



SECURITY AND RULE OF LAW

Kyrgyzstan's police seek entry into fraternity of professionals

OSCE Senior Police Adviser Richard Monk called on the new graduates of Kyrgyzstan's Police Academy to strive to be genuinely professional police officers as distinct from mere "uniform-carriers" by being scrupulously honest both in their private lives and in public office, and by upholding the rule of law without fear or favour. "Doing so entitles you to membership in the fraternity of professional police officers around the world," he said at the graduation ceremony in Bishkek on 26 June.

In an interview on the same day for a new OSCE film now under production, the former New Scotland Yard Commander and United Nations Police Commissioner explained how the OSCE is helping boost the professionalism of Kyrgyzstan's police force by sharpening "hard" law enforcement expertise and introducing "soft" skills aimed at transforming the current policing culture.

How will good policing in Kyrgyzstan contribute to the country's and to the region's security?

Policing everywhere is crucial — crucial to political, economic and social development. We know that many countries all over the world are overwhelmed by the extent of wrong-doing and criminality, which is draining them of vast human and financial resources. If we don't have the rule of law, it's very difficult to know how on earth soci-

eties will thrive. It's absolutely essential that police officers understand that they have a very special place in society.

How would you describe Kyrgyzstan's concept of policing?

At the moment, the Government and the Interior Ministry need to create a vision for the country's policing, and the OSCE is trying to help them do exactly that. The State is barely 14 years old and is still in the process of establishing a uniquely Kyrgyz identity. It's important that the values and principles that the police force commits itself to reflect that identity.

Why did the OSCE choose Kyrgyzstan as the first country in Central Asia to receive policing assistance?

What impressed me most on my very first visit was the willingness of the Government, particularly the Ministry of the Interior, to learn more about policing in other countries. At the Police Academy, we found tremendously enthusiastic officers and trainers, but their teaching materials belonged to the past and the conditions they were working

Photos:
OSCE/Mikhail Evstafiev

in were absolutely dreadful. It was their energy and their determination to carry on, and their eagerness and hunger for professional development, that convinced us that Kyrgyzstan was ripe for assistance and that a programme there might well serve as a model for other states in Central Asia to follow.

What precisely is the Police Academy's role in bringing about more effective policing?

There's a global culture in policing, and it is a culture of service. It's the Academy that is supposed to shape that attitude, which is why the assistance we have been providing for more than a year now — for instance training in forensics work, in the proper methods of maintaining public order and in local-needs policing — is so vital.

One of the special privileges I had earlier today was viewing the passing-out parade of the Academy's cadets. The Academy has about a thousand young people in the five-year police programme in any one year. Watching the new graduates — almost 250 of them — you understand the Academy's significance in the professional development of these officers of the future. And seeing the turn-out of hundreds and hundreds of families — from excited grandparents to little babies dressed up for the occasion — you also realize how much the officers need the support of the people they represent and serve.

Are the initial activities already producing results?

I think General Beksultan Ishimov, who heads the Academy, should answer that question for me. At the moment, he would probably agree with me when I say that he would want to do so much more. Kyrgyzstan's police officers simply have an enormous burden and responsibility on their shoulders. They would like to join the modern world of professional, democratic policing, but there is a long way to go before they can be sufficiently equipped with both "hard" and "soft" skills through upgraded equipment and training in new standards and new attitudes.

We're a long way from finishing what we launched, but I think we're going the right way in building local and international co-operation. We can expect our efforts to start showing some results in about two to three years' time. The important thing is that we were able to get started with fairly modest financial means. We are actually in the business of "pump-priming" the process, and we hope that — as more and more countries see what we're doing, how we're doing it and what good value professional police



Passion for policing is behind Richard Monk's "Cup for Endeavour"

"It gives me pride and personal pleasure to present the Cup for Endeavour for the first time to Mederbek Muratov," Richard Monk announced at the end of his address to the Kyrgyzstan Police Academy's new graduates on 26 June. Mr. Monk was conferred the title of *Professor Emeritus* by Academy officials last year.

"Because I care passionately about professional policing, I have commissioned an annual Cup to be made and engraved," he said. "It will be presented each year to a student of this Academy — someone who, in the judgment of the Academic Board, has shown the most consistent commitment and highest personal development across every aspect of his or her professional life."

He stressed that the aim of the Cup, which comes with a monetary reward from the Academy, was to recognize the student who had exerted the most effort in living up to the highest values of policing — and not necessarily the student with the best academic record.

"It came as a complete surprise to me when I was informed about it," Mr. Muratov, 24, from Jalal-Abad, said after the ceremony. "I've always dreamt of becoming a police officer since I was a child. I still have one year to go, and this Cup will inspire me and help bring me closer to my goal."

His biggest hope, he said, is that Kyrgyzstan will one day have world-class professional police officers who follow the law themselves so that citizens can look to them for help and protection.



OSCE/MIKHAIL EVSTAFIEV

Major-Gen. D. Akmatov, a former Interior Minister, and Col. K. Asanaliev, Deputy Head of Kyrgyzstan's Police Academy, welcome OSCE Senior Police Adviser Richard Monk to the Academy's graduation ceremony.

officers represent — the OSCE programme will draw increased support.

Have you detected any resentment from Kyrgyz police officers over westerners coming in and telling them how to do things?

No more resentment than I would detect in the reaction of police in other parts of the world to anybody coming in and telling them what to do. It's the same everywhere. Police officers are traditionally very conservative. They are wary of experts who come from out of town with a briefcase and an overhead projector. But if we come armed with good ideas that they can try out and adapt, then we stand a greater chance of passing the credibility test and of their letting us help them. I think that's what's happening now.

Are the law enforcement issues in Kyrgyzstan similar to those in the Balkans, where you used to work?

There's a similarity in that there's a great deal of evident corruption permeating society as a whole. It's symptomatic of a state that has not established itself and of criminals taking advantage of the situation. Another similarity relates to the ethnic mix of the police force. Does it reflect the composition of the society it polices? At the moment, in Kyrgyzstan, probably not.

The Police are a national institution. How are they regarded by the people of Kyrgyzstan?

There is a deep mistrust between the police and the public. We hope that the findings of our surveys and the relationships we've built with some of the officers will help us steer the police force toward a path that inspires greater public confidence. People want to see their law enforcers as beyond reproach. The police and the public share the perception that low salaries, poor

working conditions and the lack of professionalism among some of the ranks contribute to low morale and corrupt practices.

Speaking of low salaries, are there sufficient government funds for policing?

I'm afraid that whenever the OSCE takes an interest in something, it's usually because there's not enough funding for it. And that's why we hope that the OSCE's participating States will continue to allocate funds especially for police-related activities in conflict prevention, crisis management and post-conflict rehabilitation. We are keen to have the Interior Ministry tap other promising sources so that the salaries of police officers can be raised.

Can western policing standards and methods be imported or do they have to be adjusted for individual countries?

They have got to be adjusted. We can help point them in the right direction. In community policing, some general principles hold true everywhere, but the Kyrgyz police authorities must decide for themselves. We don't want to give the impression that we are coming in and telling people that we know best. We've actually made a lot of mistakes in our own countries and we hope people have enough sense to learn from them. So, yes, cultural relevance is enormously important. This is why consulting not only the police force but also the community is an indispensable part of the OSCE's policing programme.

Briton Richard Monk was appointed Senior Police Adviser to the OSCE Secretary General in February 2001. He also heads the Secretariat's Strategic Police Matters Unit. A police officer for 35 years, Mr. Monk was Commissioner of the United Nations International Police Task Force in Bosnia and Herzegovina from March 1998 to March 1999. In 2000, he was invited by the United Nations Secretary-General to be a member of the UN Panel on Peace Operations, which prepared the Brahimi Report on past peacekeeping operations. In 2001, Mr. Monk carried out a five-month study of policing in the Federal Republic of Yugoslavia on behalf of the OSCE. He also reported, on behalf of the OSCE and the Office of the High Representative, on the role of a follow-up mission to the UN Mission in Bosnia and Herzegovina, which was adopted as the starting point for the future European Union police mission in the country.

Kyrgyzstan's international partners

No "quick fix" for police reform, but outlook is optimistic

The Executive Steering Committee of the OSCE's Police Assistance Programme in Kyrgyzstan serves as a regular forum for joint consultations among the main stakeholders in the country's police reform. Members meet quarterly at the Police Academy in Bishkek. At its third meeting in June, three representatives of donor countries spoke with the OSCE Magazine about their impressions of the programme's prospects.

The European Union is very optimistic about the OSCE's policing activities in Kyrgyzstan, which we're funding through our Rapid Reaction Mechanism. Things have been going well and even at this early stage, we're already seeing a series of good results. The opening of two Centres was a great achievement. We saw the modern laboratories and equipment of the Centre for Criminal Investigation and walked through the modern and comfortable training rooms of the Centre for Public Disorder Prevention and Resolution.

We're also impressed with the other

projects. The pilot project on community policing focusing on one district in Bishkek is especially interesting, as it's trying to change the relationship between the police and the Kyrgyz citizen on the street. If the activities go well in Bishkek's Pervomaisky District Police, they could spread out quickly to the rest of the country.

If the programme continues to progress as smoothly as it has so far, I see a very good chance that Brussels will agree to continue supporting it. The recent upgrading in the diplomatic

relationship between Kyrgyzstan and the European Commission is a positive step; after overseeing projects in Kyrgyzstan from my base in Kazakhstan for about a year, I have now moved to Bishkek and am finding it a lot easier to work on the spot.

Carina Skareby, chargée d'affaire a.i., Regionalized Delegation of the European Commission in Kyrgyzstan



The United Kingdom has always had a keen interest in having the OSCE undertake police reform. I was on the UK delegation in Vienna from 1996 to 1998, the year of the UK's European Union presidency. That was when we as the EU started thinking that the OSCE should undertake police reform, which is such a central element in reforming civil society in transition countries.

I think that the programme partners, on both the Kyrgyz and the international sides, have done an outstanding job in the past several months, making sure that the different disciplines all come together and that all the different specialists are found. The people in Kyrgyzstan have been highly appreciative of what the OSCE has been doing. Police Academy officials have been very enthusiastic about how their institution is being strengthened through the wide range of training courses that are being introduced.

The new Centre for Public Disorder Prevention and Resolution did cause some controversy among some NGOs in the light of what happened in Ak-Sy two years ago. There was some concern that OSCE assistance would enable police to suppress demonstrations. In fact, the incident served as a wake-up call to the police — that they simply had to improve the way they were taking action.

Clearly, the way this part of the programme was presented to NGOs could have been done a little bit better and misunderstandings could have been avoided. But I trust that we're over that now. We re-examined this activity and decided to proceed in consultation with NGOs by inviting them to take part in the quarterly meetings of the Steering Committee.

It's the OSCE's only major police programme in Central Asia, and if we get it right, it can be introduced to other coun-

tries. Back in Kazakhstan, we've been encouraging officers to look at what the OSCE is doing in Kyrgyzstan, especially in community policing, and I'm happy to say that they have done so.

Deep-seated corruption and low salaries are just two of many very tough issues for which there is no quick fix. How do you deal with low pay in these very poor countries? That's why I regard police reform as a fairly long-term strategy and that's why leaving after 18 months is clearly not a feasible option.

James Sharp, Ambassador of the United Kingdom to Kazakhstan and Kyrgyzstan



The financial investment of 3.8 million euros sounds huge, but the challenge it addresses is enormous, with longstanding historical roots.

It is of course too early to assess the successes and failures of the programme's many aspects. All activities of this size will have failures and successes. It would be unrealistic to believe that the problems can be solved within the programme's current scope. No one has a magic formula to transform things within a few months or even years. But the rule of law

is the foundation of all political, social and economic development, and we have no choice but to try.

At today's meeting of the Executive Steering Committee, we considered it especially important to give the special representative of NGOs in the south, Sadykjan Mahmudov of *Luch Solomona* (Solomon's Ray), the opportunity to comment on the programme. This shows that we are trying hard to work in a transparent manner and that we're not some "secret circle".

We believe that civil society should be included in every aspect of the programme as much as possible. I am not sure if we've achieved it fully, but that is our goal.

Klaus Achenbach, Former Ambassador of Germany to Kyrgyzstan (now Ambassador to Kuwait)





French Sergeant Jocelyne Lacourt

An advocate for life-long learning in law enforcement

Shortly before her return to the French Interior Ministry's Department for International Police Co-operation in early July, Chief Sergeant Jocelyne Lacourt of the French National Police spoke about her role as the first Operational Programme Manager of the Police Assistance Programme in Kyrgyzstan. "The people deserve a first-class police force and we owe it to them to try and help put one at their service," she said in an interview in Bishkek with Patricia Sutter, Editor of the *OSCE Magazine*.

Sergeant Jocelyne Lacourt served as the first Operational Programme Manager of the Police Assistance Programme in Kyrgyzstan from June 2003 to July 2004. She has returned to the French Interior Ministry where she now works on issues related to the European Union's PHARE and CARDS programmes, which assist transition countries in Europe with their integration process.

Photo: OSCE/Mikhail Evstafiev

What led you to Bishkek to oversee the most complex and comprehensive OSCE project of its kind in Central Asia?

I was in Skopje on my first mission with the OSCE, co-ordinating a six-month training programme for newly deployed police officers — both ethnic Albanians and ethnic Macedonians — in the former crisis area. I was about to complete the second phase of my assignment, as a trainer in community policing, when I came across the vacancy for Operational Programme Manager for the new Police Assistance Programme in Kyrgyzstan. I immediately thought: "That's for me!"

So there I was, transported from the Balkans to Bishkek, in mid-July 2003 after a short break in Paris. Shortly after my arrival, on 7 August, we raised the OSCE flag over the newly opened OSCE Police Assistance Programme Office in Bishkek — the day of the signing of the Memorandum of Understanding by Prime Minister Nikolai Tanaev and Ambassador Aydin Idil, who

Jocelyne Lacourt's first assignment as a constable was to introduce community policing in an immigrants' settlement in the outskirts of Paris.



PRIVATE

was then the Head of the OSCE Centre in Bishkek.

I've always enjoyed a good challenge, and managing a 3.8 million-euro programme was certainly a huge responsibility and quite an honour. I felt really fortunate to be working in a region that I know well and visited frequently from Paris. For almost four years, while working in the Department for International Police Co-operation within our Interior Ministry, I managed our bilateral police assistance projects with Central Asia. The job took me to places such as Osh and the Ferghana Valley in the south of Kyrgyzstan where drug smuggling is concentrated.

What did you find when you arrived? And what is it like now, as you prepare to leave?

One of the first things I did was to visit the main police station in the Pervomaisky District, where we were going to introduce community policing as a pilot project. I remember seeing crime investigators using antique typewriters. Today, a year into the programme, the investigation unit is hooked up to a local area network including 20 PCs with scanners and printers, which should make crime investigation more efficient.

The police station used to have only one old car on call for emergencies. In fact,

many officers had no choice but to use their private cars, most of which were not exactly in top condition. Now, the Pervomaisky Police District has 15 brand-new Ladas. The neighbourhood inspectors who deal directly with the public are about to be equipped with car radios and other reliable communications gear.

Our team can give you an endless list of “befores” and “afters” which may sound very basic to you but, believe me, it is making all the difference.

I also remember so well first seeing the premises of the Police Academy’s Centre for Criminal Investigation. The whole place was cold and damp. There was no emergency exit. There was no ventilation so the staff had to inhale fumes from the photo laboratory and forensic chemicals. After three months of extensive refurbishment under the OSCE programme, the centre is now the best of its kind in the region: 1,000 square metres of well-lit and well-ventilated facilities, with spacious training rooms and laboratories equipped with the latest technology used in investigating crimes and in forensic work.

So this gives you an idea why, during the start-up phase, we devoted a lot of our energy and efforts to the time-consuming task of procuring technical equipment, furniture and supplies to upgrade the police’s physical working conditions. How can you ask a police force to adopt a culture of service if it does not even have the most basic tools?

Then of course we have been introducing training, training, and more training. There is nothing easier than to give advice to our fellow law-enforcers here in Kyrgyzstan, but there’s nothing like having experts guiding them, and explaining, correcting, encouraging, and letting them find their own local solutions. We’ve also sent key police personnel abroad to see for themselves how things are done in specific areas.

Obviously, we can’t claim to have had any significant achievements yet — if you think you can reform the police in 18 months, you’re obviously out of your mind! — but we do know that we have started something tremendously important for this country. We have opened some doors.

Did your experience as a police officer in Paris hold any relevance at all in your dealings with both the police and the citizens in this part of the world?

As a young constable in the mid-1980s, I patrolled a very sensitive area with a large influx of immigrants in the outskirts of Paris. Later, I was in charge of introduc-



OSCE/MIKHAIL ENSTAFEV

ing community policing in another rough neighborhood. The joint problem-solving approach was new to us and to the residents, but all the building blocks were there to make it work.

So I can fully sympathize when people here come up to us and say, “How can we even begin to trust a law enforcer who asks for money from us every five minutes? If someone breaks into our home, why should we report it to the police?”

At the same time, I’ve wanted to cry for my colleagues in Kyrgyzstan: They are fathers, they are husbands. How can you be an honest police officer if you are sometimes not paid your salary of an equivalent of 20 euros a month? And if you have to pay your boss so you can keep your job? How can tough structures be put in place and how can an anti-corruption campaign be launched under these conditions?

For that reason, I am convinced that our work should be part of an even larger effort with other partners. The OSCE Centre in Bishkek and the Strategic Police Matters Unit in the OSCE Secretariat have been looking closely at this issue.

In your day-to-day management of the programme, did you ever feel that it was “one step forward, two steps back”?

As westerners, we’re always running against the clock. I’ve had to learn to be patient. We also need to be more humble and less arrogant, and not to behave as if we know everything. People from other cultures can teach us some things as well.

The people here truly deserve a first-class police force, and we owe it to them to try and help put one at their service.

The traditional contrasted with the modern at the police graduation ceremony in June.

Although the project was meant to last only 18 months and is dependent on extra-budgetary resources, we need to continue proving that our assistance is not meant to be only ephemeral.

Of course there are some who still doubt that the old way of doing things can be changed and who do not have much faith in their own officials. But there are many who have understood what the project is trying to do and whose hopes have been raised by what they are seeing.

We should also understand that officials who were part of the old system are still in place. But it's the young people I would like to pin my hopes on. We need to give the cadets, whose average age is 20, opportunities for a good education, good training and good tools.

When I joined the police force 20 years ago in France, there were only three women in my police station. Most of the men had had about 25 years of service. Some — not all — were caricatures of the old school and a bit pushy towards our citizens.

We younger ones tried to oppose their style because it was different from what we were taught, and I remember how difficult it was in the beginning. However, as more and more young people joined, we were no longer a small minority. The older ones started retiring and it was my generation that started to change things little by little, with an important contribution from

women, who now make up about 30 per cent of the National Police.

In Kyrgyzstan, what is the level of participation of women in the police force?

I have been told that internal regulations prevent the female contingent from going beyond five per cent of the total, which by any standards is not satisfactory at all. And most of the female officers are limited to administrative and office tasks. To the best of my knowledge, no woman has yet been assigned to field operations because it is thought not to be “appropriate”. The community policing pilot project has started recruiting women as Neighbourhood Inspectors, so that's at least a modest initiative. Soon they will be more visible, as more and more of them work directly with the population. I really hope that we will see changes in this area in the coming years.

What attracted you to policing in the first place?

My father was a police officer all his life. When he retired in 1981, it was exactly when women were being actively encouraged to join the police service. But it was only a few years later, in 1984, when I told myself, “This is exactly what I want to do!” after seeing a recruitment ad. So I realized it was my vocation quite late; I was 24 and already a mother.

What I like about being in the police service is that the possibilities for learning are endless. Similar opportunities should be developed further in Kyrgyzstan, where the practice at the Police Academy is to offer a continuous five-year programme but where on-the-job training and specialized courses are still rare.

What are you going to miss most about life in Bishkek?

It may sound strange, considering how intense the pace of work has been every single day — including weekends — but every morning when I opened my eyes, I had the feeling I was somewhere on holiday when I heard the cock crow.

Bishkek can be absolutely magical. It's a city of trees, roses, birds and even squirrels. Our offices are right next to a small park shaded by old elm trees. You can be out in the evening in a café with excellent musicians and you walk home feeling safe and secure, unlike in many other capitals. Everyone falls in love with this place and its peace-loving, family-oriented people.

What a pity no one knows much about this charming side of Kyrgyzstan. What a pity there aren't more tourists climbing its breathtaking mountains.

Some of the national staff of the Police Assistance Programme (left to right): Kyial Arabayeva, Interpreter; Ulan Japarov, Procurement Assistant; Guljamal Sharipkanova, Interpreter; Alyona Turchina, Budget Assistant; Jahnibek Temiraliyev, Interpreter; Victoria Tsekanova, Interpreter; Altynai Nosinova, Administration Assistant; and Oleg Kolenko, Driver.





PROJECTS IN REVIEW

Kyrgyzstan's law enforcers “feeling positive” about programme's progress

This is the first international programme to provide Kyrgyzstan's police agencies with substantial support, and we're very happy to be running it. Fortunately, we are changing the perception of policing we carried over from the Soviet era, and most of our officers are aware of the hard work that still has to be done before we can achieve a higher level of policing.

We feel so much more positive about ourselves because of the modern equip-

ment and training that have been placed at our disposal. Most importantly, the issue of human rights has gained more prominence. I must confess that our attitude towards criminals and offenders had always been one of indifference, but we are now trying to do something about this.

We have recently brought our national legislation into line with international standards in human rights and policing. Notably, we have amended the Code of Criminal Procedure, allowing a suspect under inter-

The Police Assistance Programme's international core team (left to right): Urban Karlsson, Community Policing Expert (Sweden); Mamyrov Shamshybek, National Project Officer; Evgeny Cherenkov, Acting Operational Programme Manager and Police Academy Expert (Russian Federation); and Jean Pierre Contal, Public Order and Conflict Prevention Expert (France). In the background, the OSCE flag flies over the new Centre for Public Disorder Prevention and Resolution. Photo: OSCE/Mikhail Evstafiev

rogation to have access to a lawyer. We have also adopted an article making police officers more accountable if they resort to violence.

Turning to the important issue of police salaries, we have a saying: "A hungry police officer is a dangerous police officer." The Kyrgyz President and the Minister of Interior have been looking into ways of improving the welfare of our police officers. Starting early this year, we raised salaries by 55

per cent and we are currently discussing whether we can afford another 100 per cent increase.

Every day we get inquiries from other states in Central Asia about how we are implementing the programme, since we all share the same weaknesses in the safety and security sector.

First Deputy Minister of Interior Rasul Raimberdiyev, Chairman of Co-ordination Board of Police Assistance Programme



Responding to Kyrgyzstan's "hard" and "soft" policing needs

The OSCE's 18-month police assistance programme for Kyrgyzstan, launched in August 2003, was about 80 per cent completed as of early October 2004. Developed at the request of the Government and run in co-operation with the Interior Ministry, the full programme comprises:

- upgrading the quality of police investigations;
- improving police capacity for drug interdiction;
- creating a modern and efficient police emergency call-response centre;
- setting up the core of a national criminal information analysis system;
- providing the criminal police with a radio-communications system;
- strengthening police capacity to prevent, resolve and manage public conflict and disorder;
- introducing community policing methods as a pilot project in Bishkek's Pervomaisky District; and
- expanding the curriculum of Kyrgyzstan's Police Academy.

Main contributors

European Union, Norway, United Kingdom, United States, Netherlands, Germany and Sweden

Countries that have seconded experts

France, Russian Federation, Sweden and Bulgaria

One-week study tours with a maximum of four participants:

France and United Kingdom: Prevention and management of public disorder

Lithuania (two tours): Prevention of juvenile delinquency and management of public disorder

Spain: Criminal intelligence analysis

Russian Federation: Prevention of juvenile delinquency, police management and administration

Poland: Prevention of juvenile delinquency

Switzerland: Civilian oversight of the police and human rights

Germany (two tours): Human rights

Northern Ireland: Community policing in practice and civilian oversight



During a study tour in Belfast in July, Lt. Col. M. Aliyev, Deputy Head of Bishkek's Pervomaisky District Police, tries on a jacket used by community police in Northern Ireland.



OSCE PAP

Completely renovated, the Centre for Criminal Investigation is now one of the most modern in Central Asia.

FIGHTING AND SOLVING CRIME

About one-third of crimes in the country take place in Bishkek, a city with one million residents, or about one-fifth of the country's total population. Most of the crimes involve theft and robbery, and some involve the use of firearms.

I must say that the exercise we went through from 5 to 17 July, simulating a murder case, was well designed. We all felt as if we were investigating a real crime in real life. We examined the victim's office where we found evidence that he owed money to someone. We also discovered that the victim's daughter had been kidnapped. The criminals were asking for a \$15,000 ransom. We identified the exact spot where they wanted the money to be dropped off. We split up into several groups to track the criminals, and we succeeded in identifying their car, which led to their arrest.

This practical training allows us not only to improve "hard" skills but also to learn about differences in approaches to police work. In this course, the instructor, Captain Erik André from the French *gendarmerie*, introduced techniques that were completely new to us. We found out that in France, an investigator does everything: investigating, carrying out arrests, analysing cases and solving crimes. In our system, an investigator heads and manages operations and assigns roles separately to the police, to special troops and to operational officers.

So far, more than 150 officers and trainers have completed a variety of basic and advanced courses conducted by two international experts. In June, the Police Academy inaugurated its completely refurbished Centre for Criminal Investigation. Its modern facilities and equipment will make highly technical training possible in fields such as forensics and ballistics.

In July, we received 12 mini-vans equipped with crime-scene kits, digital



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cameras and mobile phones. This makes it possible for investigation teams to reach the scene of a crime much more quickly and to carry out investigations much more thoroughly, which should increase our success rate in solving crime cases.

Police Captain Melisbek Baynazarov, Senior Investigator, Bishkek City Police Headquarters

Russian trainers share their expertise in forensics.

COMBATING TRAFFICKING IN DRUGS

The OSCE's assistance in strengthening our capacity for intercepting illegal drugs was set in motion early this year when we received the keys to eight new vehicles. Each mobile unit comes with a sniffer dog.

"Boy," an English cocker spaniel, is a valuable member of the Drug Enforcement Unit of Bishkek City Police Headquarters.



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I'm happy to report that our finds have gone up considerably. The dogs, trained in Almaty, are proving to have excellent "noses" for drugs in houses and in cars.

Bishkek and Osh are major transit points for heroin and opium coming from Afghanistan through Tajikistan to Kazakhstan, Russia and European capitals, where the money generated is laundered into legitimate businesses. So, the more drugs we find here, the less drugs will end up in other OSCE countries.

Colonel Salymbek Alymkulov, Deputy Head of Drug Enforcement Department, Ministry of Interior

MANAGING PUBLIC CONFLICT AND DISORDER

In 2002, five people died after police officers used firearms to stop a riot in Ak-sy, in the south. We learned important lessons from that tragic incident.

At the Police Academy's Centre for Public Disorder Prevention and Resolution, which we inaugurated on 26 June, non-specialist senior police officers and cadets undergo training to respond properly to potential threats during mass events. An expert from France, together with teachers from the Police Academy, has already trained more than 100 officers. Training will be extended to Jalal-Abad in the south.

The aim is to prevent a conflict from escalating through the use of negotiation, and to "de-escalate" public disorder by using tactics that are in accordance with democratic policing principles — that is, with a minimum use of force.

Since the success of our work depends to a great extent on the public's understanding

of the programme's eight projects, we have been working with the OSCE to inform people and the media about the programme. I must say we have been receiving very positive feedback.

Police Major-Gen. Keneshbek Duishebayev, Head of Bishkek City Police Headquarters



Police Major-Gen. Keneshbek Duishebayev

I was one of 16 officers who completed the first training for trainers course in community policing from 26 April to 14 May. I did very well because I really enjoy interacting with people. We're trying to build on Kyrgyzstan's old "neighbourhood inspectors" concept. What's new for us is that our role is more clearly defined, and feedback is emphasized.

As part of the training, we actually patrolled the streets and tried to chat informally with people. There were some awkward moments for both sides. Some encounters were negative and some were fun and amusing. I'm optimistic that when the concept is fully implemented, we will be able to carry it through, provided we all pull



Neighbourhood Inspectors learn how to interact with Bishkek residents (left to right): explaining the meaning of community policing to schoolchildren, organizing a football match and coming across a wedding party.

Photos: OSCE PAP



together. To start with, we've been provided with computers, radio communications sets and 15 patrol cars.

Recently, the next phase of this project was launched after 61 officers were chosen, in a competitive process, to undergo the first training course in community policing.

I attended the Turkish Policy Academy in Ankara, where I saw the differences between the Turkish and Kyrgyz police. I wish we had the same system! It was truly inspiring. Here, the whole police structure has to be reformed, but step by step, because it's impossible to do it all at the same time. One of the first things I would do is raise the salaries of police officers. Right now, we are paid an average monthly salary of 1,500 soms (\$30). We need at least 10,000 soms (\$200) to be able to live comfortably. The low salaries explain why there is so much corruption among the police.

Lt. Bekchoro Alaiskarov, Neighbourhood Inspector from Pervomaisky District Police Station

What is community policing? Simply put, it means that police officers work in a trusting partnership with society to decrease crime and increase safety. It isn't "soft" policing at all — in a sense, it's actually tough because you're much more involved and it takes more time, effort and energy. It's pro-active, not reactive. It's much more than patrolling by foot or by car, which is easy enough. It's based on the premise that the police, on their own, cannot stop crime. It's often called "local-needs policing" — which is why we carried out a survey recently to find out what the community of Pervomaisky expects of its law enforcers.

I understand police officers' fear of losing power if they tap civilians as a resource. Paradoxically, though, it's when you interact with local citizens that you become a real professional. I have been a police officer for 26 years in Stockholm; 10 of those years were devoted to community policing. In my home town, we thought we were all experts, we had technology, we knew everything. In 1993, we decided to form a group that would go around on bicycles, talking to people. We found we were solving a lot more crimes than we had done before! People would come up to us saying, "Thank you for being here. We can walk safely in the streets again." That was our greatest reward.

Before my assignment ends, I would like to see citizens sitting down with their police



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officers and trying to find ways to increase safety and security in the neighbourhood, to have the concept of "service" fully understood, and to turn law enforcers from a "force" into a service provider. We have now recruited the first female Neighbourhood Inspectors and I'm looking forward to seeing them working in the field, side by side with male officers, for the first time.

Of course I know one cannot transplant one country's practices to another just like that. However, the concept of community policing is basically the same all over the world; the Kyrgyz simply have to make adjustments according to their local culture. *Urban Karlsson, Community Policing Expert (In Sweden: Police Superintendent and Head of the Public Order Department in Sodertalje Police District, Stockholm)*

Father and son at the Police Academy's graduation ceremony

In September, 32 vehicles were delivered to Bishkek's police authorities for use in community policing and investigating crimes.



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Some 1,000 cadets are enrolled in Kyrgyzstan's Police Academy.

I was chosen by more than 40 NGOs from three southern regions to represent the general public from that part of the country on the Executive Steering Committee of the Police Assistance Programme. This gives me the opportunity to give presentations, offer comments, and ask the Programme Manager and Kyrgyz leaders questions on how activities are progressing.

At the third meeting, which took place in June, I suggested that in addition to the two checkpoints that are being planned to counter drug-trafficking, two more should be constructed in the South, which faces an even more serious drug-trafficking problem.

We are also worried about the possibility that the programme will create an armed unit to deal with mass disturbances, and at the NGOs' request, this part of the programme has been suspended for the time being.

Some results can already be highlighted. In September, international experts from the Centre for Criminal Investigation con-

Several centres within the Police Academy have either been completely refurbished or upgraded.



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ducted some courses in Osh; further training is scheduled for October. We're looking forward to finding out more about achievements in this area at the next meeting of the Steering Committee.

Sadykjan Mahmudov, Executive Director, "Luch Solomona"

STRENGTHENING THE POLICE ACADEMY'S TRAINING CAPACITY

Although day-to-day work at the Police Academy under this project appears routine, the teaching staff are well aware that they are actually building the foundation for a whole new system of education that will turn out future generations of police who will be more professional than ever.

Besides developing training courses and teaching material, we are also conducting training in various disciplines for police in the field, cadets, senior officials at the Academy, and the Academy's trainers themselves. By the time my assignment ends, a whole range of new training courses will have been introduced into the curriculum and the teaching staff will have been equipped with the most modern teaching techniques.

Within the Academy, several centres have been either created or upgraded, each devoted to a special discipline: professional training, practical communication and situational training for police officers in the field, scientific research, human rights and civilian oversight of the police, and juvenile justice. The more visible Centre for Criminal Investigation and the Centre for Public Disorder Prevention and Resolution also fall into this category.

Most of the centres have been renovated, provided with special equipment, and equipped with computers.

Several training courses have been included in the curriculum for the first time — on community policing, protection of human rights, working with juveniles, conflict prevention, crises management and inter-ethnic policing. We are also introducing methods that will strengthen the Academy's research potential and streamline the organizational and management structure.

All in all, I believe our goals are realistic and down-to-earth, and the expected results tangible and easy to evaluate.

Col. Evgeny Cherenkov, Police Academy Expert (In Russia: Deputy Head, Department of Administrative Law, University of Law for the Police, Nizhny Novgorod)

Armenia and Azerbaijan seek donor funding for police reform

A new era in professional policing in southern Caucasus is poised to begin with the design and development of OSCE police assistance programmes in Armenia and Azerbaijan. Project activities will be implemented by the OSCE Centres in Yerevan and Baku in co-operation with the two countries' police authorities. Responsibility for co-ordination rests with the Secretariat's Strategic Police Matters Unit, which is also facilitating fund-raising efforts for the pioneering programmes.

In Armenia, in close co-operation with the Police Department:

- ◆ Community policing methods will be introduced in Yerevan's busy Arabkir district to serve as a model for the rest of the country. An earlier survey by the Centre for Regional Development and Transparency International was a first step in police-community consultations.
- ◆ The capability of the police to respond to emergencies will be strengthened through a call-response centre. Technicians have visited similar operations in Germany, the Russian Federation and Sweden.
- ◆ Armenia's Police Training Centre will be upgraded through improved courses and teaching materials in basic policing to provide non-commissioned police staff with basic uniformed police skills, including patrolling. The head of the Training Centre has visited similar institutions in the Russian Federation.

In Azerbaijan, in close co-operation with the Ministry of the Interior:

- ◆ Community policing methods will be introduced at a police station in the town of Mingechevir, to serve as a model for the rest of the country.
- ◆ Intelligence-led drug investigations will be strengthened through an information system that will link up with the operations of the United Nations Office on Drugs and Crime.
- ◆ The Police Training Centre's basic training for non-commissioned police will be modernized. A group of trainers have visited similar institutions in Turkey and the Russian Federation.

The activities in Azerbaijan usher in a new phase in its OSCE Police Assistance Programme, following the recent major refurbishment of the Police Training Centre.



Armenia. Col. Artashes Andreasyan (right), Head of the Police Training Centre, guides OSCE Police Affairs Officer Tim Del Vecchio on a tour of the Police Museum. A special exhibit features the history of Armenian policing.



Azerbaijan. A room in the Police Training Centre is especially reserved for teaching traffic policing. Left to right: Lt.-Col. Natig Gasimov, Capt. Fikret Tahirov, Lt.-Col. Akif Aliev, and OSCE Police Officer Viacheslav Vorobiev.