



"Nicole"

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CHAPTER 8

Peace building and conflict resolution

Article 28



Male and female soldiers from the Botswana Defense Force discuss ways to integrate enlisted females.

Photo: U.S. Army Africa

KEY POINTS

- The Botswana Constitution provides for non-discrimination on the basis of sex.
- The Botswana Police Service is guided by Act 29 of 1978; Chapter 21:01 of Laws of Botswana. Gender is not mainstreamed into the Botswana Police Service Act. 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 its in-service training programme at the Police Training College.
- The Botswana Defence Force Act, Chapter 21:05 was amended in 2008 to allow women in the military. In 2008, for the first time, Botswana Defence Force (BDF) recruited female soldiers.
- The Botswana Prisons department is guided by the Prisons Act Chapter 21:03. Gender is not mainstreamed into the Prisons Act.
- Botswana signed the Protocol to Prevent, Suppress and Punish Trafficking in Persons, especially Women and Children.
- The BDF has approximately 100 female officers, accounting for about 1% of the BDF.

Table 8.1: SGDI and CSC scores on peace building and conflict resolution

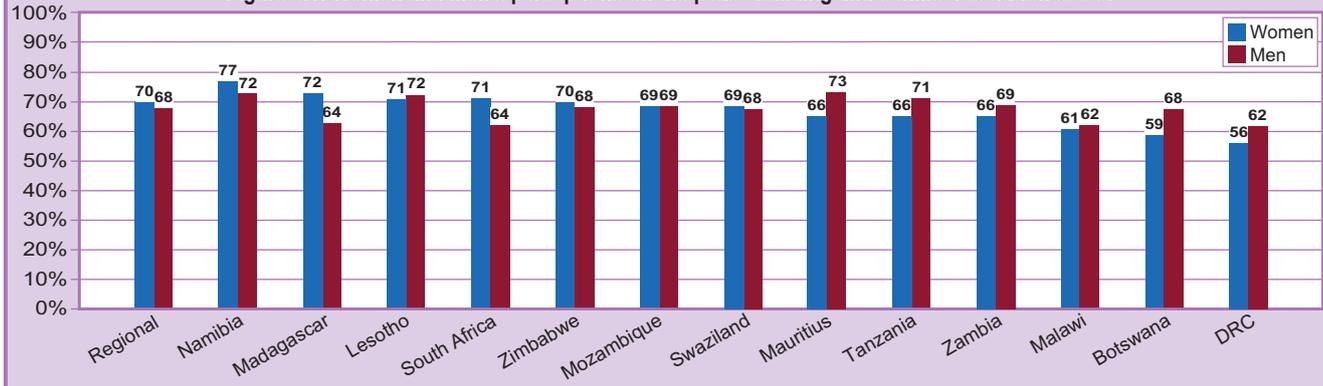
	SGDI	CSC
Scores	N/A	62%
Ranks	N/A	12

There is no SDGI score for this sector as information remains limited. Botswana citizens gave a score of 62%, ranking the country twelfth out of the 13 countries in the region. Male citizens scored their government 68% compared to 59% scored by women.



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 in accordance with United Nations Security Council Resolution 1325 on Women, Peace and Security.

Figure 8.1: Women and men's perceptions on the peace building and conflict resolution sector



Sources: 2014 SADC Gender Protocol Barometer.

Figure 8.1 provides the CSC scores for SADC countries in this sector, with Botswana near the bottom of the region. To date, there is still no systematic sex-disaggregated data collation by Botswana's security sector institutions for monitoring and evaluation. Botswana legislators continue to shield behind archaic notions of national security, possibly to hide the fact that they have not adequately addressed the gender dimension of peace and security.

Botswana Defence Force

Since its formation in 1977, the BDF only recruited men until 2008, following the passage of a bill in parliament. The primary goal of the BDF is to provide



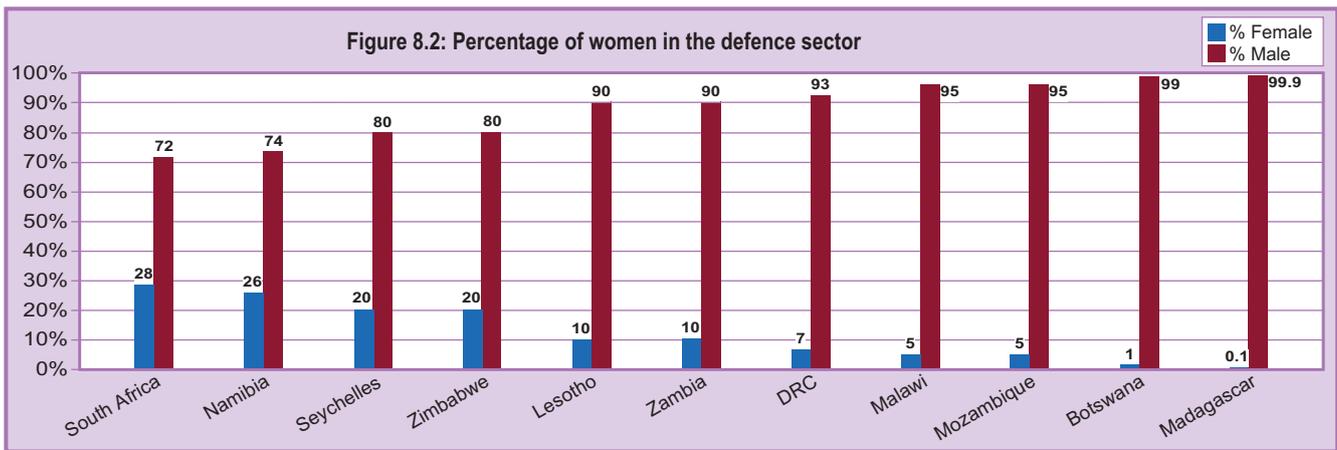
Lieutenant Dorcus Apelo Letsomo, a graduate of the University Of Botswana Department Of Social Work, works in the military as a social welfare officer at the Gaborone Village Garrison.

Photo: Google images

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 international and national trust.

Since 2008, women have integrated into the BDF, which now has approximately 100 female officers. Women comprise 1% of the BDF, serving in combat arms military occupational specialties, such as infantry and artillery personnel, scouts, tankers, and cavalry and other combat roles. Some female soldiers now hold senior positions and participate in all of the BDF's activities.

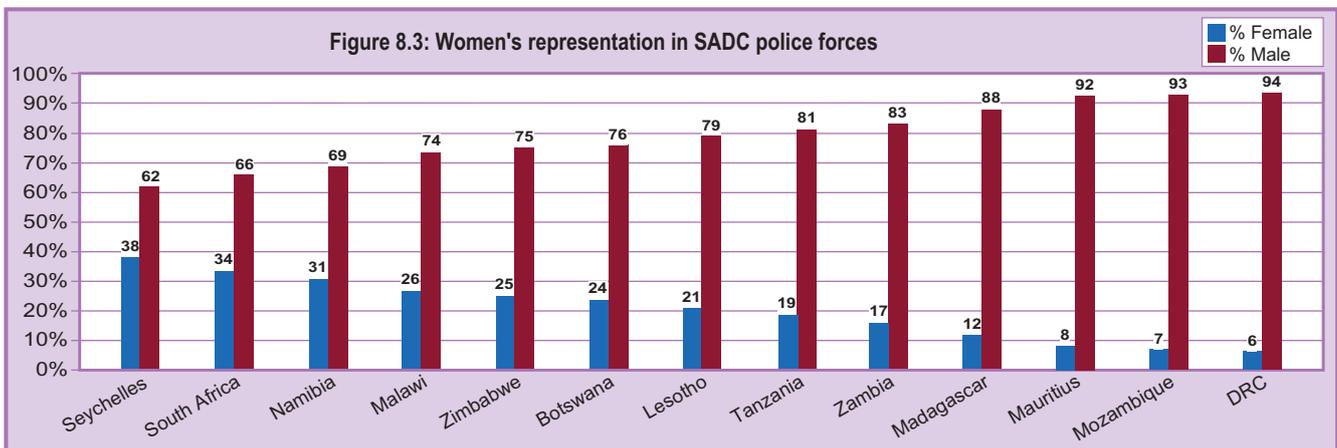


Source: Hendricks C, collation of data and country reports, 2014.

Figure 8.2 reflects the proportion of women in the defence forces of 11 SADC countries for which researchers could obtain data. In some instances, these percentages remain estimates.

Botswana Police Services

The Botswana Police Service has more than 8500 officers (2000 women and 6500) out of a population of nearly two million.



Source: Hendricks C, 2014, compilation of data from a number of different sources over a five-year period inclusive of country Barometer reports.

Figure 8.3 shows the number of male and female officers in SADC police forces, noting that women comprise 24% of Botswana's force.



Botswana Police Service.

Photo: Google images

Table 8.2: Women and men in decision-making positions in the BPS

Position	% Male	% Female
Commissioner	100	0
Deputy Commissioner	100	0
Senior Assist Commissioner	82	18
Assistant Commissioner	81	19
Senior Superintendent	74	28
Superintendent	85	26
Assistant Superintendent	85	14
Superintendent	83	15
Inspector	84	16
Sub-Inspector	82	18
Sergeant	82	25
Constable	71	29
Total	74	26

Source: Department of Botswana Police Service - Headquarters 2014.

Table 8.2 shows that men occupy the senior positions in the police force. In terms of absolute numbers, most women work as constables, making up 29% of these 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 has introduced gender awareness training as a component of its in-service training programme at the Police Training College.

There is greater recognition of the need for a gender responsive transformation of the security sector. The formation of women's networks in the security sector and increased gender-sensitive training is beginning to make a difference. However, Botswana needs much more robust interventions to bring about the desired change. This requires leadership, concrete strategies, gender budgets and co-operation between civil society and the security sector.

Botswana continues to register an alarming number of rapes and violent house burglaries. Police officers historically gave less priority to the problem (Jenkins & Davidson, 2001; Mabalani, 2008). The preferred response to GBV is often sporadic, with discretionary decisions oftentimes influenced by little training on the effects of violence on survivors. Due partly to mounting pressure on the way police officers respond to GBV and domestic violence in particular, the Women's Affairs Department (WAD) in the Ministry of Labour and Home Affairs received funding from UNIFEM. The fund facilitates a project on accelerating the implementation of activities

and strategies that address violence against women and support the prevention of GBV and HIV and AIDS. Botswana is one of eight countries awarded a grant.

The project aims to contribute to the elimination of all forms of GBV and reduce the spread of HIV and AIDS among women and girls in Botswana. The project identified gaps in the practice of handling of GBV cases in selected police stations across the country that serve as the first point of contact for victims of violence. This process led to the identification of the need to have Gender Focal Points (GFP) coordinators in police stations, the design of a reporting tool, and the consolidation of GBV through the Penal Code. GeAD, in collaboration with the Botswana Police Service, planned trainings for the identified police officers as GFP coordinators within their respective police stations. The workshops targeted officers from across ranks to serve in the capacity of GFPs in the various stations.



Tumediso Molatlhegi presenting Cases of GBV statistics at a workshop in Gaborone.
Photo: Mboy Maswabi

Security and the SADC Protocol

The safety and security of women is dependent on the levels of peace and security nationally and regionally. It is, therefore, imperative that SADC and its member states work towards creating a safer and more peaceful region. In doing so, it must include women and gender perspectives in peace and security decision-making, solutions and implementation. Civil society needs to find ways to hold governments accountable, because only then will the region initiate the transformation envisaged under Article 28 of the SADC Gender and Development Protocol. The SADC Gender Protocol provides for peace and security requiring member states to:

- Put in place measures to ensure that women have equal representation and participation in key decision-making positions in conflict resolution and peace building processes, in accordance with UN Council Resolution 1325 on Women, Peace and Security.



- During times of armed and other conflict, take steps as are necessary to prevent and eliminate incidences of human rights abuses especially of women and children and ensure that the perpetrators are brought to justice before a court of competent jurisdiction.

Prison and rehabilitation services

Although research on the motivations and practices of male sexuality and the human rights abuses in prison is receiving scholarly attention, there is no comprehensive overview of the gendered nature of the staffing of prisons. Information is only available for six countries in the region. Botswana could not provide information on this issue. Prison conditions and environment need improving as they continue to pose health hazards for inmates.

SGP Post 2015

Peace building and security post-2015



The proposed post-2015 targets and indicators for peace and security derive from the analysis based on

the existing Protocol targets, the Sustainable Development Goals, and various indicators being proposed as part of the gender post 2015 agenda.

Table 8.3: Proposed indicators and targets for peace and security

Thematic area/target	Proposed post-2015 targets	Proposed post-2015 indicators	Priority indicators
Implementation, monitoring and evaluation	1. Assess annual progress at national levels in implementing Resolution 1325 (2000) ¹ , 2106 (2013) and 2122 (2013) by 2030	1. Number of countries that have ratified UNSC Resolution 1325 (2000), 2106 (2013) and 2122 (2013)	1. Percentage of women and men in the defence, police and correctional services
	2. Annual reports to the Executive Secretary on the implementation of women and peace and security resolutions by 2030		2. Percentage of women/men in decision-making in the peace and security sector ²
	3. Share best practices from women leaders in peace processes by 2030	2. Existence of peace keeping exchange visits/peer learning programmes per country	3. Percentage of women/men involved in peace negotiations
Representation and decision-making	4. Ensure equal representation and participation of women in key decision-making positions in conflict prevention, resolution and peace building processes by 2030	3. Percentage of women/men in the defence forces	4. Percentage budgets allocated to re-integration processes after conflicts
		4. Percentage women/men in the police	5. Percentage budget allocations for peace keeping/post conflict support
		5. Percentage women/men in correctional services	

¹ UN Security Council Resolution 1325(2000).

² Includes Ministers of Defence, Ministers of Police, Permanent Secretaries, Police Commissioners.

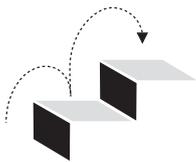
Thematic area/target	Proposed post-2015 targets	Proposed post-2015 indicators	Priority indicators
		6. Percentage of women/men involved in peace negotiations	
		7. Percentage of women/men in decision-making in the peace and security sector ³	
Sexual violence during conflict	5. Prevent sexual violence in armed conflict and post-conflict situations including noting that sexual violence can constitute a crime against humanity or constitutive act with respect to genocide ⁴ by 2030	8. Recognition of violence against women during conflict in their penal legislation	
	6. Include the full range of crimes of Violence Against Women (VAW) and sexual violence in national penal legislation to enable prosecutions for such acts perpetrated during conflict by 2030	9. Existence and enforcement of policies and laws to ensure elimination of sexual violence during conflict	
	7. Effective investigation and documentation of sexual violence in armed conflict is instrumental both in bringing perpetrators to justice and ensuring access to justice for survivors by 2030		
	8. Enhance national ownership and responsibility in addressing the root causes of sexual violence in armed conflict to deterrence and prevention by 2030		
Forced migration and displacement	9. Enhance compliance with international humanitarian, human rights and refugee law, including to address sexual violence in armed conflict and post-conflict situations by 2030	10. Percentage female/male refugees per country	
		11. Existence and enforcement of laws per country protecting refugees and especially women refugees	
	10. Deployment of Women Protection Advisors (WPA) in accordance with resolution 1888 to facilitate the implementation of Security Council resolutions on women and peace and security by 2030	12. Proportion of Women Protection Advisors per country	
	11. Deploy gender advisors to the relevant SADC peacekeeping and political missions as well as humanitarian operations and to ensure comprehensive gender training of all relevant peacekeeping and civilian personnel by 2030	13. Proportion of gender advisors deployed in peacekeeping missions	
Post-conflict processes	12. Ensure that, by 2030, policies are in place for reintegration processes, including establishing protection mechanisms for women and formerly associated with armed groups, as well as ex-combatants	14. Percentage budgets allocated to re-integration processes after conflicts	

³ Includes Ministers of Defence, Ministers of Police, Permanent Secretaries, Police Commissioners.

⁴ UN Security Council Resolution 2106 (2013).

⁵ UN Security Council Resolution 2106 (2013).

Thematic area/target	Proposed post-2015 targets	Proposed post-2015 indicators	Priority indicators
	13. Provide non-discriminatory and comprehensive health services, including sexual and reproductive health, psychosocial, legal, and livelihood support and other multi-sectoral services for survivors of sexual violence in conflict, taking into account the specific needs of persons with disabilities by 2030	15. Percentage budget allocations for peace keeping/post conflict support	



Next steps

- Review conditions of service that discriminate or perpetuate GBV.
- Lobby for improved political will in supporting gender programmes and mechanism strategies.
- Implement one-stop GBV services, especially for cases of rape, incest and defilement.