

**MISSION TO UNITED KINGDOM ON INVITE OF THE AUSTRALIAN HIGH
COMMISSIONER TO LONDON COURTESY OF THE AUSTRALIAN FEDERAL POLICE
27th JUNE -2ND OF JULY 2017**

By Commissioner Winfred Lichuma, EBS

a) Background

The invite was from Commander Linda Champion based at the Australian Embassy in London as the Manager Europe, Middle East and Africa who visited Kenya on 3rd of March 2017 on a learning mission on matters gender and security. She visited NGEC to learn about its mandate, achievements and challenges as an accountability commission in the Country that ensures gender integration in public and private spheres.

Having been impressed with the work NGEC was engaged in, she invited the Chairperson Winfred Lichuma, EBS as the key note speaker in an event on Gender Equality; International Challenges and Strategies for Success. The meeting was held on 28th June, 2017 at the Australian House in London.

b) The Event 28th June, 2017

The panel was composed of the following:

1. H.E. The Hon. Alexander Downer, AC
2. Lynne Owens CBE , QPM, MA, Director General, National Crime Agency
3. Debbie Platz, Assistant Commissioner, Crime Operations, Australian, Federal Police

Ms. Winfred Lichuma was the key note speaker.

The bio data of the speakers is as below:

1. H.E. The Hon. Alexander Downer, AC

He was appointed Australian High Commissioner to the United Kingdom in March 2014. He has had a long and distinguished political career and was recently the United Nations Special Adviser to the Secretary – General on Cyprus. In 1976 he joined Department of Foreign Affairs as the ambassador to the Australian Embassy in Belgium. He was elected to the Federal Parliament in 1984 as the Liberal member of Mayo until his retirement. He served as the Australia's Foreign Minister from 1996 to 2007. He was awarded the Centenary Medal in 2001 and holds a Bachelor of Arts Degree in Politics and Economics from Newcastle University.

2. Director General, Lynne Owens CBE , QPM, MA

She took this post in 2016 and joined the service in 1989. She initially served as a Constable, Sergeant, Detective Chief Inspector and Senior Investigating officer in the Major Crime Department. She was awarded the Queen's Police Medal in 2008 and promoted to Assistant Commissioner.

3. Debbie Platz, Assistant Commissioner

She joined the Federal Police early this year as the National Manager, Crime Operations. She has broad range of operational and managerial roles. She was involved in the Legal Services Branch and managed the Training Unit responsible for the training of Queensland's prosecutors and brief managers. She is based in Australia.

4. Comm. Winfred Lichuma, EBS

She is the current chairperson of the National Gender and Equality Commission. She is a human right lawyer and a gender expert with over 25 years of experience.

The Paper presented at the meeting by Ms. Winfred Lichuma is attached.

Key Highlights from the Presentations and Discussions

1. Vulnerabilities of women in the police is acknowledged with diversity depending on the regions and whether serving in the urban or rural areas.
2. There is need to analyse how women engage in crime and whether as petty offenders or serious criminals.
3. It is generalized that many women are in the lower category across regions globally
4. Affirmative action has not been used in Australia and United Kingdom police to get women into top positions.
5. Generally, Australia has impressive gender representation record at the top political level. It was the first country to allow women the right to vote and had first female Prime Minister.
6. Currently gender representation has been normalized and it is not a consideration requiring legislative framework for enforcement. The country has strong gender responsive programmes and have over 40% women on boards and 25% in corporate governance.
7. Implementation of the gender agenda is challenging in private sector that is often based on best skills requirement. Companies seek to recruit competent people.
8. 22% of women in Australia serve in the police but discriminatory practices are still experienced.

9. In the United Kingdom, women are fairly represented in the lower level and there are calls made encouraging more women to join the security sector. A few are in top leadership level.
10. Just like in Australia, Affirmative Action has not been used to increase the number of women in the police in UK. However, some key sections of the security sector are headed by women who rose up the ranks by merit.