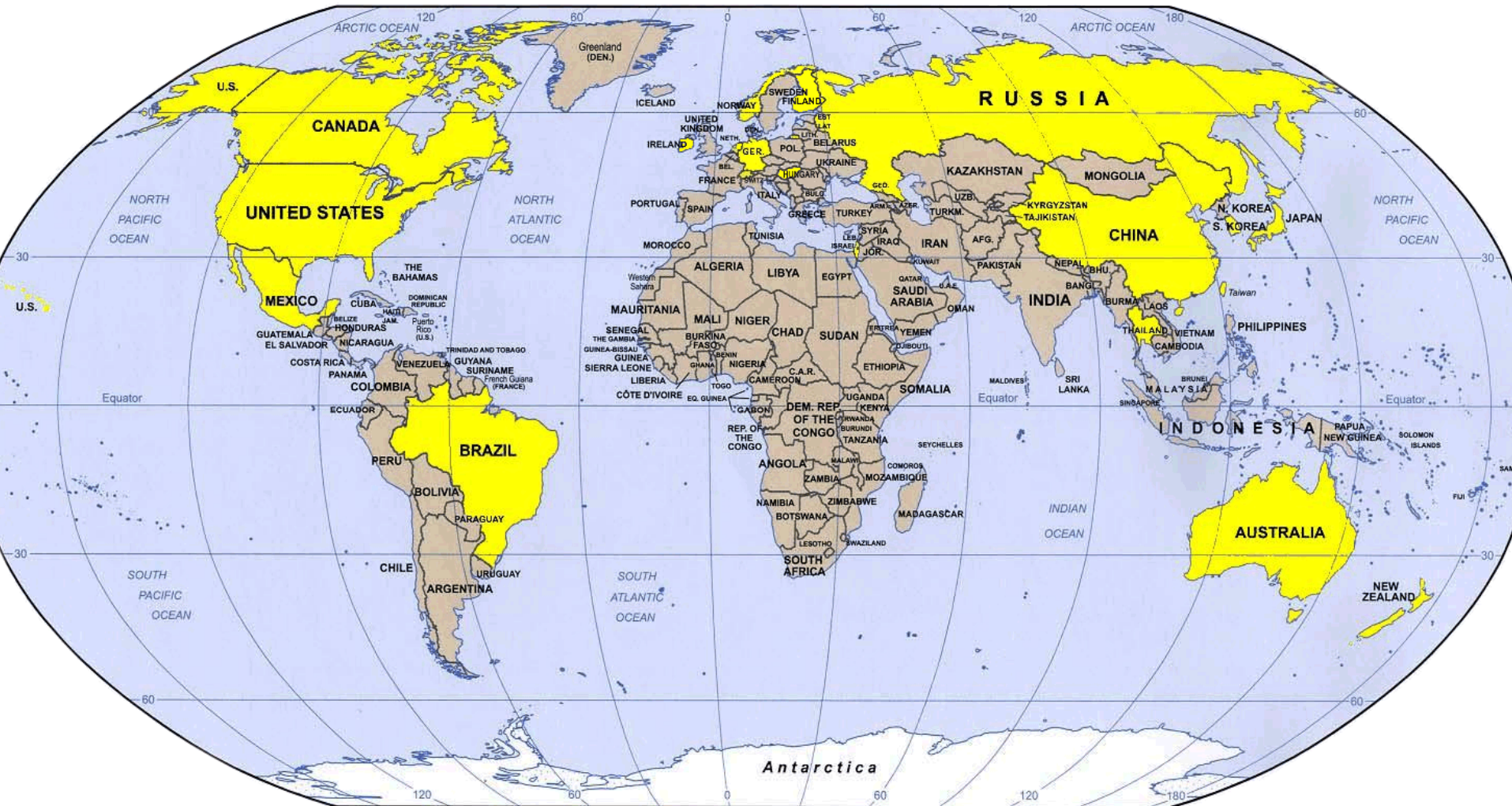


The background of the slide features a pattern of stylized, overlapping leaves in various shades of orange and brown, creating a textured, autumnal effect.

# Applying Capacity Building: The Establishment of Indonesian Police Women Desk

# Indonesia in the crossing road





# Indonesia, 17.000 islands, population 250 million 500 ethnic groups & languages.



# Migration in Indonesia

- Traditional Migration
- People Smuggling
- Human Trafficking
  - Sexual worker
  - Slavery
  - Mail bride
  - Illegal adoption
  - Phaedophile
  - Pornography
- Migrant worker

# Indonesian National Police (INP)

- 275. 000 personnel (ratio - 1: 750-800)
- 31 police provinces
- 332 police districts
- 4200 police sub districts
- 30 police schools – 1 police women school

# INP January 2003

	Men	Women	%
General	141	0	0
Colonel	833	10	1.2
Let. Col.	1521	89	12.18
Mayor	2578	300	11.64
Captain	6825	756	11.07
Inspector (let)	145961	1.222	8.37
Sergeant	189416	5.710	3.01
Tamtama	35375	2	0.01
<b>Total</b>	<b>251316</b>	<b>8189</b>	<b>3.25</b>



# **INP's lack of attention in prioritizing the issue of violence against women/trafficking.**

- Indonesian Political, Economical and Cultural situation.(Cases of Terrorism, Corruption, Illegal Logging, Local Elections etc)
- Indonesian Laws; Code of Criminal Procedure & Penal Codes
- INP, have not comprehensively internalized gender issue, CEDAW and the rights of women and children.
- INP, close organization, strong & long hierarchical command and span of control
- Lack of coordination between police organizations (international, regional, local)

# Capacity Building

- Merilee Grindle

“ .... Capacity building is intended to encompass a variety of strategies that have to do with increasing the efficiency, effectiveness, and responsiveness of government performance. Efficiency relates to the time and resources required to produce a given outcome; effectiveness relates to the appropriateness of efforts undertaken to the production; and responsiveness relates to the link between the communication of needs and the capacity to address them .....



# Four elements of development on capacity buliding

- Human Resource Development
- Organizational Development
- Institutional and Legal  
Framework Development
- Partnership Development

# Back ground

- *Community Condition*

*Era of Reformation & Democratization*

- *The Indonesian State Police – INP*

*New Paradigm, need image improvement.*

- *Senior Female Police Officers*

*Senior Female Police Officers who are already retired have some “strengths”:*

# Senior Police Women Strength

- *First*, no longer bound by formal hierarchical regulations within INP, they have years of experience working in INP's environment and know almost all leaders within INP.
- *Second*, the idea of senior female police officers fighting for the empowerment of female police by training their Junior is easier to be accepted by logic and relatively easy to obtain support from the masculine INP.
- *Third*, there is this thought that it is only appropriate that female police officers defend their own kind, women and children victims of violence, "it is a women's problem", although this very thought reflects clearly the gender biased and patriarchal way of thinking within INP.

# The LBPP DERAP Warapsari

September 1, 1998

Six of Senior Female Indonesian Police Officers  
designed the formation of an NGO  
the Women and Children Protection Organization

## DERAP Warapsari

- **Motto:**

*"Independent and sincere in sharing empathy and care".*



DERAP main objective and mission is to be the BRIDGE between Indonesian National Police (INP) and the community in handling violence against women and children

- Encouraging the INP to establish Special Service Unit – *Ruang Pelayanan Khusus* (RPK) - Police Woman Desk and Integrated Service Centres – *Pusat pelayanan Terpadu* (PPT). (**Organizational Development**)
- Empowering female police officers as RPK's staff in serving women and children victims of violence. (**Human Resource Development**)
- Building network between RPK and other parties in handling violence against women. (**Partnership Development & Institutional and Legal Framework Development**)

# **RPK (Police women desk)**

- RPK is a special room in a police station where women and children victims of violence report to the police.
- RPK is an enclosed, comfortable and safe room, provided to make sure that the victims feel protected and calm.

# Why RPK ?

- Providing a room or infrastructure for RPK is the easiest part to be provided by the police.
- RPK can be seen as a perfect idea to counter criticism against police officers' disrespect to women's sensitive issues.
- RPK able to arrange the victims not to have to meet bias male police officers, they can report their complaints in a closed room
- RPK, is very strategic tool to break through the strong hierarchical and patriarchal INP on women issue  
(Efficiency, Effectiveness, Responsiveness)

# The Development

- Up to now the number of RPK is 226 (still very small compare to Indonesia' condition)
- RPK has become the contact issue between government institutions or NGOs if they want to work together with INP on woman and child' protection.
- RPK stated in Domestic Violence Law and National Action Plan on Trafficking and other government decrees and regulations.



# Obstacles

- *Not all police stations can easily open an RPK*
- *RPK is in need of temporary shelter (safe house) for women and children victims of violence*
- *Unify the perception held by members of Criminal Justice System (CJS) on violence against women and children*
- *RPK have to figure out efforts to build a network especially in remote areas.*
- *Complicated bureaucracy in INP makes female police officers serving as RPK' staffs often feel frustrated*



Terima Kasih  
(Thank You)