17	0	49
Study Circle with Legislatures on Police Reforms and Gender Based Violence	9	10	0	19
Visit to Punjab Safe City Authority (PSCA)	11	14	0	25
5 Quarterly Meetings	91	66	4	161
Total	158	110	4	272

Balochistan PFDP	Men	Women	TG	Total
Seminar on “Awareness and Empowerment of Public Safety and Police Accountability Mechanism”	63	7	0	70
2 Periodic Meetings	86	8	0	94
Total	149	15	0	164

Through these activities PFDP members were able to influence some of the key policy makers and able to take commitment from them around GBV and police reforms.

Activities arranged by **PFDP National chapter** were participated by policy makers and relevant stakeholder. Seminar on “Police Reforms and GBV Preventions” where Federal Minister for Human Rights expressed the federal government’s commitment to make the police citizen-centric and gender sensitive by resolving legislative, infrastructural and attitudinal challenges of the police.



DIGP Operations, ICTP, Faisal Ali Raja shared about capacity building initiatives that the police were taking to effectively deal with vulnerable groups especially children. Barrister Benazir Jatoi on “Role of Police to Ensure Implementation of Pro-Women Laws: Challenges & opportunities.” Visually impaired forum member Zulqarnain Asghar, Executive Director Potohar Mental Health Association (PMHA) talked about “Role of police in effective dealing with Persons with Disabilities (PWDs).”

Study circle on “Improving Legal Frame work for Democratic and Gender Sensitive Policing”. Mr. Mir Kabeer Ahmed Muhammad Shahi, Senator from Baluchistan, Ms. Shunila Ruth Member of the National Assembly (MNA), Ms. Shagufta Jumani MNA, Ms. Nusrat Bano Seher Abbasi Member of Provincial Assembly (MPA) Sindh and Mr. Fiaz Ahmad Khan Toru former IGP KP were speakers of a Study Circle. Key objectives of t he study circle were to comprehend the concept and need of democratic police reforms in the country and to know progress and commitments of legislators towards police reforms and ending gender based violence. It also aimed to discuss the role of civil society in promoting gender sensitive and citizen centric policing.

Another meeting was held to review ‘Lessons Learnt from Advocacy Campaign of the PFDP’ along with a

seminar on “Police Reforms and Rights of Religious Minorities, Persons Living with Disabilities (PWD) & Transgender (TG)”. Bishop Leo Roderick Paul, Bishop of Multan, Multan Diocese, Church of Pakistan talked about “Rights of Christian Community and Role of the Police.” Trans-gender forum member Nadeem Kashish from SAFFAR shared “Expectations of Trans-gender Community from Society & Institutes for Protection of their Rights.” Visually impaired psychologist and forum member Zulqurnain Asghar, Chief Executive, Potohar Mental Health Association (PMHA) talked about “Rights of PWDs and role of police.” Ghulam Sarwar Naemi, instructor Police Training School, Islamabad shared “Initiatives Taken by the ICTP to Address the Issues and Rights of the Religious Monitories, TGs and PWDs.”

Activities organized by **PFDP Sindh Chapter** were participated by Sharjeel Kharal, DIGP-Training Karachi, Sindh police, Niaz Ahmed Siddiki, retired IGP Sindh, Iqbal Ditho, forum member and Human Rights Activist and Tahir Iqbal, and CEO Legal Rights Forum. Sharjeel Kharal DIG appreciated role of CSOs in restoring former IGP Sindh AD Khowaja by raising voice against political interference in the police. Former IGP Sindh, Niaz Ahmed Siddiqui stressed that rule of law require respect and awareness about laws while explaining the importance of people friendly police. Consultation on “Gender Sensitive Policing” with Sindh police was arranged to



discuss salient features of recently enacted the Sindh (Repeal of the Police Act, 1861 and Revival of Police Order, 2002) (Amendment) Act, 2019. It was attended by Shehla Qureshi-(PSP), SP, Sindh police who shared “Steps taken for ensuring public oversight in the new Sindh Police Act-2019.” Karamat Ali, member of Provincial Public Safety and Police Complaint Commission, Sindh police talked about role of the commission in enhancing public oversight. Nuzhat Shireen, Chairperson of Provincial Commission on the Status of Women (PCSW) Sindh shared “Commitments of Sindh Government for protecting women rights.” Zareen Shah, assistant in-charge of women and protection cell of district east of Karachi explained “Role of Women Protection Cells of Sindh Police.” Shamim Mumtaz, MPA from Pakistan People’s Party (PPP), the ruling party in Sindh, who was also member of ‘Provincial Public Safety and Police Complaints Commission shared that Chief Minister of Sindh province Syed Murad Ali Shah has approved appointment of a secretary of the commission and also issued directives for formation of district public safety commissions.

PFDP Punjab chapter organized meeting 12 prominent journalists from leading print and electronic media. Senior journalist Shehzada Irfan, Assistant Editor / Senior Reporter, The News International, facilitated it. Relevant content was shared with journalists including charter for police reforms, analysis of Police Reforms Committee report, findings of PFDP's research on Comparative Study of Pakistan Police, analysis of Federal Ombudsmen Report on ‘Good Administrations Standards for Police Stations’-2016, comparison of Police Act 1861 with Police Order 2002, need for SOP at police stations, and new Sindh Police Law 2019 and Autonomy. Based on the content provided, they published 30 stories (annexed) in print and electronic media highlighting reforming the police, women policing, political interference in police, financial matters, and interview of a retired IGP.



One meeting was held by PFDP Punjab to review lessons learnt from advocacy campaign of the PFDP along with a seminar on “Women Protection, Police Reforms & Role of Institutions.” Aziz Ullah Khan, retired Deputy Superintendent of Police (DSP), Punjab and serving advocate talked about the ground realities of police

reforms and challenges being faced by police station staff. Kaneez Fatima, chairperson of Punjab Women Protection Authority (WPA) explained the role of WPA in protecting women rights. Shahzada Irfan, Senior Journalist, The News talked about the responsibility of media in creating awareness on the issue of GBV and role of police in protecting human rights.

5.2.2. Three Tiers of Advocacy

The PFDP National, Sindh and Punjab chapters implemented advocacy campaign at following three levels:

1. Grass root level engagement with communities
2. Institutional level engagement (with the police and other relevant government departments)
3. Policy level engagement (with the legislators and key government ministers)

3 Tiers engagement	Stakeholders	Activities
Grass root level	<ul style="list-style-type: none"> • Community • Civil society • Academia • Youth 	<ul style="list-style-type: none"> • Community gatherings • Walks • Rickshaw branding • Press conferences • IEC material • Theater performances • Radio programs/shows
Institutional level	<ul style="list-style-type: none"> • Police • Public commissions • Local govt. 	<ul style="list-style-type: none"> • Research • Seminars • Open courts • Community-police sports events • Meetings • Consultations
Policy/law making level	<ul style="list-style-type: none"> • Ministers • Senators • MsNA • MsPA 	<ul style="list-style-type: none"> • Study circles • Seminars • Meetings

i. Grassroots Level

To ensure engagement of communities at grassroots level, forum members successfully engaged local communities during the advocacy campaign activities like awareness sessions, walk, seminars, theatre performances and meetings of community with the police. The forum members not only educated the communities directly during the campaign but also provided them with the opportunity to interact with the police, media persons, academia, LHWs and youth to discuss laws and related issues with specific focus on crimes against women and girls.



ii. Institutional Level

The engagement of the police has been pivotal during PFDP’s whole initiative of advocacy campaign on GBV preventions through democratic policing. The forum members engaged almost all cadres of the police during open courts, seminars, walks, commemoration of police martyr day, theatre performances, and community gatherings.



iii. Policy Level

One key features of the campaign has engagement with policy makers to voice PFDP’s demands for police reforms, GBV prevention and community policing. Policy makers and state actors were engaged during consultations, study circles and seminars with Rozan and the PFDP members.

One female and one male national and two provincial level female ministers, three senators, one female and two male MsNA, five female and five male MsPA, Islamabad IGP, three retired IGP, and five members from provincial commissions on the status of women were engaged during advocacy initiatives. The PFDP shared its charter for police reforms, need for SOPs at police station level document, suggestions made by Police Reforms Committee, Key Findings and Recommendations of the Federal Ombudsmen Report on “Good Administrations Standards for Police Stations”-2016 and comparatives of 1861 Police Law, Police Order 2002 etc. so that they can raise their voice for democratic and gender sensitive and responsive policing.

A study circle was held with five male and five female MsPA of Punjab provincial Assembly from govt parties as well as from opposition parties. Director General from Punjab Assembly shared process and challenges to

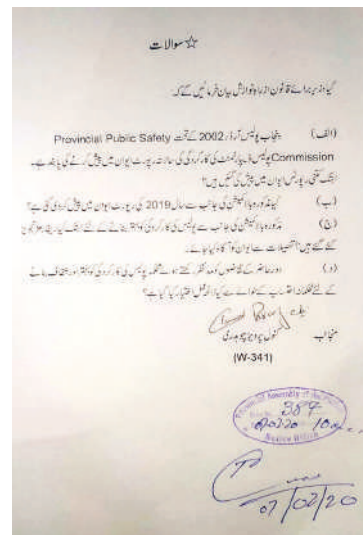
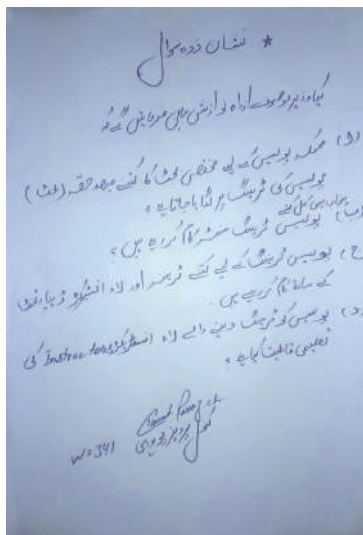
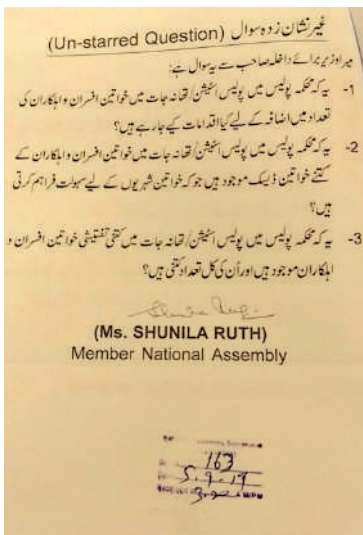
debate issue of police reforms in provincial assembly. The MsPA put written questions on police reforms in the assembly.



Rozan successfully engaged & influenced legislators, from treasury & opposition benches of the Sindh provincial Assembly, for addressing civil society's demand to amend the draft Sindh Police law for having an effective oversight mechanism that was fulfilled by the Sindh government.

The legislators, with the technical input of PFDP, raised 36 questions in the National and Punjab provincial assemblies on police reforms & gender sensitive policing.

Sr. No.	Focused Areas of Policing	No. of Questions
1.	Women Policing	10
2.	Police Training	7
3.	Budgeting	6
4.	Legislative Reforms	6
5.	Resources at Police Stations	4
6.	Transfers & Tenure Security	3
Total		36



5.2.3 '16 Days of Activism' Against Gender Based Violence- Awareness for Accountability:

The 16 Days of Activism against Gender-Based Violence is an annual international campaign that kicks off on 25 November, the International Day for the Elimination of Violence against Women, and runs until 10 December, Human Rights Day. Individuals and organizations around the world use it as an organizing strategy to call for the prevention and elimination of violence against women and girls. The PFDP members also planned and implemented advocacy campaign that was focused on raising public awareness on gender-based violence. It included issues of harassment, domestic violence, rape and other customary anti-women practices as crimes and reasserting the police's commitment to tackling them, as a way to strengthen community-police ties and work to build a positive image of the police working to serve the needs of the community.

PFDP National members conducted following activities:

National member	Activity	Men	Women	TGs	Total
She-Male Association for Fundamental Rights (SAFFAR), Islamabad	Open court between police and trans-genders	09	04	40	53
Cholistan Development Council (CDC), Bhawalpur, Punjab	Seminar on Gender Based Violence at Policy and Practical Level	60	20	00	80
	Dialogue on Gender Based Violence Policies and its implementation	25	25	00	50
Aurat Foundation, Islamabad	Public awareness messages on FM 101 regarding GBV and Democratic Policing	145,000	150,000	5,000	300,000
Holistic Understanding for Justified Research and Action (HUJRA), Swat	Seminar on stakeholder's awareness raising on existing pro women laws and its implementation	20	00	00	20
United Church Council (UCC)	Seminar on GBV and Women Rights for Women from Religious Minority Groups	02	33	00	35

Sindh PFDP members conducted following activities:

Sindh member	Activity	Men	Women	TGs	Total
Health and Nutrition Development Society (HANDS), Karachi	Seminar on Violence against Women and Girls	00	150	00	150
Mehran Social Development, Karachi	Seminar on Gender based violence and role of community and Police	25	05	00	30
Trust for Community Development, Karachi	Seminar on GBV and relevant legislations	25	15	05	45
IRADO, Hyderabad	Seminar on Violence against Women and Girls	35	15	00	50
Sindh Development Society, Hyderabad	Awareness on GBV and its related legislation	23	26	01	50
Rural Development Foundation, Jamshoro	Mobilizing youth on GBV prevention	22	09	00	31
ERADA, Larkana	Session on GBV and support mechanism available	40	10	00	50
NARI, Sukkur	Gender Sensitization Session with Media Persons on Gender Based Violence	05	08	00	33
SEWA, Khairpur	Seminar on Gender Equality and Human Rights	30	08	00	38
VDO, Ghotki	Convention on GBV	125	260	00	385
Holding Hands, Kambar Shahdad Kot	Seminar on Gender Based Violence	25	18	00	33
PVDP, Mirpur Khas	Seminar on Violence against Women	20	15	00	35

Following PFDP Punjab members conducted advocacy activities:

Punjab member	Activity	Men	Women	TGs	Total
Youth Front Pakistan, DG Khan	Dialogue organize on Police Reforms and Preventing Gender Based Violence	20	15	00	35
Khairun Nass, Jhelum	Theatre performance on gender based violence and police reforms	35	14	00	49
Idara Baraye Samaji o Mashi Tarakki, Muzaffargarh	Seminar on Raising Awareness of Police Reforms and Gender Based Violence	25	10	00	35
Social Youth Council of Patriots, Muzaffargarh	Awareness Raising session on Police Reforms and Gender Based Violence	07	40	00	47
Umeed Partnership Pakistan, Lahore	Sensitizing communities regarding police responsibilities and basic human rights	21	24	00	45

5.2.4 Social Action Plans and Police Initiatives:

The PFDP Sindh chapter was trained on Social Action Plans’ designing and implementation in which ethical guidelines for conducting grass-root level advocacy initiatives were discussed where experts within the forum were also engaged. Before the training, the forum members gathered evidences on situation of human rights particularly of gender-based violence from district level HR Cells of police by writing letters and personally meeting. The forum agreed on the criteria of social action plans and its relevance with upcoming grass-root level advocacy campaign and selected potential members to implement these social action plans.

Twenty-five (25) forum members conducted 72 activities in their respective areas. They engaged forum members, civil society, community, police, PCSW, lawmakers, media etc to demand and promote proper implementation of laws related to women, children, transgender, religious minorities and PWDs.

Sindh member	Number of SAP Activity	Men	Women	TGs	Total
Allakh Welfare Association, Ghotki	04	145	48	00	193
Aurat Foundation (AF), Karachi	01	44	06	00	50
Bhittai Social Watch & Advocacy, Khairpur	03	343	133	01	477

Bhittai Social Watch & Advocacy with Sewa Trust Sindh, Khairpur	01	228	79	00	307
Community Development Foundation, Jaccobabad	03	58	103	00	161
Education Research And Development Association, Larkana	01	40	10	00	50
Health and Nutrition Development Society (HANDS), Karachi	02	150	250	00	400
Holding Hands Organization (HHO), Kambar Shahdad Kot	03	65	111	00	176
HWA Foundation, Ghotki	04	170	80	00	250
Integrated Rural Awareness & Development Organization (IRADO), Hyderabad	03	00	164	00	164
Legal Right Forum (LRF), Karachi	04	105	100	00	205
Management and Governance Network Sindh (MAGNETS), Sukkur	03	130	00	00	130
Mehran Social Development, Karachi	02	108	29	00	137
National Advocacy for Rights of Innocent Foundation (NARI), Sukkur	05	142	47	00	189
National Disability and Development Forum (NDF), Nawabshah	04	89	61	00	150
NOW Communities, Karachi	02	92	35	00	127
Participatory Village Development Programme (PVDP), Mirpur Khas	03	85	49	00	134
Rural Development Foundation (RDF), Jamshoro	07	394	105	00	499
Sanam Faqeer Social Welfare Organization, Sukkur	02	04	02	43	49

SEWA Development Trust Sindh, Kahirpur	02	102	09	00	111
Shehri-CBE (Citizens for a Better Environment), Karachi	02	04	00	00	04
Sindh Development Society (SDS), Hyderabad	06	5271	3078	00	8349
Trust for Community Development (TCD), Karachi	02	56	74	00	130
Village Development Organization (VDO), GHotki	02	301	996	00	1297
WAR Against Rape, Karachi	01	10	33	00	43
Total	72	8136	5602	44	13782

5.2.5 Women’s Day: “I am Generation Equality: Realizing Women's Rights”

The PFDP commemorated National Women’s Day to pay tribute and to demonstrate that women are agents for change. Women of the country have increased political presence, formed strong civil organisations and contributed in all occupations including academics and forces. For acknowledging women’s role in country’s development, 12th February is marked as National Women's Day of Pakistan.

PFDP members paid tribute to Pakistani women especially prominent women across Pakistan from police, academia, civil society, judiciary, etc and highlighted their achievements during seminars, theatre performances and art exhibition. The celebrations provided a chance to connect youth with inspiring women of country to secure women’s rights and build societies that are more equitable. Women’s Day also remembered the voices of many women that go unheard and who continue to be dominated from securing their rights and realizing their full potential. These events were attended by prominent women from all walks of life including a woman Punjab provincial minister on Women Development, a women MPA and chairperson Gender Mainstreaming & Women Empowerment Committee, woman Sindh provincial Minister of Women Development Department, two female SsP, female retired High Court Justice, advisor Sindh police, in charge Women Development Department, Deputy Commissioner, DSP, a female MPA, Superintendent Women Shelter home, female lawyers and professors, female In charge Women & children Protection Cells, female in charge Women Police Station, female in-charge of Women Complaint Cell and social activists. Interactive theatre performances were aimed to aware women regarding “the protection against harassment of women at workplace Act 2010” by depicting women’s harassment at work and public places. They also focused the importance of having proper information of laws and help lines for protection and for reporting.



Engagement of the PFDP during Women's Day

Sindh		Men	Women	TG	Total
Legal Right Forum (LRF), Karachi	National /Intl. Women's Day 2020	27	28	0	55
Bhittai Social Watch & Advocacy (BSWA), Khairpur	Seminar on the "Role of Women in Society and National Women's Day	33	16	0	49
NARI Foundation, Sukkur	Seminar on National Women's Day	20	44	0	64
Sindh Development Society (SDS), Hyderabad	Seminar on National Women's Day	33	42	0	75
Total		113	130	0	243
Punjab					
Khair Un Naas, Jhelum	Art Exhibition on National Women's Day	40	67	0	107
Strengthening Participatory Organization (SPO), Lahore	Seminar on National Women's Day	20	1010	1	1031
Satranga Cultural Development Organization, Lahore	Theatre Performance during Seminar on National Women's Day	20	1010	1	1031
Total		80	2087	2	2169
National					
Rozan, Islamabad	Seminar on National Women's Day	0	83	0	83
Satranga Cultural Development Organization, Lahore	Theatre Performance during Seminar on National Women's Day	0	83	0	83
Total		0	166	0	166

6. Significant Outcomes of the Advocacy Initiatives

The PFDP implemented advocacy campaigns aimed at raising awareness of community and police on issues related to GBV and strengthening community and police coordination to combat GBV. It was done through radio messages, seminars, press conferences, theatre performances, walks, volunteer meetings, TV coverage, press releases, social media and IEC material distribution.

Rozan built capacities of the PFDP to take advocacy initiatives by engaging police, policymakers, media, to:

- Reduce the risk of GBV on vulnerable segments of society including girls, women, and transgender through increase in reporting, increase access to justice and Sexual and Reproductive Health and Rights (SRHR) services for survivors, and improve police's prevention and response.
- Strongly advocate for robust governance and operations of the police through increasing the ability of the police to effectively perform their role and be accountable in protecting girls, women, men, boys and transgender who face GBV.

Since the PFDP had direct engagement with community, police, GBV survivors, district level officials, the government and civil society to extend support and assistance to primary actors, the GBV survivors, following key Sindh PFDP members were able to directly support GBV survivors.

- NARI Foundation, Sukkur played role in stopping seven early child marriages. It also facilitated 15 GBV survivors in lodging FIRs.
- Rural Development Foundation (RDF), Jamshoro played role in stopping 15 early child marriages. It facilitated 14 GBV survivors in lodging their FIRs and also supported 22 survivors to approach HR Cells and Women Protection Cells.
- Sindh Development Society (SDS), Hyderabad facilitated 12 survivors in approaching Daar-ul-Aman (shelter home) and supported 15 survivors in lodging their FIRs.
- Rozan rescued one female from Karo-Kari, a type of premeditated honour killing, in Sindh with the support of forum members and Women Protection Cell, Sukkur police.

7. Key Successes

- Acknowledgement of PFDP's police reforms initiative by the Law and Justice Commission of Pakistan and Islamabad Capital Territory Police (ICTP) by inviting Police Program of Rozan to attend 'Launching Ceremony of Report by Police Reforms Committee' at the Supreme Court of Pakistan in January 2019.
- Forum members have strengthened their coordination with the police that will remain helpful for resolving GBV cases. Forum members count it result of continued advocacy initiatives that enhanced coordination of forum members with the police where police approach them for GBV cases.
- Advocacy campaign that engaged staff of HR Cells of Sindh police helped Sindh forum members in stopping 22 early child marriages, supported 44 GBV survivors in lodging FIRs. In most of these cases, forum members were approached by communities and in few instances, police approached forum members that show affectivity of engaging communities and police in advocacy campaigns.
- Active engagement with Sindh government and opposition regarding new Sindh Police law 2019 where evidence-based content was shared with MsPA of Sindh focused on public oversight and autonomy of the police. The engaged MsPA shared their concerns with the governor of Sindh and debated in the provincial assembly.

- Support to the petition in Sindh High Court against newly enacted police law to ensure neutral public oversight and tenure security for the IGP (2020).
- Support to the petition in Sindh High Court to reinstate Mr. A. D. Khowaja, IG Police, Sindh in 2017.
- Around 36 questions on police reforms were put in the national & provincial assemblies by five legislators approached and orientated by PFDP.
- Understanding and acknowledgement of police reforms' significance by legislators.
- Making police reforms priority agenda of 180 members across Pakistan through trainings and advocacy campaigns.
- PFDP utilized its rich experience of police trainings and reforms and developed evidence-based stock that was shared with different stakeholders to influence the law making process. The content include; a comprehensive comparative analysis of original Police Order 2002 and amendments made in 2004, comparative analysis between the Police Act 1861 and Police Order 2002, summarizing of Federal and Provincial Ombudsmen report on "Good Administrations Standards for Police Stations"-2016, summary of report of Police Reforms Committee-2019 formed and notified by the Law and Justice Commission of Pakistan, and Order of Sindh High Court that says "autonomy of command and operational independence of police". (available at www.thepfdp.org)
- 12 prominent journalists were trained who published 30 stories in print and electronic media highlighting reforming the police, women policing, political interference in police, financial matters, and interview of a retired IGP, Mr. Afzal Shigri.
- Devolution of power at provincial level in the form of secretariat/s and co-secretariat/s through democratic process of holding transparent elections.

8. Challenges

- Lack of political will especially from the ruling political parties for police reforms.
- Shrinking space for civil society especially for working on women rights and GBV and hard line taken by the government for re-verification and re-registration of INGOs, especially without having clear set of ToRs for them.
- Difficulty in using term rape directly during advocacy campaign to raise awareness on sexual violence as it is considered a tabooed word and using it may lead to further implications against CSOs.
- Lack of acceptance of GBV as a societal issue rather a domestic and personal matter at society level.
- The media's approach is not focused on the structural causes of malpractices committed by the police.
- Lack of legislators' and civil society's understanding on the concept of Democratic Policing.

9. Learning

- Effective engagement of top leadership of the police proved very effective and enhanced collaboration between the PFDP and the police.
- Strong coordination and lobbying with legislators proved helpful in raising voice and putting questions in Punjab provincial assembly and national assembly for reforming the police.

- Sharing of evidence-based content with media and legislators proved enhancing their understanding on the issue of police reforms hence resulted in stories writing in media and putting questions in the assemblies.
- Adopting democratic process for running the network/forum, and selecting secretariat and co-secretariat of the forums proved very helpful in smooth execution of the network and its successful grassroots level advocacy campaign.
- Empowerment of forum members especially representing marginalized segments of society helped them to raise voice for their rights independently and as chief guests in PFDP's events.
- WhatsApp groups of National, Sindh, KP and Punjab chapters remained helpful for the purpose of efficient and swift coordination and sharing of relevant information amongst the forum members.
- Evidence collection from HR Cells in Sindh police and consultations with stakeholders during the design and implementation of grassroots level intervention proved beneficial.
- Designing Social Action Plans and advocacy campaign based on the interests, expertise and strengths of member organizations proved helpful.
- Engagement of the forum with other concerned stakeholders:
 - Norwegian University of Life Sciences (NMBU) Dr. Ingrid Nyborg from the NMBU and Dr. Bahadar Nawab, COMSATS University Islamabad – Abottabad Campus, had a meeting with PFDP National chapter and presented key findings of the research they conducted in the EU-funding project: Community-Based Policing and Post-Conflict Police Reform. This project has been looking at building trust between police and communities in 11 case countries, in South Asia (including Pakistan).
 - Findings of this research were shared in an 'International Conference on Community Policing and Post-Conflict Police Reform in Pakistan' organized by NMBU, COMSATS and Rozan in March 2020. It was attended by federal Minister of Human Rights, IGP of Islamabad, European Union Ambassador to Pakistan, prominent senior police officers, UN police advisor and senior media anchorperson.
- Rescheduling activities in line with police/government availability to ensure their maximum participation and ownership.
- Engagement of focal persons of provincial Commissions on the Status of Women during trainings, seminars, consultations, advocacy campaign and meetings ensured enhanced support from the state level institutes in combating GBV.

10. Unintended Outcomes

- Successful model of establishing provincial chapters of the PFDP paved path for Rozan to enter in collaboration with United Nations Office on Drugs and Crime (UNODC) for establishing PFDP-Balochistan chapter. This additional provincial chapter of the forum made PFDP's presence in all four provinces of Pakistan that will strengthen national action in respect of promoting democratic policing and the preventing GBV.
- The IGP of Islamabad committed to continue holding open courts in Islamabad during an 'International Conference on Community Policing and Post-Conflict Police Reform in Pakistan.' He agreed to extend his support for the forum to make Islamabad police gender sensitive and responsive. He shared that an exclusive helpline 8090 of "Gender and Child Protection Unit" is working in Islamabad.

11. Sustainability

One of the core objectives of this project was to extend, build and enhance the capacity of the PFDP on governance & networking, GBV knowledge, advocacy skills on police reforms and reducing GBV. Rozan enhanced capacities of the forums while at the same time establishing and building capacities of the PFDP Punjab chapter, was the core strategy of the PFDP so that the initiatives of the forums can be sustained by the members in the future. Key experts from the police, legislators, media, and civil society were engaged that helped members learning a lot around the issues of policing and GBV. This level of understanding and coordination will be helpful for them to contribute to the solution of these issues.

For continuity of the forum and its sustainability, PFDP opted democratic principles from the very start and kept exercising them periodically. Consensus and participatory methods remained prominent while making decisions whereas elections were used for secretariats and co-secretariats. Currently, Rozan is the secretariat of National, KP and Balochistan chapters whereas Legal Rights Forum (LRF) served as the secretariat of the PFDP-Sindh chapter from May 2018 to January 2020. In February 2020, Sukkur based forum member; National Advocacy for Rights of Innocent-(NARI) Foundation won elections for Sindh secretariat and Karachi based forum member Health And Nutrition Development Society (HANDS) got responsibilities as coordination focal point. The PFDP Punjab members elected Strengthening Participatory Organization (SPO) as co-secretariat to take lead in Punjab for promoting police reforms. All the provincial secretariats and co- secretariats are in liaison with the National secretariat.

The forum members continue engaging legislators from leading political parties to push them for fulfilling their promise of police reforms that they made during general elections 2018. The Justice & Law Commission of Pakistan notified Police Reforms Committee (PRC) in 2018 on the instructions of Supreme Court of Pakistan to develop guidelines for making the police apolitical. After the report of the PRC in 2019, it is expected that pressure for police reforms by the civil society, media and the courts will be increased that would lead to positive changes in the police. The PFDP would like to stand with the courts for this purpose.

We witnessed legal framework change in the police governance in Sindh where 158 years old outdated colonial Police Act 1861 was repealed. The Provincial Assembly of Sindh, on June 26, 2019, notified the enactment of “The Sindh (Repeal of the Police Act, 1861 and Revival of Police Order 2002) (Amendment) Act, 2019”, Sindh Act No. XI of 2019. The core component of the new law is establishment of ‘Provincial Public Safety and Police Complaint Commission’ that will pave path towards ensuring and enhancing public oversight. Successful implementation of the new law is expected to make the police more accountable that would positively impact lives of the general public. We hope that this would put pressure on Sindh provincial governments to establish district level commissions as well. The PFDP intends to work for implementation of the newly enacted law in its true letter and spirit.

12. Way Forward

- Capacity building of Pakistan Forum for Democratic policing (PFDP) Balochistan chapter on advocacy skills with inclusion of voices from most marginalized strata including survivors of GBV.
- More vigorous engagement with legislators and decisions makers for police reforms for eradication of violence against women and children.
- More focus on engagement with the media to promote the cause of police reforms.
- Continuation of grass-root level advocacy initiatives by the forum members for raising awareness about GBV and promotion of democratic and gender sensitive policing.
- Building the profile of the Forum as a group of experts that feeds into the police reforms processes and debate in the country and is well acknowledged among the stakeholders.

13. Annex

پولیس اصلاحات

ضلعی سطح پر غیر جانبدار کوشش کارکردگی کا جائزہ لیا کریں گے

جنگ

پولیس ایک عظیم سروس ہے۔ اس کا مقصد ہے کہ لوگوں کو محفوظ رکھے اور ان کی جان و مال کا تحفظ کرے۔ پولیس کے پاس ایک بڑا ہتھیار ہے جو کہ قانون ہے۔ اسے استعمال کرنے کا حق ہے۔ پولیس کے پاس ایک بڑا ہتھیار ہے جو کہ قانون ہے۔ اسے استعمال کرنے کا حق ہے۔

آمنہ محمود

پولیس ایک عظیم سروس ہے۔ اس کا مقصد ہے کہ لوگوں کو محفوظ رکھے اور ان کی جان و مال کا تحفظ کرے۔ پولیس کے پاس ایک بڑا ہتھیار ہے جو کہ قانون ہے۔ اسے استعمال کرنے کا حق ہے۔

پولیس اصلاحات ضروری ہیں

پولیس ایک عظیم سروس ہے۔ اس کا مقصد ہے کہ لوگوں کو محفوظ رکھے اور ان کی جان و مال کا تحفظ کرے۔ پولیس کے پاس ایک بڑا ہتھیار ہے جو کہ قانون ہے۔ اسے استعمال کرنے کا حق ہے۔

پولیس اصلاحات ضروری ہیں

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پولیس اصلاحات ضروری ہیں

پولیس اصلاحات ضروری ہیں

Editorial

Editorial | Special Report | January 26, 2020

The police are as much part of the collective our as are other people of this country. It is time we own each other and ourselves.



For decades, the police have consistently ranked high among the most ill-reputed, feared and corrupt public service institutions in the country. Their poor public image has much to do with their performance, in fact, the lack of it - there are no two things about that. But the police force is part of a larger system that has allowed exploitation of the people and the force itself.

From resource allocation and lack of capacity to political interference and functional independence, several reasons have been put forth by analysts and former officers for the police's poor performance and failures in service delivery. And while the debate continues to rage, the public remains the biggest victim. Bribery and rampant corruption have led to a state where the public has lost any and all trust in the law enforcing institution. Not to forget the poor treatment of people by police officers at police stations, check posts and on public roads.

In our Special Report this week, we talk to experts, analysts, policy makers and police officers. We examine the state of our police. We raise some questions. And in our attempt to understand the challenges, we try to bring forward the many voices that get lost in the rhetoric. The police are as much part of the collective our as are other people of this country. It is time we own each other and the institutions that are supposed to uphold the laws and protect the people of this land.

پولیس اصلاحات

کے لئے شہریوں کے مطالبات

Pakistan Forum for Democratic Policing

The mission is developed by Nazim with the support of Wafary Service Overseas (VSO) and AmplifyChange from the platform of the Pakistan Forum for Democratic Policing (PFDP).

انعام انصاف میں شہریوں سے زیادہ متاثرہ کے درکار اور کارکنوں کی اجازت نہیں ہونی چاہئے تاکہ پاکستان میں اس کے برعکس اثر مان پر قبضہ دینے سے زیادہ متاثرہ کارکنوں کو برقرار رکھا جاسکے اور ان کے حقوق کو محفوظ رکھا جاسکے۔

ماہرے مطالبات:

- 1 - پولیس میں سیاسی مداخلت کا خاتمہ
- 2 - پولیس میں برقی برقی اور چالے کے نظام کی بہتری
- 3 - خاتمے کے مالی اور انسانی وسائل میں اضافہ
- 4 - برقی خاتمے میں انڈیکسنگ اور پولیس کی ترقیاتی اور پولیس میں خاتمیوں کی انڈیکسنگ اور ترقیاتی خاتمہ
- 5 - پولیس باکسوں کے لئے شہریت سہولت
- 6 - برقی خاتمے میں ایک ایسی ایجنسی کی تشکیل اور اس کی سرکاری اور پولیس میں خاتمیوں کی ترقی
- 7 - خاتمیوں، بچوں اور خاتمیوں کے خاتمے اور پولیس میں خاتمیوں کی ترقی
- 8 - پولیس باکسوں اور ان کے خاتمے کے لئے ایسی ایجنسیوں کی تشکیل اور پولیس میں خاتمیوں کی ترقی
- 9 - پولیس باکسوں اور ان کے خاتمے کے لئے ایسی ایجنسیوں کی تشکیل اور پولیس میں خاتمیوں کی ترقی

آپ بھی پولیس کی بہتری کے لئے چلائیں جانے والی ہم میں ہمارا ساتھ دیں۔



“Expanding Democratic Policing to Prevent GBV by Linking the Forum with Communities and Institutions” (2018-2020)

Remembering



Touseef Malik (UNODC)
(1974 to 2019)

A dedicated and one of the
founding members of the
Pakistan Forum for
Democratic Policing (PFDP)

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