



24-25 September 2012, Brussels

Workshop: "Organising for Change: Female Staff Associations and the Security Sector"

FOLLOW-UP EVALUATION

In September 2012 twenty-five representatives of female staff associations in the police, military and judiciary from all over the world gathered together in Brussels for a two-day workshop to: discuss the role that female staff associations (FSAs) can play in integrating gender into security sector institutions (SSIs) and security sector reform (SSR) processes; share experiences on good practices related to internal governance; and to network. Nine months later a follow-up questionnaire was sent out to all participants in order to determine the main skills and knowledge acquired at the workshop that could be applied, and challenges faced by FSAs. Approximately a quarter of the participants completed the nine-month evaluation form. Although this number is too small to be representative, the information provided offers useful insight into what has been done and the different types of activities that could be implemented by FSAs. This may be useful for all participants.

1) WHAT WERE FAVOURITE AND LESS FAVOURITE PARTS OF THE WORKSHOP ?

Participants, just like in the immediate post-workshop evaluation, enjoyed the "sharing and networking" that took place at the workshop and the opportunities of learning from others' experiences. The topic of fundraising was also considered to be useful. One participant commented that the workshop *"created the forum for learning about gender in the SSI, how FSAs and other women in the judiciary, the military, other police forces and services operate. It helped me realize the strengths and weaknesses in my Institution (SLP) and association. It also created avenues for interaction and networking which is very important for lessons learnt and the acquisition of best practice."*

Some participants indicated that the time for the different workshop sessions was too short.

2) IN THE END OF THE WORKSHOP WE ASKED YOU ABOUT PLANNED FOLLOW-UP ACTIVITIES. HAVE YOU UNDERTAKEN ANY OF THESE ACTIVITIES IMPLEMENTING WHAT YOU LEARNED?

Most respondents have tried to implement at least one follow-up activity. The most common are activities related to reaching out to new potential members, increasing member support and following-up on contacts made during the workshop. Some respondents explained in some more detail what kind of activity they undertook related to each of the three main objectives of the workshop.

OBJECTIVE: REINFORCE INSTITUTIONAL CAPACITY AND FSA MEMBERS' ENGAGEMENT

Follow-up projects to reach out to potential new members:

- One participant has organized rotational visits to different local sections of their FSA where they talked to the members to motivate them to join the association. The activity is still ongoing. Results so far have been several new committed members. The biggest challenge is that some members do not believe in networking. This requires continuous engagement and a demonstration of the merits of networking.

Follow-up projects to increase member engagement:

- One participant and her FSA organized several advocacy and sensitization activities on gender integration, which are still ongoing. The challenge is to make institutional heads pledge their support. Advocacy and awareness-raising must therefore be continuous.

- One participant and her FSA has, in collaboration with UN Women, set up a new policewomen's staff association in November 2012 and also participated in a seminar for European policewomen in March 2013 in Hannover, Germany. Both activities have been successful. The FSA in Kosovo has been set up and participation in the seminar in Hannover lead to the gain of six new members.
- One participant and her FSA organized a general assembly in which the FSA members discussed and revised its new draft constitution. The adoption of the draft constitution by the FSA's executive is still pending as the FSA must collect 500 signatures from FSA members before it can approve the monthly deductions from their salaries. The FSA executive is planning to collect the required signatures in the whole country at the next FSA meeting in August 2013.

OBJECTIVE: REINFORCE CAPACITY TO IDENTIFY ENTRY POINTS AND STRATEGIES TO INTEGRATE GENDER INTO THE SECURITY SECTOR

Follow-up activities related to the development of a strategy for integrating gender into a security sector institution:

- One participant advised that her FSA has engaged in ongoing advocacy and lobbying work for mainstreaming gender in order to gain full commitment from the directors to support gender mainstreaming.
- Another participant mentions that with the support of DCAF, the FSA has participated in a gender self-assessment and identification of entry points in the police.

Launch of new activities/projects to integrate gender into your security sector institution

- One participant is engaged in a project with DCAF involving training and workshops on integrating gender into the police.
- On participant's FSA is implementing a project to integrate gender into core security sector institutions in 2013. First successes are achieved as several higher positioned people have expressed support, yet it remains a challenge to get their full commitment.

OBJECTIVE: REINFORCE DIALOGUE BETWEEN FSAs AND WITH POLICY MAKERS AND THE INTERNATIONAL COMMUNITY

Following up on contacts with FSA met during the Brussels workshop

- Some respondents have remained in touch with participants from other countries, in particular the same region, through e-mail and phone. The contacts are useful and help to remain "abreast with news and activities in other organizations." They enable learning from "useful experiences, but not going into much detail." Internet access and limited time at disposal are challenges that were mentioned. In order to overcome this, one respondent sends at least one e-mail a week to a participant of the Brussels workshop.

Follow-up activities related to initiation or reinforcement of dialogue with policy makers

- The FSA board held meetings with the executive management board (EMB) of the security sector institution. Four meetings have been held and reports are produced at the board's weekly meetings on the FSA and its activities. As a result of these efforts gender and FSA are tabled on the agenda and related questions are discussed. Many decisions are taken in favor of the FSA. The main challenge is to get the EMB to support the FSA and their gender initiatives and the lack of time as the board members are doing this in voluntary capacity. The FSA lobbies them to gain their support.

- Another respondent says that they have engaged in dialogue with policy makers through advocacy activities. In February 2013 they gained a positive response and a pledge for support from several policy makers, yet continuous engagement is needed to ensure their full commitment.

Other activities where participants used what they had learned during the workshop

- A participant from a police staff association used some inputs shared by the representative of another female staff association to develop a program for children including several types of outdoor activities, such as hiking but also charity visits to children in hospitals.
- A participant from the Justice Sector explains that she uses what she learned at the workshop in her work dealing with improving the access to justice for everybody and in particular on integrating a gender dimension into this question as well as in her work on gender in transitional justice, truth finding, reparation and reconciliation.

3) DO YOU THINK YOU NEED ANY KIND OF FURTHER SUPPORT TO FOLLOW-UP ON THE BRUSSELS WORKSHOP?

Six respondents answer that they would like to receive more training. Suggested training topics are: “Inventing and implementing different projects,” “drafting projects,” SSR and “[s]etting up an FSA for countries that don’t yet have one.” The participant suggesting the last one offers her assistance in such training. A last participant finally explains: *“Training of Trainers and the provision of training tools/materials so that the trainers can roll out the training to all personnel.”*

Five participants think that materials/tools would be useful in supporting them with their follow-up activities. One just says that it should be “international materials,” others suggest “gender” and “SSR” as topics.

Six participants also state that further networking would be useful; particularly with the workshop participants, other FSAs in the security sector or similar associations. One more specifically mentions women in the international police, criminal justice and security groups. One participant would like FSAs to have the chance to network with DCAF for getting *“advice on the way forward.”* One participant finally suggests *“to involve DCAF at IAWP 2015 conference in Cardiff.”*

4) WHAT IS YOUR OPINION ABOUT THE WORKSHOP REPORT SHARED IN BEGINNING OF THIS YEAR?

All respondents find the workshop report useful. Because it *“is very clear and shows the essence of each part of the workshop”* and because it *“summarized all that has been said and decided.”*

5) DO YOU HAVE ANY OTHER COMMENTS OR SUGGESTIONS THAT YOU WOULD LIKE TO SHARE WITH US?

Even if I haven't used what we learned, because everything is settled in my organisation, I think the conference was very useful due to increased knowledge of the topic.

It would be good to stay in touch and be kept informed of any major development in this field on the basis of the DCAF publication on FSA.

DCAF should seek ways of bringing participants together to evaluate how far we have gone since the last session and to reinforce the lessons learnt from other countries.

Thank you for following us up and taking interest in what we are doing. IAWP is always available to assist in international projects regarding gender & police.