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womENACTion



INTERPOL

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# womENACTion NEWSLETTER

Welcome to the fourth issue of the womENACTion newsletter! This newsletter highlights activities implemented from September 2024 and inform you about upcoming initiatives.

## THE WOMENACTION INITIATIVE

The womENACTion initiative, launched in 2022 by INTERPOL, provides a virtual networking environment dedicated to African female law enforcement officers working in the fields of Transnational Organized Crime and Criminal Intelligence Analysis.



womENACTion aims at facilitating the sharing of experiences, tools and learning resources that can contribute to career development in these fields and to increase knowledge on gender mainstreaming on criminal intelligence analysis among law enforcement agencies.

Through different activities such as a monthly Quiz, meetings and webinars, the womENACTion network already reached more than 200 female officers from 35 African countries.

# womENACTion Mentorship Program

## INTERPOL LAUNCHED THE WOMENACTION MENTORSHIP PROGRAMME

Four female police officers from Botswana, Cameroon, Cape Verde, and Kenya are the first mentees of INTERPOL's womENACTion Mentorship Program.

The officers, selected from among 125 African women police applicants from 30 countries, embark on a year-long mentorship, which started with a visit to INTERPOL headquarters in Lyon, France on September 2024.

### MEET THE MENTEES!



They receive tailored mentoring sessions on criminal intelligence analysis techniques from ENACT. Mentees are applying their analytical skills to research on **pharmaceutical crimes in Cameroon, wildlife trafficking in Botswana, drug trafficking via maritime routes in Cape Verde and online crime against children in Kenya**. Their final reports will be presented to national authorities and showcased at international conferences and INTERPOL events, contributing to informed decision-making and global efforts to combat transnational organized crime.

# ANALYTICAL BOOT CAMP



With the financial support of the German Federal Foreign Office, ENACT hosted the first ever Analytical Boot Camp in Mombasa, Kenya!

The boot camp was a groundbreaking initiative tailored specifically for members of the womENACTion network. This pioneering event marked a significant milestone in empowering African female law enforcement officers with advanced analytical skills to combat transnational organized crime.

## BOOT CAMP FACTS:

- 45 African female police officers from 32 countries attended the boot camp.
- The "learning by doing" program focused on practical exercises, research, and case studies in criminal intelligence analysis.
- Participants learned from guest speakers, including an experienced analyst from Belgium, and had opportunities for networking.
- Topics covered included data collection, data cleaning, analysis and collation of information, as well as HUMINT and interview techniques.

Participants are now part of a long-term network of experienced officers committed to proactively preventing and countering transnational organized crime in Africa.

Scan the QR Code to see the Boot Camp video!  
You can also access the video following this [LINK](#)



# womENACTion Experts Meeting

In November 2024, ENACT established the womENACTion Experts Meeting to reflect on **how to mainstream gender in criminal intelligence analysis**. Experts included African law enforcement officers, Heads of analytical units, senior intelligence analysts from different regions, INTERPOL's senior gender expert, and ENACT INTERPOL analysts.

The group brought a diverse range of skills in criminal intelligence analysis, gender mainstreaming, and transnational organized crime. The working group is responsible for drafting a **final report** for the attention of the African Chiefs of Police on the relevance of gender mainstreaming in criminal intelligence analysis. Additionally, the working group was tasked with **drafting a guideline** on how to incorporate a gender perspective into criminal intelligence analysis in African police academies. Both reports will be distributed in **November 2025**.

## KEY TAKEAWAYS

- Integrating gender perspectives into criminal intelligence analysis is paramount to ensure effective and inclusive law enforcement.
- From an intelligence perspective it is important to understand how gender biases shape data collection and how criminal intelligence analysis is permeated by gendered offender-victim stereotypes.
- Female officers in the security sector face particular challenges, including cultural, gender and societal barriers, recruitment and retention issues, and limited access to training and career advancement opportunities.
- Leadership advocacy to promote gender equality and challenge biases and stereotypes is crucial for an effective intelligence analysis.

# womENACTion WEBINAR

On 21st January 2025, Project ENACT organized the webinar 'Countering the threat of Foreign Criminal Actors in Africa' for womENACTion members.

The event was organised into two sessions, each offering unique insights and opportunities for participants.

## **SESSION 1, "Uncovering the threat of Foreign Criminal Actors in Africa"**

INTERPOL Criminal Intelligence Officers shared insights and real-life case studies on transnational crime networks, threat assessment, and investigative strategies. They highlighted how foreign criminal actors infiltrate African criminal landscape and shared examples of the intelligence work being done to disrupt criminal networks.

## **SESSION 2, "Empowering Female Officers: Career Development and Opportunities at INTERPOL"**

INTERPOL Talent Attraction and Diversity Coordinator provided an overview of INTERPOL's recruitment process and career opportunities to the benefit of womENACTion members.

## **RESULTS**

**High attendance:** More than 120 officers from across Africa connected to the webinar, demonstrating a strong interest in the topic.

**Engaging discussion:** The webinar sparked a lively discussion, with participants asking questions on how to engage in international efforts to detect and disrupt foreign criminal actors in Africa, providing examples from their countries and using the debate to connect with other intelligence officers already working in the field.

## **KEY TAKEAWAYS**

Participants gained valuable insights into the role of foreign actors in organized crime in Africa, as well as opportunities for career development and collaboration with INTERPOL. The discussion highlighted the need for increased collaboration and information-sharing between law enforcement agencies in Africa and international organizations like INTERPOL.

## **NEXT STEPS**

The womENACTion network will continue to provide a platform for female law enforcement officers in Africa to share knowledge, experiences, and best practices in combating organized crime.

INTERPOL will explore opportunities to provide further support to African law enforcement agencies to enhance their capacity to detect and disrupt foreign criminal actors in Africa.

# ACHIEVEMENTS

Since its launch in 2022, the womENACTion initiative has made significant strides in promoting the mainstreaming of gender in criminal intelligence analysis and combating transnational organized crime in Africa, achieving several key milestones along the way.

**During the Eastern Africa Chief of Police Cooperation (EAPCCO) General Assembly in January 2025, EAPCCO Gender committee adopted recommendations to encourage member countries to promote female representation in the fight against TOC's and crime analysis units, as well as urge police officers to join and involve themselves in womENACTion activities.**

This represents a major breakthrough in the institutionalization of gender mainstreaming within intelligence services. We are eager to continue supporting EAPCCO member countries as they implement gender-sensitive intelligence analysis, ultimately strengthening their capacity to effectively address transnational organized crime and promote a more inclusive approach to law enforcement.

## womENACTion MEMBERS SHARE THEIR THOUGHTS

« For the months that I have been part of the womENACTion group, I have realised that there's still so much to learn and incorporate within the Intelligence Analysis field. The quizzes, especially the on key assumption checks, made me realize the importance of having those meetings and reviewing the assumptions in our work. I recently incorporated the "outsiders" technique and that has given my analysts better perspectives on their cases and the possibility that there could be other perspectives entirely different from their hypotheses »

*Fatima Abdullahi, womENACTion member from Nigeria, working at Economic and Financial Crimes Commission*

## JOIN US!

We invite African women police officers interested in participating in the womENACTion initiative to contact the ENACT team at [enact@interpol.int](mailto:enact@interpol.int)

