



Gender and the Security Sector

A survey of the National Police, Civil Protection,
the Armed and Security Forces, the Justice system and
Penal services of Mali

Veerle Triquet and Lorraine Serrano (eds.)



DCAF

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the rule of law

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Authors/researchers

National Police of Mali

Toll-free number to combat Gender-based violence (GBV): Divisional Superintendent Moussa Haidara; Police Superintendent Hawa Coulibaly; Police Superintendent Idrissa Samaké

Civil Protection of Mali

Social services department: Commander Gisèle Villemur

Health and medical assistance department: Doctor-Commander Cheick Koné

Armed and Security Forces of Mali

International Humanitarian Law (IHL) section of the General Staff of the Armed Forces (EMGA): Lieutenant-Colonel Aminata Diabaté

Consultants on national governance, the justice system and penal services

Association of Women Lawyers of Mali (AJM):¹ Maître Kadidia Sangaré-Coulibaly and Maître Fatimata Dicko-Zouboye

Support to the National Police and Civil Protection

UNPOL/MINUSMA:² André Andriambololonirina, Teddy Ruyenza and Joséphine Mbazona

Editors

Veerle Triquet and Lorraine Serrano

DCAF

The Geneva Centre for the Democratic Control of Armed Forces (DCAF) is a world-leading institution in the areas of good governance and reform of the security sector. DCAF provides in-country advisory support and practical assistance programmes, develops and promotes appropriate democratic norms at the international and national levels, advocates good practices and conducts policy-related research to ensure effective democratic governance of the security sector.

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DCAF's Gender and Security Programme works through research, policy and technical advice, and regional projects to support the reform of the security sector to address the security needs of men, women, boys and girls, and promote the meaningful participation of men and women in security sector institutions and security sector reform processes.

Contact : gender@dcaf.ch

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ACRONYMS

AFISMA	African-led International Support Mission to Mali
AJM	Association of Women Lawyers of Mali
AJPM	Association of Young Police Women of Mali
APDF	Association for the Development of Women's Rights
BIJ	Criminal Investigation Unit
CADH	Human Rights Action Consortium
CADJ	Centres for Access to Rights and Justice
CAFO	Consortium of Women's Associations and NGOs of Mali
CDR	Dialogue and Reconciliation Commission
CEDAW	UN Convention on the Elimination of all Forms of Discrimination Against Women
CEN-SAD	Community of Sahel-Saharan States
CERF	Central Emergency Response Fund
CNDH	National Human Rights Commission
CNDIFE	National Documentation and Information Centre on Women and Children
CNRSS	National Council for Security Sector Reform
CRC	Convention on the Rights of the Child
CSDRF	Specialized Detention, Rehabilitation and Reintegration Centre for Women
CSDRM	Specialized Detention, Rehabilitation and Reintegration Centre for Minors
CVJR	Truth, Justice and Reconciliation Commission
DCAF	Geneva Centre for the Democratic Control of Armed Forces
DESC-Mali	Economic, Social and Cultural Rights Platform
DGPN	General Directorate of the National Police
ECOWAS	Economic Community of West African States
EID	Forum for Democratic Discussion
EM	General Staff
EMGA	General Staff of the Armed Forces
EMIA	Inter-Branch Military Academy
EMP	Alioune Blondin Bèye Peacekeeping Training Centre
FATIM	Chadian Armed Intervention Forces in Mali
FEMAPH	Federation of Disabled People's Associations
GDP	Gross Domestic Product
GNM	Malian National Gendarmerie
GPDCF	Women's Rights and Citizenship Pivot Group
GPRS	Multidisciplinary Focus Group on Security Sector Reform

HCR	United Nations High Commission for Refugees
IDP	Internally Displaced Persons
IHL	International Humanitarian Law
IHL EMGA	International Humanitarian Law (IHL) section of the General Staff of the Armed Forces (EMGA)
INFJ	National Institute for Legal Training
IMRAP	Malian Institute of Action-Research for Peace
JPCE	Court of Extended Jurisdiction
MINUSMA	United Nations Multidimensional Integrated Stabilization Mission in Mali
MPFEF	Ministry of Women, Children and the Family
MSHRH	Ministry of Solidarity for Humanitarian Action and Reconstruction in the North
ODHP	Human Rights and Peace Observatory
ORSEC	Civil Protection Emergency Organization Plan
PAG	Government Action Programme
PDDRN	Ten-year development programme for the regions of the north of Mali
PGPSP	Shared Governance Programme for Peace and Security
PIRIN	Emergency intervention programme to reduce and combat insecurity in the north of Mali
PNG	Malian National Gender Policy (PNG 2009-2018)
PRODEJ	Ten-Year Justice Reform Programme
PSPSDN	Special programme for peace, security and development in the north of Mali
REFAMP	Network of African Women Ministers and Members of Parliament of Mali
REPSFECO	ECOWAS Women's Peace and Security Network
SALW	Small arms and light weapons
SSI	Security sector institution
SSR	Security sector reform
TPI	Court of first instance
TRIJEUD-Mali	Young People's Platform for Law in Mali
UN	United Nations
UNAIDS	A UN programme designed to coordinate the actions of various UN specialist agencies to combat the pandemic of HIV / AIDS
UNFPA	United Nations Population Fund
UNICEF	United Nations Children's Fund
UN Women	The United Nations organization dedicated to gender equality and the empowerment of women
WAEMU	West African Economic and Monetary Union

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- Association for the Development of Women's Rights (APDF)
- Association of Women Lawyers of Mali (AJM)
- The Association of Human Rights of Mali
- The TEMEDT Association
- Avocats Sans Frontières
- The Coalition of Human Rights Defenders of Mali
- National Civil Society Coalition for Peace and Against the Proliferation of Light Weapons
- The Human Rights Action Consortium (CADH)
- Consortium of Women's Associations and NGOs in Mali (CAFO)
- Federation of Disabled People's Associations (FEMAPH)
- The National Federation of Groups of Women's Organizations in Mali (FENACOF Mali)
- National Women's Movement for Peace and National Unity
- Human Rights and Peace Observatory (ODHP)
- Economic, Social and Cultural Rights Platform (DESC-Mali)
- Network of Human Rights Journalists
- Young People's Platform for Law of Mali (TRIJEUD-Mali)

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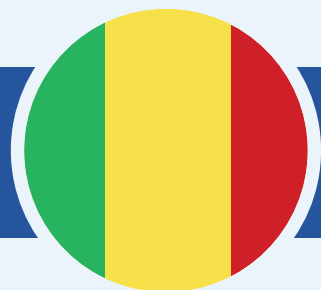
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INTRODUCTION



Veerle Triquet
Lorraine Serrano

MALI: AN OVERVIEW

Located in the heart of West Africa, Mali shares a border with seven countries (Guinea-Conakry, Senegal, Mauritania, Algeria, Niger, Burkina Faso and Ivory Coast) and stands at a major communications crossroads. It is a member of the two main organizations in the West African sub-region, WAEMU and ECOWAS, as well as the Community of Sahel-Saharan States (CEN-SAD) and the African Union.

Mali Facts		
	2011 ³	2014 ⁴
Population (inhabitants)	14,517,176 (2009)	16,455,903 (2014)
Population: % men	49.62% (2009)	49.62%
Population: % women	50.38% (2009)	50.4%
Population living below the poverty line	54.4% living on less than USD 1 per day (2006)	43.6% (2010)
Life expectancy: men (years)	47.6 (expectancy at birth) (2005-10)	54.5 (2012)
Life expectancy: women (years)	49 (expectancy at birth) (2005-10)	54.7 (2012)
Fertility rate: number of children per woman	6.5 (2007)	6.9 (2013)
Women's representation in Parliament	Not available	10.2% (2013) 9.5% (2014)
Human Development Index rank	160 out of 169 countries (2010)	167 out of 187 countries (2013)
% of GDP spent on defence	2% (2008)	1.4% (2013)
Corruption Perceptions Index rank	116 out of 180 (2010)	127 out of 177 (2013)
Maternal mortality	Not available	540
Birth rate among adolescents	Not available	175.6
Level of participation in the labour market: men	Not available	82%
Level of participation in the labour market: women	Not available	52%
Other: ⁵		
<ul style="list-style-type: none"> GDP in Mali decreased by 0.4% in 2012, following relatively low growth in 2011 (2.7%). Growth recovered slightly in 2013, at 1.8%; and forecasts for 2015 and 2016 are more optimistic, with growth in excess of 5.5%. Demographic growth is 3.0% (2014). State education is viewed as satisfactory by 35% of the population; 70% are satisfied with their freedom of choice and 43% with their quality of life (2014). 		

Since its independence in 1960, Mali has had three different political systems: a single-party system (1960-1968), a single-party government brought to power by a military coup (1968-1991) and a pluralist democratic system (since 1991). The process of democratization in Mali was profoundly affected by the March 1991 coup d'état, perceived by many Malians as a collapse of the state which resulted from closely linked relationships between the administration and the state under the previous regime.⁶ The current crisis underscores structural deficiencies in the security sector and the population's lack of trust in the system.⁷

"The attacks of January 2012, the constitutional disruption of 22 March [...] and its attendant violence, plunged Mali into an unprecedented, serious and multi-dimensional crisis."⁸ This multi-faceted crisis has highlighted weaknesses in the political, security and

socioeconomic governance system, with “dissent within the defence and security forces, a breakdown in the chain of command and an accentuation in the crumbling away of the state’s authority.”⁹

Since 2012, Mali has suffered from a general lack of security, particularly in regions in the North, which have witnessed recurring rebellion over the years (1963, 1990, 2006 and 2012).¹⁰ On 5 July 2012, the United Nations Security Council adopted Resolution (SCR) 2056, which required armed groups in the North to put an end to hostilities and renounce any affiliation that was incompatible with peace, security, the rule of law and Mali’s territorial integrity, and expressed its support for restructuring the country’s defence and security forces and re-establishing the authority of the state.¹¹ This was followed by Resolution (SCR) 2071, adopted on 12 October 2012, which demanded that all armed groups cease human rights abuses and violations of humanitarian law, including targeted attacks against civilians, sexual violence, the recruitment of child soldiers and forced displacements.¹² On 20 December 2012, the UN Security Council adopted Resolution (SCR) 2085, which provided for the African-led International Support Mission to Mali.¹³ This Resolution paved the way to numerous international military interventions, such as Operation Serval¹⁴ by France, which ended on 15 July 2014, the African-led International Support Mission to Mali (AFISMA)¹⁵ by the African Union and ECOWAS, and the Chadian Armed Intervention Forces in Mali (FATIM) (incorporated into AFISMA in March 2013).

The United Nations Multidimensional Integrated Stabilization Mission in Mali (MINUSMA)¹⁶ took over from AFISMA in July 2013.¹⁷ In adopting Resolution (SCR) 2164 of 25 June 2014, the Security Council decided to focus MINUSMA’s mandate – which it extended for a year – on priority tasks such as security, stabilization and protection of civilians, support for national political dialogue and national reconciliation, as well as support for re-establishing the authority of the state throughout the country, reconstruction of the security sector in Mali, promoting and protecting human rights and humanitarian aid.¹⁸

Human rights violations in northern Mali have become increasingly frequent since 2012, partly because people living in the region have limited access to basic services and humanitarian aid.¹⁹ At the height of the crisis, the humanitarian and security crisis produced more than 300,000 internally displaced persons (IDPs) and almost 165,000 Malian refugees in bordering countries, mostly women and children.²⁰ Around 230,000 people were still displaced in October 2014, i.e. an estimated 86,000 IDPs and 143,500 refugees in bordering countries.²¹

A preliminary agreement signed in Ouagadougou on 18 June 2013, which facilitated the presidential election that year, was simply the beginning of formal, inclusive post-electoral dialogue.²² In November 2013, Mali adopted the six-point “Government Action Programme (PAG) 2013-2018,” the second objective of which is focused on “restoring the security of people and property throughout the national territory.” The main mechanism envisaged was security sector reform (SSR), leading to modernization of the capacity of the armed and security forces.²³

These latest events in Mali, and the goal of sustainable long-term peace-building, require the development and implementation of a security sector reform process that reflects the realities of the current situation and meets the security needs of women, men, girls and boys. SSR provides opportunities to create more inclusive and less discriminatory security sector institutions. It allows for the transformation of policies, management and service delivery of security institutions by creating an opportunity to integrate gender and address gender inequality.

In the case of Mali, a Multidisciplinary Focus Group on Security Sector Reform (GPRS) was created by order no. 4444/MS-SG of 22 November 2013. The aim of the group, comprised of civilian and military representatives and development partners, was to contribute to defining the process of security sector reform and put forward a strategy for resource mobilization to support national security sector reform efforts.²⁴ The report submitted to the Prime Minister of Mali by the GPRS included provisions for the creation of an advisory and decision-making body called the National Council for Security Sector Reform (CNRSS). The CNRSS, which is responsible for guiding and leading the SSR process, was established by Decree no. 2014-0609/P-RM on 14 August 2014.²⁵

In parallel, official peace negotiations resulted in a preliminary inter-Malian peace agreement, signed on 1 March 2015,²⁶ and a final agreement signed on 20 June 2015.²⁷ There are, however, a number of remaining obstacles to stability. Armed conflict has a different impact on men, women, girls and boys because of their different social roles, but also because of numerous distinct factors, such as social class, nationality, ethnic origin, sexual orientation and age.²⁸ As a result, the peacebuilding process and the security of the Malian state and its people face a diverse range of social and economic challenges, such as

Security sector reform (SSR) is a political and technical process, aimed at improving state security and human security through more effective and responsible provision, management and control of the security services, within a framework of democratic and civilian control, and in accordance with the rule of law and human rights. SSR may focus on only one security actor or the way the entire system functions, as long as the goal is always to improve both effectiveness and accountability.

The purpose of reform is to establish good governance.

Forthcoming: The Geneva Centre for the Democratic Control of Armed Forces, "Gender Equality and Security Sector Reform" SSR Backgrounder Series (DCAF, Geneva, 2015).

poor governance and corruption, human trafficking, drugs, cigarettes, alcohol and small arms and light weapons trafficking by armed groups, urban criminality, banditry, armed robberies, poverty, under-development, food insecurity, inter- and intracommunity conflicts, religious tensions, social crises and violence linked to the armed conflict.²⁹ In addition to these diverse social and economic challenges, women, men, girls and boys have distinct experiences, needs and priorities in the area of security, depending on their gender and sex. Gender inequality cannot be properly addressed unless the various strata of the population are consulted.

Although Article 2 of the Malian Constitution prohibits discrimination based on sex, and in spite of efforts by the government, the adoption of the national policy on gender equality by the Cabinet on 25 November 2010 and Mali's endorsement of several agreements with a direct or indirect effect on the status of women – such as the UN Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW), the Convention on the Rights of the Child (CRC), the African Charter on Human and Peoples' Rights and the Protocol to the Charter on the Rights of Women in Africa – women and girls continue to be disadvantaged by social and cultural norms. The transitional government that came to power in 1991 recognized the need for an institution dedicated to promoting gender equality. The Ministry of Women, Children and the Family (MPFEF) was established in 1997, demonstrating Mali's political will to act on commitments made during the Fourth World Conference on Women in Beijing (1995) and to promote gender equality.³⁰

Although Mali adopted UN Security Council Resolution (SCR) 1325 on Women, Peace and Security, to manage the recent crisis, men have been over-represented and women have remained largely excluded from negotiations and major decisions concerning peace-building and governance of the security sector.³¹ Integrating gender into SSR processes increases responsiveness to the security needs and roles of all parts of the community, strengthens local ownership of the reform process and enhances security sector oversight. Among other advantages, a representative security sector offers an increased capacity to ensure security and justice for its target groups, greater confidence on the part of civilians and better local buy-in.³²

Efforts to promote women's participation in the process of conflict resolution in Mali have been implemented and are underway with support from ECOWAS and UN Women. A delegation of four women from the ECOWAS Women's Peace and Security Network (REPSFECO/Mali) met in Ouagadougou, Burkina Faso, to take part in peace negotiations between 15 and 17 April 2012. Maître Saran Keïta Diakité was one of the four mediators and, according to her, "the event paved the way to increased participation by women in the peace negotiations."³³ A dozen women were included in the delegation of 80 that attended a meeting to define a road map for the transition.³⁴

Gender equality is an international norm that establishes equality of access to opportunities and resources for women and men, independently of their gender identity or sex at birth. It is important not to confuse sex and gender.

Gender equality is essential to SSR, insofar as it forms an integral part of the good governance principles SSR aims to establish.

As an integral part of the SSR process, gender equality contributes to strengthening the security of the state and its people. Addressing the different needs of women, men, girls and boys as victims of insecurity, agents of violence, and security sector personnel means SSR can improve both human and state security.

Forthcoming: The Geneva Centre for the Democratic Control of Armed Forces, "Gender Equality and Security Sector Reform" SSR Backgrounder Series (DCAF, Geneva, 2015).

Democracy requires the equal participation of all citizens, and discrimination based on sex or gender undermines this principle. If women are not able to participate fully in the political life of their country, they cannot fully enjoy their citizenship and, as a consequence, are at risk of being excluded from the public realm of decision making. In August 2012, REPSFECO/Mali emphasized the importance of women's participation in the management of transitional bodies. The call was expressed in tangible terms in the submission of a "Manifesto for women in Mali on participatory management of emergence from crisis."³⁵ On 15 November 2012, the manifesto was followed by a Declaration of Women of Mali on the process of Mediation, Peace-building and Security, which was submitted to the government.³⁶ The following elements are of particular importance in the context of the transition process and the security sector reform process:

- » Systematic representation of women in various national negotiation and mediation commissions, and in international meetings;
- » No amnesty for perpetrators of rape;
- » An immediate review of implementation of the national action plan for United Nations Security Council Resolution (SCR) 1325;
- » The inclusion of women at a minimum level of 30 per cent in national and international military and civilian forces, including mainstreaming gender in their interventions, primarily through the designation of gender focal points.³⁷

Furthermore as part of the transition, a Dialogue and Reconciliation Commission (CDR) was instituted in March 2013, with the aim of seeking reconciliation between the various communities in Mali through dialogue. Six of the Commission's 33 members (18 per cent) were women.³⁸ In January 2014, the CDR was replaced by a 15-member Truth, Justice and Reconciliation Commission (CVJR),³⁹ the commissioners for which have not yet been appointed.⁴⁰ The Commission will contribute to establishing sustainable peace through seeking truth, reconciliation and a consolidation of democratic values.⁴¹

SECURITY SECTOR ACTORS IN MALI (REPRESENTATIVE LIST)

SERVICE DELIVERY

Police

- National Police of Mali
- Vice squad and Child Protection unit
- National police college

Civil Protection

Armed forces

- Army
- Air force
- National gendarmerie
- National guard
- Military training academies

General Inspectorate for Security and Civil Protection

- Supreme Court
- Constitutional Court
- High Court of Justice
- Judicial Service Committee
- National institute for legal training

Prison services

- National Department of Prison Services and Correctional Education
- Inspection Commission on Detention Condition

Civil society organizations

OVERSIGHT

Executive

Ministry of Security and Civil Protection

Ministry of Defence and Veterans Affairs

Ministry of Justice and Human Rights

Ministry of Women, Children and the Family

National Defence Council

Auditor General

National Human Rights Commission

National Ombuds Institution

Justice system

National Assembly

- National Defence, Security and Civil Protection Commission
- Work, Employment, Women, Youth, Sport and Child Protection Commission

Civil-society organizations

METHODOLOGY

This research was based on the premise that mainstreaming gender is an integral part of successful SSR, with the aim of creating effective and efficient institutions that respect human rights and the principles of governance and democratic control, and which incorporate the needs of the population (women, men, girls and boys) and all actors in Malian society, at every level. The survey depended on active participation by security sector institutions in Mali that are involved in the SSR process. The methodology used provided a joint research framework that enabled institutions to contribute their

knowledge of the subject matter, examine and analyse the process of integrating gender into their organization, and feed the information back in order to enable other national and international actors to benefit from their experience as a means of finding solutions to similar problems.

In addition to conducting interviews to gather information, national researchers were also tasked with collecting copies of relevant national and institutional policies and procedures. In order to supplement and check the data gathered by researchers, DCAF carried out documentary research through a targeted examination of relevant documents and websites, both in libraries and online. This report is the result of eight months of research, including in-person interviews in Bamako.

In order to offer each institution the opportunity to develop its specific section in sufficient depth, the research team and DCAF organized two internal validation workshops during the week of 13 April 2015. The aim of the workshops was to:

- » Ensure the transparency and accuracy of the data presented in the survey within each institution prior to publication;
- » Share with and incorporate input (contributions or corrections) from members of the corresponding institutions that had not been directly involved in the research process;
- » Respond to the concerns of the representatives of each institution on the data presented in the survey.

Participants for each workshop were chosen by each research team. It was important that participants were able to provide relevant feedback on the content of the survey. The workshops provided an opportunity to bring together participants occupying senior and/or specialist posts in areas such as training, human resources, operations, general inspections, etc. Unfortunately, the Armed and Security Forces were unable to hold an internal validation workshop. The chapter on Armed and Security Forces was thus validated through networking in conjunction with the International Humanitarian Law Section of the General Staff of the Armed Forces.

The participatory approach of this research provided a means of including a wide range of actors, from both the security sector and civil society, with the aim to identify priority areas and to allow security sector institutions to work more effectively towards gender equality, in particular by taking gender into account within the context of the SSR process. The survey is intended to be more qualitative than quantitative, although significant efforts have been made to include quantitative data. Its aim is to update and explore in more detail data presented in the 2011 publication *The Security Sector and Gender in West Africa: A survey of police, defence, justice and penal services in ECOWAS states*, fill in missing information, highlight current practices and provide all actors involved with entry points for future initiatives.

INDICATORS

In order to update the data on Mali presented in *The Security Sector and Gender in West Africa: A survey of police, defence, justice and penal services in ECOWAS states*, it was important to develop questionnaires based on the indicators used for the 2011 survey. The approach used then focused on the collection of quantitative and qualitative data and indicators were selected in order to respond to two questions:

1. Does the security sector institution question promote and implement a fair, representative and non-discriminatory institutional culture?
2. Does the security sector institution in question provide adequate services to respond to the different needs of women, men, girls and boys in related to security and justice?⁴²

The survey for this study therefore used the same approach. Since the completion of the 2011 study, DCAF also published the *Gender Self-Assessment Guide for the Police, Armed Forces and Justice Sector* (also in 2011), which presented new indicators related to the process of integrating gender in the security sector. These new indicators, along with the 2011 questionnaire, served as the basis for the questionnaire used in this survey, which addressed the following five areas:

1. Policies and procedures
2. Institutional structure
3. Personnel
4. Training
5. Internal and external oversight

Another difference between this and the previous study is the involvement of researchers/actors representing the participating institutions. Their detailed knowledge of their institutions enhanced the presentation of empirical data and theoretical and documentary research. Due to time constraints, the survey focused on the following security institutions:

- National governance
- National Police of Mali
- Civil Protection of Mali
- Armed and Security Forces of Mali
- Justice system
- Penal services

Unlike the 2011 study, which presented a comparative regional view, this survey focused solely on Mali. The use of indicators from the previous study prevented the possibility of asking more detailed questions during the data collection process, a disadvantage which only became apparent once the data was compiled. The language used for the indicators could also have more accurately reflected the realities of the Malian context. Sexual harassment, for example, does not feature in the country's Criminal Code.

DEFINITIONS⁴³

Many of the terms and acronyms used in this report merit a brief explanation.

Small arms and light weapons (SALW): Small arms are weapons designed for individual use. They include revolvers, pistols, rifles, and some machine guns. Light weapons are weapons designed for use by two or three persons. Example: “Handheld weapons designed to be used by several people working as a team and including heavy machine guns, anti-aircraft guns and anti-tank guns.”⁴⁴

Chain of command: an organizational structure in which authority is passed down from the top, and each person in the chain is directly responsible to the person above. Armed forces have a clear and rigid chain of command. Example: “The new officer had to get used to taking orders from her commander and working within the chain of command.”

Code of conduct: a code designed to promote a responsible and ethical work environment by establishing guidelines on expected ethical standards, legal obligations, and roles and responsibilities of all actors involved in a common process. Example: “UN peacekeepers are obliged to respect the standards set under the UN Code of Personal Conduct for Blue Helmets, which establishes a zero tolerance policy on sexual exploitation and abuse.”

Civilian control: when ultimate responsibility for a country’s strategic decision making is in the hands of civilian political leadership rather than professional military or police. This promotes accountability and transparency within armed and security forces. Example: “The new government showed its commitment to civilian control of the military by appointing a former member of parliament, rather than a general, to head the Ministry of Defence.”

Rule of law: the same laws govern and protect everyone equally. The rule of law requires an independent judicial system that is fair and transparent and that prevents the government from wielding arbitrary power. The rule of law also presumes respect for the hierarchical relationship between legal norms (international treaties and agreements, constitutions, framework laws, ordinary laws, decrees, orders and decisions). Example: “Respect for the rule of law is essential for people to feel they are safe and treated equally by their government and security actors.”

Gender: “The socially constructed roles and relationships between men and women. Rather than being determined by biology, gender is learned. In other words, men and women are taught certain roles and appropriate behaviours according to their sex.”⁴⁵

Security sector institutions (SSI): formal state institutions that make up part of the security sector, such as the police, gendarmerie, armed forces, justice system, penal services, etc.

Mandate: a formal written order or authorisation that informs security operations. Example: “The mission’s mandate included protection of civilians.”

Mission: security and defence institutions use this term to mean a security activity or operation assigned by a superior. Example: “The mission was to protect women from sexual violence.”

Security sector reform (SSR): “Describes a process of assessment, re-examination, implementation, monitoring and evaluation, led by the authorities, whose aim is to promote effective and responsible security for the state and population without discrimination and in accordance with human rights and the rule of law.”⁴⁶

Security sector: all state and non-state bodies that play a role in ensuring the security of the state and people. This includes state security actors (e.g., the armed forces, police, border guards and security services); security management and oversight actors (e.g., parliament, government ministries, customary authorities, human rights commissions and civil society); justice and rule of law actors (e.g., courts, prisons and customary authorities); non-state security actors (e.g., liberation armies, private security companies and militias); and non-state civil society groups (e.g., non-governmental organizations, the media, research organizations, religious organizations and community groups).⁴⁷

Gender mainstreaming/Integrating gender: a strategy of assessing the implications for women, men, girls and boys and making their different concerns and experiences an integral dimension of all planned actions so that “women and men benefit equally and inequality is not perpetuated.”⁴⁸ In this publication, the expressions “gender mainstreaming” and “integrating gender” are used interchangeably. Both are taken to mean integrating men’s, women’s, girls’ and boys’ different security and justice needs and experiences as well as promoting the equal participation of men and women in the security sector.

Vetting/Background checks: assessing the background and integrity of individuals to determine their suitability for public employment by ensuring that applicants have no history of violence or serious crimes, including human rights violations or war crimes. Example: “Vetting new police officers after a civil war helps prevent criminals from enjoying positions of power.”⁴⁹

Rape: “Any act of sexual penetration of any kind, committed on another person by violence, force, threat or surprise is rape.”⁵⁰

Gender-based violence (GBV): any harmful act that is perpetrated against a person’s will and is based on socially ascribed (gender) differences between females and males. This may include psychological abuse, family/domestic violence, trafficking for sexual exploitation, forced labour, sexual violence, genital mutilation and gang violence. Example: “Gender-based violence comes in many forms but always harms families and communities as well as individuals.”⁵¹

Violence against women: all acts perpetrated against women that cause or may cause women harm or physical, sexual, psychological or economic suffering, including threatening to carry out such acts, imposing restrictions, or arbitrary removal of fundamental freedoms, either in their private or public life, in peacetime, in conflict situations or in wartime.⁵²

RESEARCH SCOPE

Like any survey effort, this project encountered a number of difficulties, which are important to acknowledge. The most significant of these was the timetable we imposed on ourselves. Normally, a project of this kind might extend over a long period, but we were confronted with an issue of data validity. Because Mali is in the midst of transition, numerous changes are taking place quickly within security institutions. Recognizing that all studies have a limited shelf life, we nonetheless felt it was important to have an anchor point now, as well as a comparison with the study carried out by DCAF in 2011. Gender equality is an integral part of the security sector reform process and the peace process, and we hope that this survey will provide a basis for reflection on the current situation with regard to integrating gender in security institutions.

Another limitation of the research was the short duration of the survey period, which impacted the coordination and synchronization of all the actors of the institutions concerned. This also affected the ability of the authors to be sufficiently flexible in adapting the data collection to their context. We are aware of the specific characteristics of various institutions and conscious that internal reflection on these questions is influenced by the pace of each entity. Still, the authors managed to gather the data presented and instigate a process of internal reflection, even if it was not felt throughout each institution, since the data came directly from the institutions concerned. This made the participation of representatives from each institution essential, which was seen as the preferred approach, rather than asking a single person to collect data for all institutions.

Based on our broader understanding of the security sector, which includes other actors, such as civil society and non-state institutions, we recognize that this survey does not represent all institutions in the sector. We were obliged to restrict our sample because of time limitations. We hope, however, that the organizations included serve to provide a general overview of the main institutions in the sector. We are aware that the survey also could have included contributions from a larger number of people and organizations outside the security sector, at both the national and international levels. Development partners provide substantial support for security institutions, but the limited survey period made it impossible to demonstrate the scale of their cooperation.

Despite these constraints, we hope the survey will help security institutions to integrate gender more effectively and that national and international partners will be able to use it as a reference for cooperation or programme monitoring. Furthermore, we would like to see other institutions contribute to enhancing the data presented. Finally, and most importantly, we hope that these data will shed light on the reform processes of various institutions and the decisions of the ministries to which they report, in order to integrate gender more effectively from the outset and to promote gender equality in the SSR process in Mali.

NATIONAL GOVERNANCE



Maître Fatimata Dicko-Zouboye
Maître Kadidia Sangaré-Coulibaly

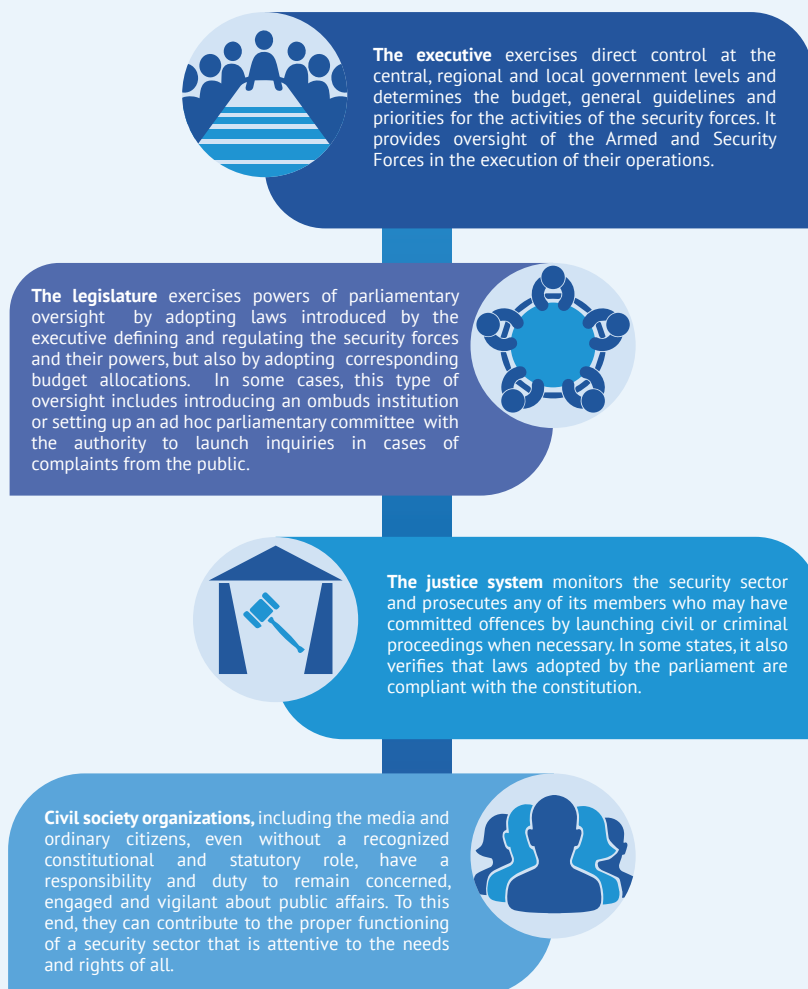
2

INDICATORS FOR NATIONAL GOVERNANCE

Governance is the act of exercising power and authority. The term can be used to describe the rules that govern the formal and informal processes, actors and values that influence the provision of a range of public services, including security. In practice, it is useful to view security from a governance point of view, since this approach puts the emphasis on the way in which power and authority are exercised both formally and informally in a national context, by various state and non-state actors.⁵³

In Mali, oversight of the security sector is split between several actors, in accordance with the Constitution. The President of the Republic is the commander-in-chief of the armed forces. He or she chairs the National Defence Council and the Defence Committee for National Defence. These are not coordination bodies; the former provides general guidance for National Defence, while the second provides military guidance for National Defence.⁵⁴

Figure 1: Roles and responsibilities of the executive, legislature, justice system and civil society in relation to the security sector⁵⁵



The three branches of power, namely the executive, the legislative and the judicial, all play a major role in the policy and practice of national security. In Mali, the 1992 Constitution gives the National Assembly – the single chamber of the Malian Parliament – a significant supervisory and legislative role in terms of defence and security.⁵⁶ This does not involve direct management, but review, supervision and oversight of the operation of the entire security apparatus. The terms of this oversight are set out in the internal regulations of the National Assembly.

The government is accountable to the National Assembly (Article 54 of the Constitution), which votes on laws (in particular, the fundamental principles of the general organization of defence and security), the General Statute of the Armed and Security Forces, and the

Finance Act – including budgets for defence and security), authorises declarations of war, authorises extensions of a state of siege or state of emergency longer than ten days, and ratifies peace treaties.⁵⁷ Parliamentary intervention through the Defence Committee is designed to guarantee democracy while facilitating effective sharing of information between the women, men, girls and boys of the population.⁵⁸

Nevertheless the delivery of public services in various sectors (education, health, security, justice, etc.) remains highly unequal and inadequate in Mali, in spite of efforts by the public authorities.⁵⁹ According to a study conducted by the Malian Institute of Action-Research for Peace (IMRAP) in conjunction with Interpeace, access to public goods and services and their poor quality, particularly with regard to peace and security, is one of the obstacles to peace in Mali.⁶⁰

1. National security laws and policies

For the last twenty years or so, successive governments in Mali have embarked on political, diplomatic, military and security initiatives at the national and regional as well as international levels. After the Kidal Forum in March 2007, the government created a Ten-Year Development Programme for the Northern Regions (PDDRN) in 2008.⁶¹ In the same year, the Ministry of Security and Civil Protection established the Shared Governance Programme for Peace and Security (PGPSP).⁶² This was followed in 2011 by the launch of the Special Programme for Peace, Security and Development in Northern Mali (PSPSDN), by the President,⁶³ and the development in 2013 of an Accelerated Development Programme for Northern Regions (PDARN).⁶⁴ But Mali has not developed a formal strategy for national defence since independence.

- **Malian National Security and Civil Protection Policy** (2010)⁶⁵ – national dialogue on peace and security in November 2005 led to recommendations that the government define and adopt a National Internal Security and Civil Protection Programme, combined with a ten-year security development programme. The government developed a framework policy document at a Cabinet meeting on 20 October 2010. The National Internal Security and Civil Protection Policy was implemented through the PGPSP, with the support of the United Nations Development Programme (UNDP).
- **The National Strategy to Combat Insecurity and Terrorism** (October 2010)⁶⁶ – this was articulated in the context of the Emergency Intervention Programme to reduce or eradicate insecurity in Northern Mali (PIRIN).⁶⁷ Actions are focused on “constructing or refurbishing barracks, security posts for all security and safety related issues, gendarmerie units and police stations, but also the development of community infrastructure, such as health centres, schools, boreholes equipped with pumps, accommodation for personnel on-call and administrative offices.”⁶⁸
- **The National Security and Civil Protection Policy Framework** (October 20, 2010)⁶⁹ – this document addresses both state security and human security and was developed to compliment the Malian National Security and Civil Protection Policy (2010). It lists nine strategic areas, in particular the implementation of shared security governance.

- **The draft Defence and National Security Bill**⁷⁰ – currently being drafted.
- **The Framework and Military Programming Act for 2015-2019** (file no. 15-01/5L)⁷¹ – this legislation focuses on three main points: triggering a fundamental reform of the Armed Forces consistent with changes in the environment, ensuring the Armed and Security Forces have the requisite human resources, and a particular emphasis is put on support for the restructuring that will be taking place.

2. National laws and policies on gender

- **National Gender Policy of Mali (PNG 2009-2018)** – requires “gender mainstreaming as a guiding principle of good governance in the public policies and reforms most likely to drive change and in budgets, taking into account the context of decentralisation.”⁷²
- **National Gender Policy Action Plan (2011-2013)** – implementation of the National Gender Policy (2009-2018) is based on three-year action plans, the first of which covered the period 2011-2013 and requires that each ministry have a gender adviser (male or female).⁷³
- **National gender-sensitive planning and budgeting strategy (2011-2013)**⁷⁴ – this strategy is aligned with the PNG 2009-2018 and aims to ensure that “the needs and interests of women and men are taken into account in development policies and programmes at all levels (national and local); and that the budget provides the necessary resources for their implementation.”⁷⁵ The budget for the Ministry of Women, Children and the Family represents just 0.6 per cent of Mali’s total budget.⁷⁶
- **Action plan for United Nations Security Council Resolution (SCR) 1325** – this guides implementation through the Ministry of Women, Children and the Family. The resolution has been translated into local languages, and outreach events have been organized in several regions.⁷⁷
- **National ratification of international agreements** – Mali has been a party to the Convention on the Elimination of all Forms of Discrimination Against Women (CEDAW) since September 1985 and ratified the supplementary protocol in September 2000. The latest periodic report to the Committee for the Elimination of Discrimination Against Women was submitted by Mali in 2006. The Malian Criminal Code proscribes human trafficking and rape; however, there is no specific law on domestic violence, which is dealt with under the general heading of assault crimes, or on female genital mutilation (FGM).
- **Sexual harassment: no legislation** – the Malian Criminal Code, the Labour Code of the Republic of Mali, and Act no. 02-053 of the General Statute of Civil Servants contain no provisions on sexual harassment.

Ratification status of human rights conventions for Mali ⁷⁸			
Treaty	Description	Signature date	Ratification date, Accession date (a), Succession date (d)
CAT-OP	Optional Protocol of the Convention against Torture and Other Cruel Inhuman or Degrading Treatment or Punishment	19 Jan. 2004	12 May 2005
CCPR	International Covenant on Civil and Political Rights		16 Jul. 1974 (a)
CCPR-OP2-DP	Second Optional Protocol to the International Covenant on Civil and Political Rights aiming to the abolition of the death penalty		
CED	Convention for the Protection of All Persons from Enforced Disappearance	6 Feb. 2007	01 Jul. 2009
CEDAW	Convention on the Elimination of all Forms of Discrimination Against Women	5 Feb. 1985	10 Sept. 1985
CERD	International Convention on the Elimination of All Forms of Racial Discrimination		16 Jul. 1974 (a)
CESCR	International Covenant on Economic, Social and Cultural Rights		16 Jul. 1974 (a)
CMW	International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families		5 June 2003 (a)
CRC	Convention on the Rights of the Child	26 Jan. 1990	20 Sept. 1990
CRC-OP-AC	Optional Protocol to the Convention on the Rights of the Child on the involvement of children in armed conflict	8 Sept. 2000	16 May 2002
CRC-OP-SC	Optional Protocol to the Convention on the Rights of the Child on the sale of children child prostitution and child pornography		16 May 2002 (a)
CRPD	Convention on the Rights of Persons with Disabilities	15 May 2007	7 Apr. 2008

Acceptance of individual complaints procedures for Mali ⁷⁹			
Treaty	Description	Acceptance of individual complaints procedures	Date of acceptance/ non-acceptance
CAT, Art. 22	Individual complaints procedure under the Convention against Torture	n/a	
CCPR-OP1	Optional Protocol to the International Covenant on Civil and Political Rights	Yes	24 Oct. 2001
CED, Art. 31:	Individual complaints procedure under the International Convention for the Protection of All Persons from Enforced Disappearance	Yes	2 Feb. 2010
CEDAW-OP	Optional Protocol to the Convention on the Elimination of All Forms of Discrimination Against Women	Yes	5 Dec. 2000
CERD, Art. 14	Individual complaints procedure under the International Convention on the Elimination of All Forms of Racial Discrimination	n/a	
CESCR-OP	Optional Protocol to the International Covenant on Economic, Social and Cultural Rights	No	
CMW, Art. 77	Individual complaints procedure under the International Convention on the Protection of the Rights of All Migrant Workers and Members of Their Families	n/a	
CRC-OP-IC	Optional Protocol to the Convention on the Rights of the Child	No	
CRPD-OP	Optional Protocol to the Convention on the Rights of Persons with Disabilities	Yes	7 Apr. 2008

Acceptance of the inquiry procedure for Mali ⁸⁰			
Treaty	Description	Acceptance of inquiry procedure	Date of acceptance/ non-acceptance
CAT, Art. 20	Inquiry procedure under the Convention against Torture	Yes	26 Feb. 1999
CED, Art. 33	Inquiry procedure under the International Convention for the Protection of All Persons from Enforced Disappearance	Yes	1 Jul. 2009
CEDAW-OP, Art. 8-9	Inquiry procedure under the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination Against Women	Yes	5 Dec. 2000
CESCR-OP, Art. 11	Inquiry procedure under the Optional Protocol to the International Covenant on Economic, Social and Cultural Rights		
CRC-OP-IC, Art. 13	Inquiry procedure under the Optional Protocol to the Convention on the Rights of the Child		
CRPD-OP, Art. 6-7	Inquiry procedure under the Convention on the Rights of Persons with Disabilities	Yes	7 Apr. 2008

3. Women's representation in political life in Mali

Few women are found in decision-making bodies in Mali, nor are they active in the management of public affairs or in political structures, although a few have been appointed to ministerial posts. One significant obstacle is the absence of legal provisions in the charter of political parties (such as quotas or other requirements for equal representation of men and women) promoting and ensuring the equal participation of women in various elections.⁸¹

In 2006, a bill providing for a 30 percent quota of women on electoral lists was rejected by the National Assembly on the grounds that it was not compliant with the Constitution. Yet, women's representation in elected and appointed positions, despite some progress, is disproportionate to that of men's representation. In response, several political parties have taken voluntary steps to ensure more female candidates are put forward.⁸²

A national strategy for increased women's participation and representation in general elections was launched in September 2013, combined with an action plan for 2012-2015.⁸³ One of the aims of the strategy is to increase women's representation in elected positions, and political parties were asked to place women in better positions on party lists for the next legislative election.

Furthermore, UN Women and its partners helped women's organizations in Mali, under the aegis of the Women's Rights and Citizenship Pivot Group (GPDCF), to set up and lead the "women's monitoring platform for fair elections free from violence." Nonetheless, there were just 148 women out of a total of 1,100 candidates in the legislative elections in November 2013, compared with 248 in the previous election. Following the 2013 election, women represent 9.5 per cent, or 13 of the 147 members, of the Malian National Assembly;⁸⁴ and women represent just 7.6 per cent of municipal councillors.⁸⁵

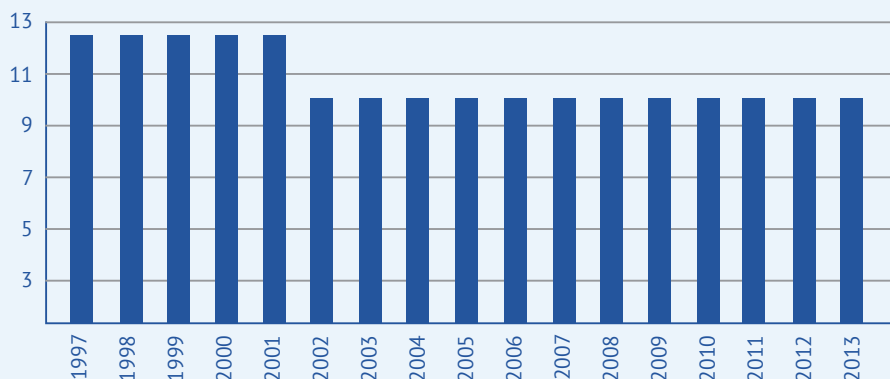


Figure 2: Proportion (%) of seats occupied by women in Parliament (1997-2013)⁸⁶

As of 1 January 2014, women held 12.1 per cent of government ministerial posts.⁸⁷ On 30 July of that year, the Malian government adopted a bill introducing new measures to promote gender equality in access to appointed and elected positions. Still, of the 33 ministers who formed the government in March 2015, three (9 per cent) were women. These were the Minister of Culture, Artisanal Skills and Tourism (Ms N'Diaye Ramatoulaye Diallo); the Minister for Women, Children and the Family (Ms Sangaré Oumou Bah); and the Minister for Work, the Civil Service, State Reform and Institutional Relationships (Ms Diarra Raky Tala).⁸⁸ Mali does have a chapter of the African Women Ministers and Members of Parliament (REFAMP).

4. Parliamentary committees on security

In April 2014, there were two women members of the Parliament's Security and Defence Committee. Furthermore, in response to one of the recommendations from the national parliamentary seminar on violence against women and girls, organized jointly by the Malian National Assembly and the Inter-Parliamentary Union on 3 and 4 June 2010, the Network of Malian Members of Parliament to Combat Violence against Women and Girls was created by resolution no. 10-005/AN – RM of 26 November 2010. This currently includes over 50 members of Parliament, including the 13 women members of the National Assembly.⁸⁹

5. Role of the ministry responsible for gender issues or women's affairs in oversight of the security sector

The Ministry of Women, Children and the Family performs an oversight role through its membership in the multidisciplinary focus group on security sector reform (SSR).⁹⁰ The Ministry will set up its own sectoral SSR committee and working groups, as provided for in the decree creating the National Council on SSR.

6. National legislation on women and men in the workplace

The following laws and associated articles apply to all personnel in the workplace in Mali, including in the National Police, Civil Protection, Armed and Security Forces and Services, justice system and penal services. In addition to national legislation, institutions and sectors may have human resources policies established at an institutional and/or ministerial level that provide further clarification based on its specific context.

National legislation on women and men in the workplace			
Category	Legislation	Year	Article/Description
Marriage	Act no. 02-053 of 16 December 2002 on the General Statute of Civil Servants	16/12/2002	Art. L. 46: on special leave for family events with a direct impact on the household.
	People and Family Code act no. 2011-087 of 30 December 2011	30/12/2011	Art. 281: The minimum age for marriage is 18 years for men and 16 for women. Art. 289: Marriage between people of the same sex is prohibited.
Pregnancy	Republic of Mali Labour Code Act no. 92-020	18/08/1992	Art. L. 178: Pregnant women whose condition has been medically confirmed may terminate their contract subject to informing their employer 24 hours in advance, except in the case of <i>force majeure</i> .
	Republic of Mali Social Security Code Act no. 99-041 of 12 August 1999	12/08/1999	Section 5: Daily allowance for salaried pregnant women.
	Decree no. 96-178/P-RM implementing the Labour Code	13/06/1996	Art. D. 189-13: It is prohibited to have pregnant women carry, push or drag a load, provided their employer has been notified of their condition, either by the women concerned or by the medical authorities.
	Republic of Mali Social Security Code Act no. 99-014 of 12 August 1999	12/08/1999	Art. 28: In order to encourage women to rest prior to giving birth, the National Social Security Institute pays women the daily allowance stipulated in Article L. 182 of the Labour Code during the period of leave granted for childbirth.

National legislation on women and men in the workplace			
Category	Legislation	Year	Article/Description
Maternity leave	Republic of Mali Labour Code Act no. 92-020	18/08/1992	<p>Art. L. 97: All workers are entitled to a length of service bonus once they have at least three (3) years' continuous service in the same firm – maternity leave cannot be deducted from working time.</p> <p>Art. L. 179: Leave granted for childbirth is accompanied by payment of an allowance according to the conditions stipulated in the Social Security Code.</p> <p>Art. L. 179: Fourteen weeks' leave (six weeks before and eight weeks after childbirth).</p>
	Republic of Mali Social Security Code Act no. 99-041 of 12 August 1999	12/08/1999	Art. 28: The daily allowance is paid for the fourteen-week period of maternity leave stipulated in article L. 179 of the Labour Code. The daily allowance is payable for the entire antenatal and postnatal period.
	Act no. 02-053 of 16 December 2002 on the General Statute of Civil Servants	16/12/2002	Art. 41: The maximum period of leave is fourteen consecutive weeks, six weeks before and eight weeks after childbirth. Maternity leave and annual leave must be separated by at least three months of actual service.
	Republic of Mali Labour Code Act no. 92-020	18/08/1992	<p>Art. L. 34: The employment contract is suspended during the period of maternity leave. Maternity leave begins six weeks before the assumed due date and ends eight weeks after the birth of the child. Where the birth takes place before the assumed due date, the period of leave is extended to the expiry of the fourteen weeks' leave.</p> <p>Art. L. 97: Maternity leave cannot be deducted from the length of service used to calculate entitlement to the bonus.</p> <p>Art. L. 179: All pregnant women are entitled to fourteen weeks' maternity leave.</p>
Paternity leave	There is no reference to paternity leave in any legislation.		
	Republic of Mali Social Security Code Act no. 99-041 of 12 August 1999	12/08/1999	Art. 33: Each time a child is born to a household, any salaried head of the family is entitled to three days' leave, up to the limit stipulated in article L. 147 of the Labour Code.

National legislation on women and men in the workplace			
Category	Legislation	Year	Article/Description
Breastfeeding	Republic of Mali Labour Code Act no. 92-020	18/08/1992	The mother may breastfeed for up to one hour per working day, in appropriate premises at her workplace, for a maximum of fifteen months following childbirth. The mother's salary may not be reduced because of breastfeeding breaks. Art. L. 184: The mother is entitled to rest in order to breastfeed at the workplace for a period of fifteen months following the birth of the child. The total rest period may not exceed one hour per working day. Her pay may not be reduced to take account of rest time for breastfeeding.
	Decree no. 96-178/P-RM implementing various provisions of the Republic of Mali Labour Code Act no. 92-020 of 23 September 1992	23/09/1992	Art. D. 189.11: The hour is split into two thirty-minute periods. Breastfeeding is always allowed to take place on site. A special breastfeeding room must, on receipt of a formal notice to take action by the labour inspector, be provided for this purpose at all sites or close to all sites employing more than 25 women.
	Act no. 02-053 of 16 December 2002 on the General Statute of Civil Servants	16/12/2002	Art. 41: One hour of breastfeeding per day from birth until the child's fifteenth month.
Working hours	Republic of Mali Labour Code Act no. 92-020	18/08/1992	Art. L. 185: It is prohibited to employ women, pregnant women or children to do work they do not have the strength to perform, which presents a danger or which, by its nature and the conditions under which it is carried out, is likely to undermine their moral integrity. Art. L. 186: Women and children are entitled to a minimum of 12 consecutive hours of rest.

National legislation on women and men in the workplace			
Category	Legislation	Year	Article/Description
Working restrictions	Republic of Mali Labour Code Act no. 92-020	18/08/1992	Art. L. 186: Women and children are prohibited from working in industry at night. Art. L. 188: Women and children may not be kept in work they are not deemed strong enough to perform and must be assigned to a suitable job.
	Decree no. 96-178/P-RM implementing various provisions of the Republic of Mali Labour Code Act no. 92-020 of 23 September 1992	23/09/1992	Appendix (Table A) Women are prohibited from work linked to the manufacturing of chemical products.
Salary	Republic of Mali Labour Code Act no. 92-020	18/08/1992	Art. L. 79: Collective labour agreements must include provisions on the terms of implementation of the principle of “equal pay for equal work” for women and children. Art. L. 95: Pay must be equal for all workers, regardless of background, sex, age or status, for equal working conditions, professional qualifications and performance.
Trade unions	Republic of Mali Labour Code Act no. 92-020	18/08/1992	Art. L. 236: Married women who practise a profession or trade are entitled, without their husband's permission, to belong to trade unions and participate in their administration or management in accordance with the conditions stipulated in the previous article.
Health care	Decree no. 96-178/P-RM implementing various provisions of the Republic of Mali Labour Code Act no. 92-020 of 23 September 1992	23/09/1992	Art. D. 170.13: There must be at least one lavatory for 25 women. At sites employing more than fifty women, lavatories with seats must be installed and made available to women who are pregnant.
	Republic of Mali Social Security Code Act no. 99-041 of 12 August 1999	12/08/1999	Book II, Title II: On protection from disease (medical service, welfare and care measures, compensation for sick workers). Same conditions for men and women.
Retirement	Act no. 02-053 of 16 December 2002 on the General Statute of Civil Servants	16/12/2002	Art. 111-115: Same conditions for retirement by age limit and depending on the professional category of the civil servant concerned.

7. Role of the National Ombuds Institution in oversight of the security sector

The National Ombuds Institution was introduced by Act no. 97-022 of 14 March 1997, followed by Act no. 2012-010 AN-RM of 8 February 2012, which amended the 1997 Act. The Ombuds Institution receives complaints regarding the relationship between state administrative authorities, local authorities, public-sector institutions and any organization with a public-service role and the people they administer. The Ombuds Institution may not intervene in court proceedings or challenge the validity of a court decision (Act no. 97-022, article 12) and members of SSIs may not put forward a complaint against their employer whilst still employed.

The Ombuds Institution is responsible for organizing the Democratic Inquiry Process (EID) in accordance with Decree no. 2012-117/P-RM of 24 February 2012, which amended Decree no. 95-159/P-RM of 31 May 1996. The EID is “an exercise in democratic education, during which the citizen is made aware of his/her rights and freedoms as a citizen to question the government on particular cases of good governance,”⁹¹ including security sector institutions. The latest EID (19th session) took place on 10 December 2014, where 284 cases were recorded and 153 were retained (23 for reading and 130 for further action).

NATIONAL POLICE



Moussa Haïdara, Divisional Commissioner
Hawa Coulibaly, Police Superintendent
Idrissa Samaké, Police Superintendent

3

INDICATORS FOR NATIONAL POLICE OF MALI

The National Police of Mali, which employs over 7,000 people, is placed under the authority of the Ministry of Internal Security and Civil Protection, where it shares a number of security-related responsibilities with the National Gendarmerie⁹² and with the National Guard (such as public order, collecting intelligence, protecting property, etc.).⁹³ The General Directorate of the National Police (DGPN) is “responsible for developing and ensuring the implementation of elements of national policy in maintaining public order and security and lending its support to the implementation of laws and regulations.”⁹⁴ The mandate of the National Police is to:

- Protect people and property;
- Identify and record criminal offences, gather evidence, find the perpetrators and their accomplices, arrest them and hand them over to the relevant judicial authorities;
- Seek and gather intelligence to inform government decision-making.

In accordance with order no. 04-026/P-RM of 6 September 2004, which created the General Directorate of the National Police, the Malian National Police is led by a director general, selected from police inspectors or supervisors, general or senior officers in the armed forces, and judges and civilian administrators. The organization and structure of the National Police is as follows:

a) At the central level

- National police inspectorate
- Departmental services
- Associated services

b) At the regional level

- Regional national police departments

c) At the local level

- Local public security services

Decision no. 2015/MSPC-SG created the sectoral committee for SSR at the Ministry of Internal Security and Civil Protection, which was formalised on 7 May 2015. The Director General of the National Police is a member of the sectoral committee.⁹⁵

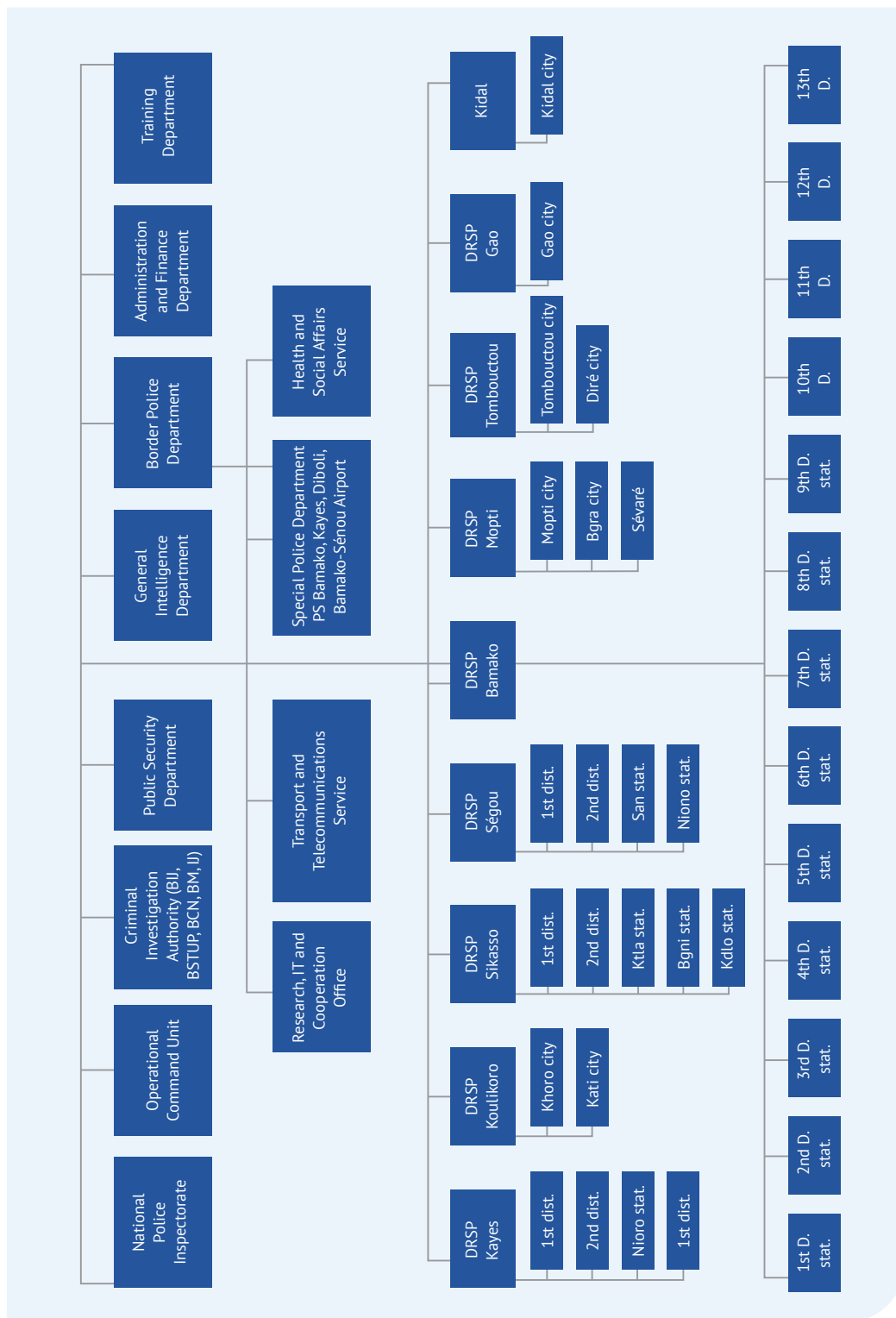
Policies and procedures

1. Institutional gender policy

There is no institutional policy that specifically addresses gender apart from the Malian National Gender Policy (PNG-Mali 2009) and its associated action plan.

2. Human resources policies

In addition to national legislation on men and women in the workplace, National Police personnel are subject to Act no. 10-034 of 12 July 2010 on the status of civil servants in the National Police. National Police personnel are also impacted by order no. 09-009/P-RM of 4 March 2009 on the creation of human resources departments, which are responsible for developing elements of national policy with regard to human resources development and management, and by Decree no. 09-136/P-RM of 27 March 2009, defining the organization and operational methods of human resources departments. The 2009 Decree provides for a “career management” division, a “documentation” division and a “training, employment and skills” division.

Organizational structure of the National Police.⁹⁶

Category	Legislation	Year	Article/Description
Marriage	Act no. 10-034 on the General Statute of officers in the National Police ⁹⁷	12/07/2010	No distinction between men and women.
Maternity leave	Act no. 10-034 on the General Statute of officers in the National Police	12/07/2010	Art. 68: Women police officers are entitled to maternity leave. The maximum period of leave is fourteen consecutive weeks, six weeks before and eight weeks after childbirth.
Paternity leave	There is no mention of paternity leave.		
Working restrictions	Act no. 10-034 on the General Statute of officers in the National Police	12/07/2010	Art. 30: No distinction may be made between the two genders in applying this article, subject to the requirements imposed by the exercise of certain functions.
	Decree no. 06-307/P-RM fixing the general disciplinary rules of the National Police	28/07/2006	Art. 87: Leave of absence can only be granted if the police officer has served for at least five years [...]. Leave of absence shall be granted automatically, on request, to a woman officer with the National Police who has at least two children, one of whom is under the age of five or who has a disability requiring continuous care or to a woman officer with the National Police to follow her husband if the latter is obliged, because of his occupation, to establish his normal place of residence in a place at a distance from where his wife is employed.
Health care	Decree no. 06-307/P-RM fixing the general disciplinary rules of the National Police	28/07/2006	No distinction between men and women.
Salary	Decree no. 06-307/P-RM fixing the general disciplinary rules of the National Police	28/07/2006	Men and women must receive equal pay for equal work.
Retirement	Act no. 10-034 on the General Statute of officers in the National Police	12/07/2010	No distinction between men and women. Art. 156: A woman officer in the National Police is entitled, on request, to lower the age limit on the basis of one year per dependent child. However, her career may not be shortened by more than six (6) years.

3. Sexual harassment policy

There is no specific legislation or policy at the national level regarding gender discrimination, sexual harassment or sexual exploitation. All cases relating to these areas are dealt with by the General Inspectorate of the National Police. Article 30 of the General Statute of officers in the National Police provides, however, that “no distinction may be made between the two genders in applying this article, subject to the requirements imposed by exercising certain functions.”

4. Gender-sensitive code of conduct

A Code of Conduct for the National Police exists but it does not specifically integrate gender. Decree no. 10-395/P-RM of 26 July 2010 sets out the duties of officers and stipulates that: “Officers in the National Police must be loyal and act with integrity and impartiality in respect of national institutions. Police officers must behave in exemplary fashion. Officers must treat other people with absolute respect, regardless of their gender, nationality or background, social condition or political, religious or philosophical convictions.”⁹⁸ And Decree no. 06-307/P-RM of 28 July 2006, which sets out the disciplinary rules for officers in the National Police, refers to the responsibility of all members of the security forces not to discriminate against women because of their gender.⁹⁹

5. Standard operating procedures in response to gender-based violence

On 6 December 2013, Decision no. 3021 launched the project “Toll-free number to combat gender-based violence.” This represents part of the process of implementing the Malian National Gender Policy (PNG-Mali) launched in 2011, among other priorities aimed at combating all forms of violence against women and girls.¹⁰⁰ The toll-free number is open to both the general population and to police officers who are survivors of gender-based violence.

The project, developed in conjunction with UN Women as part of an assistance programme for women and girls affected by the conflict and encouraging women’s participation in the peace-building process, was funded jointly by the Netherlands, Switzerland, Belgium, the CERF fund and France. The toll-free number to combat GBV is linked directly to a control centre in the General Directorate of the National Police. Staffed by 16 specially trained officers, it is open around the clock and operates as an alert and monitoring centre for cases of gender-based violence.¹⁰¹ Any survivor in Mali can call “80333” for assistance, guidance and follow-up.

The procedure for filing a complaint using the toll-free number is the same for women, men, girls and boys, and survivors of gender-based violence are entitled to file a complaint in their own language. And complainants do not necessarily have to be survivors; the number also receives calls from family members, neighbours, bystanders and other members of

the public.¹⁰² Survivors can also call the number to request information on the progress of an inquiry.

Depending on the nature of a report, an operator may send assistance or refer the survivor to available services. The number acts as a referral service, providing information on medical and psychological assistance and directing survivors to community and civil-society organizations that offer services they require.¹⁰³ An awareness-raising campaign was recently launched as it seems the population is not widely aware of how to use the toll-free hotline number.¹⁰⁴

6. Procedures for responding to sexual harassment or gender-based violence perpetrated by members of the police

Decree no. 06-307/P-RM of 28 July 2006, which sets the general disciplinary rules of the National Police, does not contain any specific provisions or sanctions to combat sexual harassment and gender-based violence. Act no. 10-034 does specify that “officers in the National Police service are entitled to protection from threats, insults, abuse or defamation that they may face in the exercise or during the exercise of their duties.”¹⁰⁵ The Decree also states that “police officers are answerable for criminal offences before the ordinary courts, in accordance with the rules of jurisdiction provided for in the Criminal Procedure Code. A single offence may be punished both by the criminal justice system and by the disciplinary process.”¹⁰⁶

Cases of sexual harassment are dealt with by the Inspectorate – accessible via the toll-free number – and cases of gender-based violence by the criminal justice system.¹⁰⁷ As a general rule, if a member of National Police personnel commits an offence that is not classed as criminal, sanctions are imposed by the chain of command. In the case of a criminal offence (such as rape), the person under suspicion is suspended during the investigation. If there is tangible evidence, they may be held in police custody.¹⁰⁸

Institutional structure

7. Internal gender structures

The toll-free number also acts as an informal gender unit, the purpose of which is to communicate with survivors of gender-based violence and monitor complaints, as well as addressing new gender-related complaints. It is not, however, officially designated as a gender unit.¹⁰⁹

There is also a National Police Association, which does have mechanisms for handling human resources complaints and concerns, but does not deal with gender-related complaints specifically.¹¹⁰

8. Specialised structures for service users

In the absence of a specific law on domestic violence and sexual harassment, help for survivors of such violence (particularly women and girls) remains very limited, but includes:

- Within the Criminal Investigation Authority, the Vice Squad and Child Protection Unit handles cases of gender-based violence and refers them to the public prosecutor's office.¹¹¹ This unit has national jurisdiction and is responsible for protecting public order and children who are in danger.
- The Criminal Investigation Unit (BIJ) is a very important part of the National Police. It deals with high-profile cases, such as crimes against the security of the state and misappropriation of funds. It is therefore a highly strategic organization and is attached to the Criminal Investigation Authority along with the Vice, Drugs Unit and Interpol.¹¹²
- The toll-free number covers the whole country and provides services free of charge, and an alert centre has been set up to monitor complaints.¹¹³

In general, police stations are not provided with the necessary equipment or facilities to meet the different needs of women, men, girls and boys who have suffered gender-based violence. Thanks to support from UN Women, one accommodation centre for women and girl survivors who have been rejected and abandoned or who are particularly vulnerable is operational; with plans for a second one. Furthermore advertisements are publicizing the toll-free number and providing information on the role and mission of the unit.

Other initiatives have been implemented to meet the needs of survivors of gender-based violence. Between April 2012 and May 2013, 5,000 women and girl survivors from the areas most affected by the conflict, including 118 survivors of rape, received psychosocial support. A programme aimed at developing 11 legal units/clinics is also underway.¹¹⁴

9. Data on cases of gender-based violence

The statistics produced by the National Police command centre for the period from March to December 2014 are as follows:

Complaints of gender-based violence	Number
Cases reported to the police	506
Cases investigated	Not available*
Cases prosecuted	Not available*

* These data are not available because of the lack of monitoring mechanisms.

Data on the number of gender-based attacks and cases of violence committed by members of the National Police against other members are not available.

10. Structures for women, men and minors (boys/girls) in police detention

Ordinarily, women, men and minors are not kept in the same place when in police detention. The Vice and Child Protection Unit places particular emphasis on this. Yet, there are no specific measures in place to ensure protection and separation for women, men, girls and boys in cases of gender-based violence. Generally, unless the perpetrator is isolated by a prison sentence, it is the community that finds the ways and the means to calm tensions.

11. Collaboration mechanisms

The National Police unit responsible for managing the toll-free number collaborates with women’s organizations and the Ministry of Women, Children and the Family to guide survivors to treatment and to monitor complaints.¹¹⁵ The toll-free number to combat GBV works in both directions as civil society also refers cases of GBV to the police.¹¹⁶ Further, numerous women’s organizations, such as the Association of Malian Female Lawyers and the Association for the Progress and Protection of Women’s Rights, are involved in this work on an official and unofficial basis.¹¹⁷

Personnel

12. Proportion of men and women in the National Police

The first female recruits in the National Police date from 1969.¹¹⁸

In 2010 and 2014, the percentages of men and women members of the National Police were:

Percentage of personnel (disaggregated by sex)		
Year	Women	Men
2010 ¹¹⁹	11.6%	88.4%
2014	12.4%*	87.6%

* 859 women

13. Proportion of men and women in senior-level positions

In 2014, the proportion of senior-level female personnel was 9.2 per cent.

Women in the National Police in Mali (2014) ¹²⁰	
Rank	Number
Inspector General of Police (Inspecteur général de police)	1
Adjoint à l'Inspection générale des services	1
Deputy, General Inspectorate of Services (Adjoint à l'Inspection générale des services)	4
Comptroller General (Contrôleur général)	
Director of Public Security (2)	
Vice-President of the Women Superintendents Association/ECOWAS (1)	
Director, Criminal Investigation Authority (1)	3
Divisional Superintendents	
Chief Superintendents	
Police superintendents	27
General and senior officer ranks (total):	45
Officer ranks (inspectors) (total):	50
Junior officers (total):	764
Total number of women in	859

Note also: 1 trainee police superintendent

14. Proportion of men and women participating in peacekeeping missions

Percentage of men and women participating in peacekeeping missions (disaggregated by sex)		
Year	Women	Men
2010 ¹²¹	4.9%	95.1%
2014 ¹²²	7.9%	92.1%

15. Breakdown of police women's presence nationally

Police women work throughout the country, with a high concentration in Bamako.

16. Rates of attrition

The dropout/resignation rate for National Police personnel is low, at 0.26% for all genders.

17. Recruitment criteria for men and women

The recruitment criteria used by the National Police are identical for men and women, with no quotas and no distinction made between athletic requirements. "All officers in the National Police are subject to the same recruitment criteria and at the same ranks form a corps. Corps are defined by minimum recruitment criteria required to access them."¹²³

18. Recruitment targets for women

There are no recruitment targets linked to gender for the National Police in Mali, though the recruitment of women is strongly encouraged.

19. Vetting procedure for gender-based violence

A criminal record check is carried out for all applicants (women or men) to the National Police.¹²⁴ However, this only includes final convictions, which creates two problems:

- Since not all offences committed result in a conviction or are brought to the attention of judicial authorities, criminal records may not reflect all of an individual's previous history.
- Not all convictions are properly processed (through negligence or error).¹²⁵

20. Positions/units where men or women cannot serve

In principle, women and men can work in all positions in the National Police, regardless of gender. "No distinction may be made between the two sexes or between disabled people and other people, subject to taking into consideration the provisions of particular statutes and the requirements imposed by certain functions."¹²⁶ However, due to social pressure, women tend to occupy office-based jobs and to work in units in major urban centres.

21. Specific measures for the recruitment, retention and advancement of women

No specific measures currently exist to promote and support the recruitment, retention and advancement of women personnel in the National Police.

22. Women staff associations

There are two associations for police women officers: the Association of Young Police Women Officers of Mali (AJPM) and the Association of Police Women of Mali. The aim of the AJPM is to "promote and defend the rights of police women and the rights of women in uniform in general."¹²⁷ The association consists of a general assembly, an executive office and its members and "works on behalf of its members by providing them with assistance and support."¹²⁸

23. Infrastructure/facilities for men and women

To a limited extent, the infrastructure and equipment provided to members of the National Police is adapted to the gender of the officer. The normal uniform for women, for example, is different from that of male personnel. Conversely, there is no special uniform for women who are pregnant.

In general, men and women have access to separate toilets and separate accommodation in barracks. In some areas, however, men and women share toilets.

Training

24. Gender training

The National Police do not offer their personnel any gender training. Furthermore, their basic training curriculum does not specifically include a component on handling complaints of and investigating gender-based crimes. Officers may, however, take part in periodic trainings run by external organizations, if they are invited to do so. Funding from UN Women has made it possible to provide training for officers (men and women) working on and managing the toll-free number to combat GBV. This training has included input from sociologists and specialists with experience in gender-based violence.

Similar training is planned for the Civil Protection of Mali.¹²⁹ And UN Women plans to develop a gender module, to be incorporated into curriculum at the National Police college. However, there are no women trainers.

25. Gender training for peacekeeping operations

Training on gender is offered at the Alioune Blondin Bèye Peacekeeping Training Centre (EMP), where pre-deployment courses on gender are specific to peacekeeping operations. One course on arms trafficking also includes a module on gender.¹³⁰

26. Mainstreaming gender into training

UN Women is planning a review of all existing training modules in order to integrate gender into the National Police college curriculum.

Internal and external oversight

27. Internal oversight mechanisms/bodies

Internal oversight is the responsibility of the National Police Inspectorate, one member of which is a woman.¹³¹ The Security and Civil Protection Inspectorate does not only have authority over the police, the Gendarmerie and the National Guard, but also over all the department's central services (including the General Directorate of Civil Protection, the Central Drugs Office, the Equipment and Finance Department, the Human Resources Department, etc.).¹³² All sanctions imposed on police officers are recorded in a report sent to the Director General of the National Police through the chain of command (including, in principle, cases of gender-based violence), with each intermediate authority adding their opinion.¹³³ Finally, all rights and obligations are subject to administrative and institutional monitoring (by the Security Services Inspectorate).¹³⁴

Monitoring of rights and obligations does not fall solely to the Inspectorate. Management and departmental bodies also provide monitoring:¹³⁵

28. External oversight mechanisms/bodies

The National Ombuds Institution, the National Human Rights Commission and the Office of the Auditor General, the National Assembly and judicial control all play an external oversight role for the National Police, as is true for all security institutions.

29. Formal collaboration with civil society

The territorial units of the National Police maintain very close relationships with the communities in which they work.¹³⁶

30. Number of cases of discrimination, sexual harassment or gender-based violence perpetrated by members of the police service

As the National Police do not keep any statistics in this area, no data are available.

CIVIL PROTECTION



Cheick F M Koné, Doctor-Commander
Gisèle Villemur, Commander

INDICATORS FOR THE CIVIL PROTECTION

The role of the General Directorate of Civil Protection is to develop elements of national policy related to civil protection and to monitor the implementation of that policy.¹³⁷ The General Directorate of Civil Protection was created by order no. 98-026/P-RM of 25 August 1998, ratified by Act no. 98-057 of 17 December 1998, and amended by Act no. 06-004 of 6 January 2006, and its role is to:¹³⁸

Organise, coordinate and evaluate risk-prevention actions and emergency assistance services in the event of a disaster.

Participate in the development and implementation of emergency assistance and protection plans and ensure protection for people, property and the environment in the event of accidents, disasters and catastrophes, in conjunction with other services.

Monitor public awareness and information campaigns.

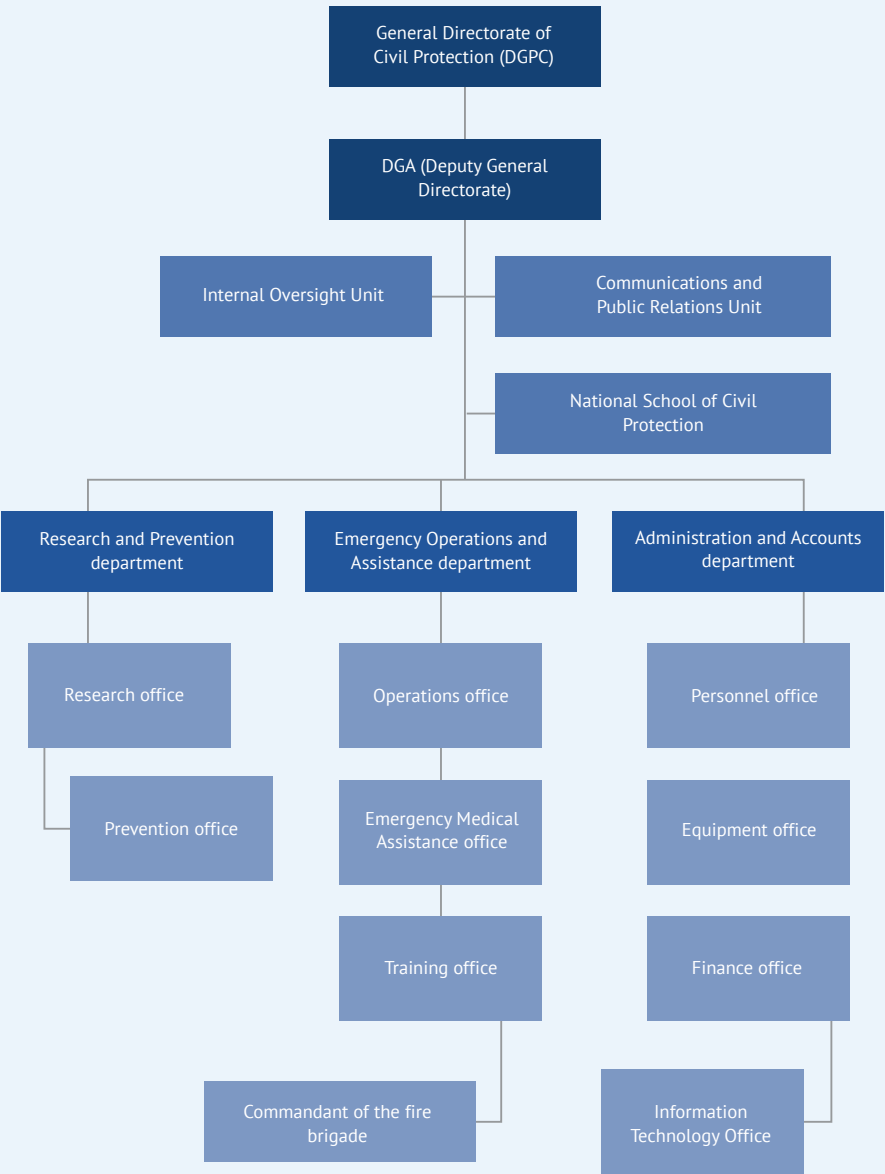
Participate in actions to support peace and humanitarian assistance.

Participate in civil protection.

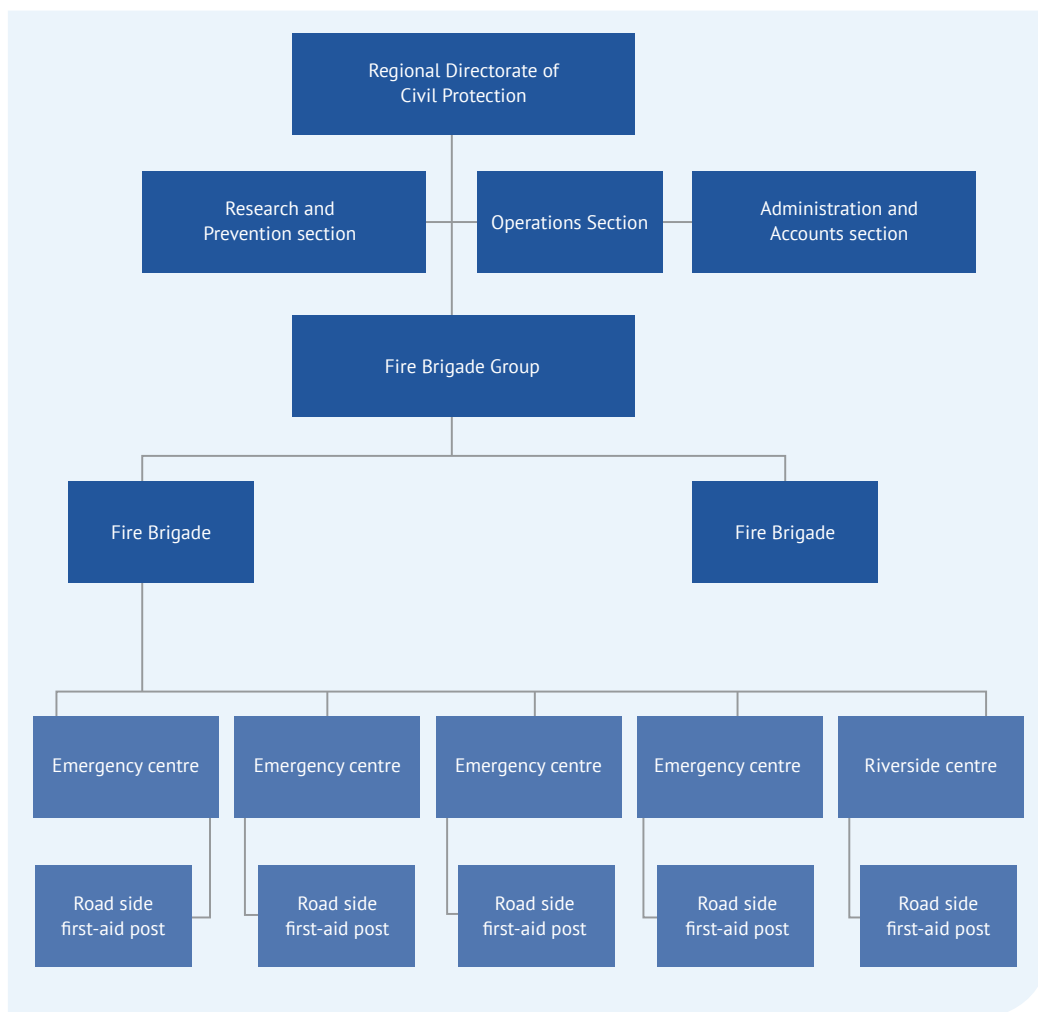
Assist with training for personnel responsible for civil protection.

According to Decree no. 06 071/P-RM of 24 February 2006, articulating its organizational structure and methods of operations, the General Directorate of Civil Protection is organized as follows:

At the national level



At the regional level



4

There are eight regional departments: Kayes, Ségou, Sikasso, Mopti, Koulikoro, Tombouctou, Gao and Bamako.¹³⁹

Policies and procedures

1. Institutional gender policy

There is no institutional policy on gender apart from the National Gender Policy of Mali (PNG-Mali 2009) and its associated action plan. But, some draft documents relating to Civil Protection contain gender-related elements and refer to the specific needs of women and men:

1. **Emergency organizational plan (“ORSEC plan”)** – the first groups of vulnerable people identified in the plan include women, children and elderly people.¹⁴⁰

2. **Draft decree on the organizational and operational functions of the National Platform for Disaster Prevention and Management** – in terms of its structural organization, the Platform includes women's associations and groups such as the Consortium of Women's Associations and NGOs in Mali (CAFO) and the National Federation of Groups of Women's Organizations in Mali (FENACOF).¹⁴¹

2. Human resources policies

In addition to national legislation on men and women in the workplace, the human resources policies for Civil Protection are subject to the provisions of Act no. 05-069 of 30 December 2005 on the General Statute of Civil Servants in Civil Protection,¹⁴² as well as Act no. 02-053 of 16 December 2002 on the General Statute of Civil Servants.

3. Sexual harassment policy

There is no policy on these issues.

4. Gender-sensitive code of conduct

There is no code of conduct that specifically addresses gender. The following documents, however, make some reference to gender and discipline:

- The Code of Conduct for Civil Protection personnel stipulates that civil servants should not express a personal opinion on any form of discrimination (including, in principle, gender discrimination). The Code of Conduct is taught as part of basic training¹⁴³ and is available to all personnel.¹⁴⁴ It does not define a duty to refrain from any form of discrimination, but sets out rules in terms of rights, duties, obligations and prohibitions. It is based on the "Rights and Duties" section of the General Statute of Civil Servants in Civil Protection.
- Chapter V of the General Statute of Civil Servants in Civil Protection deals with all disciplinary matters.¹⁴⁵ Furthermore, there is an administrative committee, based on parity of representation, for each of the bodies involved in civil protection, which sits either for the purpose of awarding promotions or as a disciplinary body.¹⁴⁶

5. Procedures for responding to sexual harassment or gender-based violence perpetrated by Civil Protection personnel

Mali's Criminal Code deals with cases of rape but not sexual harassment. Members of Civil Protection personnel who are survivors of sexual assault and violence can file a complaint through the chain of command or instigate the same procedure as other citizens by filing a complaint with a police station or gendarmerie unit, calling the toll-free number to combat GBV, or filing a complaint with the office of the Head of Social Affairs in Bamako. The chain of command can refer the case to the Internal Oversight Unit or the Security and Civil Protection Inspectorate.

According to the General Statute of Civil Servants in Civil Protection, “any failure by a civil servant in Civil Protection to fulfil their duties and act honourably whether in the context of carrying out their role or not, shall expose them to a disciplinary sanction, without prejudice, if necessary, to any penalties provided for in the criminal law.”¹⁴⁷ Disciplinary sanctions are ranked by order of severity.¹⁴⁸ The civil servant concerned must be suspended if they are committed; with suspension effective from the day of committal. In all other cases, suspension is left to the discretion of the Director General for Civil Protection.¹⁴⁹

Institutional structure

6. Internal gender structures

There are no internal structures responding specifically to issues relating to the particular needs of men and women.

7. Specialized structures for users

Survivors of sexual attacks and violence can file a complaint in their own language at any civil protection centre. The procedures are the same in urban and rural areas. However, no data are collected and infrastructure is not necessarily adapted to the different needs of women, men, girls and boys.

Civil Protection staff are trained to look after people who have been injured and to provide assistance to people in imminent need, but they do not have specialist training to respond to the needs of women, men, girls and boys who have been survivors of gender-based violence. And, the Civil Protection does not organize prevention or awareness-raising activities.

8. Collaboration mechanisms

There is no formal mechanism for cooperation with other ministries or civil society. The General Directorate of Civil Protection does, however, work closely with the police. At the social services level, there is an information-sharing platform that covers topics affecting women personnel.

Personnel

9. Proportion of men and women

The first recruitment of women to Civil Protection took place in 2006, when 18 were recruited. Since then, women have been hired in each recruitment cycle.

Civil Protection personnel (number) ¹⁵⁰			
2014	Men	Women	Total
Civil Protection personnel			
Administrators	66	7	73
Technicians	163	30	193
Technical staff	792	93	885
Sub-total (Civil Protection personnel)	1,021	130	1,151
Number of gendarmerie officers	4	0	4
Junior gendarmerie officers	3	0	3
Civil servants	4	3	7
Total number of personnel	1'032	133	1'165

Civil Protection personnel (percentage) ¹⁵¹		
2014	Men	Women
Civil Protection personnel		
Administrators	90 %	10 %
Technicians	84 %	16 %
Technical staff	89 %	11 %
Sub-total (Civil Protection personnel)	89 %	11 %
Number of gendarmerie officers	100 %	0 %
Junior gendarmerie officers	100 %	0 %
Civil servants	57 %	43 %
Total number of personnel	89 %	11 %

10. Proportion of men and women in senior-level positions

The number and percentage of men and women in senior-level positions is not available.

11. Rates of attrition

No information available for this indicator.

12. Recruitment targets for women

There is no official target or any affirmative action procedure in place. An order has stipulated efforts to include more women in Civil Protection and there is an informal target to increase numbers to 200 by the end of 2015.¹⁵²

13. Vetting procedure for gender-based violence

An automatic criminal record check is carried out for men and women during recruitment. Therefore a vetting procedure is in place for gender-based violence. That said, since not all offences committed result in a conviction or are brought to the attention of the judicial authorities, criminal records may not reflect all of an individual's previous history.¹⁵³

14. Positions/units where men or women cannot serve

Neither men nor women are prohibited from any position or unit. However, everyone (men and women) must be single and in good health (including not being pregnant) at the time of recruitment in order to be accepted for basic training. Following this, there is an obligatory period of five years before being allowed to marry and have a child.

15. Specific measures for the recruitment, retention and advancement of women

The recruitment criteria are the same for men and women and there are no specific measures to promote women's recruitment, retention or advancement. "All officers in the Civil Protection are subject to the same recruitment criteria and at the same ranks form a corps."¹⁵⁴

16. Women staff associations

There are no professional associations for women.

17. Infrastructure/facilities for men and women

The law requires separate infrastructure for men and women. In practice, implementing these provisions depends on the resources available. There are separate toilets and different units for men and women. There is no special uniform for women who are pregnant.

Training

18. Gender training

The Civil Protection does not offer gender training to its personnel. Nonetheless, training to respond to gender-based violence and women's rights is organized in collaboration with UN Women, MINUSMA, national NGOs and the Alioune Blondin Bèye Peacekeeping Training Centre (EMP).

19. Gender training for peacekeeping missions

Gender training for peacekeeping operations takes place at the EMP.

20. Mainstreaming gender into training

The training currently provided by Civil Protection does not integrate gender.

Internal and external oversight

21. Internal oversight mechanisms/bodies

There is an Internal Oversight Unit responsible for:¹⁵⁵

- Internal oversight of the operations and actions of Civil Protection services;
- Ensuring implementation and compliance with legislative and regulatory provisions relating to the administrative, physical and financial management of Civil Protection services;
- Carrying out all other tasks requested by the Director General of Civil Protection.

As is clear, internal oversight regarding gender in missions is assigned to this unit; and the department's General Inspectorate responds to gender based complaints that fall outside its remit. In cases of gender-based violence, Civil Protection personnel can refer to the office of the Head of Social Services or go straight to the General Inspectorate. No cases have been reported to date.

22. External oversight mechanisms/bodies

Beyond the National Ombuds Institution and other national external oversight bodies, there is no specific oversight mechanism for Civil Protection.

23. Formal mechanisms of collaboration with civil society

There is an informal information-sharing platform and a variety of coordination networks between Civil Protection and civil society.

24. Number of cases of discrimination, sexual harassment or gender-based violence perpetrated by members of the Civil Protection

There is no mechanism for collecting these data.

ARMED AND SECURITY FORCES¹⁵⁶



Aminata Diabaté, Lieutenant-Colonel
Captain Biné Sissoko (EM GNM)

INDICATORS FOR THE ARMED AND SECURITY FORCES OF MALI

Mali's Armed Forces include military services and the National Defence, National Gendarmerie and National Guard. The Security Forces include security forces (Police, Gendarmerie and Guard) and civilian security forces (Civil Protection). The aim of the Malian Armed Forces is to prepare for and ensure, if necessary through the use of force, defend the country, the republican system, and to protect established democratic practices and promote the best interests of the nation. The same mission is served by all branches of the Armed Forces (the Army, the Air Force and Military Engineering), which were created in 1976.¹⁵⁷

The National Guard and National Gendarmerie are responsible for the security of people and their property, public order and policing services, protecting public, private and state buildings, and playing a criminal investigation role, which falls to the National Gendarmerie. According to Act no. 04-051 of 23 November 2004, the aim of the National Defence is to ensure the country's security and integrity, at all times and in all circumstances, and protect the lives of people from all forms of aggression. The Act sets out general provisions (purpose, activities, military and non-military), including mobilization, compliance with alliances, treaties and international agreements, and the government's responsibility.¹⁵⁸

In peacetime, public order is more a matter for the security services (National Police, National Gendarmerie and National Guard). Similarly in peacetime, the Army has a role

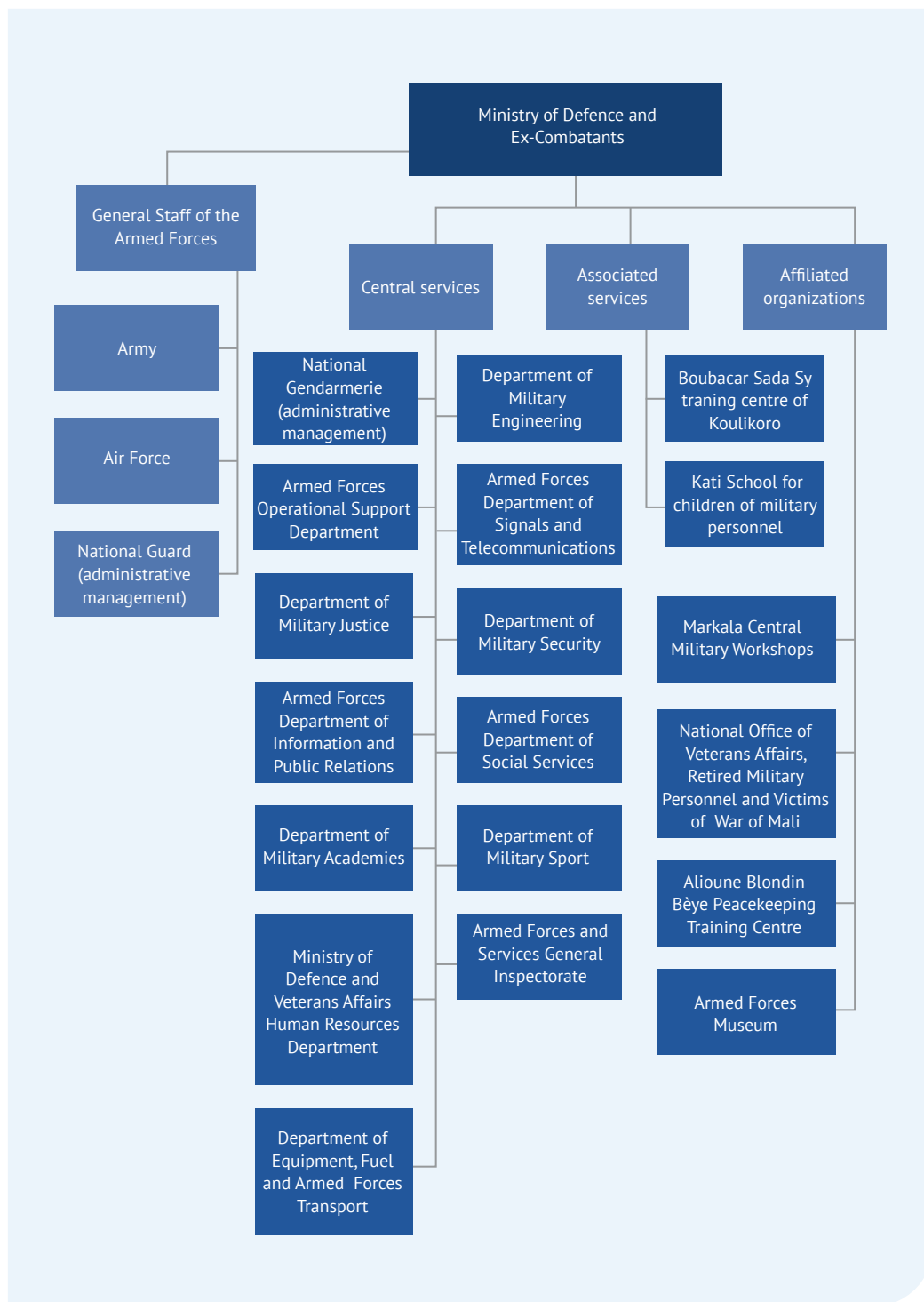
in public order as an auxiliary force. There is no framework for cooperation between the Armed Forces and the Security Forces in terms of intelligence.¹⁵⁹

The General Staff of the Armed Forces is responsible for devising general military strategy, inter-branch planning and the use of force.¹⁶⁰ In terms of numbers of personnel, the Army represents the most significant proportion of all defence forces. The role of the Minister of Defence and Ex-Combatants is to ensure the defence and security forces are in a position to deal with major crises and new forms of insecurity, and improve remuneration, working and living conditions for these forces based on the requirements of each branch.¹⁶¹

In addition to the Ministry of Defence and Ex-Combatants, to which these bodies report, the National Gendarmerie and National Guard are also under the authority of the Ministry of Security with regard to deployment. The Gendarmerie is a military unit tasked with “ensuring public safety, public order and ensuring law enforcement, as well as the protection of people and property through the activities of the administrative police and Criminal Investigation Authority, in accordance with the laws and regulations in effect.”¹⁶² In addition to its administrative and criminal investigation roles, the Gendarmerie takes part in territorial defence operations. In general terms, it polices the armed forces in two ways: as provost, and in a military criminal investigation role as provided for in the Code of Military Justice.¹⁶³ “In times of crisis, it plays an active role in territorial defence through its research and intelligence activities, protecting the main sensitive civilian areas and by providing immediate intervention to protect all other areas.”¹⁶⁴ The Gendarmerie is also authorised to take part in peacekeeping and humanitarian assistance operations.¹⁶⁵

The National Guard is the most widespread force, with a presence everywhere, including in remote areas.¹⁶⁶ Its aim is to ensure security to the benefit of institutions and administrative and political authorities, and to ensure public safety and public order, in the general policing of local communities, in the operational defence of the country, in border surveillance and in peacekeeping and humanitarian assistance operations.¹⁶⁷

On 20 March 2015, Mali adopted a new Military Framework and Programming Bill.¹⁶⁸ This 2015 to 2019 programme should make it possible to mobilize more than FCFA 1,000 billion (EUR 1.5 billion) in funding for the Army.¹⁶⁹

Organizational structure of the Ministry of Defence and Veterans affairs.¹⁷⁰

Policies and procedures

1. Institutional gender policy

Apart from the National Gender Policy of Mali (PNG-Mali 2009), there is no institutional policy on gender for the Armed and Security Forces.

2. Human resources policies

In addition to national legislation on men and women in the workplace, such as order no. 09-009/P-RM of 4 March 2009, which created human resources departments, the legislation that most applies to questions of human resources in the Armed and Security Forces is Act no. 02-055 of 16 December 2002 on the General Military Statute. The Military Framework and Programming Act will also enable the Malian Armed and Security Forces to “improve the living and working environment of personnel and their commanders.”¹⁷¹

3. Sexual harassment policy

No legislation, including the Criminal Code, contains any provision with regard to sexual harassment. There is no specific policy on sexual harassment in the Armed and Security Forces.

4. Gender-sensitive code of conduct

There is a Code of Conduct for the Malian Armed and Security Forces, covering all branches, which was approved in 1997 and revised in 2009-2010. Listed below are gender-related articles of the Code of Conduct for the Malian Armed and Security Forces:

- **Article 7:** The Armed and Security Forces owe respect, protection and assistance to civilian populations.
- **Article 9:** The military must avoid any act or behaviour that could dishonour their uniform in their relationship with civilian populations.
- **Article 29:** Refugees, non-nationals, stateless people, minors, members of minority groups, women and elderly people must not suffer any form of discrimination because of their status.
- **Article 31:** In all cases, murder, corporal punishment, mutilation, insults to human dignity, cruel, inhuman or degrading treatment, including whipping, striking and beating with sticks, taking hostages, collective punishment and any act aimed at destroying the physical and moral integrity of individuals are strictly prohibited in all circumstances.¹⁷²

Neither gender-based violence nor discrimination based on gender are referred to explicitly.

5. Standard operating procedures to respond to gender-based violence(GBV)

There is no procedure of this kind.

6. Procedures for responding to sexual harassment or gender-based violence perpetrated by members of the armed forces

There is no procedure for responding to sexual harassment or gender-based violence perpetrated by members of the Armed and Security Forces. Article 31 of the General Military Statute stipulates: “The military are subject to the ordinary criminal law as well as the provisions of the Code of Military Justice. Members of personnel who are subject to judicial proceedings, in particular those who are under arrest or committed, are suspended from duty.”¹⁷³ The military courts have jurisdiction over offences under civilian law that are committed in a military context.

Institutional structure

7. Internal gender structures

Gender is taken into account by the Human Resources section and by the International Humanitarian Law (IHL) section of the General Staff of the Armed Forces. However, no budget is specifically allocated for gender mainstreaming, and there is no gender focal point.¹⁷⁴

8. Specialised structures for service users

There are no structures designed to specifically respond to the different security needs of recipients (women, men, girls or boys). During operations or missions, women deal with women and men with men.

9. Collaboration mechanisms

There is no formal mechanism in place; however, informal information sharing takes place through workshops and various other projects. For example:

- The Code of Conduct (*Livret du soldat*) of the Armed and Security Forces of Mali is the result of close cooperation between Mali and the international community as a whole, and the UN system in particular.¹⁷⁵
- The General Staff, in partnership with UN agencies (UN Women, UNICEF, UNFPA, HCR and UNAIDS) has begun work on the “Prevention and protection of women’s and girls’ rights in conflict.”¹⁷⁶

Personnel

10. Proportion of men and women

Women joined the Armed Forces in the late 1980s (if we exclude the military health sector, which started to recruit women in 1974) and the Gendarmerie in the early 2000s. Although there is no policy on recruiting women, practice dictates that women are hired at a rate of around 10 per cent during each recruitment round. Very few positions in the military hierarchy or the upper echelons of the security services are held by women.¹⁷⁷

11. Proportion of women in senior-level positions

Percentage of women in senior-level positions ¹⁷⁸		
	2011	2014
Army	7%	7%
Air force	6%	6%
Military engineering	7%	6%
Gendarmerie	0.6%	3%
National guard	Not available*	5%

* Note: In 2011, there were 28 women (10.7 per cent) out of a total of 262 teachers/instructors/trainers at the military training academy.

12. Proportion of men and women participating in peacekeeping missions

In February 2011, of the 40 officers who underwent training in preparation for peacekeeping missions, around 10 were women. Between 2014 and April 2015, no women took part in peacekeeping missions.

Troop deployments in the context of UN peacekeeping operations* ¹⁷⁹		
Month	Men	Women
April 2015	2	0
March 2015	2	0
February 2015	2	0
January 2015	2	0
December 2014	3	0
November 2014	3	0
October 2014	3	0
September 2014	Not available	Not available
August 2014	Not available	Not available
July 2014	1	0
June 2014	1	0
May 2014	2	0
April 2014	Not available	Not available
March 2014	1	0
February 2014	1	0
January 2014	1	0

* Members of the gendarmerie deployed as UN Police.

13. Rates of attrition

There is no data available for this indicator.

14. Recruitment targets for women

There is no target for the recruitment of women. Recruitment criteria for women are the same as for men, except for the physical requirements. There are no specific measures in place to support women's recruitment, retention or advancement.

Women recruits must fulfil the following conditions:

- Be aged 18 to 22;
- Have a Diploma of Basic Studies (DEF) or equivalent qualification, except for the Gendarmerie, for which candidates must have a baccalaureate or equivalent;
- Be of Malian nationality and have a clean police record;
- Be single, without children;
- Have the physical aptitude to undertake military training.

While shooting and combat requirements are the same for men and women, there are distinctions with regard to endurance exercises and scoring:

- For the assault course (negotiating obstacles), women run six to eight kilometres and the men eight to ten.
- A different scale is used to score women in physical exercises (boxing, sprinting and cross-country running, and shot put).¹⁸⁰

15. Breakdown of women personnel nationally

Women are present throughout the country; Kidal is the only military region where there are no women dispatched.

16. Vetting procedure for gender-based violence

Recruits must provide a copy of their police record and undergo an obligatory medical check-up, carried out by the Department of Military Health Services (DSSA). Although female recruits must, in principle, be single and without children, these conditions are not always met.¹⁸¹

Since not all offences committed result in a conviction or are brought to the attention of the judicial authorities, criminal records may not reflect all of an individual's previous history.¹⁸²

17. Positions/units where male or female personnel cannot serve

Officially, both men and women are permitted to work in any position. However, there are no women in either the parachute regiment or among combat troops.¹⁸³ Except for the paramilitary regiment, there are no women in senior posts in the National Guard, such as in the Camel Corps.

According to military regulations, women must wait three to five years after recruitment before they can marry or have a child.

18. Specific measures for the recruitment, retention and advancement of women

There are no specific measures in place to support the recruitment, retention and advancement of women.

19. Women staff associations

Political or trade-union type associations are not permitted within the Armed and Security Forces.¹⁸⁴ As far as other associations are concerned, members of the military are freely entitled to join them as long as they declare to the authorities the duties they fulfil within those associations. The minister can require them to abandon said duties and, if necessary, to resign from the association or group.¹⁸⁵

20. Infrastructure/facilities for men and women

Men and women have access to separate dormitories and toilets, and there are separate uniforms for men and women. There is no special uniform for women who are pregnant. Training centres accept men and women for joint training, which lasts for six months.

Internal regulations apply to both genders; they provide clear insight into military discipline, and compliance with them facilitates adaptation to military life.¹⁸⁶

Training

21. Gender training

There are gender training programmes supported by technical and financial partners (TFPs) through the International Humanitarian Law (IHL) section of the General Staff of the Armed Forces (EMGA). No distinction by branch is drawn for any personnel in the Armed Forces (officers, non-commissioned officers or other ranks). The EMGA IHL section has a pool of trainers made up of 24 officers from all branches. A refresher programme for these trainers is currently being developed.

22. Gender training for peacekeeping missions

Gender training is included in the courses run by the ILH section of the EMGA.

23. Mainstreaming gender into training

Training for the security forces takes place in specialist training colleges and, if necessary, in armed forces establishments and training centres. Training may be supplemented by attendance at the Inter-Branch Military Academy (EMIA) or the General Staff College in Koulikoro, or by courses abroad.¹⁸⁷ No information is available on the extent to which gender is mainstreamed in the Armed and Security Forces curriculum.

Internal and external oversight

24. Internal oversight mechanisms/bodies

The General Inspectorate of the Armed and Security Forces and Services at the Ministry of Defence and Veterans Affairs is responsible for:

- Monitoring the operational capacity of units and support structures;
- Ensuring compliance with the forces' employment rules;
- Monitoring implementation of the military's social policy;
- Ensuring personnel's rights are safeguarded and the interests of the state protected.¹⁸⁸

The National Gendarmerie and National Guard fall under the purview of the inspection and verification missions devolved to the General Inspectorate. The Gendarmerie, Army, Air Force, Military Engineering and National Guard also have their own inspectorate.

25. External oversight mechanisms/bodies

Beyond the National Ombuds Institution and other national external oversight bodies, there is no specific external oversight mechanism for the Armed and Security Forces.

26. Formal collaboration mechanisms with civil society

There is no formal mechanism in place; however, civil society organizations are sometimes invited to discuss oversight mechanisms during seminars or workshops. The ILH section also interfaces with civil-society actors working in the field. The establishment of focal points in all military regions is being examined by the ILH section and TFPs.

27. Number of cases of discrimination, sexual harassment or gender-based violence perpetrated by members of the armed forces.

There is no mechanism for collecting these data.

6

JUSTICE SYSTEM



Maître Fatimata Dicko-Zouboye
Maître Kadidia Sangaré-Coulibaly

INDICATORS FOR THE JUSTICE SYSTEM

6

The Constitutions of the first two Malian republics (1960 and 1974) recognize only one “judicial authority.” Since March 2000, the Malian authorities have been implementing a Ten-Year Justice Reform Programme (PRODEJ), which aims to produce a restored, effective and credible justice system in support of a peaceful society and development. PRODEJ is a comprehensive reform programme of the legal and judicial systems, and will examine legislation, judicial organizations and the judiciary.¹⁸⁹

Justice in Mali is delivered through two sets of court:

1) The ordinary courts

The ordinary courts consist of the first-tier courts (the *tribunaux de grande instance*, *tribunaux d'instance*, labour courts, commercial courts and juvenile courts), all referred to as the “courts of ordinary law.” These first-tier courts hear all civil, criminal and commercial cases, in principle, at first instance and exceptionally, at last instance. Alongside the first-tier courts are second-tier courts: the appeal and assize courts.

The second-tier courts hear appeals against decisions made at first instance. There are three Courts of Appeal in Mali – in Bamako, Kayes and Mopti. Some parties have to travel over 800 kilometres to reach them.¹⁹⁰ The Court of Assize is not a permanent structure but has jurisdiction over criminal cases in accordance with the criminal law.

2) The administrative courts

The administrative courts hear disputes between private individuals and the state, a local authority, a public institution or a private organization fulfilling a public-service mission. Courts in the administrative hierarchy include the administrative courts and the administrative section of the Supreme Court, which serves as a Court of Appeal. The administrative courts are courts of first instance in administrative matters.

Supreme Court

The Supreme Court consists of three sections: the audit section, the judicial section and the administrative section. It is not a third-tier court but a court that rules on points of law, and which monitors the application of legal rules by the lower courts through appeals submitted on the grounds of points of law.

There are also a number of specialist courts. These include military tribunals (for military offences); political courts (such as the High Court of Justice, which has jurisdiction over cases involving ministers and the President of the Republic); and the Constitutional Court, which judges whether laws are compliant with the Constitution.

Law officers

As civil servants with a particular status, law officers (such as judges and registrars) fall within the scope of the Ministry of Justice and Human Rights. They are supported in their public service role of delivering justice by auxiliaries and colleagues who, unlike judges and registrars, act as independent professionals. They include barristers (*avocats*), bailiffs, judicial auctioneers, notaries, expert witnesses, judges (*magistrats* and *juges au siège*), public prosecutors and deputy public prosecutors (i.e. the public prosecution service).

Judges (*magistrats du siège*) conduct cases in court during a trial. They also decide on disputes and judge those accused of an offence on the basis of independence and impartiality.

The *juges du parquet or magistrature debout* are not judges but part of the public prosecution service. They represent and defend the interests of society to ensure respect for public order. During a trial, it is the public prosecutors who demand the application of the law on behalf of society. Criminal investigation officers and staff are responsible for identifying offences under criminal law, gathering the evidence and seeking the perpetrators before the inquiry stage. Once an inquiry opens, they act on the authority of the investigative courts and defer to their requirements.

Lower courts

The lower courts are split into two groups: the ordinary law courts and the specialist courts.

Ordinary law courts

1. Court of first instance (TPI)

The TPIs have authority to hear civil, commercial and customary cases involving interests whose value is less than or equal to FCFA 50,000 at first and last instance.

2. Court of Extended Jurisdiction (JPCE)

These are intended to “bring justice closer to the parties,” although there are certain consequences to this. JPCEs exist in the main towns of prefectures, except those that have a TPI, in a number of sub-prefectures (five) and, as an exception, in the main town of an administrative region (Kidal).

People and Family Code

According to several defenders of women’s rights, the adoption of Act no. 2011-087 of 30 December 2011 on the [People and Family Code](#) was a step backwards because of several discriminatory provisions:

- A woman remains an eternal minor (she must obey and submit to her husband);
- Her consent is not taken into account for the marriage of any daughter under the age of majority, she is not entitled to express an opinion on the guardianship of any children under the age of majority and she is no longer responsible for running her family after her husband dies, as the family council takes over on the death of the head of the family;
- Children are discriminated against solely on the basis of being born in or out of wedlock.

The national legal framework is out of step with the international context. Failure to comply with the right to equality and non-discrimination results in a failure to comply with the Constitution and all international instruments.

People and Family Code act no. 2011-087 of 30 December 2011.

Specialised courts

There are a number of specialised courts, for example the Labour Court, Administrative Court and Commercial Court. Those relevant to gender and security are:

» Juvenile Court

The Juvenile Court was introduced following the repeal of a 1928 decree by Act no. 86-98 AN/RM of 9 February 1987 on the criminal responsibility of minors.¹⁹¹ In each main city of each administrative region, there is a children's judge who fulfils the duties of an examining magistrate.¹⁹² In spite of this provision, there are no juvenile courts outside Bamako.

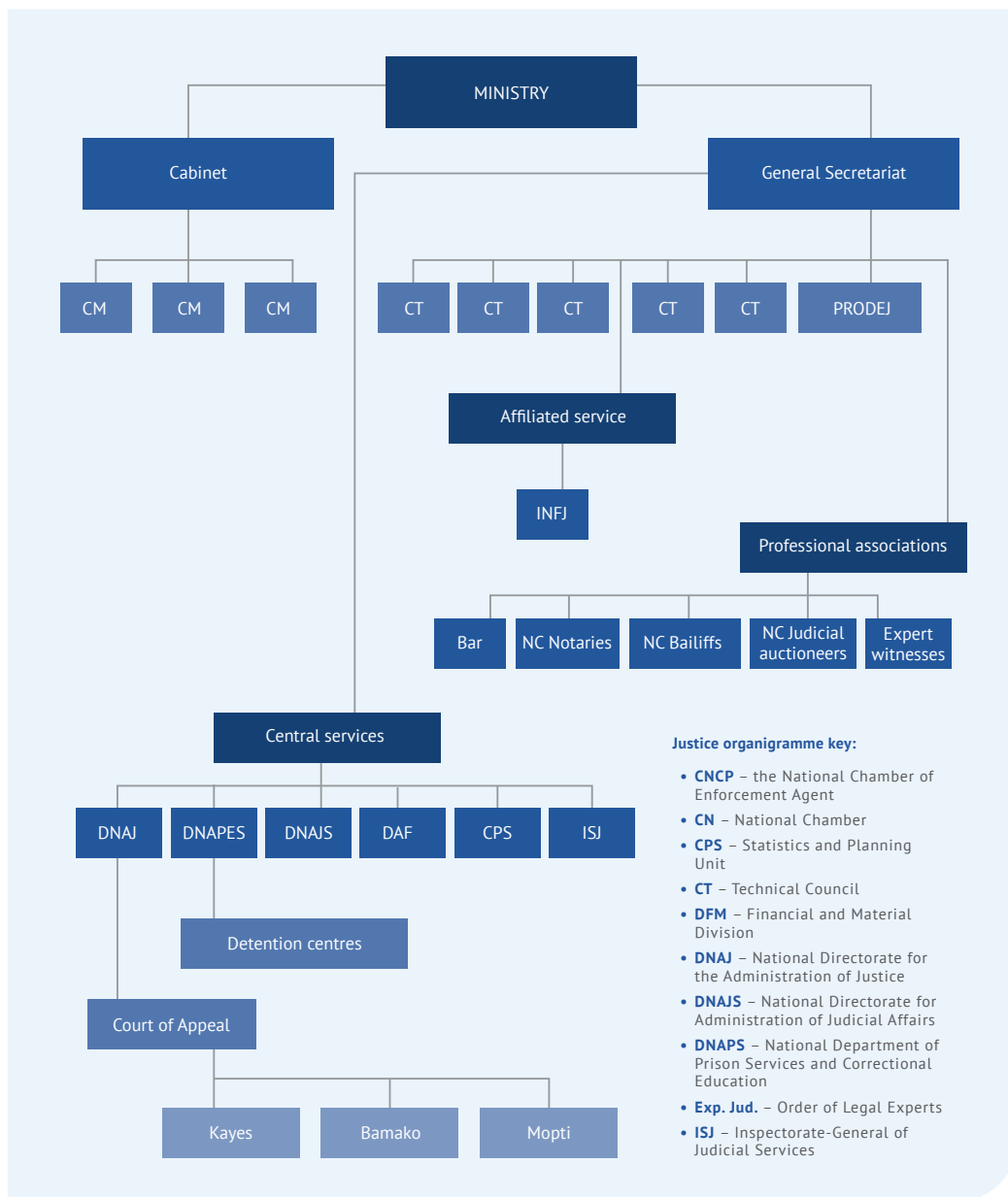
» Military courts

Act no. 95 042 of 20 April 1995 of the Code of Military Justice Code of the Republic of Mali sets out the territorial jurisdiction of military courts, namely the Courts of Appeal in Kayes, Bamako and Mopti. Military courts are special courts that rule on military offences. This covers, on the one hand, offences likely to be committed only by members of the military (desertion, for example), and on the other, offences under the ordinary law attributable to members of the military in a context related to their duties (such as theft in a barracks). The Ministry of Armed Forces and Veterans Affairs fulfils the same functions in relation to the military courts as the Ministry of Justice does in relation to the ordinary courts.¹⁹³

Informal justice

Citizens in Mali use both formal and informal processes to resolve their legal problems. A study published in 2014 shows that where family problems are concerned, "women are reticent about involving the official institutions because of the consequences this may have. Many women have indicated that problems may be made worse by involving formal institutions."¹⁹⁴

Informal justice authorities tend to use mediation to resolve conflicts. However, the status of women in Mali affects their ability to negotiate on an equal footing with other parties, especially in family cases.¹⁹⁵ "As a result, the outcome of mediation can reflect the traditional, family and religious principles to which informal actors refer to resolve disputes. Those principles do not always adequately respect the legal rights of women."¹⁹⁶

Organizational structure of the Ministry of Justice and Human Rights ¹⁹⁷

Policies and procedures

1. Institutional gender policy

In addition to Mali's National Gender Policy (PNG-Mali 2009) and its action plan, the following policy and operational plan have been introduced by the Ministry of Justice and Human Rights:

- **Gender Equality Policy** – this ministerial policy was finalized in December 2008, following the creation of a committee responsible for gender within the Ministry. It was designed to ensure gender mainstreaming within the justice system and sustainable development. It included a needs assessment of what the justice system requires and outlined specific actions to be taken within particular time frames in order to achieve four objectives.¹⁹⁸
- **The 2010-2014 operational plan for the ten-year Justice Development Programme**¹⁹⁹ – this ministerial plan includes a component entitled “Improving access to justice: Promoting human rights and gender.”²⁰⁰ The Planning Unit within the Ministry of Justice and Human Rights is responsible for implementation of the operational plan.

2. Human resources policies

The acts and regulations of the General Statute on Civil Servants and the General Statute of the Justice Sector articulate the management policies for the justice sector on human resources. There are no other human resources policies specific to the justice sector.

3. Sexual harassment policy

There is no policy or law that addresses or sanctions gender discrimination, sexual harassment or sexual exploitation.

4. Gender-sensitive code of conduct

A “Statement of Values for the Ministry of Justice” adopted in 2008 describes a “set of rules and fundamental principles that all actors in the justice system agree to respect.”²⁰¹ Each professional association (for barristers, notaries and judges) also has a Code of Ethics, but none of them address gender specifically.

5. Prosecution procedures for acts of sexual and gender-based violence

There is no specific procedure to judge cases of human trafficking, domestic violence, sexual aggression, psychological or physical harassment, or sexual exploitation and abuse. These are viewed as offences, and are therefore governed, under ordinary law. Rape and indecent assault²⁰² are offences under the Criminal Code (Act no. 01-079 of August 2001) and the Criminal Procedure Code (Act no. 01-080 of August 2001).

Institutional structure

6. Internal gender structures

There is no specific structure dedicated solely to integrating gender within all departments and sections of the Ministry of Justice and Human Rights. The following should be noted, however:

- Gender focal points have been established in some ministerial departments.
- The Ministry formed an Advisory Committee on gender in 2008; though, if this body still exists, it is no longer operational.
- There are specialised structures in place for service users.

7. Specialised structures for service recipients

a) Access to justice programmes

There are no specific programmes to facilitate women's access to justice, but Act no. 10-030 of 12 July 2010 created Centres for Access to Rights and Justice (CADJ)²⁰³ within the jurisdiction of courts of first instance. The aim of the centres is to contribute to training and educating men and women, and to guide individuals involved in legal proceedings on legal structures, courts and associations of legal professionals. The centres provide citizens with information and publications, and work with civil society to run legal events and provide civic education, to make the law more accessible to the public.

However, women face particular obstacles in accessing the courts. Due to social stigma, for example, bringing a family dispute before a court is often viewed as a “declaration of war,” threatening the unity of the family and the community as a whole. Various social factors can also negatively impact the attitude of actors within the justice sector regarding affairs related to women's rights.²⁰⁴

A legal aid service is available to anyone involved in court proceedings (men and women), and is designed to provide assistance to people in extreme poverty. The Office of Legal Aid welcomes people in this situation and provides guidance, assistance and follow-up. Assistance is limited, however, to court fees and to court-appointed lawyers for assize sessions (criminal cases) only. In fact, legal representation in the Courts of Assize is free of charge for all citizens.

The government plans to open two new Legal Aid offices in Ségou and Bamako.

The Malian government also created Advice and Guidance Centres (*Bureaux d'accueil et d'orientation*) in 2003, to promote access to public services, particularly lawyers and paralegals. These centres provide individuals with practical information and guide them towards the people or organizations likely to be able to help them.²⁰⁵

b) Special courts

There are no special courts for cases of domestic violence and/or sexual assault. These cases are dealt with in the ordinary courts outlined below, since gender-based offences are viewed as offences under the ordinary law. All kinds of legal evidence are admissible in these cases. Rape is judged in the Courts of Assize in public hearings, which is why survivors often do not report perpetrators.²⁰⁶ The customary law process does not deal with sexual and gender-based violence.

c) Specialised services for service users

There is no specific service (for women, men, girls or boys) for survivors of sexual and gender-based violence nor is there any personnel within the justice system with specialist training on gender-based crimes. Social services, community organizations and NGOs do, however, provide services for survivors. For underage survivors, hearings are held in private to preserve and protect their privacy, dignity and safety; but for others, there are no such provisions.

In the Malian justice system, survivors or witnesses can be assisted or represented by people of their choice (a lawyer, a representative of an NGO, etc.), as is the right of any party per the Civil Procedure Code. The Malian Human Rights Association can file a complaint on behalf of survivors.

d) Data on cases of sexual and gender-based violence

There are no statistics on these cases anywhere in the justice system.

e) Specific provisions for men and women prisoners

Mali's Criminal Code stipulates that a pregnant woman who has committed a crime will only be convicted after she has given birth and after the child has been weaned. The child will then be cared for by her spouse, a member of her family, or anyone else she appoints.

There is no body in Mali tasked with implementing the recommendations of the UN's "Bangkok Rules" on the treatment of women offenders. Moreover, not all prisons and detention centres have an infirmary.

In some regions, there are separate sections for minors. Outside the capital, minors and adult women are also held in separate parts of the prison. (For more information, see the chapter on Penal services.)

8. Collaboration mechanisms

There are no formal collaboration mechanisms with other actors working on gender or women's rights. The following examples, however, point to informal cooperation:

- Introduction to Law programmes run by the Centres for Access to Rights and Justice inform women, men, boys and girls about their human rights.

- Fixed and mobile legal clinics have been set up by the Association of Women Lawyers of Mali (AJM). The centres are run by civil society organizations such as the AJM and services are available to anyone involved in legal proceedings, regardless of their financial situation.
- Public prosecutors and courts coordinate their efforts and cooperate with criminal investigators.
- Support services (social workers and specialised educators) in prisons and psychologists who practise through non-governmental organizations work in conjunction with the courts regarding gender-based crimes.

Personnel

9. Proportion of women²⁰⁷

	2008	2014
Magistrates	46 (11%)	48 (8.2%)
Judges	Not available	59 (9.5%)
Court personnel	Not available	Not available
Personnel in the public prosecutor's office	Not available	Not available
Barristers	24 (8%)	19 (7.8%)
Notaries	8 (22%)	Not available
Bailiffs	3 (4%)	Not available
Judicial auctioneers	12 (23%)	Not available
Chief registrars	11 (16%)	Not available
Personnel in public legal aid services	Not available	Not available

10. Number of women judges in the higher courts

	2008 ²⁰⁸	2015
Supreme Court	38.8%	Not available
Constitutional Court	33.3%	22.2% ²⁰⁹

The President of the Constitutional Court is a woman.

11. Recruitment targets for women

There is no recruitment target for women in the justice system. The criteria for qualification and admission to the competitive examination for the judiciary are the same for men and women. No one is excluded on the basis of gender from any role in the justice system or any associated role (for example, legal trainees, legal and court officials or public or ministerial officers).

12. Vetting procedure/background checks for gender-based violence

Everyone (men and women) must submit a police record to be hired into the justice sector.

13. Specific measures for the recruitment, retention and advancement of women

In 2009, the National Institute for Legal Training along with women's civil society organizations developed a mentoring programme for women law students. The aim of the project is to help these students achieve better results in exams and improve their access to law officers (judges, barristers, notaries, etc.). Fifty students (including 5 men) took part in the programme in Bamako in September 2009.²¹⁰ Three women passed the competitive examination in the first year, five in the second year and eight in the final year. The programme ended in 2011.

14. Women staff associations

The Association of Women Lawyers of Mali (AJM) was formed in January 1988 with the aim of protecting and promoting women's and children's rights.²¹¹ The AJM has around fifty members, including judges, barristers and other legal professionals, who are involved in the following activities: legal and judicial assistance, awareness-raising activities on women's rights, citizenship education and conferences on women's rights and gender.

Training

15. Gender training or education

The National Institute for Legal Training (INFJ) in Bolé (Bamako) grew out of the National Judicial Training Centre. The Institute provides initial professional education for legal trainees, legal and court officials and public or ministerial officers. There is no specific programme on gender in the first years of university studies provided in law faculties. These issues are addressed superficially or indirectly as part of the general education programme. For example, in the 4th-year programme at the faculty of private law, gender such as the rights and duties of women are covered in the module entitled "People and Family Law."

The number of barristers, judges and other members of personnel who have attended gender trainings is not available.

16. Gender mainstreaming in training or education

There is no gender mainstreaming.

17. Access to copies of legislation and case law

All adopted laws and case law that have acquired the status of *res judicata* can be accessed by law officers and the public. Laws that have been promulgated are published in the official journal. Court decisions are compiled annually in a compendium and are also available to both law officers and the public.

Civil-society organizations play a crucial role in raising awareness about the law, particularly at community events and through radio campaigns, the latter of which is the best way to reach disadvantaged women.

Internal and external oversight

18. Internal oversight mechanisms

Within the Ministry of Justice and Human Rights, there is a Judicial Services Inspectorate that exercises periodic oversight of the conduct and discipline of judges and other personnel in the justice system, but not on gender related complaints or discrimination. The inspectorate's role is to:

- » Ensure the proper operation of the justice system and all other services that fall under the responsibility of the Ministry of Justice and Human Rights;
- » Contribute to developing good practice of magistrates and personnel working in the justice sector;
- » Inspect the judicial services to improve the operations and practices;
- » Carry out all specific investigations or missions within its remit, at the request of the Justice Minister.

The Judicial Service Committee can take disciplinary measures against judges, if necessary.

19. External oversight mechanisms

Beyond the National Ombuds Institution and other national external oversight bodies, there is no specific external oversight mechanism for the justice sector.

20. Civil-society oversight

There is no formal mechanism for oversight of the justice sector by civil society. However, women's and human rights organisations do advocate against certain judgements.

21. Number of cases of discrimination, sexual harassment or gender-based violence perpetrated by personnel in the justice sector

There is no mechanism for collecting these data.

PENAL SERVICES

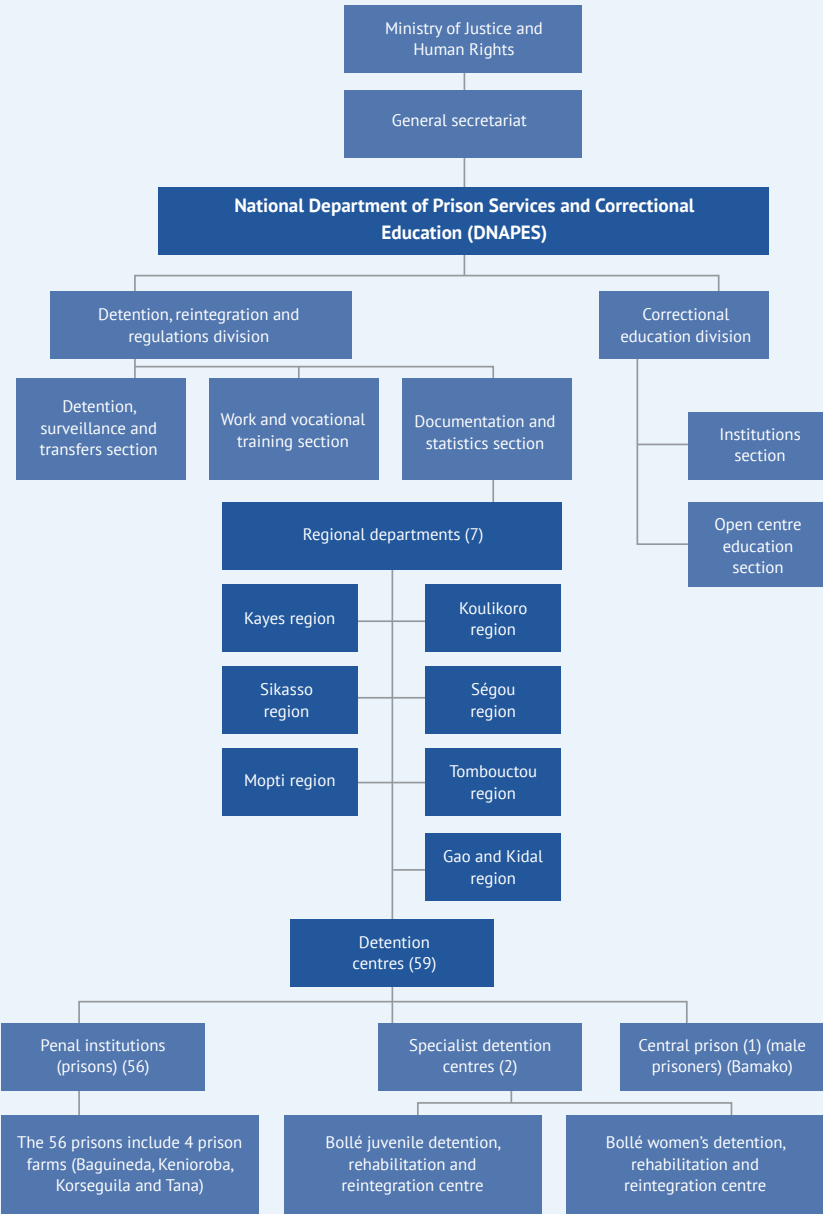


Maître Fatimata Dicko-Zouboye
Maître Kadidia Sangaré-Coulibaly

INDICATORS FOR PENAL SERVICES

According to Order no. 90-30/P-RM and Decree no. 90-232/P-RM, both of 1 June 1990, the National Department of Prison Services and Correctional Education (DNAPES) is run by a director, supported by a deputy director, and reports to the Ministry of Justice and Human Rights. The National Director is responsible for coordination and defines policy in penal matters. Divisional heads and regional directors manage studies, develop programmes and initiate projects, and coordinate and monitor institutional activities in conjunction with section heads. Governors are responsible for the administrative, human and resources facilities management of prisons.

Organizational structure of the National Department of Prison Services and Correctional Education (DNAPES)²¹⁴



Policies and procedures

1. Institutional gender policy

Penal services are subject to the same national legislation as other security institutions, namely the National Gender Policy (PNG-Mali 2009). Penal services are also subject to the policies of the Ministry of Justice and Human Rights, such as the 2010-2014 operational plan for the ten-year Justice Development Programme (see the chapter on the justice system).

There are also institutional policies that deal with certain gender issues, but not systematically. In particular, these include:

- Act no. 01-003/AN-RM of 27 February 2001, Decree no. 58-002 and Decision no. 10-003/MJ-SG of 6 August 2010 on the internal regulations of penal institutions²¹⁵
- Internal regulations of penal institutions (Decision no. 10-002/MJ-SG of 17 June 2011)
- The Standard Minimum Rules for the Treatment of Prisoners.²¹⁶

2. Human resources policies

There are no specific human resources policies or manual for the penal services.

3. Sexual harassment policy

The Malian Criminal Code does not recognise sexual harassment. There is therefore no policy on this issue.

4. Gender-sensitive code of conduct

There is no code of conduct. However, a code of ethics is being drafted.

5. Procedures governing the interaction between men and women prisoners and members of prison personnel

- The Standard Minimum Rules for the Treatment of Prisoners
- Act no. 01-003/AN-RM of 27 February 2001 on the penal system
- Internal regulations of penal institutions (Decision no. 10-002/MJ-SG of 17 June 2011), and Decree no. 58-002/PRM of 4 January 1958 setting out the terms for implementation of Act no. 01-003/AN-RM.

According to the law, all penal institutions must separate detainees by gender as well as on the basis of age, previous record, reason for detention and treatment requirements.²¹⁷ Boys and men are held in separate prisons; women and girls are held in the same prisons.

Bedding and sanitary requirements must be adapted to the needs of men's and women's prisons. Body and clothing searches on women can only be carried out by women staff.

6. Visiting procedures for family or spouse

These are governed by Act no. 01-003/AN-RM, Decree no. 58-002 and Decision no. 10-003/MJ-SG on the internal regulations of penal institutions. According to Article 22 of Decision no. 10-002/MJ-DNAPES, prisoners can "receive visits from members of their families (spouses, parents, children, parents-in-law, brothers and sisters), close friends and friends every day, in accordance with the visiting times specific to each institution." Visitors must have a permit and visits must take place in the presence of a guard in a separate part of the prison.

7. Procedures for women prisoners who are pregnant or have young children, and in relation to prisoners' children

Prisoners who are pregnant are entitled to antenatal and postnatal medical visits. At the end of their pregnancy they are transferred to a hospital or maternity ward and returned to prison as soon as their condition and the condition of their child permits it.²¹⁸ They may keep their children up to the age of 36 months and the institution's welfare department must place the child before this period has expired, in accordance with the parent's permission.²¹⁹ Children of women prisoners are looked after at the daycare in the centre of Bollé.

The Child Protection Code inherent in Malian law provides for mediation as an alternative to criminal prosecution. This is a mechanism aimed at achieving reconciliation between a young offender and their legal representative and the survivor or their legal representative or the complainants.²²⁰

8. Procedure for responding to sexual harassment or gender-based violence perpetrated by Penal service personnel

None of the legislation (the Criminal Code, the Criminal Procedure Code, the Labour Code of the Republic of Mali, or Act no. 02-053 on the General Statute of Civil Servants) contains any provisions on sexual harassment.

The institutional policies referred to below also do not deal directly with sexual harassment or sexual assault, but the language prohibits acts of physical violence or indecent assault in general terms:

- Act no. 01-003/AN-RM of 27 February 2001 on the penal system
- Decision no. 10-002/MJ-SG on the internal regulations of penal institutions and correctional education²²¹
- The Standard Minimum Rules for the Treatment of Prisoners.

There is no specific procedure to combat gender-based violence against men.

Detained women, girls and boys are protected from sexual assault and violence through:

- The Criminal Code and Criminal Procedure Code
- The Family and Guardianship Code
- The Act on Criminal Responsibility of Minors
- The Child Protection Code
- The Convention on the Rights of the Child.

Institutional structure

9. Internal gender structures

There is no specific internal institutional structure for gender issues.

10. Separate detention areas based on age (adult/minor) and gender

The Specialist Detention, Rehabilitation and Reintegration Centre for Minors (CSDRM) in Bollé takes boys only.²²² The Specialist Detention, Rehabilitation and Reintegration Centre for Women (CSDRF) in Bollé takes both women and girls.

Malian criminal law states that children must be detained separately from adults. An inquiry dating back to 2008, however, supported by UNICEF and carried out by the National Documentation and Information Centre on Women and Children (CNDIFE) at the Ministry of Women, Children and the Family (MPFEF) showed that 41 out of 54 prisons visited had no special section for minors. There is therefore a high probability that minors are detained with adults. The same study also raised the issues faced by children in detention, noting that 47 of the 54 prisons visited had no infirmary.²²³

11. Specialised education, training and reintegration

According to the law, institutions must provide prisoners with schooling (primary and secondary) and vocational training. Young people, in particular, must have access to a general education and special classes that ensure they have functional literacy skills.²²⁴ Prisoners can also take correspondence classes.

Unfortunately, implementing this law is limited by the lack of financial resources. Still, in Bollé, classes are provided at the elementary school; metal and timber joinery workshops are organized at the youth detention centre; and literacy classes and cutting, sewing, soap-making and dyeing workshops are offered to women, in dedicated classrooms.

12. Health care and specialist drug detox programmes

The central prison in Bamako, the two reintegration centres in Bollé and the main regional prisons (Kayes, Koulikoro, Sikasso and Ségou) each have an infirmary. However, there are no specialised detox programmes.

13. Collaboration mechanisms

There is no formal collaboration mechanism currently in place, nor any informal mechanisms, in conjunction with women's organizations or the ministry responsible for gender issues, women or women's affairs.

Personnel

14. Number of juvenile and adult men and women prisoners

Year	Number of adults		Total*
	Women	Men	
2011 ²²⁵	148	4 625	4 773
2014 ²²⁶	187	4 869	5 056

Number of minors		Total*
Girls	Boys	
28	145	173
28	129	157

Year	Percentage of adults	
	Women	Men
2011 ²²⁷	3,1 %	96,9 %
2014 ²²⁸	3,7 %	96,3 %

Percentage of minors	
Girls	Boys
16,2 %	83,8 %
17,8 %	82,2 %

*Totals are calculated on the basis of data broken down by gender.

Number of adults and minors awaiting trial:

Year	Number of adults		Total*
	Women	Men	
2011	Not available		
2014 ²²⁹	135	2 765	2 900

Number of minors		Total*
Girls	Boys	
Not available		
26	116	142

Year	Percentage of adults	
	Women	Men
2011	Not available	
2014 ²³⁰	4,7 %	95,3 %

Percentage of minors	
Girls	Boys
Not available	
18,3 %	81,7 %

*Totals are calculated on the basis of data disaggregated by gender.

15. Proportion of men and women

Number of personnel			
Year	Women	Men	Total
2011 ²³¹	118	669	787
2014 ²³²	88	577	665

Proportion of women and men		
Year	Women	Men
2011 ²³³	15 %	85 %
2014 ²³⁴	13,2 %	86,8 %

16. Proportion of men and women in senior-level positions

Number of senior members of personnel:			
Year	Women	Men	Total
2011	Not available		
2014 ²³⁵	4	32	36

Proportion of women and men		
Year	Women	Men
2011	Not available	
2014 ²³⁶	11,1 %	88,9 %

17. Breakdown of women's presence nationally (presence of women in all prison environments)

Category	Corps ²³⁷						Total
	Inspectors		Controllers		Supervisory staff		
Gender	Men	Women	Men	Women	Men	Women	
Kayes region	1	0	18	0	34	3	56
Koulikoro region	0	0	24	1	75	15	115
Sikasso region	2	0	17	1	43	6	69
Ségou region	2	0	27	0	34	5	68
Mopti region	1	0	18	0	35	4	58
Tombouctou region	2	0	8	0	2	0	12
Gao and Kidal regions	1	0	6	0	8	1	16
Bollé-minors	0	0	2	0	4	3	9
Bollé-women	1	0	1	3	0	28	33
Central prison	1	0	14	1	61	8	85
DNAPES	4	0	4	0	4	1	13
Unemployed interns	Not available						65
On secondment	9	0	7	0	1	0	17
In training	0	0	3	1	48	0	52
Total (active)	15	0	139	6	300	74	534
Grand total	24	0	146	7	351	74	668

Region include the following locations:

- Tombouctou region: Gourma-Rharouss, Diré, Goundam
- Sikasso region: Kadiolo, Yorosso
- Kidal region: Kidal region and prison
- Gao region: Ménaka, Bourem and Ansongo.

18. Rates of attrition

No data available for 2011. In 2013, 50 people resigned from jobs within the penal system (20 men and 30 women).²³⁸

19. Recruitment targets for women

There are no targets or any specific recruitment programme for women personnel within the penal system.

20. Vetting procedure/background checks for gender-based violence

Those accepted into jobs within the penal system are subject to an investigation into their personal conduct and must provide details of their police record.

21. Positions/units where men or women cannot serve

Men are not allowed to serve in women's prisons or areas, but despite this regulation, they nevertheless do so throughout the country.

22. Specific measures for the recruitment, retention and advancement of women personnel

There are no specific measures, nor training or campaigns that encourage the recruitment of women, except those for the civil service. There are no restrictions on marriage or pregnancy for women.

23. Women staff associations

There is no women's staff association for the penal system.

24. Infrastructure/facilities for male and female personnel

There are toilets designated for women as well as specific uniforms (dress and skirt) for women. Rest areas in the workplace are also separate from those for men.

Training

25. Gender training

A training course organized by the Justice and Corrections section of MINUSMA between 17 June and 4 July 2014 in Tombouctou, Gao and Mopti for staff in these regions included a module on gender.

26. Mainstreaming gender into training

Currently gender is not mainstreamed into training modules on human rights, the rule of law or codes of conduct or ethics.

Internal and external oversight

27. Internal oversight mechanisms

There is no commission of inquiry or unit on conduct and discipline on gender-related issues, except for the provisions set out in Article 2 of Decision no. 10-002/MJ-SG of 17 June 2011 on the internal regulations of prisons.

Any prisoner may submit requests or complaints to the prison warden, who must grant them a hearing if there are sufficient grounds. Any prisoner may request to be heard by the

judges and civil servants responsible for inspection, or request an inspection of a facility without any member of prison staff being present.²³⁹

28. External oversight mechanisms

The National Human Rights Commission (CNDH) is responsible for inspecting corrections facilities. Every year, the CNDH carries out prison inspections to review their condition as part of annual celebrations for the Universal Declaration of Human Rights.²⁴⁰

29. Formal collaboration mechanisms with civil society

There is no formal mechanism to include civil society in external oversight of the penal services.

30. Number of cases of discrimination, sexual harassment or gender-based violence perpetrated by members of penal services personnel or by prisoners

There is no mechanism for tracking these statistics.

APPENDIX



1. National Governance
2. National Police of Mali
3. Civil Protection of Mali
4. Armed and Security Forces of Mali
5. Justice Sector
6. Penal Services

SECTOR REPORT/DATA COLLECTION TEMPLATE: NATIONAL GOVERNANCE

1. Political history of Mali (500 words maximum):
2. Political situation in Mali since 2011 (500 words maximum):
3. Security situation of men since 2011 (300 words maximum):
4. Security situation of women since 2011 (300 words maximum):
5. Security situation of boys and girls since 2011 (300 words maximum):
6. Security situation of LGBTI people since 2011 (300 words maximum):
7. History of women's participation in security governance in Mali (300 words maximum):
8. Current situation of women's participation in security governance in Mali since 2011 (300 words maximum):
9. Current situation of men's participation in security governance in Mali since 2011 (300 words maximum):
10. Security sector institutions in Mali:
Please list the security sector actors/institutions in Mali.
11. Changes in the structure of security sector institutions since 2011 (500 words maximum):
12. Do national security policies or white papers on security or defence questions exist?
Please provide the title and date of each of the policies concerned and attach copies of the corresponding documents.

6. Do national policies or laws exist on gender issues, including terms of reference for the national police service, the armed forces and national gendarmerie, the justice system or penal services?

For example, national policies, laws or action plans on domestic or sexual violence, women's rights or UN Security Council Resolution (SCR) 1325. These might include a national action plan on preventing violence against women, a law on domestic violence or a national policy on preventing human trafficking.

Please provide the title and date of each of the policies concerned and attach copies of the corresponding documents.

7. Are there any parliamentary committees that focus on security issues?

Please list the committees that supervise the armed forces and national gendarmerie, police services, justice system and penal services.

How many male and female members of parliament sit on these committees?

Are their chairs and vice-chairs men or women?

8. Does the ministry responsible for gender issues, women or women's affairs participate in external oversight mechanisms for the security sector, for example in the context of a national security committee?

Please describe the external control mechanism for the security sector, including its powers/terms of reference.

DATA COLLECTION TEMPLATE: NATIONAL POLICE SERVICE

General information

1. What is the mandate of the national police service?
2. Please describe the governance structure since 2011:
3. What have been the most significant gender-related achievements since 2011?
4. What have been the most significant gender-related challenges since 2011?

Policies and procedures

5. Is there an institutional policy on gender and/or policies that respond specifically to the different needs of male and female staff in the national police service, and the different security needs of women, men, girls and boys?

Please provide the title and date of each of the policies concerned and attach copies of the documents referred to. If it is impossible to provide copies, please describe the policies concerned in detail.

6. Human resources policies on welfare benefits for male and female members of personnel and their families.

*Please describe each element in detail, indicating **any differences between the treatment of male and female personnel** and attach copies of documents if possible.*

	Exact title of policy	Year of adoption	Description and differences between men and women
Marriage			
Pregnancy			
Maternity leave			
Paternity leave			
Breastfeeding			
Healthcare			
Working hours			
Retirement			

Comments or further details:

Are there any other policies related to welfare benefits for male and female members of personnel and their families?

7. Is there a policy on gender discrimination, sexual harassment and/or sexual exploitation and a policy on the abuse that could be committed by national police service personnel?

Please provide the title and date of each of the policies concerned and attach copies of the documents referred to. If it is impossible to provide copies, please describe the policies concerned in detail.

8. Is there a code of conduct?

Please provide the title and date of the code of conduct and attach a copy of the document. If it is impossible to provide the document, please describe the code of conduct in detail.

Does the code include specific information on gender-based violence and sexual harassment?

9. Are there standard operating procedures in response to cases of human trafficking, domestic violence or sexual aggression and violence?

Please describe the procedures in detail, including their title and date of adoption and provide copies of the documents concerned, if possible.

10. Are there procedures in place for reporting, investigating and imposing sanctions in response to acts of:

(Please provide a detailed description and attach copies of the documents concerned, if possible.)

gender discrimination (between members of personnel) (aimed at the population)?

sexual harassment (between members of personnel) (aimed at the population)?

family violence (in personnel's families) (among the population)?

gender-based violence towards men (between members of personnel) (aimed at the population)?

gender-based violence towards boys (aimed at the population/community)?

gender-based violence towards women (between members of personnel) (aimed at the population)?

gender-based violence towards girls (aimed at the population/community)?

gender-based violence towards LGBTI people (between members of personnel) (aimed at the population)?

other forms of gender-based violence?

Institutional structure

11. Are there institutional structures in place to deal with gender issues, for example resource people specifically for gender issues, equality of opportunity centres, focal points, etc.?

Please describe the terms of reference of these structures and the human and material (budget) resources allocated to them.

What level of authority do these structures have within the hierarchy and the institution?

Describe these structures' main current activities.

12. Are there specialist services/structures aimed at men and women, for example special units to respond to cases of domestic violence or violence perpetrated against women, women's police stations, places where survivors being interviewed can give evidence in confidence, etc.?

Please describe the terms of reference of these services and structures and the human and material (budget) resources assigned to them.

13. **(New)** Are there separate structures for women, men and minors in police detention?

For example, are minors in detention held separately from adults? Are men in detention held separately from women and boys separately from girls?

14. Are there **formal** collaboration mechanisms with women's organisations or the ministry responsible for gender issues, women or women's affairs?

For example, a system to point them towards appropriate services. Please describe these mechanisms in detail.

15. Are there **informal** collaboration mechanisms with women's organisations or the ministry responsible for gender issues, women or women's affairs?

For example, a joint working group on gender-based violence. Please describe these mechanisms in detail.

16. Describe the (formal and informal) mechanisms for gender issues implemented with other security institutions, for example gender focal points, etc.

17. **(New)** Are the facilities and equipment available in each police station appropriate for responding to gender-based crimes?

For example, rape kits. Please provide a detailed description.

18. **(New)** Are the systems in place in each police station appropriate for handling complaints and investigating gender-based crimes?

For examples, places where interviews can be conducted in private, scientific and medical/legal support, translators, etc. Please provide a detailed description.

19. **(New)** Do police stations have trained or specialist personnel for handling complaints and investigating gender-based crimes?

20. **(New)** Can survivors of gender-based crimes file a complaint in their own language or use some other means if they have difficulties with reading or writing?

- YES
- NO

Please provide a detailed description.

21. **(New)** What actions is the national police service taking to prevent gender-based crimes?

For example, public campaigns or preventive arrest orders. Please provide a detailed description.

22. **(New)** Women's, men's, girls' and boys' access to the police service to report a crime:

*Please explain how **women** can report a crime and trigger an investigation by one of the country's police stations.*

*Please explain how **men** can report a crime and trigger an investigation by one of the country's police stations.*

*Please explain how **girls and boys** can report a crime and trigger an investigation by one of the country's police stations.*

Are procedures the same outside the major cities?

23. **(New)** Are the statistics compiled on complaints relating to gender-based violence published?

If data are broken down (by population or members of personnel), please specify.

If data are broken down by gender, please specify (survivor, perpetrator and members of personnel).

Do the statistics include the gender and age of the survivor and perpetrator?

How are data on gender-based violence used to improve the response to gender-based violence and prevention?

How has the number of cases of gender-based violence reported to the police, investigated and prosecuted changed since 2011? Please provide a detailed description.

24. **(New)** Protection and separation measures in cases of gender-based violence:

*Please describe the measures the police can take to protect survivors who are **women**. For example, prohibiting the perpetrator from contacting the survivor or returning home.*

*Please describe the measures the police can take to protect survivors who are **men**:*

*Please describe the measures the police can take to protect survivors who are **girls or boys**:*

*Please describe the measures the police can take to protect survivors who are **LGBTI**:*

25. **(New)** Coordination of efforts to support survivors of gender-based violence:

Please describe how the police coordinates its efforts and cooperates with other institutions to offer help and support to survivors of gender-based violence (social services, community organisations or NGOs providing protection, accommodation, advice, legal assistance, etc.).

Personnel

26. Total number of members of the national police service:

Total number of senior-level personnel:

Male senior-level personnel:

Female senior-level personnel:

Please indicate the date of the data referred to and try to obtain the most recent data possible.

27. What is the proportion of male and female senior-level personnel compared with entry-level personnel? (If possible, specify rank and unit.)

Total number of senior-level personnel:

Male senior-level personnel:

Female senior-level personnel:

Please indicate the date of the data referred to and try to obtain the most recent data possible.

28. **(New)** What is the breakdown of female personnel at the national level (presence of women in the regions) and in stations in major cities?

Please indicate regions or stations/districts in major cities where there are no women.

29. **(New)** Proportion of male and female personnel participating in peacekeeping missions.

Total number deployed on missions: _____

Number of male personnel deployed on missions: _____

Number of female personnel deployed on missions: _____

Please indicate the names (and countries) of the missions concerned. Do women participate in the police units that exist (where applicable)?

30. Dropout rate of male personnel compared with female personnel.

Please give details. If a rate has been established, please explain the calculations on which it is based. If your institution does not calculate a rate, please describe the data found.

For example: in 2013, 50 new recruits were enrolled on the initial training programme. Of these 50 recruits, 40 completed their initial training (30 men and 10 women).

31. Resignation rate of male personnel compared with female personnel.

Please give details. If a rate has been established, please explain the calculations on which it is based. If your institution does not calculate a rate, please describe the data found.

For example: in 2013, 50 people resigned (20 men and 30 women).

32. **(New)** What are the recruitment criteria for men?

33. **(New)** What are the recruitment criteria for women?

34. Are there (quantitative) targets for female recruitment?

Please provide a detailed description. For example: increase the total number of female personnel by 100 before 2015 or recruit a minimum of 50 women in 2014.

Where are these targets referred to? (For example, the police's annual report or strategic plan.) If there is a policy, indicate its date of adoption.

Are there specific measures for female recruitment? For example, the development of recruitment materials including photos of women, accelerated training programmes for women, inclusion of women in recruitment personnel, information campaigns aimed at the general public, adjusted recruitment criteria, lateral entry routes, etc.

35. Is there a vetting procedure, including violations of women's human rights, such as domestic violence or sexual aggression?

Please describe the procedure in detail.

Does the procedure apply to everyone? Are there exceptions to the procedure? (For example, senior ranks.)

36. Please indicate the positions/units where women or men are not allowed to work or do not work because of institutional practices.

For example: women are excluded from investigative roles and groups responsible for criminal investigations.

Please indicate institutional justifications.

37. Are there specific measures for female retention or advancement?

For example, accelerated training programmes for women, information campaigns aimed at the general public, mentoring and support programmes, revision of promotion criteria, professional training for female personnel in the context of their work, etc. Please specify.

38. **(New)** Marriage of female members of personnel:

Are there written or unwritten restrictions on marriage for female members of personnel? (For example, an obligation to work for a specific period of time before being able to marry.) Can members of personnel marry between officer and non-commissioned officer ranks?

39. **(New)** Pregnancy of female members of personnel

Are there written or unwritten restrictions on pregnancy for female members of personnel? (For example, an obligation to work for a specific period of time before being able to have a child.)

40. **(New)** Practical and psychological support:

For example, what type of practical and psychological support is offered to families when a parent is deployed far away from the family home? What type of practical and psychological support is offered to members of personnel to help them remain in contact with their family when they are away from the family home?

41. Is there an association for female members of personnel or a section of the staff association reserved for women?

Please include information on the number of members, year of creation, terms of reference and current activities.

42. Are there separate facilities and equipment for male and female personnel, for example, separate bathrooms, different uniforms or separate accommodation?

Training

43. Is there training on gender issues, for example, training sessions specifically on raising awareness about gender issues, sexual harassment, sexual exploitation and abuse, domestic violence, sexual aggression, human trafficking, etc.?

Please indicate the duration and content of training sessions, whether they are compulsory and who offers them.

How many members of personnel have taken part in training of this kind? What type of personnel is it aimed at?

44. **(New)** Gender training for peacekeeping operations: is there any training on gender in the context of the pre-deployment training provided for members of personnel selected for peacekeeping operations?

For example, on the codes of conduct in effect, sexual exploitation and abuse, protection for civilians, prevention of sexual violence aimed at women and girls, implementation of United Nations Security Council Resolution (SCR) 1325 (and others), inclusion of women in peacekeeping operations and HIV/AIDS. Please provide a detailed description.

45. Do other training modules, for example on human rights, the rule of law or codes of conduct or ethics include information on gender issues?

Please specify.

46. **(New)** Police training college instructors:

Please describe the number of men and women among instructors providing initial and continuing training.

If there are several police training colleges, are men and women represented in equal numbers at them?

Internal and external oversight

47. Are there internal oversight mechanisms or bodies, for example a select committee or conduct and disciplinary unit, whose role is to investigate gender issues within the national police service, in particular discrimination, harassment and gender-based violence?

Please describe the terms of reference and give an overview of the activities of the internal control body. How many male and female members of personnel does it include?

48. Are there external oversight mechanisms or bodies, for example an ombudsman or human rights committee, whose role is to investigate gender issues within the national police service in particular discrimination, harassment and gender-based violence?

Please describe the terms of reference and give an overview of the activities of the external control body. How many male and female members of personnel does it include?

49. Are there formal mechanisms to include civil society in external oversight of the national police service, for example a local police committee or community security committees?

Do the external oversight mechanisms or bodies include civil-society organisations, particularly women's organisations?

50. How many reports were submitted to internal and external oversight mechanisms and bodies concerning acts of discrimination, sexual harassment or other forms of gender-based violence during the last year? If this information is not available, please indicate the most recent data.

Number of reports submitted:

To whom were reports submitted?

How many of these reports were investigated?

Who led the investigation?

How many civil servants were sanctioned for sexual harassment or other forms of gender-based violence during the last year?

How were they sanctioned?

51. **(New)** How is the institution assessed on the following points: compliance with national laws and policies on gender issues; standards in respect of human rights at the regional and international level; other standards related to gender issues?

Please specify

Other indicators:

SECTOR REPORT/DATA COLLECTION TEMPLATE: CIVIL PROTECTION OF MALI

General information

- 1. What is the mandate of civil protection?
- 2. Please describe the structure of civil protection since 2011:
- 3. What have been the most significant gender-related achievements since 2011?
- 4. What have been the most significant gender-related challenges since 2011?

Policies and procedures

- 5. Is there an institutional policy on gender and/or policies that respond specifically to the different needs of male and female staff in civil protection, and the different security needs of women, men, girls and boys?
Please provide the title and date of each of the policies concerned and attach copies of the documents referred to. If it is impossible to provide copies, please describe the policies concerned in detail.
- 6. Human resources policies on welfare benefits for male and female members of personnel and their families.

*Please describe each element in detail, indicating **any differences between the treatment of male and female personnel** and attach copies of documents if possible.*

	Exact title of policy	Year of adoption	Description and differences between men and women
Marriage			
Pregnancy			
Maternity leave			
Paternity leave			
Breastfeeding			
Healthcare			
Working hours			
Retirement			

Comments or further details:

Are there any other policies related to welfare benefits for male and female members of personnel and their families?

7. Is there a policy on gender discrimination, sexual harassment and/or sexual exploitation and a policy on the abuse that could be committed by civil protection personnel?

Please provide the title and date of each of the policies concerned and attach copies of the documents referred to. If it is impossible to provide copies, please describe the policies concerned in detail.

8. Is there a code of conduct?

Please provide the title and date of the code of conduct and attach a copy of the document. If it is impossible to provide the document, please describe the code of conduct in detail.

Does the code include specific information on gender-based violence and sexual harassment?

9. Are there standard operating procedures in response to cases of human trafficking, domestic violence or sexual aggression and violence?

Please describe the procedures in detail, including their title and date of adoption and provide copies of the documents concerned, if possible.

10. Are there procedures in place for **reporting, investigating and imposing sanctions** in response to acts of:

(Please provide a detailed description and attach copies of the documents concerned, if possible.)

gender discrimination (between members of personnel) (aimed at the population)?

sexual harassment (between members of personnel) (aimed at the population)?

family violence (in personnel's families) (among the population)?

gender-based violence towards men (between members of personnel) (aimed at the population/community)?

gender-based violence towards boys (aimed at the population/community)?

gender-based violence towards women (between members of personnel) (aimed at the population/community)?

gender-based violence towards girls (aimed at the population/community)?

gender-based violence towards LGBTI people (between members of personnel) (aimed at the population)?

other forms of gender-based violence?

Institutional structure

11. Are there institutional structures in place to deal with gender issues, for example resource people specifically for gender issues, equality of opportunity centres, focal points, etc?

Please describe the terms of reference of these structures and the human and material (budget) resources allocated to them.

What level of authority do these structures have within the hierarchy and the institution?

Describe these structures' main current activities.

12. Are there specialist services/structures aimed at men and women, for example special units to respond to cases of domestic violence or violence perpetrated against women, women's civil protection units, places where survivors (women, men, girls and boys) being interviewed can give evidence in confidence, etc.?

Please describe the terms of reference of these services and structures and the human and material (budget) resources assigned to them.

13. **(New)** Are there separate structures for women, men and minors in police detention?

For example, are minors in detention held separately from adults? Are men in detention held separately from women and boys separately from girls?

14. Are there formal collaboration mechanisms with women's organisations or the ministry responsible for gender issues, women or women's affairs?

For example, a system to point them towards appropriate services. Please describe these mechanisms in detail.

15. Are there **informal** collaboration mechanisms with women's organisations or the ministry responsible for gender issues, women or women's affairs?

For example, a joint working group on gender-based violence. Please describe these mechanisms in detail.

16. Describe the (formal and informal) mechanisms for gender issues implemented with other security institutions, for example gender focal points, etc.

17. **(New)** Are the facilities and equipment available in each civil protection unit appropriate for responding to gender-based crimes?

For example, rape kits. Please provide a detailed description.

18. **(New)** Are the systems in place in each civil protection unit appropriate for handling complaints and investigating gender-based crimes?

For examples, places where interviews can be conducted in private, scientific and medical/legal support, translators, etc. Please provide a detailed description.

19. **(New)** Do civil protection units have trained or specialist personnel for handling complaints and investigating gender-based crimes?
20. **(New)** Can survivors of gender-based crimes file a complaint in their own language or use some other means if they have difficulties with reading or writing?
- YES
 - NO

Please provide a detailed description.

21. **(New)** What actions is the civil protection service taking to prevent gender-based crimes?

For example, public campaigns or preventive arrest orders. Please provide a detailed description.

22. **(New)** Women's, men's, girls' and boys' access to the civil protection service to report a crime:

*Please explain how **women** can report a crime and trigger an investigation by one of the country's civil protection units.*

*Please explain how **men** can report a crime and trigger an investigation by one of the country's civil protection units.*

*Please explain how **girls and boys** can report a crime and trigger an investigation by one of the country's civil protection units.*

Are procedures the same outside the major cities?

23. **(New)** Are the statistics compiled on complaints relating to gender-based violence published?

If data are broken down (by population or members of personnel), please specify.

If data are broken down by gender, please specify (survivor, perpetrator and members of personnel).

Do the statistics include the gender and age of the survivor and perpetrator?

How are data on gender-based violence used to improve the response to gender-based violence and prevention?

What is the change since 2011 in the number of cases of gender-based violence: reported?

investigated?

prosecuted?

24. **(New)** Protection and separation measures in cases of gender-based violence:

*Please describe the measures civil protection can take to protect survivors who are **women**. For example, prohibiting the perpetrator from contacting the survivor or returning home.*

*Please describe the measures civil protection can take to protect survivors who are **men**.*

*Please describe the measures civil protection can take to protect survivors who are **girls or boys**.*

*Please describe the measures civil protection can take to protect survivors who are **LGBTI**.*

25. **(New)** Coordination of efforts to support survivors of gender-based violence:

Please describe how civil protection coordinates its efforts and cooperates with other institutions to offer help and support to survivors of gender-based violence (social services, community organisations or NGOs providing protection, accommodation, advice, legal assistance, etc.).

Personnel

26. Total number of civil protection personnel:

Number of male members of personnel: _____

Number of female members of personnel: _____

Please indicate the date of the data referred to and try to obtain the most recent data possible.

27. 27. What is the proportion of male and female senior-level personnel compared with entry-level personnel? (If possible, specify rank and unit.)

Total number of senior-level personnel: _____

Male senior-level personnel: _____

Female senior-level personnel: _____

Please indicate the date of the data referred to and try to obtain the most recent data possible.

28. **(New)** What is the breakdown of female personnel at the national level (presence of women in the regions) and in stations in major cities?

Please indicate regions or stations/districts in major cities where there are no women.

29. **(New)** Proportion of male and female personnel participating in peacekeeping missions.

Total number deployed on missions:

Number of male personnel deployed on missions:

Number of female personnel deployed on missions:

Please indicate the names (and countries) of the missions concerned. Do women participate in the civil protection units that exist (where applicable)?

30. Dropout rate of male personnel compared with female personnel.

Please give details. If a rate has been established, please explain the calculations on which it is based. If your institution does not calculate a rate, please describe the data found.

For example: in 2013, 50 new recruits were enrolled on the initial training programme. Of these 50 recruits, 40 completed their initial training (30 men and 10 women).

31. Resignation rate of male personnel compared with female personnel.

Please give details. If a rate has been established, please explain the calculations on which it is based. If your institution does not calculate a rate, please describe the data found.

For example: in 2013, 50 people resigned (20 men and 30 women).

32. **(New)** What are the recruitment criteria for men?

33. **(New)** What are the recruitment criteria for women?

34. Are there (quantitative) targets for female recruitment?

Please provide a detailed description. For example: increase the total number of female personnel by 100 before 2015 or recruit a minimum of 50 women in 2014.

Where are these targets referred to? (For example, the police's annual report or strategic plan.) If there is a policy, indicate its date of adoption.

Are there specific measures for female recruitment? For example, the development of recruitment materials including photos of women, accelerated training programmes for women, inclusion of women in recruitment personnel, information campaigns aimed at the general public, adjusted recruitment criteria, lateral entry routes, etc.

35. Is there a vetting procedure, including violations of women's human rights, such as domestic violence or sexual aggression?

Please describe the procedure in detail.

Does the procedure apply to everyone? Are there exceptions to the procedure? (For example, senior ranks.)

36. Please indicate the positions/units where women or men are not allowed to work or do not work because of institutional practices.

For example: women are excluded from investigative roles and groups responsible for criminal investigations.

Please indicate institutional justifications.

37. Are there specific measures for female **retention** or **advancement**?

For example, accelerated training programmes for women, information campaigns aimed at the general public, mentoring and support programmes, revision of promotion criteria, professional training for female personnel in the context of their work, etc. Please specify.

38. **(New)** Marriage of female members of personnel:

Are there written or unwritten restrictions on marriage for female members of personnel? (For example, an obligation to work for a specific period of time before being able to marry.) Can members of personnel marry between officer and non-commissioned officer ranks?

39. **(New)** Pregnancy of female members of personnel:

Are there written or unwritten restrictions on pregnancy for female members of personnel? (For example, an obligation to work for a specific period of time before being able to have a child.)

40. **(New)** Practical and psychological support:

For example, what type of practical and psychological support is offered to families when a parent is deployed far away from the family home? What type of practical and psychological support is offered to members of personnel to help them remain in contact with their family when they are away from the family home?

41. Is there an association for female members of personnel or a section of the staff association reserved for women?

Please include information on the number of members, year of creation, terms of reference and current activities.

42. Are there separate facilities and equipment for male and female personnel, for example, separate bathrooms, different uniforms or separate accommodation?

Training

43. Is there training on gender issues, for example, training sessions specifically on raising awareness about gender issues, sexual harassment, sexual exploitation and abuse, domestic violence, sexual aggression, human trafficking, etc.?

Please indicate the duration and content of training sessions, whether they are compulsory and who offers them.

How many members of personnel have taken part in training of this kind? What type of personnel is it aimed at?

44. **(New)** Gender training for peacekeeping operations: is there any training on gender in the context of the pre-deployment training provided for members of personnel selected for peacekeeping operations?

For example, on the codes of conduct in effect, sexual exploitation and abuse, protection for civilians, prevention of sexual violence aimed at women and girls, implementation of United Nations Security Council Resolution (SCR) 1325 (and others), inclusion of women in peacekeeping operations and HIV/AIDS. Please provide a detailed description.

45. Do other training modules, for example on human rights, the rule of law or codes of conduct or ethics include information on gender issues?

Please specify.

46. **(New)** Civil protection training college instructors:

Please describe the number of men and women among instructors providing initial and continuing training.

If there are several civil protection training colleges, how many men and women are there at each college?

Internal and external oversight

47. Are there internal oversight mechanisms or bodies, for example a select committee or conduct and disciplinary unit, whose role is to investigate gender issues within the civil protection service, in particular discrimination, harassment and gender-based violence?

Please describe the terms of reference and give an overview of the activities of the internal control body. How many male and female members of personnel does it include?

48. Are there external oversight mechanisms or bodies, for example an ombudsman or human rights committee, whose role is to investigate gender issues within the civil protection service in particular discrimination, harassment and gender-based violence?

Please describe the terms of reference and give an overview of the activities of the external control body. How many male and female members of personnel does it include?

49. Are there formal mechanisms to include civil society in external oversight of the civil protection service, for example a local committee or community security committees?

Do the external oversight mechanisms or bodies include civil-society organisations, particularly women's organisations?

50. How many reports were submitted to internal and external oversight mechanisms and bodies concerning acts of discrimination, sexual harassment or other forms of gender-based violence during the last year? If this information is not available, please indicate the most recent data.

Number of reports submitted:

To whom were reports submitted?

How many of these reports were investigated?

Who led the investigation?

How many civil servants were sanctioned for sexual harassment or other forms of gender-based violence during the last year?

How were they sanctioned?

51. **(New)** How is the institution assessed on the following points: compliance with national laws and policies on gender issues; standards in respect of human rights at the regional and international level; other standards related to gender issues?

Please specify.

Other indicators:

DATA COLLECTION TEMPLATE: ARMED AND SECURITY FORCES

General information

1. What is the mandate of the national gendarmerie?
2. Please describe the governance structure since 2011:
3. What have been the most significant gender-related achievements since 2011?
4. What have been the most significant gender-related challenges since 2011?

Policies and procedures

5. Is there an institutional policy on gender and/or policies that respond specifically to the different needs of male and female staff in the national gendarmerie, and the different security needs of women, men, girls and boys?

Please provide the title and date of each of the policies concerned and attach copies of the documents referred to. If it is impossible to provide copies, please describe the policies concerned in detail.

6. Human resources policies on welfare benefits for male and female members of personnel and their families

*Please describe each element in detail, indicating **any differences between the treatment of male and female personnel** and attach copies of documents if possible.*

	Exact title of policy	Year of adoption	Description and differences between men and women
Marriage			
Pregnancy			
Maternity leave			
Paternity leave			
Breastfeeding			
Healthcare			
Working hours			
Retirement			

Comments or further details:

Are there any other policies related to welfare benefits for male and female members of personnel and their families?

7. Is there a policy on gender discrimination, sexual harassment and/or sexual exploitation and a policy on the abuse that could be committed by national personnel?

Please provide the title and date of each of the policies concerned and attach copies of the documents referred to. If it is impossible to provide copies, please describe the policies concerned in detail.

8. Is there a code of conduct

Please provide the title and date of the code of conduct and attach a copy of the document. If it is impossible to provide the document, please describe the code of conduct in detail.

Does the code include specific information on gender-based violence and sexual harassment?

9. Are there standard operating procedures in response to cases of human trafficking, domestic violence or sexual aggression and violence?

Please describe the procedures in detail, including their title and date of adoption and provide copies of the documents concerned, if possible.

10. Are there procedures in place for **reporting, investigating and imposing sanctions** in response to acts of:

(Please provide a detailed description and attach copies of the documents concerned, if possible.)

gender discrimination (between members of personnel) (aimed at the population)?

sexual harassment (between members of personnel) (aimed at the population)?

family/domestic violence (in personnel's families) (among the population)?

gender-based violence towards men (between members of personnel) (aimed at the population)?

gender-based violence towards boys (aimed at the population/community)?

gender-based violence towards women (between members of personnel) (aimed at the population)?

gender-based violence towards girls (aimed at the population/community)?

gender-based violence towards LGBTI people (between members of personnel) (aimed at the population)?

other forms of gender-based violence?

Institutional structure

11. Are there institutional structures in place to deal with gender issues, for example resource people specifically for gender issues, equality of opportunity centres, focal points, etc.?

Please describe the terms of reference of these structures and the human and material (budget) resources allocated to them.

What level of authority do these structures have within the hierarchy and the institution?

Describe these structures' main current activities.

12. Are there **formal** collaboration mechanisms with women's organisations or the ministry responsible for gender issues, women or women's affairs?

Please describe these mechanisms in detail.

13. Are there informal collaboration mechanisms with women's organisations or the ministry responsible for gender issues, women or women's affairs?

For example, a joint working group on gender-based violence. Please describe these mechanisms in detail

14. Describe the (formal and informal) mechanisms for gender issues implemented with other security institutions, for example gender focal points, etc.

15. **(New)** Is there a post for a male or female adviser responsible for gender issues in each mission?

If yes, is there a clearly defined job description for the adviser responsible for gender issues? Does this person have sufficient access to those in command and to resources to support gender analysis and a response to gender issues during operations?

16. **(New)** During operations, how do male and female members of personnel interact with both men and women in local communities, particularly when conducting searches or gathering information?

What is the percentage (on average) of women taking part in these missions?

What professional roles are carried out by women in the context of these missions?

17. **(New)** What procedures are put in place during each operation?

to protect men and women in the civilian population facing violence, whether this occurs in public or in private?

to coordinate efforts in relation to gender-based violence with the local and/or international police services?

to prevent violence, in particular harassment, sexual exploitation and violence towards people in detention?

18. **(New)** Are there rules formally prohibiting national personnel from using prostitution during operations?
Please describe these rules.
If so, how are these rules respected?
19. **(New)** Are the facilities and equipment available in each criminal investigation unit appropriate for responding to gender-based crimes?
For example, rape kits. Please provide a detailed description.
20. **(New)** Are the systems in place in each criminal investigation unit appropriate for handling complaints and investigating gender-based crimes?
For examples, places where interviews can be conducted in private, scientific and medical/legal support, translators, etc. Please provide a detailed description.
21. **(New)** Do criminal investigation units have trained or specialist personnel for handling complaints and investigating gender-based crimes? :
22. **(New)** Can survivors of gender-based crimes file a complaint in their own language or use some other means if they have difficulties with reading or writing?

- YES
- NO

Please provide a detailed description.

23. **(New)** What actions is the national personnel taking to prevent gender-based crimes?

For example, public campaigns or preventive arrest orders. Please provide a detailed description.

24. **(New)** Women's, men's, girls' and boys' access to the criminal investigation authorities to report a crime

*Please explain how **women** can report a crime and trigger an investigation by one of the country's criminal investigation units.*

*Please explain how **men** can report a crime and trigger an investigation by one of the country's criminal investigation units.*

*Please explain how **girls** can report a crime and trigger an investigation by one of the country's criminal investigation units.*

*Please explain how **boys** can report a crime and trigger an investigation by one of the country's criminal investigation units.*

Are procedures the same outside the major cities

25. **(New)** Are statistics compiled on complaints relating to gender-based violence?

If data are broken down by gender, please specify (survivor, perpetrator and members of personnel).

Do the statistics include the gender and age of the survivor and perpetrator?

How are data on gender-based violence used to improve the response to gender-based violence and prevention?

How has the number of cases of gender-based violence reported to the police, investigated and prosecuted changed since 2011? Please provide a detailed description.

26. **(New)** How does the national personnel cooperate with men and women in the local population during operations?

Please provide a detailed description.

27. **(New)** Outside the operational context, how does the national gendarmerie ensure cooperation and consultation with men and women living close to barracks and military bases.

Please provide a detailed description.

Personnel

28. Number of members of the national defense and security forces:

Number of male members of personnel: _____

Number of female members of personnel: _____

Please indicate the date of the data referred to and try to obtain the most recent data possible.

29. What is the proportion of male and female senior-level personnel compared with entry-level personnel? (If possible, specify rank and unit.)

Total number of senior-level personnel: _____

Male senior-level personnel: _____

Female senior-level personnel: _____

Please indicate the date of the data referred to and try to obtain the most recent data possible.

30. **(New)** Are women or certain groups of men or women excluded by law from certain functions within the national personnel?

If yes, please specify.

Please indicate institutional justifications.

31. **(New)** What is the breakdown of female personnel at the national level (presence of women in the regions)?

Please indicate areas where there are no women.

32. **(New)** Proportion of male and female personnel participating in peacekeeping missions

Total number deployed on missions: _____

Number of male personnel deployed on missions: _____

Number of female personnel deployed on missions: _____

Please indicate the names (and countries) of the missions, ranks and types of post (for example, military observer) concerned.

33. Dropout rate of male personnel compared with female personnel:

Please give details. If a rate has been established, please explain the calculations on which it is based. If your institution does not calculate a rate, please describe the data found.

For example: in 2013, 50 new recruits were enrolled on the initial training programme. Of these 50 recruits, 40 completed their initial training (30 men and 10 women).

34. Resignation rate of male personnel compared with female personnel:

Please give details. If a rate has been established, please explain the calculations on which it is based. If your institution does not calculate a rate, please describe the data found.

For example: in 2013, 50 people resigned (20 men and 30 women)

35. **(New)** What are the recruitment criteria for men?:

36. **(New)** What are the recruitment criteria for women?.

37. Are there (quantitative) targets for female recruitment?

Please provide a detailed description. For example: increase the total number of female personnel by 100 before 2015 or recruit a minimum of 50 women in 2014.

Where are these targets referred to? (For example, the annual report or strategic plan.) If there is a policy, indicate its date of adoption.

Are there specific measures for female recruitment? For example, the development of recruitment materials including photos of women, accelerated training programmes for women, inclusion of women in recruitment personnel, information campaigns aimed at the general public, adjusted recruitment criteria, lateral entry routes, etc.

38. Is there a vetting procedure, including violations of women's human rights, such as domestic violence or sexual aggression?

Please describe the procedure in detail.

Does the procedure apply to everyone? Are there exceptions to the procedure? (For example, senior ranks.)

39. Are there specific measures for female **retention** or **advancement**?

For example, accelerated training programmes for women, information campaigns aimed at the general public, mentoring and support programmes, revision of promotion criteria, professional training for female personnel in the context of their work, etc. Please specify.

40. **(New)** Marriage of female members of personnel

Are there written or unwritten restrictions on marriage for female members of personnel? (For example, an obligation to work for a specific period of time before being able to marry.) Can members of personnel marry between officer and non-commissioned officer ranks?

41. **(New)** Pregnancy of female members of personnel:

Are there written or unwritten restrictions on pregnancy for female members of personnel? (For example, an obligation to work for a specific period of time before being able to have a child.)

42. **(New)** Practical and psychological support

For example, what type of practical and psychological support is offered to families when a parent is deployed far away from the family home? What type of practical and psychological support is offered to members of personnel to help them remain in contact with their family when they are away from the family home?

43. Is there an association for female members of personnel or a section of the staff association reserved for women?

Please include information on the number of members, year of creation, terms of reference and current activities

44. Are there separate facilities and equipment for male and female personnel, for example, separate bathrooms, different uniforms or separate accommodation?

Training

45. Is there training on gender issues, for example, training sessions specifically on raising awareness about gender issues, sexual harassment, sexual exploitation and abuse, domestic violence, sexual aggression, human trafficking, etc.?

Please indicate the duration and content of training sessions, whether they are compulsory and who offers them.

How many members of personnel have taken part in training of this kind? What type of personnel is it aimed at?

46. **(New)** Gender training for peacekeeping operations: is there any training on gender in the context of the pre-deployment training provided for members of personnel selected for peacekeeping operations?

For example, on the codes of conduct in effect, sexual exploitation and abuse, protection for civilians, prevention of sexual violence aimed at women and girls, implementation of United Nations Security Council Resolution 1325 (and others), inclusion of women in peacekeeping operations and HIV/AIDS. Please provide a detailed description.

47. Do other training modules, for example on human rights, the rule of law or codes of conduct or ethics include information on gender issues?

Please specify.

48. **(New)** Training college instructors:

Please describe the number of men and women among instructors providing initial and continuing training.

If there are several gendarmerie training colleges, are men and women represented in equal numbers at them?

Internal and external oversight

49. Are there internal oversight mechanisms or bodies, for example a select committee or conduct and disciplinary unit, whose role is to investigate gender issues within the national defence and security forces, in particular discrimination, harassment and gender-based violence?

Please describe the terms of reference and give an overview of the activities of the internal control body. How many male and female members of personnel does it include?

50. Are there external oversight mechanisms or bodies, for example an ombudsman or human rights committee, whose role is to investigate gender issues within the national defence and security forces in particular discrimination, harassment and gender-based violence?

Please describe the terms of reference and give an overview of the activities of the external control body. How many male and female members of personnel does it include?

51. **(New)** Are complaints about acts of gender-based violence or other human rights violations lodged against a member of personnel dealt with by the civilian justice system or the military justice system?

If complaints are handled by the military justice system, do civilian survivors have full access to the procedure? Can survivors be represented by a civilian lawyer?

52. Are there formal mechanisms to include civil society in external oversight of the national defence and security forces?

Do the external oversight mechanisms or bodies include civil-society organisations, particularly women's organisations?

53. How many reports were submitted to internal and external oversight mechanisms and bodies concerning acts of discrimination, sexual harassment or other forms of gender-based violence during the last year? If this information is not available, please indicate the most recent data.

Number of reports submitted:

To whom were reports submitted?

How many of these reports were investigated?

Who led the investigation?

How many members of personnel (men/women) were sanctioned for sexual harassment or other forms of gender-based violence during the last year?

How were they sanctioned?

54. **(New)** How is the institution assessed on the following points: compliance with national laws and policies on gender issues; standards in respect of human rights at the regional and international level; other standards related to gender issues?

Please specify.

Other indicators:

DATA COLLECTION TEMPLATE: JUSTICE SECTOR

General information

- 1. Please describe the organisation of the justice system in Mali (maximum 800 words):
- 2. Please describe the roles and responsibilities of all actors in the justice system in Mali (maximum 800 words):
- 3. What have been the most significant gender-related achievements since 2011?
- 4. What have been the most significant gender-related challenges since 2011?

Policies and procedures

- 5. Is there an institutional policy on gender and/or policies that respond specifically to the different needs of male and female personnel in the justice sector, and the different security needs of women, men, girls and boys?
Please provide the title and date of each of the policies concerned and attach copies of the documents referred to. If it is impossible to provide copies, please describe the policies concerned in detail.
- 6. Human resources policies on welfare benefits for male and female members of personnel and their families.
*Please describe each element in detail, indicating **any differences between the treatment of male and female personnel** and attach copies of documents if possible.*

	Exact title of policy	Year of adoption	Description and differences between men and women
Marriage			
Pregnancy			
Maternity leave			
Paternity leave			
Breastfeeding			
Healthcare			
Working hours			
Retirement			

*Comments or further details**Are there any other policies related to welfare benefits for male and female members of personnel and their families?*

7. Is there a policy on gender discrimination, sexual harassment and/or sexual exploitation in the justice sector (including judges, court personnel, the public prosecutor's office, public legal aid services, etc.)?

Please provide the title and date of each of the policies concerned and attach copies of the documents referred to. If it is impossible to provide copies, please describe the policies concerned in detail.

8. Is there a gender-sensitive code of conduct or ethics for judges, public prosecutors and/or lawyers?

Please provide the title and date of the code concerned and attach a copy of the document. If it is impossible to provide the document, please describe the code in detail.

9. Are there specific procedures in response to cases of human trafficking, domestic violence or sexual aggression and violence?

*For example, procedures to protect survivors and witnesses, rules concerning the production of evidence or procedures for giving testimony or the admissibility of evidence. Please provide a detailed description and attach copies of the documents concerned, if possible.***Institutional structure**

10. Are there institutional structures in place to deal with gender issues, for example resource people specifically for gender issues, equality of opportunity centres, focal points, etc.?

*Please describe the terms of reference of these structures and the human and material (budget) resources allocated to them.**What level of authority do these structures have within the justice system?**Describe these structures' main current activities.*

11. Are there specialist services/structures aimed at men and women?

*For example, programmes to facilitate women's access to justice?**Courts to judge acts of domestic violence and/or sexual aggression?**Legal aid services for women?**Screens or separate areas for questioning survivors (men/women/girls/boys) in confidence?****(New)** Bedrooms/a daycare facility for children?*

Please describe the terms of reference of these services and structures and the human and material (budget) resources assigned to them.

12. Are there formal collaboration mechanisms with women's organisations or the ministry responsible for gender issues, women or women's affairs?

For example, a system to point them towards appropriate services. Please describe these mechanisms in detail.

13. Are there informal collaboration mechanisms with women's organisations or the ministry responsible for gender issues, women or women's affairs?

For example, a joint working group on gender-based violence. Please describe these mechanisms in detail.

14. Describe the (formal and informal) mechanisms for gender issues implemented with other security institutions, for example gender focal points, etc.

15. **(New)** Treatment of gender-based crimes:

Are there specialist judicial prosecution units, judges and courts with personnel who are trained in handling gender-based crimes?

If yes, describe the number of personnel and resources mobilised.

16. **(New)** Existing provisions for dealing with cases of gender-based violence:

What resources are available to the courts for dealing with cases of gender-based violence in order to protect survivors' privacy, dignity and security? For example, facilities for hearings in private, screens to enable witnesses and survivors to give evidence anonymously and separate waiting rooms for witnesses, survivors and defendants.

17. **(New)** Judicial rules or practices in cases of gender-based violence:

What judicial rules or practices apply, particularly in respect of establishing evidence, in cases of gender-based violence?

For example, preventing the identity of the survivor being made public or outlawing questions related to previous sexual practices.

18. **(New)** Are survivors and witnesses entitled to help from independent parties?

For example, representatives of NGOs, to help them understand the judicial process and protect them from inappropriate questioning techniques.

19. **(New)** How do public prosecutors, investigating judges and courts coordinate their efforts in order to prevent and deal with cases of gender-based violence?

Between themselves:

With the police:

With prisons (if necessary):

With the armed forces (if necessary):

20. **(New)** What services are available to survivors of gender-based violence (particularly social services, community organisations and NGOs)?

Men:

Women:

How do public prosecutors and courts coordinate their efforts and cooperate with these services?

21. **(New)** What policies are in place to allow appropriate measures (for example, release on bail, conditional release or community service where this is possible and appropriate) to be pronounced or planned before trial for:

a pregnant woman:

the main or sole guardian of a child:

22. **(New)** How do the courts coordinate their efforts and cooperate with community programmes:

*aimed at **men**?*

*aimed at **women**?*

*aimed at **young offenders** (community service or detox and rehabilitation programmes for drug addicts)?*

23. **(New)** Are protection measures used to justify?

24. **(New)** Introduction to law programmes:

Are there specialist access to justice programmes for:

25. **(Nouveau)** Programmes d'accès à la justice :

Existe-t-il des programmes d'accès à la justice spécialisés pour :

men?

women?

boys?

girls?

LGBTI people?

people without formal evidence of destitution?

26. **(New)** Financial access to justice:

Can women and men secure the services of a lawyer or paralegal or legal assistance (such as a state-appointed lawyer or public defence counsel) if they cannot fund them themselves?

27. **(New)** Treatment of gender-based violence across the country:

Is the official justice system used to deal with gender-based violence across the country? If not, why is this the case and how are cases of gender-based violence dealt with (for example, through the customary law process)?

28. **(New)** Data on gender-based crimes

How many files related to cases of gender-based crime (women/men/girls/boys) are opened each month (in specialist courts for cases of gender-based violence or in the justice system as a whole)?

What proportion of cases of gender-based crime are heard in court? (Please give details. For example, the total number gender-based crime cases broken down by gender and the number of gender-based crime cases heard in court.)

What proportion was dismissed? (Please explain how the proportion shown was calculated.)

What proportion led to a conviction? (Please explain how the proportion shown was calculated.)

What reasons were put forward to justify the dismissal of cases related to acts of gender-based violence?

29. **(New)** Most common prosecutions:

What were the most common prosecutions with regard to:

women:

men:

girls:

boys:

LGBTI people:

Personnel

30. Number of male and female members of personnel in the justice system:

Please indicate the date of the data referred to and try to obtain the most recent data possible.

Total number of personnel in the justice system:*

Number of male members of personnel:

Number of female members of personnel:

**Including judges, court personnel, the public prosecutor's office, lawyers, public legal aid services and all other members of the justice system. Please add lines and sub-sections if necessary.*

Total number of judges:

Number of male judges:

Number of female judges:

Total number of court personnel:

Number of male members of personnel:

Number of female members of personnel:

Total number of personnel in the public prosecutor's office:*

Number of male members of personnel:

Number of female members of personnel:

Total number of lawyers:

Number of male lawyers:

Number of female lawyers:

Total number of personnel in public legal aid services:

Number of male members of personnel:

Number of female members of personnel:

31. Number and percentage of male and female judges in the higher courts (for example, the High Court and Constitutional Court) broken down by length of service and the types of courts they sit in.

32. **(New)** What is the appointment process for judges?

Are there different criteria for men and women? If yes, please specify.

33. **(New)** Are women or certain groups of men or women excluded by law from certain functions within the justice system?

If yes, please specify.

34. Are there quantitative targets for female recruitment in law faculties, as lawyers, prosecutors or judges?

Please provide a detailed description. For example: increase the total number of women recruited to law faculties by 15% by 2015.

Where are these targets referred to? (For example, the police's annual report or strategic plan.) If there is a policy, indicate its date of adoption.

Are there specific measures for female recruitment? For example, the development of recruitment materials including photos of women, accelerated training programmes for women, information campaigns aimed at the general public, etc.

35. Is there a vetting procedure, including violations of women's/men's/girls/boys' human rights, such as domestic violence or sexual aggression?

Please describe the procedure in detail.

Does the procedure apply to everyone? Are there exceptions to the procedure?

36. Are there specific measures to increase the appointment, retention and promotion of female judges and prosecutors?

Appointment of female judges and prosecutors:

Retention of female judges and prosecutors:

Promotion of female judges and prosecutors:

37. Are there female judges' and lawyers' associations?

Please include information on the number of members, year of creation, terms of reference and current activities.

Training

38. 38. Are there courses on gender issues (laws on women's rights, domestic violence, evidence requirements in cases of rape and gender-based crimes) in the law faculties?

Please specify how long courses last.

Please describe course content.

Who provides the courses?

How many lawyers and judges have taken these courses? (Please break information down by gender.)

39. Are there professional training programmes for lawyers and judges? For example, training sessions specifically on raising awareness of gender issues, laws on women's rights, domestic violence, evidence requirements in cases of rape and gender-based crimes.

Please specify how long training sessions last.

Please describe the content of these training sessions.

Who provides training?

How many lawyers and judges have taken this training? (Please break information down by gender.)

40. Do other courses and training sessions, particularly on international human rights law and protection for survivors include information on gender issues?

Please specify.

41. **(New)** Access to copies of legislation and case law:

Do judges, public prosecutors and lawyers have easy access to copies of legislation and case law with regard to women (particularly on sexual violence, family violence, marriage, child care, inheritance and property)?

Internal and external oversight

42. Are there **internal oversight** mechanisms or bodies, for example a select committee or conduct and disciplinary unit, whose role is to investigate gender issues within the justice system, in particular acts of discrimination, harassment and gender-based violence perpetrated by judges, public prosecutors or lawyers?

Please describe the terms of reference and give an overview of the activities of the internal control body. How many male and female members of personnel does it include?

43. Are there **external oversight** mechanisms or bodies, for example an ombudsman or human rights committee, whose role is to investigate gender issues within the justice system, in particular discrimination, harassment and gender-based violence?

Please describe the terms of reference and give an overview of the activities of the external control body. How many male and female members of personnel does it include?

44. Are there formal mechanisms to include civil society organisations, including women's organisations, in external oversight of the justice system?

45. How many reports were submitted to internal and external oversight mechanisms and bodies concerning acts of discrimination, sexual harassment or other forms of gender-based violence during the last year? If this information is not available, please indicate the most recent data.

Number of reports submitted:

To whom were reports submitted?

How many of these reports were investigated?

Who led the investigation?

How many civil servants (male/female) were sanctioned for sexual harassment or other forms of gender-based violence during the last year?

How were they sanctioned?

Other indicators:

DATA COLLECTION TEMPLATE: PENAL SERVICES

General information

1. Please describe the organisation of penal services in Mali (maximum 800 words):
2. Please describe the roles and responsibilities of all actors in the penal services in Mali (maximum 800 words):
3. What have been the most significant gender-related achievements since 2011?
4. What have been the most significant gender-related challenges since 2011?

Policies and procedures

5. Is there an institutional policy on gender and/or policies that respond specifically to the different needs of male and female personnel in the penal services?

Please provide the title and date of each of the policies concerned and attach copies of the documents referred to. Do they receive a budget allocation? If it is impossible to provide copies, please describe the policies concerned in detail.

6. Is there an institutional policy on gender and/or policies that respond specifically to the different security needs of the men and women who are serving sentences?

Please provide the title and date of each of the policies concerned and attach copies of the documents referred to. Do they receive a budget allocation? If it is impossible to provide copies, please describe the policies concerned in detail.

7. Human resources policies on welfare benefits for male and female members of personnel and their families.

*Please describe each element in detail, indicating **any differences between the treatment of male and female personnel** and attach copies of documents if possible.*

	Exact title of policy	Year of adoption	Description and differences between men and women
Marriage			
Pregnancy			
Maternity leave			
Paternity leave			
Breastfeeding			
Healthcare			
Working hours			
Retirement			

Comments or further details:

Are there any other policies related to welfare benefits for male and female members of personnel and their families?

8. Is there a policy on gender discrimination, sexual harassment and/or sexual exploitation?

Please provide the title and date of each of the policies concerned and attach copies of the documents referred to. If it is impossible to provide copies, please describe the policies concerned in detail.

9. Is there a policy on abuse perpetrated by personnel in the penal and detention services, in particular standard operating procedures in case of sexual aggression, violence or harassment?

Please provide the title and date of each of the policies concerned and attach copies of the documents referred to. If it is impossible to provide copies, please describe the policies concerned in detail.

10. Is there a code of conduct?

Please provide the title and date of the code of conduct and attach a copy of the document. If it is impossible to provide the document, please describe the code in detail.

11. Are there clear procedures in place governing the interaction between male and female members of prison personnel and prisoners?

For example, male prison personnel should never carry out body searches of female prisoners, or be allowed to access areas where female prisoners get dressed and/or shower. (Please provide a detailed description and attach copies of the documents concerned, if possible.)

12. Are there clear policies and procedures in place on visits from prisoners' family and spouse?

(Please provide a detailed description and attach copies of the documents concerned, if possible.)

13. Are male prisoners treated differently from female prisoners? *Please provide a detailed description.*

14. Are there clear policies and procedures in place regarding female prisoners who are pregnant or have young children, and in relation to female prisoners' children?

(Please provide a detailed description and attach copies of the documents concerned, if possible.).

15. Are there procedures in place for **reporting, investigating and imposing sanctions** in response to acts of:

(Please provide a detailed description and attach copies of the documents concerned, if possible.)

gender discrimination by members of prison personnel against colleagues, by members of prison personnel against prisoners or by a prisoner against other prisoners?

sexual harassment by members of prison personnel against colleagues (men/women)?

sexual harassment by members of prison personnel against prisoners or by a prisoner against other prisoners?

family violence within the families of prison personnel or prisoners?

*gender-based violence **towards men** by members of prison personnel against colleagues, by members of prison personnel against prisoners or by prisoners against other prisoners?*

*gender-based violence **towards women** by members of prison personnel against colleagues, by members of prison personnel against prisoners or by prisoners against other prisoners?*

*gender-based violence **towards girls** by members of prison personnel against prisoners or by prisoners against other prisoners?*

*gender-based violence **towards boys** by members of prison personnel against prisoners or by prisoners against other prisoners?*

*gender-based violence **towards LGBTI** people by members of prison personnel against colleagues, by members of prison personnel against prisoners or by prisoners against other prisoners?*

other forms of gender-based violence ?

Institutional structure

16. Are there institutional structures in place to deal with gender issues, for example resource people specifically for gender issues, equality of opportunity centres, etc.?

Please describe the terms of reference of these structures and the human and material (budget) resources allocated to them.

17. Are there separate detention centres for adult prisoners (men and women) and young offenders (boys and girls)?

Please specify.

18. Are there specialist courses, training sessions, services and structures aimed at reintegrating male and female **young offenders**?

Please describe the services and their availability.

19. Are there specialist courses, training sessions, services and structures aimed at reintegrating male and female **adult prisoners**?

Please describe the services and their availability.

20. Are there specialist services and structures that provide access to healthcare and detox programmes for male and female adult prisoners (including access to reproductive health and mental health care)?

Please describe the services and their availability.

21. Are there specialist services and structures that provide access to healthcare and detox programmes for **male and female minors** (including access to reproductive and mental healthcare)?

Please describe the services and their availability.

22. Are there formal collaboration mechanisms with women's organisations or the ministry responsible for gender issues, women or women's affairs?

For example, joint reintegration programmes for prisoners. Please describe these mechanisms in detail.

23. Are there informal collaboration mechanisms with women's organisations or the ministry responsible for gender issues, women or women's affairs?

For example, activities in prisons run by NGOs. Please describe these mechanisms in detail.

Personnel

24. Number of prisoners:

Total number of prisoners: _____

Number of male prisoners: _____

Number of female prisoners: _____

Total number of minors in prison: _____

Number of boys in prison: _____

Number of girls in prison: _____

Total number of adults subject to non-custodial measures:* _____

Number of men: _____

Number of women: _____

**not depriving them of their liberty (i.e. free on bail, on probation or serving a community sentence)*

Total number of minors subject to non-custodial measures:* _____

Number of boys: _____

Number of girls: _____

**not depriving them of their liberty (i.e. free on bail, on probation or serving a community sentence)*

Number of prisoners awaiting trial: _____

Number of men in prison awaiting trial: _____

Number of women in prison awaiting trial: _____

Number of minors in prison awaiting trial: _____

Number of boys in prison awaiting trial: _____

Number of girls in prison awaiting trial: _____

Please indicate the date of the data referred to and try to obtain the most recent data possible.

25. Number of male and female members of personnel in the prison environment:

Total number of members of personnel in the prison environment: _____

Number of men: _____

Number of women: _____

Please indicate the date of the data referred to and try to obtain the most recent data possible.

26. Number of male and female senior-level personnel compared with entry-level personnel, including rank and unit if possible.

Total number of senior-level personnel: _____

Male senior-level personnel: _____

Female senior-level personnel: _____

Please indicate the date of the data referred to and try to obtain the most recent data possible.

27. **(New)** What is the breakdown of female personnel at the national level (presence of women in all prison environments)?

Please indicate regions or prison environments where there are no women.

28. Resignation rate of male personnel compared with female personnel.

Please give details. If a rate has been established, please explain the calculations on which it is based. If your institution does not calculate a rate, please describe the data found.

For example: in 2013, 50 people resigned (20 men and 30 women).

29. Are there (quantitative) targets for female prison personnel?

Please provide a detailed description. For example: increase the total number of prison personnel by 100 women before 2015 or recruit a minimum of 50 women in 2014.

Where are these targets referred to? (For example, the police's annual report or strategic plan.) If there is a policy, indicate its date of adoption.

Are there specific measures for female recruitment? For example, the development of recruitment materials including photos of women, accelerated training programmes for women, inclusion of women in recruitment personnel, information campaigns aimed at the general public, adjusted recruitment criteria, lateral entry routes, etc.

30. Is there a vetting procedure, including violations of women's human rights, such as domestic violence or sexual aggression?

Please describe the procedure in detail.

Does the procedure apply to everyone? Are there exceptions to the procedure? (For example, senior ranks)

31. Please indicate the positions/units where women or men are not allowed to work or do not work because of institutional practices.

For example, men are not allowed to work in women's prisons and vice versa.

Please indicate institutional justifications.

32. Are there specific measures for female **retention** or **advancement**?

For example, accelerated training programmes for women, information campaigns aimed at the general public, mentoring and support programmes, revision of promotion criteria, professional training for female personnel in the context of their work, etc. Please specify.

33. **(New)** Marriage of female members of personnel:

Are there written or unwritten restrictions on marriage for female members of personnel? (For example, an obligation to work for a specific period of time before being able to marry.) Can members of personnel marry between different ranks?

34. **(New)** Pregnancy of female members of personnel:

Are there written or unwritten restrictions on pregnancy for female members of personnel? (For example, an obligation to work for a specific period of time before being able to have a child.)

35. Is there an association for female members of personnel or a section of the staff association reserved for women?

Please include information on the number of members, year of creation, terms of reference and current activities.

36. Are there separate facilities and equipment for male and female personnel, for example, separate bathrooms, different uniforms or separate accommodation?

Training

37. Is there training on gender issues, for example, training sessions specifically on raising awareness about gender issues, sexual harassment, sexual exploitation and abuse, domestic violence, sexual aggression, human trafficking, etc.?

Please indicate the duration and content of training sessions, whether they are compulsory and who offers them.

How many members of personnel have taken part in training of this kind? What type of personnel is it aimed at?

38. Do other training modules, for example on human rights, the rule of law or codes of conduct or ethics include information on gender issues?

Please specify.

Internal and external oversight

39. Are there internal oversight mechanisms or bodies, for example a select committee or conduct and disciplinary unit, whose role is to investigate gender issues within the penal services, in particular discrimination, harassment and gender-based violence?

Please describe the terms of reference and give an overview of the activities of the internal control body. How many male and female members of personnel does it include?

40. Are there external oversight mechanisms or bodies, for example an ombudsman or human rights committee, whose role is to investigate gender issues within the penal services, in particular discrimination, harassment and gender-based violence?

Please describe the terms of reference and give an overview of the activities of the external control body. How many male and female members of personnel does it include?

41. Are there formal mechanisms to include civil society in external oversight of the penal services, for example a local council or community committees?

Do the external oversight mechanisms or bodies include civil-society organisations, particularly women's organisations?

42. How many reports were submitted to internal and external oversight mechanisms and bodies concerning acts of discrimination, sexual harassment or other forms of gender-based violence during the last year? If this information is not available, please indicate the most recent data.

Number of reports submitted:

To whom were reports submitted?

How many of these reports were investigated?

Who led the investigation?

How many civil servants were sanctioned for sexual harassment or other forms of gender-based violence during the last year?

How were they sanctioned?

43. **(New)** How is the institution assessed on the following points: compliance with national laws and policies on gender issues; standards in respect of human rights at the regional and international level; other standards related to gender issues?

Please specify.

Other indicators:

Notes

1. **The Association of Malian Female Lawyers** is a corporatist organization that belongs to the World Organization of Women Lawyers (*Organisation mondiale des femmes juristes*). It has around fifty active members and three main objectives: helping women with their legal and administrative processes; making women aware of legislation so that they know their rights; and organizing amendments to any legislation that is discriminatory to help Malian law evolve towards greater gender equality. For more information: <http://courantsdefemmes.free.fr/Assoces/Mali/AJM/AJM.html>
2. **The United Nations Police (UNPOL)** consists of police officers from a number of member states, recruited by the United Nations for peacekeeping operations. The Unit's specific task is to fulfil the mandate given to it by the Security Council. MINUSMA's mandate was renewed on 25 June 2014 through UN Security Council Resolution (SCR) 2164, and the Unit is responsible for: providing expert assistance; conducting operational assessments; training and strengthening the police services of the host state; developing and adapting technical directives; helping national police services in their strategic planning and by providing technical support; and contributing to security sector reform of host states in the post-conflict period. For more information: <https://minusma.unmissions.org/police>
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8. Ibid.
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