

RECOMMENDATIONS

MUNICIPALITIES

RECRUITMENT

- Proportionate and targeted measures should be taken to recruit more qualified and motivated female candidates in municipal police services.)
- Prioritize the recruitment of agents through a competitive process based on merit and not through personal connections, even for a temporary contract.
- Communicate about recruitment of municipal police agents: mention recruitment is for both women and men and develop targeted communication campaigns to actively encourage women to apply.

CHARACTERISTICS

- Ensure municipal staff, not only police agents, are representative of the community, including adequate representation across age, sex and marital status.
- Ensure municipal council members are representative of the community, including adequate representation across age, sex and marital status.

SUPPORT

- Ensure protection of the operation of the police from outside interference, with a clear policy to enforce police orders, to uphold tickets and to take corrective action no matter who the offender is.

WORKING CONDITIONS

- Fair criteria should be applied when awarding permanent contracts. This should reflect education levels and experience.
- Fair payment should be ensured, so municipal police agents are not forced to hold simultaneous jobs.

HARASSMENT

- Commit to providing a workplace that is free from sexual harassment by educating mayors, heads of police and agents, and empowering female agents to report unwelcome sexual advances, requests for sexual favours, and other verbal or physical conduct of a sexual nature. Take the necessary steps to ensure that allegations are investigated promptly and addressed, and corrective action is taken.
- Stronger support structures need to be put in place to prevent and remedy harassment and offensive behaviour. Reporting should be encouraged through campaigns, and supervisors should receive training on how to resolve harassment complaints.
- Ensure a zero-tolerance policy of sexual harassment of agents committed by citizens and commuters in public spaces by addressing these violations as an “insult to a police agent” and penalizing offenders.
- Job benefits for men and women on short-term contracts should be significantly improved including provision of paid leave, maternity/paternity leave, access to educational allowances for children, medical insurance, and retirement benefits.
- Uphold the labour rights of municipal police agents, both contractual and permanent members of the police ensuring fair contracts and pay, adequate holidays and benefits, paid overtime.
- Rehabilitate police stations to guarantee the availability of adequate and gender segregated toilets and changing facilities. Allow for access to additional facilities whether purpose built and/or in coordination with existing community and/or public spaces.
- Gender appropriate uniforms should be introduced with consultation from female municipal police agents.
- The tasks assigned to women should be diversified to include increased interaction with the public. If women are not

visible on the streets, this limits the positive impact the presence of female municipal police has on the municipality and neighbouring areas.

NATIONAL INSTITUTIONS

RECRUITMENT

- Plan to increase the percentage of women in municipal staff in general, and municipal police in particular, particularly those who are on permanent contracts.
- Elaborate and provide guidelines and technical support for the recruitment and integration of women into the municipal police, with input from Ministry of Women's Affairs.

WORKING CONDITIONS

- Make sure training for heads of municipal police integrates components on gender equality.
- ISF Academy Training should be provided to men and women in a gender equal manner.
- Revisit the training provided for municipal police in order to incorporate more soft skills, including communication, mediation, conflict resolution, dealing with vulnerable groups, and responding to GBV in general and sexual harassment in particular.
- Ensure permanent contracts provide adequate maternity leave, sick leave and health coverage and support to dependants of both male and female staff on equal basis.
- Ensure short-term contracts provide obligations for job security and maternity leave for pregnant female agents.

IMPACT

- Launch media campaigns to showcase the importance of having both women and men working in the municipal police.

DONORS AND INTERNATIONAL AGENCIES

RECRUITMENT

- Support women's socio-economic and political participation in general, since greater women's political participation, particularly in the local government as council members and staff, is correlated with an increase in the percentage of female municipal police agents.

WORKING CONDITIONS

- Advocate for the reform of current laws and regulations that discriminate against working mothers in the labour force. Ensure that government employers provide childcare support, paternity or parental leave, and more flexible schedules for working mothers. Push for a longer compulsory maternity leave that meets the ILO's recommendation of at least 18 weeks.

IMPACT

- Facilitate experience sharing among municipalities that have recruited female agents and municipalities. This can be part of wider exchange and cooperation efforts among municipalities made through joint teams at the level of municipal unions or neighbouring municipalities. This might additionally allow municipalities to share and exchange agents, thus minimizing the effects that local influence and relationships have on the ability of agents to police among their communities.



WOMEN MUNICIPAL POLICE IN LEBANON

This study provides analysis on female municipal police in Lebanon including recruitment, employment conditions, role, experiences of harassment, and working environment. The specific objective is to assess the rationale for, benefits, challenges, and impact of hiring female personnel within municipal police in Lebanon. The results of this study provide key insight into the municipal police in Lebanon and form an evidence base for policy recommendations.



Canada



from the British people



RECRUITMENT

- Women were first recruited in the year 2000.
- The vast majority of female municipal police agents have been recruited during the last recruitment wave beginning in 2013.
- The surge in recruitment coincides with the increase of Syrian refugees, and an increase in employment of female agents in other security forces in Lebanon.
- The recruitment of female agents is based on a separate call for women in the municipal police. Recruitment criteria of women in the municipal police, specifically height requirements, and uniforms are felt to be gender inappropriate by a higher proportion of women within the sample.
- The recruitment of female agents depends on the political will within the municipality, specifically the presence of female municipal board members is positively correlated with the percentage of female police agents.
- Prejudice among male decision-makers related to the capabilities of women, especially older applicants with children, hinder the recruitment of females.
- There is a prevailing belief among male supervisors that female municipal police agents cannot match the physical effort and energy of male agents, with menstrual cycles and pregnancies perceived as further inhibiting their physical endurance.



CHARACTERISTICS

- Women, in comparison to men, are younger within the municipal police.
- A higher proportion of women, in comparison to men, are university educated.
- Between 15-20% of municipal police agents have a simultaneous additional job, reflecting the trying economic times.



SUPPORT

The municipal police is slowly becoming a more culturally acceptable place to work for young women with a large proportion of the sample feeling supported by their families in their profession. Most female and male agents feel supported by their supervisors and colleagues, but mention the need for clearer work regulations and better training.

WORKING CONDITIONS

- Largely, women spent more time in the office, carrying out administrative tasks, and less time on the streets or out of the office, thereby limiting their interaction with residents.



- Where available, female agents are appointed to specialized teams and assigned tasks that tend to be less physically demanding and more sedentary.
- Female agents face challenges with regards to access to basic facilities, such as toilets, when dispatched on the ground.
- Every additional year of employment raises the probability to have received ISF Academy training. However, a lower proportion of women receive ISF Academy training.
- The overwhelming majority of permanent contracts have been awarded to men. This impacts women's long-term job security, placing them in a more precarious position.
- With rare exceptions, female agents are not given supervisory or decision-making roles.
- Female and male municipal police agents share common challenges that are rooted in macro-level problems, particularly in their employment conditions and benefits. Their ability to perform their job is hindered by nepotism and threats of violence.
- Within municipal police agents with short term contracts, there is large scale dissatisfaction regarding job benefits and working conditions.
- Significantly, only 5.9% of women (and 7.9% of men) felt that they had access to educational allowances for their children, and 0% of women reported having access to medical insurance.



HARASSMENT

- 131 municipal police agents (out of a total sample of 151) reported having faced harassment. (Those who reported this behaviour also overwhelmingly found it offensive.)
- Significantly, the nature of harassment appears to be gendered.
- A higher proportion of women reported that they had been subjected to sexually explicit language and sexual gestures while at work.
- Female agents deployed at busy junctures mention that they are verbally and sexually harassed due to their gender, particularly during the first months of their employment, although this decreases over time.
- a higher percentage of male municipal police agents reported being subjected to verbal abuse and physical violence while on the job.
- Men and women highlight the importance of reporting harassment to their supervisor and this being an effective remedy. There is a need to have stronger support structures within the municipality for those that experience harassment or offensive behaviour.



IMPACT

- The impact of having a gender inclusive municipal police force is felt on multiple levels.
- Female agents themselves feel empowered and unique a priori for fulfilling what is traditionally considered a "man's job" according to conventional gender norms.
- The municipal police force benefits as the recruitment of female agents contributes to improving the management style of the heads of municipal police.
- Key stakeholders (including mayors, heads of the municipal police and male and female agents) perceive and assess the performance of female municipal police agents as better in many ways than that of their male counterparts.
- The integration of female agents into the municipal police has a positive impact on all stakeholders, including the municipalities, the heads of municipal police, the male municipal police agents, and citizens and towns alike.
- Within the community, female agents are considered more respectful and polite.
- They are also highly regarded as shock absorbers and/or channels of conflict prevention. Their presence neutralizes potential conflict between citizens and law enforcers.
- Female agents are seen as playing a positive role in influencing and transforming attitudes towards, and perceptions of, the municipal police.
- For municipalities, the presence and visibility of female agents on the ground inspires other municipalities and communities to follow suit and recruit female agents.

