

THE REPORT  
OF  
NATIONAL SEMINAR ON  
“WOMEN POLICE STATION / MAHILA THANA :  
WORKING, EFFICIENCY & EFFECTIVENESS.”

FRIDAY, THE 28<sup>TH</sup> OF NOVEMBER, 2022



*Organised by*



*Centre for Women & Law*  
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Cuttack (NLUO)

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**National Commission for Women**

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*National Commission of Women  
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**NATIONAL SEMINAR**

*ON*

**WOMEN POLICE  
STATION/MAHILA THANA  
(WORKING, EFFICIENCY,  
EFFECTIVENESS)**

**Organised by  
*Centre for Women and Law*  
National Law University Odisha**

**28th October, 2022  
Venue: Seminar Hall, NLUO**

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## 1. INTRODUCTION

This seminar was organised by the Centre for Women and Law (CWL), National Law University Odisha (NLUO) and sponsored by the National Commission for Women (NCW).

NCW is the statutory body of the Government of India, generally concerned with advising the government on all policy matters affecting women. It was established on 31 January 1992 with the mission of enabling women to achieve equality and equal participation in all spheres of life by securing their due rights and entitlements through suitable policy formulation, legislative measures, effective enforcement of laws, implementation of schemes/policies, and devising strategies for specific problems/situations arising out of discrimination and atrocities against women.

NCW envisions that Indian woman must be safe both within and outside the home, and should be fully empowered to enjoy all of her rights and entitlements, with equal opportunities to contribute in all spheres of life. With its countless accomplishments, NCW continues to promote equality and empower women in all sectors.

The National Commission for Women, in pursuance of its mandate contained in section 10 of the National Commission for women Act, 1990, sponsors special studies and undertakes promotional and educational research either on its own or through other agencies/ organizations/ institutions, etc. so as to suggest ways of ensuring due representation of women in all spheres and identify factors responsible for impeding their advancement and empowerment.



Every year the Commission collaborates with Government, Semi Government organizations, Universities, Academic and Research Organizations to undertake research studies and disseminate information through seminars

and conferences so as to implement the mandate on identified specific issues of concern. This year, Commission has identified, “Working of Mahila Thana” as one of the topics/themes for deliberation.

Centre for Women and Law, NLUO has taken up upon itself to further this objective of NCW. CWL is a Research Centre of National Law University Odisha which works with the combined effort of faculty members and students of NLUO. The Centre was established with a view of having a platform for unremitting study of the structural, societal, legal and regulatory issues associated with gender from a multi-disciplinary perspective. The Centre envisions to undertake studies and raise awareness through holistic approach to gender issues, working towards equity and justice for all and provide a deeper legal and cultural appreciation of power imbalance. CWL operates as a research support group undertaking research projects, training and capacity building programmes for women’s organisations and formal bodies involved with the execution of laws affecting women. It also works towards dissemination of knowledge and sensitization of society through its publications, seminars and conferences and this Seminar is a step towards this purpose.



#### a. Background of the theme of the seminar

In India, one-third of married women are victims of domestic violence. Gender-based violence (GBV), including domestic violence, sexual assault, rape, and stalking, is a serious danger to women’s equality and self-determination in public and private areas. Poor and disenfranchised people, particularly women, often lack access to a responsive police force, resulting in decreased security and increased crime and violence.

In an effort to address these concerns of Violence against Women (VAW), the Parliament has created a number of laws that allow women who have been victimized by violence to seek legal redress, such as the Criminal Law Amendment Act of 2013, the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redress)

Act of 2013, and the Protection of Women From Domestic Violence Act of 2005, giving those who are victims of violence a legal avenue for recourse. While the legal amendments were a step in the right direction, there was a need to establish a gender and child sensitive front level functionary, namely the police force, which is the first point of contact for women and children in crisis.

In an effort to address these problems and safeguard women from assault and exploitation, several states have constructed Mahila Thana or an all-female police stations (AWPS). Gender-sensitive policing necessitates specialised training, more female presence in the force, and community engagement to incorporate gender concerns into policies, procedures, and operational practices.

It is a matter of general wisdom that women who are victims of violence or harassment may not find it easy owing to a social stigma attached to it to approach the police or other authorities for getting help or support, The ease of filing cases and to provide them an effective alternative for getting help and support is one of the reasons why the women police stations are gaining attraction countrywide, Furthermore, opening an all women police station enhances the women's representation in law enforcement agencies.

#### b. Aim of the Seminar

In this backdrop, the aim of this seminar is to conduct deliberations, discussions, exchange of thought, and facilitation. It will help in identifying the deficiency, initiatives relating to the effective enforcement of the same. It will also help in understanding the utility of initiatives taken at various levels of policing. We have conducted research to assess whether women are preferring WPS over police stations and its impact to minimize the crime against women. The suggestions received from our honourable panellists, discussants, paper presenters and participants will be submitted to the National Commission for Women.

#### c. National Seminar – Objectives

The objectives of the seminar were as follows:

- a. The primary objective is to promote an exchange of opinions about the issues and challenges facing the society regarding Gender based violence and role of Gender targeted policing interventions (Mahila Police Thana, Women's Help Desk at Police stations and more women in as well as deploying more female officers to these WHDs and enforcement agencies, improves frontline officer responsiveness to women, as well as crime and crime reporting) to combat the same.
- b. The seminar will provide a forum for elite professionals to share their experiences and research-based facts and figures on Gender targeted Policing intervention strategies in today's time.
- c. In particular, discussions will focus on the possibilities to improve the efficiency of the current state of Gender Targeted Policing Interventions whilst ensuring that the society remains sufficiently robust from a holistic perspective.
- d. To encourage regional and national communication and collaboration; promote professional interaction and lifelong learning, recognize outstanding contributions of individuals, encourage scholar researchers to pursue studies in Gender based violence and Gender Targeted Policing interventions and its working, efficiency and effectiveness.

## 2. PROCEEDINGS

The proceedings of the seminar was divided into Four Sessions for the entire day:

- a. *Inaugural Session*
- b. *Technical session 1*
- c. *Technical Session 2*
- d. *Technical Session 3*

The entire schedule of the seminar is attached with this report as Annexure 4. The detailed session wise report for each of these sessions are as follows:

### a. INAUGURAL SESSION

Professor Ved Kumari, Vice- Chancellor, National Law University Odisha addressed the inaugural session by welcoming the students and Ms. Manjari Jaruhar to the seminar. She began with greeting the panellists, students and faculty members. The seminar began with felicitation of Ms. Manjari Jaruhar, Retd. IPS by Prof. Ved Kumari, Hon'ble the Vice-Chancellor, NLUO who presented her with Memento for participation.



Dr. Priyanka Anand, Director, Centre for Women and Law, NLUO (“CWL”) welcomed everyone and gave an introduction of National Commission for Women (“NCW”) stressing its concern for women safety, security and wellbeing. She briefed the audience with the research CWL conducted by support of NCW to further understand various aspects of Women Police Station /Mahila Thanas (“WPS”) and their interface with the women in the state of Odisha.

Dr. Anand also highlighted the hardships faced by women especially the crimes, violence, harassment and discrimination faced by them on daily basis. As also, the enactments brought about by the legislature for the safety, security and wellbeing of the women--both within and outside their homes were also briefed about. She also apprised the audience about the concept of WPS, their relevance, evolutions and challenges before them.



Associate Professor, Dr Sujith Koonan, NLUO, reflected on the ironies that Police Stations present to the community. They are meant to be places of protection of Human Rights but there have been many instances of Human Rights violations been reported at Police Stations. Indeed, they have become notorious for intimidating people rather than providing them the required help and support. Dedicated Police Stations like Women Thana are step in the right direction to meet the needs of women in society. He congratulated the support staff for working on the crucial topic of effectiveness of Women Police Stations.

#### *i. Anecdotes*

Prof. Ved Kumari shared her experience about the time when it was not common for women to go into services like the IPS. She shared her experience about how Manjari Ma'am became an inspiration for all the girls in those times by becoming one of the first few women IPS officers of the country.

#### *ii. Theme Related Content*

She talked about how the common mass is usually sceptical upon approaching the police when they are actually really humble and looking forward to help. She talked about the concept of Mahila Thana, i.e. a police station by the women and for the women. Prof. Ved Kumari continued to talk about the need for Mahila Thana. She further talked about the perceptions of the common mass through an exercise and her personal experiences that shows how we attach every profession to a particular gender.

She then emphasised on opening of the minds of non-law students for understanding legal issues faced by our society. She deliberated on the myth of Police Officers being stern who in reality are very polite. Further, she pointed to the role of Women Thanas which are created on the concept – For Women By women. She dwell on the issue whether biological similarities will cater to the needs of women and emphasised on the need of better training to make Police more Gender sensitive. More than anything people's attitude towards women issues needs to change then only women can feel safe.

She conducted a few exercises and invited the participants to join in, after which it was discovered that most of the participants tend to associate every profession with a particular gender based on stereotypes. She talked about provisions under POCSO which are gender neutral. She conducted a few more exercises by putting forward



questions to the participants and obtaining their opinions on certain women-related offences and how they would suggest a solution to avoid the same.

She continued to talk about the ground reality in places like Mahila Thana. Prof. Ved Kumari further elaborated that it is not only women who are afraid to go to police stations, and employing women police officers can never ensure that female victims will always be handled in an appropriate manner.



### iii. Suggestions

She suggested that we should not categorise any profession on the basis of genders and that establishing Mahila Thana by recruiting female police officers may not be the solution to all existing problems. She suggested that reducing crime cannot be done by categorising women's actions and their background but we should work upon the way we look at them.

Mahila Thana can be made a realistic success not just by employing women officers but also training them in such a manner so that they are well-equipped with the manner in which a victim is supposed to be handled.

### iv. Ms. Manjari Jaruhar, Retd. IPS

Ms. Manjari Jaruhar, Retd. IPS was then invited to address the inaugural session. She began with greeting the panellists, students and faculty members. She is an IPS officer from the 1976 batch and was the first woman to be posted as an IPS officer in Bihar cadre and has served 35 years of service.

#### *(i) Anecdotes*

Ms. Manjari Jaruhar started off the inaugural session by talking about how she started off her career as an IPS officer in 1976 being a woman which was really tough in those times. She then continued to talk about her upbringing and how she was brought up along with her sisters in a very conservative family. She also shared her experience in college and how she had to study English literature there, despite being interested in other advanced studies.

Ms. Manjari Jaruhar shared her valuable experiences from the time when she qualified for the Indian Police Services where there were hardly any women at that time. She also told the participants how Dr. Kiran Bedi was an inspiration

for all aspiring women officers in those times. She also shared about her experience at the police academy during the training period.



#### *(ii) Theme Related Content*

She shared valuable experiences from her tenure as a women IPS officer in Bihar, focusing on two distinct situations which are also mentioned in her book, including a domestic violence case and the Bhagalpur blinding's case.

#### *(iii) Suggestions*

She advised the participants to never under-estimate themselves and always look forward to achieving their dreams like she did herself.

Prof. Rangin Pallav Tripathy Registrar, NLUO, gave the Vote of Thanks to the guests appreciating the role of National Commission of Women for providing such a platform for discussing such crucial issues.

### **b. TECHNICAL SESSION-1**

#### **i. Ms. Manjari Jaruhar, Retd. IPS**

##### *Introduction*

Ms. Manjari Jaruhar, Retd. IPS was then invited to initiate the technical session. She began with greeting the panellists, students and faculty members. She is an IPS officer from the 1976 batch and was the first woman to be posted as an IPS officer in Bihar cadre and has served 35 years of service. She began the session by emphasising the need of police, in general, to work for the sensibilities of the public and for the women police officers to specially work for the sensitivities of women and children.

##### *Anecdotes*

She shared her invaluable experiences while working as an IPS officer, following are the two incidents which impacted her career the most and shed light upon the underlying discrimination and sexism existing in the police force.

1. Posted as an Additional Superintendent of Police in Bihita Police Station, Patna she had to face numerous hurdles to get her first field posting as there was a pre-conceived notion that women officers cannot work in the rugged environment of field in a state like Bihar. She then went on to narrate an anecdote, where, one afternoon, when she entered the police station, she saw a bundle like thing in the far side of the veranda. When she was leaving in the evening after her duty, she enquired about that bundle lying in the veranda, and to much of her surprise she found out that that was an old woman waiting since morning, to register an FIR regarding her son's murder. When she asked the officer in charge of the police station as to why her complaint was not registered, the officer informed her that it was because of the lack of papers in the police station. This made her think that if there had been a male complainant in place of that old lady, would there have been any difference in the attitude of the officer?
2. She narrated one more incident highlighting the attitude of women towards police in general. An old lady who was amnesic went missing one day and the mother of Ms. Jaruhar called her to enquire her about the whereabouts of that old lady to which she suggested to her mother that she should report the missing of that lady in the nearest police station. Her mother scolded her and refused to go police station even though her own daughter was in the police force. This points towards a larger picture that women are hesitant to go to police station with their grievances because of their apprehension of mistreatment by the officials.

#### *Theme Related Content*

Ms. Jaruhar stressed upon the fact that the police cannot operate without women police officers as in India only women police officers can facilitate the checking and security of women. She also briefly talked about the example of recruitment of women police officers in CISF and how it positively impacted the law & order and security situations at airports and metro stations.

She showed her displeasure regarding the exclusive women police stations/ mahila thanas. She explained the ground reality of these mahila thanas just being political agendas that practically do not serve any purpose for the general public. Generally, there is only one women police station/ mahila thana setup for covering the jurisdiction of the whole district which makes it practically inaccessible for the women living in the remotest of villages.

According to the speaker, counselling for victims should be mainstreamed as the same is the need for the hour. Kindness and empathy should be shown to the victims and especially when it comes to women victims. Likewise, when it comes to LGBT community, police officers should be trained in way that help and both legal and emotional support, can be provided to the victims. The same should be practiced by both men and women police officers.



### *Suggestions*

As an alternative and more workable solution, the speaker suggested to set up women help desk in the general police stations rather than exclusive Mahila thanas. It is also important that the women officers deployed in the women help desk have a mainstream career and are not compartmentalized and ossified in the same role of women help desk officer.

She was shared the instance where the women officers were deployed in the para military forces, that is, CISF. The CISF was deployed at the airports, metro stations, etc. However, there had been some objections regarding the posting of CISF at these places as it was argued that the deployment of CISF will slow down the movement of fast pacing airports and stations. But after the London Underground Attack, the need for the deployment of para military force was recognised and especially women CISF officers because in the country such as India, only women officers can check and frisk the women. Hence, the experiment of induction of women in CISF had been a great success.

In the initial period of the induction of women officers in the police force, the department faced an issue of training these women officers. The question raised as to who will train the women officers as there were no senior women officers who could undertake the responsibility of training these newly inducted women officers. The only feasible and workable solution of this problem was that the male officers would be training the female officers. Contrary to inhibitions of people in the police force, this also went greatly and was a great success.

### *Miscellaneous*

The figures of women officers in the police force and para military force is dismal with less than 30,000 women officers in the total strength of 30 lakhs of officers in CISF. But there is a beacon of hope with a rapid increase in the number of women being inducted in the police force and active outreach and awareness created by the government programs and other organizations. Earlier, women were not posted as officer in charges in the police stations but now things are changing as women officers are also appointed for the high ranking posts.

Odisha, as a state, experimented with employment of women in police force at a very early stage. Whereas it is the practice in other states to dump the women officers for the reception duties and not let them be posted on the field duties.

The misconception that women officer are employed only to deal with women complainants and victims must also be done away with. The women officers are posted to deal with both the male and female victims and hence they must handle each case with sensitivity and professionally.

Nowadays, inclusivity and diversity has become a big expression and many kinds of people come to police station who identify with different sexes and members of LGBTQ community and for these vulnerable section of the society, the police officials must be trained to treat them professionally.

- ii. Ms. Rekha Lohani, IPS, Addl. Commsr. of Police (Bbsr-Ctc)

### *Introduction*

Ms. Rekha Lohani is a 1997 batch IPS officer, she had been posted as the Inspector General (IG) of the Central Reserve Police Force (CRPF) and is currently as the Additional Commissioner of Police of the Crime against Women

and Children Branch which is a wing under the Crime Branch (Bhubaneswar-Cuttack). This wing was created last year by a notification and this is the first time an IPS officer is directly heading this branch.

She briefly talked about the objective of the CWC wing, that is, to monitor, develop capacity to tackle and to investigate sensitive cases related to crime against women and children. Some of the crucial cases that were handled in the recent times by the CWC wing are the Pipili gang-rape & murder case and Pari case. She also mentioned that the CWC wing has the mandate to create awareness and community outreach regarding the crime against women and children.

#### *Anecdotes*

Ms. Lohani shared an example out of the instances where the police and particularly women police officers have to handle precarious and sensitive situations such as domestic violence with great delicacy. In the cases of family disputes and domestic violence the first step of the police officials is not to register the case, rather facilitate reconciliation and mediation between the parties, that is, the husband and the wife. For this purpose mediation cells have also been setup in the court premises.



### *Theme Related Content*

As a recent development more logistics and infrastructure is being pumped in the Mahila and Shishu Desk [MSD] after the advent of CWC branch. MSD has been started as an alternative where a special desk has been setup within the general Police Station itself, primarily dealing with the cases related to women and children. MSD might not be the ideal model of dispensation of women and children specific cases but it is far better than the model of exclusive Mahila Thanas which restrict the role of such thanas and women officers posted there to gender sensitive roles which limits their avenues as a result of which their career is not diversified. Due to this reason a negative connotation has been attached to the Mahila Thanas where the posting of officers is seen as a punishment.

The CWC wing aims at creating an ambience for a child friendly police station by sensitising the MSD officers. For this MSD officers have also been provided with attitudinal orientations. The MSD officers are required to have sympathy and sensitivity towards each case as they have a greater sense of responsibility in assisting the victims of the vulnerable class, that is, women and children. A hand book with pictorial depiction of all the procedures and necessary aid is also provided to the officers as well as the victim.

Over the past few years, things have changed in the positive direction, there has been more acceptability of women officers in the remotest of areas and they are not harassed anymore to such an extent. By the virtue of their skills, the women police officers have been able to convince the general public of their ability to handle law and order situation efficiently. Women officers are now posted in various places such as Naxalite areas, field investigation etc.

For the better appreciation of the issue and perspective, it was shared by the speaker that, women make 10% of the total police force of Odisha, there are 6 women police stations in Odisha. The strength in these police station is one officer in charge 4-5 sub-inspectors and 8-10 constables. Computers, vehicles and other facilities are provided in these Mahila Thanas for better maintenance of law and order. As per the latest data on an average 100 to 180 cases have been registered in the Mahila Thanas each year. The maximum cases have been registered by Berhampur police station followed by Bhubaneswar and Cuttack.

### *Suggestions*

One of the major problems of an exclusive Mahila Thana is that one police station covers the jurisdiction of the whole district which makes it difficult for the public to access the police station and deters the people from filing the complaint.

The speaker suggested that to tackle the problem of less police stations in the vicinity people can file the same complaint in both nearby police station and distant Mahila police stations. But one of the problems with this solution is that logistically the government would choose to pump the resources in the general police station rather than a Mahila police station which further renders the role of it ineffective.

### *Miscellaneous*

The first Mahila thana was setup in 1994 and the latest has been setup in 2002. Odisha has been a pioneer in the Mahila thana model as well as MSD model. 608 police stations have functional MSDs with the sub-inspector or the additional sub-inspector rank officer heading the desk.

Strict compartmentalisation of gender roles is not desirable in the cases dealing with women and children and there must be an effort made for gender sensitisation. MSDs should not be left only as something under the purview of women police officers, rather male police officers should also be trained and equipped to handle then gender sensitive issues and work on the cases of women and children’s victims.

iii. Ms. Rashmi Rekha Baug, Co-Director, CWL, NLUO

*Introduction*

Ms. Rashmi Rekha Baug, Co-Director, CWL, NLUO, highlighted that crimes against women have increased by 40% and against children by 30%. She presented the research on number of crimes being reported at various police stations in Odisha and pointed on the fact that many crimes against women go unreported signifying rampant abuse of women’s rights. She highlighted the role of Women Police Stations in mitigating these crimes to a certain extent. What is really needed is greater manpower and technical support for investigation of these crimes.

iv. Presentation by the research team of Centre for Women and Law, NLUO

The research team consisting of faculty advisors – Dr. Priyanka Anand & Ms. Rashmi Baug with the students of NLUO namely Ms. Jayanti Jaya, Ms. Amreen Anwar, Ms. Jahnvi Bhattathiripad, Ms. Sparsha S., Ms. Pratha Barla, Ms. Paavanta Arya, briefed about the history, need, relevance, growth, achievements and challenges facing WPS across India. The comparative perspective of Indian WPS and Brazilian WPS was also especially emphasized upon. The research done by the research team has been attached as an **Annexure 5** to this report.



v. Sri Sushil Kumar Ray, Retd. District Judge, Registrar of OSWC

Sri Sushil Kumar Ray is a retired District judge and currently posted as the Registrar of Odisha State Commission for Women. Mr. Ray emphasised and talked the role of police during the investigation of a case especially pertaining to cases where the victim is a woman or a child.

A Police Officer dealing with Children in Need of Care and Protection should strictly follow the provisions of Juvenile Justice (Care and Protection of Children) Act, 2000, Amendment Act 2006 and Rules 2007. They should also be conversant with the provisions of The Child Labour (Prohibition and Regulation) Act, 1986 and The Bonded Labour System (Abolition) Act, 1976, and rules framed under these acts. They should also make sincere effort to acquire knowledge of other acts/laws/notifications which recognize and protect rights of children.

The investigation of every complaint concerning a crime is an important function of the police. Witness statements are recorded, and various types of evidence are collected as part of the inquiry. Compulsion on part of the police to form an opinion based on the inquiry. The police will submit a charge sheet in court if they believe the evidence indicates the accused person's guilt. It is the role of the judge, not the police, to determine whether a person is guilty or innocent.



In the meantime, the rule of law means that everyone, even the police, is bound by the law. Police investigations must be carried out in conformity with the law and with the highest regard for human rights. The Supreme Court has established criteria for police officers to observe during arrests, detentions, and interrogations. During the investigation, the police are not permitted to torture, beat, or shoot somebody. They are unable to impose any type of punishment on a person, even for minor infractions. The investigating officers must play a dynamic role while investigating the crime and must show sensitivity and delicacy in the situations where necessary.

vi. Ms. Rosaline Sahoo, MADHYAM

Ms. Rosaline Sahoo from Madhyam Foundation began with introducing Madhyam foundation. Madhyam Foundation is a not-for-profit organisation which was set up as a development support organization but over the years it diversified its role. It initiated its, functioning in Mahila police station Cuttack and at present is working in two cities, Cuttack and Bhubaneswar.

In Mahila police station, Madhyam operates to render assistance to women who are subject to violence including broken relationships, false promises of marriage, live-in relationship, false promises of marriage. Madhyam's objective is to give assistance to women and provide appropriate services to women livelihood, shelter and vocational facilities.





In addition of providing psychological support to women and children Madhyam also follow-up on cases of women from time to time by giving surprise visits to their homes. During the time of pandemic when domestic violence cases were rising, Madhyam provided telephonic counselling and reached to police stations to emotionally console the women and tried to provide the victims with necessary legal and procedural support.

### c. Technical Session 2 - Dr. Kiran Bedi, Retd. IPS, Ex. Lieutenant Governor

The interactive session with Dr. Kiran Bedi was attended by various participants of the seminar including the Vice-Chancellor, Prof. Ved Kumari and faculty members of National Law University, Odisha. Dr. Kiran Bedi welcomed the participants to raise questions for discussion which paved the way for an engaging and interactive discussion.

#### i. INTRODUCTION

Dr. Kiran Bedi, Retd. IPS, Ex. Lieutenant Governor of Puducherry was invited to express and discuss her views at the national seminar conducted on Women Police Station/ Mahila Thana (Working, Efficiency and Effectiveness). Kiran Bedi, Indian social activist who was the first woman to join the Indian Police Service (IPS) and who was instrumental in introducing prison reform in India. In 1994, Kiran Bedi was awarded the Ramon Magsaysay Award. She was the 24th Lieutenant Governor of Puducherry. The session was not traditional lecture session rather it was interactive open house discussion. She began by introducing her academic background. She is a law graduate and done her doctorate on issues of drugs and domestic violence.



#### ii. ANECDOTES

Talking about her experience she mentioned that she had met some liberated boss during the service, but some wanted her to sit in control room. It was because of their mind-set and environment.

#### iii. THEME RELATED CONTENT

Dr. Bedi stated that law is not a handcuff; law has empowered a woman but it is the people who are implementing the law are not doing it right. Problem is not with the law; problem is with enforcement and its application. In trial court, case of Section 376 statement of victim was going on and rape cases should be practiced by female. But no female was present. Problem with the judge, whenever the person is entrusted with responsibilities and duties, and is deficient in handling it, then law looks like a handcuff for women.

She added that women police station after years will become redundant. In sensitive area women police station is required otherwise women will not go to police station. You need women and men working together in same police station to be better equipped. Women police are very few and they do not have man power. Department has not enough to provide them equipment. Where police station is integrated, they have pool of resources. In certain cases, such as domestic violence, it is good idea to take men and women police, and both should work in management regarding how to deal with victim. You need men and women both to be heard so there is no bias. After years police station will be integrated. She stated that when a matter comes to a police station the police officer should hear the matter from both sides equally in order to render justice to the investigation process.



Justice report tells that at the rate you are recruiting the women police, how much time it will state to reach 33%. Certain challenges come in women recruitment.

#### iv. SUGGESTION

To improve the current state of affairs she suggested that we need better percentage of police men in society, we do not have shift system. Shift system will triple the police staff and facilitate it's functioning. Police work 14 hours an average. Housing satisfaction is barely 25% which is way far from international standards. They do not have organization like army, they have no police welfare association anywhere. Pay commission had done justice to salary but regarding welfare India is very behind.

#### v. MISCELLANEOUS

Dr. Bedi further added that lawyers need to stop defending the wrong doer. If all legal professional goes to ethical way of practising, then women will get justice.

Education which does not teach the difference between right and wrong is not education but merely a degree. If police and judiciary not understood the purpose of law they will not fit right. An act done at the times of grave and sudden provocation and self-defence would be ethical and the same act done after slow conspiring would become unethical. On being asked about her definition of success she quoted "what I like, being my own master and deciding to myself is a success for me." She further suggested that "running after wealth on the cost of health, then all the wealth goes in saving health." She also stated the need for girls to be aware about the biological vulnerabilities and

the art of handling them. Spiritual education which is usually not a part of school education helps a person's conscience identify between right and setting and resolve the ethical dilemma.

The interactive session with Dr. Kiran Bedi was attended by various participants of the seminar including the Vice-Chancellor, Prof. Ved Kumari and faculty members of National Law University, Odisha. Dr. Kiran Bedi welcomed the participants to raise questions for discussion which paved the way for an engaging and interactive discussion.

Addressing a question raised by a student, regarding if the law acts as a handcuff to women and the victims trying to access justice, Dr. Bedi expressed that Law is not a handcuff, rather it has empowered the people. It might be the people entrusted with the responsibility of implementing the law who may impede the process of law by not following the proper procedure.



During the session, she emphasised that the students should take away indicators from this discussion and implement them in their practice as future legal practitioners encouraging them to work towards ethical practices, be it in any field of the legal profession. She emphasised the importance of ethical practices not only in the legal profession but also other institutions and law implementing authorities. Dr. Bedi explained that having an ethical practice is a duty owed by all professionals towards society. She recalled the practice of Abraham Lincoln and the ethics with which he practised the legal profession.

Addressing a doubt of an attendee of where a line can be drawn between ethical practices and non-ethical practices, such as in cases of encounters etc.? Dr. Bedi explained every case is different. In instances of encounters, grave and sudden provocation, and self-defence may be accepted as defences. If an encounter may be ethical if it is done to further national security. But if it is a manufactured and conspired encounter, it is unethical.

Another attendee requested Dr. Bedi to share her experience with dealing with people on social media who try to take down the morals of women in any way possible. Ms Bedi shared her personal experiences of dealing with internet trolls.

Answering a question on what success means to her, she shared how everyone has their meaning of success. Cars, houses etc might seem like success to people but they mostly are symbols of the acquisition of wealth. She expressed

that her meaning of success is doing what she likes and being her own master. She also explained how even the smallest of achievements can be a success. Things like feeling happy with who we are, or being healthy.

In response to a question regarding achieving representation of various social groups within authorities implementing the law, Dr. Bedi discussed with the audience how the mind-set of men is evolving with societal development, and India is rapidly evolving. She explained to the participants how liberated leaders lead to development in representation. In this light, she emphasised the importance of education, and how the world would follow if the education system creates good and progressive people. Apart from this, the activities of a person: the company, books, movies, and media a person consumes also develop the ideology of a person.

In this light, she encouraged the students to work on themselves and develop as a person.

Pursuant to the discussion, Dr. Bedi also shared her views about female police stations that over some time the concept will get redundant. Because even though presently such stations encourage women to go to the police if they are not comfortable with approaching men, and cater to the issues specific to women, there is a need for men and women to work together. The police stations of the future should be equipped with providing all services in the integrated police station. Dr. Bedi also pointed out the issue of neglect towards the women police stations.



Which in turn might weaken these women police stations. Consequently in certain areas, female police stations are unable to serve their function. She also emphasised on the need of ensuring mobility and human resource in these police stations. During the session, Dr. Bedi also addressed the questions of the participants on issues of dowry, the need for sex education, etc.

The interactive session was not only informative but also an insightful experience for the participants.



#### d. Technical Session 3: Paper Presentation

The third session was of paper presentations by different researchers and scholars across the country. The paper presentations were chaired by senior faculty members of NLUO, namely

- Prof. Dolly Jabbal, Professor of Law, NLUO
- Ms. Eluckiaa A., Assistant Professor of Law, NLUO
- Prof. Manjushree Pattnaik, Visiting Faculty, NLUO (Retd. Professor of English)
- Dr. Arjyalopa Mishra, Assistant Professor of Management, NLUO
- Prof. (Dr.) Sujith Koonan, Associate Professor of Law, NLUO
- Ms. Nikita Pattajoshi, Assistant Professor of Law, NLUO

A total of 15 Paper Presentations were conducted in hybrid mode by researchers and students from different parts of the country. The list of paper presenters are attached as **Annexure 2** of this report.

Some of the notable papers presented in each room are as follows:

The first room was chaired conjointly by Prof. Dolly Jabbal and Assistant professor Ms.Elukia of National Law University Odisha. The first presentation taken up by Aditya Dwevedi and Ayank Mohapatra from SUKM's NMIMS, School of Law, Hyderabad focusing on the topic 'Gender Targeted Policing Intervention Reforms'. The presenters enunciated upon the existing lacunae in the legislations revolving around Violence Against Women & the need for bringing in reforms to such legislations. In this regard, they suggested the appointment of specialised and experienced Police Officers to deal with Heinous Crimes Against Women.



This was followed by the second presentation made by Dr. Sohini Mahaptara, Assistant Professional at NLU Odisha on the topic 'India's Dwindling Female Labour Force Participation Rate - An Analysis'. She analysed the Periodic Labour Force Survey 2017- 2021 and ILO's survey on Women Labour Force. It is her finding that there is an apparent disparity between the data presented by ILO and the PLF. Further she adds on that women are more prone to vulnerable jobs. Lastly, she suggested that only legislative reformation and proper implementation of existing labour laws can help with the cause at hand.

The final presentation was given by Kaushik Das from NLU Odisha on the 'Legal purview of Mahila Thana's: Structural inefficiencies and Resources Mismatch'. He made detailed discussions about operability of Mahila Thana's and how it fails to deal with certain offences like bride trafficking which is much prevalent in North eastern states of India.

The other room was chaired by Dr. Sujith Koonan and Ms Nikita Pattajoshi. The first Presenter was Ms. Shruti Dahiya on the topic "*Role Of Gender Sensitive Refugee Policies To Build A More Equal World*". The speaker mainly focused on the lack of acknowledgement that gender sensitivity issues receive during refugee crisis and how women and children are particularly affected in those areas. The speaker further elucidated the problems faced by women in refugee camps and how disruption and dislocation due to refugee crisis is not only bad for women but the family structure in general.



The second presentation was by Ms. Ishita Sharma on the topic “*Women Empowerment Through Women Policing –An Analysis*”. The speaker very meticulously highlighted the importance and need for more women in the police force and more exclusively women oriented police stations or mahila thanas. The speaker also compared the police in situation in India with countries like Brazil and other ASEAN countries.

The third room was chaired by Prof. Manjushree and Dr. Arjyalopa Mishra. The paper presented here was by Mr. Kumari Kanishka and Ms. Shubhra Goyel on the topic “*Women Police Station- Distorted Roads To Justice For Women In A Patriarchal Society And The Overhaul Of The System*”. The presenters turn by turn explained the importance of women police station and how in the ground level due to lack of implementation and under recruitment of personnel the police stations have not been fully effective. They have also highlighted the problems faced by the society due to the patriarchal mind set and the presumed inferiority of women officers. Concluding by highlighting the steps required to improve the situation.

The other presenter was by Ms. Aswathy Sukumaran on the topic “*The Kerala Model Of Gender Policing: Analysing The Pioneers Role In Preventive Policing*”. The present tribe to enlighten the fact that gender police Singh is not only an advantage but in requirement in todays day and age. She further detailed the different features of the gender police in scheme used in the state of Kerala and highlight it the advantages and challenges faced by them.

### 3. FOLLOWING EXPERTS HAD PARTICIPATED AND PRESENTED THEIR VIEWS ON THE THEME OF THE SESSION (Resource Persons)

The seminar witnessed the participation of many experts working in the area of the seminar. We witnessed many physical participation and few virtual participation from the experts as stated below:

Sl. No.	Name of Resource Persons	Designation	Participation
1.	<b>Dr. Kiran Bedi</b>	Ex. Lt., Pudducherry, Retd. IPS, Govt. of India (First Women IPS of India)	Physical
2.	<b>Ms. Manjari Jaruhar</b>	Retd. IPS, Govt. of India (First women IPS from Bihar)	Physical
3.	<b>Ms. Rekha Lohani</b>	IPS, Addl. Commsr. of Police (Bbsr-Ctc)	Physical
4.	<b>Ms. Anusuya Nayak</b>	Mahila Thana I/c, Cuttack (Physical)	Physical
5.	<b>Ms. Durgeshwari</b>	Dy. Mahila Thana I/c, Cuttack (Physical)	Physical
6.	<b>Ms. Santoshini Behera</b>	Mahila Thana I/c, Bhubaneswar (Virtual)	Virtual
7.	<b>Sri Sushil Kumar Ray</b>	Retd. District Judge, Registrar of OSWC	Physical
8.	<b>Ms. Rosaline Sahoo</b>	MADHYAM	Physical
9.	<b>Dr. Priyanka Anand</b>	Assisstant Professor of Law	Physical

10.	<b>Ms. Rashmi Rekha Baug</b>	Research Associate and Teaching Assistant	Physical
11.	<b>Prof. (Dr.) Ved Kumari</b>	Vice chancellor and Professor of Law	Physical

#### 4. FOLLOWING RESEARCHERS HAVE PRESENTED THEIR RESEARCH PAPER AND DISCUSS THE ROLE OF WOMEN POLICE STATIONS AND ITS EFFECTIVENESS

The seminar witnessed the participation of many researchers and students working in the area of the seminar. We witnessed few physical participation and many virtual participation from the researchers as stated below:

Sl. No.	Name Of Author	Co-author	Institutional Affiliation	Title of Paper	Mode of Participation
1.	Kaushik Das		NLUO	Legal Purview of Mahila Thana's: Structural Inefficiencies and Resource Mismatch	Physical
2.	Shruti Dahiya	Ms. Ajayita Sandhu	Department of Laws, Panjab University, Chandigarh	ROLE OF GENDER SENSITIVE REFUGEE POLICIES TO BUILD A MORE EQUAL WORLD	Virtual
3.	ADITYA DWIVEDI	Aayan Mohapatra	School of law, NMIMS, Hyderabad	Gender Targeted Policing Intervention Reforms	Physical
4.	Pooja Savadatti	Dr. Sunil N. Bagade	Karnataka State Law University's Law School	Policy Intervention concerning Abortion Rights and Marital Rape	Virtual
5.	Dr. Sohini Mahapatra		NLUO	INDIA'S DWINDLING FEMALE LABOUR FORCE PARTICIPATION RATE: AN ANALYSIS	Physical
6.	Kumari Kanishka	Shubhra Goyal	Symbiosis Law School NOIDA	Women Police Stations: Distorted Roads To Justice For Women In A Patriarchal Society And The Overhaul Of The System	Virtual
7.	Aswathy Sukumaran		VELLORE INSTITUTE OF TECHNOLOGY, CHENNAI	THE KERALA MODEL OF GENDERED POLICING: ANALYSING THE PIONEER'S ROLE IN PREVENTIVE POLICING	Virtual
8.	Dr. Ishita Sharma	Dr. Renuka Soni	Rajiv Gandhi National University of Law Punjab	Women Empowerment through Women Policing: An Analysis	Virtual
9.	Mahalakshmi Vaishnabi		Royal global University	Women Justice and Prevention of Gender Based Violence	Virtuak
10.	Aayat Fatma		Amity Law School Noida	Protecting Refugee Women In India	Physical



11.	Shalini	Abhilash Arun Sapre	Symbiosis Law School, Hyderabad (Constituent of Symbiosis International University)	Victim Sensitization, Approachability, and Access to Justice for Women in India -A legal Conundrum	Virtual
12.	Ria Tirkey		University of Delhi, School of Open Learning	Special Police Unit for Women and Children (SPUWAC), Delhi and The Metropolitan Women's Police Association (MWPA), London: A Comparison	Virtual
13.	Soham Banerjee		J.B. LAW COLLEGE, GUWAHATI	CAN WOMEN POLICE BE EFFECTIVE TO DETER WOMEN FROM BEING VICTIMS OR ADOPTING CRIME?	Virtual
14.	Kriti Parashar		Amity University, Noida	PRE-LITIGATION SETTLEMENT AND REFORMING THE ROLE OF WOMEN POLICE STATIONS IN INDIA	Virtual

## 5. FEEDBACK OF PARTICIPANTS ABOUT THE SEMINAR

- The participants responses to the Seminar was recorded, both online and offline and the online feedback can be accessed here through this link:

[https://docs.google.com/forms/d/1gb4MJFu1Mjij01nFYIDeVmfkof2BO\\_JzxDxG7agXVbA/edit](https://docs.google.com/forms/d/1gb4MJFu1Mjij01nFYIDeVmfkof2BO_JzxDxG7agXVbA/edit)

- The detailed feedback of the participants is attached as **Annexure 2** to this report.

Full Recording of the Seminar and Photos (All media) can be accessed through the following G-drive Link:

[https://drive.google.com/drive/folders/1d7M8IXel7e2KxHXvkEEJTtLGqUlzsLV4?usp=share\\_link](https://drive.google.com/drive/folders/1d7M8IXel7e2KxHXvkEEJTtLGqUlzsLV4?usp=share_link)

## Annexures to the Report:

- Annexure 1** - Participants list with their Address and contact Details
- Annexure 2** – Feedback Form of Participants (Detailed Feedback - Anex 2A & Graphical Analysis of Feedback – Anex 2B)
- Annexure 3** –Brochure of Seminar
- Annexure 4** – Final Schedule of Seminar
- Annexure 5** – Research Report prepared by the Centre for Women and Law, NLUO on Women Police Stations - Working , Efficiency & Effectiveness

6. **Annexure 6** – Item Wise Expenditure List
7. **Annexure 7** – Utilisation Certificate (As per GFR-12-A)


**ANNEXURE 1 -**  
**PARTICIPANTS**  
**LIST WITH THEIR**  
**ADDRESS AND**  
**CONTACT DETAILS**

Participant List for the

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Women Police Station/ Mahila Thana (Working, Efficiency and Effectiveness)

on 28<sup>th</sup> October, 2022.

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Women Police Station/ Mahila Thana (Working, Efficiency and Effectiveness)

on 28<sup>th</sup> October, 2022.






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37	Nityanandan Sahoo	CUTM, BBSR	9698359287	nityanandan.sahoo92@gmail.com	
38	Tom Thakur.	CUTM, BBSR	8777561922	thakur.tom7@gmail.com	Tom Thakur
39	Jagmeet Hoffa	CUTM, BBSR	9861622711	jagmeetloke92@gmail.com	Jagmeet Hoffa
40	Pallavi Patternaik	CUTM, BBSR	2205303564	pallavipatternaik@gmail.com	Prof. Patternaik
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34	Lipra Saluro	Uttal University B.B.S.R	8342008452	liprasaluro837@gmail.com	

35	Jharana Pradhan	Utkal University B.B.S.R	8917508879	JharanaPradhanT@gmail.com	JPradhan
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<del>38</del>	<del>Purnima Inphopadma</del>	<del>Utkal University B.B.S.R</del>	<del>8328960560</del>	<del>purnima@gmail.com</del>	<del>P. Inphopadma</del>
39	<del>Prakash Kumar Pradhan</del>	<del>U.U</del>	<del>9937743001</del>	<del>pk@gmail.com</del>	<del>PK</del>
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41	Kiran Bala Das	U.U	814417822	KIRAN B132000@gmail.com	KIRAN BALA DAS
42	Dr Sandhya Devi (Faculty)	S.U.S. U.U	9668555785	SandhyaDeviBekera@gmail.com	Sandhya
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65	✓ Vinayana Vedhotiya	NLUD	7000658406	21kall@nlud.ac.in	
66	✓ Yashwanthran Menaia	NLUD	8839970358	21kall@nlud.ac.in	
67	✓ Sunil Kumar	NLUD	860112146	20kall@nlud.ac.in	
68	✓ Kishore Kumar	NLUD	7008517386	20kall@nlud.ac.in	
69	✓ Niganta Anand	NLUD	7004655986	20kall@nlud.ac.in	
70					
71					
72					
73					
74					

**ANNEXURE 2 –**  
**FEEDBACK FORM**  
**OF PARTICIPANTS**

● DETAILED FEEDBACK –

ANNEXURE 2A

● GRAPHICAL ANALYSIS OF

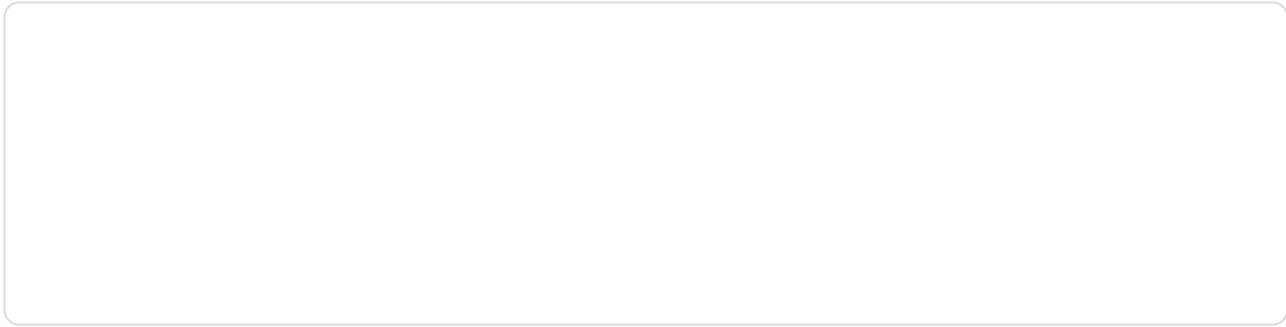
FEEDBACK – ANNEXURE 2B











# Feedback Form: NCW sponsored National Seminar on Women Police Station/Mahila Thana (Working, Efficiency and Effectiveness) organized by Centre for Women & Law, NLUO on 28th October, 2022

66 responses

[Publish analytics](#)



## 1. Participant Name

66 responses

Shruti Dahiya

Dr. Ishita Sharma

ASWATHY SUKUMARAN ETTUNGAPADY

Ajayita Sandhu

Shubhra goyal

Kumari Kanishka

Manisha Kumari

Mahalakshmi vaishnabi

SOHAM BANERJEE

Ria Tirkey

Aayat Fatma

Kriti Parashar

S.SRINIDHI

Ananya Panda

Kaushik Das

Aditya Sharma

Abhilash sapre

Sayari sil

Paavanta

Shalini

Dr. Sohini Mahapatra

Yasmin Akhtar



Shreyash Priyadarshi

Avipsit Rath

Krishna Lohia

Payal Priyadarshini Jena

Srijani Mazumder

Subhadra Das

Himani

Pallabi Sengupta

Aayan Mohapatra

Savita mishra

Manisha Devi

Kaustava Mohanty

Swati Bhattamishra

Gunjan Mohanty

Shambhavi Surendra

Jayjeet Das

Shreya Dash Mohapatra

Cisil B Maria

Amisa Dalai

Himani Padhan

PRAKASH KUMAR PRADHAN

Sandhyarani Barik

Puspanjali Mohapatra



Nityananda Barik

Lipsa saho

Dr Snigdharani Behera

Suchitra Das

Suvanwesh Das

Jahnavi R Bhattathiripad

Eluckiaa A.

Athena Solomon K

Shivani Mamgain

Udit Narayan Mishra

Mohd Sikandar

Shrabani Acharya

Armaan Arora

Kalyani Sharma

Sujith Koonan

Nikita Pattajoshi

Sankalp Mohapatra

Astha Agarwal

Divya Singh Rathor

Kaushiki Brahma

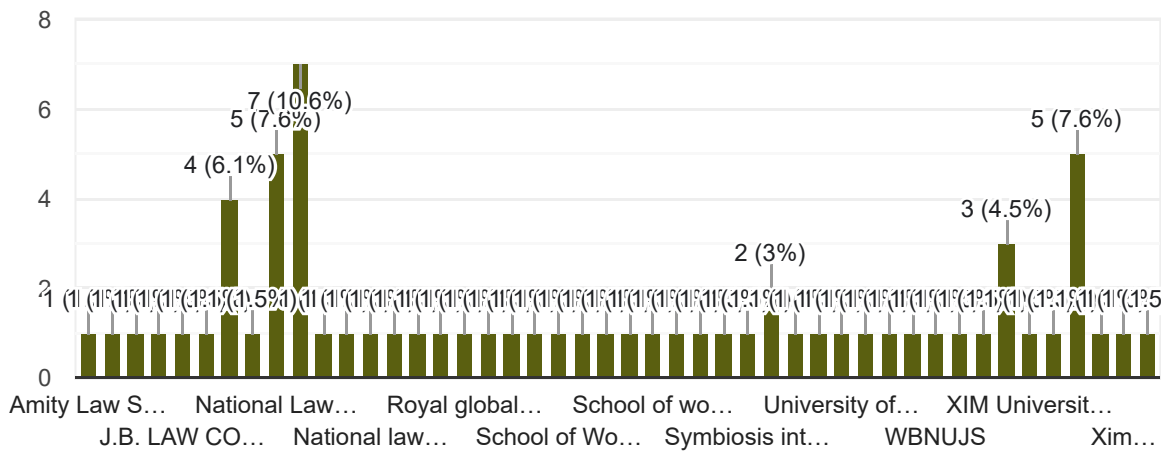
Kiran bala das



## 2. Institutional Affiliations



66 responses



### 3. Address of Participant

66 responses

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Utakl university



UTKAL UNIVERSITY ,BBSR

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Utkal University, Bhubaneswar

School of Women's Studies, Utkal University, Bhubaneswar

Vanivihar, Bhubaneswar, Utkal university

School of Women's Studies, Utkal University

Utakal University,Vanivihar

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Deepak Palace, Sector 9, CDA Cuttack, Odisha

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Nluo

CDA Sector 11

Hi tech plaza ,khorda





#### 4. Contact Number of Participant

66 responses

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9497277729

9888710004

9911925100

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8761007343, 9864810331

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9327000786

7905310055

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9175830696

7439271383

9588354678

9959494246

8763928777

8328985493



7846812324

8763976500

7091404428

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09238310306

9113147776

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7205598412

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9556567585

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9048706967

7895482151

8882014208

7668174906

6370110844

7597846035

6203976286

9968050361

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8658546513

8109601466

7852959575

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8144178242



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divya.rathor@nluo.ac.in

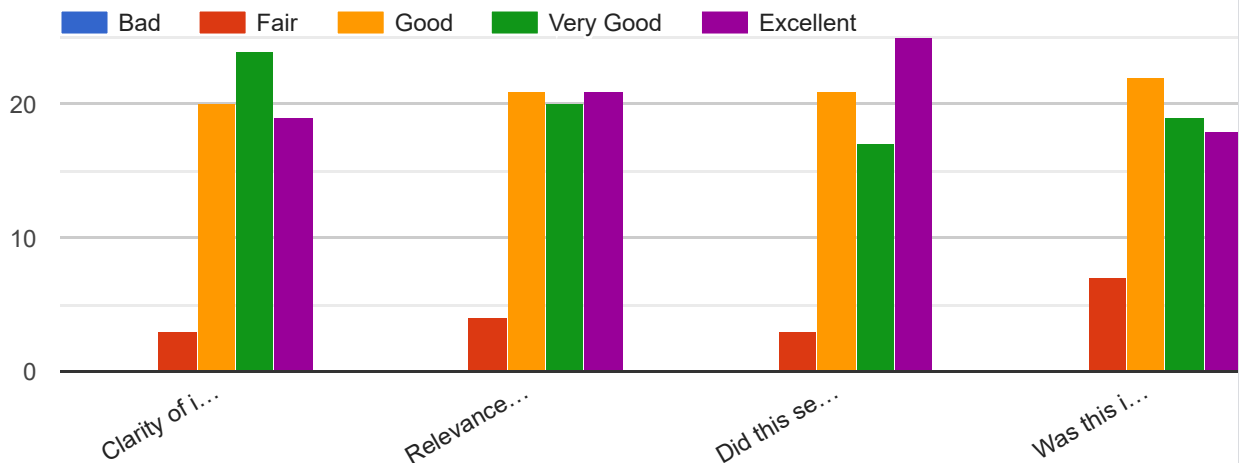
kaushiki@nluo.ac.in

kiranb732000@gmail.com



### Grade the strengths of the seminar

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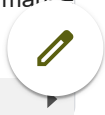
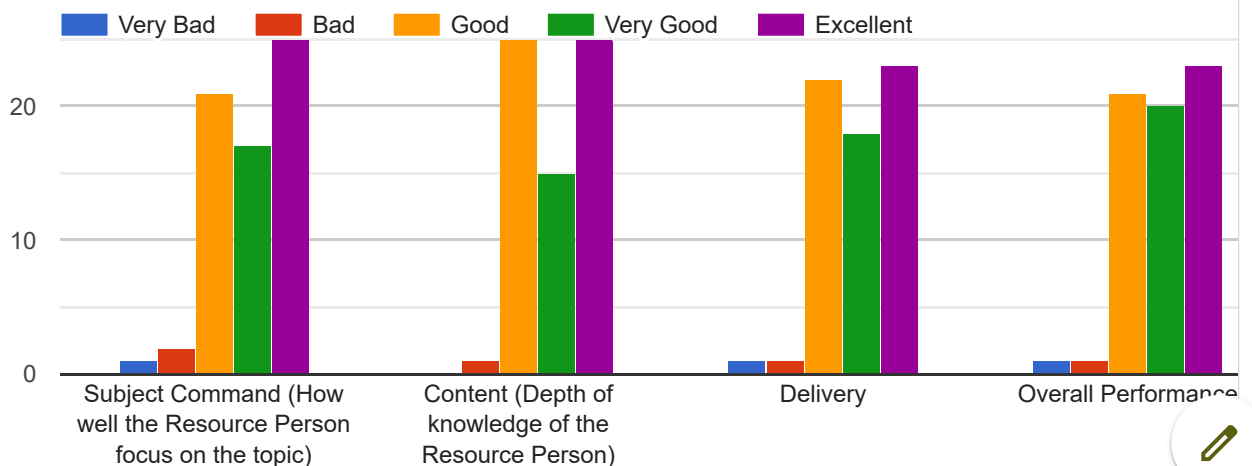
### Resorce Person 1 - Ms. Manjari Jaruhar, Retd. IPS.

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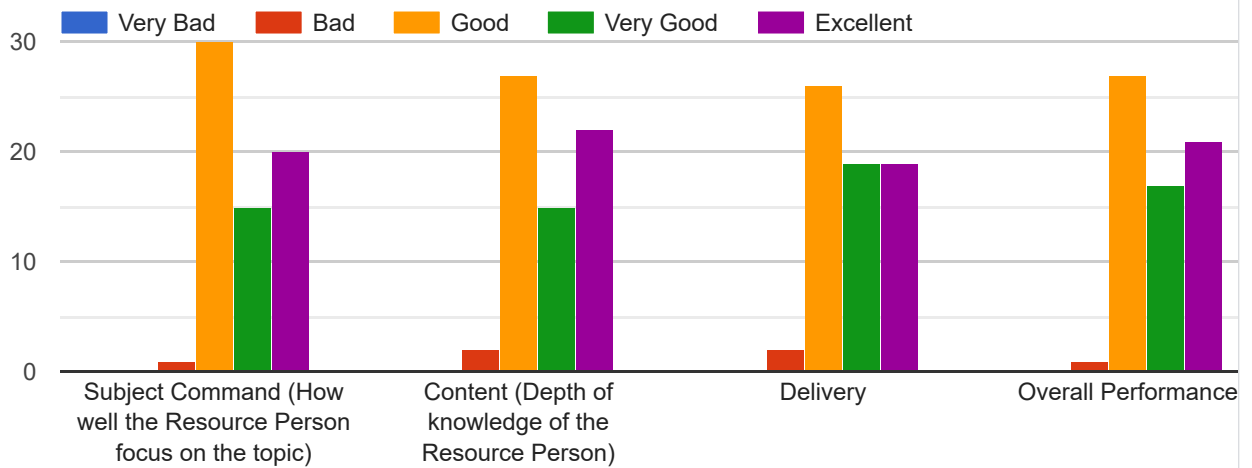


### Resorce Person 3 -Ms. Rekha Lohani, IPS, Addl. Commsr. of Police (Bbsr-Ctc)

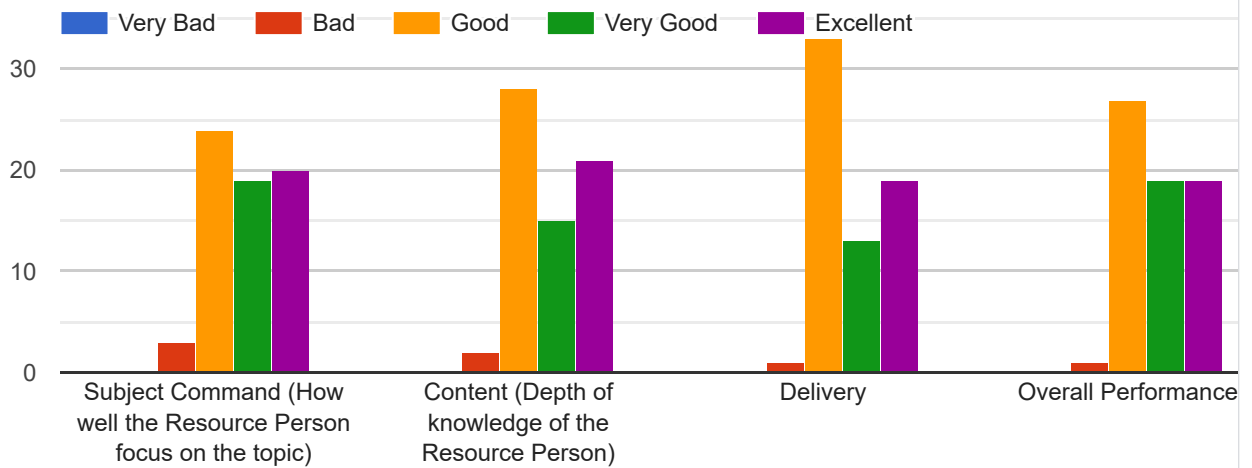
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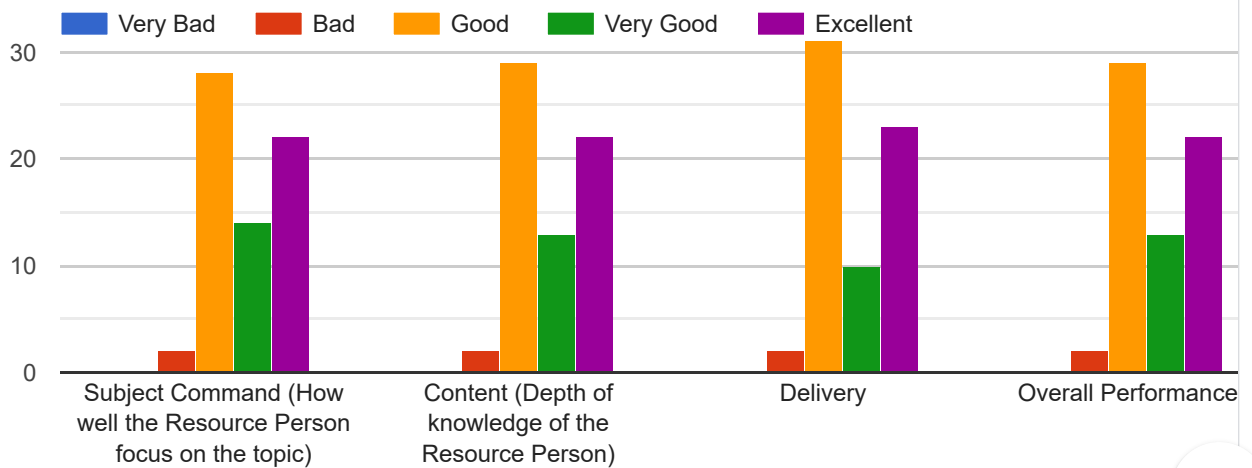
**Resorce Person 4 -Ms. Rashmi Rekha Baug, Co-Director, CWL, NLUO.**



**Resorce Person 5 - Ms. Anusuya Nayak, Mahila Thana I/c, Cuttack**

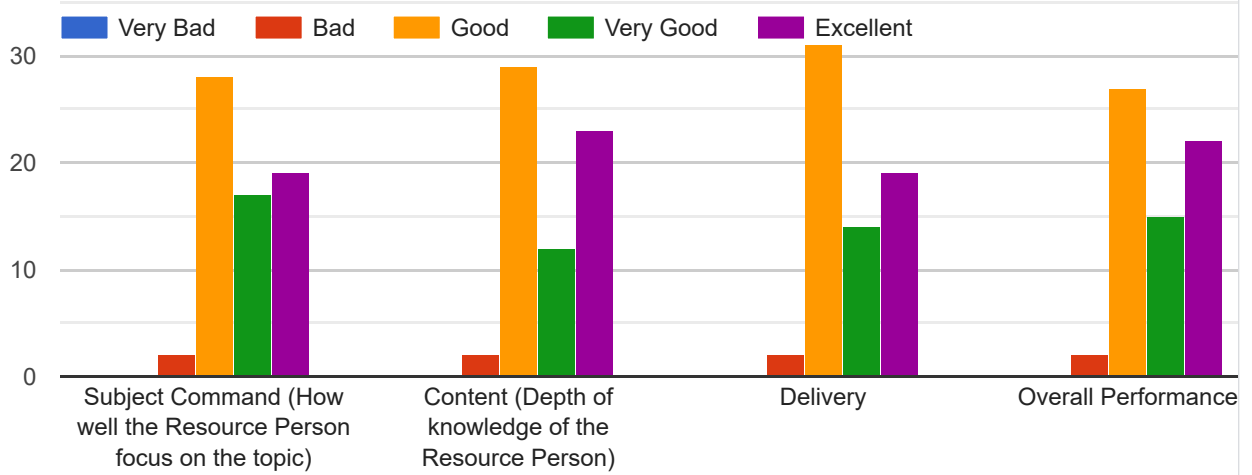


**Resorce Person 6 - Ms. Durgeshwari, Dy. Mahila Thana I/c, Cuttack**

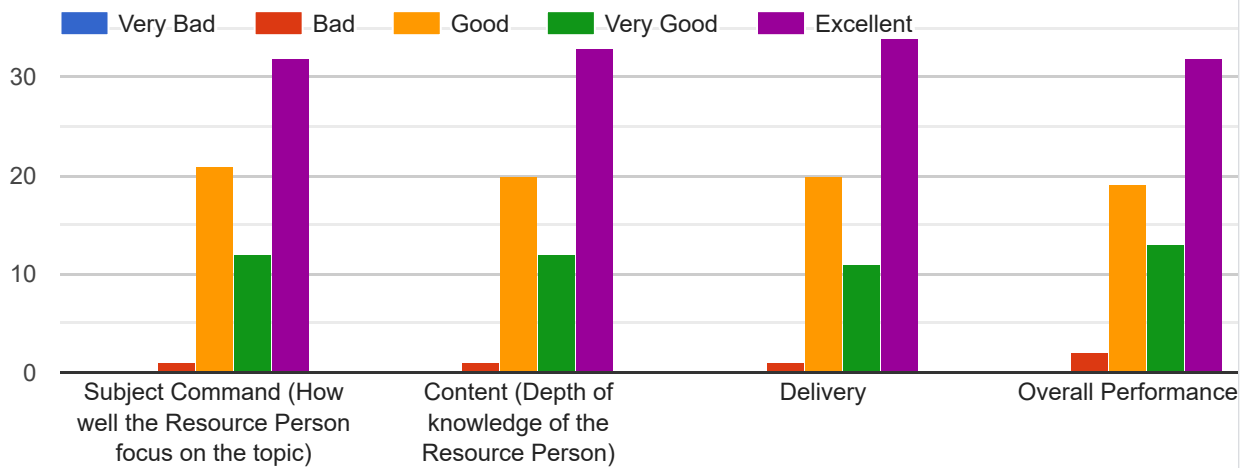




**Resorce Person 7 - Ms. Santoshini Behera, Mahila Thana I/c, Bhubaneshwar**

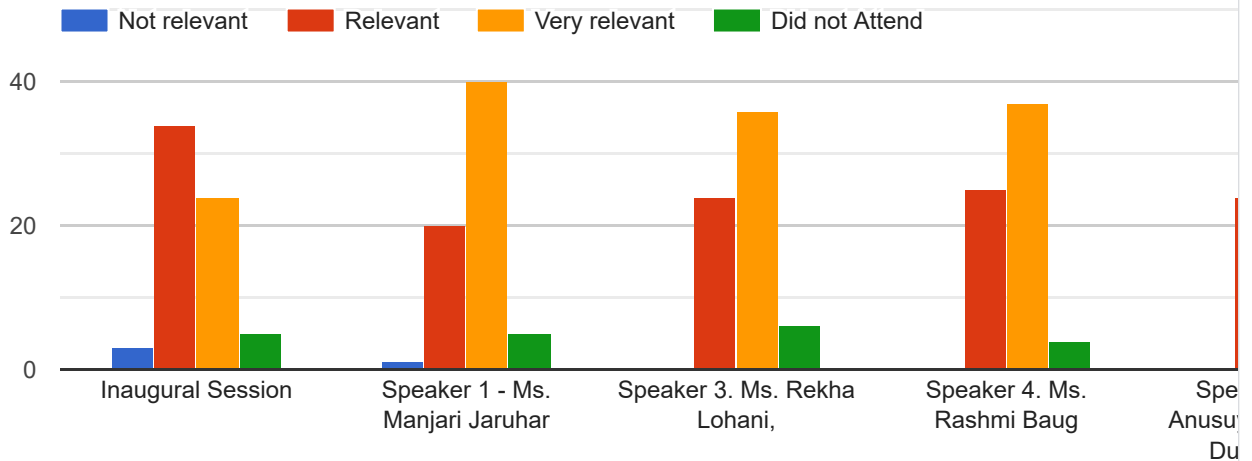


**Resorce Person 9 - Dr. Kiran Bedi, Retd. IPS, Ex. Lieutenant Governor of Puducherry**



### Which sessions did you find most relevant?

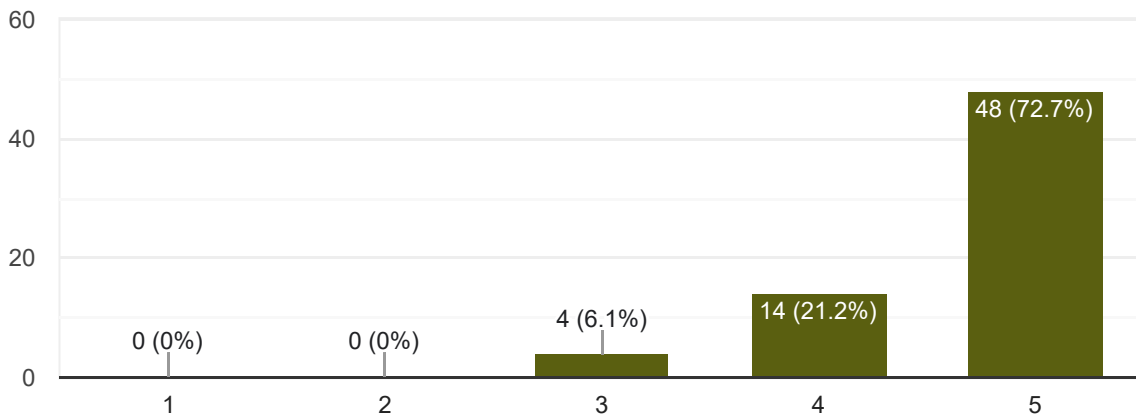
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### How satisfied were you with the event?

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66 responses



## What were your key take aways from this event?

36 responses

Overall session was interactive

The event was amazing

We received insightful feedback about our paper and we learnt a lot by hearing the panelists and participants.

I learnt the recent developments in police administration in India....i also came across the practical approach which police adapt.

Increased my knowledge on working of the women police station and the role of women police officers

I learnt that while acknowledging the importance gender-based schemes and programmes, the ultimate strength of the police lies in the unit, in that the officer in question, whether male or female must be sufficiently sensitised regarding various possible cases so as to handle them best as well as reassure the victim in question, regardless of the gender, to feel confident with the conduct of justice in their individual cases.

Integrating Mahila Thana into criminal justice system effectively

None

To be your own master.

Give urself the first priority

I had an amazing day filled with lot of learning and discovery. The amazing session that I attended was of Ms. Rekha Lohani, she was definitely inspirational and got me going with all the ideas that she spoke about. Also the session of Ms. Rashmi Rekha Baug was amazing. Very good speakers. Loved the energy and passion.

Learned deeper practical knowledge.

\* The men and women would together bring change in the system, mahila thanas has its pros but a system where both male and female can work together to address the problems faced by citizen is the best output that one can think of.

There shouldn't be any gender discrimination. Whether it's a man or woman everyone should treat equally and equal opportunity should given both of them.

Women should not be treated specially but equally with men.



Never ever doubt your confidence and always maintain a courtesy and also never bag respect, respect is something you will automatically get by the work you do or what you do and how much people listen or get influenced by you through that work..

Help desk for women in every police station is a must

Various aspects of Law relating to safety of women plus crime prevention

The state of women, the need of mahila thana in india, the improvement of the said thanas and empowering women through social inclusion.

About the workings of Mahila Thana and also about the concept of Mahila and Sishu Desks.

Ethics is more important than struggle

The gap between theory and practice

In my opinion a woman police officer can tackle every situation with self confident and loyalty.

MAHILA THANA

The Real Meaning if Success.

Real meaning of success

Nice resource persons

Good

I gathered lots of knowledge.

Very good

Impotance of Mahila Thana

That Mahila Thanas should be supported and promoted given the important role they play in preventing and investigating crime against women.

Mahila Thanas need to be strenthened. greater sensitisationi is required as the oilice level. People firendly police stations can help to minimise crimes. There is a greater requirement of women in police services. Digitisation of police stations is of utmost significance.

How to handle life in a meaningful way, what is success in real terms, how bhagwat geeta is a solution to every problem, etc.

Extremely insightful session upon the issues that women face and how the Mahila thanna is helpful in eradicating those issues

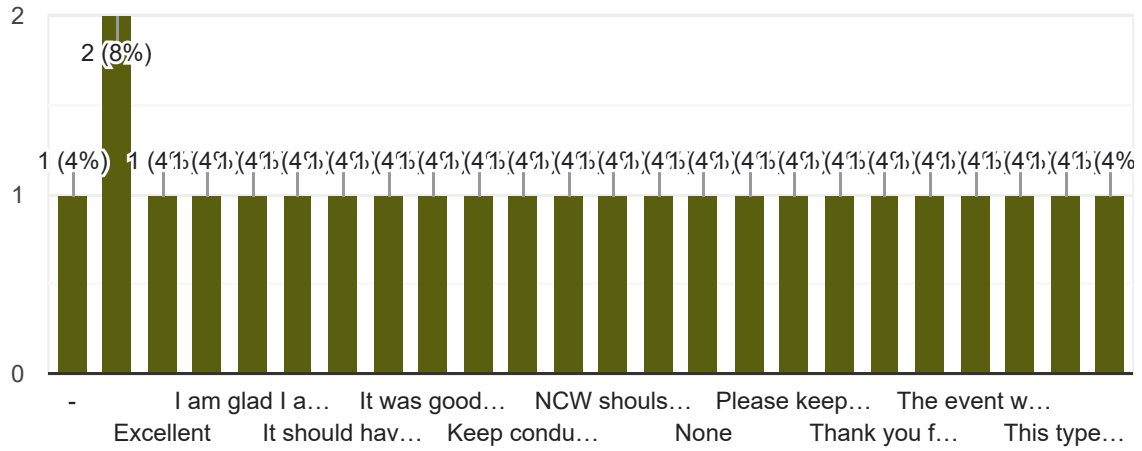


I learn a lot from this event patience is the main key

### Additional feedback



25 responses



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**ANNEXURE 3 –**

**BROCHURE OF**

**SEMINAR**



NCW SPONSORED  
NATIONAL SEMINAR  
ON

# WOMEN POLICE STATION/ MAHILA THANA (WORKING, EFFICIENCY AND EFFECTIVENESS)



Organized by the

**CENTRE FOR WOMEN AND LAW,  
NATIONAL LAW UNIVERSITY, ODISHA**

For the Academic Year of 2022-23

Organized by  
**National Law University Odisha**  
(‘A’ Grade University Accredited by NAAC)  
Sponsored by  
**National Commission for Women**

Invites  
Research papers for NLUO- NCW National Seminar 2022 entitled  
**WOMEN POLICE STATION/ MAHILA THANA**  
**(WORKING, EFFICIENCY AND EFFECTIVENESS)**  
**(28 October 2022)**



**Seminar Patron**  
Prof. Ved Kumari  
Vice Chancellor, NLUO



**Seminar Chairperson**  
Dr. Rangin Pallav Tripathy  
Registrar, NLUO



**Seminar Convener**  
Dr. Priyanka Anand  
Assistant Professor of Law  
National Law University Odisha



**Seminar Co- Convener**  
Ms. Rashmi Baug  
Research Associate cum Teaching Assistant  
National Law University Odisha



**Organizing Committee Members**

CWL Student Members  
E-mail – [cwl@nluo.ac.in](mailto:cwl@nluo.ac.in)



## Expert Discourse

---

- Justice S. Muralidhar, Chief Justice, Odisha High Court. (TBC)
- Dr. Kiran Bedi, Rtd. IPS, Ex-Lieutenant Governor of Puducherry
- Ms. Manjari Jaruhar, IPS (Retd.), Advisor, Tata Consultancy Services.
- Ms. Rekha Lohani, IPS, IG of Police, Bhubaneswar (IPSUP/22.02.1973), Addl.D.G.of Police, (CAW & CW) BBSR
- Dr. Minati Behera, Chairperson, Odisha State Women Commission (TBC)
- Prof. Dr. Ruchira Goswami, Associate Professor, WB NUJS, Kolkata (TBC)
- Shri Saumendra Kumar Priyadarshi, IPS Commissioner of Police, BBSR-CTC.

## **About National Law University Odisha**

---

The University was established and incorporated by the National Law University Odisha NLUO Act of 2008, for advanced teaching and research in law. NLUO is recognised under section 12(b) of the UGC Act 1956 and its degrees offered are recognised by Bar Council of India. NLUO is a member of UGC-INFLIBNET and a participant in the National Knowledge Network.

## **About National Commission for Women**

---

National Commission for Women (NCW) was established by the Parliament in January 1992 with the mission of enabling women to achieve equality and equal participation in all spheres of life by securing their due rights and entitlements through suitable policy formulation, legislative measures, effective enforcement of laws, implementation of schemes/policies, and devising strategies for specific problems/situations arising out of discrimination and atrocities against women. NCW envisions that Indian woman must be safe both within and outside the home, and should be fully empowered to enjoy all of her rights and entitlements, with equal opportunities to contribute in all spheres of life. With its countless accomplishments, NCW continues to promote equality and empower women in all sectors

## **About Centre for Women and Law**

The Centre for Women & Law (CWL) is a Research Centre of National Law University Odisha which works with the combined effort of faculty members and students of NLUO. The Centre was established with a view of having a platform for unremitting study of the structural, societal, legal and regulatory issues associated with gender from a multi-disciplinary perspective. The Centre envisions to undertake studies and raise awareness through holistic approach to gender issues, working towards equity and justice for all and provide a deeper legal and cultural appreciation of power imbalance. CWL operates as a research support group undertaking research projects, training and capacity building programmes for women's organisations and formal bodies involved with the execution of laws affecting women. It also works towards dissemination of knowledge and sensitization of society through its publications, webinars and conferences

# About the Seminar

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In India, one-third of married women are victims of domestic violence. Gender-based violence (GBV), including domestic violence, sexual assault, rape, and stalking, is a serious danger to women's equality and self-determination in public and private areas. Poor and disenfranchised people, particularly women, often lack access to a responsive police force, resulting in decreased security and increased crime and violence.

In an effort to address these concerns of Violence against Women (VAW), the Parliament has created a number of laws that allow women who have been victimized by violence to seek legal redress, such as the Criminal Law Amendment Act of 2013, the Sexual Harassment of Women at Workplace (Prevention, Prohibition and Redress) Act of 2013, and the Protection of Women From Domestic Violence Act of 2005, giving those who are victims of violence a legal avenue for recourse. While the legal amendments were a step in the right direction, there was a need to establish a gender and child sensitive front level functionary, namely the police force, which is the first point of contact for women and children in crisis. In an effort to address these problems and safeguard women from assault and exploitation, several states have constructed Mahila Thana or all-female police stations (AWPS). Gender-sensitive policing necessitates specialised training, more female presence in the force, and community engagement to incorporate gender concerns into policies, procedures, and operational practices.

# Objective of the Seminar

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- a. The primary objective is to promote an exchange of opinions about the issues and challenges facing the society regarding Gender based violence and role of Gender targeted policing interventions (Mahila Police Thana, Women's Help Desk at Police stations and more women in as well as deploying more female officers to these WHDs and enforcement agencies, improves frontline officer responsiveness to women, as well as crime and crime reporting) to combat the same.
- b. The seminar will provide a forum for elite professionals to share their experiences and research-based facts and figures on Gender targeted Policing intervention strategies in today's time.
- c. In particular, discussions will focus on the possibilities to improve the efficiency of the current state of Gender Targeted Policing Interventions whilst ensuring that the society remains sufficiently robust from a holistic perspective.
- d. To encourage regional and national communication and collaboration; promote professional interaction and lifelong learning, recognize outstanding contributions of individuals, encourage scholar researchers to pursue studies in Gender based violence and Gender Targeted Policing interventions and its working, efficiency and effectiveness.

## Seminar Schedule

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The seminar is proposed to be held on **28th October 2022**, in hybrid mode.

Timings: 8:00 AM - 4:30 PM.

The Venue of the Seminar is Seminar hall **National Law University Odisha Campus**.

## Important Dates to Remember

---

Last date for the submission of Abstract: **25th August, 2022**

Notification of Acceptance of the paper shall be given within 5 working days by **31st August 2022**.

Last date for the submission of Final Paper: **30th September, 2022**

Notification of Acceptance of the paper shall be given within 10 working days by **10th October 2022**.

Last date for registration: **12th October, 2022**

## Registration

There is **no registration fees**.

Registration Form for Participation: Click [here](#).

Form for paper presentation will be sent along with the approval of the abstract via mail.

Please note: Participant who want to attend the seminar and present the paper simultaneously are required to fill the form for both Paper Presentation and Participation.

## Call for Research Papers

Centre for Women and Law, National Law University, Odisha invites academicians, researchers, students, practitioners, social and women activists to submit research papers based on original empirical research or review papers related to the theme of the seminar. The Broad area of the seminar is

**"Women Police Station/Mahila Thana (Working, Efficiency And Effectiveness) "**.

## Theme of the Seminar

### 1. Law and Policy:

- The need for Gender Targeted Policing Interventions
- The effective implementation of Gender Targeted Policing Interventions
- Implementation strategies for Gender Targeted Policing interventions: Working, Efficiency, and Effectiveness
- Prevent, Detect, Mitigate, Monitoring, and Control Gender Based Violence
- Women Help Desks, Training of personnel etc.

## **2. Social and Psychological interventions:**

- Socio-legal and Empirical studies on vulnerable groups and Crime incidence
- Crime Mapping at these Gender sensitive enforcement services
- Working of the Gender Targeted Policing interventions with community, and organizations to prevent GBV
- Limitations of Gender Targeted Policing interventions
- Victim advocacy and social work
- Therapy for victims

## **3. Gender Targeted Policing interventions and women empowerment**

- Women in political and legal leadership
- Women position in the refugee crisis

## **4. Gender Targeted Policing interventions and employment opportunities**

- Women in education and employment
- Policy interventions concerning Abortion rights and marital rape
- Legal Interventions concerning the growing Patriarchy and the subsequent creation of women help desk.



# General Guidelines

1. Submissions are to be made in Electronic (MS Word format) form only and are to be sent to the google form (to be shared post approval of Abstract)
2. Each paper must be accompanied by an abstract of not more than 250 words and the maximum length of the paper should not be more than 6000 words. (Table, illustrations, charts, figures, etc. should be placed within the text at appropriate places.)
3. Subject line of Abstract Submission shall be: "Submission of Abstract: Seminar on Mahila Thana" and the same has to be sent to [cwl@nluo.ac.in](mailto:cwl@nluo.ac.in).
4. Citation/ referencing should be as per OSCOLA style.
5. Participants must fill in all the details including the name of the author/s, name of the Institution, Designation, Email Id, and Contact Number.
6. Text Specifications:
  - a. Font: Times New Roman
  - b. Size: 12
  - c. Line spacing: 1.5
  - d. Margin: 1 inch on each side
7. Footnotes Specifications:
  - a) Font: Times New Roman
  - b) Size: 10
  - c) Line Spacing: 1
8. Plagiarism in any form is strictly forbidden.
9. A maximum of two authors are allowed. (Co-authorship).

# **Scheme of the Seminar**

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The Seminar shall be held in Hybrid Mode (Physical and Virtual) to ensure more and pan India participation from people. This would help us get more divergent views from people across the country.

## **Format of the Paper**

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Format of the Research Paper

- Cover Letter
- Title of the paper (Bold)
- Abstract (250 words)
- Key words (A maximum of 5)
- Introduction
- References

Note- All the authors must send the declaration that the paper is original research work and has not been sent elsewhere for publication or presented in any conference/seminar.

## **Best Paper certificate**

---

The authors of selected papers (received upto the last date of submission, following all the rules and with requisite seminar fee) as recommended after peer review, shall be awarded with best paper certificate.

Additionally, All the participants will receive a Participation certificate.

**ANNEXURE 4 –**  
**FINAL SCHEDULE OF**  
**SEMINAR**



## *Schedule for the*

*NCW sponsored National Seminar on*

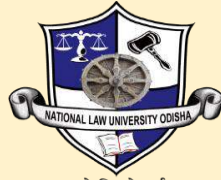
# **Women Police Station/ Mahila Thana (Working, Efficiency and Effectiveness)**

*on 28<sup>th</sup> October, 2022.*

<b>S NO.</b>	<b>TIME</b>	<b>EVENT</b>
1.	08:00 -08:45 AM	<i>Registration</i>
2.	09:00 - 10:00 AM	<i>Inaugural Session</i>
	09:00 – 09:15 AM	<b>About the seminar &amp; NCW - Introduction:</b> Dr. Priyanka Anand, Director, Centre for Women and Law, NLUO
	09:15 – 09:30 AM	<b>Welcome Address by Vice Chancellor, NLUO:</b> Prof. (Dr.) Ved Kumari, Vice Chancellor, NLUO
	09:30 – 09:45 AM	<b>Speech by Chancellor, NLUO:</b> <b>Ms. Manjari Jaruhar</b> , Retd. IPS, Advisor, Tata Consultancy Services
	09:45 – 10:00 AM	<b>Vote of Thanks:</b> Dr. Rangin P. Tripathy, Registrar, NLUO
3.	10:00 - 10:30 AM	<i>Tea Break + Group Photo</i>



4.	10:30 - 12:40 PM 10:30 - 11:00 AM 11:00 - 11:20 AM 11:20 - 11:40 AM 11:40 - 12:00 PM 12:00 - 12:15 PM 12:15 - 12:20 PM 12:20 - 12:25 PM 12:25 - 12:30 PM 12:30 - 12:40	<b>Technical Session 1: - Discussion with Resource Persons</b>  a. Ms. Manjari Jaruhar, Retd. IPS, Advisor, Tata Consultancy Services b. Mr. Saumendra K. Priyadarshi, IPS, Commsr. of Police (Bbsr-Ctc) c. Ms. Rekha Lohani, IPS, Addl. Commsr. of Police (Bbsr-Ctc) d. Ms. Rashmi Rekha Baug, Co-Director, CWL, NLUO. e. Research Team, Centre for Women and Law, NLUO. f. Ms. Anusuya Nayak, Mahila Thana I/c, Cuttack g. Ms. Durgeshwari, Dy. Mahila Thana I/c, Cuttack h. Ms. Santoshini Behera, Mahila Thana I/c, Bhubaneswar i. Sri Sushil Kumar Ray, Retd. District Judge, Registrar of OSWC j. Ms. Rosaline Sahoo, MADHYAM
c	12:40 - 01:00 PM	<b>Open House Discussion - (Discussion with Virtual Resource Persons, Participants and A/6udience)</b>
6.	01:00 - 01:45 PM	<b>Lunch Break</b>
7.	02:00 - 03:00 PM	<b>Technical Session 2: - Presentations by Key Note Speaker + Open House Discussion</b>  Dr. Kiran Bedi, Retd. IPS, Ex. Lieutenant Governor of Puducherry
8.	03:00 - 03:20 PM	<b>Break</b> - Proceed to Technical Sessions Venue
9.	03:20 - 04:20 PM	<b>Technical Session 3:</b> Paper Presentations in Technical Rooms
10.	04:30 - 04:45 PM	<b>Closing Remarks by Panellists</b>
11.	04:45 - 05:00 PM	<b>Valedictory Session</b>

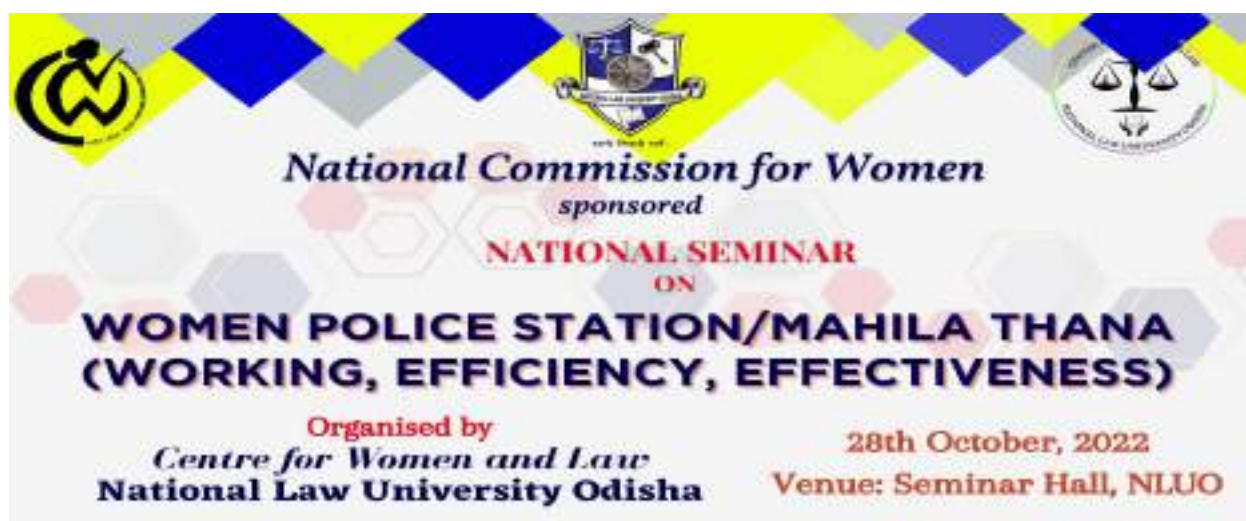


सत्ये स्थितो धर्मः



**ANNEXURE 5 –**  
**RESEARCH REPORT**  
**PREPARED BY THE CENTRE**  
**FOR WOMEN AND LAW, NLUO**  
**ON WOMEN POLICE**  
**STATIONS - WORKING ,**  
**EFFICIENCY &**  
**EFFECTIVENESS**

# WHITE PAPER – RESEARCH ON THE WOMEN POLICE STATIONS / MAHILA THANA (WORKING, EFFICIENCY & EFFECTIVENESS)



*Prepared by*



*Centre for Women & Law*  
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*Sponsored by*



**National Commission for Women**

*Plot 21, Jasola Institutional Area, New Delhi –  
110025.*



# ACKNOWLEDGEMENT

At the outset, the members of the Centre for Women and Law would like to express their earnest gratefulness and thank National Commission for Women for their endearing support and continued work towards the betterment of status of women in the society. We thank NCW for giving us the opportunity to organise the National Seminar on “Women Police Stations/Mahila Thana: Working, Efficiency and Effectiveness”. This opportunity gave us the impetus to work in the area and understand the ground realities of the application of law on the field. We took up this opportunity to research more upon this topic and come up with this research paper.

We are immensely grateful to our Vice chancellor, Prof. (Dr.) Ved Kumari for her relentless support in each of our endeavours towards the objectives of the centre for women and Law. She has been the inspiration and driving force behind this research and white paper from our end. Her ideas and vision towards our work has guided us to become a more research oriented centre.

We are also thankful to Prof. Yogesh Pratap Singh and Prof. (Dr.) Rangin Pallav Tripathy, Registrar of the University for instilling confidence in us and entrusting us with all the help required to carry out the research.

We would also like to express their gratitude to the Students, staff and administration of National Law University Odisha, Cuttack for the library infrastructure and IT lab that was a source of great help for carrying out this research.

*CENTRE FOR WOMEN & LAW,  
NATIONAL LAW UNIVERSITY ODISHA*

## **SPECIAL THANKS TO THE FOLLOWING STUDENTS OF NLUO FOR THEIR RELENTLESS HARD WORK IN COMING OUT WITH THIS RESEARCH PAPER:**

- *JAYANTI JAYA*
- *AMREEN ANWER*
- *SPARSHA S.*
- *JAHNAVI BHATTATHIRIPAD*
- *PRATHA BARLA*
- *PAAVANTA ARYA*

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## I. INTRODUCTION:

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Women Police stations rose as a medium for women to be able to better report crimes committed against them. It rose as a result of a need for specialized attention for investigating crimes against women or for providing them with the care they need through counselling and mediation.

The main objective of WPS is increasing access to justice for women who have been affected by crimes against them, increasing the representation of women in police force which is only 10.3 percent, curb the problem of gender based violence. It also aims to reduce hesitancy in reporting of gender-related crimes. It has been successful in that women are now getting the specialized attention they need. However, questions remain of its efficacy. Even though women now have a medium to report changes, whether reporting and investigating crimes has made that big an impact on society remains to be seen.

In this report, we have taken account of a significant number of Women Police Stations (hereinafter “WPS”) across India. We begin our report by giving a background on WPS and its history from the time the first WPS was opened in India. The report then proceeds to highlight the common challenges faced by WPS across the country and how the challenges affect the working of WPS. We then move on to discuss the accomplishments of WPS. Growth of WPS in the country is also tracked in this report by tracing the number of WPS from 2005 onwards in different states, we have also tracked the state-wise growth of WPS since 2005 and used this to make a comparison of the status of WPS among different states. We have also dedicated a section of the report to talk on the Model WPS, the best WPS in the country, and the worst WPS in the country, we have also tried to list the features of both the stations as a recommendation for other WPS to follow.

We have made a comparison of WPS in India with other South-East Asian countries, Brazil and other countries which have well-functioning WPS. Lastly, we have collated and studied all the data we collected to make recommendations and guidelines for the functioning of WPS across the Country.

The report discusses the concept and the status of Women Police Stations across India and we have tried to do so by dividing the report into the following chapters:

Chapter I- A historical perspective on WPS:

Chapter II- Challenges faced by WPS across the country;

Chapter III- Accomplishments of WPS;

Chapter IV- Growth of WPS since 2005;

Chapter V- Comparison of WPS across different states;

Chapter VI- The Model WPS and reflecting on the features with the best WPS;

Chapter VII- Comparison of WPS in India with the WPS in other countries;

Chapter VIII- Recommendations

## II. HISTORICAL PERSPECTIVE

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### 1. THE FIRST WOMEN POLICE STATION IN THE WORLD

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Specialized women's police stations or units in police stations were first established in Brazil in 1985 and have since gained popularity throughout Latin America.<sup>1</sup> *Delegacia de Polcia de Defesa da Mulher* (Police Station in Defense of Women), a specialised police station run exclusively by female police officers, was established by the So Paulo state government solely to investigate crimes of violence against women.<sup>2</sup> This distinctive institution was established during Brazil's transition from military to civilian government and was made possible by the re-democratization process.<sup>3</sup> Additionally, these Women Police Stations gave women more employment opportunities in the Police force.<sup>4</sup> As more complaints came in over time, thousands of women who had been suffering violence felt inspired to come forward and bring it to light. This increased the visibility of violence against women.<sup>5</sup>

This re-democratization movement was born out of the progressive political liberalisation that was taking place alongside Brazil's military dictatorship. Beginning in the middle of the 1970s, this opening process (abertura) culminated in the indirect election of a civilian president in 1985 and the founding of the New Brazilian Republic. Reports of sexual assault, torture, and the execution of political prisoners during the dictatorship sparked a national conversation about violence and the establishment of human rights organisations within the opposition movement, where women played a significant role.<sup>6</sup>

Several gruesome murders had attracted the public's attention between 1979 and 1984. Male-to-female violence and its inadequate resolution became a nationally visible, if not sensationalised, subject. In one instance of murder, in 1979, Rauil Doca Street killed his partner because she had chosen to end their relationship. The defence's claim that the victim's wrongful provocation caused the crime to be motivated by "violent emotion" was accepted by the court, and Street was only

---

<sup>1</sup> UN Women 'Women Police Stations/Units'(2011).

<sup>2</sup>Cecília MacDowell Santos '*The Birth of the World's First Women's Police Station*' (2005, Palgrave Macmillan, New York).

<sup>3</sup>ibid.

<sup>4</sup>ibid.

<sup>5</sup>ibid

<sup>6</sup>ibid.

given a 2-year prison term. Street was given a 15-year prison sentence when the decision was appealed in 1980, in part because of the large crowd of protesting women who had gathered outside the courthouse.<sup>7</sup> Murders like these had precipitated the need for police stations that catered specifically to the needs of women.

Despite the DDMs' widespread use and the astounding number of women they serve, Brazilian and foreign researchers<sup>8</sup> have not generally been complimentary of their performance. In fact, the DDMs are accused of many of the same apathetic actions that are commonplace in stations run by men. Only 16,219 (approximately one-third) of the 54,472 events that were reported statewide in the first part of 1994 led to a police investigation, and even fewer led to charges or convictions. Most reported incidents are only archived and forgotten.<sup>9</sup>

## 2. THE FIRST WOMEN POLICE STATION IN INDIA

---

The Kozhikode City Women's Police Station was the first all women police station in Asia. It was inaugurated in 1973 with much pomp and gaiety by the then Prime Minister Indira Gandhi.<sup>10</sup> Back then, the jurisdiction of the Women's Police Station included Town, Kasaba, Chemmangad, Nadakkavu, Panniyankara, Meenchantha and Medical College. Later the jurisdiction was extended to the entire Calicut City Police District.<sup>11</sup> But, in recent years, this station has fallen into neglect.<sup>12</sup> According to newspaper reports, drinking water is scarce to find in the station and washrooms have been compromised both for officers and for women who come to avail the services of the Mahila Thana.<sup>13</sup> This has affected how the WPS caters to victims who arrive to report crimes committed against them. Poor infrastructure affects not only the working conditions of the police officers but also does not create a conducive environment for victims coming to the WPS.

---

<sup>7</sup>Sara Nelson 'Constructing and negotiating gender in women's police stations in Brazil' (1996) 23 Latin American Perspectives <file:///C:/Users/hp/Desktop/2633942%20(1).pdf> accessed 20 October 2022.

<sup>8</sup>ibid

<sup>9</sup>ibid.

<sup>10</sup>Kozhikode City Vanitha Police Station, <<https://ps.keralapolice.gov.in/vanithakkdc-ps/about>>

<sup>11</sup>ibid.

<sup>12</sup>Express News Service, 'Asia's first women's police station in Kozhikode city cries for amenities' *The New Indian Express* (30 April 2022) <<https://www.newindianexpress.com/states/kerala/2022/apr/30/asias-first-womens-police-station-in-kozhikode-citycries-for-amenities-2448066.html>> accessed 20 October 2022.

<sup>13</sup>ibid.



### 3. ADMINISTRATION REFORMS COMMISSION REPORT, 2006

---

Inadequacy of facilities is not the only problem that women police stations across India face. The number of women in the police workforce in general are insufficient, which has prompted calls for greater representation of women in the police. It has been recommended by the Administrative Reforms Commission in 2006 that affirmative action within the police force in order to ensure that women constitute 33% of the workforce would resolve gender issues in policing.<sup>14</sup> The Government accepted the recommendations and decided that this reconfiguration should be achieved in the next five years.<sup>15</sup> But, lacunae still remain to be filled in that some women police stations are staffed by men due to fewer women in the workforce.<sup>16</sup>

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<sup>14</sup>Administrative Reforms Commission, Public Order : Justice for each ... Peace for all (Administrative Reforms Com No 5, 2006) para 5.16.6.

<sup>15</sup> *ibid.*

<sup>16</sup> Arun Dev 'Need for more women in reserve forces to tackle stirs: Karnataka police chief' *The Hindustan Times* (Bengaluru, 23 September 2022).

<<https://www.hindustantimes.com/cities/bengaluru-news/need-for-more-women-in-reserve-forces-to-tackle-stirs-karnataka-police-chief-101663872615691.html>> accessed on 20 October 2022.

### III. THE BEST WPS IN THE COUNTRY- KOHIMA POLICE STATION, NAGALAND

---

A police force is one of the essential parts of governance and society. Whether it is to uphold and enforce the law impartially, to protect life, liberty, property, and human rights, or to protect internal security, the police forces across the country have played a crucial role. The police force is the first responder in crises for citizens and ensures timely action. The police force imparts a feeling of protection and security among the citizens and locality. A well-trained, alert, responsible and accountable police force is required in every state and Union Territories of the country to guarantee the preservation of the fundamental rights of our citizens.

Modern Police organizations across the world use metrics and continuous improvement frameworks to measure and improve the performance of the forces' operations and effectiveness. This exercise to reward the best-performing police stations is undertaken annually by the Ministry of Home Affairs, Government of India to highlight the devotion and hard work of our police personnel and to encourage others to emulate them. The criteria for identifying the best Police Stations in the country is primarily based on their performance in crime prevention, investigation and disposal of cases, crime detection, community policing and maintenance of law and order.

The entire evaluation process has been reduced to two parts. Part 1 consists of records based on evaluation which carries 80% in overall marks and Part 2 is based on survey-based assessments which form 20% of the entire weightage.<sup>17</sup>

Part 1 of record based evaluation has been further divided into the following subheads:

Crime Based	Performance Based
Crime prevention and proactive measures	Action towards Crime against women

---

<sup>17</sup>“Ranking of Police Station 2021”, Ministry of Home Affairs, <[https://www.mha.gov.in/sites/default/files/PS\\_Ranking\\_2021\\_Engliish\\_23112021.pd](https://www.mha.gov.in/sites/default/files/PS_Ranking_2021_Engliish_23112021.pd)> accessed on 23 Oct

Execution	Disposal of Old cases
Disposal of Cases	Police Officers behaviour
Law and Order	Crime against weaker section
Minor Acts like RPGO, Excise, NDPS and Arma acts	Verification
Cases under case officer scheme	Road Safety
Trapped by ACB	Conviction
Suspension	Malkhana
	Penedency
	Community Reach
	False Entry

Part 2 of the survey-based assessment analyse the Infrastructure of police stations and the approachability of personnel and Citizens' feedback. This parameter comprises the physical

infrastructure like the Police Stations' building, rooms etc. To ensure a thorough evaluation, Citizen's feedback was analysed to understand the delivery of police services. Combining citizen feedback information with operational data availed through visits evaluates the overall performance of the Police Station.

According to “Ranking of Police Stations 2021”, the Kohima Women Police Station has been adjudged the ‘Best Police Station’ in Nagaland in the Annual Ranking of Police Stations done by the MHA.<sup>18</sup> They also came second under the head of Performance-based evaluation. The marks were allotted for disposing of old cases, speedy charge-sheeting of cases related to rape and crime against weaker section, recovery of stolen goods, detection of property offences, speedy verifications (for passport, arms, service, etc.), rate of accidents (in comparison to the previous year), rate of disposal of malkhana related case, case pendency rate, Community Liaison Group (CLG) meeting and false entries.

Sadar Bazar Delhi was ranked first overall in the ranking of police stations and the execution of warrants while Sevaliya, Gujarat police station ranked first under the preventive action head. Gangapur, Odisha came first under the head of Performance-based evaluation.

Kohima Women's Police Station came first under the State head category but couldn't perform better in the overall ranking. The most intriguing part was that Kohima Women's Police Station was the only women police in India to feature in the ranking by MHA. This indicates that there has been a lack of development for the Women's Police station. The reason can be the insufficient release of funds by the State Governments for the modernising of force, the absence of a support system and the lack of training.

#### **1. BEST PRACTICES FOLLOWED AT POLICE STATIONS:**

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Some of the best practices followed in a general police station and should be instilled Women Police Station is as follows:

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<sup>18</sup>Ibid.

*i. Helpline and register of complaints:*

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The best practice of the feedback registers of complaints in Haryana is received on the helpline number at District Head-Quarters are also being maintained. 50% of feedback of the total complaints is taken by the Nodal officer in the rank of DSP and 25% feedback is taken by the District Superintendent of Police himself regularly.

*ii. Complaint box and Suggestion box:*

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The best practice in Manipur WPS followed is the system of maintaining “Complaint box” and “Suggestion box”. Both the boxes are opened regularly and all the applications are recorded and proper actions are taken.<sup>19</sup>

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<sup>19</sup><https://megpolice.gov.in/sites/default/files/best-practices-police-stations-various-states-and-uts-f-2.pdf>

#### IV. REFLECTING ON THE FEATURES WITH RESPECT TO BEST WPS IN THE COUNTRY

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Only 12% of the Indian Police were women as of 2020. While many States have mandated 10% to 30% reservation for women in the police, not one of these States has met its goal. The share of women among the higher ranks was even lower at 8.7%.<sup>20</sup> A significant share of policewomen suffer due to patriarchal prejudices and are considered unfit for on-field tasks. Many stations also lack basic infrastructure such as separate toilets for women. For instance, in Bihar, 25% of the city police were women, the highest in the country, while in J&K, only 3.3% were women, which is the lowest. Most States have reserved some posts for women in the police force but in Kerala, only 0.26% of gazetted police officers were women despite 10% reservation for constable rank, while Chhattisgarh performed relatively better on this count at 18%.

##### 1. GENERAL PROBLEMS:

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##### *i. Prejudices towards women*

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A significant share of personnel said that policing is a man's job. A significant share of them, including women, were found to hold prejudiced notions about the capability of women in handling police duties. Women police are allowed only to perform specified tasks, which include assisting female prisoners, duties in connection to cases of violence against women and children, helping men police in any investigation regarding interrogation or execution of warrants or in any matter regarding women generally, watching duty of female suspects, and any miscellaneous duty according to ability. This kind of division of labour, along with persistent unfavourable perceptions about policewomen, seriously impedes both their professional development and sense of self.

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<sup>20</sup>Group Crises Asia 2008, "Women Police problems highlighted" <<https://www.dawn.com/news/757250/women-police-problems-highlighted>> Dawn News (2022)

## *ii. Poor support*

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Many women in the force expressed discontent due to poor infrastructures such as the non-availability of separate toilets and lack of venues to report workplace harassment. The majority of police stations in the city lack even the most basic amenities like sweepers, backup power, drinking water, and chefs, which is quite inconvenient for the employees. The situation is significantly worse for female traffic officers.

## *iii. Promotion and Retention*

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While internal issues plague the police departments' promotion processes primarily, the predominance of the distinct cadre system for men and women at the lower ranks hamper their professional advancement.<sup>21</sup> There are fewer prospects for promotion since there are fewer Head Constable, Sub-Inspector, and Inspector roles reserved for women police. Only a very small percentage of female constables get promoted to the position of Sub-Inspector, compared to male constables. Women are mostly concentrated in the constable and chief constable roles as a result.

## *iv. Maternity and Child Care Leave Policy*

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Policies regarding maternity leave exhibit a similar form of inequality amongst cadres. State cadres receive leave that ranges from 90 to 180 days depending on the state. States like Nagaland and Sikkim offer only 90 days of leave to a female cadre which is the lowest as compared to other states. There are hardly any childcare options for women in police forces.

According to “Ranking of Police Stations 2021”, the Kohima Women Police Station has been adjudged the ‘Best Police Station’ in Nagaland in the Annual Ranking of Police Stations done by the MHA. This ranking was based on the shortlist criteria that fail to account for the number of Women Police Station in the States. The ranking shortlisted only 3 police stations in the State where there is more than 750 police station, 2 police station in the State with fewer than 750

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<sup>21</sup>Robert Reiner, “The Police in the Class structure” (1978) 5(2) British Journal of Law and society 166-184

stations and 1 police station in Union Territories.<sup>22</sup> The rigid structure of ranking has accounted for the number of police stations as a whole and has not specified the number of WPS. Secondly, the evaluation criteria do not mention the number of women staff in police stations. Kohima Women Police Station was the only women police station that was short listed. This indicates that in the list of 750 police stations there was a place for only one woman police station. The ranking fails to account for the aspect of the women's police stations. Hence, there is a need for a more inclusive ranking that can stipulate the performance of Women at police stations. This will help in the development of Women's Police Stations across India.

#### *v. Maternity and Child Care Leave Policy*

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<sup>22</sup>Deeptiman Tiwari, “All women police station non- existence in most Union Territories” (2015) <<https://timesofindia.indiatimes.com/india/all-women-police-stations-non-existent-in-most-union-territories/articleshow/46695638.cms>> Times of India

<sup>23</sup>Anwar Mohyuddin, “General problems faced by women police” 1(7) Journal of social Sciences 255-263



## V. CHALLENGES TO MAHILA THANA

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Among the existing challenges to Mahila Thana the prominent ones are lack of proper infrastructure, need for an improved training, poor working condition, slow paced investigation and transfer of cases from special police station to women police station.

### 1. LACK OF PROPER INFRASTRUCTURE

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One of the major challenges that Women Police stations face is that of improper infrastructure.. Newspaper reports suggest that even the much-praised first Mahila Thana in India has been plagued with issues related to poor infrastructure. These issues include improper drinking water facilities, inadequate number of washrooms and lack of investigation rooms.<sup>24</sup> Moreover, in a survey from 2019 in which 12000 police personnel were interviewed, it was found that all across India, a large number of Police stations do not provide separate toilets for women.<sup>25</sup>

In a 2021 advisory from the Ministry of Home Affairs, it was found that only 8 WPS out of 22 had access to four essential amenities, including women's restrooms, counseling/consultation rooms, privacy areas for off-duty rest, and waiting areas for victims. There were 16 WPS with women's restrooms (rest rooms) available. At eight WPS, a private area for off-duty rest was available. 13 locations offered additional counselling and consultation rooms, and 14 locations offered waiting areas for witnesses and victims. There was no childcare facility in any of the WPS.<sup>26</sup> According to the advisory, the buildings the WPS were located in were not in a good condition anywhere, with a lot of WPS having “one or the other critical facilities absent”.<sup>27</sup> The advisory also asserted that “the absence of the basic facilities is one of the gravest limiting factors for women working in the women police stations”.<sup>28</sup>

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<sup>24</sup>Express News Service, ‘Asia’s first women’s police station in Kozhikode city cries for amenities’ *The New Indian Express* (30 April 2022) <<https://www.newindianexpress.com/states/kerala/2022/apr/30/asias-first-womens-police-station-in-kozhikode-citycries-for-amenities-2448066.html>> accessed 20 October 2022.

<sup>25</sup>Lokniti, ‘Status of Policing in India Report 2019’ (Lokniti 2019) <[https://www.lokniti.org/media/upload\\_files/SPIR%202019.pdf](https://www.lokniti.org/media/upload_files/SPIR%202019.pdf)>

<sup>26</sup>Ministry of Home Affairs, ‘Performance Audit of WPS’ (2021) <[https://www.mha.gov.in/sites/default/files/WSAdvisory\\_06072021\\_0.pdf](https://www.mha.gov.in/sites/default/files/WSAdvisory_06072021_0.pdf)>

<sup>27</sup>ibid.

<sup>28</sup>ibid.

In several recommendations spread across years, the Government has stressed on providing better infrastructure to Women Police stations, suggesting in one report dated 2010, that “basic amenities to women such as separate toilets and restrooms should be ensured at (the) workplace.”<sup>29</sup>

## 2. NEED FOR IMPROVEMENT IN TRAINING

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In several police stations across India, specialized training and skill development for tackling sensitive gender related issues is insufficiently imparted. The police staff interviewed for the aforementioned MHA advisory from 2021 reported that though they had undergone basic induction training at the time of joining the police force, they did not receive any specialized training while joining the WPS.<sup>30</sup> Specialized training, like that related to gender sensitisation have been recommended for both men and women, at the recruit level and multiple times throughout their careers through refresher and in-service training. Included in training should be a focus on instilling the proper values, morals, and societal obligations that a career in law enforcement demands.<sup>31</sup>

Additionally, it has been reported that police officers provide victims and petitioners advice based on their prior case-handling experience. Their lack of professional training in counseling, a highly specialized field, is evident. Therefore, it is recommended that police personnel acquire professional training in counseling if they are to perform it as a necessary element of their job. It is important to teach and promote the use of alternative conflict resolution methods by law enforcement. It should also be investigated whether online training is a possibility.<sup>32</sup> As for whether cases get transferred to all-gendered police stations if the WPS lacks facilities to carry out investigations for certain cases, there is no data available.

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<sup>29</sup>ibid.

<sup>30</sup>Ministry of Home Affairs, ‘Performance Audit of WPS’ (2021) <[https://www.mha.gov.in/sites/default/files/WSAdvisory\\_06072021\\_0.pdf](https://www.mha.gov.in/sites/default/files/WSAdvisory_06072021_0.pdf)>

<sup>31</sup>Bureau for Police Research and Development, Recommendations of Second National Conference for Women in Police ( BPRD, 2005) <[bprd.nic.in/WriteReadData/userfiles/file/2016112805303087765692ndNCWP.pdf](http://bprd.nic.in/WriteReadData/userfiles/file/2016112805303087765692ndNCWP.pdf)>

<sup>32</sup>Ministry of Home Affairs, ‘Performance Audit of WPS’ (2021) <[https://www.mha.gov.in/sites/default/files/WSAdvisory\\_06072021\\_0.pdf](https://www.mha.gov.in/sites/default/files/WSAdvisory_06072021_0.pdf)>

As such, there is an urgent need to train officers to conduct delicate and skilled investigations. Due to this, it is necessary to receive specialized training in all areas of crime investigation, including forensics, evidence gathering and storage, etc.<sup>33</sup>

The Model Police Act, 2006 which came as a result of the Mooshahary Committee recommendations<sup>34</sup> deals, among other matters, with how effective criminal investigation is to be conducted with the help of science and technology. It asserts that the officers posted in Special Crime Investigation Units be chosen “on the basis of their aptitude, professional competence and integrity.”<sup>35</sup> Through specialized training in investigative tactics, notably in the use of scientific aids to investigation and forensic science procedures, their professional skills will occasionally be strengthened.<sup>36</sup> The Mooshahary Committee also called for separating the police's core duties—investigating crimes and upholding law and order—from their non-core duties—as it considered reforming the current role and responsibilities of the State police forces.<sup>37</sup>

However, scientific and technology-related skills are found to be lacking in Mahila Thanas across the country. Several of them don't have facilities that allow them to carry out investigations that involve making use of advanced scientific investigation tools.

The main cause of the investigation's flaws, which often favor the accused, is the lack of legal and forensic investigation expertise. If the case lacks evidence or if the evidence is weak, the accused may be unfairly benefited and granted bail. Sometimes there is a dearth of proof or the evidence is gathered slowly. Senior police officials may fail to arrive at the crime scene or meet the victim while conducting an investigation. The Police are responsible for a thorough examination of the evidence gathered by IOs and provided in the charge sheet.<sup>38</sup>

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<sup>33</sup>Ibid.

<sup>34</sup>The Model Police Act, 2006

<sup>35</sup>Ibid.

<sup>36</sup>Department-Related Parliamentary Standing Committee On Home Affairs, ‘Two Hundred Thirty Seventh Report On Police - Training, Modernisation and Reforms’ (Rajya Sabha, 2022).

<sup>37</sup>ibid.

<sup>38</sup>Ministry of Home Affairs, ‘Performance Audit of WPS’ (2021) <[https://www.mha.gov.in/sites/default/files/WSAdvisory\\_06072021\\_0.pdf](https://www.mha.gov.in/sites/default/files/WSAdvisory_06072021_0.pdf)>

### 3. POOR WORKING CONDITIONS

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#### *i. Non- positioning of women in mainstream police tasks*

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Women in the police sector often face discrimination in this male dominated workplace. Women police officers aren't usually given important or core tasks to perform, instead they are assigned to handle as a telephone operator or a typist in the department or given the job of escorting women prisoners or investigating minor offenses.<sup>39</sup> Even in WPS, there are male police officers who are assigned to raid or arrest criminals as women police officers are seen as not having enough 'capability' and 'strength' to handle high intensity cases.

#### *ii. Workplace discrimination*

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Like most jobs WPS and AWPS have to struggle with stereotypical workplace discriminatory perceptions of women such as they lack strength and aggressiveness compared to male police officers, are incapable of handling high intensity crimes, should prioritize managing their homes, are incapable of working in inflexible hours etc. which leads to them having less motivation to work knowing they wouldn't be recognised in the patriarchal working environment.<sup>40</sup>

#### *iii. Lack of Job Satisfaction*

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A number of Women Police officers express dissatisfaction in their job based on the factors such as poor salary, improper infrastructure, uncertain working hours and conditions, workplace harassment etc.<sup>41</sup> Because of these reasons some are willing to leave the job of police which pays equivalent or more.

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<sup>39</sup>Gurpreet Randhawa and Komal Narang, 'Women in Police: Employment Status and Challenges' 15.

<sup>40</sup>Anita Kumari Panigrahi, 'A Study on Job Satisfaction of Women Police Working In Ganjam District, Odisha, India' 5.

<sup>41</sup>Nirvikar Jassal, 'Gender, Law Enforcement, and Access to Justice: Evidence from All-Women Police Stations in India' (2020) 114 American Political Science Review 1035.

#### *iv. Work life balance*

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All jobs require women to fulfil their “dual” roles, but handling this dual role asks for more requirements in the Police line. Most of them carry out the major responsibilities at home and are required to take care of it regardless if they are working or not. Because of this sometimes there's a reduction of hours at their workplace. It's been observed that higher their position is, higher is their level of stress.<sup>42</sup>

#### **4. SLOW PACED INVESTIGATIONS**

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Women employees at WPSs typically contact female victims and petitioners, provide counseling, and conduct inquiries and investigations into crimes against women. Along with their regular police responsibilities, the staff is also expected to handle Bandobust tasks, VTP duties, duties at community events and women's colleges, and addressing agitations and protests by women. Police personnel assigned to the WPS believe they are considered as extra force required to complete these jobs. However, if conducted for longer periods of time, these extra tasks hamper their regular work at WPS and cause delays in the investigations. Police women have, through reports, requested higher authorities to take the WPS seriously when it came to resolving disputes and conducting investigations.<sup>43</sup> But how far these requests have been heard and subsequently implemented remains to be seen.

#### **5. TRANSFER OF CASES FROM SPS TO WPS**

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After the establishment of WPS there was a gradual shift of all gendered cases from SPS to WPS. The police would transfer many cases related to women to WPS with explicit justifications like ‘this case concerns a dowry’, ‘this case concerns a woman’. ‘She mistakenly came to this station.’<sup>44</sup>

As most districts in many states don't have a WPS and the SPS would recommend going to WPS regarding VAW which takes a consuming amount of time to reach there, concerned women prefer

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<sup>42</sup> Gurpreet Randhawa and Komal Narang, ‘Women in Police: Employment Status and Challenges’ 15.

<sup>43</sup> Ibid.

<sup>44</sup> Nirvikar Jassal, ‘Gender, Law Enforcement, and Access to Justice: Evidence from All-Women Police Stations in India’ (2020) 114 American Political Science Review 1035.

not going and many cases go unreported. It tells us how there's actually a significant need for more WPS in every state.

**STATE-WISE TOTAL PERCENTAGE (FUND?) ALLOCATION FOR WOMEN POLICE UNDER THE MODERNISATION OF POLICE FORCE SCHEME** (in Crores)

<b>States</b>	<b>2014-15</b>
Andhra Pradesh	8.85
Goa	180.25
Maharashtra	916.51
Mizoram	0.6
Odisha	9.69
Telangna	265.89
West Bengal	6.68

States like Arunachal Pradesh, Gujarat, Himachal Pradesh, Jharkhand, Meghalaya, Nagaland, Punjab, Sikkim, and Uttarakhand have not allocated funds to women police for the modernisation

of the forces for the year 2014-15.<sup>45</sup> Union Territories like Andaman and Nicobar Islands, Chandigarh, Dadar and Nagar Haveli, Daman and Diu, Delhi, Lakshadweep and Puducherry have failed to allocate funds to women police in the year 2014-15. Further, there is no information available regarding the allocation of funds to women police for the modernisation of force for States like Bihar, Chattisgarh, Haryana, Jammu and Kashmir, Karnataka, Kerala, Madhya Pradesh, Rajasthan and Tamil Nadu.

In the year 2015-16, only Odisha Government allocated Rs 13.23 Crores to women police for the modernisation of the police force. Nonetheless, the Government of Chattisgarh also allocated 276 Lakhs in 2016-17 to women police for the modernisation of the force.

It can be concluded from the data, that there has been inconsistency in the allocation of funds for the modernisation of police by the State Governments. The objective of the modernisation of the women's police is to provide adequate training, infrastructure, and capacity building. Funds released by the State government under the modernisation scheme are necessary for the construction of separate toilets and changing rooms for women, and for constructing separate accommodations for women with attached toilets in all police stations and units. The women's police force today needs to tackle traditional crimes and cybercrimes. This calls for better and modernized communication, tracking and monitoring equipment.<sup>46</sup> The lack of funds released by the government affects the scope of enhancement of women police. This leads to poor investigation, and insufficient legal knowledge and hampers the process of development of women police as a whole.

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<sup>45</sup>Data referred from "Data on Police Organizations 2015", <<https://bprd.nic.in/WriteReadData/userfiles/file/201607121235174125303FinalDATABOOKSMALL2015.pdf>>, accessed on 23 Oct

<sup>46</sup>Notification, Ministry of Home Affairs, Government of India, No. 21011/23/2013-PM-1, <<https://womenpoliceindia.org/sites/womenpoliceindia.org/files/Modernization%20of%20Police%20Force%20Guidelines.PDF>>, accessed on 23 Oct

## **VI. ACCOMPLISHMENT OF MAHILA THANA**

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For understanding the accomplishment of WPS we have traced its growth from 2005 onwards in the country and in the thirty-six states and Union Territories. For understanding the impact of WPS on the crime rate we have tried to draw compare the increase in WPS with the crime rate.

### **1. NUMBER OF WOMEN POLICE STATIONS IN DIFFERENT YEARS ACROSS THE COUNTRY**

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<b>YEAR</b>	<b>NUMBER OF WOMEN POLICE STATIONS ACROSS THE COUNTRY</b>
<b>2005</b>	298
<b>2006</b>	326
<b>2007</b>	328
<b>2008</b>	330
<b>2009</b>	342
<b>2010</b>	397
<b>2011</b>	442



<b>2012</b>	499
<b>2013</b>	502
<b>2014</b>	518
<b>2015</b>	535
<b>2016</b>	586
<b>2017</b>	613
<b>2018</b>	638
<b>2019</b>	649
<b>2020</b>	672
<b>2021</b>	696

From the above table, we observe that the growth in the number of WPS is not consistent. It was only in the years 2008-12 that more than 40 WPS were established each year, other than that the growth of WPS is more or less stagnant in the country. The average growth rate is 24.875 which means there are states where the number of WPS has not increased even by 1 station every year which is not ideal for curbing crime against women and this should change, there should be rapid increase in number of WPS in each state every year to effectively check and reduce crime against women.

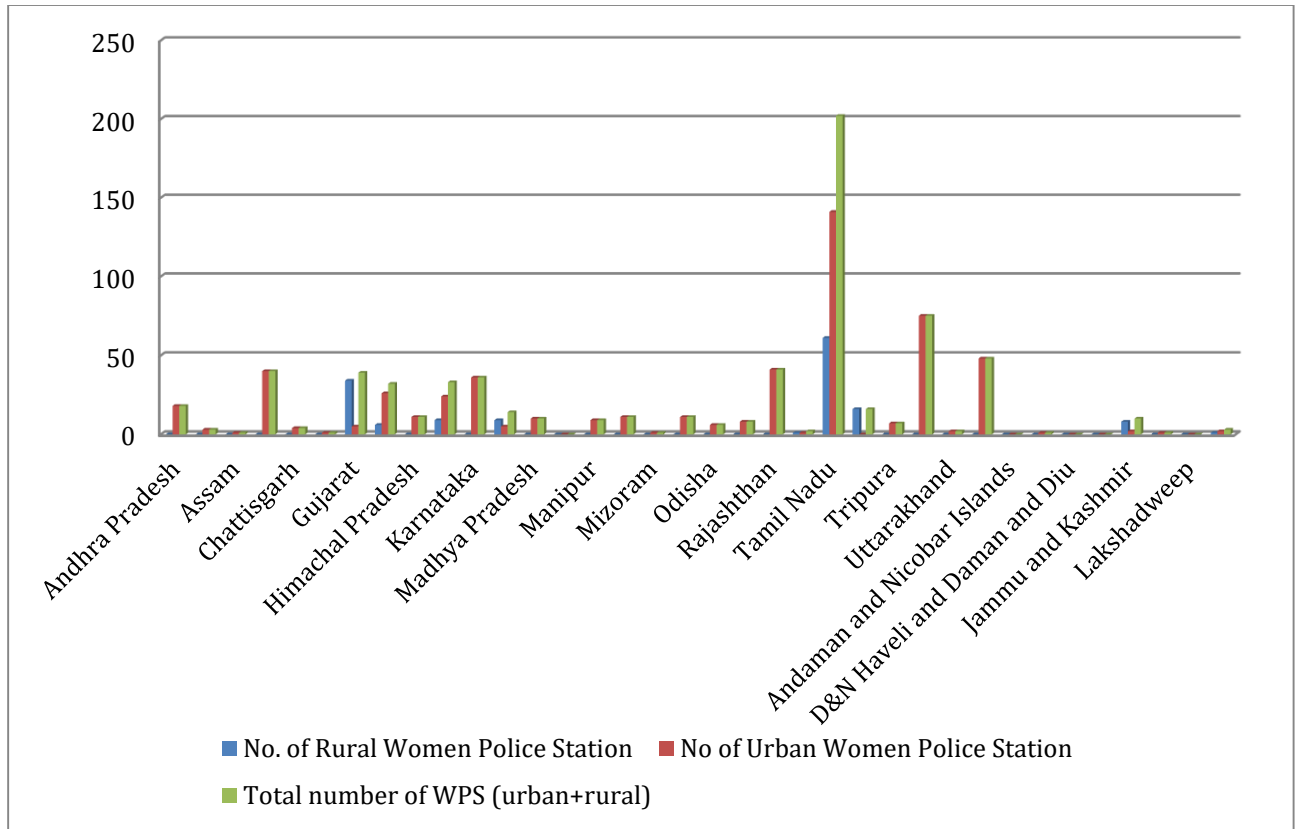


## 2. NUMBER OF WOMEN POLICE STATIONS ACROSS DIFFERENT STATES

SL. NO.	STATES/UTs	NUMBER OF RURAL WOMEN POLICE STATIONS	NUMBER OF URBAN WOMEN POLICE STATIONS	TOTAL NUMBER OF (RURAL+URBAN) WOMEN POLICE STATIONS
1.	Andhra Pradesh	0	18	18
2.	Arunachal Pradesh	0	3	3
3.	Assam	0	1	1
4.	Bihar	0	40	40
5.	Chattisgarh	0	4	4
6.	Goa	0	1	1
7.	Gujarat	34	5	39
8.	Haryana	6	26	32
9.	Himachal Pradesh	0	11	11
10.	Jharkhand	9	24	33
11.	Karnataka	0	36	36
12.	Kerala	9	5	14
13.	Madhya Pradesh	0	10	10
14.	Maharashtra	NA	NA	NA
15.	Manipur	0	9	9
16.	Meghalaya	0	11	11
17.	Mizoram	0	1	1
18.	Nagaland	0	11	11
19.	Odisha	0	6	6
20.	Punjab	0	8	8

21.	Rajasthan	0	41	41
22.	Sikkim	1	1	2
23.	Tamil Nadu	61	141	202
24.	Telangana	16	0	16
25.	Tripura	0	7	7
26.	Uttar Pradesh	0	75	75
27.	Uttarakhand	0	2	2
28.	West Bengal	0	48	48
29.	Andaman and Nicobar Islands	0	0	0
30.	Chandigarh	0	1	1
31.	D&N Haveli and Daman and Diu	0	0	0
32.	Delhi	0	0	0
33.	Jammu and Kashmir	8	2	10
34.	Ladakh	0	1	1
35.	Lakshadweep	0	0	0
36.	Puducherry	1	2	3

Presence of WPS in rural areas in states and the UTs is very minimal, 21 states currently do not have a single WPS in rural areas, we fail to find a clear division for Women Police Stations in urban and rural areas. Out of eight UTs, only Jammu and Kashmir has more WPS in rural areas than in urban areas and most UTs do not have a single WPS in rural areas, which is worrying, to control crime against women and increase the reporting of crime against women, the institution of WPS is a must in rural areas, which is not the case currently



**3. COMPARISON OF NUMBER OF DISTRICTS AND NUMBER OF WOMEN  
POLICE STATION IN DIFFERENT STATES**

<b>STATE</b>	<b>NUMBER OF DISTRICTS</b>	<b>NUMBER OF WOMEN POLICE STATION</b>	<b>CRIME RATE AGAINST WOMEN</b>
Andhra Pradesh	26	18	67.2
Arunachal Pradesh	26	3	49.1
Assam	33	1	168.3
Bihar	38	40	30.2
Chattisgarh	27	4	49.8
Goa	2	1	28.9
Gujarat	33	39	22.1
Haryana	22	32	119.7
Himachal Pradesh	12	11	43.8
Jharkhand	24	33	43.0
Karnataka	29	36	43.8
Kerala	14	14	73.3
Madhya Pradesh	52	10	74.7

Maharashtra	36	NA	66.0
Manipur	16	9	19.1
Meghalaya	11	11	41.7
Mizoram	8	1	29.1
Nagaland	12	11	5.1
Odisha	30	6	137.8
Punjab	22	8	39.2
Rajasthan	33	41	105.4
Sikkim	5	2	40.6
Tamil Nadu	38	202	22.2
Telangana	34	16	111.2
Tripura	8	7	40.2
Uttar Pradesh	76	75	50.5
Uttarakhand	13	2	61.5
West Bengal	25	48	74.6

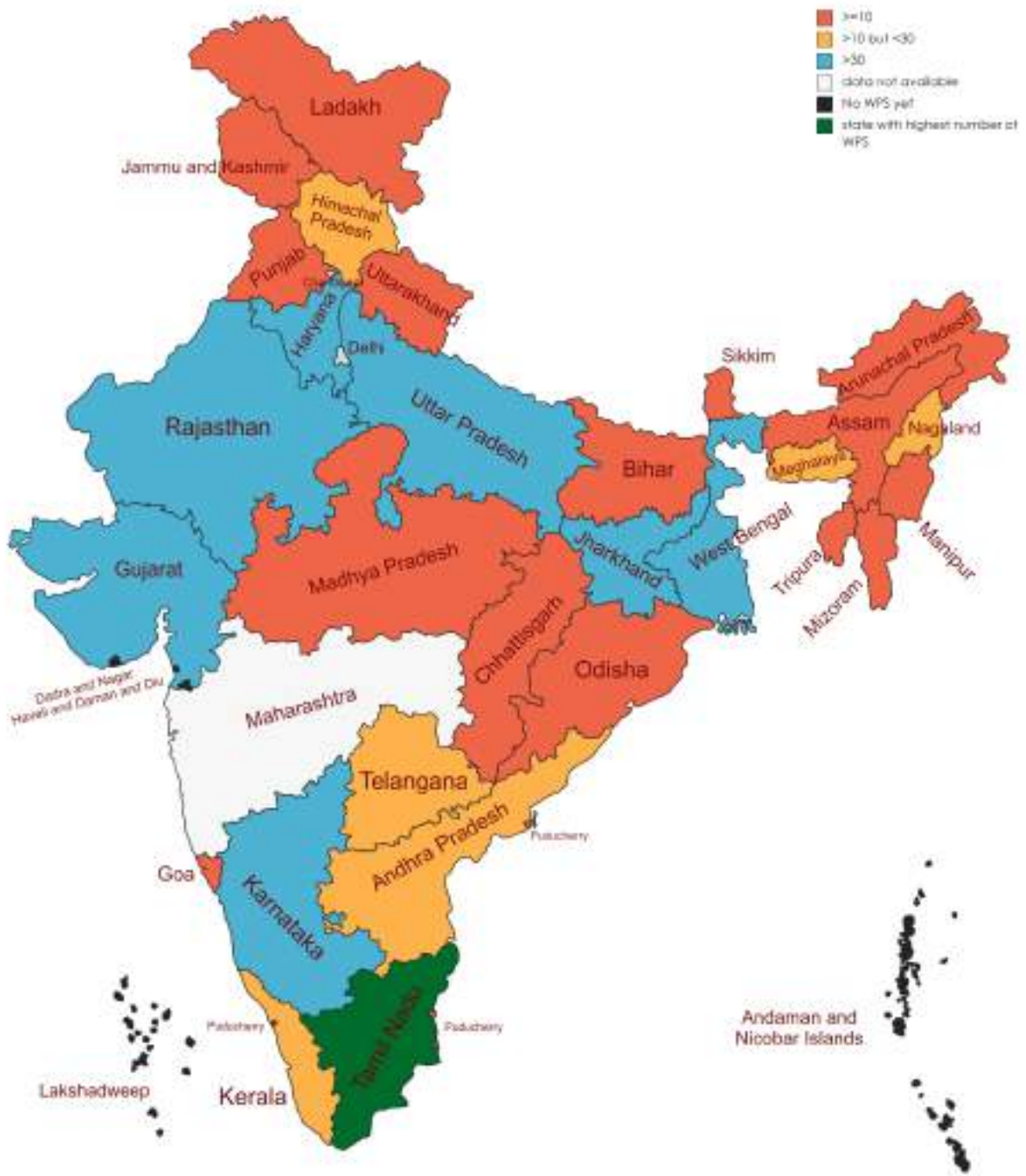
It has been observed that even though some states have larger number of WPS, the concentration of WPS in these states is limited to a few districts, due to which the WPS in those states have no substantive effect on crime rate. It can be seen in the above table that though Rajasthan has 41 WPS for its 33 districts, the crime rate against women is well above 100%, one of the probable reasons of this could be uneven distribution of WPS with some districts having higher concentration of WPS and some having negligible number of WPS, same is the case with Haryana which has 32 WPS for its 22 districts and the crime rate there is 119.7. For WPS to have any substantive effect on crime rate against women, a particular state should have even distribution of WPS across all its districts as can be seen in the case of Tamil Nadu which has exorbitant 202

WPS for its 38 districts with even distribution of WPS across all its districts, having a substantive effect on the crime rate which is pegged at meagre 22.2%. Parliamentary Standing Committee on Home Affairs of Rajya Sabha in its two hundred thirty seventh report recommended the Ministry of Home Affairs to advise states to establish at least one all-women police station in each district.<sup>47</sup>

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<sup>47</sup>Parliamentary Standing Committee on Home Affairs, *Police-Training, Modernisation and Reforms* (Report No 237, 2022) para 3.24.8.





**VII. COMPARISON OF WOMEN POLICE STATIONS ACROSS DIFFERENT STATES**

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**1. ANDHRA PRADESH**

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YEAR	NUMBER OF WOMEN POLICE STATIONS
2005	26
2006	26
2007	26
2008	27
2009	27
2010	27
2011	32
2012	32
2013	32
2014	32
2015	18
2016	18
2017	18
2018	18
2019	18
2020	18

2021	18
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## 2. ARUNACHAL PRADESH

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YEAR	NUMBER OF WOMEN POLICE STATIONS
2005	0
2006	0
2007	0
2008	0
2009	0
2010	0
2011	0
2012	0
2013	0
2014	0
2015	0
2016	1
2017	1
2018	NA
2019	NA
2020	NA

2021	3
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### 3. ASSAM

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YEAR	NUMBER OF WOMEN POLICE STATIONS
2005	1
2006	1
2007	1
2008	1
2009	1
2010	1
2011	1
2012	1
2013	1
2014	1
2015	1
2016	1
2017	1
2018	1
2019	1
2020	1
2021	1

#### 4. BIHAR

---

YEAR	NUMBER OF WOMEN POLICE STATIONS
2005	0
2006	0
2007	0
2008	0
2009	0
2010	0
2011	0
2012	40
2013	40
2014	40
2015	40
2016	40
2017	40
2018	40
2019	40
2020	40
2021	40

## 5. CHATTISGARH

---

YEAR	NUMBER OF WOMEN POLICE STATIONS
2005	3
2006	3
2007	3
2008	4
2009	4
2010	4
2011	4
2012	4
2013	4
2014	4
2015	4
2016	4
2017	4
2018	4
2019	4
2020	4
2021	4

## 6. GOA

---

YEAR	NUMBER OF WOMEN POLICE STATIONS
2005	1
2006	1
2007	1
2008	1
2009	1
2010	1
2011	1
2012	1
2013	1
2014	1
2015	1
2016	1
2017	1
2018	1
2019	1
2020	1
2021	1

## 7. GUJARAT

---

YEAR	NUMBER OF WOMEN POLICE STATIONS
2005	7
2006	7
2007	7
2008	7
2009	8
2010	19
2011	31
2012	31
2013	32
2014	32
2015	32
2016	32
2017	38
2018	NA
2019	NA
2020	NA
2021	39



## 8. HARYANA

---

YEAR	NUMBER OF WOMEN POLICE STATIONS
2005	1
2006	1
2007	1
2008	1
2009	1
2010	2
2011	2
2012	2
2013	2
2014	2
2015	2
2016	22
2017	22
2018	NA
2019	NA
2020	NA
2021	32

## 9. HIMACHAL PRADESH

---

YEAR	NUMBER OF WOMEN POLICE STATIONS
2005	0
2006	0
2007	0
2008	0
2009	0
2010	0
2011	0
2012	0
2013	0
2014	0
2015	3
2016	5
2017	5
2018	NA
2019	NA
2020	NA
2021	11

## 10. JHARKHAND

---

YEAR	NUMBER OF WOMEN POLICE STATIONS
2005	0
2006	22
2007	22
2008	22
2009	22
2010	22
2011	22
2012	22
2013	22
2014	22
2015	24
2016	24
2017	30
2018	NA
2019	NA
2020	NA
2021	33

## 11. KARNATAKA

---

YEAR	NUMBER OF WOMEN POLICE STATIONS
2005	10
2006	10
2007	10
2008	10
2009	10
2010	10
2011	10
2012	10
2013	10
2014	10
2015	10
2016	20
2017	35
2018	NA
2019	NA
2020	NA
2021	36

## 12. KERALA

---

YEAR	NUMBER OF WOMEN POLICE STATIONS
2005	3
2006	3
2007	3
2008	3
2009	3
2010	3
2011	3
2012	4
2013	4
2014	4
2015	5
2016	8
2017	9
2018	NA
2019	NA
2020	NA
2021	14

### 13. MADHYA PRADESH

---

YEAR	NUMBER OF WOMEN POLICE STATIONS
2005	9
2006	9
2007	9
2008	9
2009	9
2010	9
2011	9
2012	9
2013	9
2014	9
2015	9
2016	10
2017	10
2018	10
2019	10
2020	10
2021	10

## 14. MAHARASHTRA

---

YEAR	NUMBER OF WOMEN POLICE STATIONS
2005	NA
2006	NA
2007	NA
2008	NA
2009	NA
2010	NA
2011	NA
2012	NA
2013	NA
2014	NA
2015	NA
2016	NA
2017	NA
2018	NA
2019	NA
2020	NA
2021	NA

## 15. MANIPUR

---

YEAR	NUMBER OF WOMEN POLICE STATIONS
2005	1
2006	1
2007	1
2008	1
2009	1
2010	9
2011	9
2012	9
2013	9
2014	9
2015	9
2016	9
2017	9
2018	9
2019	9
2020	9
2021	9



## 16. MEGHALAYA

---

YEAR	NUMBER OF WOMEN POLICE STATIONS
2005	0
2006	0
2007	0
2008	0
2009	7
2010	7
2011	7
2012	7
2013	7
2014	7
2015	7
2016	7
2017	7
2018	NA
2019	NA
2020	NA
2021	11

## 17. MIZORAM

---

YEAR	NUMBER OF WOMEN POLICE STATIONS
2005	0
2006	0
2007	0
2008	0
2009	1
2010	0
2011	0
2012	0
2013	0
2014	0
2015	0
2016	0
2017	0
2018	NA
2019	NA
2020	NA
2021	1

## 18. NAGALAND

---

YEAR	NUMBER OF WOMEN POLICE STATIONS
2005	0
2006	0
2007	0
2008	0
2009	0
2010	0
2011	0
2012	0
2013	0
2014	0
2015	0
2016	0
2017	4
2018	NA
2019	NA
2020	NA
2021	11

## 19. ODISHA

---

YEAR	NUMBER OF WOMEN POLICE STATIONS
2005	6
2006	6
2007	6
2008	6
2009	6
2010	6
2011	6
2012	6
2013	6
2014	6
2015	6
2016	6
2017	6
2018	6
2019	6
2020	6
2021	6

## 20. PUNJAB

---

YEAR	NUMBER OF WOMEN POLICE STATIONS
2005	4
2006	4
2007	6
2008	6
2009	6
2010	5
2011	5
2012	6
2013	7
2014	7
2015	7
2016	8
2017	8
2018	8
2019	8
2020	8
2021	8

## 21. RAJASTHAN

---

YEAR	NUMBER OF WOMEN POLICE STATIONS
2005	12
2006	14
2007	14
2008	14
2009	14
2010	24
2011	24
2012	29
2013	29
2014	40
2015	40
2016	40
2017	40
2018	NA
2019	NA
2020	NA
2021	41

## 22. SIKKIM

---

YEAR	NUMBER OF WOMEN POLICE STATIONS
2005	0
2006	0
2007	0
2008	0
2009	0
2010	0
2011	0
2012	0
2013	0
2014	0
2015	0
2016	0
2017	2
2018	2
2019	2
2020	2
2021	2

## 23. TAMIL NADU

---

YEAR	NUMBER OF WOMEN POLICE STATIONS
2005	195
2006	196
2007	196
2008	196
2009	196
2010	196
2011	196
2012	196
2013	196
2014	199
2015	199
2016	200
2017	203
2018	NA
2019	NA
2020	NA
2021	202



## 24. TELANGANA

---

YEAR	NUMBER OF WOMEN POLICE STATIONS
2005	0
2006	0
2007	0
2008	0
2009	0
2010	0
2011	0
2012	0
2013	0
2014	0
2015	14
2016	14
2017	12
2018	NA
2019	NA
2020	NA
2021	16

## 25. TRIPURA

---

YEAR	NUMBER OF WOMEN POLICE STATIONS
2005	1
2006	1
2007	1
2008	1
2009	1
2010	1
2011	1
2012	1
2013	2
2014	3
2015	4
2016	7
2017	7
2018	7
2019	7
2020	7
2021	7

## 26. UTTAR PRADESH

---

YEAR	NUMBER OF WOMEN POLICE STATIONS
2005	11
2006	12
2007	12
2008	12
2009	12
2010	42
2011	71
2012	71
2013	71
2014	71
2015	71
2016	71
2017	71
2018	NA
2019	NA
2020	NA
2021	75

## 27. UTTARAKHAND

---

YEAR	NUMBER OF WOMEN POLICE STATIONS
2005	2
2006	2
2007	2
2008	2
2009	2
2010	2
2011	2
2012	2
2013	2
2014	2
2015	2
2016	2
2017	2
2018	2
2019	2
2020	2
2021	2

## 28. WEST BENGAL

---

YEAR	NUMBER OF WOMEN POLICE STATIONS
2005	0
2006	0
2007	0
2008	0
2009	0
2010	0
2011	0
2012	10
2013	10
2014	10
2015	20
2016	30
2017	40
2018	NA
2019	NA
2020	NA
2021	48

## VIII. OBSERVATIONS

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- Starting with 2005, there were many states that did not have WPS, but WPS were eventually opened in those states in later years. These states are- Arunachal Pradesh, Bihar, Himachal Pradesh, Jharkhand, Meghalaya, Mizoram, Nagaland, Sikkim and West Bengal.
- But, now some of these states like Bihar, Meghalaya and West Bengal have more WPS than many other states which had WPS in 2005.
- There are no WPS in Maharashtra which is strange given its size, populations and its reputation of being one of the more developed states in India.
- In some states the number of WPS, starting with 2005, never changed. Goa had 1 WPS in 2005 and the number still remains the same, same is the case with Assam, Odisha had 6 WPS in 2005 and it still has 6 states.
- It has been also observed that even though some states have larger number of WPS, the concentration of WPS in these states is limited to a few districts, due to which the WPS in those states have no substantive effect on crime rate. Parliamentary Standing Committee on Home Affairs of Rajya Sabha in its two hundred thirty seventh report recommended the Ministry of Home Affairs to advise states to establish at least one all-women police station in each district.
- Some states saw sudden increase in number of WPS in a year. Gujarat had 19 WPS in 2010 which rose to 31 in 2011, Uttar Pradesh had 42 WPS in 2010 which rose to 71 in 2011 and West Bengal had no WPS in 2011, but within a year many WPS were opened taking the number to 10 in 2012.
- In terms of WPS, Tamil Nadu has the best performance, beginning with 2005, it had 195 WPS which is a great achievement given that at that time many of the states did not have a single WPS. The number of WPS in Tamil Nadu gradually increased through the years and now it boasts of 202 WPS, the highest in the country. It is also one of the few states where the WPS are evenly distributed throughout its 38 districts, which has had substantive effect on the rate of crime against women which stands at a meagre 22.2%, whereas some states, like Odisha, Rajasthan, Telangana, Haryana, etc. have crime rate that exceeds 100%.

## IX. COMPARATIVE STUDY : INDIA AND BRAZIL

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The deep-rooted gender violence and other crimes against women is prevalent among Indian women. India has been placed in position 148 out of 170 countries around the globe<sup>48</sup> However, this is not an uncommon practise and is prevalent in many countries. To tackle this issue and promote gender-sensitive policing and law enforcement, the idea of All-Women's Police Station was introduced. Many nations have adopted the practise to combat the prevalent crimes and respond to the dire necessity, thus achieving or enabling a path to achieve accessibility and access to justice among women. The units are often set off from conventional stations and staffed by specially trained women officers. It has features that regular police stations do not have, which includes working with other organizations that provide legal or psychological support to address issues such as child custody. WPS offer a solution to these problems because a woman making a complaint to them would be sure of encountering a woman officer who could be expected to understand her situation (Natarajan, 2016). The idea behind women serving women reinforces the need for recruiting more women in policing to assist with the implementation of gender-sensitive police initiatives.

The first Women Police Station was introduced in Soa Paula, Brazil in 1985 and has thus expanded within the country and beyond. Many Latin American countries like Argentina, Bolivia, Ecuador, Ghana, Kosovo, Liberia, Nicaragua, Peru, the Philippines, Sierra Leone, South Africa, Uganda and Uruguay have followed the practice. In Asia, India and Pakistan have also implemented Women Police stations.

### 1. WPS IN BRAZIL

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In 1985, Brazil set up its first Women Police Station amidst the increasing Gender violence and the embedded patriarchy. Women Police Station in Brazil was Established under the special category of police and was named as 'Delegacias Especializadas de Atendimento à Mulher' (DEAM), literally translated as specialized police service for women, constitute a part of the Civil Police and are focused on crimes such as rape and domestic violence that target women. This idea

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<sup>48</sup>"Women, Peace, and Security Index", Georgetown Institute of Women Peace and Security. Retrieved on 2022-10-20

was imitated by other municipalities, and the network of DEAMs has continued to grow ever since. The statute Maria da Penha, which was passed in August 2006, made the development of DEAMs a federal affair by facilitating funding and establishment as the women's movement increased and domestic abuse became a national concern. Out of 5,564 municipalities, little under 500 had DEAMs by 2009<sup>49</sup>.

WPS are located in the same or similar proximity to normal police stations. Although female cops predominate, some stations include male officers for security considerations when officers must make house visits in high-risk areas. In contrast to India, women officers serving in the WPS are part of the civil police, and officers are not compelled to wear uniforms and are not assigned to street patrol, which is the responsibility of the military police. They do, however, have the competence to investigate violations of Brazilian criminal law. The station's commander must have a law degree, and special agents investigate cases. Thus, their primary functions include both mediation and investigation of crimes.

## 2. WPS IN INDIA

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In India, the first all-female police force was established on October 27, 1973, by Prime Minister Indira Gandhi, the country's prime minister, in an effort to minimize crimes against women and offer gender-sensitive prisons for female criminals. India, currently, has 696 WPS<sup>50</sup>. The head of an all-women station (an inspector or sub-inspector), who works for the Para militaristic Indian police force, answers to the commissioner or assistant commissioner of the police district. 15 female police officers, including three head constables and twelve constables, are typically assigned to most stations. The goal is to reach a resolution between the parties without going to court once a complaint has been made at the police station. For instance, the police officer in charge will summon the parties to the station and conduct enquiries if the complaint involves a dispute between a husband and wife or a daughter-in-law and her in-laws<sup>51</sup>. Professional conflict

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<sup>49</sup>Perova E and Reynolds SA, "Social Science & Medicine" (Social Science & Medicine | Vol 151, Pages 1-258 (February 2016) | ScienceDirect.com by Elsevier January 6, 2017) <<https://www.sciencedirect.com/journal/social-science-and-medicine/vol/151/suppl/>>accessed October 22, 2022.

<sup>50</sup>'Data on Police Organizations 2021', Bureau of Police Research and Development.

<sup>51</sup>Natarajan M and Babu D, "Women Police Stations: Have They Fulfilled Their Promise?" (Taylor & Francis, September 6, 2020) <<https://www.tandfonline.com/doi/full/10.1080/15614263.2020.1809827>>accessed October 22, 2022



resolution techniques (negotiation and mediation) have become an essential component of the work of WPS in India, where they are viewed as stand-ins for informal rural restorative justice systems known as "panchayats." In the Indian setting, dispute resolution techniques are effective because many women report domestic violence and major disputes at an early stage. This enables women's police involvement to both control current issues and avoid violence in the future.<sup>52</sup>

The majority of complainants, who are also referred to as petitioners, do not wish to file claims against their partners or spouses. Instead, they desire a warning and support for therapy in order to rebuild and repair their family bonds. They think that if female police officers punish them, their spouses or other family members won't beat them anymore. In other words, they want the female police officers to arbitrate the conflicts<sup>53</sup> Therefore, the primary function of the police in WPS is centered around Dispute mediation. They approach the problem with the mindset to resolve the marital issues and fix the marriage, rather than the traditional complaint method which directs women to separate from their husband and file a complaint. Thus, the approach must not be viewed in a one-dimensional lens which paints the picture of police officers in WPS to only operate with embedded patriarchy as argued by major outlooks. But there is a need to consider the approach with greater sensitivity and while keeping in mind the cultural context, such that the gender-policing mechanism caters to the subtleties and complexity of Indian society and its mind set. Furthermore, the women police's conflict settlement work also assists petitioners and counter-petitioners learn how to solve their difficulties in the future. Small quarrels and tiny misunderstandings that may normally develop into severe conflict in families, particularly in joint family systems, which are common in India, should be avoided. While women can seek assistance from women's groups or social service agencies rather than going to WPS, many rural women have very limited access to social services, and police stations are the only visible and known agents of government authority in rural India. When a cognizable violation involving physical abuse is involved in a case, the officer in charge will write a First Information Report (FIR), which permits a formal inquiry.

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<sup>52</sup>Natarajan M and Babu D, "Women Police Stations as a Dispute Processing System" (Taylor & Francis, September 26, 2008) <[https://www.tandfonline.com/doi/abs/10.1300/J012v16n01\\_04](https://www.tandfonline.com/doi/abs/10.1300/J012v16n01_04)>accessed October 22, 2022

<sup>53</sup>Natarajan M and Babu D, "Women Police Stations: Have They Fulfilled Their Promise?" (Taylor & Francis, September 6, 2020) <<https://www.tandfonline.com/doi/full/10.1080/15614263.2020.1809827>>accessed October 22, 2022

## X. INDIA AND BRAZIL : ANALYSIS

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WPS are functionally similar in both India and Brazil, they were both introduced in the respective countries to mitigate the rising violence against women and further the gender-sensitive initiatives in the police sector. The introduction of WPS in both the countries provided for higher induction of women into the Male-dominated police sector. WPS primarily were created to cater to the victims of gender crimes such as Domestic Violence, Female homicide, Violence among Intimate partners, Rape, Sexual Assault, Child Abuse cases, etc. However, one key difference between the countries in the reported crimes is regarding Dowry crimes and other related offences, which is prevalent in India but is not recognised in Brazil. Dowry cases and FIRs registered on dowry contribute to the majority of the cases reported in WPS in India. Dowry has deep history and was culturally embedded until the 20<sup>th</sup> century. Although constitutionally dowry is illegitimated, it has not been successful in annihilating dowry and dowry deaths in India given the cultural and patriarchal undercurrents in the society. Thus, most of the cases handled by WPS in India were immediately redirected to handle dowry cases when it was established. Although Brazil does not have dowry cases, the inherent nature of the cases still revolves around Intimate partner violence, since the cultural setting in Brazil promoted men as “aggressors/ protectors”. Thus, both WPS aims to provide women easier accessibility and address crimes against them and provide access to justice.

Regular Police Stations are focused on the enforcement of law and order; thus, their functions include only registering cases, investigating cases, and providing necessary assistance to the state and judiciary. However, given the nature of the cases registered and the primary objective of WPS, it has extended the functions of police stations from just investigation and enforcement to also providing alternative redressal and social support to abused women. Brazil provides counsellors and day-care facilities to women who visit the stations. The counselling method is also employed in the Indian WPS, but it lacks the necessary professional force. In India, women police officers frequently fill this void, therefore they tend to fulfil this position by depending on their everyday experience as women in questioning and counselling petitioners, which has long-term detrimental effects for both the police structure and the society. Indian WPS also operates as dispute mediation as discussed in the earlier paragraph, here Indian police officers mediate between the women, her husband, and their families. The general approach employed by these officers is most often to

“Patch-up” the relationship, the officers try to resolve the issues. There are contrasting views on this approach; many works criticise this approach on the grounds of the role of Police: police work v. Social work debate – many critics argue that by extending the scope to catering to social needs of victims, it creates inefficiency in police work. It also puts forward the idea that the police officers would have a conflicting role in fulfilling their work.<sup>54</sup> The other view is by critics who argue that this role and evolution of WPS should be seen in context with the cultural setting and holistic approach. They argue that most often women who approach the WPS want the police officers to mitigate their dispute and scare their husbands and do not necessarily want to file a complaint. Empirical studies show that petitions filed by victims and the cases registered as criminal cases were far apart as most of the cases were dealt in counselling.<sup>556</sup> Although there are some distinctions between the Indian and Brazilian WPS, both suffer from a lack of financial and organisational support for the proper operation of the WPS. They are unable to provide sufficient training to police personnel, and there is a lack of infrastructure and support comparable to that of a conventional station. To realise the full advantages of the effort and contribute to society growth, the celebrated establishment must be transformed into an efficient machine.

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<sup>54</sup>Natarajan M and Babu D, “Women Police Stations: Have They Fulfilled Their Promise?” (Taylor & Francis, September 6, 2020) <<https://www.tandfonline.com/doi/full/10.1080/15614263.2020.1809827>>accessed October 22, 2022

<sup>55</sup>Natarajan, M. (2010). Gendered crime prevention: The role of WPS In India and Brazil. Twelfth United Nations Congress on Crime Prevention and Criminal Justice Report (A/CONF.213/IE/3). United Nation.

<sup>56</sup>Amaral S, Bhalotra S and Prakash N, “Gender, Crime and Punishment: Evidence from Women Police ... - ISID” (December 3, 2017) <<https://www.isid.ac.in/~epu/acegd2017/papers/NishithPrakash.pdf>> accessed October 25, 2022

## **XI. RECOMMENDATION:**

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- 1) Specialized training during induction to women police station to reduce the internalised patriarchy and sensitise them to deal with Gender Based Violence.
- 2) Establishment of atleast one WPS in every district of a state. Further there should be an even distribution of WPS across both rural and urban areas.
- 3) Extending financial resources to existing WPS and making them functional. like cars, basic infrastructure like water facility, building, washrooms, facilities for victims such as day care etc.
- 4) Increasing the number of women police officers in every WPS for dealing with the complaints effectively.
- 5) Increased use of scientific tools to aid the investigation and presence of a forensic expert in every station. The officers should be given basic forensic training.
- 6) Investigators who are assigned to WPS must not be given other duties which is not connected to the station like dealing with the law and order in the state.
- 7) Training is essential for updating the officers know how and to deal with the crimes effectively. Therefore training sessions must be more frequently conducted especially on usage of criminal law.
- 8) Special budget designed by State Governments to spend on modernisation of WPS.
- 9) Introducing proper institutions either within the premise of WPS or near WPS i.e., structured counselling, doctor service for collecting evidence of rape and treating assaulted women.
- 10) Awareness regarding the existence of WPS should be disseminated among the general mass to increase its accessibility to women
- 11) Releasing separate ranking for WPS that can highlight the work of WPS and can help them improve as the present ranking is unable to measure the development of all the WPS.
- 12) Giving incentives like subsidised day care and school fees to Women police officers who work in mahila thanas to encourage women to join the forces.
- 13) Timely promotion of women officers of WPS to higher ranks.

## **XII. CASE STUDY:**

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A survey was conducted by us in Cuttack and Bhubaneswar, Odisha; the results of which can be divided into four areas; namely, infrastructure, training and skills, working conditions, and the effects of the COVID 19 Pandemic.

### **1. INFRASTRUCTURE**

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There are certain key infrastructural issues we found in the Women Police Stations. There is no provision for separate toilets for women in the WPS; even though the washrooms themselves were clean. The number of computers provided by the Government are inadequate and the vast majority of the officers use their personal laptops unsanctioned by the Government. There were provisions in place for clean drinking water and first aid kits. The number of desks and tables was deemed adequate in both WPS, Also, the station was not enclosed by walls which is a huge security concern and the police officers said that they did not feel safe without the enclosure.

### **2. TRAINING AND SKILLS**

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The officers in the WPS are trained in forensic technology despite the lack of advanced forensic technology to aid investigations. However, they were taught driving and computer skills (like the usage of CCTNS) by the Government who has supplemented their training with sessions whenever deemed fit.

### **3. WORKING CONDITIONS**

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The officers in both WPS lament not having enough time to spend with their family as a result of being overburdened with work. They also assert that they are increasingly given non-core duties to perform; like manging the law and order of the city. They categorically do not accept the existence of a gender bias within the police force which could either be a result of internalised stigma or an example of the strides the police force has made in removing gender- related discrimination.

The working conditions of the officers are also affected by poor infrastructure in that poor infrastructure hampers their ability to do work. There is no creche or child care facility in place

and there are no separate washrooms for men and women. The transportation facilities provided to and from the WPS were also deemed inadequate.

#### 4. THE COVID 19 PANDEMIC

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Despite the increase in the number of Domestic Violence cases during the COVID 19 period, the number of reported cases were much lower. However, the officers reported an increase in number of distress calls from women who could not be reached on time due to lockdown restrictions imposed by the Government. The accessibility of the police station drastically decreased due to the pandemic and ensuing lockdown which greatly reduced their utility during the pandemic.

#### 5. TABULAR REPRESENTATION OF DATA COLLECTED IN SURVEY

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##### *i. CUTTACK*

S. NO.	YEAR	NUMBER OF REGISTERED CASES	NUMBER OF PENDING CASES	TYPES OF CASES MOST REGISTERED
1	2012	201	17	Domestic Violence +Dowry
2	2013	199	18	Domestic Violence +Dowry
3	2014	179	25	Domestic Violence +Dowry
4	2015	127	26	Domestic Violence +Dowry
5	2016	117	13	Domestic Violence +Dowry
6	2017	122	11	Domestic Violence +Dowry
7	2018	120	18	Domestic Violence +Dowry

8	2019	130	21	Domestic Violence +Dowry
9	2020	112	24	Domestic Violence +Dowry
10	2021	166	36	Domestic Violence +Dowry

**ii. BHUBANESWAR**

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S. NO.	YEAR	NUMBER OF REGISTERED CASES	NUMBER OF PENDING CASES
1	2015	347	NA
2	2016	192	NA
3	2017	91	NA
4	2018	123	NA
5	2019	135	NA
6	2020	92	NA
7	2021	166	NA

**XIII. ANNEXURE I**

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**PERSONAL INFORMATION**

- 1) What is your name? \_\_\_\_\_
- 2) What is your age? \_\_\_\_\_
- 3) What is your education qualification?  
\_\_\_\_\_

**INFRASTRUCTURE AND STAFF**

- 4) Is the building leak proof/ or properly constructed?  
(a) Yes (b) No  
Other Information \_\_\_\_\_
- 5) Are proper sanitation facilities available?  
(a) Clean Drinking Water (b) Clean Washrooms (c) First Aid Kit  
Other Information \_\_\_\_\_
- 6) How many patrolling vehicle are there?  
(a) None (b) 1 (c) 2  
Other Information \_\_\_\_\_
- 7) Do you have a functional computer in your station?  
(a) Yes (b) No  
Other Information \_\_\_\_\_
- 8) Do you have enough chairs, desk and tables?  
(a) Yes (b) No  
Other Information \_\_\_\_\_
- 9) Do you find the area/space of the police station spacious enough?  
(a) Yes (b) No  
Other Information \_\_\_\_\_
- 10) Do you need help to use a computer?  
(a) Yes (b) No  
Other Information \_\_\_\_\_



11) Do you have a CCTN (**Crime and Criminal Tracking Network and Systems**) facility available in the police station?

(a) Yes (b) No

Other Information \_\_\_\_\_

12) Do have the presence of forensic technology in the office?

(a) Yes (b) No

Other Information \_\_\_\_\_

13) Does police station have a CCTV connection?

(a) Yes (b) No

Other Information \_\_\_\_\_

14) Is there any post/position vacant in your police station?

(a) Yes (b) No

Other Information \_\_\_\_\_

15) Has the post been vacant for more than 6 months?

(a) Yes (b) No

Other Information \_\_\_\_\_

### **SKILLS & TRAINING**

16) Have you received training in forensic research?

(a) Yes (b) No

Other Information \_\_\_\_\_

17) Have you carried out an investigation?

(a) Yes (b) No

Other Information \_\_\_\_\_

18) Do you register cases of online fraud and bullying that involves some knowledge about cyber laws?

(a) Yes (b) No

Other Information \_\_\_\_\_

19) Have you taken any **suomoto** actions in cases of cyber bullying or cybercrime?

(a) Yes (b) No

Other Information \_\_\_\_\_

20) Do you get any additional training (training in cybercrime) annually?

(a) Yes (b) No

Other Information \_\_\_\_\_

21) Have you carried out patrolling?

(a) Yes (b) No

Other Information \_\_\_\_\_

22) Do you conduct patrolling during daytime?

(a) Yes (b) No

Other Information \_\_\_\_\_

23) Do you conduct patrolling throughout the night?

(a) Yes (b) No

Other Information \_\_\_\_\_

24) Have you ever provided security to somebody?

(a) Yes (b) No

Other Information \_\_\_\_\_

25) Have you arrested somebody?

(a) Yes (b) No

Other Information \_\_\_\_\_

26) Do you do household chores after returning from the duty?

(a) Yes (b) No

Other Information \_\_\_\_\_

27) Have you stayed back after the duty hours?

(a) Yes (b) No

Other Information \_\_\_\_\_

28) Do you get transportation facility for your personal use (like picking you up or dropping you)?

(a) Yes (b) No

Other Information \_\_\_\_\_

29) Do you still need approval from your superiors before investigating a serious case?

(a) Yes (b) No

Other Information \_\_\_\_\_

30) Are there any discrepancies in between male and female officers in training?

(a) Yes (b) No

Other Information \_\_\_\_\_

31) How many women police officers are there in the station?

(a) Less than 5 (b) 5 to 10 (c) 10 to 15 (d) 15 and more

Other Information \_\_\_\_\_

32) Have you been trained to deal with victims of Gender Based Violence or victims of acid attack?

(a) Yes (b) No

Other Information \_\_\_\_\_

33) Have you been made aware about gender sensitization or gender inclusivity?

(a) Yes (b) No

Other Information \_\_\_\_\_

34) Are the Mahila Thana officers provided with the handbooks on protection women from domestic Violence?

(a) Yes (b) No

Other Information \_\_\_\_\_

35) Are the officers educated on the latest Laws and schemes related for **women and girl child**?

(a) Yes (b) No

Other Information \_\_\_\_\_

36) Does the government hold any sessions/workshops for awareness on latest laws and schemes related for **women and girl child**?

(a) Yes (b) No

Other Information \_\_\_\_\_

37) What is the frequency of these sessions, if conducted?

(a) Weekly

- (b) Bi-monthly
- (c) Monthly
- (d) Quarterly
- (e) Bi-Annual
- (f) Other: \_\_\_\_\_

38) Are the officers trained in computer system and e-services provided by the police department?

- (a) Yes (b) No

Other Information \_\_\_\_\_

39) Are the officers trained on the procedure to be followed with regard to the Mahila&Sishu Desks?

- (a) Yes (b) No

Other Information \_\_\_\_\_

40) Has the Police Department conducted joint sessions with other Mahila Police Stations?

- (a) Yes (b) No

Other Information \_\_\_\_\_

41) Are the Mahila Police stations well-connected with each other?

- (a) Yes (b) No

Other Information \_\_\_\_\_

42) What skills are the officers trained on by the department? (Multiple choice answer)

- (a) Driving skills
- (b) Spoken and Written English
- (c) Self- Defence
- (d) Frequent sessions on Legal procedures
- (e) Conversation skills when victim (Women and Children)
- (f) Computer Skills

**CASES AND INVESTIGATION**

43) Do sex workers come to lodge complaints?

- (a) Yes (b) No

Other Information \_\_\_\_\_

44) Do you also register cases of transgender?

(a) Yes (b) No

Other Information \_\_\_\_\_

45) What is the ratio between the registered case and investigated cases?

Other Information \_\_\_\_\_

46) Do you run awareness campaign for preventing domestic violence?

(a) Yes (b) No

Other Information \_\_\_\_\_

47) Do you also come across false cases?

(a) Yes (b) No

Other Information \_\_\_\_\_

48) Are the people approaching you, aware about the concept of WPS?

(a) Yes (b) No

Other Information \_\_\_\_\_

49) Which of the following crimes against the women are most happening?

**Gender Based Violence**-(a) female kidnappings (b) domestic violence (c) dowry deaths (d) molestation (e) sexual harassment (f) rape.

**Non-gender based violence** – (a) male kidnappings (b) cheating, burglary (c) theft (d) riots.

**Property crime** – (a) theft (b) robbery (c) burglary as robustness.

**Murder**- (a) female mortality (the sum of unnatural deaths and female suicides) (b) murders due to love affairs (c) suicides.

50) For registering a complaint do you have to take consent from the superior police station?

(a) Yes (b) No

Other Information \_\_\_\_\_

51) Do you have Mahila Police Volunteers in the police station?

(a) Yes (b) No

Other Information \_\_\_\_\_

52) Do these Mahila Police Volunteers inform you about cases in your area?

(a)Yes (b) No

Other Information \_\_\_\_\_

53) Has lack of staff at station prevented you to reach a crime scene on time?

(a)Yes (b) No

Other Information \_\_\_\_\_

54) Do you register cases of child sexual abuses?

(a)Yes (b) No

Other Information \_\_\_\_\_

55) Have you referred any cases for counseling?

(a)Yes (b) No

Other Information \_\_\_\_\_

56) Have you referred any cases for mediation?

(a)Yes (b) No

Other Information \_\_\_\_\_

57) If yes, how many cases in a year have you referred to mediation?

\_\_\_\_\_

58) If yes, what are the types of cases you refer to mediation or counseling?

**Gender Based Violence-**(a) female kidnappings (b) domestic violence (c) dowry deaths  
(d) molestation (e) sexual harassment (f) rape.

**Non-gender based violence** – (a) male kidnappings (b) cheating, burglary (c) theft  
(d)riots.

**Property crime** – (a) theft (b) robbery(c) burglary as robustness.

**PANDEMIC**

59) Did you see an increase in the cases of domestic violence in the pandemic on a daily basis?

(a) Yes (b) No

Other Information \_\_\_\_\_

60) Do you register cases through the helpline( Helpline number-181)

(a)Yes (b) No

Other Information \_\_\_\_\_

61) How many people are you able to help who reach out through a helpline number?

\_\_\_\_\_

62) Did you see an increase in distress calls during the pandemic?

(a) Yes (b) No

Other Information \_\_\_\_\_

63) What were difficulties faced in reaching out to the victims?

\_\_\_\_\_

64) Have you seen a decline in reporting during the pandemic?

(a) Yes (b) No

Other Information \_\_\_\_\_

65) Did the pandemic affect your response time?

(a) Yes (b) No

Other Information \_\_\_\_\_

66) How many cases were registered during the pandemic?

\_\_\_\_\_

67) Were you provided with any additional skills or training during the pandemic induced lockdown period?

(a) Yes (b) No

Other Information \_\_\_\_\_

68) Do you think the police in Mahilathanas are well skilled and equipped to tackle any adverse scenario like this in future?

(a) Yes (b) No

Other Information \_\_\_\_\_

69) Was there any change/shift in the types of cases during the pandemic?

(a) Yes (b) No

Other Information \_\_\_\_\_

70) Did the number of domestic violence cases be reported increased considerably during the pandemic?

(a) Yes (b) No

Other Information \_\_\_\_\_

71) What were the problems faced by the victims during pandemic?

\_\_\_\_\_

**WORKING CONDITION**

72) Do you get your salary timely?

(a) Yes (b) No (c) Most Times

73) Do you think the salary is proportionate with the amount of work you put? (If yes, reasons; If no, reasons)

(a) Yes

\_\_\_\_\_

(b) No

\_\_\_\_\_

74) Do you think getting promotion is very difficult?

(a) Yes (b) No

Other Information

\_\_\_\_\_

75) Do you get paid medical leaves?

(a) Yes (b) No

Other Information

\_\_\_\_\_

76) Do you get PF/EPF?

(a) Yes (b) No

Other Information

\_\_\_\_\_

77) Do you get to enjoy your holidays?

(a) Yes (b) No

Other Information

\_\_\_\_\_

78) Do you feel safe in the WPS?

(a) Yes (b) No

Other Information

\_\_\_\_\_

79) Have you ever been discriminated by your male counterparts?

(a) Yes (b) No

Other Information

\_\_\_\_\_

80) Have you faced biasness in your promotion?

(a) Yes (b) No

Other Information

\_\_\_\_\_



XIV. ANNEXURE II





