



SOUTHERN AFRICAN REGIONAL POLICE CHIEFS  
COOPERATION ORGANISATION (SARPCCO)

REPORT ON  
THE SARPCCO POLICING VIOLENCE AGAINST WOMEN AND CHILDREN TRAINERS'  
COURSE

Maputo, Mozambique, 19-25 May 2008

## **Introduction**

The Training for Peace (TfP) Programme at the Institute for Security Studies (ISS) facilitated a course on Policing Violence Against Women and Children (VAWC) from 19-25 May 2008. The course which was held on behalf of the Southern African Regional Police Chiefs Cooperation Organisation (SARPCCO) and the Sub-regional Bureau of the Interpol in Harare, Zimbabwe, was hosted by the Mozambican Republic Police (MRP) at Kaya Kwanga Hotel in Maputo, Mozambique.

The course was attended by 20 Police officers from 11 of the SARPCCO member states, namely: Botswana, the Democratic Republic of Congo, Lesotho, Malawi, Mauritius, Mozambique, Namibia, South Africa, Swaziland, Tanzania and Zimbabwe; Angola and Zambia did not participate.

The facilitators for the course were Taona Myanyisa and Hope Nsangi both from the Human Rights Trust of Southern Africa (SAHRIT). Other presenters were drawn from the MRP, four of them having previously participated in a SARPCCO trainer's course. Apolonia Antonio and Antonio Quissicco served as national coordinators from the MRP while Sandra Oder, Senior Researcher at the ISS/TfP, coordinated the facilitation for the course, with support from Pertunia Mothiba, Programme Administrator. The list of participants and the programme for the course are attached.

The course was officially opened by Deputy Commissioner Madame Ana D. Siteo, who reiterated the commitment of police personnel in reducing violence against women and children. She appealed to all participants to add value to the skills acquired during the course, in their personal and professional careers. She also closed the course on the last day.

## **Background to the course**

The need for a standardised regional training programme for law enforcement officers and other stakeholders on VAWC was identified by SARPCCO in 2001, in accordance with its objective to engage in needs-driven training to SARPCCO. In this regard, the ISS/TfP, in conjunction with SAHRIT, provided support for the development of the training course, and this collaboration has continued since then.

The purpose of the course is twofold: to standardise regional training for law enforcement officers and other stakeholders on VAWC in the Southern Africa region. Its second purpose is to create a culture of empathy and understanding that will enable police to more effectively identify, prevent and respond to such violence with well-researched and documented best practices within legislation from within the region. The specific objectives of the course are to:

- Inculcate efficient and effective policing in the area of VAWC in the spirit of the SARPCCO Constitution;
- Share expertise and knowledge among member countries;
- Improve regional capacity to deal with violence against women and children;
- Provide insight into the causes and consequences of violence against women and children;
- Provide participants with the skills and information to respond to cases involving violence against women and children.

In as much as the course benefitted the participants, the resource persons and secretariat staff of the MRP also benefitted from the course. It is expected that they all will further act as change agents and advocates with the national police services. The use of national resource persons from the MRP not only enhanced standardisation, but also created a pool of trainers within the national police organisation who will be able to provide technical backstopping within the MRP at subsequent training courses, and also within the Southern Africa region.

The course was held in a workshop setting. The methodology drew expertise from subject-matter specialists with experience in training methodologies. In order to enable them to achieve the required standard and quality, the national resource persons were provided with copies of the SARPCCO VAWC Reader and Trainer; the latter provided them with tips and guidelines for participatory exercises. This approach also helped to establish minimum standards of understanding and presentation of the concepts of violence against women and children, predisposing factors, and how to mitigate its effects within the region.

### **Overview of the course**

The course provides simple, accessible information that can be easily understood by participants with limited education or knowledge about violence against women and children, and readily transmitted by trainers with limited knowledge of the issues. The end users of the knowledge and skills acquired on the course are hoped to become better at addressing, at personal and professional levels, issues relating to violence against women and children. By encouraging and drawing upon best practices in the region, the course is able to meet the SARPCCO aim of fostering joint strategies to promote regional police cooperation and collaboration in order to both better manage and prevent violence against women and children.

While the course curriculum is specifically tailored to hosting SARPCCO member states, the participants' reader, disseminated to all participants, provides a set framework and broader information for regional participants.

The course consists of seven modules, namely:

- *Human rights:* this module seeks to enable police personnel to understand the international and regional standards applying to their work on VAWC. *Specific Methodology used during the course:* Input by facilitator, briefing notes, brainstorming, small group exercise and plenary discussion; *Resources:* overhead projector, flipchart and markers.
- *The forms of violence:* aims to enable officers to recognise, understand, and discuss the different forms of VAWC and their effects. *Specific Methodology:* Brief input by facilitator highlighting the need to establish the definitions, forms and effects, case studies, small groups and plenary discussion to define forms of child-specific abuse, HIV/AIDS, trafficking in women and children; *Resources:* overhead projector, flipchart and markers.
- *Communication and response:* aims to empower police officers to develop mechanisms for preventing and combating VAWC and trafficking in women and children in the region. *Specific Methodology:* Brief input by facilitator, briefing notes, small working groups to develop mechanisms for prevention and plenary for feedback. *Resources:* overhead projector, flipchart and markers.
- *Protecting survivors and witnesses:* aims to impart a sense of urgency and efficiency to officers in assisting survivors and protecting witnesses in cases of women and child abuse. *Specific Methodology:* Brief input by facilitator to provide an introduction on role of police personnel and other stakeholders in service provision, site visit to the Children's Court in Maputo, Home for abandoned children, and Victim Support Centre under the Mozambican Police funded by UNICEF, small working groups and plenary discussions. *Resources:* notepads, pens, briefing notes and good walking shoes.
- *Intelligence and information:* aims to enable officers to collect, disseminate, share, and use timely intelligence. *Specific Methodology:* Input by facilitator to provide a brief introduction to the concepts of criminology, and appropriate strategies to counter crime, enabling police to better enforce the human rights of women and children; *Resources:* overhead projector, flipchart and markers.
- *Investigation and gathering of evidence:* aims to enable officers to apply relevant investigative techniques for successful prosecution in cases of VAWC. *Specific Methodology:* Input by facilitator using briefing notes to provide introductory concepts of criminal investigation procedure and crime scene management, plenary discussion to share experiences, a very lively session. *Resources:* Overhead projector, flipchart and markers.

- *Prevention and proactive policing:* aims to sensitise officers to the effects of violence and foster appreciation for the need to take preventative measures. *Specific Methodology:* Input by facilitator to highlight the need to establish the principles of proactive policing, brainstorming, case studies and plenary discussions.

The course is currently designed as a generic curriculum, which can either be used in its entirety as a comprehensive course, or on a modular basis to fill specific information needs. The course's modular format makes it highly flexible and ideal for supplementing the materials already used by trainers in the Southern Africa region.

The course reader provides participants and trainers with detailed information on the issues explored in the course, while the trainer's manual contains lesson plans for each module, exercises and discussions for use in the presentation of materials, participant assessments, and pre- and post-course evaluations for planning and monitoring purposes. In order to reinforce the skills on participatory learning methods, the participants were guided on how to use the trainer's manual.

### **Participants' knowledge, experience and expectations of the course**

Each member state was requested to nominate one police officer, who is engaged in gender-based and domestic violence, and victim support, and who had no previous training in VAWC. This was to ensure that as many police personnel could benefit from the course and increase the number of change agents to combat and mitigate violence against women and children. In general, these expectations were met. The level of knowledge of the participants was sufficient, and many of them had an accumulated foundation of experiences that included work-related activities, family responsibilities and previous education. They were able to connect this experience to the normative theories and concepts of violence against women and children.

### ***Knowledge and experience of violence against women and children***

Only five participants had had some basic training on general human rights (and child rights). One participant (South Africa) was not directly involved in working on the issues of women and children, but was handling it in their Research and Training Department. The only two male participants (South Africa and Zimbabwe) freely shared their wealth of experience, provided lively anecdotes, in the process reinforcing adult learning methodologies that all adults know something of the subject matter, and are more practical, focussing on the aspects of a lesson most useful to them in their work.

The participants were encouraged to bring materials relating to national steps taken to address violation of women's and children's rights in their respective

countries. Several participants brought their country strategy documents and relevant legislation, which they shared with other participants.

### ***Expectations of the course***

The pre-course evaluation suggested that most participants hoped that they could acquire new skills in dealing with victims of violence, with many wanting to enhance their skills to enable them to increase awareness about VAWC in their police services and communities.

The detailed expectations derived through a brainstorming session were identified as;

1. necessary skills that could be useful in personal and professional duties
2. understanding the victimisation process and providing appropriate counselling
3. share experiences, best practices and strategies to ensure protection of rights of women and children
4. build skills on how to transfer knowledge and skills to others.

### **Feedback on the course**

In addition to the pre-course evaluation, participants completed both daily and post-course course evaluations. These were aimed at monitoring the group's experiences of the course, their needs, the usefulness and appropriateness of the training materials, and areas where the course can be improved upon in the future.

The evaluations of the course materials were very positive. The trainers particularly remarked that the materials simplified and consolidated the complex literature on VAWC and the response to it. Participants felt that they had particularly benefited from the information on human trafficking, dealing with abused and neglected children, and communicating with victims, but also noting that police have to work very closely with the more specialised services since they may not have the capacity to deal with needs and rights of victims. Most participants felt that the course addressed all the relevant issues. Information gaps identified by respondents included materials on:

- *Gender Equity:* The vulnerability of women and children is recognised as a serious protection issue. However, the negative connotations of the definitions used 'abused', 'exploited', 'victims' presents ambiguities that may persist when drawing up concrete strategies to address gender inequity. A human rights based approach in designing interventions with non-discrimination as a core principle needs to be emphasised which draws on obligations of duty-bearers (states) to protect its citizens from marginalisation, exploitation and deprivation.

- *Child and female perpetrators of violence:* several respondents noted that violence is increasingly perpetrated by women and children, and that men are also victimised. They felt that the course could benefit from greater acknowledgement of these issues, and information on dealing with male victims of gender-based violence. This was particularly raised by a male participant.
- *Availability of documents in Portuguese and French:* It was proposed by the participants that training manuals in Portuguese and French be provided as well.

### *Challenges, relevance of course materials and information needs*

Participants reported facing several challenges in policing and responding to violence against women and children. Many participants reported that under-reporting of violence, and the challenge of identifying victims, made responding to the problem difficult. Related to this, several participants felt that their efforts were frustrated by low levels of awareness about what constitutes violence against women and children, given the fact that the concepts of violation, abuse and neglect are relative terms that can only be understood within their particular cultural contexts. Further, in relation to enforcement, the participants recognised that while SARPCCO member states have different legislation in handling cases of VAWC, as well as what constitutes a criminal offense, it was important to work with the community to ensure the enforceability of the enabling laws.

The participants debated on the perception of how human rights can sometimes 'delay' the work of police personnel in respect of criminal investigation. It was noted that in order to address some of the stigma, social values and practices that exacerbate gender inequity, the principle of non-discrimination in addressing gender roles and power relations, is paramount and requires concerted effort from all stakeholders (both within and outside police). They also noted that members of the public and, to a lesser extent the police, often do not conceptualise domestic violence or rape within marriage as such, and see a certain level of violence as normal and acceptable.

Practical information on skills, such as taking of statements, was seen as most relevant to participants' work, although many felt that the module on criminology should be given less time, and more time given to trafficking, and how to deal with it in the region. The majority of participants reported that information and tools to equip them in educating and interacting with communities were relevant to their everyday jobs.

### **Conduct of the course**

The course was preceded by a meeting of the facilitators and presenters drawn from MRP, SAHRIT and ISS/TfP. The meeting proved very useful in establishing the expectations, benchmarks and standards for delivery of modules. The participants were issued with copies of the course materials, including handouts and electronic copies on CD.

The training was of a high standard. The modules were generally well delivered. With some exceptions, presenters encouraged group participation, and emphasised the sharing of participants' experiences and knowledge. The participants were motivated and active in discussions and group exercises. They interacted with facilitators to create a lively class atmosphere that encouraged learning and was appreciated by everyone involved with the course.

Participants unanimously reported finding the course enlightening and useful. The feedback on the quality of the presentations was generally positive. Participants felt that presenters were knowledgeable and well prepared. They however noted the need for more participation in the presentations relating to the nature, causes and impact of gender-based violence, and the legal provisions, human trafficking, and also more time on facilitation skills. Course participants valued participation highly and were most positive about those facilitators who actively involved them through discussions and exercises. The field visits were very much appreciated.

## **Conclusion and recommendations**

The SARPPCO VAWC Trainers course in Mozambique was well coordinated and ran smoothly, thus contributing to its success.

The participants were unanimous in finding the course instructive and beneficial. The strong working relationship between the course organisers, resource persons and participants provided a valuable learning environment. In the end, all who left Kaya Kwanga departed with a renewed and reinvigorated commitment to make a difference in the situation of women and children, and to ensure their continued protection from further violation of rights.

On behalf of SARPPCO and the Interpol SRB in Harare, the ISS/TfP extends sincere thanks to the Mozambican Republic Police for hosting the course, and to the organisers and coordinators, as well as the facilitators and presenters, for their contribution to the success of the course. It also expresses appreciation and gratitude to the Royal Norwegian Government for providing the funding to support the training programme.





## SARPCCO POLICING VIOLENCE AGAINST WOMEN AND CHILDREN TRAINERS COURSE

Maputo, Mozambique, 19-24 May 2008

### PROGRAMME

#### BY TO PRESENTERS AND ADMINISTRATORS

**MP:** Ms. Sandra Oder, Senior Researcher  
 Ms. Pertunia Mothiba, Programme Administrator  
**SAHRIT:** Ms. Hope Nsangi  
 Mr. Taona Mwanyisa  
**MP:** Mr. Antonio Quissico, Inspector of Police and Course Coordinator  
 Mrs. Apolonia Antonio, Co-Coordinator  
 Mrs. Lurdes Mabunda  
 Mr. Antonio Espada  
 Dr., Joaquim M. Nhampoca  
 Mr. Jamaldine Zainadine

**May 2008:** 15:00-17:00: Arrival of course participants (MP Coordinator)  
 17:00-18:00: Registration and Co-ordination meeting for Course Leader, facilitators and resource persons

#### Monday, 19 May

Time	Subject	Presenter
07:00-07:30	<b>Breakfast</b>	
07:30-08:00	Registration & Course Administration	MP / ISS
08:00-08:30	Welcome, Introductions & Administration Course Orientation: Aim of SARPCCO Training Initiative on Policing Violence Against Women and Children	SARPCCO/MP/ISS  MP/ISS
08:35-08:50	Pre-Course Evaluation	MP/ISS
09:00-09:30	Official Opening Address	Commissioner of Police (MP)
09:35-10:00	Course Photograph	MP/ISS
10:00-10:15	<b>Tea</b>	MP/ISS
<b>MODULE 1: HUMAN RIGHTS</b>		
10:15-11:10	Introduction to Human Rights	Mr. Taona Mwanyisa/SAHRIT
11:15-11:50	International Instruments: Women	Mr. Taona Mwanyisa/SAHRIT
12:00-12:25	International Instruments: Children	Mr. Taona Mwanyisa/SAHRIT
12:30-13:30	<b>Lunch</b>	MP/ISS
13:30-14:10	Regional (African) Instruments	Mr. Taona Mwanyisa/SAHRIT
14:15-15:00	Other relevant conventions, protocols	Mr. Taona Mwanyisa/SAHRIT
15:00-15:10	<b>Tea</b>	MP/ISS

10:15-11:00	Causal Factors of Violence Against Women	Dr. Joaquim M. Nhampoca/MP
11:00-11:45	Defining Forms of Violence	Dr. Joaquim M. Nhampoca/MP
11:45-12:45	Effects of Violence Against Women	Dr. Joaquim M. Nhampoca/MP
12:45-13:45	<b>Lunch</b>	MP/ISS
13:45-14:30	Quiz: Myth and Fact	Dr. Joaquim M. Nhampoca/MP
14:30-15:15	Defining Forms of Child-Specific Violence	Dr. Joaquim M. Nhampoca/MP
15:15-15:30	<b>Tea</b>	MP/ISS
15:30-16:00	Effects of Abuse: Victim, Abuser, Society	Dr. Joaquim M. Nhampoca/MP
16:00-16:45	Effects of Abuse: HIV/AIDS	Dr. Joaquim M. Nhampoca/MP
16:45-17:45	<b>Assimilation Tests covering Modules 1 and 2</b>	MP/ISS
17:50-18:00	Daily Evaluation	MP/ISS
18:00	<b>Supper</b>	MP/ISS

### Wednesday, 21 May

Time	Subject	Presenter
07:00-08:00	<b>Breakfast</b>	MP/ISS
08:00-08:45	Trafficking in Women and Children: Introduction and Definitions	Dr. Joaquim M. Nhampoca/MP
08:45-09:30	The Trafficking Process: Recruitment, Transportation, Exploitation	Dr. Joaquim M. Nhampoca/MP
09:30-10:30	Trafficking in Southern Africa: Profile and Areas of Regional Cooperation	Dr. Joaquim M. Nhampoca/MP
10:30-10:45	<b>Tea</b>	MP/ISS
10:45-11:15	How to Identify a Trafficked Person	Dr. Joaquim M. Nhampoca/MP
11:15-11:45	Principles and Guidelines for Dealing with Trafficked Persons	Dr. Joaquim M. Nhampoca/MP
11:45-12:45	Case Study and Discussion: Trafficking	Dr. Joaquim M. Nhampoca/MP
12:45-13:45	<b>Lunch</b>	MP/ISS
<b>MODULE 3: COMMUNICATION AND RESPONSE</b>		
13:45-14:15	Importance and Styles of Communication	Mr. Antonio Espada/MP
14:15-15:00	Barriers to Effective Communication	Mr. Antonio Espada/MP
15:00-15:15	<b>Tea</b>	MP/ISS
15:15-16:00	Overcoming Barriers with Specific Skills	Mr. Antonio Espada/MP
16:00-16:45	Dealing with Bias in Case Management	Mr. Antonio Espada/MP
16:50-17:45	<b>Evaluation of Assimilation test: Modules 1 &amp; 2</b>	MP/ISS
17:45-18:00	Daily Evaluation	MP/ISS
18:00-	<b>Supper</b>	MP/ISS

### Thursday, 22 May

Time	Subject	Presenter
07:00-08:00	<b>Breakfast</b>	MP/ISS
<b>MODULE 3: COMMUNICATION AND RESPONSE</b>		
08:00-08:30	Dealing with Bias in Case Management: Exercise	Mr. Antonio Espada/MP
08:30-09:15	Forensic vs. Therapeutic Interviewing	Mr. Antonio Espada/MP
09:15-10:15	Interviewing Child Victims: Disclosure	Mr. Antonio Espada/MP
10:15-10:30	<b>Tea</b>	MP/ISS
10:30-11:30	Interviewing suspects / perpetrators	Mr. Antonio Espada/MP
11:30-12:00	Questioning Tips	Mr. Antonio Espada/MP
12:00-13:00	Exercise and Discussion	Mr. Antonio Espada/MP
13:00-14:00	<b>Lunch</b>	MP/ISS
<b>MODULE 4: PROTECTION OF SURVIVORS AND WITNESSES</b>		
14:00-14:45	Police Protection to Victims & Survivors: Protection Orders	Mrs. Lurdes Mabunda/MP
14:45-15:30	Police Protection: Medical Assistance	Mrs. Lurdes Mabunda /MP
15:30-15:45	<b>Tea</b>	MP/ISS

Time	Subject	Presenter
	Theory	
11:15-12:00	Profiling suspects by motive	Dr. Fernando Tsucane/MP
12:00-12:45	Profiling exercise	Dr. Fernando Tsucane/MP
12:45-13:45	<b>Lunch</b>	MP/ISS
13:45-14:30	Strategies of abusers and counter-strategies	Dr. Fernando Tsucane/MP
14:30-15:00	Reactive Intelligence	Dr. Fernando Tsucane/MP
15:00-15:15	<b>Tea</b>	MP/ISS

#### MODULE 6: INVESTIGATION AND GATHERING OF EVIDENCE

15:15-16:00	Criminal Investigation Procedure	Mr. Jamaldine Zainadine/MP
16:00-16:45	Investigating Child Abuse	Mr. Jamaldine Zainadine/MP
16:45-17:00	Daily Evaluation	MP/ISS
17:00-	<b>Supper</b>	MP/ISS

#### Saturday, 24 May

Time	Subject	Presenter
07:00-08:00	<b>Breakfast</b>	MP/ISS
08:00-09:00	Taking Statements	Mr. Jamaldine Zainadine/MP
09:00-10:00	Gathering and Handling of Evidence- Forensics	Mr. Jamaldine Zainadine/MP
10:00-10:15	<b>Tea</b>	MP/ISS
10:15-11:15	Gathering and Handling of Evidence-Prosecutor's View	Mr. Jamaldine Zainadine/MP
11:15-12:15	Exercise: Rules of Investigation	Mr. Jamaldine Zainadine/MP
12:15-13:15	<b>Lunch</b>	MP/ISS

#### MODULE 7: PREVENTION AND PROACTIVE POLICING

13:15-13:45	Proactive Policing-Why be Proactive?	Ms. Hope Nsangi/SAHRIT
13:45-14:30	Public Education and Outreach	Ms. Hope Nsangi/SAHRIT
14:30-15:00	Institutionalising Actions to End Violence	Ms. Hope Nsangi/SAHRIT
15:00-15:15	<b>Tea</b>	MP/ISS
15:15-16:00	How To Make a Crime Prevention Plan	Ms. Hope Nsangi/SAHRIT
16:00-16:45	Exercise: Crime Prevention Plan	Ms. Hope Nsangi/SAHRIT
16:50-17:15	<b>Overview Discussion of Assimilation tests</b>	MP/ISS
17:15-17:35	Post-Course Evaluation	MP/ISS
17:40-18:15	Presentation of Certificates & Closing Address	MP/ISS
18:00-	<b>Supper</b>	MP/ISS

#### Sunday, 25 May

07:00-08:00	<b>Breakfast / Departures</b>	MP/ISS
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