

NEPAL POLICE (NP)

ISSUES FACED BY NP'S OFFICERS

The major issues identified were *inadequate knowledge and skills to tackle issue of women and children, ineffective handling of cases of Gender Based Violence (GBV), no protection of women's human rights, ineffective Women and Children Service Centers (WCSC), and lack of child-friendly investigation*. The causes for such issues were *inadequate training to address the issue of women and children, poor infrastructure, poor work environment, and lack of detailed studies and strategies on crime against women and children*. The effects seen were *violation of human rights, bad image of police in public, negative impact on child psychology and emotion, and stress while working*.

NP'S RESULTS

NP's project led by DSP Arjun Ranabhat

Project objective: In communication with the local community, the Mid West Regional Police Training Centre (MWRPTC) will develop a specialised training syllabus and training methods regarding typical issues women face in approaching the police, as well as skills for professional and gender-sensitive service.

Key results: The MWRPTC developed new teaching methods, including simulations, and reformed the training syllabus for women's and children's issues based on feedback from a public hearing programme. Forty officers were trained using the new methodologies and syllabus.

NP's project led by DSP Krishnaji Adhikari

Project objective: Area Police Office (APO) Rajapur will form a distinct Gender Unit to handle the cases of women and children.

Key results: The project constructed a Gender Unit, worked on implementing NP's Standard Operating Procedures (SOPs) for WCSC, and created a new officer position dedicated to handling gender cases in accordance with the SOPs. Monitoring of the Gender Unit shows that police officers find it easier to handle the cases and that the number of cases has increased. The APO is now more attentive to the issues of women and children and gives more importance to their cases.

“After being involved in this project, I realized that the infrastructure and surroundings plays an important factor for respect of human rights. Infrastructure development and good working environment encourages police personnel while the public are also likely to feel secure to come to police station with their concerns.” Quote from DSP Krishnaji Adhikari.

NP's project led by DSP Rajendra Babu Regmi

Project objective: District Police Office (DPO) Bara will receive cases reported by women.

Key results: Through a public interaction programme with 192 participants and local media coverage, the project managed to increase the number of cases reported to the police. The project used expertise from the Women and Children Directorate to develop the capacity of the DPO to mediate cases and increase work efficiency resulting in an increase in the success rate of solved cases.

NP's project led by DSP Pravin Dhital

Project objective: The Women and Children unit at DPO Innaruwa will provide service that is sensitive and respectful.

Key results: The project constructed a Gender Unit and worked to implement NP's SOPs by training officers. Previously there was a lack of privacy and basic facilities for victims. Now, because of the project, the police can handle cases in a professional work environment and officers are motivated and empowered to handle the cases sensitively. Feedback from the service seekers show that they appreciate the progress and are now comfortable disclosing information to the police.

NP's project led by DSP Tara Devi Thapa

Project objective: Nepal Police will recommend a comprehensive strategy for handling women and children-related cases.

Key results: The project conducted the first comprehensive data collection and detailed study on the handling of GBV cases. The project discussed and developed strategic recommendations for the improvement of case handling. As a result of the project, NP has planned to further disseminate the study and to use it to both upgrade existing trainings and develop new intensive trainings on investigation of GBV cases in the annual training plan.

NP's project led by DSP Ganga Pant

Project objective: The WCSC at Metropolitan Police Circle, Balaju will improve internal capacity and operational public networks.

Key results: The project improved the implementation of NP's SOP for WCSC by equipping the WCSC with better infrastructure, digitalising GBV cases for the first time, developing formats and a procedural checklist in order to protect human rights during investigation of GBV cases. The project successfully created the first Public Police Committee on GBV in the region. The Committee received training and, due to its popularity, the network created more programmes than planned with logistic support from the municipality.

“Earlier I had a perception that the local people would not support the police in relation to the GBV cases, they had more expectations and grievances towards police and was not able to fulfil their expectations. Now I have changed my perception...The approach is remarkable in bridging the gap between the police and the public, and finding ways to work together on solving problems in our society.” Quote from DSP Ganga Pant

NP's project led by DSP Basanta Rajaure

Project objective: Investigating officers of Valley will learn about child-friendly investigation skills and techniques, child rights, the responsibility of police officers and understand how a child-friendly interview room is created.

Key results: Due to the project, NP has the first specialised guideline for interviewing juveniles. It is based on guidelines used in the Danish Police. For the first time, investigating officers received training on guidelines and cognitive interview techniques. One hundred officers were trained and a pre- and post-training knowledge tests showed that the training was effective in increasing their knowledge.

NP's project led by DSP Chakra Raj Joshi

Project objective: The Gender Unit of DPO Parsa will handle GBV cases more efficiently.

Key results: The Gender Unit's efficiency improved because they installed a biometric machine, developed a database for digital recording of case files and trained the officers on using it. Monitoring shows that the software is successful, that officers can easily extract documentation and make reports and that they can easily hand over documents to the court and crime data to journalists. Officers can now provide prompt and respectful service, thereby reducing stress. Now officers feel that they can provide service in a prompt and respectful manner and that their stress level is reduced.

RECOMMENDATIONS FOR NP TO TAKE FORWARD

Training

- Update the training syllabus and training method at the Police Training Center on a regular basis, collect and incorporate the public's opinion when designing syllabus sessions on police behaviour.
- Develop a system for measuring the performance of police personnel after receiving certain training.
- Provide training that is on a regular basis and based on officers' roles and responsibilities. Education improves one's self-confidence in their ability to perform their duties. Frequent training is imperative for professional policing.
- Provide training on women's rights, juvenile justice and human rights to police personnel in WCSCs. The Training Academy of Nepal Police should make sure that every officer is equipped to handle such cases through adequate training opportunities.
- Provide training from the Police Academy and other Regional Training Academy on child-friendly investigation to all investigating officers.
- DPO Paras should continue to provide training to new police personnel on the database software.

Job specialization and human resource

- Introduce job specialization before each promotion and transfer. Officers involved in administrative division of WCSC cannot handle cases easily and effectively without a specialization.
- Increase the number of officers employed in WCSC. The WCSC should have a majority of female officers.

Collaboration with the public and other authorities

- Protect victims by formulating a policy on coordination between NP and Women Development Office and develop safe housing for victims.
- Form more Public Police Committees on GBV in order to scale up public police partnership programs and effectively handle GBV cases.

Work environment, technology and facilities

- Develop the work environment and infrastructure in WSCS in order to create better policing and implement the provisions of the NP's SOP on WCSC.
- Establish a child-friendly investigation room in every police office and train relevant officers on psychosocial counselling and child rights. Rooms must have playing materials, bed, books and CCTV camera etc.
- Create and install online database for digital recording of case files in every DPO and provide a yearly separate budget for maintaining the software.
- Install biometric machines in every DPO. Experiences from DPO Parsa show that they lessen the workload of the police and decrease the number of false complaints.

Procedural guidelines

- Establish clear procedural guidelines that clarify case handling procedures and protect women and children's human rights.
- Review, quality-check and adopt the SOP for Child-Friendly Investigation.

Research

- Encourage teamwork and include representatives from relevant work divisions in future research teams in order to gather information easily and quickly.

ARMED POLICE FORCE (APF)

ISSUES FACED BY APF'S OFFICERS

The major issues identified were *lack of adequate resources and lack of proper mechanism to ensure and verify inclusiveness in the recruitment of APF*. Due to such problems, *the services provided are inadequate and APF is not hiring enough minorities, therefore not meeting the policy targets on inclusion*.

APF'S RESULTS

[APF's project led by DSP Chabilal Panday](#)

Project objective: APF personnel at the Regional Gender Unit will improve knowledge on how to efficiently handle and document GBV cases.

Key results: Twenty-one officers from the Regional Gender Unit of APF increased their knowledge about existing laws, policies, human rights principles, and case-handling and investigation skills. Monitoring of their work showed that the Gender Unit implemented their learning and kept case records properly and uniformly. The key result was efficiency of GBV case documentation and handling.

HIGHLIGHT: APF has already institutionalised the three-day training developed by the project and added it to their annual training calendar. Chabilal Panday conducted four additional training programmes immediately after the project ended.

[APF's project led by DSP Hom Bahadur Gyawali and SP Oabhi Kumar Khatri](#)

Project objective: APF will improve future hiring and recruitment policy based on gender, caste, religion and region according to the federal setup of APF.

Key results: The project made a database on APF's recruitment for the past ten years and a research study. For the first time, APF has data on their progress towards reaching their quotas and they are far behind. The project facilitated policy discussions and drafted policy recommendations in order to match the federal structure. Due to the project, the APF leadership has planned to work for policy reform and implementation.

RECOMMENDATIONS FOR APF TO TAKE FORWARD

Training

- Include external experts, especially on human rights and law and gender. Participants benefited a lot from this.
- Create a work culture that emphasises the value of training and encourages trainees to implement their knowledge in the field.

Policy

- Review the policy of inclusion for APF in the federal setup.
- Concerned institutions should be proactive regarding the enhancement of human rights and inclusiveness in APF.
- Higher-level APF personnel should discuss these issues with their junior officials.

CONSOLIDATED RECOMMENDATIONS FOR ALL INSTITUTIONS

During a three-day learning workshop in August 2017, officers working within this theme developed joint learning points and key recommendations for their institutions.

Key learning points:

- Crime against women and children should be scientifically studied.
- GBV and crime against women and children are on the rise and should be treated sensitively and professionally.
- Standard Operational Procedures (SOP), guidelines and checklists are necessary to conduct investigation against woman and children and should be reviewed and expanded as necessary.
- Children and women issues are not well addressed and should be focused upon.
- Coordinated efforts while designing awareness campaigns can yield good results.
- Human resources workers are not adequately skilled or well-equipped.

Key recommendations (in order of priority):

- Conduct training in working areas, especially on-the-job trainings.
- Adopt SOPs, guidelines and checklists in necessary areas.
- Improve infrastructure, training, and assign a clear delegated authority to help streamline functioning. the

LINKS TO INSTITUTIONAL COMMITMENTS

The *Enhancing Good Governance and Human Rights* (EGHR) project has developed a simple database linking the individual projects to the *Fourth National Plan of Actions on Human Rights*, the *Universal Periodic Review (accepted recommendations)* and the *Convention Against Torture* (the list of Issues prior to the III-V State report). Government agencies can use the database for the implementation of plans, national and international human rights reporting, impact evaluations of their work and for planning future work.

The Kathmandu Resolution on Prevention of Torture developed with Government agencies under the EGHR project in 2015 and the *Declaration adopted by Nepalese Police Investigators and Prosecutorial Government* of the first national conference in 2017 made pledges to improve the inclusion and investigation of cases. This is in accordance with the works done by the officers in the EGHR project.

THE KATHMANDU RESOLUTION ON PREVENTION OF TORTURE, 2015

Excerpts of relevant sections of the resolution:

Resolution 3: *“The participants of conference deeply realized the inadequate use of forensic science and technology within various organizations, and recommend the Government of Nepal for allocating adequate resources. To address this, the Government of Nepal should consider institutionalizing the regular application of science and technology while also improving basic skills through training activities in the field of crime investigation and prosecution, so that the concerned professionals are not bound to secure confessions, which may turn into means of torture, cruel, inhuman or degrading treatments.”*

Resolution 4: *“The participants of the Conference affirmed the need to focus on police and law enforcement officers’ working conditions, working hours and working facilities as one of the factors of stress, which may increase risk of torture, cruel inhuman or degrading treatment. The conference participants recommend the Government of Nepal to undertake further initiatives to improve the police and law enforcement officers’ working conditions.”*

DECLARATION BY NP INVESTIGATORS AND PROSECUTORIAL GOVERNMENT ATTORNEYS, 2017

Excerpts from relevant sections of the declaration:

Resolution 8: *“Crime investigation is a specialized area. We are committed to make our services more specialized and to develop professionalism and capacity among police officials in order to make them disciplined and uncontroversial. As far as possible, we request institutional support for police officials involved in investigation...”*

Resolution 17: *“Focusing on guaranteeing access and representation of women, children, Dalits, senior citizens, disabled and backwarded, marginalized groups and communities in the criminal justice system and making investigation and prosecution effective in cases involving members of such groups as victims is our priority. We understand that investigation and prosecution in such cases need to address special needs of victims and affected persons belonging to these groups. We express shared commitment to maintain privacy of parties in special type of cases.”*

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