



Malawi Police Service

A professional Police Service for a safe and secure Malawi

GENDER POLICY



A GUIDE FOR POLICE OFFICERS

2025-2030

Mandate

The Malawi Police Service shall be an independent organ of the executive which shall be there to provide for the protection of public safety and the rights of persons in Malawi according to the prescriptions of the Malawi Constitution and any other law.

Vision

A professional police service for a safe and secure Malawi.

Mission Statement

To provide quality policing services in partnership with the community and stakeholders.

Values

Professionalism

Integrity

Responsiveness

Independence

Contents

Mandate.....	ii
Vision	ii
Mission Statement.....	ii
Values	ii
Acknowledgements	v
Foreword.....	vi
List of Abbreviations and Acronyms	vii
Definitions.....	viii
1.0 Introduction and Background	1
1.1 Efforts to achieve Gender Equality in the MPS	2
1.2 Scope of Application	3
1.3 Legal and Policy Framework Underpinning the Gender Policy	4
1.4 Rationale for the MPS Gender Policy.....	4
2.0 Broad Policy Direction	5
2.1 Policy Goal.....	5
2.2 Policy Objectives.....	5
2.3 Policy Outcomes	6
2.4 Guiding Principles	7
2.4.1 Integrity:	7
2.4.2 Responsiveness:	7
2.4.4 Universality:.....	7
2.4.5 Professionalism:.....	7
2.5 Broad Policy Statement.....	7
2.6 Prohibition of Gender Inequality.....	8
3.0 Policy Priority Areas	8
3.1 Gender Responsive Due Diligence (GRDD) in MPS Operations.....	9
3.2 Capacity Building	10
3.3 Gender and Governance	12
3.4 Rights of Female Police Officers	14
3.5 Service Delivery.....	15
4.0 Policy Implementation Arrangement.....	17
4.1 Roles and Responsibilities.....	17
4.1.1 The Office of the Inspector General	17
4.1.2 Research and Planning Services Department.....	17
4.1.3 Gender Desk Officers.....	17
4.1.5 Human Resources/ Administrative Services Department	18

4.1.6	Finance Department.....	18
4.1.7	Professional Standards Unit.....	18
4.1.8	Training.....	18
4.1.9	Community Policing.....	19
4.1.10	Gender Committees.....	19
4.1.11	Legal Services Unit.....	19
4.1.12	Oversight bodies (Malawi Police Service Commission, Independent Complaints Commission, Malawi Human Rights Commission)	19
5.0	Policy Review	20
ANNEX 1:	IMPLEMENTATION PLAN AND MONITORING & EVALUATION PLAN	21

Acknowledgements

The Malawi Police Service (MPS) appreciates the commitment of the task team that facilitated the development of this MPS Gender Policy. The members are: Dr. Mlowoka Noel Kayira, Deputy Inspector General, Administration; Mrs. Barbra Mchenga Tsiga, Commissioner of Police (Chairperson); Mr. Lovemore Mwabumba; Deputy Commissioner of Police; Mrs. Mercy Chikaonda Kamlopa, Assistant Commissioner of Police; Mr. Joel Makiyi, Assistant Commissioner of Police; Senior Superintendent Ellen Damson; Senior Superintendent Nolliettie Chihana Chimala; Superintendent Kennie Mhango; Superintendent Gift Likoswe; Superintendent Fratella Patrick Tembo; Superintendent Frank Kamude; Assistant Superintendent Mercy Mazyopa; Assistant Superintendent Matilda Chingoli and Inspector Martin Chitipula. The MPS appreciates the financial and administrative assistance provided by United Nations Entity for Gender Equality and the Empowerment of Women (UNWOMEN) and United Nations Development Programme (UNDP), which enabled the smooth running of the policy development processes. The MPS is also grateful to the consultant, Dr Bernadette Malunga, who facilitated the development of this policy.

MPS acknowledges the valuable input of various Police Officers during the consultation meetings and recognises the rich contributions made by other stakeholders, including the Ministry of Gender, Community Development and Social Welfare (MoGCDSW), the Malawi Human Rights Commission (MHRC), the Malawi Human Rights Resource Centre (MHRRRC) and the Independent Complaints Commission (ICC).

Foreword



The Malawi Police Service (MPS) recognises that gender equality is essential for sustainable development and the well-being of all communities and institutions. As such, the MPS must address disparities and inequalities within its operations and work. Thus, the Gender policy will significantly contribute to gender equality at the institutional, national, regional and global levels.

Despite the availability of rich gender-related policies within the MPS, such as the Service Standing Orders (SSO), the MPS Anti-Sexual Harassment Policy, the Uniform and Dress Code Policy, and the Malawi Police Service Women's Network Guidelines, the gender audit exercise that was conducted towards the development of this policy revealed that there are some forms of gender disparities, gaps, stereotypes, and other gender inequities within the MPS community and its operations. The audit noted the gender stereotypes in promotions and placements, acts of sexual harassment, especially towards young female recruits, and discriminatory practices based on gender, to mention a few. This policy, therefore, aims to eliminate the continuing gender inequities in the MPS.

The Policy was developed through thorough consultations within the MPS and other stakeholders. A gender audit report and an issue paper were created to help draft this policy. The Policy prohibits gender inequality, discrimination, bias, and harassment against MPS members and clients. Furthermore, it stipulates that gender equality should be integrated into the operations of each department within the MPS.

Mr. Richard Chakupaleza Chikoko Luhanga
Inspector General of Police



List of Abbreviations and Acronyms

ACP	-	Assistant Commissioner of Police
DCP	-	Deputy Commissioner of Police
EEP	-	Employment Equity Plan
ICC	-	Independent Complaints Commission
MHHRC	-	Malawi Human Rights Resource Centre
MHRC	-	Malawi Human Rights Commission
MoGCDSW	-	Ministry of Gender, Community Development and Social Welfare
MPS	-	Malawi Police Service
UNDP	-	United Nations Development Programme
UNWOMEN	-	United Nations Entity for Gender Equality and the Empowerment of Women
UNSCR	-	United Nations Security Council Resolution
SSO	-	Service Standing Orders

Definitions

In this policy, the following words shall mean;

'Affirmative action' refers to policies, programs, and interventions designed to address historical and ongoing discrimination by providing preferential treatment to traditionally marginalised groups.

'Discrimination' means any distinction, exclusion, or restriction, intentional or not, based on a prohibited ground, which has the effect of imposing burdens, obligations, or disadvantages on an individual or group not imposed on others, or which withholds or limits access to opportunities, benefits, and advantages available to other members of an organisation.

'Gender Responsive Due Diligence' is a process where institutions assess their activities for potential impacts on human rights, particularly those that affect women and marginalised groups, and take proactive steps to mitigate these impacts.

'Gender' refers to the socially constructed roles and responsibilities assigned to women and men. The concept of gender also includes the expectations held about the characteristics, aptitudes, and likely behaviours of both women and men (femininity and masculinity). These roles and expectations are learned, changeable over time and variable within and between cultures.

'Gender balance' refers to a situation where neither gender is more dominant than the other in terms of numbers, influence, and power, among other factors.

'Gender discrimination' means unfair and/or unequal treatment of an individual based on gender, including but not limited to unequal treatment in hiring, promotions, job assignments, and compensation.

‘Gender Equality’ means that women and men enjoy the same status and have equal opportunity to realise their full human rights and potential to contribute to national, political, economic, social, and cultural development, and to reap the benefits.

‘Employee’ means all persons employed in the MPS, including permanent, temporary, interns, and volunteers.

‘Junior Officers’ means Police Officers from the rank of constable to sub-inspector.

‘Perpetrator’ means a person alleged to have committed acts of gender inequality, harassment, and discrimination.

‘Responsible officer’ means any person in the Malawi Police Service who is authorised or has the authority to make decisions affecting the interests of persons employed in the police service.

‘Senior Officers’ means Police Officers from the rank of Inspector to Inspector General of Police.

‘Sexual harassment’ means unwanted conduct of a sexual nature, request for sexual favour, or any verbal, non-verbal or physical conduct of a sexual nature which has the purpose or effect of violating an individual’s dignity or creating an intimidating, hostile, degrading, humiliating or offensive work environment for that individual.

‘Victim or Survivor’ means a person who is subjected to acts of gender inequality, discrimination, harassment, abuse or exploitation.

1.0 Introduction and Background

The Malawi Police Service (MPS) is established under section 152 of the Constitution as an independent organ of the executive, responsible for protecting public safety and the rights of persons in Malawi, as provided for in the Constitution and other applicable laws.

According to section 4 of the Police Act, the Malawi Police Service is responsible for the prevention, investigation and detection of crime; the apprehension and prosecution of offenders; the preservation of law and order; the protection of life, property, and fundamental freedoms and rights of individuals, and the due enforcement of all laws with which the Police are directly charged.¹ The Malawi Police Service has made significant strides towards achieving gender equality, but gaps remain. This gender policy is intended to address the discrepancies by providing a framework for gender mainstreaming.

This policy constitutes a set of practical directions on how the MPS should mainstream gender considerations throughout its organisation, functions, practices and activities. It will provide the framework for operational procedures that members of the MPS will follow to create a gender sensitive organisation that upholds the principles of gender equality. Gender mainstreaming is an approach that considers both women's and men's interests and concerns.

It also illustrates how far the provisions of quotas in the public service of the Gender Equality Act, which states that an appointing or recruiting authority in the public service must appoint no less than 40% and no more than 60% of either sex in any department in the public service, are from being achieved.

As of December 2024, the MPS had a total working strength of 19,296 police officers with 13,173 (68%) male police officers and 6,123 (32%) female police officers. Further to this, of the 6,123 female officers, 5,400 were junior officers and 723 were senior officers, representing 28% and 4% respectively of the total police strength. 7,640 were junior male officers representing 40% of the total strength,

¹ Malawi Police Act Chapter 13:01, December 2014

while senior male officers were 5,533, representing 28% of the total strength. The number of junior officers was 32% female and 68% male.

The statistics reveal dominance of male junior officers, who constitute 68% of the workforce, establishing male hegemony in the MPS. The statistics also reveal underrepresentation of women in leadership, as female senior officers occupy 4% compared to 28% of their male counterparts—positions held by 27% females and 73% males.

These statistics highlight the limited opportunities for women's advancement into leadership roles. It also illustrates how far the provisions of quotas in the public service of the Gender Equality Act, which states that an appointing or recruiting authority in the public service must appoint no less than 40% and no more than 60% of either sex in any department in the public service, are from being achieved.²

1.1 Efforts to achieve Gender Equality in the MPS

Following the enactment of the Gender Equality Act of 2013, which obliges the government to develop appropriate policies and procedures to eliminate sexual harassment, this law represents a commitment to gender equality. The MPS developed an Anti-Sexual Harassment Policy, which aims to prevent and eradicate sexual harassment within the Service, thereby creating a safe and conducive working environment for male and female officers and other employees of the MPS. The policy provides safeguards to officers and employees within the Service from unwanted sexual advances. It also has provisions such as reporting mechanisms, which give victims options on how they can report sexual harassment cases, including informal mechanisms, formal mechanisms and reporting outside the institution. Additionally, the MPS has developed a Gender Transformative Curriculum to train its officers. The training is expected to strengthen gender-responsive policing within the MPS³.

² Malawi Police Service Annual Report, 2024

³ Gender Transformative Curriculum Part B: Malawi Police Service

The Malawi Police Service updated its Service Standing Orders (SSO), 2025, as a vital instrument, made under section 8 of the Police Act (Cap. 13:01), designed to guide and direct officers of all ranks in the MPS. Amongst the key features of the SSO, they adopt a gender-mainstreaming approach, reflecting the unflinching commitment of the MPS to uphold gender equality principles.

The MPS has also adopted the National Action Plan on United Nations Security Council Resolution (UNSCR) 1325: Women, Peace, and Security (2021-2025), highlighting the inequalities in MPS recruitment and women's participation in peacekeeping. This plan is a tool for advocating for improved women's involvement in peacekeeping and recruitment within the MPS.⁴

The MPS Women Network Guidelines provide guiding principles for the achievement of the goal of the Network, to facilitate the professional and social development of its members and promote gender equality within the MPS through networking and cooperation.

The MPS Strategic Development Plan includes gender mainstreaming as one of its priority areas to ensure the equitable representation of men and women in police structures. This is achieved through strategies such as affirmative action in recruitment and deployment, as mandated by the Gender Equality Act; developing and disseminating a gender policy for the MPS; and sensitising management and staff on gender sensitivity in executing their roles.⁵

1.2 Scope of Application

This policy applies to;

- i) All police officers and other persons employed in the MPS, including permanent, temporary, and contract workers, as well as interns, and volunteers.
- ii) All clients accessing goods and services from the MPS.

⁴ National Action Plan on the United Nations Security Council Resolution (UNSCR) 1325: Women, peace and security (2021-2025)

⁵ Malawi Police Service Strategic Development Plan 2019 – 2024

1.3 Legal and Policy Framework Underpinning the Gender Policy

The following are the key local and international policies and legal instruments that guide this policy;

- i) The Constitution of the Republic of Malawi, 1994, and all subsequent amendments
- ii) The Police Act, 2010
- iii) Malawi Police Service Standing Orders, 2025
- iv) The Gender Equality Act, 2013
- v) The Employment Act, 2000
- vi) The Labour Relations Act, 2021 Revision
- vii) The Penal Code, 2023 Revision
- viii) The Electronic and Cyber Security Act, 2017
- ix) Persons with Disability Act, 2024
- x) The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW),
- xi) The Protocol to the African Charter on the Rights of Women in Africa (Maputo Protocol)
- xii) ILO Convention 190, also called the Violence and Harassment Convention, 2019
- xiii) ILO Convention 111, Discrimination (Employment and Occupation) Convention of 1958
- xiv) ILO Convention No. 190 and Recommendation No. 206
- xv) SADC Protocol on Gender and Development

No provision in this policy supersedes, modifies or replaces any of the above legal frameworks.

1.4 Rationale for the MPS Gender Policy

The Gender Equality Act mandates the development of workplace policies to address gender inequalities. The national gender policy mandates gender mainstreaming and the progressive adoption of positive and affirmative action to achieve gender equity and equality across all domains, sectors, and services in Malawi, including security institutions.⁶ The development of a gender policy in

⁶ Malawi Police Service Strategic Development Plan 2019 – 2024

the MPS is thus essential to make sure that a gender-responsive police service is sustained. The gender policy will strengthen gender-responsive policing, leading to improved accessibility and responsiveness of policing services for survivors of gender-based violence.⁷

Additionally, a gender policy is essential for ensuring the equitable representation of men and women in police structures. Developing and disseminating a gender policy for the MPS is one strategy to achieve this goal. Therefore, this Policy provides recourse to all police officers or MPS employees on matters related to gender.

2.0 Broad Policy Direction

2.1 Policy Goal

To establish a workplace gender equality and non-discrimination framework that fosters a culture that promotes and respects the rights and gender needs of both women and men.

2.2 Policy Objectives

The following objectives will achieve the policy goal: -

⁷ Gender Transformative Curriculum Part B: Malawi Police Service

- (i) Prohibit all forms of gender inequality, harassment and discrimination in the MPS;
- (ii) Establish gender-responsive due diligence mechanisms, including conducting gender and human rights due diligence exercises, gender-sensitive monitoring and evaluation system, gender-responsive reporting mechanisms and gender-responsive complaint and redress mechanisms;
- (iii) Enhance capacity for all police officers on issues of gender, laws and policies;
- (iv) Ensure gender integration in all MPS departments and programs;
- (v) Ensure equal opportunities for men and women in all aspects of employment, including recruitment, training, promotions, placements and other work benefits by, among others, enforcing gender quotas;
- (vi) Establish non-discriminatory measures to serve the gender-specific needs of women and men and
- (vii) Provide adequate human and financial resources for the implementation of all gender programs in the Malawi Police Service.

2.3 Policy Outcomes

The following are policy outcomes to be achieved after successful implementation of the policy:

- i) Improved gender representation
- ii) Institutionalised mechanisms for safeguarding gender equality, anti-harassment, and non-discrimination
- iii) Availability of gender responsive due diligence mechanisms, assessments, monitoring and evaluation (M&E) frameworks, and reporting mechanisms
- iv) Enhanced formal and informal reporting and case resolution mechanisms
- v) Increased knowledge, skills, and attitudes that prevent and respond to cases of gender inequality, harassment, and discrimination
- vi) Improved implementation of gender quotas and non-discriminatory measures to serve gender needs
- vii) Increased human and financial resources for the implementation of gender policies and programs

viii) Safe work environment

2.4 Guiding Principles

The following underlying principles guide this policy:

2.4.1 Integrity: This policy requires all police officers holding actual or purported power to exercise such powers honestly, trustworthily, and reliably to promote gender equality and strengthen gender-responsive policing.

2.4.2 Responsiveness: The policy requires the MPS to consider and respond to the specific gender needs and concerns of both women and men and to investigate reported gender inequality issues swiftly.

2.4.3 Equality and Non-Discrimination: The Policy promotes equality and non-discrimination in all policing work, requiring responsible officers to treat all staff equally, without discrimination.

2.4.4 Universality: This policy applies to all police service employees, regardless of their status or rank. All responsible officers and employees shall ensure that the workplace is a safe environment for all.

This principle signifies the idea of the validity of gender issues and their applicability at all times and all places, covering police officers and all stakeholders.

2.4.5 Professionalism: The policy demands that all police officers be ethical in discharging their duties at all times and display the competence and skill required of professional police officers.

2.5 Broad Policy Statement

The MPS is committed to promoting gender equality and eliminating all forms of discrimination in the workplace. The MPS firmly believes that every police officer and other persons employed in the MPS have the right to work in an environment free from inequality, bias, discrimination, and harassment, and that the public receives services that meet ethical standards. As such, the MPS is committed to the following aspirations:

- i) Zero tolerance for gender inequality, bias, harassment, and discrimination by every authority and employee, both within and outside the MPS.

- ii) Maintaining the highest standards of moral conduct, ensuring that all police officers and other persons employed in the MPS are treated with dignity and respect and are free from abuse, inequality, and discrimination.
- iii) Treatment of all incidents of gender inequality, harassment, and discrimination with all seriousness, expeditiously and fairly.
- iv) Non-discriminatory application of this policy to every person in the MPS, regardless of sex, function, rank, status, or other protected characteristics.
- v) Fostering a workplace culture that values diversity, respects differences, and provides equal opportunities for all employees, regardless of gender, race, ethnicity, religion, disabilities, or other characteristics.

2.6 Prohibition of Gender Inequality

2.6.1 There shall be no discrimination based on sex in the MPS for both males and females in access to employment, employment benefits, training, grant of scholarships, conditions of service, and any other benefit.

Provided that affirmative action aimed at achieving equality of opportunity and gender equality shall not be treated as discrimination

2.6.2 Acts of gender inequality shall include, but not be limited to, the following:

- i) Refusing to hire, promote, or provide equal opportunities based on gender.
- ii) Paying employees of one gender less than another for the same work.
- iii) Assigning tasks or responsibilities based on gender stereotypes (rather than qualifications, abilities, or affirmative action).
- iv) Excluding individuals from meetings, training sessions, or social events based on gender.
- v) Acts of sexual harassment, bullying, discrimination, abuse of office based on age, sex or gender.

3.0 Policy Priority Areas

This Policy has five priority areas: gender and human rights due diligence; capacity building; gender and governance; rights of female police officers; and service delivery.

3.1 Gender Responsive Due Diligence (GRDD) in MPS Operations

This priority area will ensure that the highest standards of due diligence are observed in all police operations and activities. This will result in improved gender equality in the MPS.

3.1.1 Policy Statement:

Conduct Gender Responsive Due Diligence exercises in the MPS.

Strategies

- i) Conduct regular assessments on gender and human rights risks and opportunities
- ii) Conduct meaningful engagements at every stage of the due diligence exercise
- iii) Interrogate gender-specific risks such as discrimination, sexual harassment, exploitation, and other forms of gender-based violence
- iv) Submit reports to relevant authorities.

3.1.2 Policy Statement:

Establish and implement gender-sensitive monitoring systems in the MPS.

Strategies

- i) Develop a gender-mainstreamed monitoring system.
- ii) Develop the capacity of users, departmental heads and responsible officers on the gender-mainstreamed monitoring system.

3.1.3 Policy Statement:

Establish and implement a gender responsive reporting mechanism.

Strategies

- i) Develop gender-sensitive reporting systems in the MPS
- ii) Collect gender-disaggregated data on all activities to assess impact.
- iii) Empower police officers, employees and clients to speak up about instances of gender inequality and discrimination
- iv) Establish survivor-centred reporting mechanisms
- v) Protect survivors from re-victimisation

- vi) Prepare annual reports on progress in achieving gender equality.

3.1.4 Policy Statement:

Develop and strengthen gender complaint redress mechanisms

Strategies

- i) Establish a complaint redress committee at each police establishment.
- ii) Introduce fair, formal, and informal reporting mechanisms
- iii) Capacitate the Professional Standards Unit and other committees on this policy and other gender-related policies within the MPS
- iv) Conduct prompt and impartial investigations into reported incidents
- v) Take appropriate disciplinary action against offenders
- vi) Capacitate stakeholders on complaint redress mechanisms
- vii) Enforce penalties and consequences for perpetuating gender inequality

3.1.5 Policy Statement:

Enhance financial and human resources support for the implementation of gender policies and programs

Strategies

- i) Allocate at least 1% of the MPS monthly budgets towards the implementation of gender programs, including the women's network.
- ii) Create positions of gender desk officers in the MPS
- iii) Train officers in finance, audit, human resources and research and planning departments in gender-responsive budgeting

3.2 Capacity Building

This priority area will involve developing and strengthening skills, knowledge, and attitudes of police officers, other persons employed in the police service and clients to ensure that gender equality is promoted in the MPS.

3.2.1 Policy Statement:

Empower all police officers and other persons employed in the MPS with knowledge of gender related laws and policies.

Strategies

- i) Train police officers and persons employed in the police service on this policy and gender-related issues.
- ii) Develop gender responsive teaching and learning methodologies in all police training institutions
- iii) Distribute copies of this policy to all police officers and recruits.
- iv) Mainstream gender issues in SSO examinations
- v) Mainstream gender knowledge as a promotion criterion
- vi) Develop a modern system of record keeping per the Retention and Disposition Schedule of the Access to Information Act.

3.2.2 Policy Statement:

Strengthen the capacity for mainstreaming gender in all activities and programs of the MPS.

Strategies

- i) Incorporate gender in the design and implementation of all MPS programs and projects
- ii) Promote gender balance in police deployments
- iii) Encourage usage of gender-sensitive language in the MPS.
- iv) Develop the capacity of MPS staff to carry out gender analysis and gender mainstreaming
- v) Generate annual reports on gender related activities.

3.2.3 Policy Statement:

Establish and implement gender responsive education and awareness programs

Strategies

- i) Raise awareness among police officers and persons employed in the police service on this policy and gender-related issues.

- ii) Develop gender responsive awareness materials for the MPS
- iii) Distribute gender awareness materials among police officers and other persons employed in the police service

3.3 Gender and Governance

This priority area will involve promoting equal representation in recruitment, training, education, and opportunities for promotion, deployment, and placement within the MPS.

3.3.1 Policy Statement:

Promote equal and proportionate representation of females and males in leadership positions.

Strategies:

- i) Ensure recruitment of police officers complies with a minimum of 40% of either sex and a maximum of 60%.
 - ii) Ensure that promotions in the MPS are proportionate and meet the gender quotas of a minimum of 40% and a maximum of 60% of either sex.
 - iii) Ensure placements and private duty assignments that meet the gender quotas of a minimum of 40% and a maximum of 60% of either sex
 - iv) Provide access to training and other work opportunities that meet the gender quotas of a minimum of 40% and a maximum of 60% of either sex
 - v) Produce an annual report on how the MPS has implemented and adhered to the gender quotas established under this provision
 - vi) Ensure equal and proportionate education opportunities for either sex
- Provided that paragraphs (i), (ii), (iii), and (iv) on the gender quotas stipulated in this provision or any other provision of this policy shall not apply where a member of either sex
- does not hold the minimum relevant educational qualifications or experience for recruitment to a post, promotion, placement, private duty assignment and training;

- has not accepted the offer for the post, promotion, placement, private duty assignment, and training; or
- with the relevant educational qualifications or experience required for the post, promotion, placement, private duty assignment, and training, was not available or could not be identified.

3.3.2 Policy Statement:

Inculcate a culture of respect for leadership in the MPS.

Strategies

- i) Discipline any member of staff who uses language or displays an attitude that disrespects an officer based on gender
- ii) Incorporate gender sensitivity and responsiveness into staff promotion criteria.
- iii) Promote equal and proportionate assignment of roles for female and male leaders unless there is a need for affirmative action.
- iv) Support female officers to access continuous professional development.

3.3.3 Policy Statement:

Establish and implement an equity employment plan in the MPS.

Strategies

- i. Develop an Employment Equity Plan (EEP) that ensures equal opportunity of employment within the MPS
- ii. Employ conditions of service that are consistent with the principles of equality, non-discrimination, and fair labour practices.
- iii. Ensure that a gender perspective is observed in matters that affect the continued employment of women and men in the MPS, such as leave/holiday, capacity-building opportunities, remunerations, contracts, promotions, transfers, placement, medical scheme, termination of the contract, employment and terminal benefits, maternity and paternity leave and the EEP must clearly outline how gender issues may be considered in the conditions of service.

3.3.4 Policy Statement:

Strengthen the elimination of Sexual Harassment and Gender-Based Violence in the MPS.

Strategies

- i) For matters related to sexual harassment, refer to the Malawi Police Service Anti-Sexual Harassment Policy (2022)
- ii) Put in place anonymous, safe, gender-sensitive reporting mechanisms for reporting gender-based violence cases
- iii) Conduct prompt investigations of all reported acts of gender-based violence
- iv) Facilitate access to rehabilitation for MPS employees who are victims and survivors of gender-based violence
- v) Facilitate training and raise awareness on gender-based violence issues amongst all staff and clients
- vi) Conduct thorough background checks on all police officers and employees before offering them employment
- vii) Allocate sufficient resources towards gender-based violence prevention in the MPS
- viii) Put in place measures of protection for whistle-blowers
- ix) Protect young female police recruits from acts of gender-based violence

3.4 Rights of Female Police Officers

Gender equality in the MPS will only be achieved when the rights of both female and male police officers and other persons employed in the police service are respected. This priority area, therefore, addresses the special rights of female police officers.

3.4.1 Policy Statement:

Promote the right to marry for all female police officers in the MPS.

Strategies

For matters relating to the right to marriage, refer to the S.S.O. (Section 14), which talks about women police officers.

3.4.2 Policy Statement:

Strengthen the frameworks used to access housing for female police officers.

Strategies

- a) Ensure that female police officers have equal opportunities to housing as stipulated in the Malawi Police Service Regulations (Regulation 69).
- b) Ensure that female police officers have access to housing allowance.

3.4.3 Policy Statement:

Provide support to pregnant and nursing female police officers

Strategies

For matters relating to support for pregnant and nursing female police officers, refer to the S.S.O. (Sec 14), which talks about women police officers.

3.5 Service Delivery

This priority area focuses on how the MPS operations affect the people that they serve, that is, the general public. The MPS gender equality efforts must be felt not only by police officers but also by other stakeholders who work with the police.

3.5.1 Policy Statement:

Strengthen the delivery of gender sensitive, ethical and quality services in all MPS operations.

Strategies

- i) Promote community awareness on gender sensitive policing and police accountability.
- ii) Enhance the implementation of community policing.
- iii) Put in place communication channels to get feedback from and engage with community members.

- iv) Ensure the provision of timely and professional services to community members.
- v) Educate all police officers and all persons employed in MPS on appropriate victim-centred service provision or policing that aligns with international human rights standards.
- vi) Train all police officers and persons employed in the MPS on the dangers of corruption, issues of safeguarding and human rights to ensure that police officers do not violate the rights of people when they are working in different communities.
- vii) Punish police officers or persons employed in the MPS who engage in corruption and abuse their power to violate the rights of people in the communities.
- viii) Establish safe and gender-sensitive reporting mechanisms for community members to encourage the reporting of corrupt actions.
- ix) Support the implementation of the MPS anti-corruption policy

3.5.2 Policy Statement:

Provide for adequate gender sensitive police infrastructure.

Strategies

- i. Enhance collaboration with stakeholders to ensure compliance with gender related standards and keep up-to-date with emerging issues.
- ii. Build infrastructure that meets the needs of both female and male clients.
- iii. Provide sanitary facilities accessible to all employees, including those with disabilities.
- iv. Provide separate sanitary facilities for men and women, or ensure that each toilet is located in a separate room that can be locked.
- v. Ensure regular cleaning and maintenance of sanitary facilities to keep them hygienic and functional.
- vi. Conduct training and awareness programs for police officers and persons employed in the MPS on maintaining hygienic facilities and personal hygiene.

4.0 Policy Implementation Arrangement

Implementation of this Policy shall involve various stakeholders at various levels within and outside the MPS. The key stakeholders are highlighted in the roles and responsibilities section. To ensure effective implementation of the Policy, a detailed implementation plan and a monitoring and evaluation plan will be developed.

4.1 Roles and Responsibilities

4.1.1 The Office of the Inspector General

- a. The Policy holder of the MPS Gender Policy
- b. Responsible for the overall implementation of the Policy
- c. Demand accountability of various departments and units on their gender equality efforts
- d. Inculcate a culture that promotes and respects female leadership

4.1.2 Research and Planning Services Department

- a. Conduct regular gender and human rights due diligence exercises
- b. Establish gender sensitive monitoring and evaluation systems
- c. Develop an action plan and M&E framework for the implementation of this Policy
- d. Facilitate Policy review

4.1.3 Gender Desk Officers

- a. Ensure gender is mainstreamed in all departmental programs and operations
- b. Facilitate Zero Tolerance of Sexual Harassment and Gender-Based Violence
- c. Ensure the rights of women to marry, to access housing allowance and to receive support when pregnant and nursing are respected and observed
- d. Ensure that budgets, projects and programs are gender responsive
- e. Provide advice to relevant authorities and police establishments on gender related issues.

4.1.5 Human Resources/ Administrative Services Department

- a. Ensure the implementation of gender quotas with a minimum of 40% representation of females and males and a maximum of 60% in promotions, leadership positions, placements, postings, and recruitments
- b. Implement reasonable accommodation measures for deserving cases
- c. Establish an Employment Equity Plan
- d. Facilitate the establishment of gender desk officers and gender committees in all MPS formations who will, among others, have the role of providing monitoring and evaluation of gender matters and that of preparing monthly reports on gender related cases.

4.1.6 Finance Department

- a. Provide financial and human resources for the implementation of the policy and gender programs
- b. Allocate at least 1% of the MPS national budget to the implementation of gender policies and programs
- c. Provide funding for the provision of gender sensitive police infrastructure
- d. Ensure that gender audits are conducted of all budgets and expenditures
- e. Undertake gender responsive budgeting
- f. Mainstream gender in all budgets and expenditures
- g. Allocate Funding to the Women Network Forum

4.1.7 Professional Standards Unit

- a. Establish gender sensitive reporting mechanisms
- b. Establish gender sensitive complaint and redress mechanisms
- c. Promote delivery of gender sensitive, ethical and quality services in all MPS operations.

4.1.8 Training

- a. Ensure laws and policies are accessible to all police officers and employees
- b. Ensure gender training is provided to all police officers and employees

- c. Develop and implement gender responsive education and awareness measures
- d. Develop a gender and law module for all police officers
- e. Develop and facilitate training on gender analysis and gender mainstreaming
- f. Strengthen collaboration with development partners and other stakeholders

4.1.9 Community Policing

- a. Conduct public awareness on gender related issues, laws and policies
- b. Collaborate with external stakeholders

4.1.10 Gender Committees

- a. Provide monitoring and evaluation of gender matters, which will provide checks on the implementation of this policy.
- b. Prepare monthly reports on gender related cases.

4.1.11 Legal Services Unit

- a. Support and advise on reviewing and amending existing laws, policies, standing orders, and plans that are not in line with this policy.
- b. Make proposals on other legislative, organisational and policy reforms in support of the policy implementation.

4.1.12 Oversight bodies (Malawi Police Service Commission, Independent Complaints Commission, Malawi Human Rights Commission)

- a. The Malawi Police Service Commission shall ensure the implementation of gender quotas with a minimum of 40% representation of females and males and a maximum of 60% in recruitment, promotions and leadership positions.
- b. The Independent Complaints Commission shall ensure a victim-centred approach in handling gender related complaints.
- c. The Malawi Human Rights Commission shall assist the MPS in conducting independent, frequent gender audits

d. The Malawi Human Rights Commission shall assist the MPS in the provision of gender training to police officers and members of the public

5.0 Policy Review

This Policy shall be reviewed at least every five years and adapted appropriately to ensure it aligns with Malawi's prevailing legal and policy requirements. Notwithstanding this, the MPS can review the policy before the five years elapse, if and when needed. The M&E framework shall guide the review process.

ANNEX 1: IMPLEMENTATION PLAN AND MONITORING & EVALUATION PLAN

Policy Priority Area I: Gender Responsiveness Due Diligence (GRDD) in MPS Operations				
Policy Aim: Integrate gender-responsive strategies in operational procedures, decision-making, and resource allocation.				
Objective	Strategies	Responsible Office/Dept.	Time Frame	Monitoring & Evaluation Mechanism
To conduct gender responsive due diligence exercises (activities) in the MPS	<ul style="list-style-type: none"> Establish and implement gender-mainstreaming monitoring mechanism in the MPS. 	<ul style="list-style-type: none"> Research & Planning Unit Regional Commissioners Officers In-charge 	<ul style="list-style-type: none"> By end of 1st quarter, 2026 	<ul style="list-style-type: none"> Annual reviews
	<ul style="list-style-type: none"> Conduct regular assessments on gender and human rights risks and opportunities 	<ul style="list-style-type: none"> Research & Planning Unit Regional Commissioners Officers In-charge 	<ul style="list-style-type: none"> Ongoing 	<ul style="list-style-type: none"> Quarterly reports Annual reviews
	<ul style="list-style-type: none"> Establish a gender responsive complaint reporting and redress mechanism 	<ul style="list-style-type: none"> Research and Planning Human Resource Management Professional Standards Unit Gender Committees 	<ul style="list-style-type: none"> By end of 1st quarter, 2026 	<ul style="list-style-type: none"> Reports
	<ul style="list-style-type: none"> Develop gender responsive action plans and budget. 	<ul style="list-style-type: none"> Research and Planning Unit Director of Finance 	<ul style="list-style-type: none"> Annually 	<ul style="list-style-type: none"> Annual action plans and budget templates

Policy Priority Area II. Knowledge, skills and attitudes of police officers and all workers in the MPS				
Policy Aim: Implement training programs on gender equality, diversity, and inclusion for all ranks and personnel in the MPS				
Objective	Strategy	Responsible Office/Dept.	Time Frame	Monitoring & Evaluation Mechanism
To empower police officers and other employees in the MPS with knowledge of gender laws and policies	<ul style="list-style-type: none"> Distribute and disseminate the gender policy to all police officers and employees of the MPS 	<ul style="list-style-type: none"> Research and Planning Unit-Gender Desk 	<ul style="list-style-type: none"> By end of 2025 	<ul style="list-style-type: none"> Report
	<ul style="list-style-type: none"> Mainstream gender issues in the curricula for various police trainings. Develop gender responsive teaching and learning methodologies 	<ul style="list-style-type: none"> Human Resource Development (STRO) 	<ul style="list-style-type: none"> By end of 2nd Quarter of 2026 	<ul style="list-style-type: none"> Curriculum Assessment Reports

	<ul style="list-style-type: none"> • Mainstream gender issues in SSO examinations • Mainstream gender knowledge in promotion criterion 	<ul style="list-style-type: none"> • Human Resource Management and Development 	<ul style="list-style-type: none"> • Twice every year 	<ul style="list-style-type: none"> • Examination tools (papers) • Pre- and post-training evaluations, feedback surveys
To enhance gender mainstreaming all MPS activities and programs	<ul style="list-style-type: none"> • Incorporate gender issues in designing and implanting activities and programs in the MPS. • Ensure gender balance in police deployments. • Generate annual reports on gender mainstreaming activities. 	<ul style="list-style-type: none"> • Research & Planning Unit • Gender Desk Officers • Gender Committees 	<ul style="list-style-type: none"> • Ongoing 	<ul style="list-style-type: none"> • Annual reviews
To enhance gender responsive education and	<ul style="list-style-type: none"> • Conduct awareness campaigns among police officers and other employees in the MPS on gender policy and gender issues. 	<ul style="list-style-type: none"> • Gender Desk Officers • Regional Commissioners • Officers In-Charge 	<ul style="list-style-type: none"> • Ongoing 	<ul style="list-style-type: none"> • Activity Reports • Annual Reviews

awareness programs	<ul style="list-style-type: none"> Develop and distribute IEC materials 			
Priority Area III. Gender and Governance				
Policy Aim: Promote Equality and Fairness in recruitment, training, education, promotion opportunities, deployment and placement in the MPS Establish gender-sensitive governance structures that promote women’s leadership and participation at all levels within the MPS.				
Objective	Strategy	Responsibility	Time Frame	Monitoring & Evaluation Mechanism
To enhance equal and proportionate representation of females and males in the MPS	<ul style="list-style-type: none"> Ensure compliance to the 40/60% rule in recruitment. Ensure compliance to the 40/60% rule in promotions Ensure compliance to 40/60% rule in placements and private duty assignments Ensure compliance to 40/60% rule in training, education and work opportunities in the MPS 	<ul style="list-style-type: none"> Office of the Inspector General Human Resource Management & Development Gender Committees 	<ul style="list-style-type: none"> Ongoing 	<ul style="list-style-type: none"> Recruitment Reports Promotion Reports Annual reports on women’s representation in decision making.
To enhance culture of respect for	<ul style="list-style-type: none"> Support female officers to access professional development 	<ul style="list-style-type: none"> Office of the Inspector General of Police 	<ul style="list-style-type: none"> On-going 	<ul style="list-style-type: none"> Annual review reports

women leadership in the MPS	<ul style="list-style-type: none"> • Discipline any member of staff who displays behavior or attitude of disrespect to a female leader 	<ul style="list-style-type: none"> • Human Resource Management and Development • Regional Commissioners • Officers In-Charge 		<ul style="list-style-type: none"> • Discipline Reports
Enhance elimination of sexual harassment and Gender-Based violence in the MPS	<ul style="list-style-type: none"> • Put in place anonymous, reporting system for sexual and gender based violence cases • Put in place measures of protection for whistle blowers • Conduct prompt investigations of reported acts of sexual and gender based violence • Conduct thorough background checks on all police officers and employees before offering them employment 	<ul style="list-style-type: none"> • Human Resource Management • Gender Committees 	<ul style="list-style-type: none"> • Ongoing 	<ul style="list-style-type: none"> • Reports

Priority Area IV: Promotion of Rights for Female Officers

Policy Aim: Ensure policies that safeguard the rights and welfare of female officers, addressing issues of harassment and discrimination.

Objective	Strategy	Responsibility	Time Frame	Monitoring & Evaluation Mechanism
To promote the right of female police officer in the service	<ul style="list-style-type: none"> Ensure implementation of the SSO provisions aimed at eradicating prohibitions to female officers' enjoyment of their right to marry. 	<ul style="list-style-type: none"> Gender Committees Professional Standards Unit 	<ul style="list-style-type: none"> Ongoing 	<ul style="list-style-type: none"> Annual review reports
	<ul style="list-style-type: none"> Enhance equal opportunities to housing for female officers 	<ul style="list-style-type: none"> Human Resource Management Gender Committees Gender Desk Officer 	<ul style="list-style-type: none"> Ongoing 	<ul style="list-style-type: none"> Housing allocation reports
	<ul style="list-style-type: none"> Ensure implementation of the S.S.O provisions pertaining to support for pregnant and nursing female police officers 	<ul style="list-style-type: none"> Gender Committees Human Resource Management 	<ul style="list-style-type: none"> Ongoing 	<ul style="list-style-type: none"> Annual review reports

Priority Area: Service Delivery

Policy Aim: Enhance service delivery with a focus on gender-responsive approaches to community policing and client interaction.

Objective	Strategy	Responsible Office/Dept.	Time Frame	Monitoring & Evaluation Mechanism
------------------	-----------------	---------------------------------	-------------------	--

<p>To strengthen delivery of gender responsive, ethical and quality services to clients</p>	<ul style="list-style-type: none"> • Promote community awareness on gender responsive policing and police accountability • Ensure timely and professional delivery of services to the public/clients • Capacity building for police officers and all MPS employees on victim/survivor centered service provision that aligns with international human rights standards • Support the implementation of the MPS anti-corruption policy • Advocate discipline measures for offices who engage in abuse of office or powers in violation of rights of people who seek MPS services 	<ul style="list-style-type: none"> • Community Policing • Regional Commissioners • Officers In Charge • Human Resource Development (STRO) • Professional Standards Unit • Gender Committees 	<ul style="list-style-type: none"> • Ongoing 	<ul style="list-style-type: none"> • Periodic surveys • Annual reviews
---	--	---	---	--

<p>To provide adequate gender sensitive police infrastructure</p>	<ul style="list-style-type: none"> • Promote construction of infrastructure that meet needs for both male and female clients • Provide sanitary facilities accessible to all employees, including those with disabilities 	<ul style="list-style-type: none"> • Director of Finance • Gender Committees • Service Building 	<ul style="list-style-type: none"> • Ongoing 	<ul style="list-style-type: none"> • Annual Reviews
---	---	--	---	--

NOTE: The overall custodian of this Gender Policy is the Inspector General of the Malawi Police Service.

Produced by
Malawi Police Service
National Police Headquarters
Private Bag 305
Lilongwe

This policy has been developed with support from United Nations Entity for Gender Equality and the Empowerment of Women (UN Women) through the Malawi Electoral Support Project.



Ireland

 **Norway**



USAID
FROM THE AMERICAN PEOPLE