

UNAFEI NEWSLETTER

UNAFEI

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INSTITUTE FOR THE PREVENTION OF CRIME
AND THE TREATMENT OF OFFENDERS

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LETTER FROM THE DIRECTOR

It is my privilege to inform readers of the successful completion of the 175th International Training Course on the *Treatment of Women Offenders*, which took place online from 26 October to 11 November 2021. In this Course, we welcomed 21 overseas participants: 14 from Asia, 2 from Africa, 3 from Central America and 2 from Oceania. The participants included corrections officers, probation officers, police officers, government attorneys and other public officials involved in the field of crime prevention and criminal justice. As this newsletter demonstrates, the Course was extremely productive. It consisted of lectures by visiting experts, ad hoc lecturers, UNAFEI faculty members, individual presentations and interactive online discussion sessions.

Despite accounting for less than 10 per cent of the global prison population, the number of women in prison is increasing at more than double the rate of men. While prisons and treatment programmes are oriented toward men, women offenders share a set of unique, gender-specific characteristics. They are socially and economically marginalized; they have prior histories of trauma and sexual abuse and higher rates of mental health issues; they tend to commit non-violent crimes; and they are typically the primary caregivers of minor children. Women offenders cannot effectively rehabilitate or reintegrate themselves into society unless their unique needs are addressed. Accordingly, criminal justice systems need to become gender informed, create gender-responsive (based on the lived experience of women and girls) policies and practices, and provide gender-specific interventions on an individual basis.

UNAFEI, as one of the institutes of the United Nations Crime Prevention and Criminal Justice Programme Network, held this Course to offer participants an opportunity to clarify and analyse the current situation of the treatment of women offenders in each participating country and to explore more effective practices for doing so. Additionally, the participants were able to share experiences, gain knowledge, and build a human network of counterparts.

During the Course, the participants diligently and comprehensively examined the main theme, primarily through a comparative analysis. The participants shared their own experiences and knowledge of the issues and identified problems and areas in which improvements could be made. With the academic and practical input from the visiting experts, ad hoc lecturers and UNAFEI faculty – and the in-depth discussions they had with each other – the participants are now better equipped to enhance the policies and practices related to the treatment of women offenders in their respective countries.

I would like to offer my sincere congratulations to all the participants upon their successful completion of the Course, made possible by their strenuous efforts. My heartfelt gratitude goes out to the visiting experts and ad hoc lecturers who contributed a great deal to the Course's success. Furthermore, I appreciate the indispensable assistance and cooperation extended to UNAFEI by various agencies and institutions that helped diversify the Course.

I would also like to express my great appreciation to the Japan International Cooperation Agency (JICA) for its immeasurable support throughout the Course. At the same time, a warm tribute must be paid to the Asia Crime Prevention Foundation (ACPF) and its branch organizations for their substantial contributions to our activities. Lastly, I owe my gratitude to all the individuals whose unselfish efforts behind the scenes contributed significantly to the successful realization of this Course.

With the knowledge and perspectives gained through this training course, I genuinely believe that, like their predecessors, the strong determination and dedication of the participants will enable them to work towards the improvement of their respective nations' criminal justice systems, and towards the benefit of international society as a whole.

Finally, I would like to reiterate my best regards to the participants of the 175th International Training Course. I hope that the experience they gained during the Course proves valuable in their daily work and that the bonds fostered among the participants, visiting experts and UNAFEI staff will continue to grow for many years to come.

November 2021



MORINAGA Taro
Director, UNAFEI

THE 175TH INTERNATIONAL TRAINING COURSE

TREATMENT OF WOMEN OFFENDERS

Course Rationale

Historically, male offenders have been the dominant population in the criminal justice process; therefore, offender treatment and rehabilitation processes had been developed and designed for men based on the findings, practices and research focused on men. Hence, the specific needs and realities of women offenders had been overlooked for a long time in their treatment.

However, women offenders have distinct needs, realities and requirements stemming from their physical, biological, social, historical, economic and cultural conditions and backgrounds. Hence, in order to prevent their reoffending and to successfully rehabilitate and reintegrate them into society, their gender-specific needs must be addressed. Such considerations ensure that all offenders are able to receive individualized and non-discriminatory treatment.

Some of the key gender-specific conditions which impact the rehabilitation and social reintegration of female offenders include their caretaking responsibilities, poverty, mental health issues and the commission of non-violent crimes. First, many women offenders are pregnant or are mothers with primary caretaking responsibilities, or sometimes both. With a view to successfully reintegrating them into society as citizens with a productive role, correctional and probation practitioners need to align treatment and supervision with the best interests of the women's born or unborn children. In this regard, mothers and pregnant women should be kept in the community as long as possible in order to take care of their children and maintain their family bonds. Imprisonment should be a last resort.

Second, poverty, connected with economic deprivation and household disruption,¹ is one of the most significant factors contributing to their offending. Many women offenders who are in contact with the criminal justice system are undereducated and unskilled because of their social environments.² In addition, the majority of women offenders face difficulties in finding or maintaining employment, and they are often employed in temporary, low-paid or entry-level work with little chance for promotion.³ Therefore, it is critically important to provide educational interventions and employment support, such as vocational training, to build their confidence and skills and to empower them with better job opportunities and living environments, which will enable them to live independently in the community.

Third, a high rate of mental health problems, such as post-traumatic stress disorder, depression, anxiety and a tendency to attempt self-harm, have been reported for women

¹ Global Prison Trends. (2019). Penal Reform International and Thailand Institute of Justice. <https://www.penalreform.org/resource/global-prison-trends-2019/>

² Covington. S & Bloom. B. (2007). Gender-Responsive Treatment and Services in Correctional Settings, *Women & Therapy*, 29 (3-4), p. 9-33.

³ Shawn. M. & Flower. M. (2010). *Employment and Female Offenders: An Update of the Empirical Research*. National Institute of Corrections. U.S. Department of Justice. http://www.ncdsv.org/images/NIC_EmploymentAndFemaleOffenders_11-2010.pdf

prisoners.⁴ Such problems are related to their histories of drug use and physical or sexual abuse, etc. These backgrounds also compound the risk of the additional medical concerns of sexually transmitted infections and reproductive diseases, including hepatitis and HIV.⁵ In addition, various research has pointed out the co-occurrence of substance abuse, mental health problems and past victimization among women offenders.⁶ Absent appropriate interventions and treatment responding to these problems, successful rehabilitation and social reintegration will be difficult. Hence, gender-specific medical and health care support need to be provided for women offenders, and such support should incorporate “trauma-informed” approaches, which consider offenders’ trauma and past victimization, particularly how it influences women’s social lives, such as substance abuse, mental health, family relationships and the ability to engage in pro-social daily living.⁷

Finally, it should be noted that the majority of crimes committed by women are minor offences such as theft. Thus, they neither deserve severe punishment nor pose a serious threat to public security.

Being mindful of these considerations and with the recognition that the number of female prisoners has significantly increased over the years,⁸ there has been a growing trend in the international community to respond to women’s specific needs in providing treatment and support in prison and in the community.

As a cornerstone for gender-responsive criminal justice, the United Nations Rules for the Treatment of Women Prisoners and Non-custodial Measures for Women Offenders (the Bangkok Rules)⁹ were adopted in 2010. The Bangkok Rules specify the basic principles of the treatment of women offenders throughout the criminal justice process. In particular, they emphasize the importance of considering women’s specific needs, such as gender-sensitive health care, specialized treatment programmes, contact with families and effective implementation of non-custodial sanctions and measures. The Bangkok Rules also stress the importance of capacity-building, stating that all the officials who engage in the treatment and rehabilitation of women offenders must be well-trained and equipped with necessary knowledge and skills to address the gender-specific needs of women offenders.

Moreover, the 2030 Agenda for Sustainable Development (or Sustainable Development Goals (SDGs))¹⁰ was adopted in 2015; in particular, Goal 5.c seeks to “[a]dopt and strengthen sound policies and enforceable legislation for the promotion of gender equality and the empowerment of all women and girls at all levels”. Also, the “Kyoto Declaration”, adopted at the 14th UN Congress on Crime Prevention and Criminal Justice,¹¹ emphasizes the importance

⁴ Women’s health in prison: urgent need for improvement in gender equity and social justice. (2009). World Health Organization. <https://www.who.int/bulletin/volumes/87/6/09-066928/en/>

⁵ Prisons and Health. (2014). World Health Organization. http://www.euro.who.int/_data/assets/pdf_file/0005/249188/Prisons-and-Health.pdf

⁶ Patricia Van Voorhis. (2013). Women’s Risk Factors and New Treatments/Interventions for Addressing Them: Evidence-Based Interventions in the United States and Canada. *UNAFEI Resource Materials*. No. 90.

⁷ Berman. J. Women Offender Transition and Reentry: Gender Responsive Approaches to Transitioning Women Offenders from Prison to the Community. Center for Effective Public Policy for the National Institute of Corrections. U.S. Department of Justice. <https://www.cmcainternational.org/wp-content/uploads/2019/10/Women-offender-transition-nd-reentry.pdf>

⁸ Global Prison Trends 2019. op. cit. p. 20.

⁹ General Assembly resolution 65/229 of 21 December 2010.

¹⁰ General Assembly resolution 70/1 of 25 September 2015.

¹¹ A/CONF.234/16 (Report of the Fourteenth United Nations Congress on Crime Prevention and Criminal Justice).

of mainstreaming a gender perspective into criminal justice systems. Paragraph 43 encourages the Member States to “develop and implement appropriate and effective policies and plans to achieve gender equality and remove impediments to the advancement of women and women’s empowerment in law enforcement and other criminal justice institutions at all levels, and in this regard pledge to take further concrete action to ensure the full, effective and accelerated implementation of the Beijing Declaration and Platform for Action 9 and of the outcome documents as adopted at the twenty-third special session of the General Assembly.”¹² Paragraph 44 refers to “mainstream[ing] a gender perspective into the criminal justice system by promoting gender-responsive measures that address the gender-specific needs of both offenders and victims, including the protection of women and girls from revictimization in criminal justice proceedings”.

In line with these international instruments, a number of implementation tools have been developed. For instance, the United Nations Office on Drugs and Crime (UNODC) developed its “Handbook on Women and Imprisonment”,¹³ which introduces specific needs of women offenders, including the ways to handle their past victimization and gender-specific health care. It also developed the “Guidelines on drug prevention and treatment for girls and women”,¹⁴ which provide evidence-based strategies on how to treat drug-related disorders of women and girls.

Furthermore, such gender-responsive approaches should not be undermined amid the Covid-19 pandemic. Every possible measure should be taken to ensure continuity of access to gender-responsive rehabilitative activities during the pandemic and prison lockdown. In addition, greater and effective use of non-custodial measures and community-based treatment are encouraged more than ever, especially for women offenders whose release would not compromise public safety considering the nature of the offence and the offender’s personal background.

With these considerations in mind, the training course focused on the following points: (i) gender-responsive approaches to improve correctional treatment and support in prison and in the community; and (ii) effective use of non-custodial measures, taking into consideration women offender’s gender-specific conditions and backgrounds.

Regarding the first point, based on the common understanding set out by the Bangkok Rules and other relevant international instruments, as well as empirical research findings, particular attention should be paid to certain areas to ensure gender-responsive approaches. For instance, child caretaking responsibilities, pregnancy, family relations, health care, substance abuse and addiction, and trauma and past victimization (e.g. trauma-informed care) are the issues that should be particularly addressed in prison and in the community. Further, in the community, women offenders may face barriers to successful social reintegration, such as single motherhood, decreased economic potential, lack of services and programmes targeted for women, and a general lack of community support. Given this reality, it is important to provide opportunities to improve women’s socio-economic conditions through appropriate supervision and support in the community by engaging various stakeholders that can offer gender-responsive

¹² General Assembly resolution S-23/2, annex, and resolution S-23/3, annex.

¹³ Published in 2014. https://www.unodc.org/documents/justice-and-prison-reform/women_and_imprisonment_-_2nd_edition.pdf

¹⁴ Published in 2016. https://www.unodc.org/documents/drug-prevention-and-treatment/unodc_2016_drug_prevention_and_treatment_for_girls_and_women_E.pdf

services and support.¹⁵ Special attention should also be paid to the capacity-building measures for staff who engage in the treatment and rehabilitation of women offenders and how to deliver them in a gender-responsive way, as mentioned in the Bangkok Rules.

The second point addresses the effective application of non-custodial measures. It is well known that imprisonment alone is insufficient to prevent reoffending and that it has a large adverse effect on social reintegration, due to stigmatization, restricted contacts with family, etc., and other risks inherent in institutionalization. Likewise, custodial measures at the pre-trial or pre-sentencing stages, such as arrest, remand and pre-trial detention, have negative impacts on social reintegration. Therefore, in line with the United Nations Standard Minimum Rules for Non-custodial Measures¹⁶ (the “Tokyo Rules”), imprisonment and custodial measures should be the “last resort”. Even where imprisonment is imposed, offenders should be released at the earliest possible stage. When it comes to women offenders, more emphasis should be given to active and appropriate use of non-custodial sanctions and measures, as stipulated in the Bangkok Rules, given the minor and non-violent nature of the crimes they usually commit, taking account of their histories of victimization, and with a view to avoiding higher risks that may be incurred when separating them from their family and the community because of the importance of caretaking responsibilities and family ties. Furthermore, in order to facilitate the application of non-custodial sanctions and measures to better rehabilitate and reintegrate women offenders into society, it is of vital importance to ensure availability of necessary interventions and support in the community which address specific problems and difficulties women offenders face, once they are released from prison or once their custodial measures end. To this end, criminal justice policies should facilitate the involvement of all relevant public and private stakeholders.

Main Theme

The main theme of the programme was “Treatment of Women Offenders”. The objective of the programme was to share good practices and explore effective measures of intervention and treatment that promote rehabilitation and the prevention of reoffending in regard to women offenders. This programme will contribute to the achievement of the SDGs, in particular, Goal 5 (“Achieve gender equality and empower all women and girls”) and Goal 16 (“Promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels”).

Through a variety of lectures and presentations and discussions, participants learned the theories, underlying principles and practical experiences of other countries. The programme enabled participants to acquire new and different viewpoints on, and inspired them to revisit and consider, possible ways to improve their own systems and practices. The experience of gaining a multifaceted view and understanding by each participant of his or her own system and practices will eventually contribute to renewed or improved policy concerning the treatment of women offenders in their respective countries. Further, it will lead to enhanced rehabilitation of women offenders and their reintegration into the community and will ultimately contribute to the building of stable and peaceful societies based on core values such as human rights and the rule of law.

In addition, the programme promoted the formation of a personal and professional network among the participants, which will benefit each one of them and their respective countries in the future through the sharing of updated information, thus enhancing international cooperation in the field of crime prevention and criminal justice.

¹⁵ Covington. S & Bloom. B. (2006). op. cit.

¹⁶ General Assembly resolution 45/110 of 14 December 1990.

Key Topics of the Programme

The following are key topics that were addressed during the programme:

- 1) Current circumstances of women offenders in each jurisdiction
 - Prevalent types of crime committed by women offenders
 - Gender-specific social, historical, economic and cultural background

- 2) Gender-responsive approaches to promote rehabilitation and social reintegration
 - Assessment, intervention and support responding to gender-specific needs in prison and in the community
 - Medical and health care issues, including substance abuse and addiction
 - Family and children issues
 - Socio-economic issues, including single motherhood, education, employment and poverty
 - Trauma-informed approaches considering past victimization and other adverse experiences
 - A multidimensional and multi-stakeholder approach to providing support and making arrangements to foster rehabilitation and social reintegration
 - Practical challenges in ensuring gender-responsive approaches and countermeasures

- 3) Effective and appropriate use and application of non-custodial measures
 - Current situation of non-custodial measures for women offenders
 - Non-custodial dispositions and measures available at the pre-trial stage (e.g. suspension of prosecution, diversion through mediation, bail, etc.), the trial and sentencing stage (e.g. fine, community service order, probation, suspended sentence) and the post-sentencing stage (e.g. parole, conditional release, remission, furlough) (See the Tokyo Rules, paras. 5-9)
 - Conditions for applying non-custodial measures (e.g. types of offences, severity of penalty, mediation)
 - Relevant stakeholders/agencies involved to facilitate the application of non-custodial measures
 - Practical challenges in the effective application of non-custodial measures and countermeasures

- 4) Capacity-building measures for staff
 - Current situation and practical challenges in the capacity-building for staff who engage in the treatment and rehabilitation of women offenders
 - Effective implementation of training programmes that enable staff to address the gender-specific needs and the special reintegration requirements of women offenders, as mentioned in the Bangkok Rules 29-35.

Course Summary

Lectures

During the Course, the participants attended a variety of lectures, presentations and discussion sessions, including 1 presented by the visiting expert, 4 by ad hoc lecturers and 1 by a faculty member of UNAFEI. The distinguished lecturers addressed issues relating to the main theme of the Course and contributed significantly beyond their lectures by encouraging discussions during the live question and answer sessions. In the live session with the visiting expert, participants were divided into 2 groups to discuss and propose a plan to put into practice the Guiding Principles for Gender-Responsive Services recommended in the lecture, and each group was given feedback from the visiting expert. The ad hoc lectures were delivered by practitioners affiliated with governmental entities and private treatment organizations. The lecturers and lecture topics are listed on page 9.

Individual Presentations

During the first week of the course, all participants delivered individual presentations which introduced the situation, problems and future prospects of the participants' countries. These papers were distributed to all the participants. The titles of these individual presentation papers are listed on pages 10 to 11

Action Plans

As the primary output of the Course, each participant prepared an individual action plan to implement new or improved practices in the participant's country. The action plans consisted of two parts. Firstly, the participants were asked to summarize their key takeaways from the Course; secondly, they were asked to create a measurable, practical plan for implementing new policies or practices. These action plans were subsequently presented in the plenary report-back sessions, where they were discussed by the participants and UNAFEI faculty members. The titles of these action plans are provided on pages 12 to 13

Lecture Topics

Visiting Experts' Lectures

- 1) Dr. Stephanie S. Covington
Co-Director, Institute for Relational Development and Co-Director, Center for Gender & Justice
 - Gendered Justice: Creating Services for Women

UNAFEI Professors' Lectures

- 1) Ms. TAKAI Ayaka, *Professor, UNAFEI*
 - Supervision/Treatment of Female Clients in the Community Setting in Japan

Ad Hoc Lectures

- 1) Ms. KAMIOKA Harue
Founder, Women's Drug Addiction Rehabilitation Center (DARC)
 - Mother-Child Programme for Women with Drug Use Disorders and Their Kids
 - Outcomes of Interviews with Women with Lived Experiences of Addiction and Their Children
- 2) Ms. KINOSHITA Toshimi
President, Women's Halfway House "Ryozenkai"
 - Halfway House (Rehabilitation Facility) "Ryozenkai"
- 3) Ms. ODAGIRI Mari
Chief, Sendai Regional Correction Headquarters
 - Characteristics of Women's Correctional Institutions – Challenges and Solutions

Individual Presentation Topics

Overseas Participants

- 1) Ms. Desiana Natalia Sagita (ASEAN Community (Indonesia))
 - ASEAN's Work on Gender Equality and Women's Empowerment, and Promotion and Protection of the Rights of Women and Children
- 2) Ms. Flory Flores Sanchez (ASEAN Community (Philippines))
 - Individual Presentation Paper of Jail Senior Superintendent Flory F. Sanchez on the Treatment of Offenders (Focus on Prison, Probation and Parole)
- 3) Ms. Nur Asyikin Hamzah (ASEAN Community (Singapore))
 - Implementing Gender Responsive Practices to Rehabilitate and Support the Community Reintegration of Women Offenders in Singapore
- 4) Mr. Dao Van Le (ASEAN Community (Viet Nam))
 - Treatment of Female Offenders in Viet Nam Corrections
- 5) Mr. Namik Hasanov (Azerbaijan)
 - Penitentiary Service of the Ministry of Justice of the Republic of Azerbaijan
- 6) Ms. Maria Delcarmen Lopez (Belize)
 - Female Incarceration
- 7) Mr. David Brandon Mckoy (Belize)
 - Care and Treatment of Female Offenders
- 8) Mr. Kenroy Karl Elijio (Belize)
 - Care and Treatment of Female Offenders
- 9) Mr. Vitou Mao (Cambodia)
 - The Current Situation of Treatment of Female Offenders in Cambodia
- 10) Mr. Mowafaq Mishael Alsnaid (Jordan)
 - The Way of Correction and Rehabilitation

- 11) Mr. Sukur Bin Noordin (Malaysia)
 - Strategies for Community Correction (Focus on Parole)
- 12) Mr. Norul Hisyam Bin Ismail (Malaysia)
 - Best Practices in Meeting the Needs of Women Offenders
- 13) Mr. Navindranath Beedassy (Mauritius)
 - Treatment of Women Offenders in the Mauritius Prison Service
- 14) Ms. Nandanee Dussoye (Mauritius)
 - Treatment of Women Offenders in Prison (Focus on Prisons/Probation and Parole)
- 15) Mr. Munkhsaikhan Choindon (Mongolia)
 - Treatment of Women Offenders
- 16) Ms. Frances Fajardo Magnaan (Philippines)
 - Parole and Probation Supervision Program in the Phillipines
- 17) Ms. Leilani Reyes Serzo (Philippines)
 - Individual Presentation Paper on the Treatment of Offenders (Focus on Prison, Probation and Parole)
- 18) Ms. Chathurangi Jayathri Mahawaduge (Sri Lanka)
 - Critical Analysis of the Treatment of Women Offenders in Sri Lanka
- 19) Ms. Irani Ganga Wakishta Arachchi Sri Lanka)
 - Does the Penalty Always Fit the Crime – Treatment of Women Offenders in Sri Lanka
- 20) Ms. Maria Helena Dos Santos (Timor-Leste)
 - Different Prisons for Women Offenders
- 21) Ms. Helena Madeira Gomes (Timor-Leste)
 - Improvement of Women Offenders' Treatment

Action Plans

Overseas Participants

- 1) Ms. SAGITA Desiana Natalia (ASEAN Community – Indonesia)
 - Enhancing Gender-Responsive Treatment of Women Offenders and Women Prisoners in ASEAN
- 2) Ms. SANCHEZ Flory Flores (ASEAN Community – Philippines)
 - Treatment of Women Offenders (Focus on Parole and Probation)
- 3) Ms. Nur Asyikin Hamzah (ASEAN Community – Singapore)
 - Making the Invisible . . . More Visible . . .
- 4) Mr. LE Van Dao (ASEAN Community – Viet Nam)
 - Vocational Training for Women Offenders
- 5) Mr. HASANOV Namik (Azerbaijan)
 - The Rehabilitation and Reintegration of Women Offenders into the Community after Their Release in Azerbaijan
- 6) Mr. MCKOY David Brandon (Belize)
 - Marketing of Products by Female Offenders
- 7) Mr. ELIJIO Kenroy Karl (Belize)
 - A Gender Responsive Approach Action Plan for the Belize Police Department
- 8) Ms. LOPEZ Maria del Carmen (Belize)
 - Sensitization Training on Trauma among Female Offenders for Guards
- 9) Mr. MAO Vitou (Cambodia)
 - Community-based Treatment for Women Offenders and Offenders under 18
- 10) Mr. ALSNAID Mowafaq Mishael (Jordan)
 - Women Offenders
- 11) Mr. Norul Hisyam Bin Ismail (Malaysia)
 - Challenges of Implementing Drug Rehabilitation Programmes

- 12) Mr. Sukur Bin Noordin (Malaysia)
 - Increasing the Number of Female Parolees in Rehabilitation in the Community
- 13) Ms. KHEDAN Nandanee (Mauritius)
 - Remand Time of Women Offenders
- 14) Mr. BEEDASSY Navindranath (Mauritius)
 - Treatment of Women Offenders
- 15) Mr. CHOINDON Munkhsaikhan (Mongolia)
 - Systematic Reforms and Requirements for the Rehabilitation of Women Offenders
- 16) Ms. MAGNAAN Frances Fajardo (Philippines)
 - Gender Makes a Difference
- 17) Ms. SERZO Leilani Reyes (Philippines)
 - Empowering Women
- 18) Ms. WAKISHTA ARACHCHI Irani Ganga (Sri Lanka)
 - Big Decisions in Uncertain Depths: Treatment of Female Offenders in Sri Lanka
- 19) Ms. MAHAWADUGE Chaturangi Jay (Sri Lanka)
 - Gender-Responsive Approaches to Managing Female Offenders in Sri Lanka
- 20) Ms. MADEIRA GOMES Helena (Timor-Leste)
 - The Quantity of Women in Correctional Institutions
- 21) Ms. DOS SANTOS Maria Helena (Timor-Leste)
 - Rehabilitation of Women Offenders during Detention

Reference Materials

**UNAFEI'S 175TH INTERNATIONAL TRAINING COURSE
LIST OF REFERENCE MATERIALS**

List of Reference Materials (175th International Training Course)	
1	United Nations Rules for the Treatment of Women Prisoners and Non-custodial Measures for Women Offenders (The Bangkok Rules) (United Nations, 2010)
2	Gender-Responsive Strategies: Research, Practice, and Guiding Principles for Women Offenders (National Institute of Corrections, 2003)
3	Annual Report for 2012, in Resource Material Series No. 90 (UNAFEI, 2013)

Expert and Participant List

Visiting Experts

Dr. Stephanie S. Covington Co-Director, Institute for Relational Development
 Co-Director, Center for Gender & Justice
 United States of America

Overseas Participants

Ms. Desiana Natalia Sagita Poverty Eradication and Gender Officer
 Poverty Eradication and Gender Division
 ASEAN Secretariat
 ASEAN Community (Indonesia)

Ms. Flory Flores Sanchez Jail Senior Superintendent/ Deputy Director for
 Welfare and Development/ Gender and
 Development Technical Working Group
 Chairperson
 Directorate for Welfare and Development
 Bureau of Jail Management and Penology (BJMP)
 ASEAN Community (Philippines)

Ms. Nur Asyikin Hamzah Senior Assistant Director
 Psychological & Correctional Rehabilitation
 Division
 Singapore Prison Service, Ministry of Home
 Affairs
 ASEAN Community (Singapore)

Mr. Dao Van Le Assistant Officer
 General Staff Division, Department of Prison
 Vietnam Prison Management Department
 ASEAN Community (Viet Nam)

Mr. Namik Hasanov Operation Sector Inspector
 Operation-Regime Department
 Penitentiary Service
 Azerbaijan

Ms. Maria Delcarmen Lopez Chief Finance Officer
 Accounts Department
 Kolbe Foundation
 Belize

Mr. David Brandon Mckoy Inspector of Police
 Research, Planning Legal Affairs and Compliance
 Belize Police Department

Belize

Mr. Kenroy Karl Elijio	Sergeant of Police/ Police Instructor National Police Training Academy Belize Police Department Belize
Mr. Vitou Mao	Official Department of Mutual Legal Assistance in Criminal Matters and Extradition Ministry of Justice Cambodia
Mr. Mowafaq Mishael Alsnaid	Assistant Director Correction and Rehabilitation Center for Operational Support Department of Correction and Rehabilitation Jordan
Mr. Sukur Bin Noordin	Head of Supervision and Monitoring Unit Division of Parole and Community Service Malaysia Prison Department Malaysia
Mr. Norul Hisyam Bin Ismail	Deputy Superintendent of Prisons International Affairs and Transfer Division Malaysia Prison Department Malaysia
Mr. Navindranath Beedassy	Assistant Superintendent of Prison Mauritius Prison Service Mauritius
Ms. Nandanee Dussoye	Woman Assistant Superintendent of Prison Women Prison/ General Duties Mauritius Prison Service Mauritius
Mr. Munkhsaikhan Choindon	Vice Chief in charge of Security and Operations Administration Closed Correctional Unit - 429 - Specialized Medical of Department of Corrections Mongolia
Ms. Frances Fajardo Magnaan	Clerk II Dagupan City Parole and Probation Office Region 1 Parole and Probation Administration Philippines

- Ms. Leilani Reyes Serzo
Chief Probation and Parole Officer
Manila City Parole and Probation Office No. 2
Parole and Probation Administration
Philippines
- Ms. Chaturangi Jayathri Mahawaduge
State Counsel
Criminal Division
Attorney General's Department, Colombo 12
Sri Lanka
- Ms. Irani Ganga Wakishta Arachchi
Senior State Counsel
Criminal Division
Attorney General's Department
Sri Lanka
- Ms. Maria Helena Dos Santos
Prison Guard
National Directorate of Prison Service
Ministry of Justice, Becora Prison
Timor-Leste
- Ms. Helena Madeira Gomes
Sub-Chief of Prison Guards
Social Reintegration Department
Ministry of Justice, National Directorate of Prison
Service
Timor-Leste

THE 23RD UNAFEI UNCAC TRAINING PROGRAMME

The 23rd UNAFEI UNCAC Training Programme was held from 22 September to 18 October 2021. Twenty-seven overseas participants attended. The main theme of the programme was *Tackling Emerging Threats of Corruption in the Borderless and Digitalized World*.

Overseas Participants

Ms. Rubina Mkhitaryan	Senior Specialist Criminal Legislation Penitentiary and Probation Policy Development Department Ministry of Justice Armenia
Mr. Islam Mohamed Radwan Elhadidy Abdou	Chief Prosecutor International Cooperation Department The Egyptian Public Prosecution Egypt
Mr. Ziyad Taha Amin Taha Abouelella	Senior Prosecutor International Cooperation Department Egyptian Public Prosecution Egypt
Ms. Saffiatou Nyang	State Counsel Criminal Division Ministry of Justice Gambia
Ms. Evelin Damary Mendoza	Deputy Chief Prosecutor Police Depuration Office Public Ministry Honduras
Ms. Arin Karniasari	Prosecutor Directorate of Prosecution Indonesian Corruption Eradication Commission Indonesia
Ms. Salmah	Middle Investigator Investigate Directorate Corruption Eradication Commission Indonesia
Mr. Ali Hassan Berro	Senior Policy Analyst Public Sector Reform Office of the Minister of State for Administrative Reform Lebanon

Mr. Chantheuane Boulome	Acting Division of Audit Grant Project Audit Loan and Grant Project Department State Audit Organization Lao PDR
Ms. Merium Mable Sodala Chithila	Operations Analysis Manager Monitoring and Analysis Department Financial Intelligence Authority Malawi
Mr. Petros Mfunne	Senior Report Centre Officer Investigations/Report Centre Anti-Corruption Bureau Malawi
Mr. Asrul Ridzuan Ahmad Rustami	Senior Assistant Commissioner Division of Anti-Money Laundering Malaysian Anti-Corruption Commission Malaysia
Mr. Mohd Nadzri Bin Ibrahim	Assistant Commissioner Division of Anti-Money Laundering Malaysian Anti-Corruption Commission Malaysia
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Mr. Manuel Antonio Mata Avendano	Criminal Judge Accusatory Criminal System Judicial Authority Panama
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Mr. Simcha Abel Blessing	Assistant Public Prosecutor Commercial Crime Unit Office of the Public Prosecutor Vanuatu Vanuatu
Ms. Thi Thuy Linh Pham	Officer of Department of Economic Security Ministry of Public Security Viet Nam

INFORMATION ABOUT FORTHCOMING PROGRAMMES

1. Training Seminar for the Officers Involved in Juvenile Justice in Kenya

From 7 to 10 February 2022 (tentative), UNAFEI will host the Training Seminar for the Officers Involved in Juvenile Justice in Kenya online. The purpose of the seminar is to train the trainers of the “Child Care Protection Officers Training Programme”. Approximately 40 participants from Kenya will attend.

2. The 177th International Senior Seminar

From 12 January to 3 February 2022, UNAFEI will host the 177th International Senior Seminar online. The main theme of the Seminar is “Preventing Reoffending through a Multistakeholder Approach”. Approximately 20 overseas participants will attend.

3. Comparative Study on the Criminal Justice Systems of Japan and Nepal

From 28 February to 4 March 2022, UNAFEI will host the Comparative Study on the Criminal Justice Systems of Japan and Nepal online. Twelve Nepalese participants will attend to study and discuss “Challenges to the implementation of the new Criminal Procedure Code in Nepal”.

4. First International Training Programme on Building Inclusive Societies

From 2 to 17 March 2022, UNAFEI will host the First International Training Programme on Building Inclusive Societies online. This programme deals with issues on protection of the rights of crime victims including children. Approximately 10 overseas participants will attend.

5. Exchange Programme between the Japanese Prosecution Service and the Supreme People's Procuracy of Viet Nam

On 18 February 2022, UNAFEI will host the Exchange Programme between the Japanese Prosecution Service and the Supreme People's Procuracy of Viet Nam online.

FACULTY AND STAFF OF UNAFEI

Faculty:

Mr. MORINAGA Taro	Director
Ms. IRIE Junko	Deputy Director
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Mr. HOSOKAWA Hidehito	Professor
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	175th Course Deputy Programming Officer
Ms. MIYAGAWA Tsubura	Professor
	Chief of Research Division
Ms. TAKAI Ayaka	Professor
Ms. SASAKI Ayako	Professor
	175th Course Programming Officer
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Mr. YAMAMOTO Shinichi	Chief of Training and Hostel Management Affairs Section

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