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womENACTion



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womENACTion NEWSLETTER

Welcome to the fifth and last issue of the womENACTion newsletter! The newsletter highlights activities implemented in 2025.

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.



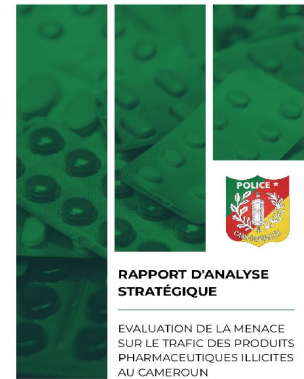
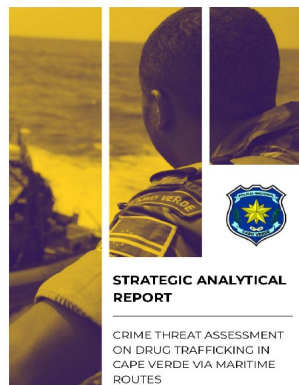
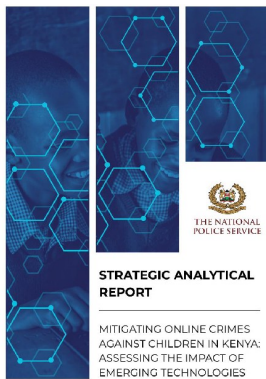
womENACTion aims at facilitating the sharing of experiences, tools and learning resources that can contribute to career development in these fields and to increase knowledge on gender mainstreaming on criminal intelligence analysis among law enforcement agencies.

Through different activities such as a monthly Quiz, meetings and webinars, the womENACTion network has already reached more than 240 female officers from 38 African countries.

womENACTion Mentorship Program

The womENACTion Mentorship Program was launched in 2024 and concluded on September 2025. Four police officers from Botswana, Cameroon, Cape Verde, and Kenya were the first mentees. They received tailored support from INTERPOL to work on a strategic analysis during one year. They attended individual and group sessions designed to strength their knowledge on criminal intelligence analysis and analytical skills.

Under the womENACTion mentorship program, the four mentees produced and published analytical reports on Drug Trafficking via Maritime Route in Cabo Verde; Mitigating Online Crimes Against Children in Kenya: Assessing the Role of Emerging Technologies; The Impact of Trafficking Wildlife Products as a Transnational Organised Crime Threat in Botswana and Trafficking of Counterfeit Medicines in Cameroon.



The four reports are now embedded in national and regional intelligence products, proving that **the impact of the Mentorship goes beyond four officers reaching several units across four African sub-regions.**

Mentees presented their analytical findings during the latest womENACTion analytical bootcamp, sharing their knowledge with other female police officers and **contributing to inform and expand a network of female police officers working in intelligence.**



ANALYTICAL BOOTCAMP



With the financial support of the German Federal Foreign Office, ENACT hosted a second Analytical Bootcamp in Mombasa, Kenya in November 2025.

Following the resounding success of its inaugural bootcamp, ENACT organized a **groundbreaking second edition specifically designed for members of the womENACtion network**. This pioneering initiative marked a historic milestone in equipping African women in law enforcement with advanced analytical and investigative skills to effectively combat transnational organized crime. By **fostering leadership, technical expertise, and cross-border collaboration**, the program underscored ENACT's commitment to gender-inclusive security solutions across the continent.

BOOTCAMP FACTS:

- African female police officers from 38 countries attended the bootcamp.
- The "learning by doing" program focused on practical exercises, research, and case studies in criminal intelligence analysis.
- Topics covered included data collection, data cleaning, analysis and collation of information, as well as HUMINT and interview techniques.



Through two bootcamp programs, we have welcomed female police officers from 44 African nations — representing 81% of all African countries.

womENACTion Experts Meeting

In November 2024, ENACT established the **womENACTion Experts Meeting** to reflect on **how to mainstream gender in criminal intelligence analysis**. The experts included African law enforcement officers, Heads of Criminal Intelligence Analytical Units, senior intelligence analysts from different regions, INTERPOL's senior gender expert, and ENACT INTERPOL analysts. Several meetings were held, allowing the experts to share their experience and knowledge on this topic.

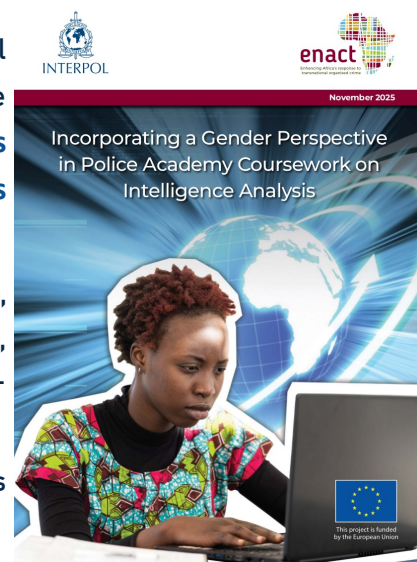
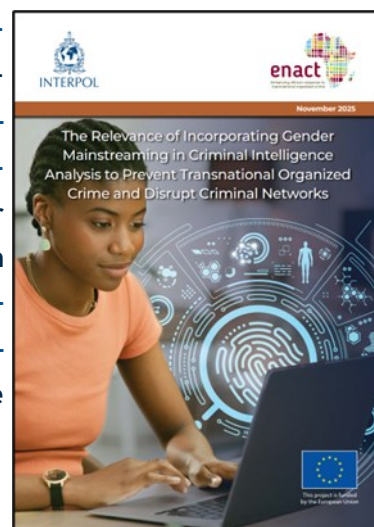
The working group was responsible for drafting a **final report for the attention of the African Chiefs of Police on the importance of gender mainstreaming in criminal intelligence analysis**. The report highlights three interrelated reasons why gender mainstreaming is essential for African law enforcement agencies: **strengthening institutional efficacy, enhancing operational impact, and advancing policy implementation**. In doing so, it addresses two interdependent dimensions of gender mainstreaming that are vital to overcoming barriers to women's participation in law enforcement and intelligence work: is **institutional gender mainstreaming**, which focuses on internal reforms and **operational gender mainstreaming**, which involves embedding a gender perspective into the intelligence cycle.

Additionally, the group was tasked with drafting a **guideline on how to incorporate a gender perspective into criminal intelligence analysis curricula in African Police Academies**. This document provides a clear pathway for integrating a **gender perspective into the criminal analysis curricula of Police Academies**. It provides a flexible foundation for developing country-specific police academy coursework.

The Guideline offers **conceptual frameworks, analytical tools**, and practical **"how-to" guidance** for integrating a gender perspective at each stage of the intelligence cycle. Key tools introduced include **Gender Equality Analysis (GEA)**, **Gender Responsive Analysis (GRA)**, and **Victim Selection Analysis (VSA)**.

The document also includes recommendations for **curriculum development**, learning objectives, evaluation frameworks, sample application exercises, and appendices with definitions, best practices, and international and regional normative frameworks.

Developed through a consultative, **Africa-centered process**, the Guidelines draw on the direct input of African intelligence analysts and experts.



To mark this milestone, womENACTion will host its **final Webinar on 22nd January 2026**, to formally present the document and explore the practical application of these key tools.

ACHIEVEMENTS

WOMENACTION: SUPPORTING WOMEN IN LAW ENFORCEMENT ACROSS AFRICA

The womENACTion Initiative has brought together **240 women from law enforcement agencies across Africa** into a dynamic online network — and many more have benefited through our activities and events.

A recent survey of our members revealed just how transformative this network has been for them.

Over the years, womENACTion has hosted several **webinars, workshops, and bootcamps** covering topics related with criminal intelligence analysis, reaching not only female police officers but the **wider intelligence community**. We've presented the initiative at **high-level events**, including Regional Chief of Police General Assemblies, where it has highlighted the critical role of gender diversity in strengthening intelligence work.

SURVEY RESULTS

Based on the answers received, **85% of the members reported that, since joining the platform, they had the opportunity to apply the analytical techniques and knowledge shared within womENACTion groups.**

All stated that they would recommend the platform to their female colleagues.

50% indicated that they were able to join an analytical or intelligence unit after participating in the network.

womENACTion has demonstrated that when women have the space, tools, and network to excel, law enforcement becomes stronger — and so does the fight against transnational organized crime.

KEY ACHIEVEMENTS

- Strengthening analytical skills and professional confidence among women in law enforcement.
- Regional Collaboration
- Stronger Crime Response
- More Accurate and Unbiased Analysis
- Role Models & Mentorship—Connecting experienced and emerging professionals to inspire leadership and career progression.
- Supporting gender representation, inclusion, and equity within criminal intelligence and policing.

Project ENACT concludes on 31 January 2026 — but our mission doesn't end there. We're committed to sustaining the network and expanding womENACTion initiatives through a new program.

Stay tuned for what's next!

