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# PROMOTING GENDER MAINSTREAMING AND PREVENTION OF SEXUAL EXPLOITATION AND ABUSE IN HOST NATION POLICE FORCES

**INPROL Consolidated Response (09-001)**

With contributions from Joshua M. Erdossy, Penny Harrington, Richard Monk, John Nikita, Bill O'Neill, J. O'Neil G. Pouliot, and Hermanprit Singh.



Prepared by Neil Pouliot, and  
Hermanprit Singh

# PROMOTING GENDER MAINSTREAMING AND PREVENTION OF SEXUAL EXPLOITATION AND ABUSE IN HOST NATION POLICE FORCES

## INPROL Consolidated Response (09-001)

February 2009

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The full text of the responses provided by these INPROL members can be found at <http://www.inprol.org/node/4048>. INPROL invites further comment by members.

**Note:** All opinions stated in this consolidated response have been made in a personal capacity and do not necessarily reflect the views of particular organizations. INPROL does not explicitly advocate policies.

**About INPROL:** The aim of the International Network to Promote the Rule of Law (INPROL) is to assist international rule of law specialists in their efforts to prevent conflict and stabilize war-torn societies. This Consolidated Response was drafted in support of the Rule of Law Network of the UN Department of Peacekeeping Operations (DPKO). INPROL members include those currently serving in the field in a rule of law related capacity and those who have served previously. We welcome DPKO members to join INPROL and use it to respond to challenges arising on mission. To join, simply fill in the profile form at this link: <http://www.inprol.org/user/register?Apply+Now=Apply+Now>.



## **PROMOTING GENDER MAINSTREAMING AND PREVENTION OF SEXUAL EXPLOITATION AND ABUSE IN HOST NATION POLICE FORCES**

### **Background:**

Gender mainstreaming for host nation police is an important component of all missions with a major police component. Creating a police service that is representative of the population it seeks to serve – in terms of ethnicity, sex, religion, language, tribal affiliation etc. – increases the credibility, trust and legitimacy of the service in the eyes of the public. A representative police service also increases operational effectiveness, through access to a broad range of skills, experiences, education and culture, which maximizes the ability to deliver local solutions to local problems. Women often bring specific skills and strengths to police work, such as the ability to defuse potentially violent situations and employ good communication skills to minimize the use of force. In certain contexts, female officers are necessary to perform the cordon and search of women, widen the net of intelligence gathering and assist victims of sexual exploitation and abuse (SEA).

Sexual exploitation and abuse and gender-based violence, including domestic violence, human trafficking and sexual assault, are one of the greatest threats to human security worldwide. Police officers must receive appropriate training to respond to victims and process and investigate these crimes effectively. Awareness-raising and emergency support services (medical, psycho-social, legal and other) have to be an ongoing exercise for nascent police organizations of the host countries.

### **Query:**

Our UNPOL colleagues are very interested in this project (UN Supports Training of Sierra Leone Police in Gender Mainstreaming/Prevention of Sexual Exploitation and Abuse) and would very much like to know if there are any background documents you may share with us. They would like to know more about the plan and the implementation, thinking of the possibility of doing something similar for the Chadian Police trained by us, the Detachement Integre de la Securite.

We would very much appreciate it if you could help us in getting some information on this. Unfortunately we don't have a BP in Sierra Leone at this stage.

### **Response Summary:**

#### **I. Planning and Implementation**

Specific initiatives are needed to increase the recruitment, retention and advancement of female personnel and the capacity of a police force to confront gender-based violence effectively. One of the most successful efforts to integrate women into a host nation police force occurred in Kosovo under the aegis of the United Nations Interim Administration Mission in Kosovo (UNMIK). As of 2007, 13.5 per cent of the Kosovo

Police Service (KPS) was comprised of female police officers, a ratio that compares favorably to many European states. Additionally, the Assistant Commissioner for Personnel and Training, one of four assistant commissioners in the KPS, is a woman.

[International Police Gender Mainstreaming Vision 2005/2006](#), UNPOL/KPS GENDER UNIT, UNMIK, 2005

The strategy and policies for implementation of the UNMIK action plan for gender mainstreaming are described by the Senior Gender Advisor for UNMIK Police. This paper addresses the need for implementing gender mainstreaming within UNMIK, UNMIK Police, and the Kosovo Police Service. It explains the mandate; strategy; some key misconceptions; policies and action plans; important definitions; and implementation of gender mainstreaming. These insights can be applied to any UN mission.

### **Baseline International Police Gender Mainstreaming Action Plan,**

United Nations Mission In Kosovo

*(Not publicly available. To request a copy, you may contact Hans Sacks, Criminal Law and Judicial Advisory Section of the UN Department of Peacekeeping Operations through INPROL at <http://www.inprol.org/node/3895/>)*

This Action Plan addresses gender mainstreaming within the international police contingent assigned to the UN Interim Administration Mission in Kosovo. It addresses The Strategic Goals, Strategic Objectives, Projects and Activities, and Status of the measures undertaken by UNMIK Police to promote gender mainstreaming. It addresses the following three strategic goals:

- Gender Mainstreaming:
  - To integrate gender components and perspectives in thematic and planning areas of international policing.
- Gender Equality/Balance:
  - To provide equal opportunities to all members of UNMIK Police contingents as based on opportunity and qualifications and not on gender.
  - To generate participation from under-represented gender in any given UNMIK Police work area.
- Gender Empowerment:
  - To provide more voice and power to minority groups of men, women or children who are prone to control and abuse by any other group.
  - To provide more voice and power to existing female international police officers in the mission.
  - To establish measures that ensure the protection of and respect for human rights of women and girls, particularly as they relate to the police.

Although this Baseline Action Plan relates explicitly to gender mainstreaming within UNMIK Police, it provides the essential context within which gender mainstreaming could take place within the Kosovo Police Service.

### **Kosovo Field Notes, November 30, 2006, [Bill O'Neill](#)**

*(Not publicly available. To request a copy, you may contact the author through INPROL at <http://www.inprol.org/node/2666/>)*

These well-informed and thoroughly researched observations provide a comprehensive assessment of the implementation of the gender mainstreaming efforts made by UNMIK Police with the Kosovo Police Service. The field notes address the evolution of the formation of the KPS and the recruitment, training, and current status of women in the police force. The notes also address the formation of a Gender Unit, a Trafficking in Human Beings Section, a community policing program and the role of women in it, and a gender violence unit. In each case, the evolution of the implementation process is described, the degree of success is evaluated, and the shortcomings are noted. The report concludes with a strong endorsement of the efforts that were made:

Support from senior leadership, the energy of the Gender Advisory Board and its Network, sound training and progressive workplace policies have meant that the KPS enjoys the benefits and services of talented female officers who work alongside their male counterparts combating domestic violence, trafficking and crime in general while forging crucial ties with the community they all serve and represent.

## **II. Background Documents**

The background documents cited below provide guiding principles and practical advice for implementing the activities central to an effective gender mainstreaming program.

[\*Gender and SSR Toolkit \(Tool2\) – Police Reform and Gender, Democratic Control of Armed Forces \(DCAF\), 2008\*](#)

This toolkit is intended for use by various actors working on police reform including police officers and recruitment staff, government officials, international and regional organizations and civil society organizations as well as parliamentarians and researchers. It is designed as a reference tool, with a mix of background information and practical examples and tips to assist in the design and implementation of the reform process. It can be used as a starting point for incorporating gender issues into a police reform processes. The tool includes:

- An introduction to police reform
- The rationale behind integrating gender issues and ways in which this can strengthen police reform initiatives
- Entry points for incorporating gender issues into different aspects of police reform, including practical tips and examples
- An examination of particular gender and police reform issues in societies transitioning from conflict and in developing and developed country contexts.

[\*Recruiting & Retaining Women: A Self-Assessment Guide for Law Enforcement, NCJRS, 2001\*](#)

This 231-page Guide identifies issues for law enforcement leaders trying to increase the number of women in their agencies and provides sound, practical advice about possible solutions. There are chapters dealing with Hiring and retaining more women; The Advantages to Law Enforcement Agencies; Recruiting Quality Candidates; Removing Obstacles in the Selection Process; Designing Quality Academies and Field Training Programs; Mentoring to Increase Retention; Implementing Family-Friendly Policies;

Monitoring Performance Evaluations, Assignments and Promotion; Preventing Sexual and Gender Harassment, Discrimination, and Retaliation; and Ensuring Impartial Internal Investigation and Discipline Systems. Each chapter contains the following: Statement of the Problem, Legal issues, Possible Solutions, Model Policies and Practices, Expert Assistance, Reference Materials, Contact Persons and Other Useful Information, Checklist. This manual is oriented primarily for medium to large enforcement agencies, although the general philosophies should be applicable regardless of the agency size and could be used as a model for the UN.

**Report on Gender and Police Reform in Post-Conflicts by [Bill O'Neill](#)  
For UNDP/BCPR/, UNIFEM, DPKO/UN Police/ Best Practices, January 4, 2007**  
*(Not publicly available. To request a copy, you may contact the author through INPROL at <http://www.inprol.org/node/2666/>)*

This report reviews police reform in post-conflict states, with a particular focus on initiatives that have increased the number of women officers and that have improved police officers' capacity to address gender-based violence. Obstacles and factors leading to successful reform are identified. Topics addressed include changes in hiring and promotion criteria, workplace initiatives, training (both substantive and pedagogical issues), management and oversight, relations with the community and changes in police practices regarding gender-based violence. This study addresses the role of international police in the reform process and shows that police reforms addressing gender must successfully tackle six challenges:

- Recruit and retain more women
- Promote women to middle and senior management posts
- Adapt training to prepare police for gender-based violence
- Police tactics/operations must constantly be assessed and evolve concerning gender-based violence
- Forge strong and positive relations with the community
- Create fair, transparent and effective oversight/accountability mechanisms as a first-order priority in any reform effort

[Gender In Development Program - Learning & Information Pack, Gender Analysis, UNDP, 2001](#)

This Information Pack (131 pages) is intended for use both as a basic resource on gender analysis for the interested reader and for use in a training setting. It has been developed to reflect the UN Development Program's needs in particular; however, it has been designed to be readily adaptable to different needs.

The slides and reference materials included in this information pack cover four points:

- What is gender analysis?
- How can gender analysis and policy be linked?
- What are the key concepts and tools in social and gender analysis?
- What is the contribution of men to gender relations?

## Compilation of Resources:

The following material will assist in developing policy for gender mainstreaming and prevention of sexual exploitation and abuse in host nation police forces. All listed documents with a hyperlink are uploaded to the INPROL Digital Library.

- **Baseline International Police Gender Mainstreaming Action Plan**, United Nations Mission In Kosovo, UN Police/Kosovo Police Gender Unit (Not publicly available. To request a copy, you may contact Hans Sacks, Criminal Law and Judicial Advisory Section of the UN Department of Peacekeeping Operations through INPROL at <http://www.inprol.org/node/3895/>)
- [Gender In Development Program - Learning & Information Pack, Gender Analysis](#), UNDP, 2001
- [Gender and SSR Toolkit \(Tool2\) – Police Reform and Gender](#), Democratic Control of Armed Forces (DCAF), 2008
- **International Police Gender Mainstreaming Action Plan (2005/2006)** United Nations Mission in Kosovo, UN Police/Kosovo Police Gender Unit (Not publicly available. To request a copy, you may contact Hans Sacks, Criminal Law and Judicial Advisory Section of the UN Department of Peacekeeping Operations through INPROL at <http://www.inprol.org/node/3895/>)
- [International Police Gender Mainstreaming Vision 2005/2006](#), UNPOL/KPS GENDER UNIT, UNMIK, 2005
- **Kosovo Field Notes, November 30, 2006**, [Bill O'Neill](#) (Not publicly available. To request a copy, you may contact the author through INPROL at <http://www.inprol.org/node/2666/>)
- **Report on Gender and Police Reform in Post-Conflicts** by [Bill O'Neill](#) For UNDP/BCPR/, UNIFEM, DPKO/UN Police/ Best Practices, 2007 (Not publicly available. To request a copy, you may contact the author through INPROL at <http://www.inprol.org/node/2666/>)
- [Recruiting & Retaining Women: A Self-Assessment Guide for Law Enforcement](#), NCJRS, 2001

## Other resources

- [Committee on Women in NATO Forces \(CWINF\): GUIDANCE FOR NATO GENDER MAINSTREAMING](#), NATO, 2007
- [Gender Mainstreaming in Peace Support Operations: Moving Beyond Rhetoric To Practice](#), International Alert, 2002
- [Good and Bad Practices in Gender Training for Security Sector Personnel: Summary of a Virtual Discussion](#)
- [Human Rights and Gender Components of UN and EU Peace Operations Putting Human Rights and Gender Mandates into Practice](#), German Institute of Human Rights, 2008
- [Mainstreaming Gender in Peace Support Operations: The United Nations Mission in Liberia](#), Institute for Security Studies (South Africa), 2005

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