



ISSUES AND CHALLENGES OF SEXUAL HARASSMENT IN WOMEN POLICE: A CROSS-SECTIONAL STUDY OF POLICE IN PAKISTAN

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ABSTRACT

The purpose of study is to illustrate sexual harassment as one of the burning issues and challenges which the Women Police often encounter in Pakistan. The Design comprises of sample containing cross-section of influencing persons from society; Additional IGPs involved in policy making; males and females officer cadres; questionnaire as data collection tool and narrative method used for data analysis involving deductive and inductive approaches. The findings of the study are that the Male Police Officers, Women Police Officers and the Psycho-Socio-Culture Mentors are clear in unfolding the truth that sexual harassment is very much there in one way or the other. Research is limited to the Pakistan workforce in Police and has its

cognitive implications for the conduct of entire Police personnel. The practical implications are the eradication of gender discrimination, improved strategies for recruiting more women and practicing the gender responsive policing methods, organizing training programs inculcating the values in the Police personnel. The sexual harassment policy should clearly communicate significance about maintaining victim-centered approaches through the training programs. There should be one Senior level woman officers' unit to deal with issues linked to working environment, harassment, promotion, posting, duties, transfers cases, etc. It is an original work, not derived from anywhere else and indicates values for safeguarding chastity as one of the permanent values in cultural behavior. These values break the patriarchal culture and strengthen machinery for implementation to put Women Police on the defense and to establish Gender Responsive Policing.

Keywords: Sexual Harassment, Additional Inspector General of Police, Women Police, Male Police, Socio Culture Mentors, Issues and challenges.

INTRODUCTION

The term Harassment disguises an inclusive assortment of behaviours of an invasive essential quality. It is frequently silent as demeanor envisioned towards interrupt or distraught, in addition it's routinely monotonous. Lawfully, it's premeditated demeanor and obtain threatening otherwise troubling. Harassment on sexual basis denotes as tenacious also unsolicited at workplace as sexuality progression, while the upshot of rejecting will be possible as detrimental for dupe. Sexually harassing would intimidation otherwise compulsion of erotic attitude, otherwise uninvited, unsuitable commitment to give advantage for mutual expression of favoritisms in terms of sexual activity. Act of sexual harassment is illegal in recent legislations. Equal employment opportunity commission of Unites States considered harassment as an illegitimate act of beset an individual on the bases of sex.

Research Objective

The Sexual Harassment as an issue and challenge which the Women Police usually encounter in their performance are the objective of this research.

Research Limitations And Implications

Research is limited to the Pakistan work force in Police and has its implications in training programs to embed values in character.

REVIEW OF RELATED LITERATURE

It would be hateful act of merciless, malicious, upsetting and awkward tries to demoralize workers. Mostly it is an unobserved phenomenon of administrators, in third world countries executives are hesitant and insentient (Manzoor, 2014). It probably takes the following types:

Harassment on the bases of Psychology

Psychologically it is humiliating, threatening and offensive behavior, often problematically detected; it never leaves alleged matters accept grievance reports of sufferers (Hancock, 2013). Typically, it depresses persons' self-respect to harass them.

Spoken commentaries, plotted chapters of bullying, hostile arrangements of recurrent gesticulations are the forms of harassment. This category includes harassment in the workplace by deviating individuals or harassment groups (Kruger, 2006).

Community-Based Harassment

It is speaking harshly against an individual using repeated interventions by a group which makes the individual sensitive (Manzoor et al., 2011). Numerous media reports on the rescue of individual victims of the synchronized groups include a press interview given by an enthusiastic police officer, who termed the harassment based on the community as gang harassment (Gerber, 2001).

Harassment based on Racial Orientation

This is an indication of individuals because of their same genetic group and cultural ties. Harassment can consist of words, actions and actions that are specifically designed to make them feel marked and disrespectful because of their race or ethnicity (Cleveland, Stockdale, Murphy, 2000).

Harassment bases on Religion

Spoken, psychosomatic and physical pestering will be practiced as specific religion against the victims (Haris; 2013). In religious harassment coerce and unwilling conversions is also encompassed (Beech, 2013).

Harassment based on Sexuality

This type of harassment can occur everywhere and most commonly in workplace and institutes. Victim feel uncomfortable because of unsought and unwelcome words, conducts, actions, gestures, symbols and sexual of harasser (Melchionne, 1967). Sexual harassment also take place into the families (Campbell et al., 1993). It usually involves children: gay or homo.

Police Harassment

Prejudiced handling led by Police officers, use of extravagant influence, pressures, outlining, coercion, cultural, religious, racial, gender/sex, age and further types of discernment (Ahmad, 2012).

THEORETICAL PERSPECTIVE OF THE STUDY

1. Sexual Harassment and The "Broken Windows Theory"

If any employee is expected to adhere to widely publicized "zero-tolerance" policy regarding sexual pestering or any kind of harassment for such matter, any comments or any kind of harassment for such matters, any actions, any comments or encourages random actions, or undesirable shallowness, which employee do not rise to the legal level? Could this motive be reducing the act of harassment or they scarcer intimidating workplace?

In 1982, perhaps at the height of civil blurring and crime, a popular, controversial and debating theory emerged, followed by a pair of professors, James Q. Wilson and George L. Kelling (1982) called it "the theory of broken windows." Professors believe if the urban environment is maintained and every "broken window" is fixed, that is, every process of public grievances is handled, it can prevent the escalation of serious crime. - If a window in a building is destroyed and left unpaid, all windows will be broken. Damaged immediately; therefore, fixing is necessary

(Manzoor, 2023).

2. Other Theories of Sexual Harassment

The belief of sexual harassment theories on women's segregation comes mostly from the US, where the subordination of women to men was first recognized in the 1970s. In these ideologies, sexual assault of women by violence, reinforcing old gender stereotypes and taking control of a woman's income are seen as characteristics of men conquering women (Bandura, 1989). All around the world, dealing with sexual harassment has resulted in subjugating women in society today, as seen in many other countries, including the United States, the United Kingdom, Canada, Australia, Japan, and South Africa. It has been identified as an illegal case of sexual harassment. Still, after some time, the legal rules and ways of thinking about suspected sexual harassment cases fail to agree with the lasting beliefs that have supported the law on sexual harassment (Kruger, 2006). In terms of United States law, Chamllas (2003) indicates that although the Sexual Harassment Act was created over twenty years ago, the results are not clearly all positive. There are some issues that, for numerous people, mainly those who have faced harassment, have seen a change in awareness. Issues that were once considered to be only minor and distant (for which they often apologized) are now considered to be major violations of workers' civil rights. At the same time, a sexual harassment law cannot avoid being guided by the rape law. There are many views in this busy field of law that are no longer used today for addressing the proper treatment of all people and do not consider links between harassment and the oppression of women.

Sometimes, the tendency to associate reason with women's challenge and with the reasons behind and who rape victims become makes it possible for rape cases to be tried as civil instead of criminal suits (Chamallas, 2003).

3. Sexual Opportunity and Cultural Behaviour

Contemporary writers after a wide-ranging study of the sex life have come to the decision that chastity is indispensable to the development of humanity, and that there is a strong connection between sexual chances and traditional environments, and that the cultural behavior of human society depends, firstly, on the natural attitude of human beings, and, secondly, on the state of their dynamics, which determines their sexuality. As a result, society was forced to inwards (Unwin, 1934: P. xiv). It is thus the restraint of sexual opportunity which generates the psychological energy necessary to build a civilization. The sexual authoritarianism required for chastity and fidelity upsurges the mental energy and the inner forte of those who practice it, enable them to embark on long-term developments such as monumental architecture, agriculture, and subjugation. The sexual chance of women is always more partial than that of men in an enlightened society, and this has a commanding effect and welfares to their children. The cancellation of social mobilization is not due to the women's liberation movement but to the expansion of sexual opportunities, which reduces the psychological energy of the society. The conclusion Unwin draws from his study are as follows:

- a) That the cluster was on the lowermost level of culture in which sexual intercourse without marriage was amenably allowed;

- b) The community in which there were some boundaries on sexual relations without marriage were on the middle level;
- c) On the highest level were the community which asserted on pre-marital chastity (Unwin, 1934: PP. 300-325).

4. Pakistan and Sexual Harassment Laws

In Pakistan sexual harassment includes:

1. Verbal abuse or exploitation, spoken or scripted communique; This includes sexually explicit statements, e-mails or communications, or sexually unambiguous expressions in print or electronic form (e.g. SMS, e-mail, screensaver, poster, CD, etc.).
2. Demand sexual benefit, offer sexual activities, want to date;
3. Physical dehortment such as stirring, osculating, touching, squeeze, physical attacks such as force to have sex against the will, etc.
4. Sexual belittling behavior as smirking/ gawking someone's body.

With these factors, Pakistan has enacted a new law, "The Protection Against Harassment of Women in the Workplace Act, 2010". The law defines sexual harassment in Pakistan through this legislation. Prior to this description, there was no strong definition of harassment in communal, secluded or in the workplace. Sexual harassment Act make known for workplace harassment in the following arrangements:

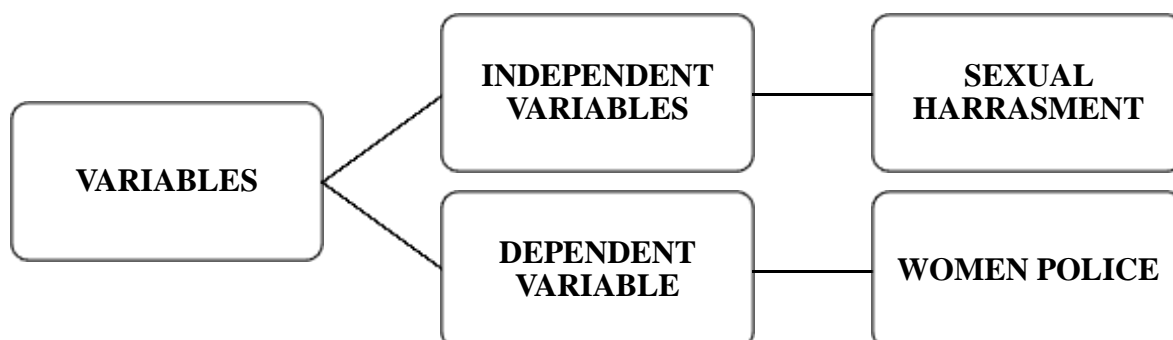
Quid Pro Quo harassment and abuse is a favorite sexual request by authorized individual; and to make it a special ailment that might include:

1. Salary upsurge
2. Advancement
3. Training opportunity
4. Transfer
5. Job itself
6. "Construction of Intimidating Employed Milieu"
 - a) Unsought early payment,
 - b) Demand intended for sex favour,
 - c) Spoken or bodily demeanor.
7. Reduce the productivity of individual workers or establish an uncomfortable and scary environment at work
8. If someone tries to stop sexual harassment by using trash, the offender has the option to retaliate in the below ways:
 - a) Off-putting worker's opportunities for trainings and advancements;
 - b) Assessment misrepresented i.e., ACR;
 - c) Engendering gossip;
 - d) Restraining admittance to his/her right (Senate Secretariat, 2010).

METHODOLOGY

The approach consisted of the following parts of the conceptual framework.

Figure – 1: Conceptual Framework of Research Design



Source: Researcher's Vision

Universe of the Study

Total strength of the Police of Pakistan was selected as the universe of this study.

Sample of the Study

A sampling method called strata was developed to reduce population distribution into slighter sets. In this random sampling, the class is designed based on the collective characteristics of the members. To proceed, a number of individuals at each level is chosen in proportional relation to the whole population. The subgroups of classes are gathered to produce random patterns.

The cross-section was controlled by selecting a sample consisting of Additional IGsP officers, male and female police officers (including PCs and HCs) from the force. Only individuals taken at random from the Police of Pakistan were put into this study. The size of the sample has been signified in the table below.

Table – 1: Presentation Size of Stratified Random Sample of Police

N=90

S. No	Designation	Number of	
		Male	Female
01	Addl: IGP	03	-
02	DIGP	02	-
03	SSP	02	01
04	SP	03	01
05	ASP/ DSP	05	02
07	Inspector	06	05
08	Sub- Inspector	07	10
09	Assistant Sub- Inspector	07	10
10	Head Constable and Constable	08	07
11	Psycho-Socio-Culture Mentors	Criminologists	01
		Clinical.	01

		Psychologist		
		Writers: Free-Lance Sociologist HRM Specialist Environmentalist Attorney-at- Law/Advocate High Court	05	02
Total			50	40

(Source: Researcher's Vision)

Tools of the Study

The nature of the tools used comprised of the open ended questionnaires.

Data Analysis Mechanism

In this case, the researchers found that qualitative methods are used for data analysis. The research used both the deductive and inductive ways of interpreting qualitative data.

Findings

The study's sample was questioned about how Women Police deal with sexual harassment while working in the Police Department. Below are the answers to the questions that were posed.

Additional Inspector General of Police

Sexual harassment is not very common in police but sometime during performance they face sexually explicit comments. Women Police are not likely to get sexually harassed like other women because they themselves are guardian of law providing them shield against any such crime.

Male Police Officers

Sometimes senior male police officers attempt to keep illegitimate relation, in case of failure, they victimize the Women Police. Most of our men officers do not have information of what harassment means. Women police are harassed at everywhere, they are hinted, they face sexually explicit jokes and on certain tasks, they develop relationships with male either at their free will or lured to do so. They face sexual harassment from their colleagues, seniors, juniors and some aristocratic PSPs.

Harassment plays a key role; mostly these male officers work as team and support one another in the matter of sexual harassment. The in-charges or immediate bosses occasionally harass the lady police officials to attain their unfair means. Psychological pressure, mental uneasiness, fears of the unidentified, the sexual harassment, home-and-out-of-home problems are the real issues and challenges faced by Women Police. Those who have strong nerves can survive in Police Department. Working with male or work like male, is hard work for female and thus there is mental uneasiness in Woman Police. Pressure of community and distress or harassment makes Woman Police a great challenging to survive with these sexual assaults.

Female Police Officers

Police Department suffers from serious instances of gender discernment and sexual pestering. Women Officers are suffering as of physical and emotional illnesses because of the tension in their jobs - stress instigated by their male colleagues and Senior Officers. They always overlook that issue; they are attentive to our job, but male police officers always are thronging vulgar remarks and sexual explicit comments.

Especially sexual harassment is there; every male-body thinks that these females are needy; they try to take benefits of the needs. Their officers tell them to be their friends, otherwise they would put us in many difficult duties especially of late nights and at far off places, away from the city, and issue Show Cause Notices for no reasons, transfer them far away from their houses. They pressurize them to exert more effort to accomplish the duties, psychologically torture them, demand women of their personal choices, most of time they offer friendship.

They harass Women Police, speak with flamboyant voice and in offensive tone; mitigating themselves by using irrational reasons: "Behave like a male, you are not female" and "Police is the department for men, not for women". The senior administration staff of a police department say that they value females in the workplace and that they have a "zero tolerance" policy concerning harassment and discrimination, hitherto their actions to act accordingly show those declarations to be false, no woman will step onward and endanger her security and career to make a complaint about biased treatment.

Women Police Officers are most neglected part of the department. No one higher commanding officer pay attention to Female Problems in the working milieu of their command, but they always believe in the whispers of the male corrupt staff especially blackmailing groups of Police that always work in the form of group in police department and they always back one another; this always creates challenges for woman that if she protested that issues in front of higher commanding Officers that group will scandalize her with the disgraceful comments which affects her reputation in the Family and Society. And Higher Commanding Officer mishandles; this behavior generates more problems for women.

Harassment and sexual violence is a serious problem in Police Department, and that mostly Women Police, especially the lady constables have experienced sexual harassment or sexual violence themselves; the overall depiction of Women Police force is at a constant risk.

Male Police officers molest the women police; use their powers to the target victims of crime they are supposed to be helping, and the women Police officers are no exception. There is no police-complaints-system for sexual harassment, the police's inner whistle blowing procedures are effective. Police systems always save and protect the male police officers and they are not ever charged with criminal offence, even they are not exposed to any internal disciplinary action against them. But as compared to men, Women Police Officers are scandalized and face much more issues and challenges in family, community and especially in Job. Police Officers abuse taking benefit of their positions and powers to sexually assault, harass or rape Women Police

Officers.

Psycho-Socio-Culture Mentors

Sexual harassment is very much there; transfers, postings and appointments are grounded on this issue. Bomb explosion, Robbery, women chastity and security are the real challenges. It is communal especially in police department. Women officers in police department are fighting an up-hill battle against being sexually harassed. Women cops who are divorced or single are more probable to be a target for sexual harassment. Government or the concerned authorities are answerable for providing their workforce with milieu free of discrimination or harassment and every time the concerned authorities fail to provide such milieu they should be financially reprimanded & penalized.

DISCUSSION

At the same time, according to many studies and studies, compulsory examination of sexual desires, namely the limitation of sexual opportunities, creation, thinking, reflection and oomph (Babakhel, 2013) and that the limits of cultural development and the fact that any restrictions or extra time to sexual relations will not take effect until a hundred years have passed (Biddle, 2000). 'Any increase in sexual opportunities must be a direct cause of cultural decline (Unwin, 1934). These findings lead to following conclusions:

1. An unintentional situation that has so far prevailed in human affairs, cultural change cannot be found in less than a century, or to address the issue in an alternative way, limiting or expanding sexual opportunities. To do, in both either community or in the classes of society (DeKeseredy, Schwartz; 2001), it cannot have a full cultural impact for a hundred years.
2. That culturally the sexual opportunity of the woman is a more important aspect (Henslin, 1996) than that of the male;
3. Systematically person do not measure separately from his affiliated social order (Mead, 1934), the dominating unconscious being of a social character (Manzoor, 2023).

Most importantly, there are few chances for sexual expression because of the family's controlling nature (Moreno, 1934). When people control their sexual desires according to community rules and when this is a required practice (Pigeon, 1927), that inner force of thought and the energy stored in our biology are more evident (Haque, 2022). If the necessary continuity is not counted, it will show tremendous energy in the society. If it is small, there will be less energy (Tenny, 1953). If there is not any obligatory self-constraint, there will be no oomph. The indispensable is the pre-nuptial chastity.

Unwin says that a society that has permitted sexual freedom to get married for at least three generations, every young person can be involved in any type of sexual play. He can have sex with any young man. Joint consensus is the only focus. Both men and women are free to some extent. They do not care about any strong emotions that enter the hearts of people whose youthful strength has been tested. From an early

age, they enjoy sexual activity that attracts them. They express their disrespect to this elder or to the girl who failed to attract the opposite sex. They hear humorous comments received by adults in the community when a young girl feels a desire for a young man and obeys or has sex with her. They live in a carefree environment. And if they feel the desire, they satisfy it at the same time. If passed down from generation to generation, the tradition is the same. The same idea applies. Time does not edit it. Humans are born into a civilization like that. They die. And, when their carcasses have been displaced of, they are forgotten (Unwin, 1934). Pakistan Women Police have the same impact on the coming generations (Haque, 2022).

CONCLUSION

These thoughts of the various categories replicate all the forms of either advances or crossing of the moral restrictions and projects further that generally the policy statements by the authorities have been made about sexual harassment but the Male Police Officers, Women Police Officers and the Psycho-Socio-Culture Mentors are out spoken and clarify the truth that the sexual harassment is there undeniably.

Pakistan's ethics code for gender justice in the workplace is set up to solve issues involving sexual harassment. Alliance Against Sexual Harassment at Workplace (AASHA) is teaming up with various committees to make sure rules for sexual harassment trials are set. The definition of sexual harassment given by AASHA is very close to how it is described in the United States and other cultures.

Suggestions

Long and short range, two types of suggestions, can safely be suggested.

1. Long Range

What is worrying is the ambivalent attitude of men towards their compatriots who are contemptuous of the female members of the society. The Qur'an emphasizes safeguarding of chastity as one of the permanent values in Muslims' cultural behaviour. These values be used for awareness of the masses of Pakistan. It will break Our patriarchal culture and a weak machinery for implementation that puts women on the defensive.

The relatively better gender balance in Varsities, Colleges and Educational Institutes be made to strengthen the women's hands for sexual harassment to deal with.

Education Institutions should have gender counsellors (men and women both) well versed in the legal and social aspects of harassment with whom the girl students can talk in confidence.

Gender Responsive policing must be established.

2. Short Range

It is the need to strengthen the Protection Act to make it effective. But one loophole is the concrete definition of sexual harassment itself. It should be defined in concrete terms.

Systemic biases weaken the women's case and there is no input from the judicial process. It is especially the impunity that needs to be updated.

Police departments should have a specific policy demarcation as the proper rejoinder to response of Sexual harassment. The sexual harassment policy should clearly communicate significances about maintaining victim-centered approaches through the training programs, and it should sketch the roles and responsibilities of each Police Officer in sexual harassment at workplace matters.

All Police Officers be involved in responding to sexual harassment crimes at workplace. There should be one Senior level woman officers' unit to deal with issues linked to working environment, harassment, promotion, posting, duties, transfers cases, etc. And there should be eradication of political influence and should have decision making role in women sexual harassment affairs. Women units should not be left at the clemency of male dominated milieu.

Sexual harassment and maligning cases be given top precedence to redress the grievance. For Self-respect, self-control and self-defense, Women Police officers must be given a special training like Taekwondo etc.

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