

Model Project Report -3
Management Of Training Report (M.O.T)

Project Title:
Training Needs Analysis
Of
Police Personnel on Gender Sensitisation

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PRESENT SCENARIO/ CONTEXT

Gender sensitization is a crucial aspect of training for police personnel.

1. **Improving Interaction with Victims and Witnesses:** Police officers are often the first point of contact for victims of gender-based violence, such as domestic abuse, sexual assault, or harassment. Gender sensitization helps officers understand the unique challenges and traumas faced by these victims. It equips them with the necessary skills to handle cases with empathy, patience, and understanding, thereby encouraging more victims to report crimes and facilitating better evidence gathering.
2. **Promoting Equality and Fairness:** Gender sensitization helps police personnel recognize and challenge their own unconscious biases and stereotypes. This is essential for ensuring that all individuals, regardless of their gender, are treated fairly and equally under the law. It also promotes a more inclusive work environment within the police force, encouraging gender diversity and equality among officers.
3. **Enhancing Effectiveness in Law Enforcement:** Understanding gender dynamics can help police officers better assess risk, protect victims, and investigate crimes. For instance, knowledge of the dynamics of power and control in domestic abuse cases can help officers make more informed decisions about arrests and referrals to support services. Furthermore, gender sensitization can improve community policing efforts by building trust and cooperation with diverse communities.

In conclusion, gender sensitization is not just about complying with legal requirements or improving public relations. It is a vital component of effective policing that can significantly enhance the quality of service provided to the public, promote equality, and ultimately, help reduce and prevent gender-based crimes.

Definition / Description of Area

The Uttar Pradesh Police is the largest police force globally, with an approximate strength of 3.10 lakh personnel spread across 75 districts, 33 armed battalions, and various specialized wings. The force is responsible for maintaining law and order, preventing crimes, and ensuring public safety in an area of approximately 243,286 square kilometers, serving a population of over 200 million. The Uttar Pradesh Police is headed by the Director General of Police (DGP) and is governed by the Department of Home and Confidential of Uttar Pradesh. The force is organized into several units, zones, ranges, and districts to enhance efficiency in crime prevention, detection, and administration.

Classification of Police Personnel

The Uttar Pradesh Police personnel are classified into two main categories: gazetted officers and non-gazetted officers. Gazetted officers include high-ranking officials such as the Director General of Police (DGP), Additional Director Generals of Police (ADGs), Inspectors General of Police (IGs), Deputy Inspectors General of Police (DIGs), and Superintendents of Police (SPs). Non-gazetted officers include lower-ranking personnel such as Assistant Superintendents of Police (ASPs), Inspectors, Sub-Inspectors, Head Constables, and Constables. Constables, being the backbone of the force, are the frontline personnel who interact with the public most frequently.

Categorization of Roles and Responsibilities

The Uttar Pradesh Police personnel perform a wide range of roles and responsibilities, which can be categorized into four main areas:

1. **Law and Order Maintenance:** This includes patrolling streets, managing traffic, controlling crowds, and preventing crimes. Constables play a crucial role in this category, being the first responders to any disturbance or criminal activity.
2. **Investigation and Intelligence:** This involves investigating criminal cases, gathering intelligence, and maintaining records. Specialized wings such as the Crime Branch, Intelligence Unit, and Forensic Science Laboratory fall under this category.

3. **Administration and Support:** This includes administrative tasks, personnel management, training, and logistical support. The Police Headquarters, district police offices, and training institutions fall under this category.
4. **Specialised Services:** This encompasses specialized services such as the Government Railway Police, Municipal Police, Cyber Crime Cell, Fire Brigade, and Women Power Line. These services require specific training and expertise.

Categorization of Training Needs

Based on the roles and responsibilities, the training needs of the Uttar Pradesh Police personnel can be categorized into the following areas:

1. **Human Behavior and Public Interaction:** This includes training in effective communication, empathy, conflict resolution, and de-escalation techniques. This training is particularly crucial for constables who interact with the public frequently.
2. **Professional Skills Development:** This includes training in investigation techniques, forensic science, cybercrime investigation, and intelligence gathering. This training is essential for personnel involved in investigation and intelligence roles.
3. **Administrative and Management Skills:** This includes training in personnel management, resource allocation, strategic planning, and leadership. This training is vital for gazetted officers and those in administrative roles.
4. **Specialised Skills Training:** This includes training in specific areas such as traffic management, disaster management, counter-terrorism, and handling specialized equipment. This training is necessary for personnel in specialized services and units.

The introduction of a three-day training program on human behavior for police personnel in Uttar Pradesh is a step towards addressing the existing gap in training. This program aims to equip police personnel with the necessary skills to interact with the public effectively, thereby enhancing their efficiency and improving the image of the police in the eyes of the citizens.

Gender Sensitisation in Uttar Pradesh Police

Gender sensitisation is a critical aspect of modern policing, aimed at ensuring that police personnel are equipped to handle gender-related issues with sensitivity and professionalism. The Uttar Pradesh Police has recognized the importance of gender sensitisation and has taken steps to integrate it into their training programs. This includes workshops and seminars on gender equality, understanding gender-based violence, and the appropriate handling of cases involving women and children.

1. **Training Programs:** The Uttar Pradesh Police has introduced specialized training programs focused on gender sensitisation. These programs aim to educate police personnel about the unique challenges faced by women and marginalized communities, and how to respond effectively to these challenges.
2. **Policy Implementation:** The force has implemented policies that promote gender equality and protect the rights of women and children. These policies ensure that gender-based crimes are handled with the utmost care and sensitivity, and that victims receive the support they need.
3. **Community Engagement:** The Uttar Pradesh Police engages with the community to raise awareness about gender issues and to build trust between the police and the public. This includes outreach programs, public education campaigns, and partnerships with local organizations that work on gender equality.
4. **Support Services:** The force has established specialized units such as the Women Power Line, which provides support and assistance to women in distress. These units are staffed by trained personnel who are equipped to handle gender-related issues with sensitivity and professionalism.

By focusing on gender sensitisation, the Uttar Pradesh Police aims to create a more inclusive and responsive police force that is better equipped to serve the diverse needs of the community. This effort is part of a broader initiative to modernize the police force and improve its effectiveness in maintaining law and order and ensuring public safety.

Organisational or /Job level/or/ Task Level

Introduction

Educating police personnel to be more gender-sensitive involves working to alter attitudes and behaviors toward different genders. It encourages contemplation of one's own worldview and the validity of one's assumptions about gender roles and dynamics. The terms "sex" and "gender" are not interchangeable. Gender, in contrast to sex, which is a biological term, is a social construction made up of the expected and sanctioned behaviors of men and women in society.

Law enforcement authorities around the world now prioritize ending violence against women. The extent to which women are subjected to violence globally is incomprehensible. The police should pay extra attention to cases of rape and sexual assault since victims typically turn to them only after they have tried everything else. Officers need to treat victims with compassion. The police have a reputation for treating victims of sexual assault and domestic violence with insensitivity, often due to a lack of gender sensitization training.

Performance Problems Due to Lack of Gender Sensitization Training

a. Organizational Level

At the organizational level, the Uttar Pradesh Police faces significant performance issues stemming from the lack of training in gender sensitization. This deficiency leads to a strained relationship between the police and the public, resulting in reduced cooperation and trust. The absence of a structured training program on gender sensitization contributes to a negative public perception of the police force, impacting its overall effectiveness in maintaining law and order. Moreover, the lack of such training can lead to higher instances of public complaints and legal disputes, which further strain the organization's resources and reputation.

b. Job Level

At the job level, police personnel, particularly constables, often struggle to perform their duties effectively due to the lack of training in gender sensitization. This deficiency manifests in inadequate communication skills, poor conflict resolution abilities, and a lack of empathy when dealing with victims of gender-based violence. As a result, constables may face difficulties in de-escalating tense situations, gathering crucial information, and gaining the cooperation of victims.

This not only hampers their efficiency but also increases the risk of misunderstandings and conflicts, which can escalate into more serious incidents.

c. Task Level

At the task level, the absence of training in gender sensitization affects the day-to-day interactions of police personnel with the public. Tasks such as responding to domestic violence calls, handling sexual assault cases, and interacting with marginalized communities require a high degree of interpersonal skills and emotional intelligence. Without proper training, police personnel may resort to insensitive or inappropriate behavior, leading to public dissatisfaction and potential escalation of conflicts. This lack of training also impacts their ability to handle sensitive situations, such as dealing with victims of gender-based violence or managing public gatherings, effectively. Consequently, the quality of service provided to the public is compromised, further eroding trust and confidence in the police force.

In conclusion, the lack of gender sensitization training in the Uttar Pradesh Police force has significant implications at the organizational, job, and task levels. Addressing this deficiency through comprehensive training programs can improve the police force's effectiveness, enhance public trust, and ultimately contribute to reducing and preventing gender-based crimes.

Job/Task Description

1. Registering FIRs and Handling Complaints:

- Training Need: Enhancing interpersonal communication skills to effectively interact with the public during the registration of FIRs, with a focus on gender sensitization. This includes empathy training to understand the emotional state of complainants, particularly victims of gender-based violence, ensuring that all necessary details are accurately captured. Constables should be trained to handle complaints with sensitivity and impartiality, recognizing and challenging gender stereotypes and biases.

- Gender Sensitization Focus: Training on understanding the dynamics of gender-based violence, using gender-neutral language, and creating a safe and supportive environment for complainants regardless of their gender. This also involves recognizing the specific needs of marginalized communities, such as LGBTQ+ individuals.

2. Assisting in Investigations:

- Training Need: Developing problem-solving and critical thinking skills to assist senior officers in investigations, with an emphasis on gender sensitization. This includes training on ethical

decision-making, understanding the nuances of gender dynamics in various situations, and effectively gathering and analyzing information. Constables need to be trained in maintaining objectivity and avoiding gender biases that could impact the investigation process.

- Gender Sensitization Focus: Understanding the psychological aspects of witnesses, victims, and suspects from a gender perspective to gather accurate information and maintain public trust during investigations. This involves recognizing how gender roles and stereotypes may influence behavior and perceptions, and how to address these issues sensitively.

3. Performing Patrol Duties:

- Training Need: Enhancing situational awareness and conflict resolution skills during patrols, with a focus on gender sensitization. Constables should be trained to de-escalate potentially volatile situations, interact positively with the public, and take appropriate actions in the absence of senior officers. Regular patrols require a strong understanding of community dynamics and the ability to build trust with the public, regardless of their gender.

- Gender Sensitization Focus: Training on community policing strategies that incorporate a gender lens, focusing on building positive relationships with the public to reduce tension and foster a sense of safety and cooperation within the community. This includes understanding and responding to the specific security needs and concerns of different genders, and promoting gender equality in community interactions.

By integrating gender sensitization into these key tasks, police personnel can provide more effective, fair, and equitable service to the public. This approach helps to build trust, improve the quality of policing, and contribute to a more just and equal society.

Data Collection and Evidence on Gender Sensitization in Police

Data Collection and Evidence (Through Facts / Interviews)

Other duties include police verification, traffic police duty (if necessary), VIP security, etc. Police officers should perform other duties such as police verification, traffic police duty, and VIP security, with a focus on gender sensitization.

Questionnaire

1. Have you received adequate training in gender sensitization?
2. Do you feel the need for additional training to communicate with the public in a gender-sensitive manner?
3. Do you think that sufficient information about gender dynamics was provided in your training?
4. Do you think that your training included ways to cooperate with the public while being gender-sensitive?
5. Do you think that your training included ways to resolve problems with the public in a gender-sensitive manner?
6. Do you think that your training included ways to practice sensitivity with the public, particularly victims of gender-based violence?
7. Do you think that your training included ways to behave respectfully with the public, regardless of their gender?
8. Do you think that sufficient practice was done in your training to cooperate with the public in a gender-sensitive manner?
9. Do you think that sufficient practice was done in your training to communicate with the public in a gender-sensitive manner?
10. Do you think that sufficient practice was done in your training to resolve problems with the public in a gender-sensitive manner?

Data Collection and Evidence

1. Adequacy of Training: 70% of 90 police officers said they did not receive sufficient training in gender sensitization.
2. Communication Skills: 80% of police personnel said they needed additional training to communicate with the public in a gender-sensitive manner.
3. Gender Dynamics: 60% of police officers felt that sufficient information about gender dynamics was not provided in their training.
4. Cooperation Methods: 75% of police personnel felt that ways to cooperate with the public while being gender-sensitive were not taught in their training.

5. Problem Resolution: 85% of police officers felt that their training did not teach them ways to resolve problems with the public in a gender-sensitive manner.
6. Sensitivity: 70% of police personnel felt that their training did not teach them how to practice sensitivity with the public, particularly victims of gender-based violence.
7. Respectful Behavior: 65% of police officers felt that their training did not teach them how to behave respectfully with the public, regardless of their gender.
8. Practice for Cooperation: 80% of police personnel felt that sufficient practice for cooperating with the public in a gender-sensitive manner was not done in their training.
9. Practice for Communication: 75% of police officers felt that sufficient practice for communicating with the public in a gender-sensitive manner was not done in their training.
10. Practice for Problem Resolution: 85% of police personnel felt that sufficient practice for resolving problems with the public in a gender-sensitive manner was not done in their training.

Why Gender Sensitization:

- Generates respect for individuals regardless of sex.
- Benefits both men and women.
- Helps identify valid assumptions vs. stereotypes.
- Requires intellectual effort, sensitivity, and open-mindedness.
- Opens up life options for both genders.

Problem Identification:

- India ranked 140th out of 156 countries in the World Economic Forum's 2021 Gender Gap Report.
- Gender-based gaps in economic participation, education, health, and political empowerment.
- Gender insensitivity and inequality lead to decreased productivity, absenteeism, and turnover.
- Creating a positive culture at home, work, and in society through empathy.

This text highlights the critical need for gender sensitization training among police personnel. The data collected underscores the deficiencies in current training programs and the urgent need for comprehensive gender sensitization initiatives to improve the effectiveness and fairness of policing in Uttar Pradesh.

Data Analysis (Segregation of Symptoms/Causes) and Observations on Gender Sensitization in Police

The Training of Police Officers on Gender Sensitization

1. Adequacy of Training:

Data shows that 70% of police officers did not receive adequate training in gender sensitization. This indicates significant deficiencies in the current training program that need to be addressed. To remedy this, the training should place more emphasis on methods for interacting with the public in a gender-sensitive manner. It is crucial to ensure that police officers are well-equipped with the necessary skills to handle various situations effectively and professionally. This can be achieved by incorporating more practical exercises, role-playing scenarios, and case studies that simulate real-life interactions with the public, particularly victims of gender-based violence.

2. Communication Skills:

80% of police personnel stated that they require additional training to communicate with the public in a gender-sensitive manner. This indicates a need for improvement in communication skills. The training should focus more on communication methods, which include the correct use of language, understanding the emotions of the audience, and providing the right response at the right time. Effective communication is essential for building trust and rapport with the public. Training modules should include techniques for active listening, clear and concise speaking, and understanding non-verbal cues. Additionally, training should emphasize the importance of cultural sensitivity and the ability to communicate effectively with diverse populations, including different genders.

3. Gender Dynamics:

60% of police officers felt that they were not given sufficient information about gender dynamics in their training. This suggests that more information on gender dynamics should be provided during training. This could include emphasizing the importance of empathy, respect, and sensitivity. Understanding gender dynamics is fundamental for police officers to respond appropriately to different situations. Training should cover topics such as gender roles, stereotypes, biases, and the impact of gender-based violence. This knowledge will help police officers to better understand the motivations and reactions of individuals they encounter, leading to more effective and compassionate policing.

4. Cooperation and Problem Solving:

75% of police personnel felt that they were not taught methods of cooperating with the public in a gender-sensitive manner, and 85% stated that they were not taught ways to resolve problems in a gender-sensitive manner. This indicates that more attention should be given to cooperation and problem-solving methods in training. This could include focusing on teamwork, problem-solving techniques, and the importance of cooperation. Effective cooperation and problem-solving skills are vital for maintaining public order and resolving conflicts peacefully. Training should include scenarios that require collaboration with other agencies, community members, and fellow officers. Problem-solving techniques such as conflict resolution, mediation, and negotiation should be taught to enhance the ability of police personnel to handle complex situations.

Based on these points, improvements can be made to the training program to help police officers and personnel interact better with the public in a gender-sensitive manner. By addressing the identified deficiencies in training, police officers will be better prepared to serve the community effectively, build stronger relationships with the public, and enhance the overall image of the police force.

Scenario

Currently, approximately 1.6 million employees and officers are working in the Uttar Pradesh Police. 30% of the total UP Police personnel and officers work in 75 districts, including various 33 armed battalions (PAC), intelligence investigation, anti-corruption, technical training, forensic science, civil police, etc., spread across different categories.

Uttar Pradesh Police is the largest police force in the world. It was formed in 1863. The UP Police is operated by the Home and Confidential Department of the Uttar Pradesh government. The state police is led by the Director General of Police (DGP).

Details of Gazetted Officers:

- 406 IPS Officers
- 963 PPS Officers

Goals and Objectives of Gender Sensitization Training

1. To train gazetted and non-gazetted employees of UP Police about gender sensitization.
2. To improve police conduct towards the public/society in a gender-sensitive manner.
3. To bring changes in the behavior of employees regarding gender dynamics.
4. To bring qualitative improvement in the image of the police through gender-sensitive practices.

5. To effectively use new technology and language in the changing environment to address gender-based issues.
6. To provide training on gender sensitization to newly recruited male and female constables and sub-inspectors in UP Police at a total of 10 training centers with a ratio of 30:50:50.

Current Training Status

1. Currently, no separate training program for gender sensitization has been developed during police training at UP Police training centers. It is fact that some higher level officers in police have attended training on gender sensitisation but such numbers are very insignificant
2. During police training at training centers, main points on the above subject are covered through guest lectures. However, it is very important to organize a 3-day training program for gazetted and non-gazetted employees of UP Police.

Challenges in Gender Sensitization

4. The Set Attitudes of the Police Personnel Already in the Service:

The second and perhaps the most difficult aspect of sensitizing the in-service personnel is the set attitudes of the officers and men, some of whom have already put in long years of service. It is easier to inculcate a new set of values in the new entrants to the service than to change the existing values and attitudes of the personnel already in service. Compared to many other services, police officers and men tend to acquire certain attitudes and values more quickly because of the very nature of their job. The longer an officer spends in the department, that too in specific types of assignments such as enforcement of order and investigation of criminal offenses, the more formidable the set attitudes and prejudices tend to be. Gender sensitization of the serving personnel becomes more difficult and more complicated because of the reason that the officers and men have not been exposed to any kind of specialized gender sensitization training at their entry level.

5. Standard Police Response:

- Trivialization: Often, police officers may trivialize cases of gender-based violence, leading to a lack of proper investigation and support for victims.
- De-criminalization and Illegitimization of Domestic Violence: Police may not recognize domestic violence as a serious crime, leading to a lack of appropriate response.
- Non-intervention and Advising the Victims to Seek Remedies in a Civil Court: Police may avoid intervening in domestic disputes, advising victims to seek civil remedies instead.

- Acting as Peacemaker and Mediator and Letting Off the Male Offender with Mild, Informal Threats: Police may act as mediators rather than enforcers, often letting offenders go with mild threats.
- Further, because of several socioeconomic factors, women victims are differently placed than their male counterparts. In view of the above, there is a need for police to act in a gender-sensitive manner in all cases relating to violence against women.

By addressing these challenges and incorporating comprehensive gender sensitization training, the Uttar Pradesh Police can significantly improve their response to gender-based issues and enhance the overall effectiveness of their policing efforts.

Training Needs for Gender Sensitization of Police Personnel in Uttar Pradesh

1. Understanding Gender Inequalities:

- Basic concepts of gender inequality, stereotypes, and biases should be included in the training programs for police officials. This will help officers better understand the societal context and challenges faced by different genders.

2. Self-Reflection and Socialization:

- Police officials should be trained to reflect on their own socialization processes and biases. This will help them break free from preconceived notions and treat all individuals fairly.

3. Status of Women and National Development:

- Training should focus on the current status of women in society and the impact of gender equality on national development. This will help officers appreciate the importance of their role in promoting gender equality.

4. Proper Codes of Conduct:

- Police officials need to be trained in the proper codes of conduct when dealing with women as victims, criminals, or informers/witnesses. This will ensure that they handle such situations with sensitivity and professionalism.

5. Sensitive Investigation Techniques:

- Training should include techniques for conducting sensitive and professional investigations. This will minimize the trauma experienced by victims of gender-based violence during the investigation and trial processes.

6. Prevention of Atrocities:

- Police officials should be trained in modes of prevention of atrocities against women and where/how to intervene. This will help them take proactive measures to prevent such incidents.

7. Empathy and Professionalism:

- Training should focus on developing empathy and professionalism in police officers. This will ensure that they interact with the public and their colleagues in a respectful and sensitive manner.

8. Cultural Sensitivity:

- Understanding diverse communities and avoiding biases is essential for police officers. Training in cultural sensitivity will ensure that they treat all members of the public fairly and with respect.

9. Practical Exercises:

- Practical exercises, such as role-playing and simulations, should be incorporated into training programs. These exercises will give police officers real-world experience in handling gender-sensitive situations effectively.

10. Current Training Status:

- Currently, the syllabus for sub-inspectors' training contains only one period (40 minutes) of gender sensitization training out of 9 months of indoor training. It is essential to organize a dedicated 3-day training program for both gazetted and non-gazetted employees of UP Police.

Non-Training Needs for Gender Sensitization of Police Personnel in Uttar Pradesh

1. Realistic Simulations:

- Real-life scenarios should be used to practice the skills acquired during training. This will help police officers apply their training effectively in real-world situations.

2. Mentorship and Coaching:

- Experienced officers should guide new personnel through mentorship and coaching programs. This will provide valuable insights and help new officers develop their skills.

3. Regular Refresher Training:

- Police officers should undergo regular refresher training to keep their knowledge and skills up to date. This will ensure that they remain effective in their roles.

4. Access to Resources:

- Psychological support, debriefing sessions, and stress management tools should be made available to police officers. These resources will help them manage the emotional and psychological demands of their job.

5. Performance Evaluation:

- Regular feedback and performance improvement plans should be implemented to help police officers improve their conduct and effectiveness.

6. Opportunities for Advancement:

- Career progression and specialized training options should be made available to police officers. This will motivate them to continue improving their skills and advancing in their careers.

7. Adequate Staffing Levels:

- Ensuring adequate staffing levels is essential to reducing burnout and improving officer well-being. This will also enhance the overall efficiency of the police force.

8. Modern Equipment:

- Providing police officers with modern equipment will enhance their capabilities and safety. Access to the latest tools and technology is crucial for effective law enforcement.

By addressing these training and non-training needs, the UP Police can improve the gender sensitivity of their personnel, leading to better public relations and increased trust in the police force.

Knowledge, Skills, and Attitudinal Deficiencies in Gender Sensitization

Knowledge Deficiencies

Police officials require crucial knowledge to interact effectively with the public, particularly in matters related to gender. A lack of this knowledge can hinder their ability to handle gender-sensitive situations appropriately. The following areas may reflect knowledge deficiencies:

1. Knowledge of Women's Status:

- Police officials often lack sufficient understanding of the status of women in the past and present in Indian society. They need to be informed about the historical and current context to appreciate the challenges faced by women.

2. Gender and Sex Concepts:

- Police officials need to understand the concepts of 'Gender' and 'Sex' and how they differ. This knowledge will help them address gender-related issues more effectively.

3. Gender Development Processes:

- Understanding the processes by which the concept of gender develops and the role of various institutions in society is essential. This will help police officials recognize and address gender biases.

4. Violence Against Women:

- Police officials need to be educated about the nature and extent of violence against women and the factors responsible for such violence. This knowledge will help them respond appropriately to cases of gender-based violence.

5. Legal Provisions:

- To engage appropriately with gender-related issues, police officials must possess a strong grasp of legal provisions related to violence against women. They need to be well-versed in relevant laws and regulations to ensure accurate and lawful interactions.

6. Investigation Lapses:

- Police officials should be aware of common lapses and loopholes in the investigation of cases involving violence against women. This knowledge will help them conduct more effective investigations.

7. Forensic Aspects:

- Understanding the forensic aspects connected with the investigation of cases relating to violence against women is crucial. This knowledge will enhance the accuracy and effectiveness of their investigations.

8. Psychology of Victims and Aggressors:

- Police officials need to understand the psychology of victims and aggressors to handle cases with sensitivity and professionalism.

9. Prevention Measures:

- Knowledge of various measures for the prevention of violence against women is essential. This will help police officials take proactive measures to prevent such incidents.

Skills Deficiencies

Certain key skills are vital for police officials to interact effectively with the public, particularly in gender-sensitive situations. A deficiency in these skills can impede their ability to manage such interactions. The following areas may reflect skill deficiencies:

1. Communication Skills:

- Effective communication is essential for police officials. They should be trained in selecting appropriate words, using body language effectively, and engaging in clear and proper communication with the public, especially in gender-sensitive situations.

2. Cooperation Skills:

- Police officials must develop the ability to cooperate with the public. They should be trained in methods of collaboration to foster stronger relationships with the community, particularly in cases involving gender-based issues.

3. Problem-Solving Skills:

- Skills in problem-solving are crucial for police officials. They need to be trained in identifying, analyzing, and resolving issues that arise during public interactions, especially those related to gender.

4. Sensitivity Skills:

- Maintaining sensitivity during public interactions is vital. Police officials should be trained to recognize and respond to public emotions with appropriate sensitivity, particularly in gender-sensitive situations.

Attitudinal Deficiencies

The right attitude is critical for police officials to interact effectively with the public, particularly in matters related to gender. A deficiency in attitude can lead to challenges in managing public relations. The following areas may reflect attitudinal deficiencies:

1. Respectful Behavior:

- Police officials need to maintain a respectful attitude towards the public. They should be trained in practices that encourage respectful interactions, fostering better community relationships, especially in gender-sensitive situations.

2. Cooperative Behavior:

- Cooperation with the public is essential. Police officials should be encouraged to adopt a cooperative attitude, which will help them build stronger, more positive relationships with the community, particularly in cases involving gender-based issues.

3. Sensitive Behavior:

- Sensitivity towards public needs and emotions is crucial. Police officials should be trained to understand and respond to the emotional states of the public with sensitivity, particularly in gender-sensitive situations.

4. Enthusiastic Behavior:

- An enthusiastic approach to public service is important. Police officials should be encouraged to engage with the public enthusiastically, promoting better relations and community trust, especially in matters related to gender.

Addressing the Deficiencies

To overcome these knowledge, skills, and attitudinal deficiencies, specialized training programs should be developed and implemented for police officials. These programs should focus on enhancing understanding of gender issues, improving communication and problem-solving skills, and fostering sensitivity. By addressing these areas, police officials will be better equipped to interact effectively with the public, thereby improving their overall efficiency and public trust in matters related to gender.

Defining KSAs for Each Rank

To ensure exposure to gender sensitivity training, the following Knowledge, Skills, and Attitudes (KSAs) should be defined for each rank:

1. Constable Level:

- Knowledge: Basic understanding of gender concepts, status of women, and legal provisions related to violence against women.
- Skills: Basic communication and cooperation skills, sensitivity in interactions.
- Attitudes: Respectful and cooperative behavior, basic sensitivity towards gender issues.

2. Sub-Inspector Level:

- Knowledge: In-depth understanding of gender development processes, violence against women, and investigation lapses.
- Skills: Advanced communication and problem-solving skills, sensitivity in handling gender-based cases.
- Attitudes: Enthusiastic and sensitive behavior, fostering positive community relations.

3. Inspector Level:

- Knowledge: Comprehensive understanding of forensic aspects, psychology of victims and aggressors, and prevention measures.
- Skills: Expert communication and leadership skills, advanced sensitivity in managing gender-related issues.
- Attitudes: Highly respectful and cooperative behavior, fostering trust and positive relations with the community.

By addressing these knowledge, skills, and attitudinal deficiencies through specialized training programs, the UP Police can improve the gender sensitivity of their personnel, leading to better public relations and increased trust in the police force.

Training Strategy Proposed

Training Strategy for Gender Sensitization

1. Time Management and Coordination:

Time management and coordination are crucial for the training of police officials in gender sensitization. Police officials should be given training during their duty hours to avoid disruption in their duties. For this, training programs can be divided into smaller sessions, allowing police officials to balance both their work and training. Additionally, online training modules can be used, which will enable police officials to take training at their convenient times.

2. Large-Scale Training:

When a large number of police officials need to be trained simultaneously, a special strategy should be adopted. This can be done by dividing large groups into smaller groups for training, ensuring that each police official receives individual attention and support. Furthermore, training programs can be organized at various locations, so that police officials do not have to travel far

from their work. This will increase the effectiveness of the training and allow police officials to be trained more effectively.

Specialized Training Program:

Develop and implement comprehensive training programs for police officials to address identified knowledge, skill, and attitude gaps in gender sensitization. Focus on enhancing understanding of gender issues, effective communication, problem-solving, and empathy.

Three-Day Intensive Training:

Conduct a three-day training module for police officials covering diverse aspects of gender sensitization, interpersonal skills, and public interaction. This will provide practical tools for improved public engagement and trust-building in gender-related matters.

Skill Enhancement:

Equip police officials with the necessary skills to interact effectively with the public, particularly in gender-sensitive situations. This includes active listening, conflict resolution, and de-escalation techniques. Foster a sensitive and empathetic approach to enhance public perception and cooperation.

Additional Training Components for Different Ranks:

For Constables:

1. Basic Gender Concepts:

- Understanding the concepts of 'Gender' and 'Sex'.
- Historical and current status of women in Indian society.

2. Legal Provisions:

- Basic knowledge of legal provisions related to violence against women.

3. Communication Skills:

- Effective communication techniques for handling gender-sensitive situations.

4. Sensitivity Training:

- Developing sensitivity towards gender issues and public emotions.

5. Support Services:

- Taking the aid of support services for victims and police officials.

6. Self-Discipline and Health Education:

- Importance of self-discipline and health education for police officials.

7. Interpersonal Relations:

- How to deal with their counterparts in staff—Junior, Senior, and at the same level.

For Sub-Inspector/ASI:

1. Investigative Skills:

- Focus on enhancing investigative skills related to gender-based crimes.

2. Forensic Evidence:

- Understanding scientific/forensic evidence and the latest techniques in collection and packing of forensic evidence.

3. Legal Updates:

- Latest court rulings and Supreme Court guidelines for Police Officers.

4. Sexual Harassment:

- Input on sexual harassment at the workplace and Supreme Court guidelines on the same.

5. Action Against Offenders:

- Effective action against offenders and bail cancellation/opposition.

6. Counseling and Support:

- Counseling services and information on support services.

7. Handling Complainants:

- Techniques for handling women complainants, victims, witnesss, and criminals.

8. Staff Management:

- Disciplining subordinate staff and ensuring the welfare of staff.

9. Institutional Analysis:

- Understanding institutional analysis in the context of gender sensitization.

For Dy.S.P / A.S.P:

1. Institutional Analysis:

- Analyzing whether the institution is suitably gender-sensitized.

2. Supervision of Investigations:

- Supervising the investigation of crimes against women effectively.

Addressing the Deficiencies

To overcome these knowledge, skills, and attitudinal deficiencies, specialized training programs should be developed and implemented for police officials. These programs should focus on enhancing understanding of gender issues, improving communication and problem-solving skills, and fostering sensitivity. By addressing these areas, police officials will be better equipped to interact effectively with the public, thereby improving their overall efficiency and public trust in matters related to gender.

By implementing this comprehensive training strategy, the UP Police can ensure that their personnel are well-equipped to handle gender-sensitive situations, leading to better public relations and increased trust in the police force.

DESIGN BRIEF

1. Aim

To equip all police officials, gazetted officers, all IPS officers, and police personnel with the skills to interact sensitively and effectively with the public in gender-related matters. The aim of this training is to teach police officials how to behave respectfully and cooperatively with the public, particularly in gender-sensitive situations.

2. Constraints

Time and scheduling may be constraints, but these will be overcome as the training will be organized. Training programs will be conducted between the duty hours of police officials to avoid any disruption in their duties.

3. Benefits

- For police officials: Police officials will gain skills to interact better with the public, particularly in gender-sensitive situations, which will increase their efficiency.
- For the police: The image of the police force will improve, and public trust in the police will increase.
- For the public: The public will have better relations with the police, which will increase their safety and cooperation.

3. Outcome

There will be long-term benefits, including improved efficiency of police officials, an improved image of the police force, and increased public trust in the police. This will lead to an overall increase in safety and goodwill in society.

4. Target Groups

All police officials, gazetted officers, all IPS officers, and police personnel will be given training. These police officials will learn skills to interact properly with the public, particularly in gender-sensitive situations.

5. Target Population

Approximately 16.1 lakh police officials, including newly recruited personnel who will be trained at the Meerut Police Training School in the future. These police officials will be trained to interact sensitively and effectively with the public in gender-related matters.

Present Scenario/Context

Currently, approximately 1.6 lakh personnel and officers are working in the Uttar Pradesh Police. Around 30% of these, roughly 75,000 personnel and officers, are deployed across 75 districts of Uttar Pradesh. These personnel serve in various categories including 33 armed battalions (PAC), intelligence units, anti-corruption units, technical training, forensic science, and civil police.

TNA (Training Needs Analysis)

The Uttar Pradesh Police is the largest police force in the world, established in 1863. The operation of the Uttar Pradesh Police is managed by the Home and Confidential Department of the Uttar Pradesh Government. The state police are led by the Director General of Police (DGP).

Details of Gazetted Officers:

- 406 IPS Officers
- 963 PPS Officers

Goals and Objectives of Gender Sensitization Training

1. To train the gazetted and non-gazetted employees of Uttar Pradesh Police on gender sensitization.
2. To improve the image of the police towards the public/society, particularly in gender-related matters.
3. To bring changes in the behavior of employees towards gender issues.
4. To achieve qualitative improvement in the police image in gender-sensitive situations.
5. To effectively use new technology and language in the changing environment.
6. To provide training on gender sensitization to newly recruited male and female constables and sub-inspectors at a total of 10 training centers with a ratio of 30:50:50.

Current Training Status

1. As of now, no separate training program for gender sensitization has been developed during police training at the 50 training centers in Uttar Pradesh.

2. During police training at these centers, the main points on the above subject are covered through guest lectures. However, it is highly important to organize a 3-day training program specifically for gazetted and non-gazetted employees of Uttar Pradesh Police.

Additional Components for Gender Sensitization Training

1. Interface with Support Services:

- Training on how to interface with support services for victims of gender-based violence.

2. Interface with Government:

- Understanding government policies and programs related to gender equality and women's rights.

3. Field Visits:

- Visits to NGOs, protective/rescue homes, and Nari Niketan to gain firsthand experience.

4. Inputs by Leading Criminal Lawyers:

- Lectures and inputs from leading criminal lawyers on legal aspects of gender-based crimes.

5. Witnessing Court Proceedings:

- Observing court proceedings related to gender-based crimes to understand the legal process.

6. Visit to Counseling Centers:

- Visits to counseling centers, burns hospitals, and facilities for rape victims to understand the support systems available.

7. Prevention of Crimes Against Women:

- Training on prevention strategies and measures to reduce crimes against women.

8. Follow-up on Counseling:

- Techniques for following up on counseling sessions to ensure the well-being of victims.

9. Sexual Harassment at the Workplace:

- Training on recognizing and addressing sexual harassment in the workplace.

10. International Treaties/Action Plans:

- Understanding international treaties and action plans related to gender equality and their implementation.

Spreading the Knowledge of Gender Sensitization

In a survey conducted at PTS Moradabad, all male and female trainers indicated that they had not received training on gender sensitization. To make the study meaningful and broad, a survey was conducted among District Moradabad Police regarding gender sensitization training. It was surprising that gender sensitization training was not done by any police man/woman trainers who participated in the survey. To address this, there is a need to provide training to trainers and spread the knowledge of gender sensitization.

Note:

- The training strategy should ensure that all police officials, including gazetted officers and IPS officers, receive comprehensive training without disrupting their duties.
- Online training modules and flexible scheduling should be considered to accommodate the diverse needs and schedules of the target population.
- The training should be designed to be inclusive and accessible to all police officials, ensuring that no one is left behind in receiving the necessary skills and knowledge.

By implementing this comprehensive training strategy, the UP Police can ensure that their personnel are well-equipped to handle gender-sensitive situations, leading to better public relations and increased trust in the police force.