

KOSOVO

Gender training for Border and Boundary Police

The Kosovo Border and Boundary Police was established in 1999 and is responsible for the control and security of all border crossings.¹ Following entry into the Kosovo Police Service all new recruits usually take a 20-week basic training course at the college in Vushtrri. The course is designed to equip officers with the knowledge and skills needed to perform general police duties at the Police Officer level. Upon completion of the course officers are deployed to their respective workplaces or, if selected to work for the Border and Boundary Police, are given additional training related to their specific functions and duties as border police officers.

Initially, training for border police officers was provided by UN civilian police assigned to border duties. In 2006, the European Agency for Reconstruction funded a one-year project, implemented by the International Centre for Migration Policy Development (ICMPD), to develop the Border and Boundary Police Training Unit. This included developing standard operating procedures for the unit, the selection of eight trainers and the delivery of a customised train-the-trainer course. A key output of the project was three customised training courses for the basic, team leader and command levels.²

The Border and Boundary Police *basic course* is delivered to entry-level border police who have completed the basic training for the Kosovo Police Service, referred to above. It consists of 2 - 3 days of training and focuses on the tasks, responsibilities and skills needed by basic level officers. Topics include human trafficking:

- Definitions of and distinctions between trafficking and smuggling
- Global, regional and local human trafficking patterns and trends
- Ways to identify victims, including the use of visual and other non-verbal forms of communication; questioning; and other options that are available to border police

The Border and Boundary Police *team leader course* targets officers at a supervisory level. It consists of 1.5 - 2 days of training around topics that include:

- Review of distinctions between trafficking and smuggling
- Implications of human trafficking: understanding the process, terminology, definitions, international and domestic legislation and the impact of organised crime
- Principles and practice of identification, investigation, interviews and referrals

The focus of the training is on the direct relevance of laws and principles of human rights protection to border police, and the application of skills and correct practice.³

In addition, the Border and Boundary Police training courses at the basic, team leader and command levels include an introductory half-day *Gender and Border Management* module. The module tries to help border personnel make the link between gender and their daily practice by asking themselves questions such as: *Why does gender matter? Why be concerned with integrating gender? What are the operational advantages?* For all three levels of training this session starts with a brainstorming exercise and discussion on 'What is gender?', and is followed by further discussions about why gender is important in border management. After this, course content is tailored to each group to explore how gender can be integrated into border management based on the trainees' rank and functional needs. The *basic course* focuses on identifying risks/threats to women and men at borders, how these may be similar or different and the associated responsibilities of border police. The *team leader course* focuses on common situations involving gender issues and suggestions or requests that can be made to the command level to help resolve problems. The *command level course* focuses on policies, procedures and practices that can be introduced to address human trafficking, protect human rights and collaborate with representative institutions.

1 See Kosovo Police web-site, at: <http://www.kosovopolice.com/?page=2,22> (accessed October 13, 2009).

2 The training course materials are available at: <http://polis.osce.org/library/results.php?ca%5B%5D=TRN&ga%5B%5D=881&d=&ta%5B%5D=1474&p=3> (accessed October 13, 2009).

3 See: EULEX Kosovo, "KPS Border and Boundary Police Training Concept", http://www.eulex-kosovo.eu/training/police/PoliceTraining/BORDER_BOUNDARY/DOCUMENTS/7.pdf?page=agreement (accessed October 13, 2009).

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The training sessions use highly interactive and practical materials that focus on border realities. Examples, scenarios and problem-solving are used extensively. The emphasis throughout is on active engagement and initiative rather than passive observation.⁴

As of January 2010, the Kosovo Border and Boundary Police consisted of 1280 employees, among which only 102, or 8%, were women. This is less than in the Kosovo police, where female members count for 15% of the total police force (civilian staff included). However, the General in charge of the Border and Boundary police was a woman, and figures from previous years show that the proportion of women in the force is increasing.⁵ There are no women working in the Border and Boundary Police Training Unit, despite senior Border and Boundary Police personnel's verbal commitments to include them and ICMPD's efforts to encourage women to join the service. Yet women constitute 26% of the Field Training Officers working at border locations and are expected to provide on-the-job training.

- The importance of integrating gender into border management is discussed in section 3 of the *Border Management and Gender Tool*.
- Gender training for border services is discussed in sections 4.1 and 4.2 of the *Border Management and Gender Tool*.
- Challenges to integrating gender into border management in post-conflict countries are discussed in section 5.1 of the *Border Management and Gender Tool*.

⁴ See also: Human Dynamics, *Integrated Border Management* (05/KOS01/09/01), Final Report, 15 November 2007, http://www.eupt-kosovo.eu/training/police/PoliceTraining/BORDER_BOUNDARY/DOCUMENTS/2.pdf (accessed: December 3, 2009).

⁵ Personal correspondence with Kirsten Joppe, Senior Human Rights Advisor with the OSCE Mission in Kosovo, Police Service Monitoring Section, January 26-27, 2010.