

# The Initiative for Inclusive Security

*A Program of Hunt Alternatives Fund*

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## **HAITI RECOMMENDATIONS**

*The following recommendations for ensuring women's inclusion in the security sector were developed by a coalition of Haitian women leaders of the security sector convened by The Initiative for Inclusive Security in January 2008.*

### **TO PROMOTE WOMEN'S FULL INCLUSION IN THE NATIONAL POLICE OF HAITI AND THE INTELLIGENCE FORCES**

1. Recruit and promote women at all levels of the Haitian National Police (HNP), including the command level, to achieve no less than 30 percent women's representation.
2. Appoint a team of advisers to work with the senior coordinator of gender affairs of the HNP to structure the coordination of policewomen and increase their number and effectiveness. The team should procure resources, identify training opportunities, and advocate for women's advancement in the force.
3. Institute affirmative action policies and develop a recruitment campaign to increase the number of policewomen in headquarters, rural areas, and shantytowns. Establish programs that send respected police officers into schools and communities to recruit young men and women into the force.
4. Support the HNP to: strengthen training in human rights and rule of law; mentor former military officials and other professionals already in the force or who want to join; provide sufficient facilities and equipment for all police officers; and re-conceptualize and revise qualification criteria for police at all levels.
5. Improve coordination and transparency among the executive, legislative, police, and MINUSTAH. Ensure MINUSTAH honors its agreement to assist with the restructuring of the Haitian police and works to prevent peacekeeping troops from committing human rights violations.

### **TO PROMOTE WOMEN'S LEADERSHIP IN GOVERNMENTAL AGENCIES AND OVERSIGHT BODIES WITH RESPONSIBILITY OVER THE SECURITY SECTOR (DEFENSE, INTERIOR AND JUSTICE MINISTRIES, LEGISLATURES, PARLIAMENTARY COMMITTEES)**

1. Build the capacity of the women's caucus to: draft legislation; form alliances to pass legislation; and identify, train, and advocate for strong women candidates. The caucus should assist women to win elections and fill the 30 percent quota.
2. Advocate for the elimination and amendment of laws that are obsolete and discriminatory against women.

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3. Promote women to high-level executive and judiciary positions and create affirmative action policies to recruit more women to these bodies. Educational institutions that train judges, e.g., Ecole de la Magistrature, should institute a quota for women of no less than 30 percent.
4. Organize a civil society campaign to raise awareness of the electoral law (which provides a 30 percent set aside for women) and build a coalition to lobby for new legislation that is equitable and favorable to women.
5. Increase transparency in the legislature and executive and enhance the flow of information between government bodies and the public.

## **TO PROMOTE CIVIL SOCIETY ENGAGEMENT WITH SECURITY SECTOR ACTORS, ESPECIALLY INITIATIVES LED BY WOMEN**

1. Organize a collaborative, coordinated, and multifaceted national campaign involving civil society (particularly human rights, women's, and socio-professional organizations and socio-professional organizations), the Ministry of Women's Affairs, and the international community to empower and motivate women to play a more active role in stabilizing and developing the country.
2. Form partnerships between civil society and women in the security sector to focus on particular issues such as violence against women, improving conditions of prisoners, human rights training for police, etc.
3. Develop a public information campaign to increase awareness about security sector developments, including recently passed international, regional, and national laws and conventions.
4. Increase coordination between MINUSTAH's gender and civil society focal points, the Ministry of Women's Affairs, and the Haitian National Police. Organize regular meetings with civil society organizations and institute "open door" policies to build public access, awareness, and trust.
5. Increase the number of women involved in community policing and strengthen the coalition working on violence against women.