

114TH CONGRESS
2D SESSION

S. 3377

To increase the participation of women in foreign security forces, specifically the military and police, with United States foreign assistance.

IN THE SENATE OF THE UNITED STATES

SEPTEMBER 21, 2016

Mrs. BOXER (for herself and Mrs. SHAHEEN) introduced the following bill; which was read twice and referred to the Committee on Foreign Relations

A BILL

To increase the participation of women in foreign security forces, specifically the military and police, with United States foreign assistance.

1 *Be it enacted by the Senate and House of Representa-*
2 *tives of the United States of America in Congress assembled,*

3 **SECTION 1. SHORT TITLE.**

4 This Act may be cited as the “Enhancing Military
5 and Police Operations through Women’s Engagement and
6 Recruitment Act of 2016”.

7 **SEC. 2. FINDINGS.**

8 Congress makes the following findings:

9 (1) The United States National Action Plan On
10 Women, Peace and Security expresses the unquali-

1 fied commitment of the United States to integrating
2 women’s perspectives fully into our diplomatic, de-
3 fense, and development efforts not simply as bene-
4 ficiaries, but as agents of peace, security, reconcili-
5 ation, development, growth, and stability. The plan
6 also specifies the following priorities:

7 (A) Providing assistance to support wom-
8 en’s participation, integration, and leadership in
9 the security sector.

10 (B) Working with partner nations to in-
11 crease women’s participation in United States-
12 funded training programs for foreign police, ju-
13 dicial, and military personnel, including profes-
14 sional military education, as well as exchange
15 programs, conferences, and seminars.

16 (C) Utilizing the participation of female
17 members of the United States Armed Forces to
18 encourage and model gender integration in the
19 armed forces of partner nations.

20 (2) The Department of State’s 2015 Quadren-
21 nial Diplomacy and Development Review states
22 that—

23 (A) the United States is promoting initia-
24 tives based on the unique roles that women and

1 girls play in preventing and responding to con-
2 flict; and

3 (B) gender equality is a core element in
4 policy development, strategy and budget plan-
5 ning, policy and program implementation, man-
6 agement and training, and monitoring and eval-
7 uation of results.

8 (3) United States security sector assistance is a
9 key engagement tool with our foreign partners. Se-
10 curity sector assistance helps further United States
11 interests by seeking to professionalize and develop
12 the police and militaries of our foreign partners,
13 shaping the security sector policies of foreign gov-
14 ernments, and building sustainable and legitimate
15 institutions to provide security and justice and re-
16 spond to the needs of populations. Security sector
17 assistance can also support broad United States pol-
18 icy goals, including respect for human rights, civilian
19 control of the military, and the rule of law.

20 (4) To support these efforts, the United States
21 Department of State provides funding for a number
22 of training programs for military forces, police and
23 other security forces, and international peacekeeping
24 operations.

1 (5) Women are underrepresented in security
2 forces worldwide. For instance, in South Asia—

3 (A) women make up less than 1 percent of
4 Pakistan’s total police force;

5 (B) women make up less than 5 percent of
6 Bangladesh’s total police force; and

7 (C) women make up less than 7 percent of
8 India’s total police force.

9 (6) As demonstrated by United States Female
10 Engagement Teams deployed to Afghanistan, female
11 soldiers can enhance the operational effectiveness of
12 security operations and gather information and pro-
13 vide access to local populations that all-male units
14 cannot engage or search.

15 (7) Female military and police can provide crit-
16 ical contributions to security. For Afghanistan’s
17 2014 presidential elections, Afghanistan’s Ministry
18 of Interior recruited and trained 13,000 females to
19 provide security and conduct searches of women at
20 checkpoints and polling stations. Female police fa-
21 cilitated the participation of women in elections.

22 (8) The International Military Education and
23 Training (IMET) program, funded by the United
24 States Department of State, provides professional
25 military training for the future leaders of our for-

1 eign partners, enhances interoperability with the
2 United States Armed Forces, builds relationships
3 among international and United States military stu-
4 dents, and conveys United States customs and cul-
5 tural norms.

6 (9) Of the 141 countries that received IMET
7 funding from Fiscal Year 2011 through Fiscal Year
8 2015, only approximately 7 percent of IMET pro-
9 gram participants from those countries were women.

10 (10) United States international police training
11 programs that are specifically focused on women
12 have proven effective in recruiting and retaining
13 women. In Lebanon, for instance, a Department of
14 State-funded basic cadet course for women was in-
15 strumental in helping Lebanon's Internal Security
16 Forces increase the number of police officers from
17 two to 610.

18 (11) United States security assistance for
19 peacekeeping builds the capabilities of our partner
20 countries, increases the number of military and po-
21 lice personnel available for deployment to support
22 peace operations, and facilitates the logistical sup-
23 port and deployment of units to peace operations.

24 (12) Studies demonstrate that the inclusion of
25 higher proportions of female peacekeepers is associ-

1 ated with fewer allegations of sexual abuse and ex-
2 ploitation, as is the inclusion of personnel from
3 countries with better records of gender equality.

4 (13) Female peacekeepers are uniquely capable
5 of assisting female survivors of sexual violence. Re-
6 ports demonstrate that victims are more likely to re-
7 port incidents of abuse to women in the police or
8 military. In Liberia, the presence of a female Indian
9 peacekeeping unit increased reporting of sexual
10 abuse and encouraged the recruitment of women to
11 the national police.

12 (14) Despite the recognition of the importance
13 of increasing the number of women in peacekeeping
14 operations, according to the United Nations, as of
15 February 2016—

16 (A) women comprised only 3 percent of
17 total military forces deployed to peacekeeping
18 missions; and

19 (B) women comprised only 9 percent of
20 total police forces deployed to peacekeeping mis-
21 sions.

22 (15) The Global Peace Operations Initiative is
23 a United States security assistance program to
24 train, deploy, and build the capacity of peacekeepers
25 worldwide. Through the Global Peace Operations

1 Initiative, the United States has worked to increase
2 the participation of female peacekeepers in United
3 Nations operations. With dedicated United States
4 assistance, over the last five years, the countries
5 that received assistance under the Global Peace Op-
6 erations Initiative nearly doubled the number of de-
7 ployed female military peacekeepers from 1,396 to
8 2,539. Of the countries that received assistance
9 under the Global Peace Operations Initiative that
10 deploy personnel to peacekeeping missions, as of
11 January 2016—

12 (A) women comprised approximately 4 per-
13 cent of total military forces deployed to peace
14 operations; and

15 (B) women comprised approximately 7 per-
16 cent of formed police units and 10 percent of
17 total police forces deployed to peace operations.

18 **SEC. 3. STATEMENT OF POLICY.**

19 It is the policy of the United States—

20 (1) to recognize and respond to the significant
21 shortage of women at all levels in foreign military
22 and police forces;

23 (2) to prioritize the identification, engagement,
24 and support of women leaders at all levels in foreign
25 security sectors;

1 (b) MANDATE.—The Department of State shall make
2 explicit in its mandate for ATA programs its priority to
3 increase the participation of women.

4 **SEC. 6. PEACEKEEPING OPERATIONS.**

5 (a) IN GENERAL.—The Department of State shall
6 work with partner countries receiving peacekeeping train-
7 ing assistance to prioritize the integration, training, and
8 deployment of qualified female peacekeepers in peace oper-
9 ations. The Department of State shall work with partner
10 countries receiving peacekeeping training assistance to
11 prioritize the employment, development, and integration of
12 female peacekeeping trainers.

13 (b) UNITED NATIONS PEACEKEEPING MISSIONS.—
14 Through the United States Mission to the United Nations,
15 the Department of State shall promote an increase in the
16 recruitment, retention, and leadership roles of female per-
17 sonnel assigned to United Nations peacekeeping missions.

18 (c) INCREASED DEPLOYMENT OF FEMALE PEACE-
19 KEEPERS.—The Department of State may work with part-
20 ner countries receiving United States peacekeeping train-
21 ing assistance to double the number of qualified women
22 deployed to peace operations not later than 5 years after
23 the date of the enactment of this Act.

1 **SEC. 7. LAW ENFORCEMENT.**

2 (a) **PARTICIPATION REQUIREMENT.**—The Depart-
3 ment of State shall establish female participation require-
4 ments for its police training programs and work with part-
5 ner countries to ensure that women account for not less
6 than 10 percent of nominees for United States-funded po-
7 lice training programs.

8 (b) **COMMUNICATION OF REQUIREMENT.**—The De-
9 partment shall make explicit its priority to increase the
10 participation of women in the design and implementation
11 of all police training programs.

12 **SEC. 8. MONITORING AND EVALUATION.**

13 The Secretary of State, the Secretary of Defense, and
14 representatives of other relevant Federal agencies and de-
15 partments, as appropriate, shall develop a plan for the
16 monitoring and independent evaluation of programs,
17 projects, and activities carried out under this Act.

18 **SEC. 9. REPORTING REQUIREMENTS.**

19 (a) **IN GENERAL.**—The Secretary of State, in con-
20 junction with the Secretary of Defense, shall designate ap-
21 propriate officials to brief the appropriate congressional
22 committees, not later than 1 year after the date of the
23 enactment of this Act, on—

24 (1) the existing, enhanced, and newly estab-
25 lished training carried out pursuant to this Act;

1 (2) diplomatic actions undertaken to promote
2 the targets set forth in this Act;

3 (3) the guidelines established for overseas
4 United States diplomatic and military personnel to
5 engage with foreign counterparts pursuant to this
6 Act;

7 (4) progress towards the targets set forth in
8 this Act; and

9 (5) actions to address the structural and sys-
10 temic barriers to women’s recruitment, retention,
11 and professionalization for the largest recipients of
12 United States security sector assistance.

13 (b) APPROPRIATE CONGRESSIONAL COMMITTEES
14 DEFINED.—In this section, the term “appropriate con-
15 gressional committees” means—

16 (1) the Committee on Foreign Relations, the
17 Committee on Armed Services, and the Committee
18 on Appropriations of the Senate; and

19 (2) the Committee on Foreign Affairs, the
20 Committee on Armed Services, and the Committee
21 on Appropriations of the House of Representatives.

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