



United Nations
Office on Drugs and Crime

Fostering Gender Equality in Law Enforcement Sector

**Overview and recommendations from
international examples**

Salila Narataruksa

Regional Office for Southeast Asia and the Pacific (ROSEAP)

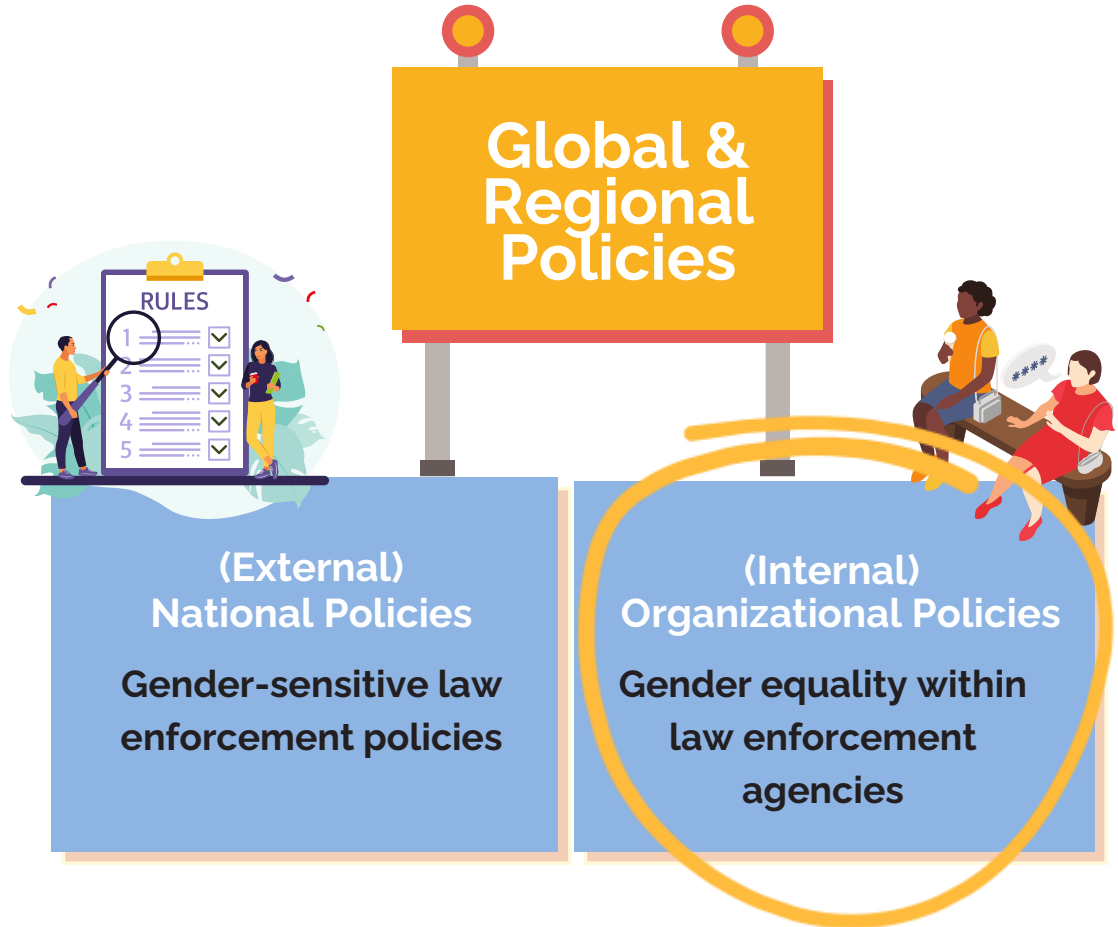


”

Nearly a quarter of a century after
Security Council resolution 1325 was adopted,
women's full, equal and meaningful
participation in building peace should be a
norm, not an aspiration or an afterthought.

António Guterres, UN Secretary-General

UNODC aims to
do so by covering
both ends of the
crime prevention
efforts



Gender and Security Toolkit

Policing and Gender

Lisa Denney



Geneva Centre
for Security Sector
Governance



UNODC
United Nations Office on Drugs and Crime

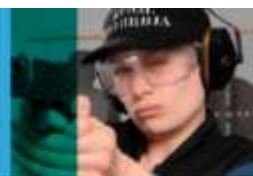


WOMEN
WOMEN

WOMEN IN LAW ENFORCEMENT IN THE ASEAN REGION



WOMEN POLICE
OFFICERS
NETWORK IN
SOUTH EAST
EUROPE



**GUIDELINES
FOR GENDER
SENSITIVE
POLICING**

*WITH AN EMPHASIS
ON RECRUITMENT,
SELECTION AND
PROFESSIONAL
DEVELOPMENT OF
WOMEN IN POLICE
SERVICES*



THE HANDBOOK ON GENDER-RESPONSIVE POLICE SERVICES

For Women and Girls Subject to Violence



PERCENTAGE OF FEMALE OFFICERS IN LAW ENFORCEMENT AGENCIES IN THE ASEAN REGION

(REFER TO ENDNOTES FOR MORE INFORMATION AND FOR DATA SOURCES.)

FIGURE 6

POLICE OFFICERS IN BRUNEI, BY SEX, 2019

Male
Female

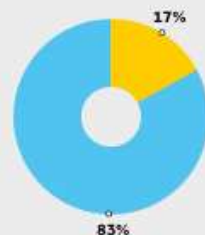


FIGURE 7

POLICE OFFICERS IN CAMBODIA, BY SEX, 2019

Male
Female



FIGURE 8

POLICE OFFICERS IN INDONESIA, BY SEX, 2019

Male
Female



FIGURE 9

POLICE OFFICERS IN LAO PEOPLE'S DEMOCRATIC REPUBLIC, BY SEX, 2019

Male
Female

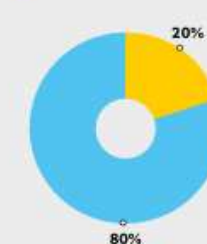


FIGURE 10

POLICE OFFICERS IN MALAYSIA, BY SEX, 2019

Male
Female

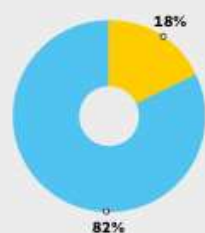


FIGURE 11

POLICE OFFICERS IN MYANMAR, BY SEX, 2019

Male
Female

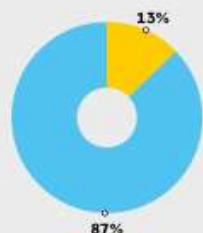


FIGURE 12

POLICE OFFICERS IN THE PHILIPPINES, BY SEX, 2019

Male
Female

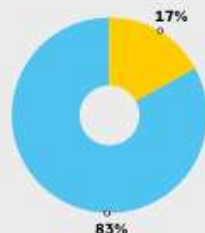


FIGURE 13

POLICE OFFICERS IN SINGAPORE, BY SEX, 2019

Male
Female

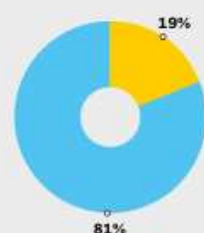


FIGURE 14

COMMISSIONED POLICE OFFICERS IN THAILAND, BY SEX, 2019

Male
Female

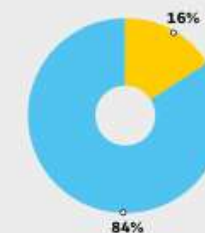
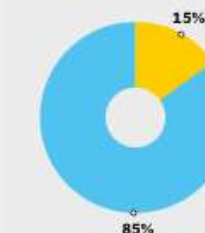


FIGURE 15

PUBLIC SECURITY OFFICERS IN VIET NAM, BY SEX, 2019

Male
Female



**But does simply “adding”
more women enough?**

Some findings from Research in ASEAN

Recruitment / Training / Capacity-Building

Deployment

Promotion and leadership

Human resource policy

Infrastructure / Facility / Equipment



United Nations
Office on Drugs and Crime

Some findings from Research in ASEAN

Recruitment / Training / Capacity-Building

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Promotion and leadership

Human resource policy

Infrastructure / Facility / Equipment

- Quotas for women's recruitment range from **10-30%** but sometimes treated as a **ceiling**.
- Some countries have women-only admission conditions, e.g., being **unmarried or virginity tests**.
- Many women face barriers to international training due to **language or travel limitations**.



Some findings from Research in ASEAN

Recruitment / Training / Capacity-Building

Deployment

Promotion and leadership

Human resource policy

Infrastructure / Equipment

- **Operational work is still viewed as male-dominated**, while administrative roles are seen as suitable for women.
- Many women officers desire more **operational experience** but aren't offered or feel **discouraged**.
- Administrative roles tend to offer better work-life balance and childcare opportunity.



Some findings from Research in ASEAN

Recruitment / Training / Capacity-Building

Deployment

Promotion and leadership

Human resource policy

Infrastructure / Equipment

- **Women leaders** can **inspire** junior women to aim for senior ranks.
- **Men's support** is seen as **crucial** for women's advancement, as they hold most leadership roles.
- Not assigned to operational roles, investigations, or specialist teams, **limits career advancement** opportunities.



So what does it look like?

Recruitment

Targeted and outreaching

Set recruitment goal and actively communicate the opening need and build public's interest

Fair qualification setting

Same qualification apart from physical; remove direct/indirect discriminatory criteria

Quota setting

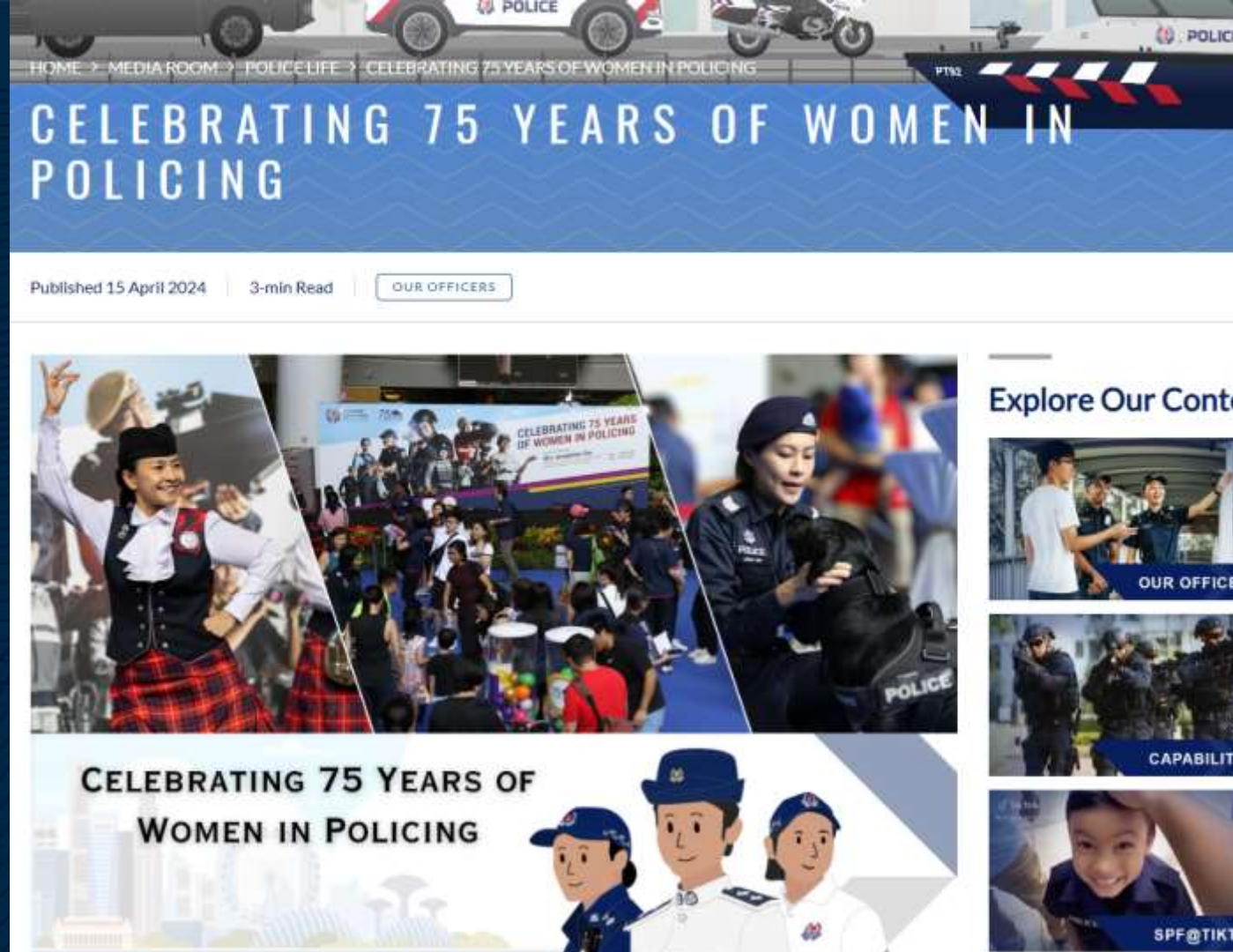
Shouldn't be used as a ceiling



Examples from Singapore

Dedicated advocacy channel

National event for public engagement





23 Dec 2024

When the Waters Receded: The SPF Disaster Victim Identification Team Who Answered the Call

Two decades after the 2004 Indian Ocean earthquake and tsunami, AC Fanny Koh and DSP Tew Meng Hwee share their inspiring tale of...



20 Jan 2025

Building Bridges: A Day in the Life of Punggol NPC's Community Policing Unit

Step into the shoes of SSSgt Goldwin and SSgt Sri as they patrol the heartlands of Punggol!



21 Jan 2025

The First Female STAR Operator: Here's How She Did It

"I believe that if other females see what we do, what I managed to go through, then they'll be inspired to try."

Active Representation in media



Singapore Police Force

22 May 2019 ·

Want to have a taste of what it takes to be a police officer? Sign up for this year's Self-Defence Awareness for Females (SAFE) event on 19 June (8.30am – 6.00pm). Registration is now opened to all female students!

In this exclusive 1-day event, you will undergo a series of self-defence lessons, experience training in a virtual reality environment and simulation exercise. Our career advisors will also be present to share with you their experiences in safeguarding every day.

REGISTER NOW: <https://go.gov.sg/spfsafe2019>

Registration closes on 7 June. Available slots are limited. Only shortlisted participants will be notified.



**SELF-DEFENCE
AWARENESS
FOR FEMALES**

DATE & TIME
**19 JUNE 2019
8:30AM - 6:00PM**

VENUE
HOME TEAM ACADEMY

**Transportation will be provided
from/to Bukit Gombak MRT Station*

Women in the Force have played
a pivotal role in policing in the past
and will continue to do so today in
safeguarding Singapore.

Come join us for this event and
experience the rigorous training one
goes through to be a police officer.


Career Sharing Session

Targeted
community
engagement
activities

Deployment

Training & Deployments

Ensure equal access to operational training and deployments

Non-Discriminatory Criteria

Eliminate direct/indirect discriminatory criteria for deployment

Role Rotation

Implement periodic rotation in operational roles for all genders

Clinical Counselling

Provide equal access to professional clinical counselling, especially post-traumatic stress disorder

Safety Oversight

Develop policies ensuring safety from gender-based violence



Examples from the Philippines

A pilot all-women police station

Siquijor, PH

- Est. 2019
- 28-person station
- Ranked #1 performance in all stations in the district
- Highest arrest numbers on various categories

But not without hiccups:

- Officers experience abuse from the community – lack of consultation prior
- Training & logistic limitations affect confidence



Human resource + Infrastructure

Retention Policy

Analyze reasons for employee turnover and enhance retention

Flexible Work Policies

Support part-time or flexible work arrangements

Parental Leave

Fair and context-sensitive parental leave, including paternity leave

Women-Friendly Infrastructure

Develop facilities ensuring safety, separate changing, sleeping, and sanitation areas especially at field locations

Uniform Options

Ensure women have options of appropriate uniform options for comfort, safety and practicality



Promotion and leadership

Fast-Track Promotions

Equal access to any fast-track promotion programs with no direct/indirect discriminatory criteria for promotion

Leadership Training & Mentoring Programs

Equal access to leadership and technical training for mid-career women officers

Gender Quotas

Apply special measures such as gender quotas where there's steep underrepresentation

Network building opportunities

Develop career programs and meaningful networking opportunities for women officers with internal and external actors.





“It is essential to seek both leadership and technical training to establish a well-rounded skill set that will serve as a strong foundation for your career advancement.”

**Police Lieutenant
General Ros
Chansophea**

**Deputy Commissioner
General,
Cambodian National
Police**



United Nations
Office on Drugs and Crime

**The system must give everyone a fair
chance to grow and thrive**



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Thank you!

Salila Narataruksa

Regional Office for Southeast Asia and the Pacific (ROSEAP)