

# Divisional Bureaus for the Prevention of Abuse of Children and Women : An Assessment



AN INITIATIVE OF THE NATIONAL POLICE COMMISSION,  
UNITED NATIONS DEVELOPMENT PROGRAMME AND  
CENTRE FOR WOMEN'S RESEARCH

# **Divisional Bureaus for the Prevention of Abuse of Children and Women: An Assessment**

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**Centre for Women's Research**

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# Executive Summary

## Divisional Bureaus for the Prevention of Abuse of Children and Women: An Assessment

An initial state response to the problem of violence against women and children in Sri Lanka was the establishment of the Children and Women's Bureau in 1978, in Colombo, in charge of a woman sub inspector. This initiative was a significant step that led to the setting up of dedicated police units throughout the country in the years that followed. Currently there are Divisional Bureaus in the 42 Police Territorial Divisions, and Children and Women (C&W) Units in 481 police stations in the country.

The present study was commissioned to Centre for Women's Research (CENWOR) by the National Police Commission (NPC) to get a better understanding of the functioning of these Divisional Bureaus to ensure quality services to children and women exposed to abuse and violence. As given in the Terms of Reference (TOR) the overall objective was to obtain an in-depth understanding of the functioning of Divisional Bureaus to ensure that the services provided by them are of the best quality, and do not cause pain of mind or re-victimise any person that access the system.

The conceptual framework of the study was centered on the rights-based and victim-survivor centered approaches. The assessment of the services of the Divisional Bureaus was guided by the Essential Services Package for Women and Girls subject to Violence Core Elements and Quality Guidelines comprising of five overlapping modules -1. Overview and Introduction 2. Health Essential Services 3. Justice and Policing Essential Services 4. Essential Social Services and 5. Essential Actions for Coordination and Governance of Coordination.

The methodology for the study comprised two parts. They were the desk review and primary data collection and analysis. A mixed methodology was used to gather both quantitative and qualitative data from different stakeholders such as police officers, victim-survivors, service providers, community, civil society organisations (CSOs)

and women activists using different data collection tools. Two sets of samples, A & B, were selected to cover all 42 Divisional Bureaus in the nine provinces. Fifteen Divisional Bureaus - Maradana, Gampha, Matara, Thangalle, Monaragala, Rathnapura, Kurunegala, Nikaweratiya, Anuradhapura, Kandy, Nuwara Eliya, Ampara, Batticaloa, Jaffna and Vavuniya representing the nine provinces were selected for sample A. Interviews based on a structured questionnaire were conducted with the OIC and one other officer attached to each of the 15 Bureaus that were selected.

The other 27 Divisional Bureaus comprised Sample B. Information from this sample was gathered from the OIC and one other officer attached to these Bureaus who participated at workshops held in five locations - Colombo, Kurunegala, Habarana, Nuwara Eliya and Jaffna. Five victim-survivors from each of the Divisions in Sample A totaling 75 were selected using the convenient sampling method. In addition, 15 victim-survivors, one from each police division, were selected to obtain in-depth information. Key Informant interviews were conducted with senior officers at Sri Lanka Police and related state agencies, NGOs and women activists. At the sub national level 15 Focus Group Discussions were carried out with service providers and communities. Observations of Divisional Bureaus were also done. Details of staff in the 481 C&W units were collected with the support of the OICs at Divisional Bureaus and verified with the Headquarters of the Bureau for the Prevention of Abuse of Children and Women.

## Findings

The study findings were categorized as strengths, weaknesses, opportunities and threats related to the Divisional Bureaus.

## Strengths

- a. The Bureau Headquarters for the Prevention of Abuse of Children and Women in Colombo managed by a Director under the authority of Deputy Inspector General (DIG) Crimes and Intelligence. The present Director is a woman in the rank of Superintendent (SP).
- b. Divisional Bureaus for the Prevention of Abuse of Children and Women in all 42 Police Divisions covering all Provinces and Districts of the country. The OIC in all Divisional Bureaus except in one is a woman officer. In most Divisional Bureaus the Officers in Charge (OICs) are in the rank of Inspector of Police (IP) or Sub Inspector (SI).



- c. Children and Women's Units established in 481 of the 491 Police Stations.
- d. The staff at Divisional Bureaus supportive and compassionate towards victim-survivors.
- e. Divisional Bureaus located within easy geographical accessibility and in safe environments.
- f. Gender and Human Rights courses included in basic and in-service training.

## **Weaknesses**

- a. The Director of the Headquarters of the Bureau for Prevention of Abuse of Children and Women does not have administrative authority over the police officers working in the Divisional Bureaus because the staff of the Divisional Bureaus comes under the authority of the Division SP/SSP. All transfers, granting of leave of absence and fund allocation come under him instead of the Director of the Headquarters of the Bureau for the Prevention of Abuse of Children and Women.
- b. The cadre approved in the Crime Division Circular 19/2012 dated 2012.08.15 not deployed at Divisional Bureaus and C&W Units in the police stations. The Circular requires nine officers to be stationed at a Divisional Bureau, but only four of the forty-two Divisional Bureaus have the full approved cadre.
- c. The Divisional Bureaus not ranked as other Divisions in the Sri Lanka Police. Hence, the work conducted by the Divisional Bureaus, including the work of the officers, is unrecognised and affects promotional prospects of officers working in the Divisional Bureaus and C&W Units.
- d. The ethnic composition of the Sri Lanka Police does not represent the ethnic composition of Sri Lanka.
- e. Lack of Tamil-speaking Officers in Tamil speaking and bi-lingual Police Divisions impacts on service provision.

- f. Sinhala officers lack Tamil language competency. Similarly Tamil officers lack Sinhala language.
- g. Knowledge of officers attached to Divisional Bureaus and C&W Units on International Conventions, Sri Lankan Law and cybercrimes against women inadequate.
- h. Physical, material and financial resources inadequate.
- i. Emergency/welfare fund at Divisional Bureaus to meet the contingency requirements of victim-survivors not available.
- j. A majority of the Divisional Bureaus lack privacy for victim-survivors and a child friendly environment. Accessibility at nighttime poses problems as Divisional Bureaus are closed after 4.30 p.m. A female officer is summoned if there is a complaint. However, the officer may face logistical issues such as travelling when summoned at night.
- k. The present system of hiring a Matron from the community to stay with the victim-survivor through the night as a substitute for a woman police officer is an unsatisfactory solution due to the possibility of confidentiality being compromised. However, the services of a Matron are difficult to obtain due to low remuneration.
- l. Though a VPN system has been introduced it cannot be used especially due to lack of computers and Internet facilities.
- m. Categorisation of crimes based on the Penal Code and other Acts. However, some family disputes that could have elements of violence settled by the police and not always referred to the courts. Therefore, these family disputes remain invisible in national Police crime statistics, as family disputes are not classified as a crime.
- n. Cyber offences against women and children are not included in Divisional Bureau statistics as there is no Act related to cybercrimes in Sri Lanka.

- o. Victim-survivors are re-victimised due to multiple evidence taking and other insensitive practices such as causing stigma by drawing attention, for example by accompanying them in police uniform.
- p. Attitudes of police officers go against the best interest of the victim-survivors as they give priority to maintain the integrity of the marriage bond or the family unit.
- q. Video-recording facilities not available in the Divisional Bureaus to record complaints from child victim-survivors. These facilities available only in the Police Unit at the NCPA.
- r. Crisis centres and protective mechanisms for victim-survivors not available.
- s. An institutionalised coordinated referral system not set up.
- t. Investigation and litigation processes cause delays.

## Opportunities

- a. The National Police Commission committed to gender equality.
- b. Support provided by UN organisations, INGOs and NGOs.
- c. Police reforms are ongoing.
- d. A number of state sanctioned service providers for vulnerable populations at the Divisional Secretariat and Provincial Level.
- e. Community recognition for the services rendered by the Divisional Bureaus.
- f. Community policing is being focused on.

## Threats

- a. Insufficient political commitment for the implementation and continuity of gender-sensitive and child-protection policies.
- b. Media insensitivity in reporting crime/abuse against children and women.
- c. Exponential increase in cybercrimes against women and children.
- d. Delays in prosecutions by the Attorney General's Department
- e. Insufficient JMOs in the health system to collect forensic evidence for prosecution of perpetrators of crimes against women and children.

## **Recommendations**

### **Administration - *Mid to long-term***

- a. Give more administrative powers to the Headquarters of the Bureau for Prevention of Abuse of Children and Women so that the Director has some administrative authority over the staff of the Divisional Bureaus. This will enable the Director to perform her supervisory role more effectively.
- b. Rank the Divisional Bureaus in order to give better recognition to the services provided by the Divisional Bureaus and their officers.

### **Staff Deployment - *Mid -term***

- a. Implement the Crime Division Circular 19/2012 dated 2012.08.15 and deploy the approved cadre of nine officers to Divisional Bureaus and four officers to C&W Units.

### **Language Proficiency - *Short -term***

- a. Recruit Tamil/Muslim female officers.
- b. Enhance language proficiency of staff.

### **Knowledge - *Short - term***

- a. Update knowledge of staff at Divisional Bureaus and C&W Units on International Conventions, national laws and cybercrimes.

### **Resources - *Short to Mid- term***

- a. Review financial allocations for Divisional Bureaus and provide a separate allocation for the Divisional Bureaus in order to upgrade them and the C&W Units at the police stations.
- b. Increase allocations for capital and operational expenses (vehicles, computers and sufficient stationery).
- c. Establish a welfare/emergency fund to be used for victim-survivors.

#### **Accessibility - Short to Mid-term**

- a. Improve Police Barracks to accommodate women and to ensure that women officers are available at nighttime.
- b. Increase the allowance given to female matrons from community until residential facilities for women officers are provided.
- c. When constructing new buildings include a room with washroom and pantry in the Divisional Bureaus for overnight stays of women officers.

#### **Data Collection and Dissemination - Mid- term**

- a. Improve facilities to enable the use of the VPN system.
- b. Eliminate tedious and time-consuming manual processes of recording information and collecting data at Divisional Bureaus and C & W Units.
- c. Strengthen the statistics division at the Headquarters of the Bureau for the Prevention of Abuse of Children and Women by providing more staff, equipment, and space.
- d. Obtain the services of a Statistician seconded from the Department of Census and Statistics.
- e. Include family disputes in national crime statistics.
- f. Work with SLCERT and other agencies to classify cybercrimes and include statistics in national statistics.

#### **Awareness Programmes and Community Policing - Short-term**

- a. Divisional Bureaus to obtain the participation of youth in their awareness and community policing activities.
- b. Provide more resources to conduct awareness programmes.

#### **Responsiveness towards Children and Women - *Short to Mid-term***

- a. The principle of 'best interest of the child and woman' should be followed.
- b. Reduce re-victimisation of victim-survivors.
- c. Institutionalise a mechanism where police officers and other service providers can sit together and talk to the child.
- d. Police officers to wear civilian clothes when accompanying children and visiting crime scenes, especially residences.
- e. Develop psycho-social skills in police officers to be empathetic and more gender sensitive.
- f. Assign a professionally qualified Social Worker to work with the police officers at Divisional Bureaus.

#### **Video- Recording of Evidence from Children - *Mid to Long-term***

- a. Open the Ragama and Galle Centres to provide video-recording facilities.
- b. Establish at least one video-recording centre in each province.

#### **Referral System - *Short - term***

- a. Formalise a more efficient referral system among service providers at the Divisional Secretariat (DS) level and the Ministry of Health.

#### **Protection Measures - *Mid to Long-term***

- a. Establish a crisis centre in every Province.
- b. Explore assistance from non-state sectors such as INGOs, NGOs, Corporate sector and Banks to establish crisis centres.
- c. Conduct awareness raising programmes for Divisional Bureau staff on the recent Act on Assistance to and Protection of Victims and Witnesses Act, No.4 of 2015.

#### **Future Research - *Short Term/Long-term***

- a. Conduct an assessment of the Children and Women's Units located in the police stations.
- b. Conduct periodic impact assessments of the Divisional Bureaus and C&W Units (5-10 years).

## List of Abbreviations

AG	-	Attorney General
ASP	-	Assistant Superintendent of Police
CBOs	-	Community Based Organisations
CEDAW	-	Convention on the Elimination of all Forms of Discrimination against Women
CENWOR	-	Centre for Women's Research
CI	-	Chief Inspector
CID	-	Criminal Investigation Department
CRC	-	UN Convention on the Rights of the Child
CRPO	-	Child Rights Promotion Officer
CSOs	-	Civil Society Organisations
C&W Units	-	Children and Women's Units
CYPO	-	Child and Young Persons Ordinance
DCDC	-	District Child Development Committee
DIG	-	Deputy Inspector General
DO	-	Department Orders
DO/CDO	-	Development Officer /Community Development Officer
DPCCS	-	Department of Probation and Child Care Services
DS	-	Divisional Secretariat
FGDs	-	Focus Group Discussions
GCE A.L.	-	General Certificate of Education Advanced Level
GCE O.L.	-	General Certificate of Education Ordinary Level
GCR	-	Grave Crime Report
GOSL	-	Government of Sri Lanka
GN	-	Grama Niladhari
HQ	-	Headquarters
HQI	-	Headquarter Inspector
HRC	-	Human Rights Commission

IGP	-	Inspector General of Police
INGO	-	International Non-Governmental Organisations
IP	-	Inspector of Police
JMO	-	Judicial Medical Officer
KII	-	Key Informant Interviews
LAC	-	Legal Aid Commission
MoJ	-	Ministry of Justice
MoLO	-	Ministry of Law and Order
MOR	-	Minor Offence Report
NAP	-	National Action Plan
NCPA	-	National Child Protection Authority
NCW	-	National Committee on Women
NGOs	-	Non Governmental Organisations
NHSL	-	National Hospital of Sri Lanka
NPC	-	National Police Commission
OIC	-	Officer in Charge
PC	-	Police Constable
PDVA	-	Prevention of Domestic Violence Act
PS	-	Police Sergeant
SDGs	-	Sustainable Development Goals
SDIG	-	Senior Deputy Inspector General
SDO	-	Station Duty Officer
SGBV	-	Sexual and Gender Based Violence
SI	-	Sub Inspector
SLCERT	-	Sri Lanka Computer Emergency Response Team
SLP	-	Sri Lanka Police
SOCO	-	Scene of Crime Officers
SP	-	Superintendent of Police
SPSS	-	Statistical Package for the Social Sciences
SSO	-	Social Service Officer



SSP	-	Senior Superintendent of Police
SWOT	-	Strengths, Weaknesses, Opportunities and Threats
TO	-	Telephone Operator
TOR	-	Terms of Reference
UNDP	-	United Nations Development Programme
UNHRC	-	United Nations Human Rights Council
USA	-	United States of America
VAW&C	-	Violence against Women and Children
VPN	-	Virtual Private Network
VAW	-	Violence against Women
WASP	-	Woman Assistant Superintendent of Police
WCI	-	Woman Chief Inspector
WDO	-	Women Development Officer
WIN	-	Women in Need
WIP	-	Woman Inspector of Police
WPC	-	Woman Police Constable
WPS	-	Woman Police Sergeant
WPS	-	Women's Police Stations
WSI	-	Woman Sub-Inspector

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# 1. Introduction

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## 1.1 A Brief Background of the Study

An initial state response to the problem of violence against women and children in Sri Lanka was the establishment of the Children and Women's Bureau in 1978<sup>1,2</sup>, in Colombo, in charge of a woman Sub Inspector of Police. This progressive initiative was taken at a time when the issue of Violence Against Women (VAW) had not come into national and international focus and there was no specific obligation for the state to address it although the 1978 constitution contained the provision of non discrimination on grounds of sex, among others, and the guarantee of the fundamental rights of women (Articles 10-17).

The focus of the first Bureau was on children who were abused and family conflict and not on violence against women although women officers of the unit did handle some cases of violence against women.<sup>3</sup> This initiative was a significant step that led to the setting up of dedicated police units throughout the country in the years that followed.

However, it was over a decade later that this initiative of separate police units providing services for women and children who had been subjected to violence was expanded in 1993, at the urging of the then Minister of Women's Affairs.<sup>4</sup> A National Women and Children's Desk was set up at the Crime Division of the Police Headquarters and similar units in police divisions.<sup>5</sup>

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1. Sri Lanka Police. Police History <https://www.police.lk/index.php/police-history>

2. Transparency International Sri Lanka, 2006 In Pursuit of "Absolute Integrity" Identifying Causes for Police corruption in Sri Lanka. Colombo, TISL

3. CENWOR 1997. Evaluation of Women's and Children's Desks in Police Stations. Study undertaken for the Women's Bureau of Sri Lanka. Colombo.

4. Goonesekere, Savitri & Guneratne, Camena 1998. Women, Sexual Violence and the Legal Process in Sri Lanka. A Study on Rape, Colombo, Centre for Women's Research.

5. *ibid*

The catalysts for this development were the global and national visibility of the pervasiveness of VAW. It was recognized as an infringement of women's right to personal security requiring state responses. International treaties such as the 1981 United Nations Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), and the United Nations Convention on the Rights of the Child (CRC)(1982), the human rights discourses of the 1990s, and the 1993 Vienna Declaration on Violence against Women and its programme of action that Sri Lanka became a party to, and the Beijing Platform for Action, 1995 were some of the important milestones that impacted on the Sri Lankan state. Elimination of VAW became a part of the mandate of the Ministry of Women's Affairs while the Women's Charter called for the sensitisation of law enforcement authorities to VAW.

Violence against women in Sri Lanka is pervasive and exists in the family, the workplace and the community. It includes physical, sexual and psychological acts of violence in physical or cyber space. The Sri Lanka Police reported that VAW and children had declined from 2014-2017.<sup>6</sup> However, while data collection has improved overall, a substantial number of incidents are not reported and the number of incidents reported could be much higher.

The State has developed national policies and action plans, undertaken legal reform and developed an institutional framework including Children and Women's Bureaus to address violence against women and children.

State and non-state agencies, international, multi-national and bilateral agencies, international non-governmental agencies have also responded in a variety of ways to prevent gender based violence, seek justice for them and assist in rehabilitation.

Currently there are Divisional Bureaus attached to the 42 Police Divisions and C&W Units in 481 police stations in the country. These Divisional Bureaus and C&W Units have legitimacy within the communities they serve and are therefore an essential link in responding to VAW& C.

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<sup>6</sup> Sri Lanka Police. Annual Performance Report 2013. Colombo.

Thus the present study commissioned to Centre for Women's Research (CENWOR) by the National Police Commission (NPC) is a timely effort to get a better understanding of the functioning of these Divisional Bureaus to ensure quality services to children and women exposed to abuse and violence at a time when police reforms are underway.

## 1.2 Objectives of the Study

The overall and specific objectives for the study based on the scope and objectives given in the Terms of Reference are as follows:

### Overall Objective

The overall objective is to obtain an in-depth understanding of the functioning of Divisional Children and Women,s Bureaus<sup>7</sup> to ensure that the services provided by them are of the best quality and do not cause pain of mind or re-victimise any persons that access the system.

### Specific Objectives

The specific objectives, with reference to the Divisional Bureaus are as follows:

- i. Map the structure, functions, and staff composition of the Bureaus,
- ii. Identify the mechanisms and how they are operationalised within the Bureaus,
- iii. Review resource allocation - human, physical, financial,
- iv. Evaluate the service quality of the Bureaus,
- v. Analyse the gender focus and sensitivity of the Bureaus, and
- vi. Analyse the availability of Officers at all Children and Women,s Units island-wide.

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<sup>7</sup> Children and Women's Bureaus will be referred to as Divisional Bureaus throughout the report

## 1.3 Conceptual Framework

The conceptual framework was centred on rights based and victim-survivor centred approaches. The assessment of the services of the Divisional Bureaus was guided by the Essential Services Package for Women and Girls subject to Violence Core Elements and Quality Guidelines<sup>8</sup> comprising five overlapping modules- 1. Overview and Introduction 2. Health Essential Services 3. Justice and Policing Essential Services 4. Essential Social Services, and 5. Essential Actions for Coordination and Governance of Coordination.

Overlapping principles that support the delivery of all essential services and coordination as given in the Essential Services Package are as follows:

- A rights based approach,
- Advancing gender equality and women,s empowerment,
- Culturally and age appropriate and sensitive,
- Victim -survivor centred approach,
- Safety is paramount, and
- Perpetrator accountability.<sup>9</sup>

## 1.4 Methodology

The methodology for the study comprised two parts. They were the desk review and primary data collection and analysis.

### 1.4.1 Desk Review

#### A. Analysis of Internal Documents

Internal circulars, manuals of operations and other relevant internal documents were reviewed to obtain information on operational aspects of the Divisional Bureaus and C&W Units. The review specifically focused on the structure, mandate and powers vested

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<sup>8</sup> UN Women, UNFPA, WHO, UNDP & UNDOC, 2015, Essential Services Package for Women and Girls Subjected to Violence Core Elements and Quality Guidelines, [www.unwomen.org/en/digital-library/publications/2015/12/essential-services-package-for-women-and-girls-subjected-to-violence](http://www.unwomen.org/en/digital-library/publications/2015/12/essential-services-package-for-women-and-girls-subjected-to-violence)

<sup>9</sup> ibid

with the Headquarters of the Bureau for the Prevention of Abuse of Children and Women, Colombo and Divisional Bureaus, resource allocation, communication and the relationship with the National Police Commission, the Deputy Inspector General of Police (DIG) (Crime & Intelligence) and with territorial DIGs, supervision and control mechanisms, communication within the Divisional Bureaus and C&W Units, procedures and formats for data collection, storage, and reporting to higher authorities, language used, the referral system for victim-survivors, and monitoring of victim-survivors.

## **Sri Lanka Police**

This section reviewed legal provisions, rules, regulations, as specified in internal circulars, manuals of operations and other relevant internal documents to obtain information on current procedures and practices of recruitment, promotions, transfers, hours of work, leave of absence, in-service training –types, curriculum and language used, redressal mechanisms, and availability or absence of a gender policy.

## **B. Review of Literature**

A universal literature - review was conducted based on a scan of published and unpublished literature including journal articles, conference proceedings, reports, and thesis. For Sri Lanka, newspaper articles were also included. Extensive use was made of Internet resources and databases. Google Scholar was used with appropriate keywords to locate material. Reference lists were also followed up. Over 250 documents that were relevant to Study A and B (study B is given in a separate report) were reviewed.

### **1.4.2 National-Level Survey of All Divisional Bureaus**

Given the overall objectives of the research study and the time period allocated for it, a mixed methodology was used to gather the required information from different stakeholders. The study recognised the importance of the participation of multistakeholders such as police officers, victim-survivors, service providers, community, Civil Society Organisations (CSOs) and women activists. Both quantitative and qualitative data were gathered using different data collection tools.

## Sample

Two sets of samples, A & B were selected to cover all 42 Divisional Bureaus in the nine provinces. The use of two sets of samples helped to minimise the cost and time.

### Sample A

Two police divisions that had more than 10 police stations functioning under them were selected from each province. The selected Divisional Bureaus were Maradana, Gampha, Mathara, Thangalle, Moneragala, Rathnapura, Kurunegala, Nikaweratiya, Anuradhapura, Kandy, Nuwara Eliya, Ampara, Batticaloa, Jaffna and Vavuniya. As all nine provinces were covered different ethnic groups and sectors - urban, semi-urban, rural, and estate were represented. Interviews were conducted with the Officer in Charge (OIC) and one other officer attached to each of the 15 Divisional Bureaus that were selected.

### Sample A

Province	Divisional Bureau
Central	Kandy
	Nuwara Eliya
Eastern	Ampara
	Batticaloa
North Central	Anuradhapura
North Western	Kurunegala
	Nikaweratiya
Northern	Vavuniya
	Jaffna
Sabaragamuwa	Ratnapura
Southern	Mathara
	Thangalle
Uva	Moneragala
Western	Maradana
	Gampaha
Total	15



## Sample B

The remaining 27 Divisional Bureaus comprised Sample B. Information from this sample was gathered from the OIC and one other officer attached to these Divisional Bureaus who participated at workshops held in five locations- Colombo, Kurunegala, Habarana, Nuwara Eliya and Jaffna.

### Sample B

Location of workshop	Divisional Bureaus
Nuwara Eliya	Gampola
	Hatton
	Badulla
	Bandarawela
Habarana	Polonnaruwa
	Mathale
	Trincomalee
	Kanthale
Kurunegala	Kegalle
	Puttalam
	Chilaw
	Kuliyapitiya
Jaffna	Kilinochchi
	Mannar
	Mulaithivu
	Kankesanthurai
Colombo	Nugegoda
	Mutwal
	Kirillapone
	Kelaniya
	Negombo
	Mount Lavinia
	Panadura
	Kaluthara
	Seethawakapura
	Galle
	Elpitiya
Total	27

## **Victim-survivors**

Five victim-survivors totaling 75 were selected from the police divisions selected for Sample A using the convenient sampling method. In addition, 15 victim-survivors, one from each police division, were selected to obtain in-depth information.

## **Children and Women's Units at the Police Stations**

Statistics on the staff attached to Children and Women Units at all Police Stations (481) were collected from the OICs of Divisional Bureaus. Information received was verified for accuracy from the Headquarters of the Bureau for the Prevention of Abuse of Children and Women.

## **Data Collection**

Prior to data collection the researchers carried out the following activities:

- Held a discussion with the Director of the Headquarters of the Bureau for the Prevention of Abuse of Children and Women,
- Made a presentation to, and had a discussion with the National Police Commission (NPC) on the study focusing on the methodology,
- Obtained views of the Research Advisory Committee on the objectives and methodology, and
- Trained Research Assistants.

The research assistants interviewed the OIC and another officer attached to the Divisional Bureaus in the selected 15 Divisional Bureaus. Two different questionnaires, one for OICs and the other for officers attached to the Divisional Bureaus guided the interviews. The questionnaires had open and close ended questions that yielded both quantitative and qualitative data.

Five workshops were held with the participation of the OICs and other officers attached to the 27 Divisional Bureaus that were not included in Sample A. The workshop format included (i) discussions with OICs, and (ii) with the other officers attached to the Divisional Bureaus. The workshop participants were divided into two groups. The police officers were given different tasks to perform and make group presentations after each activity through which a discussion was facilitated by the researchers. These workshops were useful in obtaining qualitative data to supplement the quantitative data obtained through the questionnaire survey. The police officers had the opportunity to discuss and reflect among themselves on different issues and to express their views and opinions in a relaxed, comfortable environment.

The police officers that responded to the questionnaire survey and those who participated at the workshops cooperated with the researchers despite their busy schedules as they were keen on bringing about positive changes to improve the existing situation in the police service. They expressed their concerns and at times, used the opportunity to release their frustrations.

Victim-survivors were interviewed with the use of a questionnaire comprising close and open ended questions. The in-depth interviews with the 15 selected victim-survivors were done using an interview guideline. The respondents opened up to the researchers after their initial inhibitions in engaging in a discussion with a stranger. The in-depth interviews allowed the researchers to make the victim-survivors more at ease to get their own narratives and experiences.

Nineteen key informant interviews were conducted using an interview guideline (Annex 1).

The researchers also did observations of the Divisional Bureaus and the C&W Units that were visited by using a guideline for observations. The information obtained from these observation visits supplemented the data collected through interviews and discussions with police officers and victim-survivors.

The operational aspects of the Divisional Bureaus - the processes adopted in reporting, data collection, handling of crimes, training received, referrals, awareness creation, barriers and challenges faced in performing duties, especially on providing quality services to women and children who come for redress were analysed using both quantitative and qualitative data.

The responses of relevant service providers at the sub national level such as Divisional Secretariats, Women Development Officers, Child Rights Promotion Officers, Child Protection Officers, Early Childhood Development Officers, Counsellors, Development Officers (migrant workers) were obtained through 15 focus group discussions held in the selected DS divisions in the selected police divisions. Practical considerations as well as convenience determined the selection of the DS divisions to minimise cost and time.

Focus Group Discussions (FGDs) with community members representing community leaders, Mediation Boards, Community Based Organisations, Civil Security Committees and Community Policing Committees were also conducted. Ten to twelve persons, both male and female, mostly older adults, participated in the FGDs. Fifteen such FGDs, one from each selected DS division in the selected police divisions were carried out. Both FGDs were useful in bringing out views, opinions and perceptions from outside the Police on policing services and the current crime situation in the relevant geographical areas.

## **Data Analysis**

Quantitative data was analysed using the Statistical Package for the Social Science (SPSS) to determine the prevalence, distribution, and significance of issues and concerns by providing tables and figures.

Qualitative data analysis was done manually using content and thematic analysis. Reports pertaining to Key Informant Interviews (KII), in-depth interviews, FGDs and observations were transcribed and coded under different themes to identify patterns.

The overall analytical framework was based on the objectives and the conceptual framework of the study to identify the strengths, weaknesses, opportunities, and threats of the Divisional Bureaus.

### **1.5 Ethical Guidelines**

The research team took measures to conform to research ethics throughout the research process. Informed consent was obtained verbally from informants prior to the collection of data. The language of the respondent was used for interviews by having Research Assistants who could speak the language of the interviewees. Convenience of participants was considered for interviews and discussions. Confidentiality and anonymity was ensured throughout the research process by adhering to the principle of 'non-harm' to protect informants.

### **1.6 Limitations of the Study**

The time limitation of four months was a major challenge for the researchers to complete two studies (A & B) – one on the Divisional Bureaus and the other, an assessment of the gender sensitivity of the Sri Lanka police.

Most women and children exposed to violence and abuse make their complaints to the C&W Units at police stations. A better overall picture could have been obtained if the study scope given in the TOR covered the C&W Units at the police stations with a longer period allocated to the study. Secondly, an in-depth analysis of the referral system and the protection of victim-survivors could not be done.

Third, the scope of the study did not cover the trial process although it is also an important aspect of obtaining justice for victims-survivors. However, data was collected on the status of a few court cases that had been filed.

## 1.7 Structure of the Report

The report is structured under six chapters in line with the objectives and the conceptual framework of the study. The first chapter provides the background, objectives and methodology of the study as well as its limitations. This chapter is followed by a literature review that includes an analysis of official documents that were available and a review of selected national and international literature. Chapter three focuses on the overall organisational structure of Divisional Bureaus, channels of authority, and the process of reporting and investigation of crime and abuse. Duties and functions of the Divisional Bureau staff and challenges faced by them are also addressed in this chapter. Awareness creation is looked in to as prevention of crime and abuse is an important function of the Divisional Bureaus. The fourth chapter is devoted to a discussion on the performance effectiveness of the Divisional Bureaus. The chapter focus is on issues related to capacity and training, resources, accessibility, data collection and reporting, and networking with other service providers. The discussion in Chapter five, focuses on the service quality of the Divisional Bureaus and on the responsiveness of the police towards women and children victim-survivors. Issues such as interaction with, and sensitivity of the police officers towards complainants, and the challenges they face are a part of the discussion. Victim protection, the operation of the referral system, and community perceptions, are other areas that are addressed in the chapter. The final chapter presents the conclusions of the study and recommendations that are to be implemented in the short, mid, and long term to eliminate violence against children and women.

## 2. Desk Review - Methods, Overview of Accessed Literature

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### 2.1 Introduction

The literature review aimed to develop a knowledge base on Bureaus for the Prevention of Abuse of Children and Women and the gender sensitivity of the Sri Lanka Police to support the research that CENWOR was undertaking for the National Police Commission through the UNDP. The research studies focused, inter alia, on the operations of the Divisional Bureaus and assessed the extent of gender equity and equality in the police service.

The two studies (study A & B) are being undertaken at a time when the Sri Lanka police service is being reoriented from its primary function of maintaining law and order to one of engagement with the community and in the context of Sri Lanka's commitment to gender equality including in the police service .

Two aspects of gender sensitivity of the police are vital for an effective police service. First, the police officers are required to function with gender sensitivity in dealing with the wider community of women, girls, men, boys and transgender communities in complex environments, that is, how the police respond to rights violations that have differential impacts on females and males. The lack of sensitivity of the police in addressing sexual and gender based violence was one of the reasons for the establishment of special police units in many countries.

Second, gender sensitivity within the police service, that is, the structures, systems, policies and practices, attitudes and how they impact on female and male officers. Included are also individual as well as collective attitudes and behaviour. Gender sensitivity also impacts on diversity – sexual orientation, ethnic and religious minorities among others.<sup>10</sup>

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<sup>10</sup> Bastick, Megan 2014. Integrating Gender into Internal Police Oversight. OSCE <https://www.osce.org/odihr/118326?download=true>

## 2.2 Methodology

The desk review consisted of two components - an analysis of internal documents and a literature review on women in the police service and special police units for children and women.

The internal documents reviewed included administrative circulars, manuals of operations of the Sri Lanka Police, other official documents in general and those related to Divisional Bureaus.

Information for the literature review was obtained from a scan of published and unpublished literature that included journal articles, conference proceedings, and statistical data, and theses. Extensive use was made of Internet resources and databases. Google Scholar was used with appropriate keywords. Reference lists were also followed up. For Sri Lankan material, newspaper articles were also included.

While literature pertaining to Divisional Bureaus and gender equality in the police force in Sri Lanka is sparse, the literature spanning the continents is extensive and detailed. The latter focuses on the entry of women into the police force and their retention, career prospects, sexual harassment, problems faced by women police officers and resistance to them within the police service, the 'brass' ceiling, gender integration, internal factors including police culture, to female police officers, and affirmative action. Research also probes into work related stresses that female officers undergo.

Over 250 documents were accessed. Of these, 46 documents related to Sri Lanka. Of this number, primary research relating to Divisional Bureaus included two evaluations conducted in 1997 and 2014, a 2009 report on the Divisional Bureaus, a 2012 policy brief, a 2016 assessment of Children and Women's Desks and a 2004 research report on child protection institutes. Empirical studies on gender based violence included references to



Divisional Bureaus. Except for a paper that explored the promotion of gender equality and mainstreaming gender in the police service and in policing in undertaking a police reform process in the transition to peace time, material on gender dimensions of the police service was limited to a few journal articles and newspaper articles reporting gender discrimination in promotions and career advancement.

### **2.3 Structure of the Document and Literature Review**

The review will first look at the international literature relating to the entry of women into the police service, their current status and the reasons for lack of equality, police culture and measures taken for the integration of women, and identify the reasons as to why women should have a greater presence in the police service, and affirmative action taken to increase gender equity. The second section will review the gender responsiveness of the Sri Lanka Police and aspects of gender discrimination.

The subsequent section will review special women's units that have been established across the world, services provided to women and girls, their usefulness in containing or even eliminating violence against women and girls. The final section will focus on the Bureau for the Prevention of Abuse of Children and Violence against Women reviewing the establishment and growth of the Bureaus and their operations through a review of official documents, published and unpublished literature, and newspaper reports.

### **2.4 Women in Police Services**

For women across the world, entry into, and career progress in a male dominated police service with an entrenched patriarchal culture was, and continues to be a struggle. The struggle to be accepted in law enforcement parallels, and at the same time represents an exacerbation of the difficulties experienced by women as they made their way into the labour force in general.<sup>11</sup>

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<sup>11</sup> Berg, B.L. & Budnick, K.J. 1986. Defeminization of Women in Law Enforcement - A New Twist in the Traditional Police Personality. *Journal of Police Science and Administration* 14 (1) December

The initial roles of police women were restricted, matching the stereotypical roles assigned to women and men. In many countries they were looked upon as typists and clerks.<sup>12</sup> The need for women in the police was first recognised in the United States in 1845 when women were taken in as Matrons to assist with cases involving women and children, to provide custodial care for women and children who came into contact with the police, and protect women. In India, the need for women in the police arose when activists who lobbied for expanded roles also believed that women were the most suitable for dealing with children and women.<sup>13</sup> The perception that women had no real ability for police work<sup>14</sup> resulted in women being deployed in administrative and community service roles<sup>15</sup> with less likelihood of being a part of special investigative units, prisoner management etc..<sup>16</sup>

Recruitment and entry of women into the police service had been influenced by several developments such as anti-discriminatory laws in the US, Canada, UK, Australia, the suffragette movement and later on the feminist movement and the adoption of international conventions on the elimination of discrimination against women. More recently, the United Nations Security Council Resolution 1325 called for an expanded role for women in civilian police forces, citing the disproportionate amount of women and children who are impacted by armed conflict and violence.

Despite these developments and decades of activism, the average representation of women in the police globally is only 15.4%. The three Baltic States of Lithuania, Latvia and Estonia have over 30% of women in the police force followed by the Netherlands and Sweden at 30%.<sup>17</sup>

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<sup>12</sup> Schulz, Dorothy Moses 2004. Breaking the brass ceiling: women police chiefs and their paths to the top. [https://books.google.lk/books?hl=en&lr=&id=gkIYfzErQXQC&oi=fnd&pg=PR9&dq=women+and+children+special+police+units&ots=MbreOTCrNr&sig=PORhYRQBOYgm38KR2AoA7PwVfPY&redir\\_esc=y#v=onepage&q=women%20and%20children%20special%20police%20units&f=false](https://books.google.lk/books?hl=en&lr=&id=gkIYfzErQXQC&oi=fnd&pg=PR9&dq=women+and+children+special+police+units&ots=MbreOTCrNr&sig=PORhYRQBOYgm38KR2AoA7PwVfPY&redir_esc=y#v=onepage&q=women%20and%20children%20special%20police%20units&f=false)

<sup>13</sup> Schulz, Dorothy 1993 From Policewoman to Police Officer: An Unfinished Revolution *International Rev. Police Dev.* 90

<sup>14</sup> Sabat, S.N. & Mishra, S. 2010. Role of Women in the Management of Police Organisation : A Paradigm Shift. *International Journal of Learning and Change* 4(4): 365-377. [https://www.researchgate.net/publication/236178486\\_Role\\_of\\_women\\_in\\_the\\_management\\_of\\_police\\_organisation\\_a\\_paradigm\\_shift](https://www.researchgate.net/publication/236178486_Role_of_women_in_the_management_of_police_organisation_a_paradigm_shift)

<sup>15</sup> Martin 1990: Martin, S.E. 1990. *On the Move: The Status of Women in Policing*. Washington DC: Police Foundation.

<sup>16</sup> Brown, Jennifer & Campbell, E. A. 1994. *Stress and Policing: Sources and Strategies*. Research Gate

<sup>17</sup> The Women in Public Service Project 2017. Data Brief. *Toward Gender Parity in Police Forces June 2017 Data Brief*. <http://www.50x50movement.org/article/data-brief-toward-gender-parity-police-forces>

In South Asia, the highest percentage of women was in the Maldives (9.30%): India has 6.11%<sup>18</sup> and Pakistan just 0.64%.<sup>19</sup> In South-East Asia the average is higher with women cadres accounting for 17% in Singapore,<sup>20</sup> Timor-Leste having 17%: but in Japan the percentage of women officers was only 7.7%.<sup>21</sup> However, only a very small minority was at higher decision making levels and remains heavily concentrated at lower levels in “sticky floor” positions.<sup>22</sup>

The slow progress in full integration of women in the police service is attributed to internal factors, that is, those traits that are within the individual, and external factors such as those that are within the work environment influenced by the general discrimination women face in societies and attendant vulnerabilities.<sup>23</sup> Historical antecedents of the police service, the perception of the nature of policing being coercive, and the crime “fighting” image eventually leading to the assumption that policing is naturally a man’s job,<sup>24</sup> male attitudes and power, sexist jokes and harassment, gender role stereotyping and the perception that women are weak and incapable of performing all the functions of policing leads to discrimination and marginalization,<sup>25</sup> as well as resistance to women because of fear of exposure of corruption and violence.<sup>26</sup>

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<sup>18</sup> Factly 2015. Women in the Police Force-Numbers and Beyond <https://www.newslandry.com/2015/08/20/women-in-the-police-forcenumbers-and-beyond>

<sup>19</sup> Darak, Chrinivas et al. 2017. Gender Responsive Policing Initiatives Designed to Enhance Confidence, Satisfaction in Policing Services and Reduced Risk of violence against Women in Low and Middle Income Countries – A Systematic Review. Implications of Evidence for South Asia. London: EPPI-Centre, Social Science Research Unit, UCL Institute of Education, University College London).

<sup>20</sup> Khew, Caroline 2014. Wanted: More women officers in police force. Straight Times March 9 2014. <https://www.straitstimes.com/singapore/wanted-more-women-officers-in-police-force>

<sup>21</sup> Japan has around 20,000 female Police Officers. NDTV May 20, 2014. <https://www.ndtv.com/world-news/japan-has-around-20-000-femalepolice-officers-563276>

<sup>22</sup> Osibanjo, Adewale 2013. Glass Ceiling and Female Career Advancement: A Study of the Nigerian Police [https://www.researchgate.net/publication/256194458\\_Glass-Ceiling\\_and\\_Female\\_Career\\_Advancement\\_A\\_Study\\_of\\_the\\_Nigeria\\_Police](https://www.researchgate.net/publication/256194458_Glass-Ceiling_and_Female_Career_Advancement_A_Study_of_the_Nigeria_Police)

<sup>23</sup> Sabat, Satya Narayan 2010. Role of Women in the Management of Police Organisation: A Paradigm Shift. International Journal of Learning and Change 4(4) 20

<sup>24</sup> Humaira, Parvin 2017. Gender Mainstreaming in Police Organisations: The Bangladesh Perspective. Australian Journal of Law Ethics and Governance 3(1) 2017:32-41/ file:///C:/Users/%D5%AC%D4%B7%D4%B7%D5%86%D4%B1%D5%86%D5%94%D4%BB/Downloads/22-83-1-PB.pdf

<sup>25</sup> Sabat, S.N. & Mishra, S. 2010. *ibid*

<sup>26</sup> Hunt, J. C. 1990. The Logic of Sexism among Police Women and Criminal Justice Vol.1: 3 - 30 .

Overt officially sanctioned discrimination also can be seen in barring women from entering certain ranks at the recruitment stage,<sup>27</sup> policy decisions banning women from acquiring required qualifications prior to applying to the police service,<sup>28</sup> separate cadres for men and women with lower cadre provisions for women that restrict opportunities for career advancement,<sup>29</sup> and separate rules and specific tasks for women. Discriminatory practices are also seen in recruitment that disqualifies married women from applying for vacancies in the police service, and an unmarried woman in service having to wait for a specified number of years to apply for permission to get married,<sup>30</sup> the provision of maternity leave, lack of basic facilities for women such as toilets and restrooms, and the distribution of some such facilities by rank.<sup>31</sup>

While socio-cultural and religion act as barriers to women's participation in policing<sup>32,33</sup> women's perceptions of themselves, the need to overcome perceptions that women were considered an impediment to police work<sup>34</sup> and reluctance to join the service were other factors for these low numbers.

Despite these inherent barriers and slow progress in integration Bell<sup>35</sup> concluded that women make competent managers, that they have "demonstrated their ability to manage preventable violent situations, and that their attitudes are more effective than muscle power".<sup>36</sup>

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<sup>27</sup>. Women in the Police force-Numbers and Beyond <https://factly.in/women-in-the-police-force-numbers-beyond/>

<sup>28</sup>. Thai Police ban Women from Enrolling <https://www.theguardian.com/world/2018/sep/05/thai-police-academy-bans-women-from-enrolling>

<sup>29</sup>. News Laundry 2015. Women in the Police Force. Numbers and Beyond. <https://www.newslaundry.com/2015/08/20/women-in-the-policeforce-numbers-and-beyond>

<sup>30</sup>. A Gender Policy for the Nigeria Police Force 2010. [http://www.endvawnow.org/uploads/browser/files/security\\_nigeria\\_gender\\_policy\\_police\\_unwomen\\_2010.pdf](http://www.endvawnow.org/uploads/browser/files/security_nigeria_gender_policy_police_unwomen_2010.pdf)

<sup>31</sup>. *ibid*

<sup>32</sup>. Humaira, Parvin 2017. *ibid*

<sup>33</sup>. Maldives Policed force 2017. Maldives Police Service has the Higest Percentage of Female Offricer in south East Asia CISION NewsWire.October 16. <https://www.pnewswire.com/news-releases/maldives-police-service-has-highest-percentage-of-female-officers-in-south-eastasia-region-651103813.html>

<sup>34</sup>. LeBeuf, Marcel-Eugene 1996. Three decades of women in Policing. A literature review, Canadian Police College [http://publications.gc.ca/collections/Collection/JS66-25-1996\\_E.pdf](http://publications.gc.ca/collections/Collection/JS66-25-1996_E.pdf)

<sup>35</sup>. Bell, D.J. 1982. Police Women: Myths and Reality. *Journal of Political and Administration* 10(1):112-120.

<sup>36</sup>. Sabat, S.N. & Mishra Sunita 2010.

## 2.5 Why there should be more women in the police

Apart from the fact that women have the right to access employment of any type, there are several reasons as to why there should be more women in the police service. The police service should not be treated as a masculine organisation, the presence of women will provide a more balanced environment and women victim-survivors especially will be able to relate to women police officers more easily.<sup>37</sup> Further, women police officers also improve police response to violence against women.<sup>38</sup> They are essential in tackling issues such as domestic human trafficking, and other persistent issues that largely affect women and children. In addition, police brutality would decrease substantially as women are less likely to use excessive force than their male counterparts<sup>39,40</sup>, one of the most serious problems facing many law enforcement systems today, and thus can substantially reduce excessive force law suits brought against them.<sup>41</sup> Women have equal or better communication skills, field tactics, initiative and self-confidence, and are more adept at public relations.<sup>42</sup>

The persistently low numbers of women in police service is becoming problematic to law enforcement agencies<sup>43</sup> whose policing role is changing especially in post conflict societies. If an effective service is to be provided to all citizens, the number of women has to be increased, the police service has to be made responsive to gender differences within the organisation that will also attract new recruits, and to the needs of women and men in the wider community including a greater focus on gender based crimes and violence.<sup>44</sup>

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<sup>37</sup>. Sabat, S.N. & Mishra Sunita 2010. *ibid*.

<sup>38</sup>. Spiller, Katherine. Women in the Police Force/ [http://en.copian.ca/library/research/cclow/women\\_police/women\\_police.pdf](http://en.copian.ca/library/research/cclow/women_police/women_police.pdf)

<sup>39</sup>. Longsway, Kim et al. 2002. Men, Women and Excessive Police Force: A Tale of Two Genders. A Content Analysis of Civil Liability Cases, sustained Allegations and citizen complaints. National Centre for Women and Policing [http://womenandpolicing.com/PDF/2002\\_Excessive\\_Force.pdf](http://womenandpolicing.com/PDF/2002_Excessive_Force.pdf)

<sup>40</sup>. Sabat, S.N. & Mishra, S. 2010 *ibid*

<sup>41</sup>. *ibid*

<sup>42</sup>. Spiller, Katherine. *ibid*

<sup>43</sup>. Davis, Tracee Alexandria 2005 *ibid*

<sup>44</sup>. Davis, Tracee Alexandria 2005 *ibid*

## Affirmative Action

Affirmative action is intended to overcome historical discrimination and exclusion of women (and other excluded populations such as minorities, persons with disability, sexual orientation) in policing so that the police service reflects the demographic characteristics of a country's population. Affirmative action has its detractors, one common misconception being that it privileges the under qualified because of their demographic. Because of the controversy, Thornton<sup>45</sup> identifies two types of affirmative action, weak forms of affirmative action and stronger and more obvious forms. Included in the former category are the use of gender sensitive language, inclusion of images of women in advertising and recruitment material, and encouraging women to apply for positions that are not controversial, changing human resource management practices and removing blatantly discriminatory practices such as restrictions on marriage.

The latter category of affirmative action includes strong legislative and policy frameworks. These could include the introduction of quotas, and flexible conditions of work to accommodate family responsibilities that are now beginning to be accepted as a responsibility of the employer.

Several countries have included affirmative action in their gender policies. For instance, the Nepalese police developed the "Nepal Police Gender Policy, 2069" that came into effect in 2012 to "ensure gender sensitivity within the Nepal Police by creating a gender friendly environment and developing gender friendly physical infrastructure as well as to enable the organization to address the law and order issues in a gender sensitive manner".<sup>46</sup>

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<sup>45</sup> Thornton, Margaret. 2003. Affirmative Action, merit and Police Recruitment. <https://heinonline.org/HOL/LandingPage?handle=hein.journals/alterlj28&div=60&id=&page=%20use%20of%20quotas>

<sup>46</sup> Nepal Police. Nepal Police Gender Policy, 2069 [https://www.nepalpolice.gov.np/images/documents/general\\_documents/en\\_gender\\_policy\\_2069.pdf](https://www.nepalpolice.gov.np/images/documents/general_documents/en_gender_policy_2069.pdf)

The Nigerian Gender Policy of 2010 aimed at eliminating social exclusion and gender based violence within and outside the Nigerian police force.<sup>47</sup> The Policy aims to “institutionalize gender mainstreaming as a core value in the Nigeria Police Force; infuse into the Police Act/ Regulations the principle of CEDAW and other global, regional, and national frameworks that support gender equality and women empowerment; reduce the current gender gap in the Nigeria Police Force, and make the Nigeria Police Force an equal opportunity employer; and build the capacity of the Nigerian Police Force to effectively handle cases of gender-based violence/violence against women.

Pakistan, after initial resistance, approved a gender policy for the police in 2012 because it was not only a constitutional right but also an operational necessity.<sup>48</sup> To implement the strategy, a comprehensive training programme was launched, a Women Police Network was established and trained women police officers were made heads of male police stations. One was made the head of a police district.<sup>49</sup>

In India, the Model Police Act 2006 requires adequate gender representation in the composition of the police service”; 2012 and 2013 Parliamentary Select Committees on the Empowerment of Women looked at women in policing. The Ministry of Home Affairs has advised state governments repeatedly to recruit at least 33% women to the police force. Many states have a reservation policy for women ranging from 15% (Uttarakhand) to 35% (Telangana).<sup>50</sup>

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<sup>47</sup>. A Gender Policy for the Nigeria Police Force. [http://www.endvawnow.org/uploads/browser/files/security\\_nigeria\\_gender\\_policy\\_police\\_unwomen\\_2010.pdf](http://www.endvawnow.org/uploads/browser/files/security_nigeria_gender_policy_police_unwomen_2010.pdf) [http://www.endvawnow.org/uploads/browser/files/security\\_nigeria\\_gender\\_policy\\_police\\_unwomen\\_2010.pdf](http://www.endvawnow.org/uploads/browser/files/security_nigeria_gender_policy_police_unwomen_2010.pdf)

<sup>48</sup>. Imran, Khola 2015. Pakistan: Gender Responsive Policing In Schirch ed al.(editors). Local Ownership in Security: Case Studies of Peacebuilding Approaches. The Hague: Alliance for Peacebuilding, GPPAC, Kroc Institute, 2015. [www.humansecuritycoordination.org](http://www.humansecuritycoordination.org) [https://www.humansecuritycoordination.org/documents/130617663/0/Pakistan\\_+Gender-Responsive+Policing.pdf/6c76e2fb-a232-4d17-a8f8-5ef200643ae0](https://www.humansecuritycoordination.org/documents/130617663/0/Pakistan_+Gender-Responsive+Policing.pdf/6c76e2fb-a232-4d17-a8f8-5ef200643ae0)

<sup>49</sup>. *ibid*

<sup>50</sup>. Rao, Banupriya 2015. Women in Police – Numbers and Beyond. Factly August 19. <https://factly.in/women-in-the-police-force-numbersbeyond/>

The 2006 Magna Carta for Women in the Philippines established through the Republic Act 7192 or the Women in Development and Nation Building Act of the Philippines provides for non-discrimination in employment in the field of military, police and other similar services and accords the same opportunities for appointment, admission, training, graduation and commissioning in all military, police or similar schools of the Armed Forces of the Philippines. As required by the Act, the Philippines National Police Commission (NPC) requires the appointment of GAD Focal Points in all police offices. Going further, it details the provisions for those who violate the established rules and regulations regarding gender sensitivity and gender equality, one of which is suspension without pay for not less than thirty (30) days, mandatory gender sensitivity training, and recommendation for demotion if these rules are violated more than twice.<sup>51</sup>

Some of the other measures that were adopted include targeted recruitment campaigns, pre-application classes, career development courses and mentoring programmes.<sup>52</sup> The inclusion of women on all selection and promotion panels, the adoption of a sexual harassment policy and monitoring its implementation, and the inclusion of antiharassment information in training, part-time or 'flexible' employment, along with childcare services. However, Valenius<sup>53</sup> cautions against 'gender essentialism' stressing that it is necessary to stay focused on equal opportunity in promoting careers in policing for women.

In 2009, the UN launched a programme to ensure more gender sensitive policing as an operational necessity to address the security needs of women, men, girls and boys. Its 'Global Effort' initiative calls on member states to establish a policy that sets the percentage of their contribution of female police officers on a par with their national police gender ratio; review their recruitment requirements and procedures for international deployment to ensure that female candidates are not restricted from applying; and to consider providing incentives for officers who serve in peacekeeping missions.<sup>54</sup>

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<sup>51</sup>. Dulin, Alvin T. GADliness in the Philippines Police Journal of Advanced Research in Management and Social Science 6(5) May. <http://www.garph.co.uk/IJARMSS/May2017/17.pdf>

<sup>52</sup>. Prenzler, Tim & Sinclair, Georgina 2013. The Status of Women Police Officers: An International Review. International Journal of Crime, Justice and Law <https://pdfs.semanticscholar.org/7074/2bea3789e2fae84614a8f6841f9fadd9bba03.pdf>

<sup>53</sup>. Valenius, J. 2007. A Few Kind Women: Gender Essentialism and Nordic Peace keeping Operations. International Peacekeeping 14, 510-523.

<sup>54</sup>. United Nations Police. UN Police Gender Initiatives. <https://police.un.org/en/un-police-gender-initiatives>



Since the number of women in the police service around the world is still nowhere near parity, ensuring equality for women and making women an integral part of the service, requires on-going reforms to remove structural barriers, implementation and monitoring of policies, and regular gender audits.<sup>55</sup> Of equal importance is the establishment of an accountability framework and the appointment of supportive police leaders<sup>56</sup> for achieving gender equality.

## 2.6 Sri Lanka Police

Sri Lanka Police functions as a central government department, presently under the Ministry of Law and Order. It is regulated by the Police Ordinance of 1865. Although the 13<sup>th</sup> Amendment to the Constitution devolved police powers to the provinces this provision has not yet been implemented.<sup>57</sup>

The National Police Commission set up in 2002 that functioned intermittently till 2015, decides the overall policy pertaining to all aspects of appointments, transfer, promotions, discipline and dismissal of officers below the ranks of Chief Inspectors of Police and monitors how the functions that have been delegated to the IGP, SDIGs and DIGs are being carried out.<sup>58</sup>

Although a government department, the organisational structure and operations of the police department differ from that of a government ministry or department. The head, the Inspector General of Police is appointed by the President with the approval of the Constitutional Council. The SLP is departmentalised by territory and function representing vertical and horizontal lines of authority, the efficacy of which is a subject that is before the Police Reforms Commission.<sup>59</sup> The SLP operates under a central command and covers five ranges (I-V), districts and divisions. Colombo is a separate range.

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<sup>55</sup> Prenzler, Tim & Sinclair, Georgina 2013. Ibid.

<sup>56</sup> Jones, Jenni 2017. How can Mentoring Support Women in a Male-dominated Workplace. A Case Study of the UK Police Force. Palgrave Communications, 3, Article No. 16103. <https://www.nature.com/articles/palcomms2016103#ref8><https://www.nature.com/articles/palcomms2016103#ref8>

<sup>57</sup> Ibid

<sup>58</sup> National Police Commission. <http://npc.gov.lk/about/commission-and-the-sri-lanka-police/>

<sup>59</sup> Reviewing Policing Practices 2017. Daily News August 31 2017.

The IGP had command over a total cadre of 75, 478 (as at 31st December 2017).<sup>60</sup> At present there are 482 police stations with plans to extend the number to 600.<sup>61</sup> Though a civilian service, Sri Lanka Police has a number of specialised units including a paramilitary Special Task Force created in 1983 to counter terrorist threats.<sup>62</sup>

Sri Lanka Police has two categories of officers – high level gazetted officers subdivided into senior (IGP, SDIG, DIG, SSP, SP, ASP) and junior gazetted officers (Chief IP, IP, SI); and low level non-gazetted officers – constable, police sergeant. The government determines the number of officers in each rank (Police Ordinance of 1865) while the National Police Commission (17th Amendment of the Constitution of Sri Lanka) is responsible for appointments, transfers, and disciplinary actions of police officers (some of these functions have been delegated to IGP, SDIG and DIG.<sup>63</sup>); and accepts and investigates complaints from the public.

## 2.7 Gender Sensitivity of the Sri Lanka's Police Service

Gender sensitivity of the Sri Lanka Police has to be situated within its history and within the gender architecture of the country. The policing system under the Dutch and the British played a major role in maintaining control and protecting the interests of the colonial administration. The Dutch had a "somewhat community - based system", but it blurred under the British.<sup>64</sup> Links to the indigenous community were minimal and the reforms that were undertaken were to bring it closer to the colonial government whose interests were the Plantation Raj.<sup>65</sup>

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<sup>60</sup>. Police Hierarchy in Sri Lanka. Hierarchy Structure <https://www.hierarchystructure.com/police-hierarchy-in-sri-lanka/>

<sup>61</sup>. Ministry of Law and Order and Southern Development 2016. Annual Report

<sup>62</sup>. Sri Lanka Police. [https://ipfs.io/ipfs/QmXoyvizjW3WknFiJnKLwHCnL72vedxjQkDDP1mXWo6uoco/wiki/Sri\\_Lanka\\_Police\\_Service.html](https://ipfs.io/ipfs/QmXoyvizjW3WknFiJnKLwHCnL72vedxjQkDDP1mXWo6uoco/wiki/Sri_Lanka_Police_Service.html)

<sup>63</sup>. National Police Commission. <http://npc.gov.lk/about/commission-and-the-sri-lanka-police/>

<sup>64</sup>. Fernando, Laksiri 2005. Police-Civil Relations for Good Governance. Colombo: Social Scientists Association)

<sup>65</sup>. Fernando, Laksiri 2005. Police-Civil Relations for Good Governance. Colombo: Social Scientists Association)

The Police Ordinance enacted in 1865 that brought policing functions under one command in 1866 signaled the beginning of the current police service. From its inception the Sri Lanka Police, as in countries around the world, has evolved in a quasi-military environment and a masculinist police culture.

The Police Ordinance is regarded as an archaic law that is rooted in British Victorian ideology and influenced by the male-centric culture and practice of the period. Its language is male centric as also the subsequent regulations and circulars issued by the Police Department. Further, gender neutral language of the vision and mission statements of the Sri Lanka police and its motto have different implications for women.<sup>66</sup> Jayasundera states that the use of terminology “ should show commitment to gender equality by using explicit phrases such as equality and equity for all men and women” and that “such an understanding will lead to the implementation of gender blind policies.”<sup>67</sup>

Despite the commitment to preventing violence against women by setting up Children & Women’s Units to address violence against women in the wider community, the web site of Sri Lanka does not provide any information of these Units other than the telephone number of the Headquarters of the Bureau for the Prevention of Abuse against Children and Women pointing to the marginalisation of the these special units and their officers within the police hierarchy.

Sri Lankan women gained universal suffrage and were active in the labour movement and the nationalist struggle in the last decade of colonial rule but it was not until the appointment of a Sri Lankan Inspector General of Police who viewed the police as a service, and not as a

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<sup>66</sup>. Jayasundera, Ramani 2016. Police Reform and Gender-The Long Road from Policy to Practice in Sri Lanka. Paper presented at the Conference on Future Policing: Prospects and Challenges for South Asia. [https://www.academia.edu/29951064/Police\\_Reform\\_and\\_Gender\\_The\\_long\\_road\\_from\\_Policy\\_to\\_Practice\\_in\\_Sri\\_Lanka?auto=download](https://www.academia.edu/29951064/Police_Reform_and_Gender_The_long_road_from_Policy_to_Practice_in_Sri_Lanka?auto=download)

<sup>67</sup>. Ibid

force, that the first batch of women was recruited in 1952, unlike in India when women were recruited to the police force in 1933 while under colonial rule. Two other landmarks were the introduction of the rank of Woman Police Sub Inspector and the promotion of two women police officers to that rank 24 years later, in 1976, and the promotion of a Woman Police Officer to the rank of Assistant Superintendent of Police in 1988. In 2016 a fundamental rights petition was filed in the Supreme Court by a group of police women against gender discrimination.<sup>68</sup>

International developments coupled with research conducted in Sri Lanka raised the issue of gender discrimination that was invisible mainly due to favourable indicators for Sri Lankan women as compared, especially with countries in the South Asian region. Following the International Women's Year, an institutional framework was established for 'women's affairs' including the National Committee on Women (NCW). A Women's Charter and a Women's Rights Bill was formulated in 1983. However, the NCW has not become an independent commission, the Women's Rights Bill is in abeyance and the women's ministry remains marginalised. Although the constitution prohibits discrimination on the grounds of sex, Sri Lanka does not have a gender equality law as in the Philippines or an equal opportunity law as in the USA or laws that have brought in quotas for recruitment to the police service as in India or other affirmative action.

Since 1952,<sup>69</sup> the number of women in the Sri Lanka Police had increased to 8,640 as at 31st December 2017 representing 11.4% of the actual cadre of gazetted and non gazetted officers.<sup>70</sup> However, the approved cadre for women is 13.4% of the total but the 13.4% does not apply across ranks. In 2015, the Cabinet approved a 15% quota for women.

While an increasing number of women have been recruited to the police service there has been no corresponding expansion in the cadre position available to women<sup>71</sup> especially in the number of senior positions compared with the adjustments made for the men giving a skewed ratio and clearly discriminating against women.

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<sup>68</sup>. Sunday Times 2016. Alleged gender discrimination in Police: A Fourth Woman ASP goes to Court. Sunday Times, March 15.

<sup>69</sup>. *ibid*

<sup>70</sup>. Sri Lanka Police. Performance Report 2017.

<sup>71</sup>. Sri Lanka Police. Performance Report. Various years.

Gender discrimination in the police is evident with the categorization of the cadre into men and women. First, women cadres are categorised by the prefix W before the rank but there is no such categorisation for male police officers. Second, there is discrimination at the recruitment stage. While the approved cadre has not been filled for all ranks except at the IGP and SDIG levels, the percent of male officers recruited has exceeded that of female officers.<sup>72</sup> There are no cadre provisions for women beyond that of a SP – “a sign of a persistent structural discrimination in the police force.”<sup>73</sup>

Women police officers are concentrated in the non-gazetted ranks of police constable, and police sergeant. High ranking women gazetted officers were 779. The post of IGP, SDIG, DIG has been closed to women while women officers were promoted to the rank of SP only in 2017. Thus the percentage of women declines while going higher up in rank (WIP- 2.7%; WSI- 6.01%; WPS- 17.3%; WPC- 73.95%).<sup>74</sup> There were no women Officers in Charge (OICs) of police stations.

Qualifications required to join the Sri Lanka Police are identical except in the category of physical requirements. Both males and females should be unmarried at the time of entry. The general conditions of service are common to both sexes, except in the case of maternity leave. Paternity leave and parental leave are not available to Sri Lankans.

Applications for promotions are open to both women and men but as only a select number of posts are assigned to women officers, there are fewer opportunities for them to move to the higher level in the hierarchy although women perform duties that are similar to men in their ranks. This discriminatory practice has affected the upward career mobility and promotional prospects of women officers as a higher number of positions are allocated to males.

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<sup>72</sup> Sri Lanka Police. Performance Report. Various years.

<sup>73</sup> Wijedasa, Namini 2018. There can Never Be A Woman IGP in Sri Lanka. The Sunday Times August 12. <http://www.sundaytimes.lk/180812/news/there-can-never-be-a-woman-igp-in-sri-lanka-306659.html>

<sup>74</sup> Sri Lanka Police 2018. Performance Report 2017. Colombo.

Sri Lanka lacks a common cadre in the police service and no records could be located as to how the discriminatory practice of allocating cadre positions between men and women in the police had been determined.

Literature on the deployment of women officers, their working conditions was not available. Except for anecdotal evidence, literature on sexual harassment in the police also could not be located. However, the Police Reforms Commission in recommending areas for reform has identified some of the issues facing women officers. These included, among others, respect for human rights, treatment of women and children, sexual harassment, and attitudes towards women, strengthening prevention and response to gender based violence, introduction of a sexual harassment policy, conducting a gender audit to create an enabling environment for women police officers and optimising the deployment of female police officers based on prioritised policing needs and functions. It also refers to achieving a gender balance in community policing.

Despite constitutional provisions of non-discrimination and accession to international conventions to eliminate all forms of discrimination against women, the several commissions established to look into police reforms did not make recommendations to recruit more women into the service. It was only in 2001, after the first batch was recruited in 1952, that the situation of women in the Sri Lanka police service was focused on.<sup>75</sup> Jayasundera<sup>76</sup> referring to the draft Cabinet Memorandum on Establishing a Commission for Police Reform in Post Conflict and Contemporary Policing comments that despite the opportunity to mainstream gender it had not been done.

Although gender sensitivity within the police service is not evident, a significant, proactive initiative was taken when Bureaus for the Prevention of Abuse against Children and Women were established. The Circular<sup>77</sup> issued in 1993 stressed a victim-centred approach, ensuring and protecting of women's rights. The issue of violence against women was looked at in a broader perspective with measures being taken to raise awareness to prevent such violence.

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<sup>75</sup> Anandaraja, T. E. 2001. Police. Colombo: International Centre for Ethnic Studies <http://noolaham.net/project/62/6182/6182.pdf>

<sup>76</sup> Jayasundera, Ramani 2016. Police Reform and Gender-The Long Road from Policy to Practice in Sri Lanka. Paper presented at the Conference on Future Policing: Prospects and Challenges for south Asia. [https://www.academia.edu/29951064/Police\\_Reform\\_and\\_Gender\\_The\\_long\\_road\\_from\\_Policy\\_to\\_Practice\\_in\\_Sri\\_Lanka?auto=download](https://www.academia.edu/29951064/Police_Reform_and_Gender_The_long_road_from_Policy_to_Practice_in_Sri_Lanka?auto=download)

<sup>77</sup> Sri Lanka Police. 1993. Police Desks for Child Abuse and Violence against Women. IG Circular NO. 1105/93; Crime Branch Circular no. 28/93

However, despite these progressive attitudes, research shows the marginalisation of these Bureaus and Units within the police structure and lack of recognition for the work of Bureaus and female officers who manage them. The ongoing reform process “promises a strong opportunity”<sup>78</sup> to achieve gender sensitivity in the police service.

Although there is gender discrimination within the police service, the police has been proactive in addressing the issue of violence against women especially through the establishment of Bureaus and Units (Desks) for the Prevention of Abuse of Children and Women throughout the country. The Circular<sup>79</sup> issued in 1993 stressed a victim-centred approach, ensuring their best interests and protecting of their rights.

However, “these are largely individual institution issue based on programme or project based interventions and there is no gender mainstreaming road map or strategic plan encompassing all police services and activities and to ensure gender sensitive policing that commits to an overall goal of promoting gender equality”.<sup>80</sup>

## 2.8 Children and Women’s Bureaus and Units (Desks)

Special women’s police desks or gender desks is a gender responsive policing strategy “...to enhance the feeling of safety, satisfaction and confidence among women by providing them with better access to justice and security and by ensuring effective, transparent and reliable ‘policing’ services”.<sup>81</sup> This specific response is required because women are more

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<sup>78</sup>. Jayasundera, Ramani 2018. *ibid*

<sup>79</sup>. Sri Lanka Police. 1993. Police Desks for Child Abuse and Violence against Women. IG Circular NO. 1105/93; Crime Branch Circular no. 28/93

<sup>80</sup>. Jayasundera, Ramani 2016. *Ibid*.

<sup>81</sup>. UK Department for International Development [DFID] 2015.

vulnerable to gender based violence, are reluctant to report such crimes and seek justice, and face the trivialisation of the violence and secondary violence at the hands of the regular police.<sup>82</sup>

Special police desks have been established in many countries to address gender based violence and provide redress to victim-survivors. There are different models of women's police desks. In Brazil, Nicaragua, Peru, India, Pakistan, and the Philippines, they are part of the police service. In Ecuador for instance, they function as justice administration units.<sup>83</sup> In India and Pakistan there are all women police stations as well. Women and Children Service Centres have been set up in Nepal as a part of the gender responsive community policing programme.<sup>84</sup> One Stop Centres have been established mainly in African countries to provide services related to justice, health, psycho-social support at one centre for women.

Women's police stations (WPS) and domestic violence units have been established in a number of countries, including Argentina, Brazil, Colombia, Costa Rica, Ecuador, India, Liberia, Nicaragua, Peru, Uruguay, Sierra Leone, South Africa and the United Kingdom.

These special desks that have been established in many countries to address gender based violence and provide redress to victim-survivors have impacted on containing violence,<sup>85</sup> providing relief to women victims of violence,<sup>86</sup> made violence against women a public sphere issue, a crime and a collective responsibility. They have succeeded in reducing the homicide rate,<sup>87</sup> increased the reporting of violence,<sup>88</sup> reached out to communities to be proactive in the fight against violence directed at women,<sup>89</sup> provided assistance in a variety of ways such as to obtain medical assistance, psychological support,<sup>90</sup> sensitised both women and men to gender based violence (GBV) and played a strategic role in internal gender mainstreaming.<sup>91</sup>

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<sup>82</sup>. IRIN 2012. Women and Children's Desks In Research Report on Institutions which Protect Children's Rights. Colombo: Centre for the Study of Human Rights, University of Colombo, pp. 57-86

<sup>83</sup>. Women's Police Stations in Latin America Case Study: An Entry Point for Stopping Violence and Gaining to Justice (Brazil, Peru, Ecuador and Nicaragua) [http://www.endvawnow.org/uploads/browser/files/security\\_wps\\_case\\_study.pdf](http://www.endvawnow.org/uploads/browser/files/security_wps_case_study.pdf)

<sup>84</sup>. Asian Development Bank 2014. More Police Service Centres in Nepal Help Reduce Violence against Women. <https://www.adb.org/news/features/more-police-service-centers-nepal-help-reduce-violence-against-women>

<sup>85</sup>. Wanjohi, A. W. 2016. The effectiveness in police desks in addressing Gender Based Violence: A Case of Nyandura County-Kenya. <http://irlibrary.ku.ac.ke/bitstream/handle/123456789/17630/The%20effectiveness%20of%20police%20gender%20desks%20in%20addressing.pdf?sequence=1> London: EPPI-Centre, Social Science Research Unit, UCL Institute of Education, University College London.

<sup>86</sup>. Jha, Preeti 2016. Are India's all women police stations helping to combat gender violence? Scroll.in <https://scroll.in/article/819369/areindias-all-women-police-stations-helping-to-combat-gender-violence>

<sup>87</sup>. Perova, Elizaveta & Reynolds, Sarah. 2015. Women's Police Stations and domestic Violence. Evidence from Brazil. World Bank (Poverty Research Working Paper 7497). <http://documents.worldbank.org/curated/en/441331467987820782/pdf/WPS7497.pdf>

<sup>88</sup>. Asian Development Bank 2014. *ibid.*

<sup>89</sup>. UN Women n.d. Establish gender desks/focal points/units within security institutions. <http://www.endvawnow.org/en/articles/1061-establish-gender-desks-focal-points-units-within-security-institutions.html>

<sup>90</sup>. UN Women *ibid.* n.d.

<sup>91</sup>. Jha, Preeti. 2016. *Ibid.*



Studies have also shown that women who use the services of these special desks are satisfied with the services provided to them while some reported a reduction in violence by the husband/partner after the intervention of women police officers.<sup>92</sup>

Critics of these special police desks claim that they reinforce stereotypes and prevent the police service as a whole working on an issue that affects half the population,<sup>93</sup> that a new layer of infrastructure is being added without the requisite number of women police officers and suggesting the increase of their numbers and strengthening the Desks.<sup>94</sup>

## **2.9 Sri Lanka- Bureau for the Prevention of Abuse of Children and Violence against Women**

The first Children and Women's Bureau that was set up in 1979<sup>95</sup> in the Year of the Child, at a time when women's issues and violence against women had not come into the international and national agenda was the forerunner of the current Bureaus. It also pre-dated special

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<sup>92</sup> Darak, Shrinivas et al. 2017. Gender Responsive Policing Initiatives Designed to enhance confidence, Enhance confidence, Satisfaction in Policing Services and Reduce Risk of violence against Women in Low and Middle Income Countries-As Systematic Review. Implications of Evidence for South Asia London: EPPi-Centre, Social Science Research Unit, UCL Institute of Education, University College London.

<sup>93</sup> Rough Roads to Equality. Women Police in Meghalaya. London: Commonwealth Human Rights Initiative. [http://www.humanrightsinitiative.org/download/1456300420Rough%20Road%20to%20Equality\\_Meghalaya%20Police\\_03-02-16.pdf](http://www.humanrightsinitiative.org/download/1456300420Rough%20Road%20to%20Equality_Meghalaya%20Police_03-02-16.pdf)

<sup>94</sup> Jha, Preeti 2016. *ibid.*

<sup>95</sup> Sri Lanka Police 2018. Police History. <https://www.police.lk/index.php/police-history>

units set up to address violence against women and children globally. Acknowledging that women were disadvantaged in a male dominated environment, the Bureau was a mechanism to provide better access to law enforcement authorities. The focus of the Bureau was on children who were abused and family conflict but the women police officers in charge did attempt to bring redress to women victimsurvivors.<sup>96</sup> This initiative was a significant step in setting up dedicated police units throughout the country in the years that followed.

The expansion of the Bureau that was confined to Metropolitan Colombo to the periphery in 1993 was influenced by women's activism, political will and international developments. In setting up the National Desk for Child Abuse and Violence against Women, the Inspector General of Police refers to international conventions and the Women's Charter of Sri Lanka stating that a victim-centred, rights based approach should be adopted where the primary concern should be the best interests of the affected children and women.<sup>97</sup> With the decision to extend the Desks to every police division and police station, the Bureau, known as the Bureau for the Prevention of Abuse of Children, Young Persons and Women, became a separate division under a SSP<sup>98</sup> consisting of the Bureau Headquarters, Divisional Bureaus and Children and Women's Units at the police stations.

Duties of the National Desk included investigating crimes committed against women, young persons and children, supervision and follow up of such action taken by police stations, to provide advice and guidance relating to these crimes to police stations and engage in awareness raising in the community targeting different population groups with a view to reducing and preventing abuse and violence against women.<sup>99</sup>

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<sup>96.</sup> CENWOR 1997. Evaluation of Women's and Children's Desks in Police Stations. Colombo, Centre for women's Research; Goonesekere, Savitri & Guneratne, Camena 1998. Women, Sexual Violence and the Legal Process in Sri Lanka. A Study on Rape. Colombo, Centre for women's Research.

<sup>97.</sup> Sri Lanka Police 1993. IGP Circular No. 1105/93 Crime Branch circular No.28/93 dated 17th September 1993.

<sup>98.</sup> Sri Lanka Police 1994. IG Circular No. 1172/94 and Crimes Division Circular No. 13/94 dated 1st November 1994.

<sup>99.</sup> *ibid*

An evaluation of 31 WCDs and five sub units carried out in 1997<sup>100</sup> found that although the majority had an average standard many of the Desks were not gender sensitive. While operational difficulties were to be expected, they were constrained by the lack of authority to investigate complaints, and being assigned to other duties including clerical work. There was no follow up of cases, and very few engaged in advocacy. Frequent transfers of officers were common. Facilities for performance effectiveness were not available. Nearly 75% did not have a separate office or area and could not maintain privacy and confidentiality. Delays in opening the Desk, maintaining regular hours and the non-availability of required services were some of the weaknesses of these Desks.

A 1998 study<sup>101</sup> found that the Criminal Investigation Department did not consider the handling of grave crimes such as rape a part of the work of the National Desk and that it acted as a clearing house and collected statistics for monitoring. It also found that there were no senior women police officers, the majority being constables and reserve constables, not in the regular service. The women officers were not trained especially in prosecution. The study also notes that some Desks were proactive in strengthening their services by coordinating and networking with other agencies.

Jayaweera et al. in 2014<sup>102</sup> found that these units were performing an essential function and that they had a positive impact despite the constraints under which they operated. Constraints identified included the non availability of officers in the rank of Inspector and therefore lacking in authority, capacity deficiencies, and the requirement to engage in non-related work, and inadequate language skills. They lacked resources to maintain privacy, and a child friendly environment.

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<sup>100</sup> CENWOR 1997. Evaluation of Women's and Children's Desks in Police Stations. Colombo, Centre for women's Research.

<sup>101</sup> Goonesekere, Savitri & Guneratne, Camena 1998. Women, Sexual Violence and the Legal Process in Sri Lanka. A Study on Rape. Colombo, Centre for women's Research.

<sup>102</sup> Jayaweera, Swarna 2014. Capacity Assessment and Review of Women and Children's Desks in Ten Districts in Sri Lanka. Colombo, CENWOR.

In 2016, the TNS study<sup>103</sup> concluded that although a line of authority existed from the Headquarters to the Divisions and police stations they are managed by the respective police division and police stations. Due to this reason, facilities are allocated to the divisions and not direct to the Bureaus. Regular interaction among them was limited to the monthly submission of statistical data. In addition to their regular tasks, of those interviewed, 88% from the police stations, 67% from the Headquarters and 51% from the Divisional Bureaus had been assigned to other duties.

Most police stations did not have female officers on duty at night. Challenges related to the availability of human resources including insufficient male staff, the geographical area that had to be covered, assignment to special duties, and lack of fluency in local languages. Resource constraints related to physical space including a separate room, office equipment, multimedia facilities, and Internet and telephone facilities.

What is evident from these empirical studies is that the constraints that were identified in 1997 have persisted over the years. On the other hand, perceptions of users and the community had changed in the interim.

In 1997, three years after its establishment, there was hardly any community support for them<sup>104</sup> due to low awareness, but in later years with an increasing number of victimsurvivors seeking their intervention, and sustained awareness creation there was a discernible change of perceptions.<sup>105</sup> In 2006, 72% of respondents of a 2006 Public Attitude Survey<sup>106</sup> stated that it was very important to have a separate women's desk in police stations because they will ensure children's safety, women will have the opportunity to discuss their problems with a female officer more easily and their expectations of a quick solution to their problems. The assessment of these units in 2014 recognised the positive contribution they had made.<sup>107</sup>

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<sup>103</sup> TNS & Asia Foundation 2016. Women and Children Desk Survey.

<sup>104</sup> CENWOR 1997. *ibid*

<sup>105</sup> CENWOR 1997. *ibid*.; Jayasundera, Ramani 2012. *Voices of Survivors. Case Stories of Domestic Violence Victims*. Colombo, Women In Need; Kodikara, Chulani & Piyadasa, Thiagi 2012. *Domestic Violence Intervention Services in Sri Lanka: An Exploratory Mapping 2009-2011*. Colombo, International Centre for Ethnic Studies.

<sup>106</sup> Transparency International Sri Lanka 2006. *In Pursuit of "Absolute Integrity". Identifying Causes for Police Corruption in Sri Lanka*. Colombo, TISL.

<sup>107</sup> Jayaweera, Swarna et al. 2014. *ibid*

### **3. Structure and Functions of Divisional Bureaus for the Prevention of Abuse of Children and Women**

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#### **3.1 Introduction**

The Children & Women's Bureau<sup>108</sup> was established under the Crimes Division at Police Headquarters in Colombo 1993 for the prevention of abuse of children, young persons and women, to receive complaints, conduct investigations and to take remedial actions. Educating the public and creating awareness on harassment and abuse of children and women were important functions of the Divisional Bureaus.

#### **3.2 Organisational Structure of the Divisional Bureaus**

Sri Lanka Police is a centralised service headed by the Inspector General of Police with command over 42 territorial and 63 functional divisions. The Bureau for the Prevention of Abuse of Children and Women is one of the seven divisions<sup>109</sup> operating under the DIG (Crimes & Intelligence) who reports to the IGP through the SDIG (Crimes, Organised Crimes & STF).

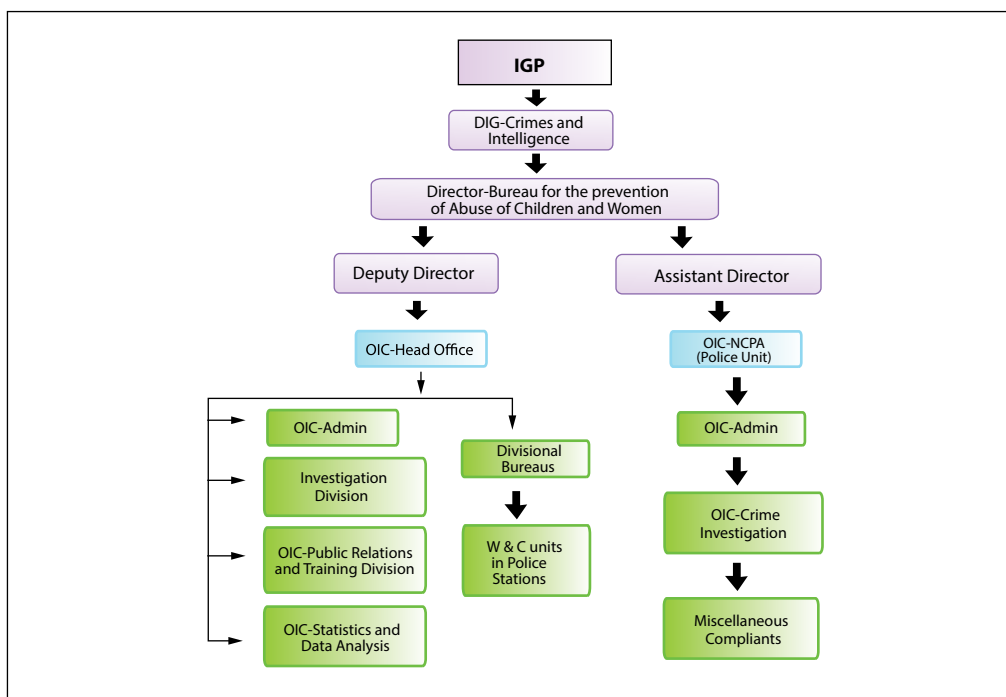
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<sup>108</sup> The name of the Bureaus has changed several times since its establishment in 1979.

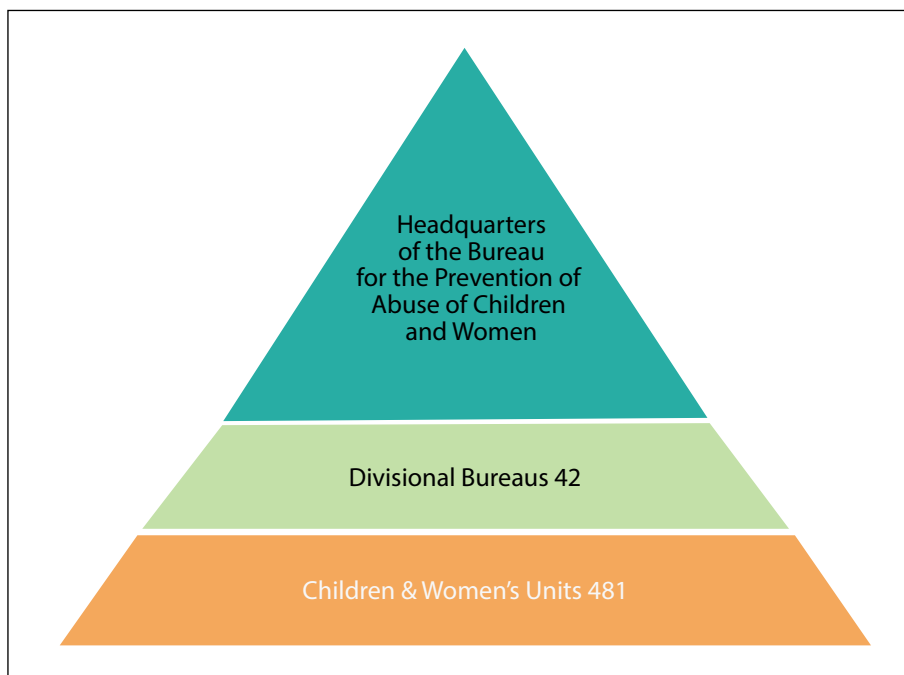
<sup>109</sup> The other divisions are Crime Division, Criminal Records Division, Police Narcotics Bureau, Police Tourist Division, Community Policing Division, Organised Crimes Prevention Division, and Protection of Victims of Crimes and Witnesses

The Headquarters of the Bureau for the Prevention of Abuse of Children and Women is managed by the Director, with the assistance of a Deputy Director and an Assistant Director. An OIC, directly responsible to the Deputy Director, is in charge of administration, investigation, public relations and training, and statistics and data analysis. The Assistant Director is responsible for the Police Unit at the National Child Protection Authority (NCPA).

**Figure 3.1:**  
**Structure of the Headquarters of the Bureau for the Prevention of Abuse of Children and Women**  
*Source: Headquarters of Bureau for the Prevention of Abuse of Children and Women*



**Figure 3.2 :**  
**Structure for the Prevention of Abuse of Children and Women IGP**



The 42 Divisional Bureaus fall within the Territorial Divisions and come under the direct supervision of the Headquarters of the Bureau for the Prevention of Abuse of Children and Women and the SSP or SP in charge of the Divisions.<sup>110</sup> The OICs of the C&W Units at the police stations report to the OICs of the police stations.

Although a clear line of authority has been laid down, deviations are observed, mainly due to practical reasons. The Headquarters of the Bureau for the Prevention of Abuse of Children and Women has no administrative power over the Divisional Bureaus or the C&W Units at the police stations. Routine administrative work of transfers, granting leave of absence, nominations for training, deployment of officers for other duties are all carried out at the Divisions without reference to Headquarters of the Bureau for the Prevention of Abuse of Children and Women. It has no financial powers, as allocations are provided directly to the Territorial Divisions that apportion financial resource to the relevant units functioning under them.

<sup>110</sup> Sri Lanka Police. Crime Circular No. 19/2012

### 3.3 Duties and Functions of the Divisional Bureaus

The duties of the Divisional Bureaus are of two types – those relating specifically to abuse and violence against children and women; and additional duties assigned by the SP in charge of the Division.

The official responsibilities of the OIC of Divisional Bureaus as laid down in the Duty Lists are:

- ***Victim-Survivors***
  - Recording complaints, carrying out investigations, conducting inquiries and instituting legal proceedings.
  - Prevention and elimination of crimes against children and women.
  - Following up on victims/offenders. (A project on creating a database of victim/offender/offences since 2011).
  - Presenting reports to the Attorney General.
- ***Administrative***
  - Administration of the Divisional Bureau, liaising with the Headquarters of the Bureau for the Prevention of Abuse of Children and Women.
  - Collecting information and data.
  - Maintaining documents and reports.
- ***Coordination with other Service Providers***
  - Participation in meetings with other governmental officers in the DS Division dealing with women and children.
  - Holding case conferences.
  - Liaising with civil society organisations.
- ***Additional Duties***

In addition to the duties that have been laid down in the duty lists, the Divisional Bureau staff is also required to perform other duties that the Territorial SSP or SP assigns. The inadequate number of staff to meet other service requirements that take precedence over normal and routine work is the main reason for using officers of the Divisional Bureaus.



These extraneous duties include:

- Acting as the Station Duty Officer (SDO).
- Participating in conducting raids.
- Special duties.

The official duties of other officers attached to the Divisional Bureaus are as follows:

- Recording all reported complaints.
- Assisting the senior officer in the investigation process.
- Preparing the reports and documents related to the Divisional Bureau.
- Maintaining and updating Divisional Bureau related documents.
- Following up on the victimised, high risk or vulnerable children.
- Conducting prevention programmes.
- Preparing notes to be submitted to the Attorney General.

In addition to these officially assigned duties, police officers are often called upon to perform many other duties. They are,

- Telephone Operator duties
- Guard duties
- Community policing
- Reception officer
- Raids and miscellaneous duties
- Duties in other divisions - related to preparing reports and documents
- Peak hour traffic duty – 6.30 to 8.00 am
- Perahera duty
- VIP visits
- Main gate duty in the courts, done on rotation
- Opening ceremonies, strikes, protests, political meetings, even insignificant events such as carnivals and musical shows.

However, the officers at Divisional Bureaus feel that the services rendered by the Divisional Bureau officers are undervalued and there is a lack of understanding of the depth of official duties performed by Divisional Bureau officers, such as delaying or eliminating the real crimes against women and children.

### 3.4 Procedures for Recording a Complaint and Subsequent Investigations

A complaint can be made on 119 and 1929 or by going to the police station. When a complainant goes to the Police reception desk, after a brief inquiry is made about the nature of the complaint, and the complaint is categorised, and the complainant is directed to the relevant unit. In case of a family dispute, for example, the following procedure is followed:

- i. The OIC of the Divisional Bureau will start the inquiry, if she is available. If not, the next most senior officer in the Bureau will commence the inquiry.
- ii. The Police Officer will check the external appearance of the victim.
- iii. The Officer records the victim-survivor's statement verbatim and ensures that she is aware of what is being recorded. She is given a copy of the complaint.
- iv. The investigation procedures commence with the alleged perpetrator being asked to be present at the Divisional Bureau as soon as possible (either by telephoning or sending mobile police units to bring him/her).
- v. The officer will attempt to reconcile the parties involved, but if reconciliation is not possible then they are referred to the Mediation Board or for counselling.
- vi. If they don't reconcile thereafter or if the accused keeps repeating the same offence, a case is filed in the courts.

The Procedure followed in Cases of Grave Crimes is as follows:

- The offence is reported through hotline numbers (119, 118, 1929), by a telephone call or by coming to the Divisional Bureau.
- The complaint of the victim-survivor who comes to the Divisional Bureau is recorded by a female Police officer after making the victim-survivor comfortable and relaxed and ensuring that the victim-survivor's privacy and confidentiality are protected.
- The officer checks if all evidence is available and secures the crime scene and physical evidence and informs the Scene of the Crime Officers (SOCO).
- The victim-survivor is hospitalised under the protection of a guardian. She will be given medical attention and a medical examination will be performed.

- The relevant superior officers will be informed.
- The accused/alleged perpetrator will be arrested without delay.
- Investigations are conducted to bring justice to the victim.
- The investigation process includes the collection of records of telephone calls,
- medical reports (DNA Reports).
- Files a case within 72 hours presenting the facts, evidence and testimonies to the
- court. If the victim-survivor is under 16 years, a probation report is obtained and
- presented to courts.
- Presenting 'B' reports to court 'A'.
- Completing the investigation and handing over reports to the Attorney General.
- Filing a case in High Court after receiving the Attorney General's advice.

### **3.5 Procedure for Collecting Information**

Collecting information and recording them are administrative duties that has to be concluded within a stipulated time. Monthly reports have to be submitted directly to the Director of the Headquarters of the Bureau for the Prevention of Abuse of Children and Women by the OIC of the Divisional Bureau before the 10th of each month.

Detailed information for these reports is collected under the following categories:

- Victim -child/woman
- Suspect
- Children - Minor crimes/ major crimes
- Women– Minor crimes/major crimes

Crimes are basically classified as grave crimes and petty crimes. Complaints are categorized as follows.<sup>111</sup>

- **Minor crimes**

Minor assault, illegal abortion, criminal trespass and house trespass, sexual abuse, unlawful obstruction/ arbitrary arrest, being caught for remaining inside a building for an illegal activity, being a notorious thief, quarrelling in public places, criminal force, criminal intimidation/ deliberate insult, absence due to failure to comply with a lawful order of a police officer, attempting to cause an injury, application to bind a person over and giving false evidence and fabricating false evidence at court.

- **Grave Crimes against Children**

Homicide, abetting suicide, attempted murder, female rape/incest, inflicting grievous bodily harm, injury caused by knives, etc., unnatural offences and grave sexual abuse, abduction and kidnapping, trading and supplying women for carnal intercourse, cruel treatment against children and sexual abuse.

- **Grave Crimes against Women**

Homicide, abetting suicide, attempted murder, rape/incest, inflicting grievous bodily harm, injury caused by knives etc., unnatural offences and grave sexual abuse, abduction and kidnapping, trading and supplying women for carnal intercourse.

- **Miscellaneous Complaints**

Assaulting, threatening and scolding, family disputes, harassment or ill-treatment of husband/wife, domestic violence, disputes that arise due to extra marital affairs, complaints on disappearances.

The Divisional Bureaus will only investigate those related to crimes and abuse against women and children.

- **Cybercrimes**

These come under special Investigations conducted by the Criminal Investigations Department.

The reporting format too has a few shortcomings. For instance, if there are two or more persons suspected as the perpetrator of a particular crime their names are entered as separate offences as there is no column to note multiple suspects. If no name is given, it is recorded under the crime number. Also, there is much duplication of information.

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<sup>111</sup> Sri Lanka Police 2018. Performance Report 2017. <http://www.parliament.lk/uploads/documents/paperspresented/performance-report-srilanka-police-2017.pdf>

These procedures make the recording process tedious and time consuming: valuable time that could be used in providing services to complainants.

### 3.6 Challenges Faced by the Divisional Bureaus

The challenges faced as identified by the officers were due to both internal and external factors.

- A major problem that was noted by the officers was the use of the trained officers for other work disrupting their substantive duties.
- In some areas the officer conducting an inquiry does not continue till the inquiry is completed.
- Lack of a safe house to keep a victim-survivor (sometimes a woman with children) until produced in courts.
- The alternative of keeping the victim-survivor with an 'Arakshaka Matha'. (Matron) either in the Police station or in the hospital is not satisfactory, as she is from the neighbourhood, which could compromise the victim-survivor's privacy.

The officers suggested the provision of a safe place within the Divisional Bureau itself with relevant staff being available.

- The risk of a child changing or distorting his/her testimony due to undue delays especially with regard to video recording that is undertaken only at the National Child Protection Authority in Colombo.
- Difficulty in obtaining the probation report that has to be submitted for every
- child under 16 when Probation Officers are not available after office hours.
- Accessing the services of the Judicial Medical Officer if they are not available as well as the non-availability of a JMO at some peripheral hospitals. Delays could cause the loss of evidence, which is especially crucial if the victim-survivor had been raped. These delays impact on the victim-survivors due to uncertainty, loss of privacy and the possibility of others becoming aware of the incident.
- Problems could arise if the report of the Scene of Crime Officers differs from that of the Divisional Bureau officer. (These challenges are discussed further in Chapters 4 & 5).

The officers who were interviewed stressed the need to rectify these anomalies to enable them to provide a better and more efficient service to victim-survivors as well as for the prevention of such offences.

### **3.7 Community Awareness**

Prevention of violence and abuse against children and women is a fundamental responsibility of Divisional Bureaus. Community awareness programmes target both children and adults and cover a wide range of issues adjusted to suit the participants. The basic content includes rights of children and women, gender issues, types of crimes and abuse, preventive measures, support services that are available for victim-survivors. Common themes addressed in these programmes are legal issues, family disputes, harassment in public transport, prevention of violence against children and women, and gender issues. Target groups for awareness programmes are school children and teachers, members of community based organisations (mainly women's groups), officers attached to departments and children and caregivers at institutions for children, guest house owners, and three wheel taxi drivers. While Police officers conduct programmes on their own, they also collaborate with other organisations to extend their reach.

Although Divisional Bureaus consider awareness creation to be a priority, they are faced with a number of challenges in implementing these programmes. Coordinating with schools and communities to conduct such programmes is not easy for the Divisional Bureau staff, especially in getting time from authorities for such programmes in schools. Obtaining community participation for awareness programmes is another challenge. Very often it is the older women who participate in these awareness programmes. A further problem is the lack of material resources, audiovisual equipment, and even stationery to deliver effective programmes. As important is the difficulty of getting the services of resource persons who have to be remunerated.

## 4. Performance Effectiveness of Divisional Bureaus for the Prevention of Abuse of Children and Women

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### 4.1 Introduction

The establishment of the Bureau for the Prevention of Abuse of Children and Women, Divisional Bureaus, and Children and Women's Units (C&W Units) in 481 police stations was a very progressive State initiative to address violence against children and women. While roles and responsibilities had been laid down at the time they were established,<sup>112</sup> a recent circular<sup>113</sup> reiterated the expected goal by re-defining clearly the roles and responsibilities of Divisional Bureaus and C&W Units. However, performance effectiveness of the Divisional Bureaus to respond effectively to the different needs of women and children depends on many factors.

Thus this chapter will engage in a discussion on the capacity and training of staff, resource availability, physical accessibility to Divisional Bureaus, data collection and reporting and coordination efforts with other service providers to examine the performance of Divisional Bureaus. The main question raised in the discussion would be to examine how far the Divisional Bureaus are capable of accomplishing the envisaged goal.

### 4.2 Capacity and Training of Staff

At the time of its establishment in 1993,<sup>114</sup> the Divisional Bureau was to be headed by an Inspector or a Sub Inspector and have at least five Police Constables (PCs) as support staff. In later years, recognising the importance of the Divisional Bureau and the work it carries out, the Officer in Charge (OIC) of the Divisional Bureaus was required to be in the rank of Inspector of Police.<sup>115</sup> The circular goes on to state that the most qualified and

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<sup>112</sup> Sri Lanka Police 1993. Police Desks for Child Abuse and Violence against Women. IGP Circular No. 1105/93 and Crime Branch Circular No. 28/93/

<sup>113</sup> Sri Lanka Police. Crime Circular No. 02/2017 dated 2017.05.23

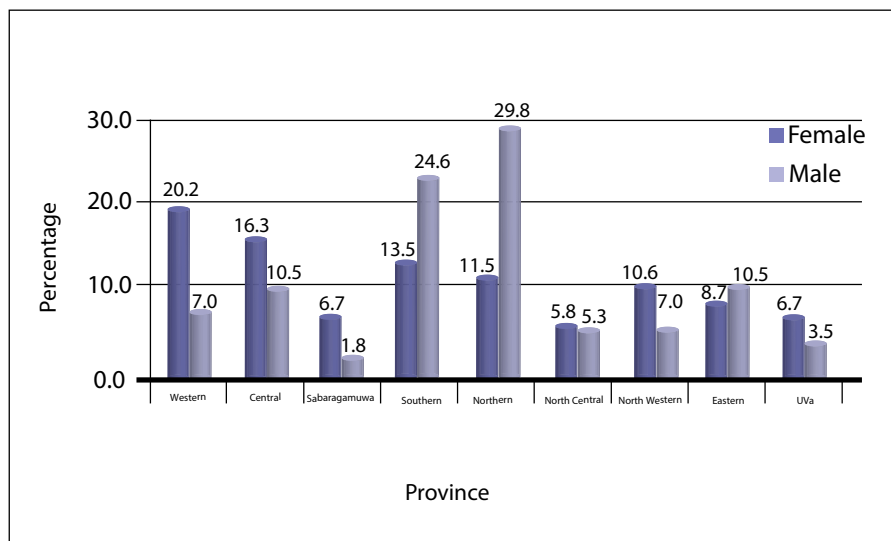
<sup>114</sup> Sri Lanka Police. IGP Circular 1105/93

<sup>115</sup> Sri Lanka Police. 2011. Crime Circular 03/2011 dated 2011.05.02

efficient woman Police Officer in the division should be appointed as the OIC of the Divisional Bureau. A year later, in 2012, the rank of the OIC of the Divisional Bureau was to that of IP, and in the absence of an officer in the rank of IP then a SI should be appointed as the OIC. The number of support staff in the Divisional Bureaus was increased to nine, as follows:<sup>116</sup>

OIC	- 01
Woman Police Sergeants	- 02
Police Sergeants or Constables	- 02
Woman Police Constables	- 03
Police Constable Driver	- 01

**Figure 4.1:**  
*Percentage Distribution of Staff of the Divisional Bureaus by Province and Sex*



The C&W Units that operate in the police stations under the supervision of the station OIC are required to have a

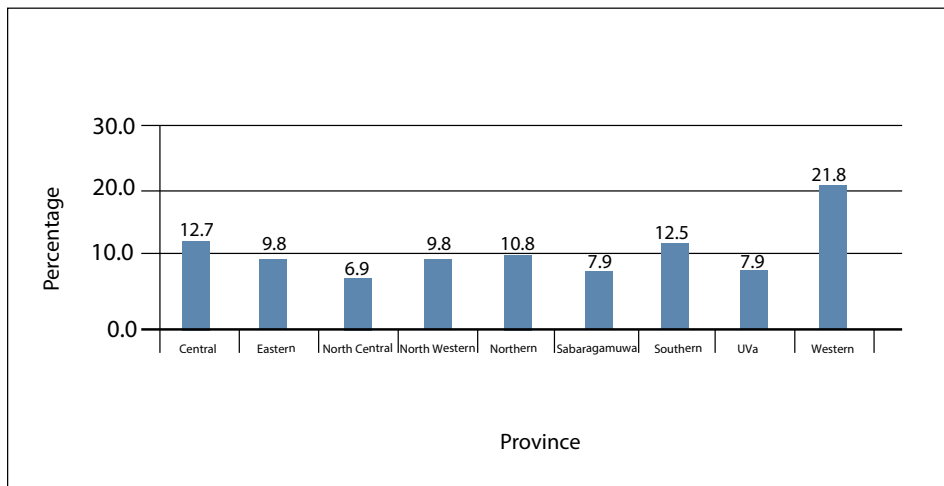
- Woman officer in the rank of Inspector- 01 (the same as in the Divisional Bureau),
- Woman Police Sergeant/ Woman Police Constable – 02, and
- Police Sergeant or Police Constable – 01.<sup>117</sup>

<sup>116</sup> Sri Lanka Police. 2012. Crime Circular 19/2012 dated 2012.08.15

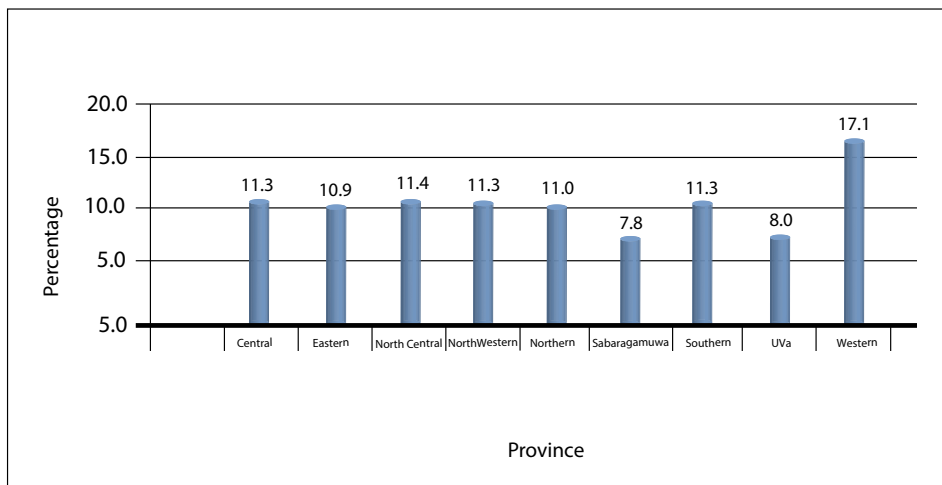
<sup>117</sup> Sri Lanka Police. 2012. Crime Circular 19/2012 dated 2012.08.15



**Figure 4.2 :**  
**Percentage Distribution of Children & Women's Units in the Police Stations by Province**

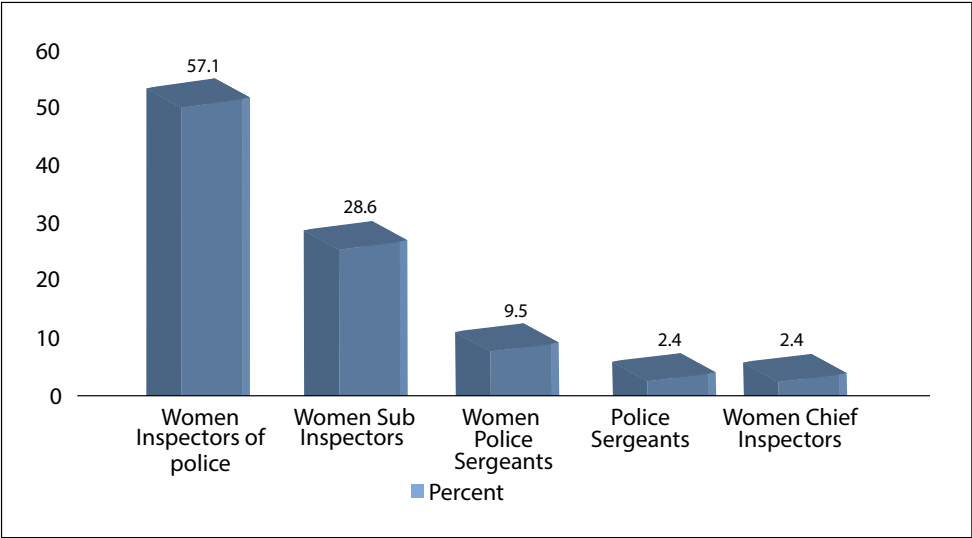


**Figure 4.3 :**  
**Percentage Distribution of Staff in Children & Women's Units by Province**



A wide gap is seen in the number of officers approved for deployment in the Crime Circular 19/2012 and actual deployment. Except for Kandy, Matara, Thangalle and Vavuniya all other Divisional Bureaus have less than the required nine officers. Four Divisional Bureaus, namely Colombo North, Colombo South, Hatton and Puttalam have only the OIC (Annex 2 Table 4.2a). Twelve Divisional Bureaus have only two officers including the OIC.

**Figure 4.4:**  
*Percentage Distribution of OICs of Divisional Bureaus by Rank*



Source: Headquarters of Bureau for the Prevention of Abuse of Children and Women

The unequal distribution of staff is further seen from the staff composition of C&W Units in the police stations. Only a few C&W Units have four or more Officers while one or two officers manage the most. A majority of OICs are either Sergeants or Constables. The full staff strength was available only in 58 of the 481 stations (Annex 3 Table 4.2b).

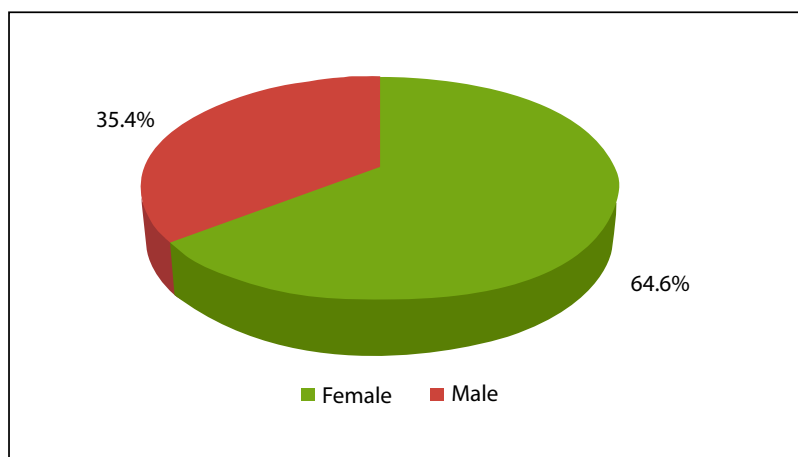
The gap in staff deployment and unequal distribution and lack of required staff in the Divisional Bureaus and C&W Units could be due to the lack of a sufficient number of officers or non-deployment of available staff for some other reason. Officers at Headquarters of the Bureau for the Prevention of Abuse against Children and Women

and Divisional Bureaus were critical of the reluctance of higher officers to recognise the work they do as important as any other division in the Police service that also make them feel marginalised and given less attention. If this is the case it could be seen as a reason for not deploying sufficient staff to Divisional Bureaus and C&W Units that deal with children and women victim-survivors.

All OICs are females except in the Killinochchi Divisional Bureau (Annex 2 Table 4.3).

In the C&W Units at police stations, out of the total 1,040 officers, 820 (79%) are women while 220 (21%) were male officers (Annex 2 Table 4.2c).

**Figure 4.5:**  
*Percentage distribution of Staff at Divisional Bureaus by Sex – 2018*



The overwhelming majority (92.9%) of the OICs of the 42 Divisional Bureaus are Sinhala. Tamil OICs are available only at Jaffna and Batticaloa Divisional Bureaus. The Trincomalee Divisional Bureau has a Muslim female officer as the OIC (Annex 2 Table 4.4). Out of the total staff strength of 161 in the 42 Divisional Bureaus there were only four Tamil and three Muslim officers (Annex 2 Table 4.2a). The situation at the C&W Units at police stations is similar. Out of the total of 1,040 officers in the C&W Units, 987 (94.9%) are Sinhala officers. Tamil officers are 49 (4.71%) and only 4 (0.4%) are Muslim officers (Annex 2 Table 4.2c).

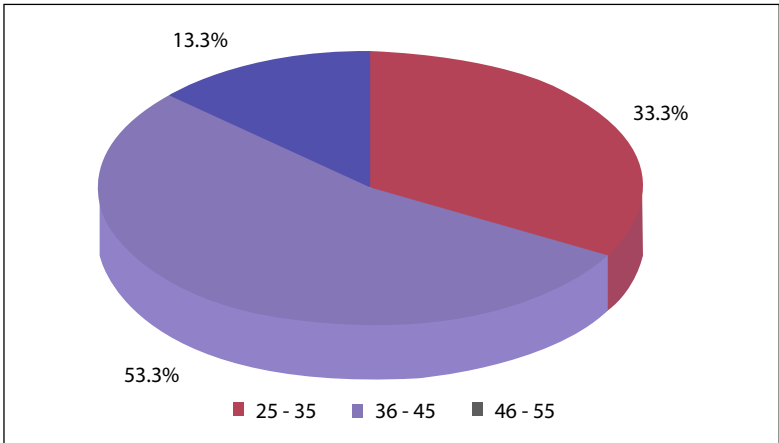
The data reveals that as stipulated in the Circular, a majority of OICs in the Divisional Bureaus are in the rank of WIP (57.1%). WSIs were 28.6% and WCIs were 2.4%.

However, there are five Officers in the rank of Sergeant of whom four were females and one male that functioned as the OIC (Annex 2 Table 4.1), (Fig. 4.4).

The sample survey of 15 Divisional Bureaus reveals the language proficiency of the OICs and the other officers that were interviewed. Thirteen of the 15 OICs interviewed were Sinhalese. Of these, seven said that they could not understand fully a complaint made in the Tamil language while six OICs said they could understand Tamil only to a certain extent. All 13 Sinhala OICs said they had no proficiency in recording a complaint in the Tamil language. The two Tamil OICs were unable to record a complaint in Sinhala (Annex 2 Table 4.5). Similarly, none of the 13 Sinhala officers could record a complaint in Tamil (Annex 2 Table 4.6). These officers have had language training but their view was that unless a language is used frequently the tendency would be to forget it. It is important to recognise that in addition to the Tamil speaking police divisions in the North and East there are a number of police divisions that are bi-lingual. These divisions require the services of Tamil speaking officers to interact with the minority communities.

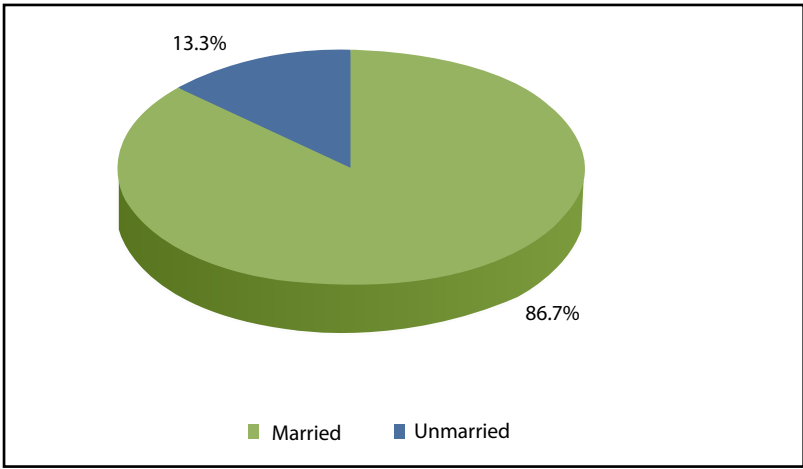
The sample data reveals that most OICs (53.3%) were in the age group 36-45 years and another 33.3% were in the age group 25-35 years (Annex 2 Table 4.7).

**Figure 4.6 :**  
*Percentage Distribution of OICs of the Sample Divisional Bureaus by Age*



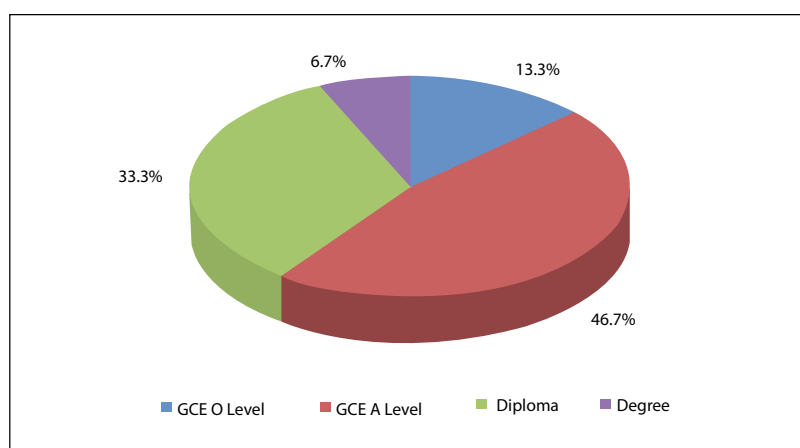
Married officers were 86.7% (Annex 2 Table 4.8). It is important to recognize that most OICs were in the reproductive age and face the challenge of balancing both Police duties and family obligations where stereotypical ideas of gender roles still prevail. Most of the officers interviewed were also above 30 years. Thirteen percent (13.3%) are nearing the retirement age (Annex 2 Table 4.9).

**Figure 4.7 :**  
*Percentage Distribution of OICs of the Sample Divisional Bureaus by Marital Status*



A majority of OICs (86.7%) had an educational qualification of GCE A level or above. They included a graduate and five Diploma holders (Annex 2 Table 4.10). Out of the 15 officers interviewed, 13 (86.7%) were GCE A Level qualified. The other two were at GCE O Level and Diploma level (Annex 2 Table 4.10).

**Figure 4.8:**  
**Percentage Distributions of OICs of the Sample Divisional Bureaus by Educational Level**



All officers attached to Divisional Bureaus and C&W Units should have a good knowledge of human rights and different International Conventions and National laws to handle different types of crimes and abuses. By their own assessment, more than 80% of the OICs were knowledgeable of the two main Conventions - UNCRC and CEDAW, and National laws, except for the Computer Crimes Act and knowledge on cybercrimes. Twenty percent of the OICs responded that their knowledge on cybercrimes was good but only 13.3% said that their knowledge of the Computer Crimes Act, No.24 of 2007 was good (Annex 2 Table 4.12).

Compared to the OICs, the officers, own assessment of their knowledge on UN Conventions and National laws is not satisfactory. Only 33.3% said that their knowledge of UNCRC was good while only 26.7% had a good knowledge of CEDAW. Less than 50% said their knowledge on the section on incest in the Penal Code, child labour regulations, the Computer Crimes Act, No.24 of 2007 and cybercrimes was good. (Annex 2 Table 4.13).

Forty percent of the OICs of the Divisional Bureaus were of the view that their own staff lacked sufficient training. Seventy three percent of OICs expressed the same view of the adequacy of training that their staff at C&W Units had received (Annex 2 Table 4.14;

Table 4.15). This raises a pertinent question as to whether the police officers have the confidence or ability to apply the basic and in-service training they had received to provide an efficient service.

A majority of the OICs (9) had been attached to the current Police division for more than 10 years while five OICs had less than five years of service in the Police division that they were attached to currently. Similarly a majority of other officers interviewed had more than 10 years of service. Only three had served for less than two years (Annex 2 Table 4.16 & 4.17). The OICs were keen to keep their staff without being transferred frequently as it would have a negative impact on performance. However, they stated that if they were to be transferred, it should be to another Divisional Bureau or a C&W Unit. Yet, the implementation of such a decision would be disadvantageous to officers when applying for promotions, as the Divisional Bureaus are not ranked as other Police units. Six of the 15 OICs and seven of the 15 other officers said they had faced difficulties in transfers (Annex 2 Table 4.18 & 4.19). Difficulties were mainly related to family, as many of them were married and having children. Another difficulty they faced was the lack of suitable accommodation.

## **Training**

Staff capacity will be determined, to a great extent by the training received by Police officers at the time of recruitment and while in service. Police education and training is a determining factor for a more efficient and effective Police service. Sri Lanka Police gives due attention to the training of its staff by conducting three types of training. They are, the basic induction training given at the Police College, Kaluthara, at the time of recruitment In-Service training at different centres spread around the country, and higher training at the National Academy at Katana. In addition, Police Officers have the opportunity to follow courses ranging from certificate to graduate courses offered by Universities, Institutions and NGOs. If course fees are paid by the Sri Lanka Police, then the officer has to sign a bond with the Sri Lanka Police. From time to time foreign training is given, as for example the training given in Scotland recently.

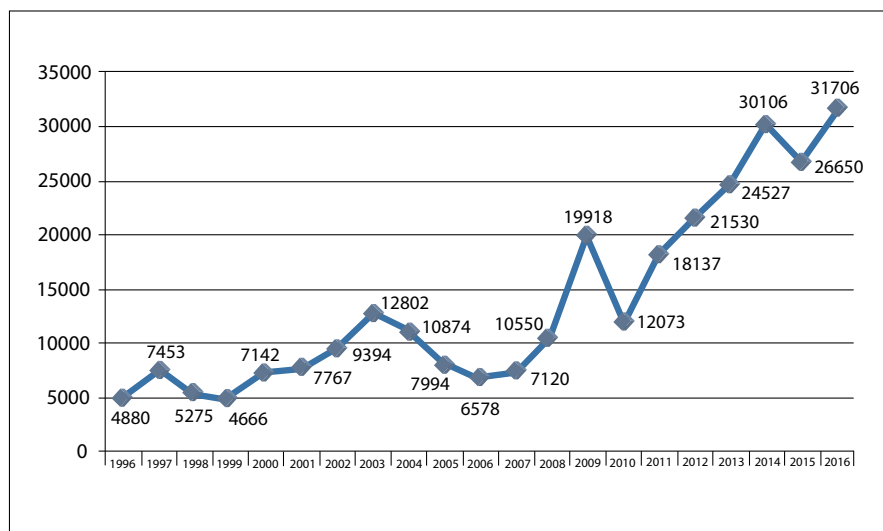
Induction training includes International Conventions, National Laws such as the Penal Code and its different sections and other relevant laws, human rights, Police ethics etc. This residential training programme at Police College, Kaluthara provides accommodation facilities for both male and female officers.

In-service training is a key component in the training of Sri Lanka Police. It is a subject falling under DIG Training. The In-Service Training Division at Katana coordinates with the 16 training centers around the country. Language training is given at three centers - Tamil language training in two centres at Kallady and Mahiyangana, and English language training at Kundasale. Three different types of Tamil language courses- Diploma in Tamil Language, Tamil Language Course - Official Language Level (II) and Tamil Language Course – Official Language Level (III) are offered. In addition to the language courses, forty other different courses are offered, among them, courses on Domestic Violence and Safety of Vulnerable Persons (Children and Women), Prevention of Gender based Violence, Human Rights, Crime Investigation, Intelligence Gathering and Surveillance, Crime Scene and Digital Management, subjects that are important for officers who deal with women and children victim-survivors. However, child protection, which is an important area especially due to the increase in child related crimes, is not covered sufficiently in courses that are offered.

The following graph provides the number of officers trained at In-Service Training Centres. In certain years the numbers have gone down probably due to police officers being deployed in security related duties during the separatist armed conflict. The numbers have increased since the armed conflict ended.



**Figure 4.9:**  
**Participation in In-Service Training Programmes**



Source: Sri Lanka Police, *In-Service Training Division 2018 Hand Book on Training Courses for In-Service Training*.

The National Police Academy, located at Katana, and established under the Police National Academy Act, No. 44 of 2011, functions under the authority of an Executive Director who is in the rank of DIG. Only Senior Gazetted Officers and Inspectorate Police Officers with three years experience in the Police can apply for training at the Academy. A number of courses are offered at different levels and durations; Diploma, Advance Diploma and Higher Diploma. The Higher Diploma and Advance Diploma courses run for two years. The Academy has well-qualified resource persons drawn from Universities, Institutions, Sri Lanka Police, Officers from the Government Analyst's Department, Consultant Judicial Medical Officers and Medical Officers and Lawyers. They participate in teaching, reviewing and developing curriculum. Evaluation methods are clearly stated in the handbook given to student officers. Passing the examination at the end of the course is mandatory.

An orientation training programme for newly promoted officers, TPOT, is also conducted at the National Police Academy to familiarise them with their new duties. Despite improvements in the training given at different levels to develop professional knowledge and skills of Police Officers who engage in law enforcement activities, there are a number of gaps and issues that need to be highlighted.

Many of the training courses are residential. But the National Police Academy at Katana provides accommodation only for males<sup>118</sup>. Of the 16 In-Service Training Centres, only six centres provide accommodation for female officers whereas residential facilities are available for male officers in all centres except in two.

This discriminatory practice discourages female officers from applying for training and denies them the opportunity to enhance their skills and knowledge and affects their promotional prospects as marks are allocated for the number of training courses that they have participated in.

The lack of language proficiency and knowledge of International Conventions and national laws was highlighted in the earlier section. The question to be raised is, is it because the difficulty of translating their knowledge and skills into practice or is it that all officers do not have equal opportunity to follow in-service training courses. Female officers are particularly disadvantaged in participating in residential training programmes due to family commitments and being away from home for a number of days. Most officers at Divisional Bureaus are women, married, and having children.

### 4.3. Resources

The focus of this section will be on examining the availability and adequacy of different types of resources - physical, material and financial. Resources are as important as having competent staff to increase the confidence and trust of victim-survivors to report violence and abuse for the police to be able to respond quickly and efficiently to the different needs of children and women.

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<sup>118</sup> A building is under construction for female officers

## Physical Resources

The study assessed the availability and adequacy of physical resources for service seekers as it impacts on the performance of the Divisional Bureau staff. Although infrastructure improvements are taking place, also with funding assistance from other government agencies such as the Ministry of Women and Child Affairs and NGOs, infrastructure facilities available to the Divisional Bureaus are still poor.

Thirteen Divisional Bureaus have waiting areas for complainants but the space was inadequate in eight. A rest room is available for complainants only in one Divisional Bureau. Washrooms are available only in eight Divisional Bureaus (Annex 2 Table 4.20).

Although a separate room with adequate space is a critical requirement to maintain privacy, it is still a problem. Eight Divisional Bureaus do not have space to maintain privacy. Seven OICs said that space is available but only six said that it is adequate. This information given by of OICs was corroborated by the observations of researchers.

The researchers, assessment of the availability and adequacy of physical resources is as follows:

There were variations in the availability of physical resources among the 15 Divisional Bureaus. Seven Divisional Bureaus have a separate building. The buildings in Batticaloa, Gampaha, Thangalle and Mathara are better than the others. The Batticaloa Divisional Bureau has also provided separate rooms for Women In Need, (a NGO), for children, and for the OIC. However, having a separate building did not always serve the purpose of ensuring privacy as some buildings have only an open hall with desks and chairs and not a room to maintain privacy for victim-survivors. Some Divisional Bureaus have to share their building with other divisions such as environment, traffic, or even a canteen, and for storage.

Divisional Bureau officers are concerned and feel helpless at their inability to maintain the privacy of victims. They are not satisfied with the attitudes of some senior officers who do not recognise the work performed by Divisional Bureaus underscoring the need for an attitudinal change in those who are in authority and making decisions to be more gender sensitive and have concern for issues such as confidentiality, privacy and human rights.

Children are generally hesitant to visit to a police station or are scared of police officials. The need for a child friendly environment is something that had been discussed in different forums and highlighted in previous research.<sup>119</sup> However, as observations revealed, the situation has not changed very much. Of the 15 Divisional Bureaus, Thangalle, Gampha, Batticaloa and Mathara are exceptional. For example, the Batticaloa Divisional Bureau has a separate room with desks and chairs for children to sit and play. The Gampaha Bureau has a play area with play equipment such as swings. The Thangalle Bureau has a child friendly pre-school in the premises with a wall with pictures. The other Divisional Bureaus do not have such an environment. Toys are available but are not sufficient for children that come to Divisional Bureaus. In some Divisional Bureaus toys are kept in cupboards or racks and not given to children due to lack of space to play. According to officers they face difficulties when children want to take away the toys. The researchers were able to observe such situations. Officers pointed out that toys and material such as pencils, crayons, and paper need to be replaced regularly. Most officers are sensitive to children's needs and they even bring such items from home and try their best to make children at ease and to be friendly. Often children are addressed as "Putha, Duwa" to make them comfortable.

### **Material Resources**

The study looked at the availability and adequacy of material resources needed to provide an effective service to women and children. All OICs of Divisional Bureaus said that the lack of material resources impacts on their performance. Of the 15 Divisional Bureaus, 13 have a computer but only 10 Divisional Bureaus considered this to be adequate. Only 10 Divisional Bureaus have a printer and four a scanner. At a time when the Sri Lanka Police has introduced the VPN system, the lack of computer facilities creates problems not only for the Divisional Bureau concerned but also for the integrity of the whole system.

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<sup>119</sup> Centre for Women's Research 1997; Centre for Women's Research 2014; The Asia Foundation 2016

The lack of sufficient paper for printing and photocopying purposes was a serious deficit pointed out by most OICs. At times officers have to purchase photocopying paper spending their own money or get them from an external source. Except for one Divisional Bureau all the other Bureaus had telephone facilities but only five Bureaus are in possession of a fax machine. The Divisional Bureau staff often encounters transport problems especially when they have to cover large geographical areas, as only six Divisional Bureaus have a vehicle. At times OICs face difficulty in providing clothes to rape victims as they are not available in the Divisional Bureaus. The observations of the researchers confirm the impediments created by resource constraints.

The lack of material resources has compelled officers to bear expenses on their own or look for outside donations, which imposes an additional burden on officers.

It is said that it was not the Sri Lanka Police or the Ministry of Law and Order that supplied resources such as buildings, computers, printers, three wheelers, toys, furniture etc. but external agencies and line Ministries such as the Ministry of Women and Child Affairs. The Divisional Bureau officers attempt to do their best to provide a good service in the midst of resource constraints but they are frustrated that there is no value attached to their service to vulnerable children and women who need this service. However, most of the officers are happy that they have been able to be help and serve women and children who have faced difficulties in life.

Most Divisional Bureaus have posters on the walls pertaining to different crimes, abuse and punishments. These posters help to educate women and children of their rights and how to avoid violence and abuse. The Thangalle Divisional Bureau displays the Vision and Mission statements on the wall giving a sense of security and confidence to victim-survivors.

## Financial Resources

The Divisional Bureaus, like any other police division, have to follow government financial regulations pertaining to all financial transactions. Police Divisions are given allocations that are distributed by the SP in charge. The Divisional Bureaus are not given an allocation directly. Except for three OICs, all the others were not satisfied with the financial allocations made available to them for their work. Similarly, only two OICs were satisfied with the petty cash imprest that had been given to them (Annex 2 Table 4.21). A majority of complainants that come to Divisional Bureaus are poor. Some even do not have sufficient money for transport or to purchase some food or drink a cup of tea while waiting to make the complaint. In such situations officers use their money to comfort the victim-survivors.

“I have to spend Rs.100 to come to the Police. I did not have enough money to get back. Yesterday it was Miss (Police Officer) who gave me money. I had not eaten. Miss asked me and got me a packet of rice” (A victim-survivor from Nikaweratiya).

“My elder daughter and I went to the women's unit in the Police. When I entered the office there was a woman police officer. Miss told me to sit down. My daughter and I sat. After that the first thing Miss asked me was whether I have had anything to eat. Only after that did Miss asked me the reason for coming there” (A victim-survivor from Mathara).

However, while the empathy that these officers have for women and children who come to the police in search of justice is to be appreciated and commendable, this practice is not professional. In order to overcome such difficulties the Divisional Bureaus should be provided with an emergency/welfare fund that could be used on such occasions.

### 4.4. Accessibility

Services at Divisional Bureaus and C&W Units should be easily accessible to those who need their services. Accessibility, including physical accessibility is important as those who come to Divisional Bureaus are mostly victim-survivors of crimes and abuse and are

generally a disadvantaged population. In-depth interviews with victim-survivors revealed that accessibility was not an issue to them, as Divisional Bureaus/police stations to which they went were within a range of 2kms to 8kms. Availability of public transport made access to Divisional Bureaus and police stations easy. Accessibility at night time and safety are not issues as Divisional Bureaus and police stations are located in towns and are in safe places. However, the Divisional Bureaus are closed after 4.30 p.m. According to the complainants who were interviewed, 6.7% had gone to the Police station between 1.01a.m. and 6.59a.m., and another 32% between 1.01p.m. and 7.00p.m (Annex 2 Table 4.22). If a complainant comes at night, a female officer will be called to report for duty or the officer who is on duty at the police station will attend to the victim-survivor. But, if she has to be kept in the police station at night, then a woman from the community who has been assigned to work as a matron will be called. However, obtaining the services of a matron has posed problems, as the payment for her service is very low. More importantly, confidentiality is compromised as the matron is from the community. If women and children are to get redress then female officers should be available at night but suitable accommodation should be available for them. Thus except for accessibility at night, services are available to victim-survivors at little cost.

The study also looked at the proximity to important service providing institutions such as the Probation Office, JMO Office, Hospital and Magistrate Courts as it is important to ensure that prompt action is taken when an incident of violence or abuse is reported to the Police. Except for the Thangalle Divisional Bureau all other Divisional Bureaus are within 0.2 to 2 km to the hospital and the JMO's Office. Except for the Thangalle and Jaffna Divisional Bureaus all other Bureaus are within the range of 0.2 to 3kms. to the Probation office. Except for the Thangalle Divisional Bureau all others are in proximity to the Magistrate Courts as they are within a range of 0.2 to 3kms (Annex 2 Table 4.23).

## 4.5. Data Collection and Reporting

Prevention of violence and abuse of children and women is a task vested with the Headquarters of the Bureau for the Prevention of Abuse of Children and Women, Divisional Bureaus and C&W Units that are established to serve children and women vulnerable to abuse and violence. The collection of accurate data on the nature of crimes, victim-survivors and perpetrators, and the locations where crimes were committed are essential for the formulation of strategies and interventions to curb crimes and abuse against children and women. The Headquarters of the Bureau for Prevention of Abuse of Children and Women has a separate Statistics and Analysis Division under a WSI and three other officers that collates and maintains a database of information received from the Divisional Bureaus on the 10th of every month. A very tedious procedure of entering information and collating data is practiced. Even though the VPN system using modern technology had been introduced in 2016, still, all the information received is entered manually due to the problems faced by officers at C&W Units and Divisional Bureaus in using the VPN.

News In Asia reporting on the adoption of VPN states, “Now, in a major step forward in improving the process, The Asia Foundation worked with the police and other relevant agencies over the past year to develop the very first computerized database for the C&WB in Sri Lanka. Built by local developer Tyronics, the database is connected directly to the Sri Lanka Police intranet system which means that every police station in the country has immediate and protected access to enable confidentiality. As part of this process, we developed a user manual and trained C&WB police officers and headquarter staff and IT operators from the 42 divisional offices and 488 police stations across the country”. It further says, “The final database was installed to the police VPN system in March this year. Police stations island-wide now have access to the database and data is currently being entered into the system at the station level, with support from the IT unit of the Sri Lanka Police”.<sup>120</sup>

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<sup>120</sup> News In Asia, November 29th 2017 New Police Database Documents Violence Against Women and Children in Sri Lanka- The Asia Foundation 2017 <https://asiafoundation.org/2017/11/29/new-police-database-documents-violence-women-children-sri-lanka>



However, the reality is quite different. It is not all police stations that have the necessary infrastructure facilities to use the VPN system even though officers had been trained on VPN and deployed to all police stations and Divisional Bureaus. Some police stations even do not have a proper telephone line and uninterrupted connectivity. The Headquarters of the Bureau for the Prevention of Abuse of Children and Women therefore has to rely on the manually filled data sent to develop their database. Out of the sample 15 Divisional Bureaus only six sent information through the VPN system. They use multiple communication channels such as VPN, post, fax, email, and police postal service. Some are hand delivered (Annex 2 Table 4.24).

Information related to all complaints that are made to C&W Units at Police stations and Divisional Bureaus are entered into different forms and sent to the Headquarters of the Bureau for the Prevention of Abuse of Children and Women before the 10th of each month. The Headquarters of the Bureau for the Prevention of Abuse of Children and Women too have information of complainants who come to them to make a complaint.

The following information is recorded as follows.

1. Initial details- Police range, police division, police station, GN division, MOR/GCR/Incident ID, date and time of occurrence, date and place of complaint, information received.
2. Offences- nature of offence, status and effective date.
3. Details of the victim- NIC, passport, name, permanent address, workplace address, current address, gender, telephone, mobile, date of birth (DOB), relationship to the suspect, educational attainment, marital status, nature of employment, disabilities.
4. Plaintiff- NIC, name, address, gender, DOB and relationship to victim.

Complaints that are filed in the courts are categorised as crimes in accordance with relevant sections of the Penal Code and other relevant Acts such as the Prevention of Domestic Violence Act, No. 34 of 2005, Computer Crime Act, No. 24 2007. These crimes are once again categorized as minor and grave crimes against children and women. Two issues can be identified in this categorisation.

All complaints relating to family disputes including even those with elements of violence and abuse are not entered as a crime, as the Police settle most of them without referring them to courts. Some family disputes are referred to the Mediation Boards in the area. Some kind of settlement is reached at the Divisional Bureau/C&W Units, but some women continue to face the same problem as 28% of complainants had come to the Police more than once for the same complaint. This is further confirmed by the victim- survivor's narrative given below.

“ I first made the complaint in June 2017 as my husband beats me. He always suspects me. We were given a date to come to the police where Miss (Police Officer) gave advice and asked my husband not to hit or scold me. However, after some time my husband again started to scold and beat me. As I could not tolerate it any further I went again to the Police. Once again Miss (Police Officer) gave advice and settled the dispute. We were also referred to the Samatha Mandalaya (Mediation Board). Even after all that my husband continued to beat me and once again this year I came to the police to make a complaint. This time it was difficult to come to a settlement with my husband. Miss asked me whether I would agree to file a case and I agreed. I was given a date to come to courts and I went hoping to get some settlement. I was called again to the courts. I had to spend Rs. 5,000 for the court case. I had to go to courts on two days and both days Miss at the Women and Children Unit came and produced all evidence related to the case. My husband was asked not to hit or threaten me and a protection order was given. I am satisfied with the verdict and I believe that my husband will not suspect me again and will change his behaviour. Now my husband cannot beat me as he will have to go to prison”

(Victim-survivor from Gampaha).

According to statistics maintained at the Headquarters of the Bureau for the Prevention of Abuse of Children and Women the number of family disputes had increased from 104,067 in 2010 to 121,057 in 2013 and 127,927 in 2017. Of the 104,067 family disputes reported in 2010, only 2,041 were directed to courts. Similarly in 2013 only 1,893 of the 121,057 cases and only 1,792 of the 121,057 cases in 2017 went to courts. Thus family disputes that very often have elements of violence and abuse (physical, sexual and emotional) are invisible in national crime statistics.

Complaints related to cyber offences are another issue that need to be addressed. The Police either refer such complaints to the CID or Sri Lanka Computer Emergency Response Team (SLCERT) or categorise them under other given types of crimes. Police see cyber offences as a mode or method used to commit a crime rather than as a specific type of crime. Training programmes on cybercrimes are now being included in police training programmes, as police officers lack knowledge on cyber offences. Preventive action is needed as such offences are increasing with advances in technology.

The comprehensive database that is being maintained at the Headquarters of the Bureau for the Prevention of Abuse of Children and Women gives detailed information on the nature and status of a crime, the complainant, place of crime, and family background of the victim. However, the ethnicity of the victim is not recorded.

Every month the collated statistics maintained by the Statistics and Analysis Division at the Headquarters of the Bureau for the Prevention of Abuse of Children and Women are sent to the Public Relations Division in the Headquarters for data analysis to be used for crime prevention and to conduct awareness programmes. The Statistics and Analysis Division provides an annual report on the status of crimes and abuse against children and women. The Division has a WSI as the OIC and three other officers. It is located in a small room without adequate facilities. This Division should be strengthened because of its importance.

## 4.6 Coordination and Collaborative Efforts with Other Service Providers

Collaboration with other stakeholders is a mandated activity for the Divisional Bureaus. They are required to act as a focal point to coordinate between NGOs and other relevant agencies, and work with community groups. The OIC of the Desk is required to function as the Division Liaison Officer for all police tasks pertaining to violence against women.<sup>121</sup>

A well-established divisional level administrative structure exists with a number of officers providing services to vulnerable children and women. These officers are attached to the „Women and Children's Unit at the Divisional Secretariat Division (DS). The Commission for Legal Aid, Mediation Boards, and Mosque Trustees/ Quasi Courts also provide services.

The District Child Development Committee (DCDC) that functions at District and DS level provides a forum for relevant officers to discuss issues related to children. However, a similar committee has not been established to discuss issues related to women.

The importance of having case conferences where all stakeholders participate to find solutions and ensure that the victim-survivor will not face future problems, was highlighted by the participants at the focus group discussions. In case of serious injury the complainant goes to the nearest hospital and the hospital police post gets involved in the matter.

A successful effort at collaboration at hospital is the special pediatric ward that has been arranged by the Judicial Medical Officer in the Jaffna hospital, for child victim-survivors of sexual abuse to make them comfortable and safe. This is an initiative to ensure that the child is not re - victimised.

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<sup>121</sup> Sri Lanka Police. Setting up of Women's Units in Police Stations. I.G's Circular No. 1172/91.Crime Branch Circular Nol. 13/1994

The Mithuru Piyasa set up by the Ministry of Health and located in the hospital helps victim-survivors who come to the hospital. If a decision cannot be taken about the complaint, the JMO calls for a Case Conference. The Consultant Psychiatrist, Police Officer, Probation Officer, CRPO, Education Officer, and the JMO participate at this case conference that discusses the progress of the victim-survivor and regular follow-up. Action is taken to ensure the overall wellbeing of the victim-survivor and to ensure she/he won't be in a risky situation again. If necessary, the victim-survivor is also referred to NGOs such as Women In Need and Sooriya Development Foundation.

While such efforts are seen at hospitals there was no formalised mechanism for collaboration between the police and DS level officers and other agencies. Rather, such collaboration rested on the initiative of individual officers.

## **5. Quality of Services of Divisional Bureaus for the Prevention of Abuse of Children and Women \_\_\_\_\_**

### **5.1 Introduction**

The previous chapter highlighted the issues related to performance effectiveness of Divisional Bureaus by looking at staff strength and capacity, training, availability and adequacy of resources - physical, material and financial, accessibility, data collection and collaborative efforts with other service providers. In this chapter the discussion would focus on the quality of the services of Divisional Bureaus to assess their responsiveness towards children and women.

As the first point of contact that most victim-survivors have with the criminal justice system, the Divisional Bureaus and C&W Units have a critical role to play in ensuring that women and children are protected from undue distress and re-victimisation. An institutional imperative, therefore, is to change the culture of the Police for women and children to have trust and confidence in the Police. This chapter will discuss the quality of the services provided by the Divisional Bureaus in responding to women and children victim-survivors by looking at the number of complaints handled and their nature, the interaction with police officers, the investigating process and related issues, the victim -survivor referral system, protection and safety of victim-survivors and community perceptions. The discussion will draw on the information collected from different stakeholders.

## 5.2 Brief Profile of the Victim-Survivors

### Children

Of the 75 interviews conducted with victims-survivors, 27 were children (Annex 2, Table 5.1). By ethnicity, 66.7% were Sinhala, 29.6% Tamil and 3.7% Muslim. Child victim- survivors (77.8%) were mostly in the age group between 10-15, a vulnerable group exposed to statutory rape (Annex 2, Table 5.2). Of the 15 in-depth interviews with victim-survivors four had been victims of statutory rape. A pattern that is discernible from these statistics is also that a majority of the reported cases of rape relate to statutory rape where the victim is under the age of 16. According SSP Ajith Rohana,<sup>122</sup> the Police spokesperson, perpetrators of child rape include both close relatives of the victim- survivors as well as alleged lovers or boyfriends. What is of particular concern here is that there has been a call to reform the provisions on statutory rape on the grounds that many of these cases are not rape but consensual sex. In many cases of statutory rape, parents come to an agreement with the perpetrator/boyfriend to give the girl in marriage after she attains the legal age of marriage and on completion of the term of imprisonment without considering the circumstances in which the child will have to lead a married life. This often leads to the victimisation of the child in later life ending in domestic violence. The following narrative is such a case.

Fifteen year old Manel<sup>123</sup> from Kandy was raped by her 23 year old boyfriend who is a friend of her brother. The boy was arrested, a case filed, and remanded. At the last court hearing he could have received bail but since no one appeared for him, he was further remanded. Manel's mother wants to bail out the boy at the next court hearing by making him promise that he will marry her daughter after she attains the legal age of marriage.

<sup>122</sup> [www.webs.lithium.lk/childwomenmin/resources/30/REPORT.pdf](http://www.webs.lithium.lk/childwomenmin/resources/30/REPORT.pdf)

<sup>123</sup> All names are pseudo names in order to protect confidentiality

A majority of child victim-survivors were at the secondary level of education. One child had not been to school while three were at the G.C.E.O Level (Annex 2, Table 5.3). However, exposure to violence and abuse and resultant victimisation often violates the child's right to education. This was clearly revealed in the victim-survivor narratives.

## **Adults**

Out of the interviewed victim-survivors, 45 were adult women and three were men. The majority, 62.5% were Sinhala, 29.2% Tamil and 8.3% Muslim (Annex 2, Table 5.4). A majority, 43.8%, of the victim-survivors were young, between 19- 30 years. Married women were 79.2% (Annex 2, Table 5.6). A majority (33.3%) had passed the G.C.E. O Level examination, and 20.8% the G.C.E. A Level. Another 31.3% were at the secondary level of education (Annex 2, Table 5.7).

## **5.3 Complaints Handled and Nature**

As C&W Units are better known to the public, most of the complaints are made at the Units compared with the Divisional Bureaus. Therefore the number of cases handled by the Divisional Bureaus would not provide an accurate picture of crimes and abuse against women and children as the present study focused only the Divisional Bureaus, as given in the TOR. Some victim-survivors who come to the Divisional Bureaus are those who had been referred by the Headquarters of the Bureau for the Prevention of Abuse of Children and Women or other service providers. Victim-survivors would also approach the Divisional Bureaus seeking a better service. Although Divisional Bureaus handle a lesser number of complaints they have a number of tasks to perform, such as collecting and collating information and data on crimes and abuse related to the Police Division, supervising C&W Units in the police stations, conducting awareness programmes, participating in different committees at the DS level and being the direct link to the Headquarters of the Bureau for the Prevention of Abuse against Children and Women.



According to the interviews with OICs of the Divisional Bureaus, a total of 95 complaints were received during the week prior to the interview. Southern (19) Eastern (17) and northern (13) provinces had received the most number of complaints. Among the complaints received from adult victim-survivors a majority was related to domestic violence (43) and family disputes (15). Ten cases related to children (Annex 2, Table 5.8). According to the interviews with OICs, a majority of the cases reported to the Divisional Bureaus related to children included rape-39.3%, sexual harassment 28.6%, and incest 3.6% (Annex 2, Table 5.9).

All complaints do not end in courts as the police settle some. According to the OICs interviewed 187 cases were filed in courts last year. Court hearings are on-going in respect of 84 cases while 101 had been completed (Annex 2, Table 5.11). According to the victim-survivor interviews only 48% of cases had been filed (Annex 2, Table 5.12).of which 77.7% cases were still being heard in the courts (Annex 2, Table 5.13). The undue delay in bringing justice to victim-survivors often leads to re-victimisation. Delays could be avoided only if the litigation process is made more efficient by strengthening the Attorney General's (AG's) Department and establishing more frequent court hearings. According to OICs, there were instances when victim-survivors withdrew their cases, as they could not endure the long process of litigation due to reasons such as economic hardships, safety and protection, and stigma attached. Police officers said they were frustrated when cases filed in courts were withdrawn after committing to bring justice to victim-survivors.

#### 5.4 Interaction between Police Officers and Victim-Survivors

A positive initial contact is given as one of the essential services for victim-survivors.<sup>124</sup> "A positive initial contact experience with the justice system is crucial for victim-survivors of violence. Services must be available and accessible to all women. But most importantly the initial contact must demonstrate to the victim-survivor that the justice system, and justice service providers in the system are committed to health and safety, take her complaint seriously, and want to ensure that she is well supported on her journey through the justice system."<sup>125</sup>

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<sup>124</sup> Essential Services Package for Women and Girls Subjected to Violence Core Elements and Quality Guidelines, 2015

<sup>125</sup> Essential Services Package for Women and Girls Subjected to Violence Core Elements and Quality Guidelines, 2015

The data reveals that nearly 75% (74.7%) of victim-survivors were able to relate their experiences to female police officers. As 32% had received attention quickly they did not have to wait, while 33.3% said they waited less than 30 minutes to talk to an officer (Annex 2, Table 5.14). Providing an immediate response is possible only because a separate division/unit is available where women and children can make a complaint.

The complainant may receive a timely response at the Divisional Bureaus, but often unnecessary delays occur when collecting evidence during the investigation process and during court hearings. In the case of a child victim-survivor, video-recording is done at the time of questioning so that the victim-survivor does not have to repeat the story in the courts since the child may forget the initial experience of violence or relate different stories. Video recording also reduces re-victimisation. However, video-recording facilities are available only at the NCPA Police unit in Colombo. Inevitably there will be delays, as the NCPA has to cope with many such requests received from different Divisional Bureaus and C&W Units at Police stations as well as directly. Even though the units at Ragama and Galle have the necessary equipment, staff is not available to provide the service.

Although a recorded complaint has to be read out to the complainant, only 58.7% of victim-survivors said that it was read out to them before signing it (Annex 2, Table 5.15). This shows the lack of agency in the victim-survivors to ask for the recorded complaint to be read out to them to confirm the contents. This practice was further confirmed in the victim-survivor narratives. In the previous chapter the issues related to maintaining privacy was discussed. This is further confirmed from victim-survivor interviews, as 69.3% said there were others when the complaint was read out to them (Annex 2, Table 5.16). The following narrative of a victim-survivor reinforces the need for privacy at the Divisional Bureaus.

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“ When I was relating my story other officers came in and Miss (Police Officer) had to answer them while taking down my complaint. That is a disturbance for those who come to make a complaint. Others who were waiting could also hear what I was telling. I should have some privacy. There is a door behind and many people walk through. I think there should be a separate room for complainants to report their cases” (A victim-survivor from Nikaweratiya).

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It is important that victim-survivors have the opportunity to relate their experiences and receive a hearing from justice providers. The narratives of both children and women victim-survivors reveal that most were able to relate their experiences to the Police officers who listened carefully and showed sympathy towards them.

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“When I went to the Police I met a female officer to whom I told that I came to make a complaint as my husband hits me. Miss (Police Officer) asked me to go to the Divisional Bureau. At first I was frightened, as I was not sure as to what would happen there. But Miss listened to me well and thereafter I lost my fear. I told everything to Miss and she listened to me with sympathy. Now I am not scared of the Bureau and whenever I want to make a complaint against my husband I have a place to go” (A woman victim-survivor from Gampaha).

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“When my mother came to know that I was having a love affair with a married man she went with me to the Bureau to make a complaint. My mother said that the relationship has to be stopped. Miss (Police Officer) listened very carefully to my mother’s story and advised me to stop the affair. She explained the law to me, as I was only 15 years old. Miss talked to me in a rough voice but did not scold me, but advised me. I promised my mother and the Police Officers that I would stop the affair. I was afraid to go to the Police but because my mother was forcing me I went. The advice given is useful to me.

After going home my mother kept on asking me about our love affair and then I told her the full story and the number of occasions we had engaged in sex. My mother once again went to the Police with me to make a new complaint. I felt relieved when I saw the same officers in the office. After recording the complaint I was then referred to the hospital and he (lover) was arrested. Although I am satisfied how the officers treated me I suffer mentally, as the case is not yet over” (A child victim-survivor from Moneragala).

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Although most officers at the Divisional Bureaus are ready to listen to the experiences of the victim-survivor with concern and sympathy, there are some officers who fail in their duties and behave unprofessionally.

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“ Miss (Police Officer) did not show any sympathy to me. Miss all the time put the blame on me and scolded me. We come here to get some consolation but at the end we get hurt and go home. Miss asked me to get my husband down but I do not need that. She scolded my daughter for wearing a short frock. From that time on my daughter got scared. It is not correct to talk like that. I was not in a mental state to think about my daughter’s dress. We wash and wear the same dress” (A victim-survivor from Nikaweratiya).

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Police officers are generally sympathetic and considerate towards victim-survivors and give them a hearing. However, they need to be non-judgmental, empathetic and supportive. The data reveals that the general practice of justice providers (police and legal officers) is to settle domestic violence between the two parties by advising them rather than take legal action in accordance with the 2005 Domestic Violence Act, where the victim can get a protection order. At times such cases are referred to the Mediation Board for settlement. As noted in chapter four many such cases of domestic violence end up officially as family disputes.

Societal norms of keeping the marriage and family intact influence officers to bring a settlement without looking for other options and work for the best interest of the woman. Several OICs pointed out that some judges found fault with them for filing domestic violence cases in the courts without settling them. The officers hardly give time for victim-survivors to make a decision by explaining different options and make a more informed decision rather than agreeing to a settlement straight way. In many cases peace does not last long and women face the same violence and repeatedly come to the Police. Twenty eight percent of the victims reported that they had come to the Police more than once to make the same complaint.

### **Re-victimisation**

Justice providers should take action to prevent re-victimization of the victim-survivor by making an effort to limit the number of persons she/ he has to deal with and minimize the number of times she/ he has to relate her/his story. Often this is not achieved, as victim-survivors have to relate their experience to different officers. In the case of a child victim-survivor, if the case cannot be settled by Police Officers then she/he has to relate the experience to other officers such as officers at National Child Protection Authority (NCPA) who video-record, the Probation Officer who provides a probation report, and the medical officer who examines her/him at the hospital. At times the child may be referred to the Child Rights Promotion Officer, Child Protection Officer and/or Counsellor at the Divisional Secretariat (DS). On every occasion the child has to relive the traumatic experience.

When the child victim is taken to hospital for medico-legal and forensic evidence the child is accompanied by a Police Officer in uniform. Healthcare officers and patients in the hospital stare at the child and at times ask questions from the child, labeling him/her as an offender or a delinquent rather than a victim-survivor. When Police transport is not available, the child victim-survivor is taken to different places using public transport leading to further re-victimisation. The OICs mentioned their difficulty in protecting victim-survivors from passengers who are inquisitive to know what has happened when they use public transport. Police officers are sensitive to the issue. One Police Officer said she tries to overcome such situations by pretending that the child is her own. They are also concerned about visiting the crime scene in uniform, especially to the victim-survivor's residence.

## 5.5 Victim-Survivor Referral System

Gender responsiveness could be achieved only through a comprehensive multi-sectoral approach, which requires a formalised, effective referral system in place. As said in Chapter Four, in Sri Lanka, in addition to the Judicial Medical Officer (JMO) and other health providers at hospitals, there are a number of officers at the DS and Provincial levels who provide support services to vulnerable and victimised children and women. They are the Women Development Officer, Child Rights Promotion Officer, Probation Officer, Child Protection Officer, Early Childhood Development Officer, Counsellor, Development Officer (Migration), Social Service Officer, and the Samurधि Officer.

The 'Mithuru Piyasa' in hospitals provides a good service to victim-survivors who come to hospital. Women In Need (WIN), a NGO, is available in some hospitals to support women who have faced violence. These services are useful but need a wider coverage.

A coordinated response to provide a quality service to victim-survivors could be made only if the referral system functions effectively. However, the study did not reveal such a system as a number of issues were identified as discussed in the previous chapter in the section on 'Coordination and Collaborative Efforts with other Service Providers.' Except the referrals to the JMO for forensic examination that is mandatory, the other referrals depend entirely on the individual officer according to her/his wishes underscoring the need for an institutionalised coordinated effort with well-developed standards for referral services.

## **5.6 Protection and Safety of Victim-Survivors**

A quality policing and justice response depends also on providing protection and ensuring the safety of the victim-survivor. Very often the perpetrator is a close associate, either a relative or a friend of the victim-survivor. The perpetrator often lives in the same vicinity/ neighbourhood of the victim-survivor making her/him vulnerable and exposed to further violence.

The Assistance to and Protection of Victims of Crime and Witnesses Act, No.4 of 2015, holds the government responsible for providing all assistance and protection to both victim-survivors and witnesses during the trial period and afterwards. The Act also established the National Authority for the Protection of Victims of Crime and Witnesses.

In accordance with the Act, a 'Victims of Crime and Witnesses Assistance and Protection Division' has been established at the Sri Lanka Police for the purpose of providing assistance and protection to victim-survivors of crime, and witnesses. The division is headed by a SSP as Director who has an approved cadre. At present there are about 50 officers including five investigation teams in the division but the approved cadre has not yet been filled. Requests for seeking assistance could be made to the division directly or they could be referred by the Police divisions. Cases related to women and children are received and at present they are mostly direct requests and not referred from Divisional Bureaus or C&W Units. When requests are received, the Division carries out a thorough

investigation to ascertain the validity of the claim and does a risk assessment prior to taking any action. Currently the Director is in the process of carrying out awareness programmes for Police Officers starting with OICs at Police stations to make them aware of this important Act. The OICs of Divisional Bureaus too need to be educated on this Act to serve the victim-survivors who come to them.

Crisis centres are essential in implementing the Act properly. This long felt need is however, still to be achieved. A collaborative effort by the Ministry of Law and Order, Ministry of Women and Child Affairs, INGOs, NGOs is needed. At least one crisis centre should be available in every Province managed by the State or by a NGO to enable Divisional Bureaus to provide protection for victim-survivors. According to researchers Women In Need (WIN) provides such services.

### **5.7. Perceptions of Community and Women Activists**

Opinions expressed at community discussions were mostly on C&W Units and Police in general and not specifically related to the Divisional Bureaus. As noted earlier, most complainants visit C&W Units at police stations rather than the Divisional Bureaus. There was a high level of satisfaction and comfort among the end-users of the interventions of the C&W Units as gathered from some comments made by women activists such as “Female officers may be more effective at defusing potentially violent situations than their male counterparts;”, “Female officers act inappropriately less frequently than their male counterparts;” and “Female officers are less inclined to use deadly force”.

However, there were some negative reactions regarding the lack of gender sensitivity among some of those providing the services. In most areas women in the community said that they have no trust in the police. Their general opinion was very negative as well. They mentioned that the Police is not polite, do not work in favour of the people, no privacy is maintained as they inquire in the presence of others, that they take bribes and work for politicians and businessmen. They stated that it is common for male officers to arrest women while women officers accompany them only when they are sent to courts as the Judges questions the police.



Women's networks bring women's issues to the DS office for redress. Their impression is that women's complaints are not taken seriously by the Police and no action is taken, as they are poor and ignorant, and are women. Some were of the opinion, that even when the women's organisations forward cases to the police, they take bribes from the perpetrators and throw the complaints away. Hence the people have lost trust in the police. In the Northern and Eastern Provinces and in the Plantation Sector the mistrust of the police by some community members is also rooted in issues such as ethnic disparities.

The women therefore prefer to deal with the DS office or organisations such as WIN or Sooriya Development Foundation and do not want to deal directly with the police. They also pointed out that bringing children who had been victimised in police vehicles has a negative effect on children and that this practice needs to be changed immediately.

In the Northern and Eastern provinces, the community was concerned about the lack of Tamil speaking police officers. The police stations mostly have Sinhala officers and as the complaint is recorded in Sinhala, the complainant is not able to understand what was written. This works as a barrier for women and children to report abuse and crimes to the Police even though such incidents have increased after the separatist armed conflict. Many cases of domestic violence and sexual harassments are not reported to police due to stigma attached and the fear of going to the police.

Almost all mentioned that there is no privacy and confidentiality in the police station and that child friendly C&W Units are lacking and that immediate action has to be taken to rectify this situation. Further, some C&W Units had only male officers. Having female officers will be a better solution to win the trust of children and women and take away the fear they have of visiting the C&W Units situated within the Police Station.

The women's groups were of the view that C&W Units do not take action immediately when a complaint is made. They suggested deploying an adequate number of trained staff, providing material resources and transport facilities etc. to the Units to overcome some of these problems. It is also important to understand that the mistrust of the police by some community members is also rooted in issues such as racial disparities. This is a critical issue in the Northern and Eastern Provinces and in the Plantation Sector.

The participants at the discussions made the following suggestions for improving C&W Units/community relations.

- i. Improve knowledge, attitudes and practices of police personnel in order to make their responses more gender sensitive.
- ii. Create specific spaces to increase children's and women's comfort in accessing policing services, and improve the art of questioning especially children, to win their confidence and ensure a friendly environment.
- iii. To be in civil attire instead of in uniform.
- iv. Provide a range of services, including counselling, medical aid and legal aid, to child and women victim-survivors.
- v. Address structural barriers such as lack of staff, training, funding and rapid transfer of trained staff.
- vi. Ensure the support of Senior Officers and obtain political commitment.
- vii. Ensure accountability through public consultations between the police and members of the women's movement, human rights organisations, marginalised ethnic groups, advocacy groups etc. as collaboration with non-state actors such as NGOs or community might be a more beneficial approach.

Women activists also recognised the workplace needs of women police officers such as those related to their physical safety, their child and family care responsibilities, facilities and time to feed their infants. The need for a gender policy was highlighted although the process of formulating one has been highly problematic.

Although the community perceptions of the police service in general was negative, the participants at the discussions were of the opinion that C&W Units can be of service to women and children as they are more sensitive to their issues. Community policing was seen as an effective way of reducing the mistrust between the communities and police that would also help in the prevention of abuse of children and women.

## 6. Conclusions and Recommendations

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### Summary of Conclusions

This chapter will present the strengths, weaknesses, opportunities and threats related to Divisional Bureaus based on the study findings discussed in previous chapters. It will also propose recommendations based on the findings for consideration of the National Police Commission and Sri Lanka Police. The recommendations are for the short term and long term.

### Strengths

- a. The Headquarters of the Bureau for the Prevention of Abuse of Children and Women in Colombo is managed by a woman Director in the rank of SP under the authority of DIG (Crimes & Organised Crimes, STF). Divisional Bureaus for the Prevention of Abuse of Children and Women in the 42 Police Divisions cover all Provinces and Districts of the country. A woman officer is the OIC In all Divisional Bureaus except in one. In most Divisional Bureaus the OICs are in the rank of IP or SI.
- b. C&W Units in 481 out of approximately 491 Police Stations.
- c. A supportive and compassionate staff at Divisional Bureaus to serve victim-survivors.
- d. Divisional Bureaus located with geographical accessibility and in safe environments.
- e. Gender and Human Rights courses included in basic and in-service training programmes.
- f. A VPN facilitates data collection, processing, and analysis.
- g. Community acceptance.

## Weaknesses

- a. The Director of the Headquarters of the Bureau for the Prevention of Abuse of Children and Women does not have administrative authority over the police officers working in the Divisional Bureaus as the staff of the Divisional Bureaus comes under the authority of the Division SP/SSP. All transfers, leave of absence, fund allocation come under him rather than the Director of the Divisional Bureaus.
- b. The approved cadre given in Crime Division Circular 19/2012 dated 2012.08.15 has not been deployed at Divisional Bureaus and C&W Units in the Police Stations. The Circular requires nine officers for a Divisional Bureau, but only four of the forty-two Divisional Bureaus have the full strength of the approved cadre.
- c. The Divisional Bureaus are not ranked as other Divisions in the Sri Lanka Police. Hence, the work performed by the Divisional Bureaus, including that of the officers is not recognized. This lack of recognition affects their promotional prospects.
- d. The ethnic composition of the Sri Lanka Police does not represent the ethnic composition of Sri Lanka.
- e. Lack of Tamil-speaking officers in Tamil speaking and bi-lingual Police Divisions.
- f. Lack of Tamil language competency among Sinhala officers, and similarly Sinhala language proficiency among Tamil officers.
- g. Knowledge of officers attached to Divisional Bureaus and C&W Units on International Conventions, Sri Lankan Law and cybercrimes inadequate.
- h. Inadequate physical, material and financial resources.
- i. Lack of an emergency/welfare fund at Divisional Bureaus to meet contingency requirements of victim-survivors.
- j. Lack of privacy and a child friendly environment in a majority of the Divisional Bureaus.
- k. Problems of accessibility at nighttime poses problems as Divisional Bureaus are closed after 4.30 p.m. A female officer is summoned if there is a complaint.

However, the officer may face logistical issues such as travelling when summoned at night.

- l. The present system of hiring a Matron from the community is an unsatisfactory solution due to the possibility of confidentiality being breached. Also, the services of a Matron to stay with the victim-survivor through the night are difficult to obtain due to low remuneration.
- m. The VPN system that has been introduced cannot be used due to lack of facilities, such as computers, and Internet connectivity.
- n. Crimes are categorised based on the Penal Code and other Acts. However, family disputes that could have elements of violence, are not always referred to the courts as they are settled by the police. Therefore, these family disputes remain invisible in national Police crime statistics, as they are not classified as a crime.
- o. Cyber offences against women and children are not included in Divisional Bureau statistics since there is no Act related to cybercrimes in Sri Lanka.
- p. Re-victimisation of victim-survivors due to multiple evidence taking and other insensitive practices such as drawing attention and causing stigma to children, for example by accompanying them in police uniform.
- q. Prevailing attitudes of Police officers that goes against the best interest of the victim-survivor, namely by giving priority to maintaining the integrity of the marriage bond or the family unit.
- r. Lack of video-recording facilities to record complaints related to child victim- survivors. These facilities are available only in the Police Unit at the NCPA in Colombo.
- s. Lack of crisis centres and protective mechanisms for victim-survivors.
- t. Lack of an institutionalised, coordinated referral system.
- u. Delays in the investigation and litigation processes.

## **Opportunities**

- a. Commitment of the National Police Commission.
- b. On-going policereforms.
- c. Support rendered by UN organisations, INGOs and NGOs.
- d. The presence of a number of state approved service providers for vulnerable populations at the DS and Provincial level.
- e. Community recognition of the services rendered by the Divisional Bureaus.
- f. Focus on community policing.

## **Threats**

- a. Lack of political commitment for the implementation and continuity of gender- sensitive and child-protection policies.
- b. Patriarchal attitudes of some male officers.
- c. Media insensitivity towards reporting crime/abuse against children and women.
- d. Exponential increase in cybercrimes against women and children.
- e. Delays in prosecutions by the Attorney General's Department.
- f. Insufficient JMOs in the health system to collect forensic evidence for prosecution of perpetrators of crimes against women and children.

## Recommendations

Overall Recommendations	
Short-term Recommendations	Suggested Activities
<p><b>Language Proficiency</b></p> <ul style="list-style-type: none"> <li>Recruit Tamil Muslim female officers.</li> </ul>	<ul style="list-style-type: none"> <li>Develop a well-conceived, culturally sensitive plan to recruit women from minority communities by motivating them to apply.</li> </ul>
<ul style="list-style-type: none"> <li>Enhance language proficiency of staff.</li> </ul>	<ul style="list-style-type: none"> <li>Provide refresher-training courses in Tamil language at regular intervals.</li> <li>Periodic transfers of police officers to serve in Police Divisions where minority communities are concentrated and Tamil officers to Sinhala speaking areas.</li> </ul>
<p><b>Knowledge</b></p> <ul style="list-style-type: none"> <li>Update the knowledge of staff at Divisional Bureaus and C&amp;W Units on International Conventions, national laws and cybercrimes</li> </ul>	<ul style="list-style-type: none"> <li>SP of the Police Division to organise training programmes periodically for staff within the Division.</li> <li>Director, Headquarters of the Bureau for the Prevention of Abuse of Children and Women to conduct Training of Trainers (TOT) programmes periodically for OICs of the Divisional Bureaus to make them responsible for training their staff.</li> </ul>
<p><b>Referral System</b></p> <ul style="list-style-type: none"> <li>Formalise a more efficient referral system among service providers at the Divisional Secretariat (DS) level and the Ministry of Health.</li> </ul>	<ul style="list-style-type: none"> <li>Collaborate and coordinate with other line Ministries to formalise a referral system.</li> </ul>
<p><b>Awareness Programmes and Community Policing</b></p> <ul style="list-style-type: none"> <li>Divisional Bureaus to obtain the participation of youth in their awareness and community policing activities.</li> </ul>	<ul style="list-style-type: none"> <li>Headquarters of the Bureau for the Prevention of Abuse of Children and Women and Divisional Bureaus to collaborate with youth clubs when conducting awareness programmes and connect with on going local and international campaigns.</li> </ul>

<ul style="list-style-type: none"> <li>• Provide more resources to conduct awareness programmes.</li> </ul>	<ul style="list-style-type: none"> <li>• Form vigilance committees with the participation of youth to prevent violence against children and women.</li> <li>• Assess resource requirements at Headquarters of the Bureau for the Prevention of Abuse of Children and Women and Divisional Bureaus to conduct awareness programmes and develop a resource plan to seek funds from the Sri Lanka Police and the Ministry.</li> </ul>
<b>Short to Mid-term Recommendations</b>	<b>Suggested Activities</b>
<b>Resources</b> <ul style="list-style-type: none"> <li>• Review financial allocations for Divisional Bureaus and provide a separate allocation for the Bureaus in order to upgrade them and the C&amp;W Units at the police stations.</li> <li>• Increase capital and operational allocations (vehicles, computers and sufficient stationery).</li> <li>• Establish a welfare/emergency fund to be used for victims-survivors.</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct a needs assessment and develop a financial and resource plan for Divisional Bureaus.</li> <li>• Obtain required budgetary allocations from the Treasury and Ministry of Law and Order for the Bureau Headquarters of the Bureau for the Prevention of Abuse Children and Women and Divisional Bureaus.</li> <li>• Explore the possibility of obtaining assistance from INGOs, NGOs, Banks and the Corporate sector.</li> </ul>
<b>Accessibility</b> <ul style="list-style-type: none"> <li>• Improve police barracks to accommodate women to ensure that women officers are available at nighttime.</li> <li>• When constructing new buildings include a room (with washroom and pantry) in the Divisional Bureaus for over-night stay of women officers.</li> <li>• Increase the allowance given to female matrons from the community until residential facilities for women officers are provided.</li> </ul>	<ul style="list-style-type: none"> <li>• Renovate Police Barracks with required facilities for female officers.</li> <li>• Include residential facilities for female officers in the construction plans of new buildings.</li> <li>• Obtain the required funds from the Ministry of Law and Order to increase the remuneration for female matrons from the community.</li> </ul>
<b>Responsiveness towards Children and Women</b> <ul style="list-style-type: none"> <li>• The principle of 'best interest of the child and woman' should be followed.</li> <li>• Reduce re-victimisation of victim-survivors</li> <li>• Police officers to wear civilian clothes when accompanying children and</li> </ul>	<ul style="list-style-type: none"> <li>• Give directions to Police Officers to wear civilian clothes when accompanying child victim-survivors.</li> <li>• Make case conferencing mandatory visiting crime scenes.</li> </ul>



<ul style="list-style-type: none"> <li>• Institutionalise a mechanism where police officers and other service providers can sit together and talk to the victim- survivor.</li> <li>• Develop psycho-social skills in Police Officers to be empathetic and more gender sensitive.</li> <li>• Assign a professionally qualified Social Worker to work with the Police Officers at Divisional Bureaus.</li> </ul>	<ul style="list-style-type: none"> <li>• Include psycho-social skills in training programmes given to officers.</li> <li>• Establish a cadre of professional social workers to be deployed as support staff at Divisional Bureaus.</li> </ul>
<b>Mid-term Recommendations</b>	<b>Suggested Activities</b>
<b>Staff Deployment</b> <ul style="list-style-type: none"> <li>• Implement the Crime Division Circular 19/2012 dated 2012.08.15 and deploy the approved cadre of nine officers to Divisional Bureaus and four officers to C&amp;W Units. Review the adequacy of staff.</li> </ul>	<ul style="list-style-type: none"> <li>• Conduct an assessment of staff availability in the Divisional Bureaus, Units and other Divisions in SLP.</li> <li>• Re-distribute staff to conform with the Crime Division Circular 19/2012 dated 2012.08.15.</li> </ul>
<b>Data Collection and Dissemination</b> <ul style="list-style-type: none"> <li>• Provide the necessary equipment, Internet connectivity and other facilities to enable officers to make use of the VPN system.</li> <li>• Eliminate tedious and time-consuming manual processes of collecting and recording information at Divisional Bureaus and C&amp;W Units.</li> <li>• Strengthen the statistics division at Headquarters of the Bureau for the Prevention of Abuse of Children and Women by providing more staff, equipment, and space.</li> <li>• Obtain the services of a Statistician seconded from the Department of Census and Statistics.</li> <li>• Include family disputes with elements of violence in national crime statistics.</li> <li>• Work with SLCERT and other agencies to classify cyber- crimes and include them in national statistics.</li> </ul>	<ul style="list-style-type: none"> <li>• Obtain services from Sri Lanka Telecommunication (SLT) to improve infrastructure facilities- telephone, Internet.</li> <li>• Provide required computers to Divisional Bureaus to eliminate the current use of manual processes in recording and collecting data.</li> <li>• Deploy more staff and resources to the Statistics and Analysis Division at the Headquarters of the Bureau for the Prevention of Abuse of Children and Women.</li> <li>• Explore the possibility of obtaining the services of a Statistician on secondment from the Department of Census and Statistics.</li> <li>• Continue to work with SLCERT and legal authorities to bring an Act on Cyber Crimes.</li> <li>• Provide awareness/training on cyber-crimes and basic technical training targeting officers at Divisional Bureaus and Units at Police Stations.</li> </ul>

Mid to Long term Recommendations	Suggested Activities
<p><b>Administration</b></p> <ul style="list-style-type: none"> <li>• Give more administrative powers to the Headquarters of the Bureau for the Prevention of Abuse of Children and Women so that the Director has some administrative authority over the staff of the Divisional Bureaus. This will enable the Director to perform her supervisory role more effectively.</li> <li>• Rank the Divisional Bureaus in order to give better recognition to the services provided by the Bureaus and their officers.</li> </ul>	<ul style="list-style-type: none"> <li>• Review the existing structure and make necessary revisions as part of the on-going police reforms.</li> <li>• Divisional Bureaus to eliminate the current use of manual processes in recording and collecting data.</li> <li>• Deploy more staff and resources to the Statistics and Analysis Division at the Headquarters of the Bureau for the Prevention of Abuse of Children and Women.</li> <li>• Explore the possibility of obtaining the services of a Statistician on secondment from the Department of Census and Statistics.</li> <li>• Continue to work with SLCERT and legal authorities to bring an Act on Cyber Crimes.</li> <li>• Provide awareness/training on cyber-crimes and basic technical training targeting officers at Divisional Bureaus and Units at Police Stations.</li> </ul>
<p><b>Video- Recording of Evidence from Children</b></p> <ul style="list-style-type: none"> <li>• Open Ragama and Galle Centres to provide video-recording facilities.</li> <li>• Establish at least one video-recording centre in each province.</li> </ul>	<ul style="list-style-type: none"> <li>• Examine the reasons for not opening the Ragama and Galle centres for video-recording and provide necessary resources.</li> <li>• Obtain financial and other resources from the Ministry of Law and Order to establish video-recording centres in each province.</li> </ul>
<p><b>Protection Measures</b></p> <ul style="list-style-type: none"> <li>• Establish a crisis centre in every Province.</li> <li>• Explore assistance from non-state sectors such as INGOs, NGOs, the corporate sector and banks to establish</li> </ul>	<ul style="list-style-type: none"> <li>• Provide a separate budgetary allocation to set up crisis centres and maintain them with required resources.</li> <li>• Collaborate with other line Ministries to obtain funding to set up crisis centres.</li> <li>• Explore the possibility of obtaining funding assistance from UN Divisional Bureaus to eliminate the current use of manual processes in recording and collecting data.</li> </ul>

<p>Women so that the Director has some administrative authority over the staff of the Divisional Bureaus. This will enable the Director to perform her supervisory role more effectively.</p> <ul style="list-style-type: none"> <li>Rank the Divisional Bureaus in order to give better recognition to the services provided by the Bureaus and their officers.</li> </ul>	<ul style="list-style-type: none"> <li>Deploy more staff and resources to the Statistics and Analysis Division at the Headquarters of the Bureau for the Prevention of Abuse of Children and Women.</li> <li>Explore the possibility of obtaining the services of a Statistician on secondment from the Department of Census and Statistics.</li> <li>Continue to work with SLCERT and legal authorities to bring an Act on Cyber Crimes.</li> <li>Provide awareness/training on cyber-crimes and basic technical training targeting officers at Divisional Bureaus and Units at Police Stations.</li> </ul>
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<p><b>Protection Measures</b></p> <ul style="list-style-type: none"> <li>Establish a crisis centre in every Province.</li> <li>Explore assistance from non-state sectors such as INGOs, NGOs, the corporate sector and banks to establish crisis centres.</li> <li>Awareness raising on the recent Act on the Assistance to and Protection of Victims and Witnesses Act, No.4 of 2015, to Divisional Bureau Staff.</li> </ul>	<ul style="list-style-type: none"> <li>Provide a separate budgetary allocation to set up crisis centres and maintain them with required resources.</li> <li>Collaborate with other line Ministries to obtain funding to set up crisis centres.</li> <li>Explore the possibility of obtaining funding assistance from UN Organisations, INGOs, NGOs and the corporate sector.</li> <li>Conduct awareness raising programmes on the Assistance to and Protection of Victims and Witnesses Act, No.4 of 2015, for Divisional Bureau Staff.</li> </ul>
<p><b>Future Research</b></p>	
<p>a. Conduct an assessment, similar to this study, of the Children and Women's Units located in the police stations.</p>	
<p>b. Conduct periodic impact assessments of the Divisional Bureaus and C &amp; W Units (5-10 years).</p>	

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## Annex 1

### Key Informants Interviewed

#### Sri Lanka Police

- DIG, Crimes and Intelligence
- DIG, Recruitment, Training and International Relations Range
- Director, Personnel Division, Sri Lanka Police
- Director, Research and Planning Division of Sri Lanka Police
- Director, Victims of Crime and Witnesses Assistance & Protection Division
- Director, Bureau for the Prevention of Abuse of Children and Women
- Deputy Director, Bureau for the Prevention of Abuse of Children and Women
- OIC and Officer In-Service Training, National Police Academy, Katana
- WSP, Kelaniya Police Division
- WSP, Fraud Bureau
- WSP, CID
- OIC Police Unit, National Child Protection Authority

- OIC Statistical Analysis Division, Headquarters of the Bureau for the Prevention of Abuse of Children and Women
- WIP, Colombo South Division

### Other

- Commissioner of the Department of Probation and Child Care Services
- Chairperson, the National Committee on Women
- Woman Activist
- CSO – Women in Need
- CSO – Sooriya Development Foundation

## Annex 2

**Table 4.1: Rank of OICs of All Divisional Bureaus**

Rank	No.	Percent
Women Inspectors of Police	24	57.1
Women Sub Inspectors	12	28.6
Women Police Sergeants	4	9.5
Police Sergeant	1	2.4
Women Chief Inspector	1	2.4
Total	42	100

*Source: Headquarters of the Bureau for the Prevention of Abuse of Children and Women*

**Table 4.2a : Distribution of Staff of Divisional Bureaus by Police Division and Ethnicity**

Police Division	Sinhala	Tamil	Muslim	Total
Colombo Central	3	0	0	3
Colombo North	1	0	0	1
Colombo South	1	0	0	1
Kelaniya	3	0	0	3
Gampaha	2	0	0	2
Negambo	2	0	0	2

Nugegoda	4	0	0	4
Mount Lavinia	2	0	0	2
Panadura	2	0	0	2
Kaluthara	5	0	0	5
Kandy	9	0	0	9
Gampola	5	0	0	5
Mathale	4	0	0	4
Nuwara Eliya	4	0	0	4
Hatton	1	0	0	1
Rathnapura	2	0	0	2
Kegalle	4	0	0	4
Seethawakapura	2	0	0	2
Batticaloa	2	1	0	3
Ampara	5	0	0	5
Trincomalee	3	0	1	4
Kanthale	3	0	0	3
Badulla	3	0	0	3
Bandarawela	2	0	0	2
Moneragala	4	0	0	4
Anuradhapura	6	0	0	6
Polonnaruwa	3	0	0	3
Kurunegala	4	0	0	4
Kuliyapitiya	2	0	0	2
Nikaweratiya	4	0	0	4
Puttalam	1	0	0	1
Chilaw	4	0	0	4
Kankasanthurai	2	0	0	2
Jaffna	6	2	0	8
Vavuniya	10	1	2	13
Kilinochchi	2	0	0	2
Mannar	2	0	0	2
Mulaithivu	2	0	0	2
Mathara	9	0	0	9
Galle	6	0	0	6
Elpitiya	3	0	0	3
Tangalle	10	0	0	10
Total	154	4	3	161

Source: Headquarters of the Bureau for the Prevention of Abuse of Children and Women

Note: Table 4.2b (i to ix) is given in Annex 3

**Table 4.2c: Distribution of Staff of Children & Women's Units in Police Stations by Province, Police Division, Sex & Ethnicity**

Police Division	No. of W & C Units	Total No. of Police Officers	Sex		Ethnicity		
			Female	Male	Sinhala	Tamil	Muslim
<b>Central Province</b>							
Nuwara Eliya	16	20	19	1	19	1	0
Kandy	22	50	45	5	50	0	0
Gampola	5	11	9	2	11	0	0
Mathale	10	25	22	3	25	0	0
Hatton	8	12	11	1	12	0	0
<b>Eastern Province</b>							
Ampara	17	53	41	12	46	7	0
Batticaloa	12	29	19	10	13	14	2
Trincomalee	10	17	15	2	12	5	0
Kanthale	8	14	8	6	14	0	0
<b>North Central Province</b>							
Anuradhapura	24	86	55	31	86	0	0
Polonnaruwa	9	33	20	13	33	0	0
<b>North Western Province</b>							
Nikaweratiya	10	29	23	6	29	0	0
Kurunegala	11	43	38	5	43	0	0
Kuliyapitiya	8	20	18	2	20	0	0
Chilaw	7	14	12	2	14	0	0
Puttalam	11	11	11	0	11	0	0
<b>Northern Province</b>							
Jaffna	9	33	16	17	25	7	1
Vavuniya	13	26	16	10	25	1	0
Kankesanthurai	8	11	7	4	9	2	0
Kilinochchi	6	18	9	9	12	6	0
Mulaithivu	7	15	9	6	12	3	0
Mannar	9	11	10	1	9	2	0
<b>Sabaragamuwa Province</b>							
Rathnapura	23	41	35	6	41	0	0
Kegalle	8	27	25	2	27	0	0
Seethawakapura	7	13	12	1	13	0	0
<b>Southern Province</b>							
Thangalle	15	30	23	7	30	0	0
Mathara	19	42	31	11	42	0	0
Galle	14	27	25	2	27	0	0
Elpitiya	12	18	18	0	18	0	0

Badulla	9	28	16	12	28	0	0
Bandarawela	11	22	19	3	22	0	0
<b>Western Province</b>							
Colombo Central	8	17	13	4	17	0	0
Gampaha	14	35	29	6	35	0	0
Colombo North	7	14	10	4	13	1	0
Mount Lavinia	9	19	16	3	19	0	0
Negambo	11	15	13	2	15	0	0
Panadura	10	13	12	1	13	0	0
Kaluthara	13	23	23	0	23	0	0
Nugegoda	15	21	17	4	21	0	0
Colombo South	7	7	7	0	7	0	0
Kelaniya	11	14	14	0	13	0	1
<b>Total</b>	<b>481</b>	<b>1040</b>	<b>820</b>	<b>220</b>	<b>987</b>	<b>49</b>	<b>4</b>
<b>Percentage</b>		<b>100%</b>	<b>78.84</b>	<b>21.15</b>	<b>94.9</b>	<b>4.71</b>	<b>0.4</b>

Source: Headquarters of the Bureau for the Prevention of Abuse of Children and Women

**Table 4.3: Divisional Bureau OICs by Police Division & Sex**

Police Division	Sex		Total
	Female	Male	
Colombo Central	1	0	1
Colombo North	1	0	1
Colombo South	1	0	1
Kelaniya	1	0	1
Gampaha	1	0	1
Negombo	1	0	1
Nugegoda	1	0	1
Mount Lavinia	1	0	1
Panadura	1	0	1
Kaluthara	1	0	1
Kandy	1	0	1
Gampola	1	0	1
Mathale	1	0	1
Nuwara Eliya	1	0	1
Hatton	1	0	1

Rathnapura	1	0	1
Kegalle	1	0	1
Seethawakapura	1	0	1
Batticaloa	1	0	1
Ampara	1	0	1
Trincomalee	1	0	1
Kantale	1	0	1
Badulla	1	0	1
Bandarawela	1	0	1
Moneragala	1	0	1
Anuradhapura	1	0	1
Polonnaruwa	1	0	1
Kurunegala	1	0	1
Kuliyapitiya	1	0	1
Nikaweratiya	1	0	1
Puttalam	1	0	1
Chilaw	1	0	1
Kankesanthurai	1	0	1
Jaffna	1	0	1
Vavuniya	1	0	1
Kilinochchi	0	1	1
Mannar	1	0	1
Mulaithivu	1	0	1
Mathara	1	0	1
Galle	1	0	1
Elpitiya	1	0	1
Thangalle	1	0	1
Total	41	1	42

Source: Headquarters of the Bureau for the Prevention of Abuse of Children and Women

**Table 4.4: Divisional Bureau OICs by Police Division & Ethnicity**

Police Division	Sinhala	Tamil	Muslim	Total
Colombo Central	1	0	0	1
Colombo North	1	0	0	1
Colombo South	1	0	0	1
Kelaniya	1	0	0	1
Gampaha	1	0	0	1
Negombo	1	0	0	1
Nugegoda	1	0	0	1



Mount Lavinia	1	0	0	1
Panadura	1	0	0	1
Kaluthara	1	0	0	1
Kandy	1	0	0	1
Gampola	1	0	0	1
Mathale	1	0	0	1
Nuwara Eliya	1	0	0	1
Hatton	1	0	0	1
Rathnapura	1	0	0	1
Kegalle	1	0	0	1
Seethawakapura	1	0	0	1
Batticaloa	0	1	0	1
Ampara	1	0	0	1
Trincomalee	0	0	1	1
Kanthale	1	0	0	1
Badulla	1	0	0	1
Bandarawela	1	0	0	1
Moneragala	1	0	0	1
Anuradhapura	1	0	0	1
Polonnaruwa	1	0	0	1
Kurunegala	1	0	0	1
Kuliyapitiya	1	0	0	1
Nikaweratiya	1	0	0	1
Puttalam	1	0	0	1
Chilaw	1	0	0	1
Kankesanthurai	1	0	0	1
Jaffna	0	1	0	1
Vavuniya	1	0	0	1
Kilinochchi	1	0	0	1
Mannar	1	0	0	1
Mulaitivu	1	0	0	1
Mathara	1	0	0	1
Galle	1	0	0	1
Elpitiya	1	0	0	1
Thangalle	1	0	0	1
Total	39	2	1	42
%	92.9	4.8	2.3	100.0

Source: Headquarters of the Bureau for the Prevention of Abuse of Children and Women

**Table 4.5: Language Proficiency of OICs of Divisional Bureaus in Understanding & Recording a Complaint by Province**

Province	Language Proficiency									
	Sinhala					Tamil				
	Understand a complaint			Record a complaint		Understand a complaint			Record a complaint	
	Can understand easily	Can understand to some extent	Difficult to understand	Able to record a complaint	Difficult to record a complaint	Can understand easily	Can understand to some extent	Difficult to understand	Able to record a complaint	Difficult to record a complaint
Western	2	0	0	2	0	0	2	0	0	2
Central	2	0	0	2	0	0	1	1	0	2
Southern	2	0	0	2	0	0	1	1	0	2
Northern	1	1	0	1	1	1	0	1	1	1
Eastern	1	1	0	1	1	1	1	0	1	1
North Western	2	0	0	2	0	0	0	2	0	2
North Central	1	0	0	1	0	0	1	0	0	1
Uva	1	0	0	1	0	0	0	1	0	1
Sabaragamuwa	1	0	0	1	0	0	0	1	0	1
Total	13	2	0	13	2	2	6	7	2	13

**Table 4.6 : Language Proficiency of the Officers\* Attached to the Divisional Bureaus in Understanding & Recording a Complaint by Province**

Province	Language Proficiency									
	Sinhala					Tamil				
	Understand a complaint			Record a complaint		Understand a complaint			Record a complaint	
	Can understand easily	Can understand to some extent	Difficult to understand	Able to record a complaint	Difficult to record a complaint	Can understand easily	Can understand to some extent	Difficult to understand	Able to record a complaint	Difficult to record a complaint
Western	2	0	0	2	0	0	2	0	0	2
Central	2	0	0	2	0	0	1	1	0	2
Southern	2	0	0	2	0	0	1	1	0	2
Northern	2	0	0	1	1	1	0	1	1	1

Eastern	2	0	0	1	1	1	1	0	1	1
North Western	2	0	0	2	0	0	0	2	0	2
North Central	1	0	0	1	0	0	1	0	0	1
Uva	1	0	0	1	0	0	0	1	0	1
Sabaragamuwa	1	0	0	1	0	0	0	1	0	1
<b>Total</b>	<b>15</b>	<b>0</b>	<b>0</b>	<b>13</b>	<b>2</b>	<b>2</b>	<b>6</b>	<b>7</b>	<b>2</b>	<b>13</b>

*\* Officers that came into the sample*

**Table 4.7: Distribution of OICs of the Divisional Bureaus by Province & Age**

Province	Age group			
	25-35	36-45	46-55	Total
Western	0	2	0	2
Central	1	0	1	2
Southern	1	1	0	2
Northern	2	0	0	2
Eastern	0	1	1	2
North Western	1	1	0	2
North Central	0	1	0	1
Uva	0	1	0	1
Sabaragamuwa	0	1	0	1
<b>Total</b>	<b>5</b>	<b>8</b>	<b>2</b>	<b>15</b>
<b>%</b>	<b>33.3</b>	<b>53.3</b>	<b>13.3</b>	<b>100</b>

**Table 4.8: Distribution of OICs of the Divisional Bureaus by Province & Marital Status**

Province	Marital Status		
	Married	Unmarried	Total
Western	2	0	2
Central	1	1	2
Southern	2	0	2
Northern	2	0	2
Eastern	2	0	2
North Western	2	0	2
North Central	1	0	1
Uva	1	0	1
Sabaragamuwa	0	1	1
<b>Total</b>	<b>13</b>	<b>2</b>	<b>15</b>
<b>%</b>	<b>86.7</b>	<b>13.3</b>	<b>100</b>

**Table 4.9: Distribution of Police Officers\* in the Divisional Bureaus by Province & Age**

Province	Age groups in years				Total
	20-30	31-40	41-50	51 above	
Western	0	2	0	0	2
Central	0	0	1	1	2
Southern	0	0	1	1	2
Northern	1	0	1	0	2
Eastern	0	2	0	0	2
North Western	1	1	0	0	2
North Central	0	0	1	0	1
Uva	0	0	1	0	1
Sabaragamuwa	0	1	0	0	1
<b>Total</b>	<b>2</b>	<b>6</b>	<b>5</b>	<b>2</b>	<b>15</b>
<b>%</b>	<b>12.14</b>	<b>40</b>	<b>33.3</b>	<b>13.3</b>	<b>100</b>

*\*Officers that came into the sample*

**Table 4.10: Distribution of OICs of the Divisional Bureaus by Province & Educational Status**

Province	Educational level				Total
	GCE O Level	GCE A Level	Diploma	Degree	
Western	0	0	1	1	2
Central	0	1	1	0	2
Southern	0	1	1	0	2
Northern	1	1	0	0	2
Eastern	1	1	0	0	2
North Western	0	2	0	0	2
North Central	0	0	1	0	1
Uva	0	1	0	0	1
Sabaragamuwa	0	0	1	0	1
Total	2	7	5	1	15
%	13.3	46.7	33.3	6.7	100

**Table 4.11: Distribution of Police Officers\* in the Divisional Bureaus by Province & Educational Level**

Province	Educational level			Total
	Passed GCE O Level	Passed GCE A Level	Diploma	
Western	1	1	0	2
Central	0	2	0	2
Southern	0	2	0	2
Northern	0	2	0	2
Eastern	0	2	0	2
North Western	0	2	0	2
North Central	0	1	0	1
Uva	0	1	0	1
Sabaragamuwa	0	0	1	1
Total	1	13	1	15
%	6.7	86.7	6.7	100

*\*Officers that came into the sample*

**Table 4.12 : Divisional Bureau OICs' Self Assessment on Knowledge of International Conventions & National Laws**

Law/Convention	Good		Fair		Poor	
	No.	%	No.	%	No.	%
UN Convention on Rights of Child (UNCRC)	12	80.0	3	20.0	0	0.0
UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)	13	86.7	2	13.3	0	0.0
Sri Lanka Constitution 1978 Fundamental Rights	14	93.3	1	6.7	0	0.0
Penal Code- section on rape	14	93.3	1	6.7	0	0.0
Penal Code- section on sexual harassment	14	93.3	1	6.7	0	0.0
Penal Code- section on incest	13	86.7	2	13.3	0	0.0
Penal Code- section on trafficking	14	93.3	1	6.7	0	0.0
Prevention of Domestic Violence Act 2005	14	93.3	1	6.7	0	0.0
Child labour regulations	12	80.0	3	20.0	0	0.0
Computer Crimes Act, No. 24 of 2007	2	13.3	11	73.3	2	13.3
Cyber crimes	3	20.0	9	60.0	3	20.0

**Table 4.13 : Divisional Bureau Police Officers'\* Self Assessment on Knowledge on International Conventions and National Laws**

Law/ Convention	Good		Fair		Poor	
	No.	%	No.	%	No.	%
UN Convention on Rights of Child (UNCRC)	5	33.3	7	46.7	3	20
UN Convention on the Elimination of All Forms of Discrimination against Women (CEDAW)	4	26.7	6	40	5	33.3
Sri Lanka Constitution 1978 Fundamental Rights	10	66.7	4	26.7	1	6.7
Penal Code- section on rape	10	66.7	5	33.3	0	0
Penal Code- section on sexual harassments	10	66.7	5	33.3	0	0
Penal Code- section on incest	7	46.7	7	46.7	1	6.7
Penal Code- section on trafficking	8	53.3	6	40	1	6.7
Prevention of Domestic Violence Act 2005	8	53.3	6	40	1	6.7
Child labour regulations	5	33.3	4	26.7	6	40
Computer Crimes ACT, No. 24 of 2007	1	6.7	6	40	8	53.3
Cyber crimes	2	13.3	5	33.3	8	53.3

*\*Officers that came into the sample*

**Table 4.14 : Divisional Bureau OICs' Assessment on Training Adequacy of Staff at Divisional Bureaus by Province**

Province	Adequate	Not Adequate	Total
Western	1	1	2
Central	1	1	2
Southern	2	0	2
Northern	0	2	2
Eastern	2	0	2
North Western	1	1	2
North Central	0	1	1
Uva	1	0	1
Sabaragamuwa	1	0	1
<b>Total</b>	<b>9</b>	<b>6</b>	<b>15</b>
<b>%</b>	<b>60.0</b>	<b>40.0</b>	<b>100.0</b>

**Table 4.15 : Divisional Bureau OICs' Assessment on Training Adequacy of Staff at C&W Units by Province**

Province	Adequate	Not Adequate	Total
Western	1	1	2
Central	0	2	2
Southern	1	1	2
Northern	0	2	2
Eastern	1	1	2
North Western	0	2	2
North Central	0	1	1
Uva	1	0	1
Sabaragamuwa	0	1	1
<b>Total</b>	<b>4</b>	<b>11</b>	<b>15</b>
<b>%</b>	<b>26.7</b>	<b>73.3</b>	<b>100.0</b>

**Table 4.16 : Years of Service of Divisional OICs in the Current Police Division by Province**

Province	Years		
	< 5 yrs	5 - 10 yrs	> 10 yrs
Western	0	0	2
Central	1	0	1
Southern	1	0	1
Northern	1	1	0
Eastern	1	0	1
North Western	1	0	1
North Central	0	0	1
Uva	0	0	1
Sabaragamuwa	0	0	1
Total	5	1	9

**Table 4.17 : Years of Service of Police Officers\* of Divisional Bureaus in the Current Police Division by Province**

Province	<5 yrs			5-10 yrs			>10 yrs				Total
	WPC	PC	PS	WPC	PC	PS	WPC	WPS	PS	WIP	
Western	0	0	0	1	0	0	1	0	0	0	2
Central	0	0	0	0	0	0	0	1	0	1	2
Southern	0	0	0	0	0	1	0	0	1	0	2
Northern	0	1	1	0	0	0	0	0	0	0	2
Eastern	0	0	0	1	1	0	0	0	0	0	2
North Western	1	0	0	0	0	0	1	0	0	0	2
North Central	0	0	0	0	0	0	0	1	0	0	1
Uva	0	0	0	0	0	0	0	1	0	0	1
Sabaragamuwa	0	0	0	1	0	0	0	0	0	0	1
Total	1	1	1	3	1	1	2	3	1	1	15
Percentage	6.7	6.7	6.7	20	6.7	6.7	13.3	20	6.7	6.7	100

*\*Officers that were included in the sample*



**Table 4.18 : Number of OICs in Divisional Bureaus who Faced Difficulties with Transfer Orders by Province**

Province	Faced Difficulties	Not Faced Difficulties	Total
Western	1	1	2
Central	1	1	2
Southern	0	2	2
Northern	0	2	2
Eastern	0	2	2
North Western	1	1	2
North Central	1	0	1
Uva	1	0	1
Sabaragamuwa	1	0	1
<b>Total</b>	<b>6</b>	<b>9</b>	<b>15</b>
<b>Percentage</b>	<b>40</b>	<b>60</b>	<b>100</b>

**Table 4.19: Number of Officers\*at the Divisional Bureaus who Faced Difficulties with Transfer Orders by Province**

Province	Faced	Not Faced	Total
Western	0	2	2
Central	0	2	2
Southern	2	0	2
Northern	1	1	2
Eastern	2	0	2
North Western	0	2	2
North Central	1	0	1
Uva	0	1	1
Sabaragamuwa	1	0	1
<b>Total</b>	<b>7</b>	<b>8</b>	<b>15</b>
<b>Percentage</b>	<b>46.7</b>	<b>53.3</b>	<b>100</b>

*\*Officers included in the sample*

**Table 4.20 : Availability and Adequacy of Physical Resources in Divisional Bureaus**

<b>Infrastructure Facilities</b>	<b>Available</b>	<b>Not Available</b>	<b>Adequate</b>	<b>Inadequate</b>
Waiting area for clients	13	2	7	8
Space to maintain privacy	7	8	6	9
Rest room for service seekers	1	14	0	15
Wash room for service seekers	8	7	7	8
Individual staff rooms/ cubicles	6	9	3	12
Canteen	7	8	6	9

**Table 4.21: Divisional OICs' Satisfaction on Petty Cash Allowance by Province**

<b>Province</b>	<b>Satisfied</b>	<b>Not Satisfied</b>	<b>Total</b>
Western	0	2	2
Central	0	2	2
Southern	0	2	2
Northern	1	1	2
Eastern	0	2	2
North Western	0	2	2
North Central	0	1	1
Uva	1	0	1
Sabaragamuwa	0	1	1
<b>Total</b>	<b>2</b>	<b>13</b>	<b>15</b>
<b>%</b>	<b>13.3</b>	<b>86.7</b>	<b>100.0</b>

**Table 4.22 : Time of the Day that the Victim- Survivors Made the Complaint by Province**

Province	7:00 am to 1:00 pm	1:01 pm to 7:00 pm	7:01 pm to 1:00 am	1:01 am to 6:59 am	No response
Western	6	4	0	0	0
Central	5	4	1	0	0
Southern	7	3	0	0	0
Northern	1	3	2	4	0
Eastern	5	4	0	0	1
North Western	7	2	1	0	0
North Central	1	2	1	1	0
Uva	4	1	0	0	0
Sabaragamuwa	4	1	0	0	0
Total	40	24	5	5	1
Percentage	53.3	32.0	6.7	6.7	1.3

**Table 4.23 : The Distance from the Divisional Bureau to Other Institutions by Police Divisions (km)**

Police Division	Probation Office	JMO Office	Hospital	Magistrate Courts
Moneragala	1	1	1	1
Kurunegala	3	0.3	0.3	3
Nikaweratiya	1	0.8	0.8	1.1
Gampaha	2.5	1	1	0.2
Ratnapura	1.5	1	1	1.5
Nuwara Eliya	0.5	1.5	0.8	Not given
Mathara	0.9	1.5	0.8	0.8
Anuradhapura	0.3	1	1	0.5
Ampara	2	2	2	0.8
Vauniya	0.2	0.5	0.5	0.1
Batticaloa	1	2	2	1
Jaffna	5	1	1	0.5
Kandy	1	0.5	0.5	1
Colombo Central	3	0.8	0.5	2
Thangalle	7	5.5	7	4

**Table 4.24 : Divisional Bureaus' Channels of Communication with Headquarters of the Bureau for the Prevention of Abuse of Children and Women (Multiple Responses)**

Province	VPN	Post	By hand	Fax	Email	Police postal service
Western	1	1	1	1	1	0
Central	2	1	0	2	0	1
Southern	0	1	1	1	1	0
Northern	0	0	0	2	0	0
Eastern	0	2	0	1	0	0
North Western	1	2	0	1	1	0
North Central	0	1	0	1	1	0
Uva	1	0	0	0	0	0
Sabaragamuwa	0	1	0	1	1	0
<b>Total</b>	<b>5</b>	<b>9</b>	<b>2</b>	<b>10</b>	<b>5</b>	<b>1</b>

**Table 5.1 : Distribution of Child Victim- Survivors by Province & Ethnicity**

Province	Sinhala	Tamil	Muslim
Western	3	0	0
Central	3	0	0
Southern	5	0	0
Northern	0	6	0
Eastern	0	2	1
North Western	1	0	0
North Central	4	0	0
Uva	2	0	0
Sabaragamuwa	0	0	0
<b>Total</b>	<b>18</b>	<b>8</b>	<b>1</b>
<b>Percentage</b>	<b>66.7</b>	<b>29.6</b>	<b>3.7</b>

**Table 5.2 : Distribution of Child Victims - Survivors by Province, Age and Sex**

Province	Age groups of child victims					
	<10 yrs		10-15 yrs		16-18 yrs	
	Male	Female	Male	Female	Male	Female
Western	0	0	0	3	0	0
Central	0	0	1	2	0	0
Southern	0	0	1	3	0	1
Northern	0	0	0	6	0	0
Eastern	0	1	0	2	0	0
North Western	0	0	0	0	0	1
North Central	1	0	0	2	0	1
Uva	0	0	0	1	0	1
Sabaragamuwa	0	0	0	0	0	0
<b>Total</b>	<b>1</b>	<b>1</b>	<b>2</b>	<b>19</b>	<b>0</b>	<b>4</b>
Percentage	3.7	3.7	7.4	70.4	0.0	14.8

**Table 5.3 : Distribution of Child Victim - Survivors by Province & Educational Level**

Province	No schooling	Primary	Secondary	G.C.E O Level
Western	0	0	3	0
Central	0	0	3	0
Southern	0	0	5	0
Northern	0	3	2	1
Eastern	0	0	3	0
North Western	0	0	1	0
North Central	1	0	2	1
Uva	0	0	1	1
Sabaragamuwa	0	0	0	0
<b>Total</b>	<b>1</b>	<b>3</b>	<b>20</b>	<b>3</b>
Percentage	3.7	11.1	74.1	11.1

**Table 5.4 : Distribution of Adult Victim - Survivors by Province & Ethnicity**

Province	Ethnicity		
	Sinhala	Tamil	Muslim
Western	6	0	1
Central	3	4	0
Southern	5	0	0
Northern	0	4	0
Eastern	0	5	2
North Western	8	0	1
North Central	1	0	0
Uva	2	1	0
Sabaragamuwa	5	0	0
<b>Total</b>	<b>30</b>	<b>14</b>	<b>4</b>
<b>Percentage</b>	<b>62.5%</b>	<b>29.2%</b>	<b>8.3%</b>

**Table 5.5 : Distribution of Adult Victim - Survivors by Province, Age & Sex**

Province	Age groups									
	19-25 yrs		26-30 yrs		31-40 yrs		41-50 yrs		>50 yrs	
	Male	Female	Male	Female	Male	Female	Male	Female	Male	Female
Western	0	0	0	2	0	5	0	0	0	0
Central	0	0	0	0	0	6	0	0	0	1
Southern	0	2	0	1	0	2	0	0	0	0
Northern	0	1	0	0	0	3	0	0	0	0
Eastern	0	2	0	1	0	2	0	2	0	0
North Western	0	1	3	2	0	1	0	2	0	0
North Central	0	0	0	0	0	0	0	1	0	0
Uva	0	1	0	2	0	0	0	0	0	0
Sabaragamuwa	0	1	0	2	0	1	0	1	0	0
<b>Total</b>	<b>0</b>	<b>8</b>	<b>3</b>	<b>10</b>	<b>0</b>	<b>20</b>	<b>0</b>	<b>6</b>	<b>0</b>	<b>1</b>
<b>%</b>	<b>0.0</b>	<b>16.7</b>	<b>6.3</b>	<b>20.8</b>	<b>0.0</b>	<b>41.7</b>	<b>0.0</b>	<b>12.5</b>	<b>0.0</b>	<b>2.1</b>

**Table 5.6 : Distribution of Adult Victim - Survivors by Province & Civil Status**

Province	Civil Status					
	Married	Single	Divorced	Separated	Widowed	Living together
Western	5	2	0	0	0	0
Central	5	1	0	0	1	0
Southern	4	1	0	0	0	0
Northern	3	0	0	1	0	0
Eastern	7	0	0	0	0	0
North Western	6	0	1	2	0	0
North Central	1	0	0	0	0	0
Uva	3	0	0	0	0	0
Sabaragamuwa	4	0	0	0	0	1
Total	38	4	1	3	1	1
Percentage	79.2	8.3	2.1	6.3	2.1	2.1

**Table 5.7 : Distribution of Adult Victim - Survivors by Province & Educational Level**

Province	No Schooling	Primary	Secondary	G.C.E O Level	G.C.E. A Level
Western	0	0	0	2	5
Central	1	3	1	1	1
Southern	0	0	1	4	0
Northern	0	1	1	2	0
Eastern	0	2	3	1	1
North Western	0	0	4	3	2
North Central	0	0	0	1	0
Uva	0	0	2	1	0
Sabaragamuwa	0	0	3	1	1
Total	1	6	15	16	10
Percentage	2.1	12.5	31.3	33.3	20.8

**Table 5.8 : Number and Type of Complaints Received by Divisional Bureaus for One Week Prior to the Interview by Province**

Province	Sexual harassment	VAW & domestic violence	Child related crimes & abuses	Family disputes	Attempted Suicide	Other crimes	Total no. of complaints
Western	0	4	2	0	0	4	10
Central	0	7	0	0	0	3	10
Southern	2	3	5	7	0	2	19
Northern	0	13	0	0	0	0	13
Eastern	0	8	0	3	3	3	17
North Western	0	0	2	2	0	1	5
North Central	2	6	1	0	0	0	9
Uva	0	2	0	0	0	0	2
Sabaragamuwa	0	0	0	5	0	5	10
<b>Total</b>	<b>4</b>	<b>43</b>	<b>10</b>	<b>15</b>	<b>3</b>	<b>21</b>	<b>95</b>

**Table 5.9 : Number and Type of Complaints Related to Child Victim-Survivors in the Sample by Province**

Province	Sexual	Child rape	Incest	Runaway child	Child harassment	Child abuse	Abduction	Due to love affair	Total
Western	1	1	0	0	0	0	0	1	3
Central	1	1	0	0	0	1	0	0	3
Southern	2	2	1	0	0	0	0	0	5
Northern	0	4	0	1	0	0	1	0	6
Eastern	1	1	0	1	0	0	0	0	3
North Western	0	0	0	1	0	0	0	0	1
North Central	3	0	0	0	1	0	0	0	4
Uva	0	2	0	0	0	0	0	0	2
Sabaragamuwa	0	0	0	0	0	0	0	0	0
<b>Total</b>	<b>8</b>	<b>11</b>	<b>1</b>	<b>3</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>1</b>	<b>27</b>
<b>Percentage</b>	<b>28.6</b>	<b>39.3</b>	<b>3.6</b>	<b>10.7</b>	<b>3.6</b>	<b>3.6</b>	<b>3.6</b>	<b>3.6</b>	<b>96.4</b>



**Table 5.10 : Number and Type of Complaints Related to Adult Victim-Survivors in the Sample by Province**

Province	Sexual harassment	Domestic violence	Cyber crime	Attacked by boy friend	Abandoned by husband	Family disputes	Attacked by relative
Western	0	5	1	1	0	0	0
Central	1	2	0	0	3	1	0
Southern	1	3	0	0	0	1	0
Northern	0	3	0	0	0	0	1
Eastern	0	7	0	0	0	0	0
North Western	0	5	0	0	0	4	0
North Central	0	1	0	0	0	0	0
Uva	1	2	0	0	0	0	0
Sabaragamuwa	1	4	0	0	0	0	0
Total	4	32	1	1	3	6	1
Percentage	8.3	66.7	2.1	2.1	6.3	12.5	2.1

**Table 5.11 : Status of Cases Filed by Divisional Bureaus during the Year Prior to the Interview**

Province	Total no. of cases	Case dismissed	Not taken up yet	On-going	Completed
Western	75	0	0	0	75
Central	21	0	0	9	12
Southern	82	1	1	68	12
Northern	0	0	0	0	0
Eastern	0	0	0	0	0
North Western	1	0	0	1	0
North Central	0	0	0	0	0
Uva	6	0	0	6	0
Sabaragamuwa	2	0	0	0	2
Total	187	1	1	84	101

**Table 5.12 : Number of Court Cases filed by Victim-Survivors in the Sample by Province**

Province	Filed	Not filed	Going to file now
Western	3	7	0
Central	7	3	0
Southern	6	4	0
Northern	9	1	0
Eastern	5	5	0
North Western	1	9	0
North Central	3	2	0
Uva	2	3	0
Sabaragamuwa	0	4	1
Total	36	38	1
Percentage	48.0	50.7	1.3

**Table 5.13 : Current Status of Court Cases as Stated by Victim- Survivors in the Sample by Province**

Province	Dismissed		Still hearing		Completed	
	No.	%	No.	%	No.	%
Western	0	-	2	7.1.	1	14.3
Central	0	-	4	14.3	3	42.8
Southern	0	-	6	21.4	0	-
Northern	0	-	9	32.1	0	-
Eastern	1	100.0	2	7.1	2	28.6
North Western	0	-	1	3.6	0	-
North Central	0	-	3	0.7	0	-
Uva	0	-	1	3.6	1	14.3
Sabaragamuwa	0	-	0	-	0	-
Total	1	100.0	28	100.0	7	100.0
Percentage	2.78		77.8		19.5	

**Table 5.14 : Time Taken for Victim-Survivors to Make a Complaint by Province**

Province	<=0.5 hr	<=1 hr	<=2 hr	<=3 hr	<=5 hr	Cannot remember	Did not have to wait	OIC recorded the complaint at the house
Western	4	0	0	0	0	0	6	0
Central	2	2	1	0	0	0	5	0
Southern	5	2	2	0	0	0	1	0
Northern	2	1	1	0	0	0	6	0
Eastern	3	3	2	0	1	0	1	0
North Western	5	2	2	1	0	0	0	0
North Central	2	0	0	1	0	0	1	1
Uva	0	2	1	0	0	1	1	0
Sabaragamuwa	2	0	0	0	0	0	3	0
Total	25	12	9	2	1	1	24	1
Percentage	33.3	16	12	2.7	1.3	1.3	32	1.3

**Table 5.15 : Recorded Complaint Read Out to Victim-Survivors before Signing by Province**

Province	Complaint read out	Complaint not read out
Western	5	5
Central	8	2
Southern	8	2
Northern	8	2
Eastern	7	3
North Western	1	9
North Central	5	0
Uva	2	3
Sabaragamuwa	0	5
Total	44	31
%	58.7	41.3

**Table 5.16 : Presence of Others When the Complaint was Lodged by Victim-Survivors by Province**

Province	Presence of others	Not in the presence of others	OIC came to the house to record the complaint
Western	6	4	0
Central	10	0	0
Southern	4	6	0
Northern	5	5	0
Eastern	8	2	0
North Western	9	1	0
North Central	1	3	1
Uva	5	0	0
Sabaragamuwa	4	1	0
Total	52	22	1
Percentage	69.3	29.3	1.3

**Table 5.17 : Victim-Survivors' Overall Satisfaction of Divisional Bureaus by Province**

Province	Fully satisfied	Satisfied	Fairly satisfied	Not satisfied	Not at all satisfied	No response
Western	10	0	0	0	0	0
Central	8	1	1	0	0	0
Southern	0	8	2	0	0	0
Northern	0	6	1	1	1	1
Eastern	2	0	2	6	0	0
North Western	4	1	1	1	3	0
North Central	1	2	0	2	0	0
Uva	1	3	1	0	0	0
Sabaragamuwa	5	0	0	0	0	0
Total	31	21	8	10	4	1
Percentage	41.3	28.0	10.7	13.3	5.3	1.3

**Table 4.2b – Total Staff Strength of Children and Women’s Units  
in the Police Station by Rank, Sex & Ethnicity**

**i. Central Province**

Police Station	Rank	Sex	Ethnicity	Total
<b>Nuwara Eliya Police Division</b>				
Dimbulapathana	Police Constable	Female	Sinhala	1
Pattipola	Police Constable	Male	Sinhala	1
Maturata	Police Sergeant	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Ragala	Sub Inspector	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Walapone	Inspector of Police	Female	Sinhala	2
	Police Sergeant	Female	Sinhala	
Kandapola	Police Constable	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Nanuoya	Police Constable	Female	Sinhala	1
Agarapathana	Police Constable	Female	Sinhala	1
Theripaha	Police Constable	Female	Sinhala	1
MandaramNuwara	Police Constable	Female	Sinhala	1
Lindula	Police Constable	Female	Sinhala	1
Dayagama	Police Constable	Female	Sinhala	1
Kotmale	Police Constable	Female	Sinhala	1
Pudaluoya	Police Sergeant	Female	Sinhala	1
Thalawakale	Police Constable	Female	Tamil	1
Udupussellawa	Police Constable	Female	Sinhala	1
<b>Kandy Police Division</b>				
Kandy	Inspector of Police	Female	Sinhala	8
	Sub Inspector	Female	Sinhala	
	Sub Inspector	Female	Sinhala	
	Police Sergeant	Female	Sinhala	
	Police Sergeant	Male	Sinhala	
	Police Sergeant	Male	Sinhala	

	Police Constable	Male	Sinhala	
	Police Constable Driver	Male	Sinhala	
Hasalaka	Sub Inspector	Female	Sinhala	2
	Police Sergeant	Female	Sinhala	
Ankumbura	Police Constable	Female	Sinhala	1
Hanguranketha	Inspector of Police	Female	Sinhala	3
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
Pallekele	Inspector of Police	Female	Sinhala	1
Alawathugoda	Police Sergeant	Female	Sinhala	1
Ududumbara	Police Sergeant	Female	Sinhala	1
Panwila	Police Sergeant	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Rangala	Police Constable	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Kadugannawa	Inspector of Police	Female	Sinhala	3
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
Peradeniya	Inspector of Police	Female	Sinhala	5
	Police Sergeant	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
Katugastota	Inspector of Police	Female	Sinhala	4
	Police Sergeant	Female	Sinhala	
	Police Sergeant	Female	Sinhala	
	Police Constable	Female	Sinhala	
Thalathuoya	Police Constable	Female	Sinhala	1
Daulagala	Police Sergeant	Female	Sinhala	1
Hatharaliyadda	Sub Inspector	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Wattegama	Sub Inspector	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Theldeniya	Sub Inspector	Female	Sinhala	3

Theldeniya	Sub Inspector	Female	Sinhala	3
	Police Sergeant	Female	Sinhala	
	Police Constable	Female	Sinhala	
Welambada	Police Constable	Female	Sinhala	1
Poojapitiya	Police Constable	Female	Sinhala	2
	Police Constable	Male	Sinhala	
Galagedara	Sub Inspector	Female	Sinhala	3
	Police Sergeant	Female	Sinhala	
	Police Constable	Female	Sinhala	
Manikhinna	Police Sergeant	Female	Sinhala	1
Balagolla	Police Sergeant	Female	Sinhala	1
<b>Gampola Police Division</b>				
Gampola	Police Sergeant	Female	Sinhala	4
	Police Sergeant	Male	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
Nawalapitiya	Sub Inspector	Female	Sinhala	3
	Police Sergeant	Male	Sinhala	
	Police Constable	Female	Sinhala	
Pussellawa	Police Constable	Female	Sinhala	1
Galaha	Inspector of Police	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Nawa Kurunduwatta	Police Constable	Female	Sinhala	1
<b>Mathale Police Division</b>				
Mathale	Inspector of Police	Female	Sinhala	6
	Women Sub Inspector	Female	Sinhala	
	Police Sergeant	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Sergeant	Male	Sinhala	
	Police Constable	Male	Sinhala	
Rattota	Sub Inspector	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Yatawatta	Inspector of Police	Female	Sinhala	2
	Police Sergeant	Female	Sinhala	
Mahawela	Sub Inspector	Female	Sinhala	2
	Police Constable	Female	Sinhala	

Dambulla	Sub Inspector	Female	Sinhala	4
	Police Sergeant	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Sergeant	Male	Sinhala	
Naula	Sub Inspector	Female	Sinhala	2
	Police Sergeant	Female	Sinhala	
Laggala	Sub Inspector	Female	Sinhala	1
Galewala	Sub Inspector	Female	Sinhala	3
	Police Sergeant	Female	Sinhala	
	Police Constable	Female	Sinhala	
Sigiriya	Sub Inspector	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Wilgamuwa	Sub Inspector	Female	Sinhala	1
<b>Hatton Police Division</b>				
Ginigathena	Sub Inspector	Female	Sinhala	1
Hatton	Inspector of Police	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Nortonbridge	Inspector of Police	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Watawala	Police Sergeant	Female	Sinhala	1
Bagawanthalawa	Police Constable	Female	Sinhala	1
Norwood	Police Sergeant	Male	Sinhala	2
	Police Constable	Female	Sinhala	
Maskeliya	Sub Inspector	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Nallathanni	Police Constable	Female	Sinhala	1



## ii. Eastern Province

Police Station	Rank	Sex	Ethnicity	Total
<b>Ampara Police Division</b>				
Uhana	Sub Inspector	Female	Sinhala	3
	Police Sergeant	Female	Sinhala	
	Police Constable	Female	Sinhala	
Panama	Police Constable	Male	Sinhala	1
Inginiyagala	Inspector of Police	Female	Sinhala	3
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
Mangalagama	Police Sergeant	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Bakkiella	Police Sergeant	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Damana	Police Sergeant	Female	Sinhala	4
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Male	Sinhala	
Mahaoya	Sub Inspector	Female	Sinhala	3
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
Padiyathalawa	Police Constable	Female	Sinhala	3
	Police Constable	Female	Sinhala	
	Police Constable	Male	Sinhala	
Dehiaththakandiya	Police Sergeant	Female	Sinhala	4
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
Poththuvil	Police Constable	Female	Sinhala	1
Thirukkivil	Police Constable	Female	Sinhala	2
	Police Constable	Female	Tamil	
Akkaraipattu	Sub Inspector	Male	Sinhala	3
	Police Constable	Female	Tamil	
	Police Constable	Male	Sinhala	
Central Camp	Sub Inspector	Female	Sinhala	4
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Male	Sinhala	

Samanthurai	Sub Inspector	Male	Sinhala	3
	Police Sergeant	Female	Tamil	
	Police Constable	Female	Tamil	
Kalmunai	Inspector of Police	Male	Tamil	4
	Police Sergeant	Female	Tamil	
	Police Constable	Female	Tamil	
	Police Constable	Male	Sinhala	
Ampara	Sub Inspector	Female	Sinhala	8
	Sub Inspector	Female	Sinhala	
	Sub Inspector	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Male	Sinhala	
	Police Constable	Male	Sinhala	
Chawalakade	Police Constable	Female	Sinhala	3
	Police Constable	Female	Sinhala	
	Police Sergeant	Male	Sinhala	
<b>Batticaloa Police Division</b>				
Batticaloa	Police Sergeant	Male	Sinhala	4
	Police Sergeant	Male	Tamil	
	Police Constable	Female	Tamil	
	Police Constable	Male	Tamil	
Kaththankudi	Police Constable	Female	Sinhala	2
	Police Constable	Female	Tamil	
Eravur	Sub Inspector	Male	Sinhala	6
	Police Constable	Female	Tamil	
	Police Constable	Female	Sinhala	
	Police Constable	Male	Muslim	
	Police Constable	Male	Sinhala	
	Police Constable	Male	Tamil	
Kalkudah	Police Constable	Female	Tamil	2
	Police Constable	Male	Sinhala	
Wakarai	Police Constable	Female	Sinhala	1
Kokkadicholai	Police Constable	Female	Tamil	1

Vavunathive	Police Constable	Female	Tamil	1
Aiththamalai	Police Constable	Female	Sinhala	1
Kalawanchikudy	Police Constable	Female	Sinhala	3
	Police Constable	Female	Tamil	
	Police Constable	Male	Tamil	
Karadiyanaru	Police Constable	Female	Tamil	2
	Police Constable	Female	Tamil	
Vellavali	Police Constable	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Valachchanai	Police Sergeant	Female	Sinhala	4
	Police Constable	Female	Tamil	
	Police Constable	Female	Sinhala	
	Police Constable	Male	Muslim	
<b>Trincomalee Police Division</b>				
Trinco Harbour Police	Sub Inspector	Female	Tamil	2
	Police Sergeant	Female	Tamil	
Mudur	Police Constable	Female	Tamil	2
	Police Constable	Female	Sinhala	
Uppuweli	Police Constable	Female	Sinhala	2
	Police Constable	Male	Sinhala	
Kuchchaweli	Police Sergeant	Female	Tamil	2
	Police Constable	Female	Sinhala	
Sripura	Sub Inspector	Female	Sinhala	2
	Police Sergeant	Female	Sinhala	
Kinniya	Police Sergeant	Female	Tamil	1
Nilawely	Police Sergeant	Female	Sinhala	1
Sampoor	Police Constable	Female	Sinhala	1
Pulmudai	Police Constable	Female	Sinhala	2
	Police Sergeant	Male	Sinhala	
Chinabay	Police Sergeant	Female	Sinhala	2
	Police Constable	Female	Sinhala	
<b>Kanthale Police Division</b>				
Kanthale	Police Constable	Female	Sinhala	3
	Police Sergeant	Male	Sinhala	
	Police Constable Driver	Male	Sinhala	
Wan Ela	Police Constable	Female	Sinhala	2
	Police Sergeant	Male	Sinhala	

Suriyapura	Police Sergeant	Female	Sinhala	1
Thambalagamuva	Police Constable	Female	Sinhala	1
Serunuwara	Police Sergeant	Male	Sinhala	2
	Police Constable	Female	Sinhala	
Morawewa	Police Constable	Female	Sinhala	3
	Police Constable	Male	Sinhala	
Morawewa	Police Constable	Male	Sinhala	
Gomarankadawala	Police Constable	Female	Sinhala	1
Agbopura	Police Sergeant	Female	Sinhala	1

### iii. North Central Province

Police Station	Rank	Sex	Ethnicity	Total
<b>Anuradhapura Police Division</b>				
Anuradapura	Sub Inspector	Female	Sinhala	13
	Police Sergeant	Female	Sinhala	
	Police Sergeant	Male	Sinhala	
	Police Sergeant	Male	Sinhala	
	Police Sergeant	Male	Sinhala	
	Police Sergeant	Male	Sinhala	
	Police Sergeant	Male	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Male	Sinhala	
	Police Constable	Male	Sinhala	
	Police Constable	Male	Sinhala	
Medawachchiya	Police Sergeant	Female	Sinhala	4
	Police Sergeant	Male	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
Thambuttegama	Sub Inspector	Female	Sinhala	3
	Police Constable	Female	Sinhala	
	Police Constable	Male	Sinhala	
Kebithigollawa	Police Sergeant	Male	Sinhala	3
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
Nochchiyagama	Inspector of Police	Female	Sinhala	4
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
Horowpathana	Sub Inspector	Female	Sinhala	5
	Police Sergeant	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Male	Sinhala	
Galnewa	Inspector of Police	Female	Sinhala	3
	Police Sergeant	Male	Sinhala	
	Police Constable	Female	Sinhala	

Mihintale	Inspector of Police	Female	Sinhala	4
	Police Sergeant	Female	Sinhala	
	Police Sergeant	Male	Sinhala	
	Police Constable	Female	Sinhala	
Galenbidunuwewa	Sub Inspector	Female	Sinhala	6
	Police Sergeant	Male	Sinhala	
	Police Sergeant	Male	Sinhala	
	Police Sergeant	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Male	Sinhala	
Eppawala	Inspector of Police	Female	Sinhala	6
	Police Sergeant	Male	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Male	Sinhala	
Kahatagasdigiliya	Police Sergeant	Female	Sinhala	2
	Police Sergeant	Female	Sinhala	
Thalawa	Police Sergeant	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Padaviya	Police Sergeant	Male	Sinhala	2
	Police Constable	Female	Sinhala	
Thanthirimalaya	Police Constable	Female	Sinhala	2
	Police Constable	Male	Sinhala	
Galkiriyagama	Sub Inspector	Male	Sinhala	4
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Male	Sinhala	
Thirappone	Police Sergeant	Female	Sinhala	2
	Police Constable	Male	Sinhala	
Hidogama	Sub Inspector	Female	Sinhala	1
Rajangane	Police Constable	Female	Sinhala	3
	Police Constable	Female	Sinhala	
	Police Constable	Male	Sinhala	
Ipalogama	Police Sergeant	Female	Sinhala	2
	Police Constable	Female	Sinhala	

Moragoda	Police Sergeant	Male	Sinhala	3
	Police Constable	Female	Sinhala	
	Police Constable	Male	Sinhala	
Parasangawewa	Inspector of Police	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Kekirawa	Police Sergeant	Female	Sinhala	7
	Police Sergeant	Male	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Male	Sinhala	
	Police Constable	Male	Sinhala	
Mahawilachchiya	Police Constable	Female	Sinhala	3
	Police Constable	Female	Sinhala	
	Police Constable	Male	Sinhala	
<b>Polonnaruwa Police Division</b>				
Polonnaruwa	Police Sergeant	Male	Sinhala	4
	Police Constable	Male	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
Hingurakgoda	Police Sergeant	Female	Sinhala	6
	Police Sergeant	Male	Sinhala	
	Police Constable	Male	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
Aralaganwila	Police Constable	Female	Sinhala	5
	Police Constable	Female	Sinhala	
	Police Sergeant	Male	Sinhala	
	Police Constable	Male	Sinhala	
	Police Constable	Male	Sinhala	
Welikanda	Police Sergeant	Female	Sinhala	5
	Police Sergeant	Male	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Male	Sinhala	
	Police Constable	Male	Sinhala	
Minneriya	Sub Inspector	Female	Sinhala	4
	Police Sergeant	Female	Sinhala	
	Police Constable	Male	Sinhala	
	Police Constable	Male	Sinhala	

Medirigiriya	Police Sergeant	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Habarana	Sub Inspector	Female	Sinhala	3
	Police Constable	Female	Sinhala	
	Police Constable	Male	Sinhala	
Pulasthipura	Police Sergeant	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Bakamuna	Sub Inspector	Female	Sinhala	2
	Police Sergeant	Female	Sinhala	



iv. North Western Province

Police Station	Rank	Sex	Ethnicity	Total
<b>Nikaweratiya Police Division</b>				
Galgamuwa	Inspector of Police	Female	Sinhala	4
	Police Sergeant	Female	Sinhala	
	Police Constable	Male	Sinhala	
	Police Constable	Female	Sinhala	
Mahawa	Sub Inspector	Female	Sinhala	4
	Police Sergeant	Female	Sinhala	
	Police Constable	Male	Sinhala	
	Police Constable	Female	Sinhala	
Rasnayakapura	Police Sergeant	Female	Sinhala	2
	Police Sergeant	Female	Sinhala	
Kotawehera	Sub Inspector	Female	Sinhala	2
	Police Sergeant	Female	Sinhala	
Meegalewa	Police Sergeant	Female	Sinhala	2
	Police Constable	Male	Sinhala	
Polpithigama	Sub Inspector	Female	Sinhala	4
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Sergeant	Female	Sinhala	
Ambanpola	Sub Inspector	Female	Sinhala	2
	Police Sergeant	Female	Sinhala	
Giribawa	Sub Inspector	Female	Sinhala	2
	Police Sergeant	Male	Sinhala	
Kobeigane	Sub Inspector	Female	Sinhala	3
	Police Constable	Male	Sinhala	
	Police Constable	Female	Sinhala	
Nikaweratiya	Sub Inspector	Female	Sinhala	4
	Police Sergeant	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Male	Sinhala	
<b>Kurunegala Police Division</b>				
Kurunegala	Inspector of Police	Female	Sinhala	14
	Sub Inspector	Female	Sinhala	
	Police Sergeant	Male	Sinhala	
	Police Sergeant	Female	Sinhala	
	Police Sergeant	Female	Sinhala	
	Police Constable	Male	Sinhala	
	Police Constable	Female	Sinhala	

	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Sergeant Driver	Male	Sinhala	
Pothuhera	Sub Inspector	Female	Sinhala	3
	Police Sergeant	Male	Sinhala	
	Police Constable	Female	Sinhala	
Polgahawela	Sub Inspector	Female	Sinhala	4
	Police Sergeant	Female	Sinhala	
	Police Sergeant	Female	Sinhala	
	Police Constable	Female	Sinhala	
Alawwa	Inspector of Police	Female	Sinhala	3
	Police Sergeant	Female	Sinhala	
	Police Constable	Female	Sinhala	
Weerambagedara	Sub Inspector	Female	Sinhala	2
	Police Sergeant	Female	Sinhala	
Wariyapola	Sub Inspector	Female	Sinhala	3
	Police Sergeant	Female	Sinhala	
	Police Constable	Female	Sinhala	
Wellawa	Sub Inspector	Female	Sinhala	3
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
Rideegama	Sub Inspector	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Gokarella	Sub Inspector	Female	Sinhala	3
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
Kumbukgatey	Police Constable	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Mawathagama	Inspector of Police	Female	Sinhala	4
	Police Sergeant	Male	Sinhala	

	Police Sergeant	Female	Sinhala	
	Police Constable	Female	Sinhala	
<b>Kuliyapitiya Police Division</b>				
Kuliyapitiya	Sub Inspector	Female	Sinhala	5
	Police Sergeant	Female	Sinhala	
	Police Sergeant	Male	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Male	Sinhala	
Hettipola	Sub Inspector	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Katupotha	Sub Inspector	Female	Sinhala	2
	Police Sergeant	Female	Sinhala	
Narammala	Inspector of Police	Female	Sinhala	2
	Police Sergeant	Female	Sinhala	
Bingiriya	Inspector of Police	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Giriulla	Inspector of Police	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Pannala	Sub Inspector	Female	Sinhala	3
	Police Sergeant	Female	Sinhala	
	Police Constable	Female	Sinhala	
Dummalasooriya	Police Sergeant	Female	Sinhala	2
	Police Constable	Female	Sinhala	
<b>Puttalam Police Division</b>				
Puttalam	Police Sergeant	Female	Sinhala	1
Mundal	Police Constable	Female	Sinhala	1
Anamaduwa	Police Constable	Female	Sinhala	1
Karuwalagaswewa	Police Constable	Female	Sinhala	1
Nawagaththegama	Police Constable	Female	Sinhala	1
Pallama	Police Constable	Female	Sinhala	1
Saliyawewa	Police Constable	Female	Sinhala	1
Kalpitiya	Police Constable	Female	Sinhala	1
Wanathawilluwa	Police Constable	Female	Sinhala	1
Norochcholey	Police Constable	Female	Sinhala	1
Uduppuwa	Inspector of Police	Female	Sinhala	1
<b>Chilaw Police Division</b>				
Chilaw	Sub Inspector	Female	Sinhala	3
	Police Sergeant	Male	Sinhala	
	Police Constable	Female	Sinhala	

Madampe	Police Sergeant	Female	Sinhala	2
	Police Constable	Male	Sinhala	
Marawila	Sub Inspector	Female	Sinhala	3
	Police Sergeant	Female	Sinhala	
	Police Constable	Female	Sinhala	
Koswatta	Police Sergeant	Female	Sinhala	1
Wennappuwa	Sub Inspector	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Dankotuwa	Police Sergeant	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Arachchikattuwa	Police Constable	Female	Sinhala	1

v. Northern Province

Police Station	Rank	Sex	Ethnicity	Total
<b>Jaffna Police Division</b>				
Jaffna	Sub Inspector	Female	Sinhala	7
	Police Sergeant	Male	Sinhala	
	Police Constable	Male	Muslim	
	Police Constable	Male	Tamil	
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Female	Tamil	
Kayts	Police Sergeant	Male	Sinhala	3
	Police Constable	Female	Sinhala	
	Police Constable	Female	Tamil	
Chawakachcheri	Police Sergeant	Male	Sinhala	4
	Police Constable	Male	Sinhala	
	Police Constable	Male	Tamil	
	Police Constable	Female	Tamil	
Chunnakam	Police Sergeant	Male	Sinhala	2
	Police Constable	Female	Tamil	
Kopai	Police Constable	Male	Sinhala	2
	Police Constable	Female	Sinhala	
Manippai	Police Sergeant	Male	Sinhala	4
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Male	Tamil	
Kodikamam	Police Sergeant	Male	Sinhala	3
	Police Constable	Male	Sinhala	
	Police Constable	Female	Sinhala	
Wadukotte	Police Sergeant	Male	Sinhala	4
	Police Constable	Male	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
Delft	Police Sergeant	Male	Sinhala	4
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Male	Sinhala	
<b>Vavuniya Police Division</b>				
Vavuniya	Sub Inspector	Female	Sinhala	2
	Police Constable	Female	Sinhala	

Chettikulam	Police Sergeant	Male	Sinhala	2
	Police Constable	Male	Sinhala	
Omanthai	Police Sergeant	Male	Sinhala	3
	Police Constable	Female	Sinhala	
	Police Constable	Male	Sinhala	
Kanagarayankulam	Police Constable	Female	Sinhala	1
Nedumkeni	Police Sergeant	Male	Sinhala	4
	Police Constable	Female	Sinhala	
	Police Constable	Male	Sinhala	
	Police Constable	Male	Tamil	
Puliyankulam	Police Constable	Female	Sinhala	1
Echchanmkulam	Police Sergeant	Male	Sinhala	3
	Police Constable	Female	Sinhala	
	Police Constable	Male	Sinhala	
Bogaswewa	Police Sergeant	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Parayanakulam	Police Sergeant	Male	Sinhala	2
	Police Constable	Female	Sinhala	
Irattaperiyakulam	Sub Inspector	Female	Sinhala	2
	Police Sergeant	Female	Sinhala	
Ulukkulam	Police Constable	Female	Sinhala	1
Ma-Maduwa	Sub Inspector	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Puwarasamkulam	Police Constable	Female	Sinhala	1
<b>Kankesanthurai Police Division</b>				
Kankesanthurai	Police Constable	Female	Sinhala	2
	Police Constable	Male	Tamil	
Point Pedro	Police Constable	Female	Sinhala	1
Palali	Police Constable	Male	Sinhala	1
Achchuweli	Police Constable	Female	Sinhala	1
Thelippalay	Police Constable	Female	Sinhala	2
	Police Sergeant	Male	Sinhala	
Elawaly	Police Constable	Female	Sinhala	2
	Police Constable	Male	Tamil	
Nelliadi	Police Constable	Female	Sinhala	1
Velvatithurai	Police Constable	Female	Sinhala	1

<b>Kilinochchi Police Division</b>				
Kilinochchi	Sub Inspector	Female	Sinhala	9
	Police Constable	Female	Tamil	
	Police Constable	Female	Sinhala	
	Police Sergeant	Male	Sinhala	
	Police Sergeant	Male	Sinhala	
	Police Constable	Male	Tamil	
	Police Constable	Male	Tamil	
	Police Constable	Male	Tamil	
	Police Constable	Male	Sinhala	
Dharmapuram	Police Constable	Male	Sinhala	1
Akkarayankulam	Police Constable	Female	Tamil	1
Punarin	Sub Inspector	Male	Sinhala	3
	Police Constable	Female	Tamil	
	Police Constable	Female	Sinhala	
Nachchikudha	Police Constable	Female	Sinhala	1
Mulankavil	Police Constable	Female	Sinhala	1
Palei	Police Constable	Female	Sinhala	2
	Police Constable	Male	Sinhala	
<b>Mulaithivu Police Division</b>				
Mullativu	Sub Inspector	Female	Sinhala	2
	Police Constable	Female	Tamil	
Oddusudan	Police Sergeant	Male	Sinhala	2
	Police Constable	Female	Sinhala	
Muliyaweli	Police Sergeant	Male	Sinhala	1
Pudukuduiruppu	Sub Inspector	Female	Sinhala	3
	Police Sergeant	Male	Sinhala	
	Police Constable	Female	Tamil	
Welioya	Sub Inspector	Female	Sinhala	3
	Police Constable	Female	Tamil	
	Police Constable	Male	Sinhala	
Mankulam	Sub Inspector	Female	Sinhala	2
	Police Constable	Male	Sinhala	
Mallavi	Police Sergeant	Male	Sinhala	2
	Police Constable	Female	Sinhala	
<b>Mannar Police Division</b>				
Mannar	Police Constable	Female	Sinhala	1
Thalaimannar	Police Constable	Female	Sinhala	2
	Police Constable	Male	Tamil	

Silawathura	Police Constable	Female	Sinhala	1
Murunkan	Police Constable	Female	Sinhala	1
Adampan	Police Constable	Female	Sinhala	1
Madu	Police Constable	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Iluppakadawai	Inspector of Police	Female	Tamil	1
Pesale	Police Constable	Female	Sinhala	1
Wankala	Police Constable	Female	Sinhala	1



vi. Sabaragamuwa Province

Police Station	Rank	Sex	Ethnicity	Total
<b>Rathnapura Police Division</b>				
Rathnapura	Inspector of Police	Female	Sinhala	7
	Police Sergeant	Male	Sinhala	
	Police Sergeant	Male	Sinhala	
	Police Sergeant	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Male	Sinhala	
	Police Constable	Male	Sinhala	
Kahawatta	Sub Inspector	Female	Sinhala	2
	Police Sergeant	Female	Sinhala	
Kiriella	Police Sergeant	Female	Sinhala	1
Nivithigala	Police Sergeant	Female	Sinhala	1
Ehaliyagoda	Inspector of Police	Female	Sinhala	2
	Police Sergeant	Female	Sinhala	
Kolonna	Police Constable	Female	Sinhala	1
Kuttigala	Police Sergeant	Female	Sinhala	2
	Police Sergeant	Female	Sinhala	
Balangoda	Inspector of Police	Female	Sinhala	4
	Police Sergeant	Male	Sinhala	
	Police Sergeant	Male	Sinhala	
	Police Constable	Female	Sinhala	
Udawalawa	Police Constable	Female	Sinhala	1
Opanayaka	Sub Inspector	Female	Sinhala	1
Weligepola	Police Constable	Female	Sinhala	1
Kaltota	Police Sergeant	Female	Sinhala	1
Godakawela	Sub Inspector	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Wewalwatta	Police Sergeant	Female	Sinhala	1
Panamure	Police Sergeant	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Kalawana	Sub Inspector	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Ayagama	Police Constable	Female	Sinhala	1
Rakwana	Police Constable	Female	Sinhala	1
Embilipitiya	Sub Inspector	Female	Sinhala	2
	Police Sergeant	Female	Sinhala	

Kuruwita	Police Sergeant	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Pinnawala	Police Constable	Female	Sinhala	1
Pelmadulla	Police Sergeant	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Siripagama	Police Constable	Female	Sinhala	1
<b>Kegalle Police Division</b>				
Kegalle	Sub Inspector	Female	Sinhala	6
	Police Sergeant	Male	Sinhala	
	Police Sergeant	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
Mawanella	Inspector of Police	Female	Sinhala	5
	Police Sergeant	Male	Sinhala	
	Police Sergeant	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
Rambukkana	Inspector of Police	Female	Sinhala	3
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
Wrakapola	Inspector of Police	Female	Sinhala	3
	Police Sergeant	Female	Sinhala	
	Police Constable	Female	Sinhala	
Hemmathagama	Police Sergeant	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Aranayaka	Police Sergeant	Female	Sinhala	3
Aranayaka	Police Constable	Female	Sinhala	
Aranayaka	Police Constable	Female	Sinhala	
Dedigama	Sub Inspector	Female	Sinhala	3
	Police Sergeant	Female	Sinhala	
	Police Constable	Female	Sinhala	
Pindeniya	Inspector of Police	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Awissawella	Sub Inspector	Female	Sinhala	3
	Police Constable	Female	Sinhala	
	Police Sergeant	Male	Sinhala	

Kosgama	Police Sergeant	Female	Sinhala	2
	Police Constable	Female	Sinhala	
<b>Seethawakapura Police Division</b>				
Deraniyagala	Inspector of Police	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Ruwanwella	Women Sub Inspector	Female	Sinhala	2
	Police Sergeant	Female	Sinhala	
Yatiantota	Sub Inspector	Female	Sinhala	1
Bulathkohupitiya	Police Sergeant	Female	Sinhala	1
Kithulgala	Sub Inspector	Female	Sinhala	2
	Police Constable	Female	Sinhala	

vii. Southern Province

Police Station	Rank	Sex	Ethnicity	Total
<b>Thangalle Police Division</b>				
Weeraketiya	Sub Inspector	Female	Sinhala	3
	Police Constable	Female	Sinhala	
	Police Constable	Male	Sinhala	
Beliatta	Sub Inspector	Female	Sinhala	3
	Police Constable	Female	Sinhala	
	Police Constable	Male	Sinhala	
Hambantota	Sub Inspector	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Hungama	Police Constable	Female	Sinhala	1
Walasmulla	Sub Inspector	Female	Sinhala	3
	Police Sergeant	Female	Sinhala	
	Police Constable	Female	Sinhala	
Lunugamwehera	Sub Inspector	Female	Sinhala	2
	Police Sergeant	Female	Sinhala	
Angunakolapelessa	Police Sergeant	Female	Sinhala	1
Katuwana	Police Sergeant	Male	Sinhala	2
	Police Constable	Female	Sinhala	
Sooriyawewa	Police Sergeant	Male	Sinhala	2
	Police Constable	Female	Sinhala	
Thangalle	Sub Inspector	Female	Sinhala	3
	Police Constable	Female	Sinhala	
	Police Constable	Male	Sinhala	
Weeravila	Sub Inspector	Female	Sinhala	1
Middeniya	Sub Inspector	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Ambalantota	Police Sergeant	Male	Sinhala	2
	Police Constable	Female	Sinhala	
Kataragama	Sub Inspector	Male	Sinhala	1
Tissamaharamaya	Inspector of Police	Female	Sinhala	2
	Police Constable	Female	Sinhala	
<b>Mathara Police Division</b>				
Mathara	Chief Inspector	Female	Sinhala	
	Police Sergeant	Female	Sinhala	
	Police Sergeant	Male	Sinhala	

	Police Sergeant	Male	Sinhala	
	Police Sergeant	Male	Sinhala	
	Police Sergeant	Male	Sinhala	
	Police Sergeant	Male	Sinhala	
	Police Constable	Female	Sinhala	
Hakmana	Sub Inspector	Female	Sinhala	2
	Police Sergeant	Female	Sinhala	
Morawaka	Police Sergeant	Male	Sinhala	2
	Police Constable	Female	Sinhala	
Urubokka	Police Constable	Female	Sinhala	2
	Police Constable	Male	Sinhala	
Gandara	Sub Inspector	Female	Sinhala	3
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
Akuressa	Police Sergeant	Male	Sinhala	3
	Police Sergeant	Female	Sinhala	
	Police Constable	Female	Sinhala	
Dikwella	Inspector of Police	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Pitabeddara	Sub Inspector	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Kamburupitiya	Police Sergeant	Female	Sinhala	3
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
Mawarala	Police Sergeant	Female	Sinhala	2
	Police Constable	Male	Sinhala	
Deniyaya	Police Sergeant	Female	Sinhala	1
Kananke	Police Sergeant	Female	Sinhala	1
Kosmodara	Police Constable	Female	Sinhala	1
Deyyandara	Police Sergeant	Female	Sinhala	1
Malimbada	Police Sergeant	Male	Sinhala	2
	Police Constable	Female	Sinhala	
Kotawila	Police Constable	Female	Sinhala	1
Rotumba	Police Sergeant	Female	Sinhala	1
Weligama	Sub Inspector	Female	Sinhala	3
	Police Sergeant	Male	Sinhala	
	Police Constable	Female	Sinhala	

Thihagoda	Sub Inspector	Female	Sinhala	2
	Police Sergeant	Female	Sinhala	
<b>Galle Police Division</b>				
Galle	Sub Inspector	Female	Sinhala	9
	Police Sergeant	Female	Sinhala	
	Police Sergeant	Female	Sinhala	
	Police Sergeant	Male	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Male	Sinhala	
Galle Harbour	Sub Inspector	Female	Sinhala	1
Habaraduwa	Sub Inspector	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Ratgama	Sub Inspector	Female	Sinhala	2
	Police Sergeant	Female	Sinhala	
Ahangama	Police Sergeant	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Hikkaduwa	Sub Inspector	Female	Sinhala	1
Wanduramba	Sub Inspector	Female	Sinhala	1
Akmeemana	Sub Inspector	Female	Sinhala	1
Poddala	Inspector of Police	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Udugama	Police Constable	Female	Sinhala	1
Hiniduma	Police Constable	Female	Sinhala	1
Nagoda	Sub Inspector	Female	Sinhala	1
Neluwa	Sub Inspector	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Imaduwa	Police Constable	Female	Sinhala	1
<b>Elpitiya Police Division</b>				
Elpitiya	Sub Inspector	Female	Sinhala	3
	Sub Inspector	Female	Sinhala	
	Police Constable	Female	Sinhala	
Ambalangoda	Inspector of Police	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Ahungalla	Sub Inspector	Female	Sinhala	2
	Sub Inspector	Female	Sinhala	

Kosgoda	Inspector of Police	Female	Sinhala	1
Karandeniya	Inspector of Police	Female	Sinhala	1
Meetiyaagoda	Sub Inspector	Female	Sinhala	2
	Sub Inspector	Female	Sinhala	
Baddegama	Sub Inspector	Female	Sinhala	1
Thelikada	Police Sergeant	Female	Sinhala	1
Pitigala	Sub Inspector	Female	Sinhala	2
	Police Sergeant	Female	Sinhala	
Uragasmanhandiya	Sub Inspector	Female	Sinhala	1
Bentota	Inspector of Police	Female	Sinhala	2
	Police Sergeant	Female	Sinhala	

viii. Uva Province

Police Station	Rank	Sex	Ethnicity	Total
<b>Monaragala Police Division</b>				
Monaragala	Police Sergeant	Female	Sinhala	5
	Police Sergeant	Male	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Male	Sinhala	
Dambagalla	Police Sergeant	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Siyambalanduwa	Sub Inspector	Female	Sinhala	3
	Police Sergeant	Female	Sinhala	
	Police Constable	Female	Sinhala	
Medagama	Sub Inspector	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Bibila	Police Sergeant	Female	Sinhala	4
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Sergeant	Male	Sinhala	
Badalkumbura	Police Constable	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Okkampitiya	Police Constable	Female	Sinhala	1
Gonaganara	Police Constable	Female	Sinhala	1
Thanamalwila	Inspector of Police	Female	Sinhala	1
Hambegamuwa	Police Constable	Female	Sinhala	1
Kudaoya	Police Constable	Female	Sinhala	1
Wellawaya	Sub Inspector	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Buttala	Sub Inspector	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Karandugala	Police Constable	Female	Sinhala	1
Govindapura	Police Constable	Female	Sinhala	1
Athimale	Police Constable	Female	Sinhala	1
Mahakalugolla	Police Constable	Female	Sinhala	1
Sewanagala	Sub Inspector	Female	Sinhala	2
	Police Constable	Male	Sinhala	
<b>Badulla Police Division</b>				
Badulla	Inspector of Police	Female	Sinhala	3
	Police Sergeant	Female	Sinhala	
	Police Constable	Male	Sinhala	



Haliela	Police Constable	Female	Sinhala	2
	Police Constable	Male	Sinhala	
Mahiyangane	Sub Inspector	Female	Sinhala	5
	Police Sergeant	Female	Sinhala	
	Police Sergeant	Male	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Male	Sinhala	
Kandaketiya	Sub Inspector	Female	Sinhala	3
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
Giradurukotte	Sub Inspector	Female	Sinhala	3
	Police Constable	Female	Sinhala	
	Police Constable	Male	Sinhala	
Passara	Police Constable	Female	Sinhala	3
	Police Constable	Female	Sinhala	
	Police Constable	Male	Sinhala	
Lunugala	Police Sergeant	Male	Sinhala	3
	Police Constable	Female	Sinhala	
	Police Constable	Male	Sinhala	
Madolseema	Police Sergeant	Male	Sinhala	3
	Police Constable	Female	Sinhala	
	Police Constable	Male	Sinhala	
Redeemaliyadda	Police Constable	Male	Sinhala	3
	Police Constable	Male	Sinhala	
	Police Constable	Female	Sinhala	
<b>Bandarawela Police Division</b>				
Bandarawela	Sub Inspector	Female	Sinhala	5
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Sergeant	Male	Sinhala	
	Police Sergeant	Male	Sinhala	
Diyathalawa	Sub Inspector	Female	Sinhala	2
	Police Sergeant	Male	Sinhala	
Haputale	Sub Inspector	Female	Sinhala	2
	Police Sergeant	Female	Sinhala	
Etempitiya	Inspector of Police	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Koslanda	Sub Inspector	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Uvapanagama	Police Sergeant	Female	Sinhala	2
	Police Constable	Female	Sinhala	

Ella	Sub Inspector	Female	Sinhala	2
	Police Sergeant	Female	Sinhala	
Bogahakumbura	Sub Inspector	Female	Sinhala	1
Welimada	Sub Inspector	Female	Sinhala	2
	Police Sergeant	Female	Sinhala	
Ambagasdowa	Sub Inspector	Female	Sinhala	1
Haldummulla	Police Sergeant	Female	Sinhala	1

ix. Western Province

Police Station	Rank	Sex	Ethnicity	Total
<b>Colombo Central Police Division</b>				
Maligawatta	Police Constable	Female	Sinhala	2
	Police Constable	Male	Sinhala	
Keselwatta	Sub Inspector	Female	Sinhala	1
Slave Island	Inspector of Police	Female	Sinhala	3
	Police Constable	Female	Sinhala	
	Police Constable	Male	Sinhala	
Woulfendal	Police Constable	Female	Sinhala	1
Dam Street	Police Sergeant	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Pettah	Police Sergeant	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Fort	Police Sergeant	Female	Sinhala	3
	Police Constable	Female	Sinhala	
	Police Constable	Male	Sinhala	
Maradana	Sub Inspector	Female	Sinhala	3
	Police Sergeant	Female	Sinhala	
	Police Constable	Male	Sinhala	
<b>Gampaha Police Division</b>				
Gampaha	Inspector of Police	Female	Sinhala	4
	Police Sergeant	Male	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
Dompe	Sub Inspector	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Weeragula	Sub Inspector	Female	Sinhala	3
	Police Sergeant	Male	Sinhala	
	Police Constable	Female	Sinhala	
Pugoda	Police Sergeant	Female	Sinhala	3
	Police Sergeant	Male	Sinhala	
	Police Constable	Female	Sinhala	
Weliweriya	Inspector of Police	Female	Sinhala	4
	Police Sergeant	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Male	Sinhala	

Weyangoda	Inspector of Police	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Minuwangoda	Inspector of Police	Female	Sinhala	3
	Police Constable	Female	Sinhala	
	Police Constable	Male	Sinhala	
Nittabuwa	Sub Inspector	Female	Sinhala	2
	Police Constable	Male	Sinhala	
Meerigama	Inspector of Police	Female	Sinhala	3
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
Ganemulla	Police Constable	Female	Sinhala	1
Malwathuhiripitiya	Sub Inspector	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Kirindiwela	Inspector of Police	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Yakkala	Sub Inspector	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Pallewala	Sub Inspector	Female	Sinhala	2
	Police Constable	Female	Sinhala	
<b>Colombo North Police Division</b>				
Fore shore	Sub Inspector	Female	Sinhala	1
Modara	Sub Inspector	Female	Sinhala	3
	Police Sergeant	Male	Sinhala	
	Police Constable	Male	Sinhala	
Grandpass	Sub Inspector	Female	Sinhala	4
	Police Constable	Female	Sinhala	
	Police Constable	Male	Sinhala	
	Police Constable	Male	Tamil	
Dematagoda	Sub Inspector	Female	Sinhala	2
	Police Sergeant	Female	Sinhala	

Bluemandal	Police Constable	Female	Sinhala	1
Mattakkuliya	Police Constable	Female	Sinhala	1
Kotahena	Sub Inspector	Female	Sinhala	2
	Police Constable	Female	Sinhala	
<b>Mount Lavinia Police Division</b>				
Mount Lavinia	Sub Inspector	Female	Sinhala	5
	Police Sergeant	Female	Sinhala	
	Police Sergeant	Male	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Male	Sinhala	
Moratuwa	Sub Inspector	Female	Sinhala	3
	Police Sergeant	Female	Sinhala	
	Police Constable	Male	Sinhala	
Dehiwala	Sub Inspector	Female	Sinhala	2
	Police Sergeant	Female	Sinhala	
Kohuwala	Police Constable	Female	Sinhala	1
Piliyandala	Sub Inspector	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Moratumulla	Police Constable	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Angulana	Police Constable	Female	Sinhala	1
Egodayana	Police Sergeant	Female	Sinhala	1
Kahathuduwa	Police Sergeant	Female	Sinhala	2
	Police Constable	Female	Sinhala	
<b>Negombo Police Division</b>				
Negombo	Sub Inspector	Female	Sinhala	3
	Police Sergeant	Female	Sinhala	
	Police Sergeant	Male	Sinhala	
Seeduwa	Police Sergeant	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Pamunugama	Police Sergeant	Female	Sinhala	1
Diulapitiya	Police Constable	Female	Sinhala	1
Katana	Police Sergeant	Female	Sinhala	2
	Police Constable	Male	Sinhala	

Katunayaka Air Port	Police Constable	Female	Sinhala	1
Kotadeniyava	Police Sergeant	Female	Sinhala	1
Kochchikade	Police Sergeant	Female	Sinhala	1
Raddolugama	Police Constable	Female	Sinhala	1
Katunayaka	Police Constable	Female	Sinhala	1
Dungalpitiya	Police Constable	Female	Sinhala	1
<b>Panadura Police Division</b>				
Panadura South	Sub Inspector	Female	Sinhala	3
	Police Constable	Female	Sinhala	
	Police Sergeant	Male	Sinhala	
Panadura North	Police Sergeant	Female	Sinhala	1
Wadduwa	Police Sergeant	Female	Sinhala	1
Bandaragama	Sub Inspector	Female	Sinhala	1
Horana	Sub Inspector	Female	Sinhala	2
	Police Sergeant	Female	Sinhala	
Ingiriya	Police Sergeant	Female	Sinhala	1
Anguruwatota	Police Sergeant	Female	Sinhala	1
Moragahahena	Police Sergeant	Female	Sinhala	1
Millaniya	Police Constable	Female	Sinhala	1
Moronthuduwa	Police Constable	Female	Sinhala	1
<b>Kelaniya Police Division</b>				
Kelaniya	Sub Inspector	Female	Sinhala	1
Kadawatha	Sub Inspector	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Ja - Ela	Sub Inspector	Female	Sinhala	1
Kandana	Sub Inspector	Female	Sinhala	1
Wattala	Sub Inspector	Female	Sinhala	2
	Police Sergeant	Female	Sinhala	
Ragama	Police Constable	Female	Sinhala	1
Biyagama	Sub Inspector	Female	Sinhala	1
Meegahawatta	Inspector of Police	Female	Sinhala	2
	Police Sergeant	Female	Muslim	

Kiribathgoda	Sub Inspector	Female	Sinhala	1
Mahabage	Police Constable	Female	Sinhala	1
Sapugaskanda	Police Sergeant	Female	Sinhala	1
<b>Kaluthara Police Division</b>				
Kalutara North	Sub Inspector	Female	Sinhala	2
	Police Sergeant	Female	Sinhala	
Kalutara South	Sub Inspector	Female	Sinhala	3
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
Payagala	Inspector of Police	Female	Sinhala	2
	Police Sergeant	Female	Sinhala	
Beruwala	Sub Inspector	Female	Sinhala	1
Aluthgama	Sub Inspector	Female	Sinhala	3
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
Thebuwana	Police Sergeant	Female	Sinhala	1
Dodangoda	Sub Inspector	Female	Sinhala	1
Welipanna	Inspector of Police	Female	Sinhala	1
Mathugama	Sub Inspector	Female	Sinhala	4
	Police Sergeant	Female	Sinhala	
	Police Constable	Female	Sinhala	
	Police Constable	Female	Sinhala	
Bulathsinhala	Sub Inspector	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Baduraliya	Police Sergeant	Female	Sinhala	1
Meegahathenna	Sub Inspector	Female	Sinhala	1
Thiniyawala	Police Constable	Female	Sinhala	1
<b>Nugegoda Police Division</b>				
Mirihana	Sub Inspector	Female	Sinhala	5
	Police Constable	Female	Sinhala	
	Police Constable	Male	Sinhala	
	Police Constable	Male	Sinhala	
	Police Constable	Male	Sinhala	

Maharagama	Sub Inspector	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Hanwella	Sub Inspector	Female	Sinhala	1
Padukka	Police Sergeant	Female	Sinhala	1
Kottawa	Police Constable	Female	Sinhala	1
Homagama	Sub Inspector	Female	Sinhala	1
Thalangama	Police Constable	Female	Sinhala	1
Mulleriyava	Police Constable	Female	Sinhala	1
Welikada	Police Constable	Female	Sinhala	1
Nawagamuwa	Police Sergeant	Female	Sinhala	1
Boralesgamuwa	Police Sergeant	Female	Sinhala	1
Wellampitiya	Sub Inspector	Female	Sinhala	1
Gothatuwa	Police Constable	Female	Sinhala	2
	Police Constable	Female	Sinhala	
Meepe	Police Sergeant	Female	Sinhala	1
Athurugiriya	Police Constable	Male	Sinhala	1
<b>Colombo South Police Division</b>				
Kollupitiya	Inspector of Police	Female	Sinhala	1
Wellawatta	Sub Inspector	Female	Sinhala	1
Bambalapitiya	Sub Inspector	Female	Sinhala	1
Cinnamon Garden	Sub Inspector	Female	Sinhala	1
Kirulapone	Sub Inspector	Female	Sinhala	1
Borella	Police Constable	Female	Sinhala	1
Narahenpita	Sub Inspector	Female	Sinhala	1

*Source: Headquarters of the Bureau for the Prevention of Abuse of Children and Women*





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