

Civilian Policing Project



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PROJECT SUMMARY

The Civilian Policing Project plays a critical role in the GROL programme. Guided by the UNDP's project document, and more recently, placed under the UN CPD Outcome Two, the project has five strategies:

1. Capacity development for key institutions responsible for civilian police
2. Public accountability and parliamentary oversight mechanisms
3. In-service training in civilian and community-based practices
4. Community-based policing pilot projects
5. Recruit training in community-based policing practices

These strategies have been designed to improve access to inclusive, equitable and accountable forms of security and protection for all Somalis. In SC, the above strategies have been successfully addressed to various degrees. Capacity has been enhanced and developed through trainings, workshops and joint working group sharing mechanisms. The SPF, while still being paid Stipends by donors, is managing to increase its workforce to meet the demands of policing in newly recovered areas. 625 former officers have been rehired and retrained in July and will begin assuming their duties in 2014. Construction of police facilities, according to WPs, continued as well as solid progress of SPF HQ's new CID building. The unfortunate attack on the UN compound in June caused a brief cessation of certain activities in SC forcing most SC CPP administrative activities to be moved temporarily to Nairobi. The UNDP's programmatic recovery along with hiring a new Deputy Country Director of Programmes, a GROL Programme Manager and a CPP Manager shows a dedicated effort to assist the country and region. This year also saw a UNDP HQ GFP Mission to Somaliland, Puntland and South Central in November and gathered information that leads to recommendations for the entire Country ROL program in 2014. A consultant has been hired to develop and incorporate the important issues into 2014's CPP programming. There has been significant growth in the integration of the New Deal Compact which focuses on policing under PSG2. Also, the SPF's Strategic Action Plan's inception phase has been engaged into operational status as a result of continued meetings between the Somali CJ, MOJ and SPF. Work Plans for all three regions for 2014 have been set up with inputs for M&E and Gender, with a view for adjustment within the upcoming GROL guidelines.

ROLS III stated objectives focus on strengthening the institutional and technical capacity of Somaliland Police while simultaneously promoting human rights, introducing a sharper focus on gender equality and seeking to build partnerships with government counterparts and a broad range of civil society organizations and private sector actors through the Model Police Station Concept. The Government of Somaliland has increased the salaries of its public sector including police has clearly shown the commitment to rebuild the public sector. These objectives have been somewhat hampered by inadequate resources, funding and technical skills. Recruitment and promotion owe more to clan affiliation than to transparent procedures and discipline is potentially undermined by a widespread aversion to ranks and uniforms, and by the use of khat. The support to pay daily allowances to Special Protection Units (SPU) operating in Somaliland and Puntland by donors came to an end.

Despite lack of donor support and other challenges, the CPP has had some significant achievements to its credit. It has used institutional and professional support to develop the region's police in a number of ways, ranging from supporting a reform unit at Somaliland's police headquarters, constructing Model Police Stations, recruiting qualified 150 female police personnel, drafting new police act, providing stationery and reading material to the officers attending police academies in Somaliland and Puntland. Evaluation and feedback from officers attending the academies where they have been treated with professionalism and respect arguably had encouraged them to be diligent towards the lessons they received in human rights and the importance of civilian accountability. Hence, the project has been able to achieve several of the project's designated outputs. It has been able to set up a police legal framework by drafting a new Police Act, a re-structuring of Police organization and the development of capacity of police personal as well as reconstruction of police infrastructure. Output 2.4.1, for example, refers to strengthening institutional and technical capacity of police services using a community and rights based approach. The first output indicator for this is realistic in that the number of officers trained in accordance with human rights can be counted from academy class registers, but quantifying those abiding by human rights legislation when carrying-out their duties is currently difficult to gauge. Similarly, the number of women officers can be counted, but at present, it is unrealistic to expect them to assume significant operational and senior decision-making roles when such roles do not as yet exist for women.

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PROJECT:
Civilian Policing Project

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Governance and Rule of Law

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Final

DONORS:
Denmark

CONTEXTUAL ANALYSIS

FEDERAL LEVEL

The new Federal Government has put security and RoL at the top of its agenda this quarter. The new reporting structure between UNDP Policing and UNSOM's RoL and Security institutions is well under way. The same can be said for integration of the New Deal Compact which focuses on policing under PSG2. The Strategic Action Plan's inception phase has been engaged into operational status as a result of continued meetings between the Somali CJ, MOJ and SPF. A UNDP HQ GFP Mission to Somaliland, Puntland and South Central took place in November and gathered information which will lead to recommendations for the entire RoL program in 2014. A consultant has been hired to develop and incorporate the important issues into 2014's programming. The SPF Task Force has yet to appoint new chairs for Human Resources, Training, Advisory & Mentoring and Equipment Sections. The CCP was invited to the SPF's 70th Anniversary celebrations on 20 December. The SPF remains almost nonexistent outside of Mogadishu.

PUNTLAND

The reporting period in the region was dominated by political developments, with terrorist activities and the aftermath of a tropical cyclone. These factors have made the security institutions focused on the election support, mitigating security risks related to pre-election period. In December, Puntland's 5 Year Development Plan was validated by the President and the Government. During the validation ceremony, the Puntland President made a statement appealing to UN and International key actors for financial aid for successful implementation of the plan. Based on the security segment of the plan, it would require around USD 250,000,000 only for police. The total cost forecasted for the Puntland security sector development is around USD 1,000,000,000. Official validation of the concise booklet-guidelines on the police procedures took place in December at the Ministry of Security and DDR. Hundreds of copies will be printed and distributed to all police stations in Puntland.

SOMALILAND

In the year 2013, the Civilian Police Project has continued to strengthen the institutional and technical capacity of Police with a focus on human rights, principles of democratic policing and the promotion of gender equality. However, due to the low levels of capacity and limited resources, support to the police has largely been short-term and piecemeal.

Establishing a new police act is a significant to fill the legislative foundation for the Police to operate more professionally and address accountability. The changing of Government officials in key positions is very common in Somaliland Political Context which is also a critical challenge for the project implementation. In 2013, numbers of changes were taken place in key Government portfolios including the Minister of Interior and Director General for the Ministry. As a result, the project observed that the working relationship and the cooperation with the MOI have improved significantly.

RESULTS

SL	Indicator	2.3.3.1 Level of progress on establishing human rights institutions, safeguards, and oversight arrangements with a focus on enhancing women's security is "high", "medium", or "low"	Y
	Result	Medium: The MOI has developed a Gender Responsive Action Plan with support from UNDP and ISSAT. The implementation of the action plan (incl: capacity building, infrastructure, equipment) is pending due to shortage of funds	
	Comment	MOI has formally announced its commitment to roll out the Action Plan and has formed a Steering Committee to oversee the implementation (pending funds availability).	
SL	Indicator	Police HQ design completed and agreed	G
	Result	The architectural design is developed and agreed with the PC and MOI. International Architecture held consultations with the Police Commissioner and MOI before developing the design to ensure the fullest participation of the counterparts to address their needs.	
	Comment	New PHQ will represent the new organizational structure in line with the police reforms and enhance their infrastructure for better service delivery. Public will be able to access PHQ easily to see assistance.	
SL	Indicator	Model Police Station is constructed according to plan	Y
	Result	The constructions of Model Police Stations in Hargeisa and Burao are completed and handed over to the Police.	
	Comment	The finishing work of the construction was in poor quality. The contractor was made to redo the finishing work to meet the standards of the contract.	
SL	Indicator	Lists of equipment received and deployed to Model Police station	Y
	Result	List of IT equipment, Communication, vehicles and furniture were procured and are ready to be delivered.	
	Comment	Equipments will be delivered once the training for the selected police personnel to be deployed in Model Police Station is completed.	
SL	Indicator	8 weeks training for 140 (40 female officers) police officers for model police stations (Police station mgt, community policing, SGBV, basic investigation, prosecution, communication and Human rights, HIV, conflict resolution)	Y
	Result	The TORs for the expert were finalized and hiring of expert to deliver the training is underway. The Police Commissioner is in the process of selecting 140 police personnel for the training.	
	Comment	Training will be conducted once the expert is on board which is expected very soon.	
SL	Indicator	Develop a comprehensive management plan for model police stations, including operational and administrative procedures, job descriptions, organogram, community engagement strategy	Y
	Result	This activity is coupled with the expert who will deliver the Model Police Station training.	
	Comment	Once the expert is on board, activity will be implemented	
SL	Indicator	Police Strategic development plan for 5 yrs with an implementation plan for the first two years is produced	R
	Result	A comprehensive PSDP has been envisioned which includes both police capacity and infrastructure development amongst others in partnership with MOI and Police Commissioner. The baseline needs assessment has been undertaken with MOI on which the PSDP will be based.	
	Comment	The activity was unfunded. UNDP has initiated the process to hire an expert for the development of the PDD and will be able to secure funds from the Bridge funding proposal to EU.	

RESULTS

SL	Indicator	Extent to which policy reform is informing changes in policing High, medium or low	Y
	Result	Medium - The Police Reform Team had been making progress under this activity, however there was limited engagement from the Police Commissioner to implement these reforms.	
	Comment	Though Reform Team has performed their duties, lack of commitment observed from police. With the new Minister dialogue can be improved. Other critical factors are the lack of funds to continue with reforms, DIFD is launching a separate Justice and Police Reform programme minimizing funds to UNDP.	
SL	Indicator	Support to develop the capacity of Madheera academy trainers (select trainers, provide TOT on developing curricula, training modules and training methods). The training will include sensitization on HIV.	R
	Result	The activity is currently unfunded. For efficient use of resources project has merged this with its plans to have TOTs for the trainers selected for Model Police station trainings. The same cadre of trainers will be engaged in the Madheera Academy.	
	Comment	The project needs to mobilize resources for the development of curricula which will include other than operational, legal and management guidelines components on human rights, Gender and HIV/AIDS.	
SL	Indicator	Institutional agreement with regional police to provide training support and mentoring at Madheera- 4 international mentors for 6 months.	R
	Result	Project has had initial talks with the Ugandan Police Service (UPS) to provide mentors for the Madheera trainers. The project awaits funds to contract UPS. It is useful to note that the Ugandan police services have previously trained Somalia Police force and were also engaged in SL needs assessment.	
	Comment	Once funds are received project is open to explore partnerships with other regional police academies.	
SL	Indicator	Provide 30 (10 female) scholarships to police officers to get a degree/diploma in criminology/law/ public administration to join PHQ and increase capacity	G
	Result	Preparatory work of providing Scholarship for police officers is completed. Agreement has reached with the University. University is in the process of selecting suitable police officers on agreed criterion with a competitive written exam.	
	Comment	The existing MCG of A2J with the University was amended to facilitate the activity. The funds have been incorporated into the amendment.	
SL	Indicator	Review communications assessment and communications plan to inform communications procurement	R
	Result	A communications assessment was conducted in 2008 on which UNDP provided communications equipment to the country. The project aims to update the assessment and based on recommendations further strengthen Police's communication capacity.	
	Comment	Hiring an expert to do the assessment and develop a plan is pending due to lack of funds.	
SL	Indicator	Support police transport division, 1 30 seater bus, 5 double cab pickups, 10 motorcycles.	R
	Result	Activity is unfunded. The said transport requirements were requested by the Police Commissioner's Office. UNDP has the specifications available and is awaiting funds to undertake the procurement.	
	Comment	If the funds are available the vehicles can be procured in 2014.	
SL	Indicator	Conduct training for police garage personnel in vehicle maintenance	R
	Result	This has been moved to 2014 and will be discussed in planning meetings with MOI and Police Commissioner.	
	Comment	Funds are needed to undertake this activity in 2014	

RESULTS

SL	Indicator	Support to Police Traffic Unit to review traffic act and regulations, and develop road safety plan	R
	Result	This activity has been moved to 2014 and will be discussed in planning meetings with MOI and Police Commissioner.	
	Comment	Funds are needed to undertake this activity in 2014.	
SL	Indicator	# of SPU are provided with refresher training (training will also include HIV awareness and human rights)	G
	Result	30 (F:0, M:30) SPU's provided with refresher training of 8 days including HIV awareness and human rights.	
	Comment	SPU Specialist is working with SPU Training Unit to enhance the capacity of SPU personnel. Lack of funds for the capacity building of SPU has limited the number of trainings.	
SL	Indicator	The Burao SPU Barracks have been rehabilitated according to plan Yes/No	G
	Result	Yes - The rehabilitation work has been started and nearly completed.	
	Comment	Activity was delayed due to the procurement processes and funding constraints.	
SL	Indicator	Police Act passed by Parliament	G
	Result	The Police Act was debated in two sessions by House of representative and ratified and then approved by House of Elders. At present it awaits the sanction of the President.	
	Comment	This was delayed due to various processes and different political and institutional disagreements. After many obstructions and debates, it was a significant achievement of the Rule of Law sector to finally establish a Police Act which respects democratic policing, accountability and human rights.	
SL	Indicator	Regulations to accompany new Police Act are adopted	R
	Result	This activity is currently on hold pending the finalization of the new Police Act.	
	Comment	Police regulations will be developed once the act is validated by the President. Activity has been postponed to 2014. It needs to be collaborated with DIFD Justice and Police Programme in order to avoid duplication of activities. Funds are needed to undertake this activity.	
SL	Indicator	Number of Police Officers familiar with the new act and able to articulate the changes in the Act.	R
	Result	This activity is currently on hold pending the finalization of the new Police Act. This has been moved to 2014 .	
	Comment	Funds are needed to undertake this activity.	
SL	Indicator	Final proposal SPU reform (Version-7) has been discussed with Somaliland Government, Minister of Interior, Commissioner of Police and SPU commander as well service users such as UN agencies,UNDSS and NGO Security	G
	Result	UNDP Somalia contracted NEWPORT Africa to develop an implementation plan for the proposal developed by the SPU Technical Working Group which was completed by submitting the revised TWG proposal with version 7 with an implementation plan.	
	Comment	This final version needs to be validated and agreed by the UNCT and Memorandum of Understanding need to be established.	

RESULTS

SL	Indicator	Operational and Administration cost of SPU are provided and the service is continued without interruption	G
	Result	SPU are operational and functioning under the existing Letter of Agreement between UNDP and MOI with 650 officers.	
	Comment	The modality of the support and financial disbursement is reviewed with the new proposal	
PL	Indicator	Model Police stations (MPS) are constructed according to plan	G
	Result	Garowe Model Police Station construction is in final stage. Expected time of completion is February 2014. Procurement process for Bossaso and Bandar Beyla MPS rehabilitation has been completed. Construction works are scheduled for January 2014	
	Comment	The Project supports MPS construction, building community oriented police facility which is efficient and can be easily accessed by vulnerable groups at risk.	
PL	Indicator	List of furniture, IT and communication equipment for Garowe Model Police Station (MPS) received and deployed	G
	Result	IT and communication equipment was procured and handed over	
	Comment	The furniture delivery is planned on January 2014	
PL	Indicator	Record-keeping system for Human Resources, Finance and Logistics departments of the PLPF HQ designed and implemented	Y
	Result	Technical consultant's post has been advertised. Recruitment is in final phase	
	Comment	Delivery of the activity is expected within 1st quarter of 2014	
PL	Indicator	Regional CID offices in Bossaso and Galkayo established and fully functioning	Y
	Result	Civil work procurement process is in progress	
	Comment	Construction works will be initiated in February-March 2014	
PL	Indicator	Number of the Puntland Police CID personnel received basic forensics training	G
	Result	The two week Basic Forensics Since training for 24 (5 female) CID investigators was conducted in December 2013.	
	Comment	An international consultant was recruited for assessment and development of the CID capacity. Assessment report indicates that the Institution's forensic ability is feeble.	
PL	Indicator	Equipment in support of the two week CID basic forensic training procured and deployed	G
	Result	20 forensics crime scene management kits were procured and handed over	
	Comment	There should be more forensics equipment provided in order to adequately manage the crime scenes	

RESULTS

PL	Indicator	Number of PLPF Regional (Division) and Stations commanders trained according to harmonized curriculum	G
	Result	15 Day training for 61 Regional and Station Commanders at Armo academy with support of 10 instructors (5 female) was conducted in November 2014	
	Comment	Project supports to enhance knowledge, skills, professionalism of mid-rank PLPF officers at regional and district levels by training on community policing, police procedures, human rights, HIV and gender sensitivity	
PL	Indicator	Support in enhancing local civil work capacity, monitoring and evaluation of Model Police Stations construction progress provided	G
	Result	Recruitment of two National engineers has been completed	
	Comment	The engineers are expected to begin their assignment in January 2014	

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ACTIVITY HIGHLIGHTS

FEDERAL LEVEL

CPP strategies were designed to improve access to ongoing and accountable forms of security and protection for all SC Somalis. ROLS III & CPP objectives focused on strengthening the institutional and technical capacity of SC Federal Police while enhancing human rights and gender equality. In SC strong efforts in building partnerships with government counterparts and civil society organizations lead to various success and have planned 4 new Police Stations in the newly recovered areas. The Federal Government has increased its membership by 625 officers showing the continued commitment to rebuild the public sector. Unfortunately a serious attack on the UN compound in June has impacted all activity streams. Minor setbacks included inadequate resources, funding and lack of technical skills.

PUNTLAND

In November 2013, a two week Regional and Station Commanders training took place at the Puntland Police Academy. 61 Commanders from the all regions of Puntland attended the training. The main purpose of the training workshop was to enlighten the commanders of police divisions and stations on the practices and legal procedures as well as relevant laws, procedures of the organization, judiciary procedures, and different norms including the traffic code. The training is the second all commanders training since establishment of the Project's foot print in Puntland.

SOMALILAND

The new Police Act is approved by the Parliament and House of Elders, Two Model Police Stations are constructed and equipments such as furniture, communication, IT and transport were provided; 150 women police officers were recruited and trained; the design for new police HQ was finalized and the construction will start in 2014. The Action plan for Gender Responsive Policing and police response for SGBV was developed and adopted by the Police Commissioner as a strategy. The main constraint was the lack of funds to continue police development and reforms. Resistance for change was also observed from some senior police officers due to lack of understanding of democratic policing principals. The delay of procurement and hiring experts in time to adhere to our time frame was a challenge.

PARTNERSHIPS

SC & Federal Level: The recently hired CPP Manager has been deployed to Mogadishu and with the co-location of UNSOM & UNPOL officers, the operational and command structure has been enhanced. A secure relationship with direct links to SP Command has been established. The Project activities are now monitored in person leading to an effective partnership that in turn leads to close relationships with all SC counterparts and government agencies.

Somaliland: The key partnerships have been MoI, Police, selected NGOs and University of Hargeisa. The close collaboration and synergies with MOJ and Attorney General's Office strengthen the formal Justice Chain for better delivery of Justice. The action plan for gender responsive policing brought other UN agencies and other key INGOs who are working on gender issues in Somaliland. Project supported counterparts on financial management and reporting in line with the UNDP financial and administrative regulations on LOA's and MCG's through workshops and training's conducted by specialized project staff.

Puntland: The Project has held a number of coordination meetings with the counter piracy partner agencies and organization. Thus, UNODC and EU CAP Nestor colleagues will be supporting the project with anti-piracy training, coastal police station design, equipment and radio-communication networking.

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PEACE AND CONFLICT

In SC there was continued violence by Al Shabaab in Mogadishu & environs. Various IEDs, assassinations and armed attacks mainly against domestic targets occurred in this quarter. Thus, interaction between CPP & counterparts was limited to secure areas.

In SL in 2013, a number of inter clan peace dialogues were held at Awdal region. A dispute of land and ownership of Zeyla town was successfully settled by Government. It is been noted that Somaliland Police has actively contributed to maintain the peace and stability of Zeyla District and also demonstrated the capacity to manage a sensitive clan conflict through negotiations in Somaliland.

On 5th December in Bossaso, the main port city of Puntland, a suicide-terrorist, driving a luxury vehicle, exploded the vehicle in a busy market and shopping area, causing death, injury and destruction of property. After 11 days, on 16th December, a hand grenade was thrown to a hotel near Central Police Station, aiming at deputy AG.

GENDER

In SL, 150 women police officers were recruited and trained for the first time in the country's history. This will help to increase the number of women police officers trained to be taken over command positions in the future. The establishment of an action plan towards gender responsive policing has paved the way for female officers to be recognized in the SPF. Gang and individual rapes have increased in all regions. This trend is a strong message to support police response to SGBV. In SC, the CPP has been working with GBV reps in UNDP, UNICEF and UNODC in regards to joint programming. Decisive efforts towards GBV investigations in training were undertaken and more have been planned for 2014. Overall, GBV response has been strengthened in SC.

In Puntland, the Minister of Security and DDR has requested the project's support in establishing the Ministerial Women Affairs Department. The Department would oversee and respond to all gender security problems in the region.

UPCOMING QUARTER

The Annual Work Plans for the 3 Regions have been developed with the participation of counterparts. CPP's funding situation for the first quarter in 2014 is only partially set with the remainder to be specified on upcoming activities. In SL the construction of the Police HQ in Somaliland is ongoing. In SC the Stipend payment system has been enhanced by the inclusion of a Biometric system which will ensure tighter financial monitoring. There will be an increase of 625 officers in the SPF to be followed by another 2,300. Also in SC the Strategic Plan Implementation Team will be fully deployed into policing in newly recovered federal areas. The same can be said for integration of the New Deal Compact which focuses on policing under PSG2. A UNDP HQ GROLSIG team visited the 3 regions and will promote new programming and operating paradigms for Somalia.

2014 Quarter 1 activities in Puntland will be mostly focused on reconnaissance mission to Gardo, Jeriban, Garaad.

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REFLECTIONS / LESSONS

In SC, the reduction of access to Mogadishu due to a terrorist attack in June made it difficult to engage the counterparts effectively. Since the attack significant inroads including establishing solid relationships with Ministries, Police and government counterparts, have been maintained and were effective under difficult circumstances. In all our dealings with the government there is a strong ongoing theme to improve which manifests in completing programs, anticipating future needs and setting up an efficient delivery system. This has taken place admirably and our goal is to move forward on what has been built, established and nurtured with a view towards enhancement and improvement. The Stipends payment system in SC has been improved by the adoption of a biometric recognition system. The UNDP has hired a Deputy Country Director of Programmes, a GROL Programme Manager and a new Civilian Police Project Manager, all of whom have been deployed to Mogadishu. The lesson here is that we have learned to meet the demands of the country in a timely fashion enabling a robust UN response as required.

In SL, the project is experiencing challenges in funding which hampers implementation of ongoing and new programs. The changing of key personnel in the Ministry and the Police is a challenge for the smooth implementation of project activities. Limited understanding of the values of democratic policing principles in the police hierarchy and in the Ministerial level is a challenge which the project is working to overcome in order to avoid resistance for police reforms. The relationship between the former SL Minister of Interior and the UNDP police project has improved. The key lesson learned was that there is a need for the project to have direct meetings with the Minister and not rely on the officials in the Ministry. The appointment of a new DG in the Ministry who fully understands the challenges has been a tremendous help in improving this relationship. The understanding with the new Minister of Interior and the DG has helped to overcome most of the communication gaps during the project implementation.

UNDP projects activity sharing resulted in a positive outcome in Puntland. Thus, PREP has contributed to CPP coastal Model Police Station development, providing qualified solutions through provision of solar panels for backup power supply.

CUMULATIVE PROJECT FINANCIAL SUMMARY	
APPROVED BUDGET	16,525,051
TOTAL (DISBURSEMENTS + COMMITMENTS)	11,313,673
BALANCE OF FUNDS	5,211,378
% DELIVERY (AGAINST APPROVED BUDGET)	68%

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LIST OF ACRONYMS USED

A2J: Access to Justice
CID: Criminal Investigations Department
CJ: Chief Justice
CPP: Civilian Police Project
FGS: Federal Government of Somalia
GFP: Global Focal Point
GPS: Global Positioning System
ID: Identification
IED: Improvised Explosive Devices
INGO: International Non-Governmental Organisations
MOI: Ministry of Interior
MOJ: Ministry of Justice
MPS: Model Police Station
PAC: Police Advisory Committee
PDP: Police Development Plan
PHQ: Police Headquarters
PL: Puntland
PLPF: Puntland Police Force
PSG: Peace-building and State-building Goals
ROL: Rule of Law
ROLSI: Rule of Law and Security Institutions
SAP: Strategic Action Plan
SC: South Central (Mogadishu)
SGBV: Sexual and Gender-Based Violence
SPF: Somali Police Force
SPU: Special Protection Unit
SL: Somaliland
TOR: Terms of Reference
TOT: Training of Trainers
UNCC: UN Common Compound
UNPOL: UN Police Officers
UPS: Uganda Police Service