



OCTOBER
2026

WOMEN'S NETWORK NEWSLETTER



LEARNING AND UNDERSTANDING THROUGH SHARED EXPERIENCE



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In Solidarity with Nepal and China

Our thoughts and prayers are with the victims, survivors, and families affected by the devastating flash floods in Nepal and China.

We stand in solidarity with the communities impacted by this tragedy and extend our deepest condolences to those who have lost loved ones. May those affected find strength, comfort, and hope, and may the rescue and recovery efforts bring safety and support to all those in need.

Our hearts are with Nepal and China during this difficult time.



Remarks by
CHRISTINE ARAB

UN Women Regional Director for Asia and the Pacific - to whom quoted text may be attributed at the press briefing at the Palais des Nations in Geneva

NEPAL FLOODS

43,000 WOMEN AND GIRLS NEED IMMEDIATE HUMANITARIAN ASSISTANCE

Source: <https://www.unwomen.org/>

“

Kathmandu/Bangkok/Geneva – 1 September 2026 – “An estimated 43,000 women and girls in Nepal need immediate humanitarian assistance following flash floods on 26 August 2026.

”

Today, I want to describe what this disaster looks like through the eyes and experiences of the women and girls affected, including the perspectives of the women-led organizations on the ground.

One such organization told us: “In so many of the communities we have been to – pregnant women, lactating women, people with disabilities, the people we would normally support – are gone, washed away, because they could not run to higher ground.”



A tsunami-like wall of water and mud swept through villages and towns on Wednesday, leaving hundreds missing — Prabin RANABHAT / AFP

This is what happens when a disaster meets inequality: the people already left behind are often the first to be swept away.

Our partners on the ground stress that women survivors are running out of food, that safe water is increasingly inaccessible, that protection risks are growing and that women risk being excluded from the decisions that will shape the response and their recovery.

We know that for women and girls in Rasuwa district, collecting water already meant travelling long distances and spending hours each day securing water for their families. Now, women are telling us that access to safe water has been cut off altogether, following the destruction of water systems, roads, and bridges.

Women in the worst-affected areas tell us that food is their most urgent priority right now.

Before the floods, women in Nepal were more likely to eat least and to eat last in their families, with serious consequences for their own health, particularly those who are pregnant or breastfeeding.



Residents carry their belongings as they walk to safer areas, in the aftermath of flash floods in Devighat, in Nepal's Nuwakot district, on Thursday, August 27. - Niranjan Shrestha/AP

Disasters also increase risks of gender-based violence, exploitation, and trafficking, while damaged infrastructure and communications can make it harder for survivors to seek help and to access protection services. An estimated one in three women are illiterate in some of the impacted districts, making awareness and access to essential services more challenging.



Flash flood survivors rest inside a relief shelter at Devighat in Nepal's Nuwakot district on September 6, 2026 [Pedro Pardo/AFP]

When there are no separate or safe latrines, adequate lighting or privacy, women and girls can face risks simply when using the toilet, bathing, sleeping, or moving around after dark. With male out-migration common, one in three households is headed by women in the impacted areas. Women who manage households on their own have fewer resources, income opportunities, and support networks to draw on in a crisis. They must be able to access relief and recovery assistance independently and without additional barriers.

Our partners are also telling us what disasters always bring: a sharp rise in unpaid care work in the home. Women in Nepal perform an estimated 85 per cent of the country's daily unpaid care work. With people injured and with homes, water systems, schools, and other services damaged or destroyed, that workload increases significantly. This can leave women with less time to earn an income, recover their livelihoods, or to participate in decisions about the response and recovery.



The aftermath of the recent flash flood in Nepal witnessed from the grounds of Nuwakot. Photo: UN Women/Srijana Bhatta

UN Women is on the ground, working directly with women-led organizations that are already active in affected communities, despite themselves having faced loss and trauma. Strategic support to women's leadership in the response must be explicit. Experience in the floods of 2021 and 2025 has shown that the overwhelming majority of women had not been significantly involved in applying for or receiving assistance. Women-led organizations are therefore critical partners for the humanitarian response. With more outreach to women, humanitarian support is more impactful for individuals, families, and communities.

Within the Government of Nepal's overall response – and also in the recovery – UN Women is working to ensure that women and girls can access essential services and protection, that unpaid care work in the impacted communities is recognized and addressed, and that women and women-led organizations participate equally in humanitarian and recovery decision-making.

The humanitarian response must recognize the experiences of women and girls. It must reach them and it must include them as key drivers in Nepal's recovery."

Thank you.

PROGRAM UPDATES



**Kartini Series 1:
Gender Training & Train the Trainers
The Philippines, 25 - 29 May 2026**

**Kartini Series 2:
Gender Training & Train the Trainers
Timor-Leste, 15 - 19 June 2026**



KARTINI SERIES:

EMPOWERING WOMEN LEADERS THROUGH GENDER TRAINING & TRAIN THE TRAINERS

In May and June 2026, JCLEC and the Kartini Adviser Board (KAB) successfully facilitated two regional editions of the Kartini Series: Gender Training & Train the Trainers, reinforcing their commitment to empowering women in law enforcement and strengthening gender-responsive leadership across Southeast Asia.

Kartini Series 1: Gender Training & Train the Trainers



Held from 25–29 May 2026 with the support of the Australian Federal Police (AFP), the first series brought together 19 law enforcement officers from Cambodia, Indonesia, Malaysia, the Philippines, Thailand, and Vietnam, including 14 women (74%) and 5 men (26%). The program was facilitated by trainers from JCLEC, the JCLEC Kartini Adviser Board, the AFP LO Manila, the AFP Senior Officer Singapore & Brunei Darussalam Global Operations, and the AFP International Gender Team.



The training focused on developing participants' facilitation skills, curriculum design, training evaluation, leadership, and train-the-trainer methodologies. It also encouraged participants to become confident leaders and advocates for positive change within their organisations.



The program was officially opened by Commander Danny Caruana (JCLEC Executive Director Programs), Sr. Supt. FX Arendra Wahyudi (representing the JCLEC Executive Director), Police Major General Maria Leonora C. Camarao (Deputy Inspector General, Internal Affairs Service, the Philippines), and Federal Agent Kathleen Oehlers (AFP Liaison Officer Manila).



The closing ceremony was officiated by Police Brigadier General Audie S. Latuheru (JCLEC Executive Director), Police Major General Roderick Augustus Alba (the Philippine National Police), Attorney Brigido J. Dulay (Inspector General, Internal Affairs Service), and Federal Agent Kathleen Oehlers (AFP LO Manila).

Kartini Series 2: Gender Training & Train the Trainers



Building on the success of the first program, Kartini Series 2 was held from 15–19 June 2026, jointly supported by JCLEC and the AFP Timor-Leste Police Development Program. The program welcomed 20 female law enforcement officers from Cambodia, Indonesia, Laos, Malaysia, the Philippines, Timor-Leste, Thailand, and Vietnam.

Participants received practical training in facilitation, curriculum development, leadership, and training evaluation while strengthening their confidence to become trainers and agents of change in their respective institutions. The program featured trainers from JCLEC, the JCLEC Kartini Adviser Board, the AFP LO Timor-Leste, Timor-Leste Police Development Program, and the AFP International Gender Team.



The opening ceremony was led by Police Brigadier General Audie S. Latuheru (JCLEC Executive Director), Assistant Commissioner Natércia Eufrásia Soares Martins (Second Commander-General of the PNTL), and Detective Superintendent Darren Boyd-Skinner (Senior Responsible Officer, Timor-Leste Police Development Program).



The program concluded with closing remarks from Sr. Supt. FX Arendra Wahyudi (representing JCLEC Management), Asst. Commissioner Hermenegildo Goncalves da Cruz (General Inspector for the Inspection of the PNTL), and Detective Superintendent Darren Boyd-Skinner (Senior Responsible Officer, Timor-Leste Police Development Program).



FINDING YOUR VOICE

A JOURNEY TOWARDS GENDER EQUALITY

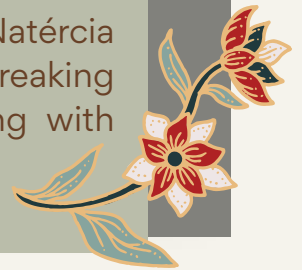
“Other people can lead,
why not you?”

**Assistant Commissioner
Natércia Eufrásia Soares Martins**

Second Commander-General
of the National Police of Timor-Leste/PNTL

**What does it take for a woman to step forward
and lead in law enforcement?**

In this inspiring episode, Assistant Commissioner Natércia Eufrásia Soares Martins shares her journey of breaking stereotypes, building community trust, and leading with courage and purpose.



 Watch her inspiring story and leadership insights.



FROM LEARNING TO LEADERSHIP

JCLEC KARTINI SERIES 2 EXPERIENCE

“

Participating in Kartini Series 2 was a meaningful and valuable experience for me. The program provided an excellent opportunity to enhance my knowledge, strengthen my leadership skills, and build greater self-confidence. It also inspired me to continue developing both personally and professionally.

”



Asst. Inspector Benigna da Cunha

Gender Focal Point,
Gender & Inclusive Office, PNTL HQ,
The National Police of Timor Leste



Throughout the program, I gained a deeper understanding of the importance of leadership, teamwork, and collaboration among women in the PNTL. I was also honored to connect with participants from different countries, exchange experiences, and learn from their diverse perspectives.

These interactions broadened my outlook and reinforced my belief that women play a vital role in driving positive change within our organizations and communities.

For me, Kartini Series 2 was more than a learning program — it was a transformative journey that encouraged me to embrace new opportunities, strengthen my leadership capabilities, and contribute more effectively to my workplace and society.

Finally, I would like to express my sincere gratitude to the organizers, mentors, and all participants for making this experience truly memorable. I hope the spirit of Kartini Series 2 will continue to inspire more women to empower one another, lead with confidence and integrity, and create a lasting positive impact within the PNTL.



EMPOWERING WOMEN IN POLICING:

A REFLECTION ON LEADERSHIP, LEARNING, AND
TRANSFORMATION THROUGH JCLEC KARTINI
SERIES AND JCLEC GENDER PROGRAMS

PLTCOL Janice Corazon P. Aquino

Assistant Chief, Family, Juvenile and Gender and
Development Division (FJGADD)
Directorate for Police Community Relations
Philippine National Police

PLTCOL Janice Corazon P. Aquino is a licensed educator and a dedicated police officer whose professional journey reflects unwavering commitment to leadership, continuous learning, and public service. A graduate of the Philippine National Police Academy, she currently serves as Assistant Chief of the Family, Juvenile, and Gender and Development Division (FJGADD) of the Directorate for Police Community Relations (DPCR), where she champions gender-responsive policing, people-centered leadership, and meaningful community engagement.

Her pursuit of excellence has taken her across international learning platforms in Cambodia, Indonesia, Thailand, South Korea, China, and the United States, including the International Visitor Leadership Program. She is also an alumna of the JCLEC Kartini Series 2 in Indonesia, the Advancing Gender Equality in Anti-Corruption and Law Enforcement Program in Bali, and the Kartini Series 1 Train-the-Trainers Program in the Philippines.

A JOURNEY OF LEARNING ACROSS BORDERS AND INSTITUTIONS

As a representative of the Philippine National Police (PNP), I was privileged to participate in three transformative programs: the Kartini Series 2 Gender Training in Semarang, Indonesia (2023), the Advancing Gender Equality in Anti-Corruption and Law Enforcement Program in Bali (2025), and the Kartini Series 1 Train-the-Trainers Program in Quezon City (2026).

Each program strengthened my understanding that gender equality is not only a principle—it is a practice that shapes leadership, governance, and public trust in law enforcement.

From Kartini Series 2, I gained a deeper appreciation of gender-responsive leadership, recognizing that effective policing requires integrating gender perspectives in all policies and operations to better serve diverse communities and strengthen public trust.



From the Bali Anti-Corruption Program, I learned how gender inequality intersects with corruption and justice systems, highlighting the importance of survivor-centered, inclusive, and accessible reporting mechanisms, especially for vulnerable sectors.



From Kartini Series 1, I strengthened my competencies in leadership, facilitation, communication, and instructional design, reinforcing the value of emotional intelligence, ethical leadership, and adult learning methodologies in developing future police trainers and leaders.

Overall, these experiences reaffirmed that leadership, integrity, and gender equality are inseparable foundations of effective policing and institutional excellence.

WHY GENDER AWARENESS MATTERS IN LAW ENFORCEMENT

Gender awareness is essential in policing because it ensures fair, effective, and responsive law enforcement services.

It allows officers to properly assess and respond to the diverse needs of men, women, boys, girls, and gender-diverse individuals in the field. It strengthens the handling of cases involving abuse and violence through survivor-centered approaches that promote dignity, safety, and justice.

Most importantly, it builds public trust, accountability, and operational effectiveness, ensuring that policing remains fair, credible, and responsive to the communities it serves.

Ultimately, gender awareness makes policing more just, more humane, and more effective.

TRANSFORMATIVE BENEFITS: PERSONAL AND PROFESSIONAL GROWTH

These programs significantly shaped my personal and professional development.

On a personal level, they deepened my self-awareness, emotional intelligence, and values-based leadership, while broadening my worldview through exposure to diverse ASEAN and global perspectives. They strengthened my resilience, confidence, and sense of purpose as a public servant committed to inclusive leadership.

On a professional level, Kartini Series 2 strengthened my foundation in gender mainstreaming, international security frameworks, UNSCR 1325, SDGs, and UNODC principles, enhancing my ability to integrate gender perspectives into policing policies and operations.

The Kartini Series 1 Train-the-Trainers Program enhanced my technical capabilities in instructional design, facilitation, communication, and training evaluation, making me more effective as a trainer, mentor, and capacity builder within the organization.

These programs collectively empowered me to serve as a gender advocate, leadership trainer, and agent of change within the PNP.

ACTION PLAN: SUSTAINING GENDER TRANSFORMATION IN THE PNP

Guided by the Kartini Series and JCLEC learning experiences, the FJGADD-DPCR commits to strengthening its Gender Action Plan through institutional reforms and capacity-building initiatives:

- Development of an updated Program of Instruction (POI) for Gender Sensitivity Training;
- Implementation of Training-of-Trainers (ToT) for GAD trainers and Subject Matter Experts (SMEs);
- Strengthening of Women Leadership and Mentorship Programs;
- Institutionalization of gender-responsive and anti-corruption training programs;
- Expansion of local and international partnerships with AFP and JCLEC; and
- Utilization of Kartini graduates as Trainers and SMEs.

These initiatives aim to transform gender mainstreaming from a training program into a sustainable institutional culture of leadership, integrity, and accountability.

IMPRESSIONS ON JCLEC AND TRAINING EXPERIENCE

The JCLEC learning environment provided an exceptional platform for growth.

The program materials were comprehensive, relevant, and aligned with global best practices. The trainers demonstrated professionalism, expertise, and an engaging facilitation style that encouraged participation, reflection, and collaboration. The facilities supported effective learning, teamwork, and international networking among participants.

Overall, the Kartini Series and JCLEC programs delivered a truly transformative learning experience, strengthening both individual capability and institutional commitment to gender-responsive policing.



“

The Kartini Series and related gender and leadership programs taught me that true empowerment in law enforcement begins when we lead with inclusion, serve with integrity, and act with understanding.

When women are given equal space in leadership and decision-making, policing becomes not only stronger and more effective, but also more humane, just, and trusted by the communities we serve.

”

LISTEN UP

Explore this edition's featured podcast and take a moment to pause, reflect, and gain fresh perspectives. Each episode offers thoughtful conversations and stories that inspire learning and awareness in our everyday lives. Whether during your commute or a quiet break, let this be your space to listen, learn, and stay connected.



WE CAN DO HARD THINGS

HOSTED BY GLENNON DOYLE, ABBY WAMBACH & AMANDA DOYLE

A heartfelt podcast exploring courage, relationships, personal growth, and resilience through honest conversations and inspiring guests.

Listen on Spotify:
[We Can Do Hard Things](#)

THE GOAL DIGGER PODCAST

HOSTED BY JENNA KUTCHER

Perfect for women looking to grow their careers or businesses, this podcast covers entrepreneurship, productivity, marketing, and work-life balance with practical, actionable advice.

Listen on Spotify:
[The Goal Digger Podcast](#)



WOMEN AT WORK

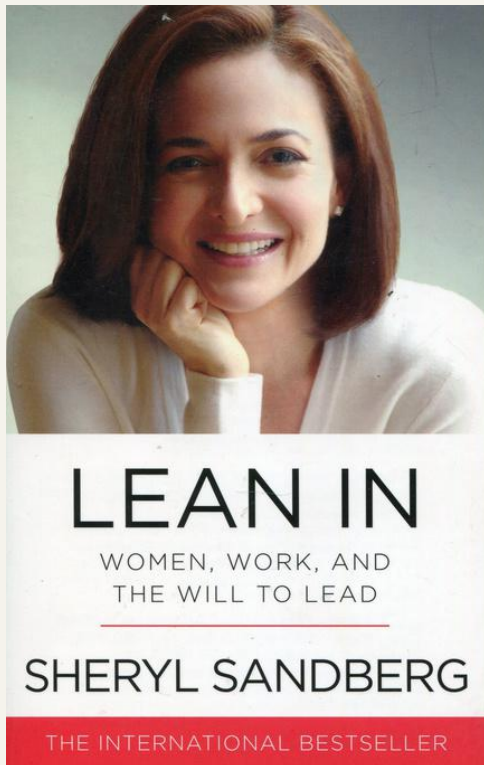
BY HARVARD BUSINESS REVIEW

A must-listen for professionals, this podcast discusses workplace challenges, leadership, negotiation, confidence, and career advancement through expert insights and real-world experiences.

Listen on Spotify:
[Women at Work](#)



READ UP

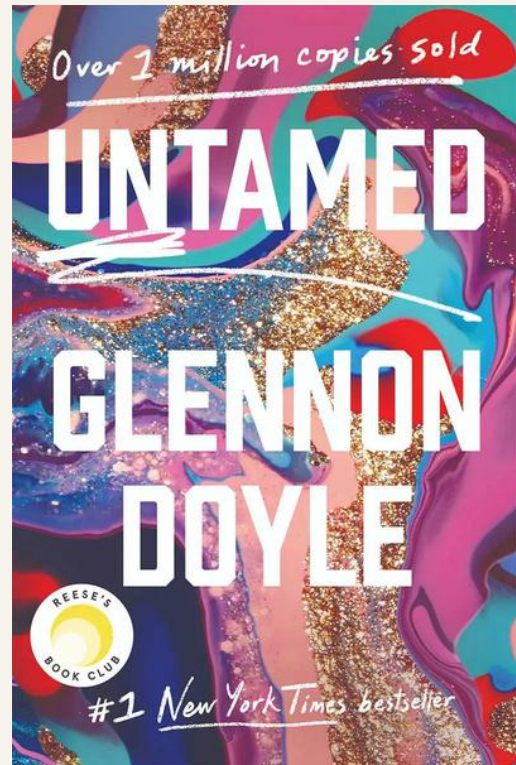


Lean In: Women, Work, and the Will to Lead – Sheryl Sandberg

A bestselling guide that encourages women to pursue leadership opportunities with confidence while addressing the challenges they face in the workplace.

[!\[\]\(dfc59eaff22f8544bedb238cca58d143_img.jpg\) Official Book Page:](#)

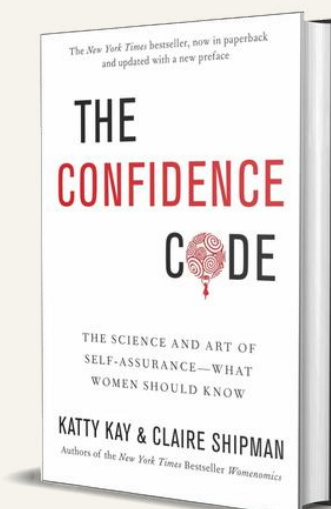
[Lean In – Penguin Random House](#)



Untamed – Glennon Doyle

A powerful memoir that inspires women to embrace their authentic selves, trust their intuition, and redefine success on their own terms.

[!\[\]\(848edf3a971f9d4a6acd664a9b2a684c_img.jpg\) Official Book Page:](#)
[Untamed Official Website](#)



The Confidence Code: The Science and Art of Self-Assurance—What Women Should Know – Katty Kay & Claire Shipman

Backed by research in psychology and neuroscience, this book explores why confidence is essential for success and offers practical ways to cultivate it.

[!\[\]\(1e785a35c87067562e5eed96a1b6021d_img.jpg\) Book Information:](#)

[The Confidence Code – Harvard Book Store](#)

MOVIE PICK

Stories that inspire us to be brave, speak up, and believe in our potential. Explore films that celebrate women, equality, leadership, and the courage to make a difference.

THIS EDITION
PICK:

HIDDEN FIGURES

This movie tells the inspiring true story of Katherine Johnson, Dorothy Vaughan, and Mary Jackson—three brilliant women who worked at NASA and helped make John Glenn's historic space mission possible.

A powerful story of three women who broke barriers through courage, talent, and determination. Hidden Figures reminds us that when women are given equal opportunities, they can make a lasting impact and inspire generations to come.



[WATCH NOW](#)

OUR TEAM



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Thank you

for being part of this growing community. Through shared stories, insights, and conversations, each edition is a reminder that advancing gender equality is a collective effort—one that starts with awareness and continues through action, both big and small.

GET INVOLVED

Have a story, idea, or resource to share?
Contributions are always welcome for future editions. Let your voice be part of the conversation.

SEND YOUR STORY TO:

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