

NOTIFICATION
of the Women's Police Association on the implementation in 2019 of the Action Plan
of the General Police Inspectorate on the increase of the proportion and role of
women in the Police, for the period 2018-2020

Over the last 3 years, the Police reform was one of the primary objectives of the Ministry of Internal Affairs which aimed at increasing the efficiency of the Police and the level of trust of population in the institution, a body that would serve the interests of citizens of the entire community. By approving and implementing the Police Development Strategy for the years 2016-2020 the following actions are taken to:

- strengthen the responsibility, efficiency, transparency and professionalism of police;
- fair, effective and efficient application of legislation based on human rights in Police activity;
- strengthen Police capacities in fighting against organised crime, human trafficking, cybercrime, violence, including gender-based crimes, drugs and smuggling with firearms, counterfeiting and money laundering;
- create a modern police service, in accordance with the best practices and standards of the European Union and international ones, in order to respond proactively and equally to the needs of the citizens and of society as a whole.
- promote and implement the principle zero-tolerance to corruption, discrimination and ill-treatment in the Police activity.

One of the objectives aims also at respecting the principle of gender equality in the process of employment and promotion in Police. In order to achieve this commitment, also in the context of the Action Plan on increasing the share and role of women in Police, for the period 2018-2020, the Police has made progress and this is worthy to be outlined:

1. In the basic managerial training program, organized by the Ministry of Internal Affairs, it was included the topic of Aspects of gender equality and there were also discussed subjects such as:

- strengthening the capacity of analysis of acts/decisions from the perspective of gender;
- increase of the share and role of women in Police;
- good practices for gender mainstreaming;
- - equality of chances, the applicable regulatory framework.

Also, these topics were approached with the group of petty officers of CIPAL, as well as with the staff responsible for human resources from different subdivisions of MIA.

2. Organization of visits that included mentorship and coaching in promoting gender equality within territorial subdivisions, with the support of Gender-Centre.

In this respect it is very important that the recommendations presented during these visits to be integrated into the daily activity of Police employees.

3. **Assistance and support for the gender coordinating group**, provided through a series of consultative meetings and seminars on gender-sensitive budgeting, conducted with the support of the Development Partnership Centre.
4. **Workshops on presenting and taking over the good practices of empowering women**, conducted with the support of the technical assistance program, to which the Association was

party. Within these workshops, the projects of the Gender Equality Plan, the job description for gender units, the Women's empowerment Guide were developed.

5. **Efficient cooperation between the Women's Police Association and General Police Inspectorate.** There it was tested the questionnaire for the training course in application of legislation on preventing and fighting against gender-based violence and family violence for the Police gender trainers, there were selected participants (based on submitted criteria) and in the period 24-25 April 2019, with the support of the Women's Law Centre, the course had been organized. With the financial support of Sweden (Embassy of Sweden in Chisinau) and Oak Foundation, during this training, the first Legal Orientation Guidance in cases of sexual harassment "You have the right to live with dignity" has been distributed.
6. **Participation at job fairs**, organized for the fresh graduates of educational institutions, in which the employees of the police provided information about the procedure and conditions of employment and the commitments of the institution to increase the number of women in Police.
7. Even though the Police is in the process of developing a mentorship program, the Police employees were encouraged to apply to participate at the first edition of the **Women with Ideas Program**, unique in the country, meant for the active women from Chisinau municipality, who want to help to solve the problems in their communities. Within it, the participants had the opportunity to learn how to creatively approach an initiative, to generate ideas and to transpose them into reality. In both editions of the program 4 police women have been selected for each.
8. **Promotion of gender equality and of Police profession on the website of the Police department and in mass-media.** Recently, at the press club it was presented the analysis of general perceptions on representation of men and women in the security sector. In our opinion this is a good initiative for making the report dedicated to women in Police forces, in partnership with the Promo-Lex Association. In our opinion the report dedicated to women in Police is a good initiative in partnership with Promo-Lex Association.

We assess the achievement of these objectives as good and we come up with some **recommendations:**

- ✓ **To continue promoting gender equality** in order to raise the awareness of leaders about the benefits of increasing the number of women in the Police department, which is not only a performance criterion, according to the Policy Matrix, but and an objective according to several policy documents at national level.
- ✓ **Recruitment and retention of women in the Police to be a priority**, though, regrettably, we have to admit that the police profession is not attractive neither for men nor for women. At the job fairs, the youth was more interested with the salary of a fresh employee, which can be lower than the medium salary on economy.
- ✓ **Initiation of a campaign at national level of recruitment that would have women as target group.**
- ✓ **Analyse and study the phenomenon of sex/gender-based harassment in the Police**, presenting data about the existence or absence of this phenomenon. At the same time, we cannot talk about its absence in the context of sexual harassment case from PI Telenesti. The court of law admitted, at the end of November, the guilt of the headman and fined him with MDL10 thousand lei and deprived him of the right to hold job positions at the General Police Inspectorate or its subdivisions for a period of six months.

- ✓ **Create in the new structure of the General Police Inspectorate the job position of adviser, in order to ensure the gender equality** or to appoint a person that would coordinate and monitor the integration of gender dimension in the Police activity. Although in the gender field the coordinating group exists, with a functioning regulation, the members of the group are employees who have basic duties at work, and the competences as a member of the group are not provided in the job description.
- ✓ **Involve women in the decision-making process.** Participation of a small number or lack of women at the weekly meetings with the headmen, operational board and reviewing meetings. It is known that at the General Police Inspectorate there are no women in position of head of division/general division, there are 2 ladies only holding the position of deputy director of division, 1 lady holds the position of deputy director of a subdivision within the National Investigations Inspectorate. The leading positions held by women are mainly those of head of service/section, but the number is small anyway.
- ✓ **Increase the number of female employees** participating at the trainings dedicated to the managers, such as the managerial training course, Management and Leadership, the high level managerial training course, in order to allow them to make progress in their career.
- ✓ **Endowment with uniform on duty and with special equipment** adapted to the needs, which, unfortunately, remains to be a challenge not only for women, but for men too, a problem missing for other subdivisions of MIA.
- ✓ **Non-involvement of women / men who are on child care leave in additional activities** organised by the institution in order to keep in touch with colleagues and to facilitate their activity after returning from leave.
- ✓ **Intensify the promotion of gender equality and publicity of the profession of policewoman** by the institution, which a lot of times, is the task of the Women's Police Association, though the effort of the Association members is an additional one to the duties of the daily service, and when some things are problematic there is made a reference to the objectives of the Association.

Following the above mentioned, we reiterate that the **Women's Police Association is open for carrying out joint activities** that would contribute to gender mainstreaming in Police activity.

Towards the end, we shall remind the benefits of increasing the number of women in the Police, findings identified by some studies too (*Recruiting and Retaining Women: A Self-Assessment Guide for Law Enforcement (Harrington, 2000)*):

➤ **The employed in the Police forces are as competent as their male colleagues.**

Following the evaluations made in various structures of public order on the efficiency of men and women working in these units, the results showed that they are equally capable in the patrolling service. These studies show certain areas where women excel because they are more flexible, emotionally independent, confident, more creative than their male colleagues. In conclusion, women and men are equally able to work in public order subdivisions and indeed “not all women cope with the job in public order forces — nor all men.”

➤ **Women are actively involved in the implementation of community police activity.**

Implementation of community oriented policies shall be based on communication and cooperation with citizens, and it is important to point out that women in the Police receive more favourable assessments and less complaints from citizens than their male colleagues.

➤ **More women employed will improve the reaction of Police to violence against women**, which remains to be a problem for the Republic of Moldova. Many victims of domestic violence do not register complaints at the competent institutions, reason for which they do not appear in official statistics. An inadequate response from these institutions dealing with countering the phenomenon of domestic violence may discourage the victim to report such a case.

In this regard, the activity of the Police in the fight against domestic violence is particularly important.

➤ **Increasing the number of women reduces the problems with harassment and gender discrimination within the Police.** Though men and women who decide to pursue a career in the police forces have predominantly the same motivations, including economic aspects or the desire to help others, there are encountered different stress factors. The women employed in this field have a greater tendency to encounter problems related to the lack of confidence on behalf of colleagues, lack of opportunities for advancement, a greater intention to quit. A numerical male-dominated environment and traditionally considered to be for males, favours the occurrence of harassment cases. An increased representation of the number of women reduces the possibility of gender discrimination, of under-use and of harassment.

➤ **The presence of women can bring beneficial policy changes for the entire staff.** The increase in the number of women would not only respect the principle of equality between men and women, but would improve the procedures of selection, recruitment and promotion of the staff. In this regard, Lewis Sherman argued: “If a woman with a height of 1.60 meters can be involved in the patrol, why couldn't be a man of that height too? If a woman needs more intensive physical training, why wouldn't need it a man too? If a woman manages to settle a violent situation without having to arrest someone, shouldn't her merits, or of any other man, who made the same thing, be acknowledged for the efficiency they have shown?” Ensuring that the police subdivisions are transparent and accountable to the community, prevents the abuse of power and guarantee that these institutions operate efficiently, respecting at the same time the law.

Guided by these arguments, it was possible to strengthen the partnerships established with the Partnership for Development Center, Women's Law Center, AO Gender-Center, UN Women in Moldova, the U.S. Embassy and the Swedish Embassy in Chisinau as well as the European Union Delegation that played a decisive role in achieving considerable results, especially in organizing trainings and taking over the good practices. These partnerships shall continue next year, with a focus on consultancy, organisation of awareness-raising events and prevention, as well as empowering women from the internal affairs bodies.

We propose **to the decision-making factors to reflect on the following aspects:**

- intensify or reduce the ambition of increasing the number of women in the Police forces and to what extent this objective will be found in the new strategic document that aims to be a continuation of the current Police Development Strategy. It is necessary that the police managers to come up with a vision on these commitments, given that in 2020 the Action Plan of the General Police Inspectorate on increasing the share and role of women in the police expires and it appears the need to develop and approve a possible, more complex Plan;
- create conditions for consulting, on behalf of the Ministry of Internal Affairs General and General Police Inspectorate, the vision of the Association when drafting the documents or policy initiatives, so that the voice of women employed at the police would be heard;
- increase of the number of hours dedicated to gender equality and prevention of discrimination, both within the Integrated Center of Training and Law Enforcement, as well as within the Academy “Stefan cel Mare”, harnessing the potential of trainers trained by the Police in the field of gender equality;
- identify the possibility to include competences regarding the promotion of gender equality in the job descriptions in order to create possibilities of involvement/motivation/legal interest, not just at the level of volunteering or enthusiasm;
- harness participants in various programs, including the international training course “Prevention and combatting gender-based violence” organized by the Swedish International Development Cooperation Agency (SIDA), in partnership with the Swedish Police, in the framework of which it was proposed to prevent harassment within the Police, both by conducting

a study on the phenomenon of sexual harassment within the Police, based on an anonymous questionnaire, and by increasing the level of information of some managers about the phenomenon of sexual harassment and its consequences on private life and professional environment, through training seminars, in which the results of the survey and the necessary recommendations would be presented

- identify a formula, agreed, both by the Police and by the Association, for the effective coordination of initiatives, in the context that with the support of UN Women Moldova a consultant to serve as support for Strategic Planning of the Association has been contracted. As a result, it is necessary to appoint a liaison person who would facilitate the communication with the decision-making factors from the Police;

- plan the organization of some monthly/quarterly meetings between the managers of the Police and members of Association or possibly to include a representative at the meetings organized with the chief of Police;

- send solid messages and the male managers to carry out some measures that would support women within the Police, including which would encourage them to take on leadership positions at all levels, because women are as professional as men.

The integration of the gender dimension in all of the processes that take place in the Police activity should not be seen as a commitment only, but as a guarantee that every woman and every man in the Police has equal opportunities to hire out, to work in a safe environment, acknowledging the needs and differences, to have the possibility to reconcile the professional life with the family life, to develop and to strengthen the managerial and professional capacities and to be promoted. “*The presence of women should not be justified*” (Mara Marinaki) regardless of field, hierarchical level or function.

Women’s Police Association

[round-shaped stamp with the inscription: *Women’s Police Association* in the middle and *Public Association, Republic of Moldova, Chisianu mun., IDNO 1017620003569* in the surrounding]