

Mechanisms for change

The AFP's International Deployment Group released its Gender Strategy on 11 November last year, highlighting the AFP's commitment to implementing UNSCR 1325.

Commissioner Andrew Colvin and then National Manager of the AFP's International Deployment Group (IDG), Mandy Newton, launched the IDG Gender Strategy during a ceremony at the AFP College. Against a backdrop of AFP-wide commitment to gender equality, the strategy showcases the IDG's contribution to broader Australian Government efforts to empower women and girls and support gender equality in post-conflict and developing nations.

The strategy articulates the ways in which gender issues will be addressed in all IDG operations, both at home and abroad, including through police development programs and stability operations.

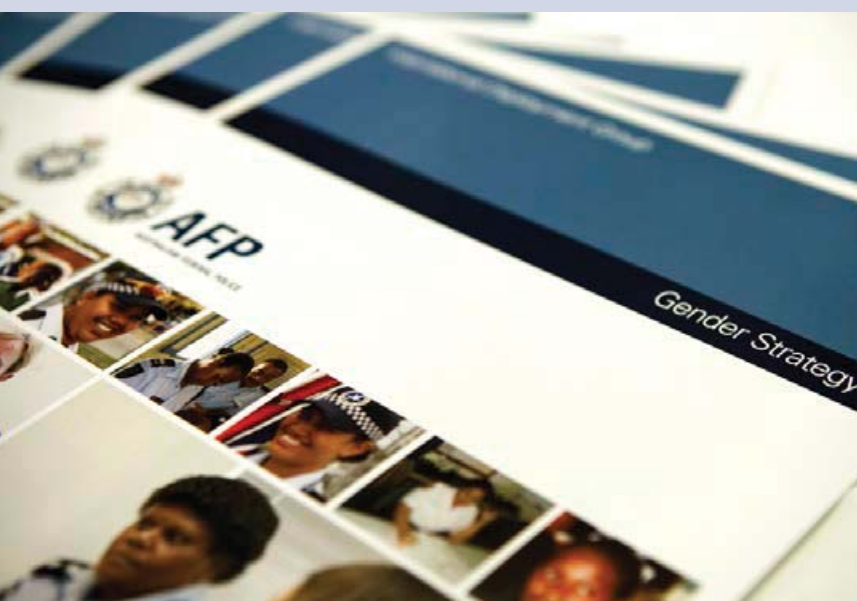
The strategy operationalises the AFP's commitment to United Nations Security Council Resolution (UNSCR) 1325 and the Women, Peace and Security (WPS) agenda. At the launch of the strategy, Commissioner Colvin recognised Assistant Commissioner Newton's commitment to leading the AFP's response in this area and thanked her for her efforts.

The IDG is a major contributor to Australian efforts to implement UNSCR 1325 and progress the WPS agenda. The resolution addresses the impact of conflict on women and girls and highlights the critical role women play in preventing, managing and resolving conflict. Importantly, UNSCR 1325 urges member states to ensure increased representation of women at all decision-making levels in national, regional and international institutions and mechanisms for the prevention, management, and resolution of conflict.



United Nations Security Council Resolution 1325 highlights the critical role women can play in preventing, managing and resolving conflict.





The IDG Gender Strategy commits AFP support to Australia's National Action Plan on Women, Peace and Security 2012-2018 and UNSCR 1325.



AFP Commissioner Andrew Colvin launches the IDG Gender Strategy with Assistant Commissioner Mandy Newton.

The Australian response to UNSCR 1325 is outlined in the National Action Plan on Women, Peace and Security 2012-2018 (the plan). The AFP, represented by the IDG, works alongside Australian government agencies and civil society organisations to implement the plan. At the executive level, the IDG represents the AFP on the WPS Interdepartmental Working Group (IWG), chaired by the Office for Women, which provides a mechanism for regular communication between agencies with major implementation responsibilities under the plan.

The plan focusses Australian efforts on five key thematic areas, namely: prevention; participation; protection; relief and recovery; and, normative, each of which is inter-connected and informs five specific strategies to be implemented by Government agencies and civil society. These strategies directly informed development of the IDG Gender Strategy's core objectives, which are to:

- integrate a gender perspective into IDG policy and practice
- support partner country policing organisations to develop policies and practices that enable men and women to participate equally as employees
- support partner country policing organisations and civil society to promote equality and deliver services equitably, including through appropriate (lawful) responses to gender-based violence.

Each objective is clearly linked to the National Action Plan and Australian Government aid program

priorities. This enables the AFP to highlight its achievements in promoting gender equality within the context of agreed whole-of-government approaches.

The IDG is actively pursuing the objectives outlined in its strategy. Addressing attendees at the IDG Gender Strategy launch, Commissioner Colvin highlighted a number of recent examples, including refurbishment of a Family Protection Unit building in Vanuatu, which will provide vulnerable women and children with a safe and comfortable location in which to meet with the Vanuatu Police Force.

The Commissioner also spoke of AFP support for Tonga Police Service efforts to conduct merit based recruitment, promotion and training selection processes. Women now occupy five of the nine senior executive roles in the organisation because of these processes.

The IDG has demonstrated a focus on improving opportunities for women in police forces by supporting regional and local level Women's Advisory Networks. The momentum gained from these networks has enabled and empowered female officers to push for greater female presence in operational policing roles. This was highlighted during a recent independent evaluation of the IDG regional program, particularly in Kiribati.

The IDG also recently partnered with the Australian Civilian Corps in Timor-Leste to progress its gender equality efforts. A gender specialist joined the AFP

No. of female participants in training delivered by IDG

Country	1 Jul 2014 - 31 Mar 2015
Cook Islands	6
Fiji	4
FSM	0
Guam	0
Kiribati	6
Marshall Islands	2
Nauru	25
Niue	1
Palam	3
PNG	213
Samoa	57
Solomon Islands	175
Timor-Leste	116
Tonga	57
Tuvalu	6
Vanuatu	118
Total	789

Figure 1.

The breakdown in offshore statistics highlights that 19.9 per cent (or 789 of 3966) of the training delivered by IDG overseas was to women.

team and is complementing existing work with police and local civil society groups.

Significant training outcomes offshore are also being achieved. IDG trained 3966 people in partner countries between 1 July 2014 and 31 March 2015. Of those, 19.9 per cent, or 789, were women. Additionally, 26 per cent of trainees undertook modules that included information on reducing violence against women.

The IDG works closely with international partners, Australian government agencies and civil society organisations, both offshore and domestically. The IDG interacts closely with the Australian Civil Military Centre (through the IDG liaison officer posted there), the Australian National Committee for UN Women and the Department of Foreign Affairs and Trade.

The AFP continues to work with the Australian Defence Force on development of Protection of Civilian Guidelines. These strategic-level guidelines demonstrate Australia's commitment to protecting civilians in all peace and security operations and include integration of a gender perspective into peace and security efforts.

Assistant Commissioner Newton agrees that the AFP and IDG in particular, can be justifiably pleased with its ongoing commitment to Australia's National Action Plan on Women, Peace and Security and progressing gender equality more broadly. The challenge now is to maintain our focus on ensuring that the gender implications of all that we do — both domestically and abroad — are considered. The IDG Gender Strategy will assist us to do just that.

Changing times

[Click here to watch an interview with Federal Agent Gayle Judd.](#)



Federal Agent Gayle Judd has made a significant contribution towards gender equity and equality being recognised within the National Police of Timor-Leste (PNTL) since she arrived in Dili 18 months ago.

Gayle works closely with the national Timor-Leste Gender Section, the Vulnerable Person's Unit and non-government agencies in her role with the Timor-Leste Police Development Program.

A significant milestone was establishing the Women's Vocal Group, which she says has empowered the PNTL's 578 female officers.

Gayle says no two days are the same for her and the locally engaged staff and everything depends entirely on the priorities of the day.

International Women's Day this year was "groundbreaking" she says.

"The PNTL women organised their own event, which was a 6 kilometre march down the main road of Dili and ended with a big event at headquarters and over 400 women attended," Federal Agent Judd says.

"For me I have seen significant change in the 18 months I have been here and I am so proud of the changes – that the women have instigated the bulk of them themselves and its really rewarding."