



"Nicole"

Anushka Virahsawmy



CHAPTER 8

Peace building and conflict resolution

Article 28



Women police officers receive gender training in Outjo, Namibia.
Photo: Gender Links

KEY POINTS

- The overall CSC score for peace building and conflict resolution sector for Namibia is 78% in terms of citizen's perceptions of the country's performance towards achieving the SADC Gender Protocol targets for this sector. This puts the country ahead of the rest of the other 14 SADC countries.
- Research shows that the proportion of women in the defence force is 26%, 31% in the police force and 54% of those deployed as peacekeepers.
- The Namibian Ministry of Defence has a recruitment policy that stipulates a minimum intake of 10% women.

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

	SGDI	CSC
Score	N/A	78%
Rank	N/A	1

Table 8.1 shows that the overall the citizen score for peace building and conflict resolution sector for Namibia is 78%. This puts the country

in first place. Citizens acknowledge that progress made in mainstreaming gender in the peace and security sector but more needs to be done if the country is going to meet the 50/50 women in decision making in the peace and security sector by 2015.

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.

Women's representation and participation



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.

Policy provisions

National legislation governing state security service providers is an entry point for examining the extent of governments' commitment to promoting gender sensitivity and gender equality in the security sector. While Namibia has developed gender-mainstreaming strategies, it is unclear if any tracking has occurred to measure the extent to of implementation.

Defence Force Act

The language in Namibia's Defence Force Act 1 of 2002 is gender sensitive. A newly formed gender unit in the NDF is reviewing all defence policies and legislation.

Police Force Act

Namibia's Police Act 19 of 1990 is gender sensitive and the recruitment policy provides for the entry of women into the service.

Representation

Defence forces

Figure 8.1: Representation of women in the defence force

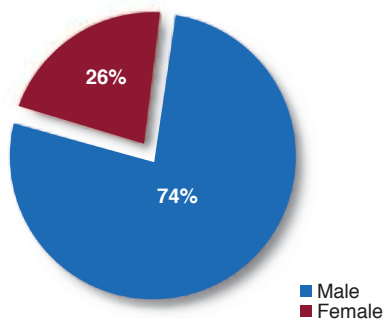


Figure 8.1 shows that Namibia has a proportion of 26% women in the defence force. The country is the second highest in terms of women representation in sector in the SADC region. There are two brigadier generals in the Namibian Defence Force. The Namibian Ministry of Defence has a recruitment policy that stipulates a minimum intake of 10% women. This policy has shown dividends. The country also has a female Deputy Defence Minister, Lempy Lucas.

Progress in enrolling more women in the defence forces can be attributed to the impact of UNSCR 1325. The instrument has had an impact on increasing the number of women in the region's defence forces according to an Institute of Security Studies assessment.

Police services

Figure 8.2: Representation of women in the police force

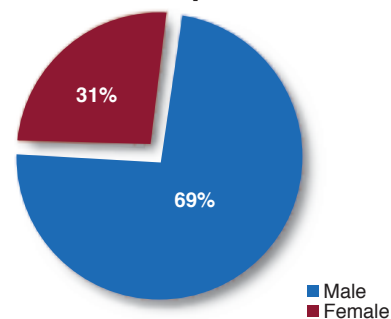


Figure 8.2 shows that Namibia in 2009 had a proportion of 31% women representation in the police force. This places the country at number three after Seychelles and South Africa. It could not be ascertained whether there has been an increase because gender disaggregated figures were not available last year.

Namibia: Karas police chief welcomes new recruits

Armas Shivut, Karas Police Regional Commander, welcomed 135 new recruits on 28 March 2012. The recruits recently completed six months of training at the Joseph Pius Kaundu and Ondangwa police training centre.

Reminding the 46 women and 89 men (women formed 34%) that the basic mission of police is to prevent crime

and disorder, Shivute said: "the public are the Police and the Police are the public, and both share the same responsibility for community safety."

He emphasised that it requires commitment, dedication, unity, morale and maximum discipline for the force to succeed in maintaining law and order. "Comply with all administrative, operation, disciplinary, protocol as

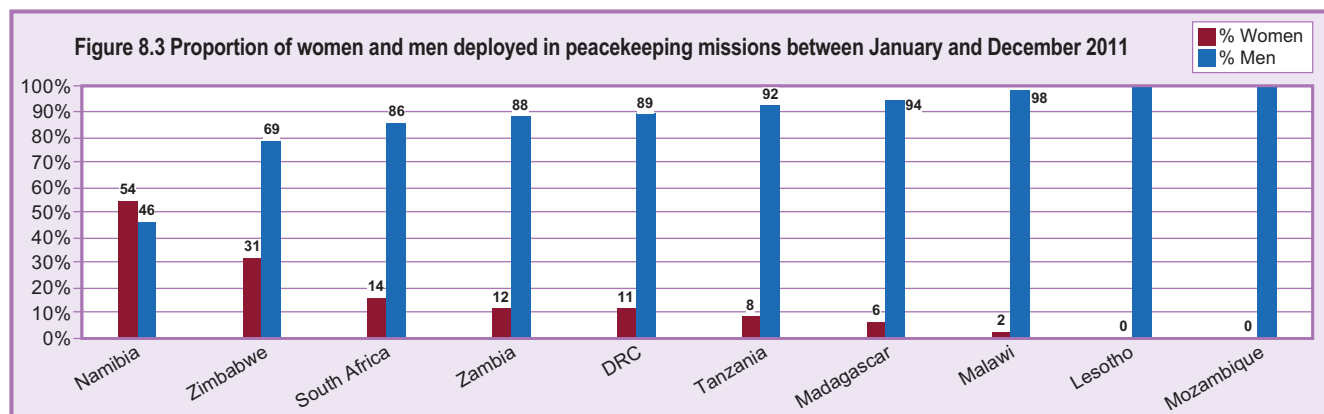
well as rules, regulations and standing orders which are governing the Namibian Police Force," he added.

Warning the new uniformed men and women against tribalism, Shivute urged officers to be guided by the

"constitutional principles of non-discrimination on the ground of sex, race, colour, ethnic origin, social, marital or economic status." According to Shivute, the new recruits will undergo a month-long induction programme before being deployed to police stations in the region.

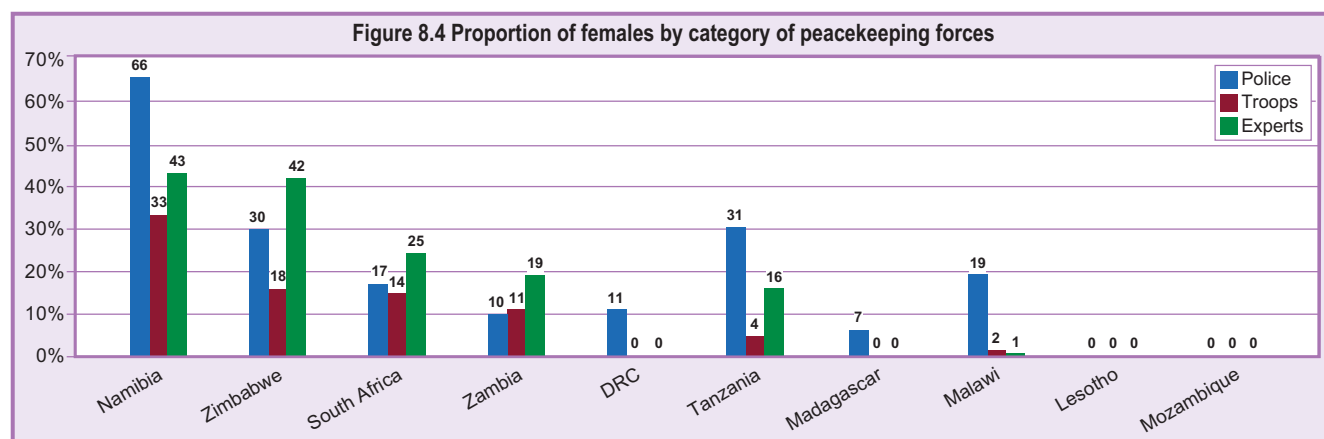
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Peacekeeping missions



Source: Calculated from UNDPKO 2011 monthly statistics.

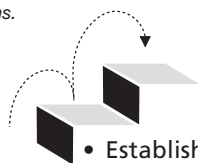
Figure 8.3 shows that Namibia deployed the highest proportion of women peacekeepers between January and December 2011 compared to other SADC countries where data was available.



Source: Calculated from 2011 UNDPKO Monthly Statistics for Peace missions.

A closer analysis of Namibia's deployment in Figure 8.4 indicates that more women police were deployed (66%), up from 55% in 2011.

The numbers of women deployed can only improve in Namibia and elsewhere by increasing the intake of women into the security services and ensuring that they receive the necessary training and opportunities to be deployed. It is also important to examine the conditions under which women are deployed to determine if they are gender sensitive.



Next steps

- Establish Gender Focal Points within each Ministry addressing issues of peace and security such as Home Affairs, Ministry of Defence among others.
- Increase women's quota in the defence sector from 10% to 30%.
- Review the recruitment and retention policies in the security sector so that they are gender sensitive.
- Women should be promoted to command and take up decision-making positions within the security sector.
- Maintain gender parity in the deployment of peacekeepers.