



"Nicole"

Anushka Virahsawmy



CHAPTER 8

Peace building and conflict resolution

Article 28

KEY POINTS

- The police force is still male-dominated, 76% male compared to 24% female.
- The Department of Police Services has introduced gender awareness training as a component of their in-service training programme at the Police Training College.
- In 2008, for the first time the Botswana Defence Force (BDF) recruited female soldiers. In 2011, the BDF recruited another group of women who are currently in training, bringing the total number of women to about 59.



Andrew Bosilong Station Commander for Kweneng District Council giving an interview for the Botswana GBV indicators study. Photo: Vincent Onthusitse

Table 8.1: Women and men's perception of the peace building and conflict resolution sector

	SGDI	CSC
Score	N/A	60%
Rank	N/A	6

Table 8.1 shows that the overall CSC score for peace building and conflict resolution sector

for Botswana is 60%. This puts the country in 6th place. Citizens acknowledge that some progress has been made although there is still a significant way to go to increase women's representation and participation in the sector.

While it may eventually be possible to calculate an empirical score for this sector, the researchers found it difficult to access data that could also be comparable across all SADC countries.



The Protocol calls on State Parties to ensure that, by 2015, women have equal representation and participation in key decision-making positions in conflict resolution and peace building processes by 2015 in accordance with United Nations Security Council Resolution 1325 on Women, Peace and Security.

Representation of women in the Botswana Police Services

The Department of Police has developed partnerships with women's rights organisations and the Department of Women's Affairs to develop strategies to combat GBV-related crimes. One such strategy is to have more women in the Botswana Police Services. Although women's representation has increased significantly over the years, they dominate lower level positions; the majority are constables.

Figure 8.1 demonstrates that currently the police force is still male dominated, 76% male as compared to 24% female.

Figure 8.1: Proportion of women and men in Botswana Police Force

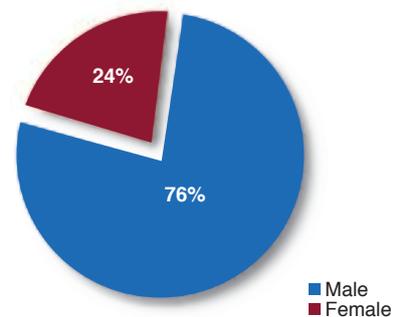


Table 8.2: Women and men in decision-making positions in the Botswana Police Service

Position	Male	% Male	Female	% female	Total
Commissioner	1	100	0	0	1
Deputy Commissioner	-				
Senior Assist Commissioner	13	81.2	3	18.8	16
Assistant Commissioner	34	85	6	15	40
Senior Superintendent	68	70.8	28	29.2	96
Superintendent	189	86.3	30	13.7	219
Inspector	442	86	72	14	514
Sub-Inspector	618	85	109	15	727
Sergeant	1279	78.4	353	21.6	1632
Constable	3486	71.7	1377	28.3	4863

Source: Department of Botswana Police Service - Headquarters 2011.

Table 8.2 shows that men occupy the senior positions in the police force. For example, there are 13 men in senior assistant commission posts compared to three women. In terms of absolute numbers, most women are senior constables, making up just over 28% of the posts.

The Police Services Department collaborates with NGOs, such as, Emang Basadi and the Kagisano Shelter Women's Project when it needs to refer abused women for counselling. The police also participate in gender violence programmes, including workshops, advocacy initiatives and education marches especially during the 16 Days of activism on gender violence. They include

crime statistics in their weekly media reports, pertinent data that improves the monitoring of GBV cases.

Further, the Department of Police Services has introduced gender awareness training as a component of their in-service training programme at the Police Training College.

Botswana Defence Force

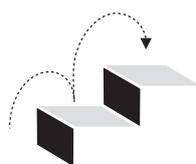
Parliament established the Botswana Defence Force (BDF) in 1977. The main goal of the BDF is to provide responsive and decisive force for the protection of the country contributing to a peaceful environment for economic investment and national stability. The BDF

has grown significantly in the last three decades and has performed its mandate both internationally and nationally, earning itself international and national trust.

Representation of women in the defence force

Although the women's movement in Botswana advocated for the recruitment of women into armed forces since the 1980s, it was only in 2008 that for the first time the Botswana Defence Force recruited female soldiers. They are now fully integrated into BDF. In 2011, the BDF recruited another group of women who are currently in training, bringing the total number of women to about 59.

While it is difficult to get exact number of the total BDF, the researchers in their discussions with senior officers heard that female soldiers are performing well and as a result have been promoted to senior positions. They also participate in all BDF's activities and are trained for combat activities to participate in front line duties.



Next steps

- Review legislation related to police, defence and correctional or prison services to ensure that the Acts are gender sensitive and provide for women's special needs.
- The laws must be accompanied by special measures and incentives to attract women to join the security services sector.
- Record keeping should be gender disaggregated to enable all stakeholders to monitor whether progress has been made towards equal representation and participation at all levels of the sector.
- Gender budgeting and costing is an important tool for assessing commitment to mainstreaming gender in the sector.