



Women in the Municipal Police Service in Lebanon

Representation and Participation

Concept Note of the Study

1. Background and Rationale:

Municipal Police play a crucial role in solving every-day issues faced by the population. In Lebanon, both the Ministry of Interior and Municipalities (MoIM) and municipalities increasingly seek to professionalise their municipal police and turn them into a service that is better equipped to engage with the population in its diversity, and service the population in line with democratic policing principles. UNDP supports the professionalization of the municipal police through its Community Security and Access to Justice project (Project).

The recruitment of women is perceived by a small, but increasing, number of municipalities as a way to better engage with the population, especially with vulnerable groups; and to turn the municipal police into a new modern institution that better reflects the diversity of the population and to provide services that are more responsive to the different needs of society. Overall, there are gaps in available data on levels of female representation and the quality of their decision-making which challenge to the advancement of gender diversity in the police in Lebanon. While there are no figures available on the number of municipalities hiring women, municipal police, the following municipalities recruited women within their municipal police service: Burj Hammoud (Mount-Lebanon), El Mina (North), Zahle (Bekaa), Amchit (Mount-Lebanon), Chekka (North) and Ain Ar (Mount-Lebanon).¹ Figures on the number of female municipal police agents per municipalities are indicated in Annex 1. Also, no research has been conducted on the reasons for municipalities to recruit or not women for the municipal police service. Interviews of the mayors of Burj Hammoud, Tripoli Mina and Zahle, conducted by UNDP in 2017, demonstrated those mayors recruit female candidates in order for municipal police to better engage and communicate with

¹ The municipalities of Burj Hammoud and Zahle are pilots of the Community Security and Access to Justice Project. The Ministry of Interior and Municipalities does not have yet data on number of female municipal police agents in Lebanon.

the population.² While the statements of those three mayors were similar and may highlight a trend in Lebanon, such hypothesis remain anecdotal at this stage. Also, there is no information on the impact of the presence/absence of female personnel within the municipal police, including on delivery of services.

Increasing women's representation in police services is an important element of gender inclusive and responsive police reform for many reasons: Not only does investing in more female police help to achieve gender equality and advance women's empowerment; it also supports more effective community relations as a foundation for long term growth and peace. A police service whose composition more adequately reflects the population it can result in increased public trust and legitimacy of the institution. Gender inclusive and responsive police can also empower women, including encourage those that are victims of crimes to report their cases. Above all, it can result in a police service that is more responsive to the different security needs of women and men; and further positively impact efforts to improve justice delivery.

For those reasons, the Project is conducting a study on female municipal police personnel. The study will inform a national event on female municipal police aimed at sensitizing municipalities on the benefits of recruiting female personnel for the municipal police service; and highlighting key challenges faced by women in applying to those positions. The study aims at generating policy-making and programmatic follow up to increase the representation of women in the municipal police, increase females in decision making positions in the police, as well as improve the institutional environment to attract females to apply, hire and retain them.

The study will also contribute operationalizing the Sustainable Development Goals (SDGs) 5 (Gender Equality), 10 (Reduced Inequalities) and 16 (Just and Peaceful Societies) in Lebanon by identifying gender gaps and generating policy and programmatic recommendations for national institutions and international development partners alike.

2. Objective:

The overall objective of the study is to provide in-depth analysis and solid recommendations to increase the proportion of women in the municipal police and strengthen the quality of their decision making and service delivery.

The specific objective is to assess the situation regarding the recruitment of female municipal police personnel: characteristics, if any, of municipalities hiring female municipal police agents; rationale for and challenges in hiring and retaining female candidates; impact of the presence of female municipal police

² <https://www.youtube.com/watch?v=xwmDTdgG8YI> (Burj Hammoud Mayor and Head of Municipal Police);
<https://www.youtube.com/watch?v=P6ru122-ZbA> (Zahle Mayor and Head of Municipal Police);
<https://www.youtube.com/watch?v=ErkZIECI7sw> (Mina Tripoli Mayor and Head of Municipal Police)

within the police service and among the communities; motivations of women that apply to municipal police positions and barriers they face.

3. Scope and Issues to be considered:

- Experience of municipalities that hired women within their municipal police force and trends: type of tasks assigned to female municipal police agents; impact on the municipal police service, among the population, on municipal police personnel (including female agents); barriers women experience and challenges faced by the police to recruit and retain female personnel and measures taken by municipalities to address those challenges;
- Historical and sociological background of municipalities that hired female municipal police personnel (origins for that decision);
- Background/origins and reasons for municipalities not to hire female municipal police personnel; Negative impact of low numbers of female municipal police agents on policing and delivery of municipal police services (if any);
- Experience of women that apply to municipal police positions (added-value, challenges, lessons learned); Experience of male municipal police personnel with female colleagues;
- Identify individuals that have a compelling story about the topic of the study (mayors, members of municipal council, heads of municipal police, female and male municipal police personnel);
- Experience of ISF Academy with female municipal police personnel;
- Measures put in place by central ministries (MoIM and Ministry of Women's Affairs) to improve recruitment of female personnel in security institutions and municipal police in particular;
- Propose policy and programmatic recommendations to increase the representation of women in the police, and strengthen the quality of their participation in decision making and delivery of services (including recommendations to fill the gap of data);
- Lessons from other countries (desk review and contributions by the Review Committee) in order to situate Lebanon in current and past efforts of countries to close the gender gap within security institutions.

Quantitative aspects, such as the number of female municipal police personnel in Lebanon, won't be covered in the study due to lack of resources at this stage to generate such information.³

4. Methodology:

4.1. Sample size of the Study: Interviews to take place in 14 municipalities. Nine (9) municipalities surveyed should have female municipal police personnel; while 5 municipalities shall not have female municipal police personnel.⁴ Total number of individuals to be interviewed: approximately 200. Individuals to be interviewed: mayors, members of municipal council, heads of municipal police, female and male municipal police personnel; representatives of the Ministry of Interior and Municipalities; representatives of the ISF Academy and social skills training instructors.

³ There are no figures on the number of municipal police personnel per gender. However, an estimate will be provided by UNDP, through reports from UNDP field offices across the country. UNDP will propose to the MoIM to include a question on female municipal police personnel in the Security Cells questionnaire sent to municipalities twice a year across the country.

⁴ List of municipalities that do not have female personnel that should be surveyed: Those municipalities, covering the 6 governorates, should include: Nabatiye, Jbeil, Baalbeck, Tripoli (Quebbe) and Sour

4.2. Research Methodology: A combined quantitative and qualitative study using interviews, questionnaires, focus group discussions that will produce descriptive statistics⁵. More information on the methodology available in the Research Design.

4.3. Architecture & Institutional Arrangements: The research will be conducted by a team of two researchers, under the supervision of the Community Security and Access to Justice Chief Technical Advisor, in close coordination with the Community Security and Access to Justice Project Coordinator, and under the technical guidance of a Review Committee.

Research Team: The Research Team will conduct the study. Composition of the Research Team: 1 anthropologist and 1 expert in security or human rights studies to conduct the study.

Review Committee: Review Committee composition, mission, and tasks:

- *Composition:* UNDP Lebanon (3 representatives), UNDP HQ ROL Gender Focal Person, Gender Junior Consultant, Representatives of Ministry of Women Affairs and MoIM, Representative of 1 municipality with female municipal police personnel (Burj Hammoud), 1 Representative of Abaad (NGO), 1 Representative of Canada (donor).
- *Secretariat:* Gender Junior Expert.
- *Mission:* (i) Ensure the study is informed by existing international and national norms, literature and good practice; is in line with international scientific standards; and can be used for policy-making in Lebanon; and (ii) Provide technical advice and suggestions, and ensure quality assurance through all stages of the study (especially the draft analysis); and (iii) Support the dissemination and communication on the study.
- *Tasks:* (i) Communicate with the Research Team as necessary (through UNDP); (ii) Review and input the draft analysis and draft report; and (iii) Validate the finale version of the study.

Gender Rule of Law Junior Expert: 1 international consultant (junior) will support UNDP Lebanon in producing the research design and doing the quality assurance of the study. The Gender Rule of Law Junior Expert will serve as the secretary of the Review Committee.

5. Expected Results:

The study will produce a report on:

- GoL, MoIM and municipalities have (i) a better understanding of the benefits in hiring female personnel for the municipal police service, female personnel, and the wider population; as well as barriers preventing their recruitment and quality participation; (ii) a better understanding of why some municipalities do not hire female personnel and possible negative impact on low numbers of female municipal police personnel; and (iii) useful policy and practice recommendations to increase the number of female municipal police agents across the country, retain existing recruits, and close the identified gender gaps.
- United Nations and international partners have (i) a better understanding of challenges faced by municipalities and women to recruit/apply to municipal police; (ii) data that can be used for policy

⁵ A set of questions will be drafted by UNDP and revised/completed by the Research Team

making and programming; (ii) useful policy and programmatic recommendations to support GoL and municipalities in the recruitment of women in the municipal police service and develop an integrated response to close the identified gender gap.

6. Activities & Timeline:

Month	Activities
March	<ul style="list-style-type: none"> - Establishment of the Review Committee; - Recruitment of the Research Team; - Review of the Desk Review and set of questions.
April-June	Data collection by the Research Team
June	<ul style="list-style-type: none"> - Review of Data by the International Consultant; - Communication of the review of data to the Scientific Committee; - Production of the analysis by the Research Team.
June	<ul style="list-style-type: none"> - Review of the Draft Analysis by the Review Committee; - Study writing by the Research Team
July	<ul style="list-style-type: none"> - Review of the Draft Study by the Review Committee
August	<ul style="list-style-type: none"> - Publication of the Study
September	<ul style="list-style-type: none"> - Presentation of the Study; - Dissemination of and communication on the study at national level - Dissemination of and Communication on the study to relevant regional and international partners

Annex 1 – Figures on the number of female municipal police agents per municipalities

Municipality	Governorate	Number of female municipal police agents	Number of municipal police agents (male and female)
Ain Ar	Mount-Lebanon		
Amchit	Mount-Lebanon		
Antelias	Mount-Lebanon		

Bourj Hammoud	Mount-Lebanon		
Broummana	Mount-Lebanon		
Zalka	Mount-Lebanon		
Chekka	North		
El Mina	North		
Zahle	Bekaa		