



**The European Union Coordinating Office
for Palestinian Police Support**

Gender Strategy

Introduction and Rationale

Gender equality and women's empowerment are core objectives for EUPOL COPPS, fundamental for the realisation of human rights and necessary in order to achieve sustainable development. Societies cannot prosper without providing equitable opportunities and resources for women and men to develop and shape their lives within their families and communities. During the last decades gender gaps have narrowed around the world, but substantial inequalities remain.

Through the *European Union Comprehensive Approach to the Implementation of the United Nations Resolutions 1325 and 1820*, the EU takes a three-pronged approach in its external action:

- Integrating women, peace and security issues into its policy and political dialogues with partner governments;
- Mainstreaming a gender approach in all its policies and activities; and
- Supporting strategic actions targeting the protection and empowerment of women.

This approach is reflected in the *Council Conclusions on Gender Mainstreaming (doc. 14884/1/06)* which calls for all Common Security and Defence Policy (CSDP) missions to integrate "a gender perspective into policies, programs and projects, monitoring and data collections". In the *EU Strategic Framework and Action Plan on Human Rights and Democracy*¹, one of the 36 objectives is "promoting gender equality, empowerment and participation of women and girls – including the protection of the rights of women, and protection against gender-based violence".

EUPOL COPPS' Gender Strategy presents the Mission's goal, objectives and strategy in regards to gender mainstreaming its internal and external activities.

Background

EUPOL COPPS operates in Palestine since 2006. The current complex legal framework has led to the ad-hoc interpretation and application of the legislative framework which favours discriminatory practices against women although the Palestinian Basic Law forbids gender-based discrimination. The on and off peace talks have been characterized by low or non-existent participation of women at the negotiating tables. The number of female police officers and female judicial officials have increased over the last years, but still only 3% of Palestinian police officers are female. Every year statistics show a rise in violence against women perpetrated within the family context².

¹ See "JOINT COMMUNICATION TO THE EUROPEAN PARLIAMENT AND THE COUNCIL Action Plan on Human Rights and Democracy (2015-2019) "Keeping human rights at the heart of the EU agenda", Brussels, 28.4.2015 JOIN(2015) 16 final.

² See National Strategy to Combat Violence Against Women, Ministry of Women's Affairs, page 9-10.

In 1997, Palestine adopted the National Strategy for the Advancement of Palestinian Women and in 2008 the Palestinian Women's Bill of Rights. The Ministry of Women Affairs adopted in 2011 the *National Strategy to Combat Violence Against Women (2011-2019)*, which reaffirms the Palestinian Authority's (PA) commitment to gender issues as fundamental for the Palestinian state-building process. The Ministry of Women's Affairs is also leading the implementation of the *Cross Sectorial National Gender Strategy 2014-2016*.

EUPOL COPPS has supported the development of the operational capacity of the Palestinian Civilian Police's (PCP) Family and Juvenile Protection Unit, through the establishment of a Strategy, Standard Operating Procedures and Job Descriptions. The Mission also supported the appointment of specialised prosecutors for cases of gender-based violence.

The Mission was instrumental in the establishment of the PCP Gender Unit in 2010. The establishment of the unit was replicated in a number of other security agencies, which followed the PCP model and created similar units. All the Gender Units of the security sector agencies are now collaborating in a cross-agency Gender Committee, giving the institutional Gender Focal Points a strong platform for joint action. These dynamics elevated the notion of gender to the ministerial level and resulted in various projects in the fields of women's empowerment, accountability, training on gender awareness and gender based violence.

EUPOL COPPS coordinates its activities on gender related issues through the EU Gender Technical Working Group.

Goal and Objectives

The goal of EUPOL COPPS is to integrate the notion of gender and the promotion of gender equality in all its actions, both internal and external. EUPOL COPPS is committed to conducting a gender analysis at the early stage of planning the Mission's activities and quick implementation projects in order to better target its activities and ensure a do no harm approach.

The internal objectives of the Mission are to:

- Facilitate the integration of gender into all aspects of the Mission's activities;
- Foster a high standard of knowledge and competence on gender mainstreaming;
- Collect data and analyse gender related information;
- Gender mainstream the Mission's planning, benchmarking, monitoring, reporting and evaluation;
- Improve and take measures to improve the gender balance of employed staff;
- Promote a healthy working environment conducive to equal opportunities for both female and male staff;
- Uphold the code of conduct;

The external objectives of the Mission are to:

- Contribute to increase gender awareness within the Ministry of Interior (MOI), the PCP and the justice institutions (JI).

- Provide strategic advice on gender mainstreaming to the MOI, PCP and JIs;
- Advocate for the implementation of international commitments on gender mainstreaming and UN Security Council Resolutions on Women, Peace and Security with the Palestinian counterparts;
- Liaise, and, on specific issues, coordinate with civil society organisations and the Independent Commission for Human Rights on gender issues.

Policy Implications for EUPOL COPPS

The strategy of EUPOL COPPS on the implementation of gender mainstreaming in its Mission activities adheres to the recommendations of the *EU Strategic Framework and Action Plan on Human Rights and Democracy (11855/12)*, the *EU Comprehensive Approach to the Implementation of the United Nations Resolutions 1325 and 1820* and the *Council Conclusions on Gender Mainstreaming in ESDP missions, 2006*.

Internal actions

EUPOL COPPS is committed to mainstream gender on a strategic and operational level through the following actions:

- Employing a dedicated Gender Expert,
- Conducting a gender analysis at the early stage of planning the Mission's activities and quick implementation projects in order to achieve increased gender awareness, this includes collecting data and analysis thereof in regards to gender;
- Appointing Gender Focal Points in each section;
- Establishing a gender Task Force in charge of liaising and coordinating issues relating to gender;
- Conducting regular training sessions on Gender Mainstreaming;
- Observing and organizing events on international days regarding women's empowerment, such as International Women's Day and the International Day for the Elimination of Violence Against Women;
- Carrying out other actions needed in order to raise awareness on gender issues among its staff.

External dimension

EUPOL COPPS applies a comprehensive approach to gender mainstreaming in all its external activities.

Policy level:

- Advocate for and facilitate the adoption of laws/by-laws which promote gender equality and reform discriminatory legal provisions;
- Advocate for and facilitate the adoption of gender policies and action plans by all counterparts;
- Facilitate the adoption of standard operating procedures promoting gender equality;
- Advocate and facilitate reform of existing protocols which are not in line with gender equality principles.

Structural level:

- Support the creation of Gender Units and Family Protection Units;
- Support existing Gender Units and Family Protection Units;
- Support Gender Focal Points.

Capacity level:

- Adopt mission implementation activities which promote gender equality in Palestine;
- Conduct strategic advising on gender mainstreaming for the MOI, the PCP and JIs;
- Support the Family Protection Units of the PCP;
- Support the specialised prosecutors of the Attorney General's Office on gender based violence;
- Evaluate the judicial process regarding cases of gender-based violence;
- Organise workshops and conferences on gender-based violence in Palestine.

Personnel level:

- Promote recruitment, retention and advancement of female police officers in the PCP and female judicial officials in the justice system;
- Promote and facilitate female networks within the PCP and justice system.
- Conduct gender training for the PCP and the justice system;
- Advise senior level pa officials on how to integrate gender into their area of responsibility.

Definitions³**Gender**

Gender refers to the social attributes and opportunities associated with being male and female and the relationships between women and men and girls and boys, as well as the relations between women and those between men. These attributes, opportunities and relationships are socially constructed and are learned through socialisation processes. They are context/ time-specific and changeable. Gender determines what is expected, allowed and valued in a women or a man in a given context. In most societies there are differences and inequalities between women and men in responsibilities assigned, activities undertaken, access to and control over resources, as well as decision-making opportunities. Gender is part of the broader socio-cultural context. Other important criteria for socio-cultural analysis include class, race, poverty level, ethnic group and age.

Gender Analysis

Gender analysis is a critical examination of how differences in gender roles, activities, needs, opportunities and rights/entitlements affect men, women, girls and boys in certain

³ All definitions are taken from and are available on the website of the European Institute of Gender Equality: <http://eige.europa.eu/gender-mainstreaming/concepts-and-definitions>

situations or contexts. Gender analysis examines the relationships between females and males and their access to and control of resources and the constraints they face relative to each other. A gender analysis should be integrated into all sector assessments or situational analyses to ensure that gender-based injustices and inequalities are not exacerbated by interventions, and that where possible, greater equality and justice in gender relations are promoted.

Gender Equality

Gender equality refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognising the diversity of different groups of women and men. Gender equality is not a women's issue but should concern and fully engage men as well as women. Equality between women and men is seen both as a human rights issue and as a precondition for, and indicator of, sustainable people-centred development.

Gender Mainstreaming

Gender mainstreaming is the systematic consideration of the differences between the conditions, situations and needs of women and men in all EU policies and actions. Gender mainstreaming is the (re)organisation, improvement, development and evaluation of policy processes, so that a gender equality perspective is incorporated in all policies at all levels and all stages, by the actors normally involved in policy-making. Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programs, in all areas and at all levels. It is a way to make women's as well as men's concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programs in all political, economic and societal spheres so that women and men benefit equally and inequality is not perpetuated. The ultimate goal is to achieve gender equality.

EUPOL COPPS is s the EU Police and Rule of Law Mission for the Palestinian Territories.
The EUPOL COPPS Gender Strategy was launched in June 2015.



Tokyo Street 15, Abraj Building, 3rd Floor, Ramallah, oPt.
Postal Address: P.O. Box 1085, Jerusalem 91010, Israel
Tel: +972 2 297 6677
E-mail: info@eupolcopps.eu

EUPOL COPPS Human Rights and Gender Advisers
E-mail: Humanrights@eupolcopps.eu