



Organization for Security and Co-operation in Europe

Office of the Secretary General
Strategic Police Matters Unit

“Gender Balance in Police Management Positions”

05-06 June, 2007

Madrid, SPAIN

As a response to Ministerial Council Decision No 14/04 (OSCE Action Plan for the Promotion of Gender Equality), the Strategic Police Matters Unit (SPMU), with the support of the Gender Unit and the Spanish Ministry of Interior will be hosting a workshop to examine the issue of gender balance in police upper management positions.

Within the OSCE area there are various organizations and associations which deal with police gender issues. Gender experts have identified challenges in the areas of recruitment, work environment, promotions and administrative policies.

In order to address these challenges key elements need to be considered related to personnel management. This should include training of all the staff in gender policies concerning job descriptions, recruiting, staff development, and retention. Special attention should be directed to developing family-friendly policies and creating a positive work environment. Personnel managers should have structures in place to conduct internal investigations and administer discipline.

Efforts must also be undertaken to deal with stereotypes of policewomen. A primary goal is to increase the social acceptance of women as law enforcement agents and to encourage young women to consider law enforcement as a career.

In a number of OSCE participating States, female police officers are broadly represented in upper management positions. Female police officers have also proven record of success in various specialist areas of policing.

The SPMU strongly supports improving the gender balance of police in upper management positions. Inclusion of women in management positions contributes to the development and reinforcement of democratic policing.

The SPMU workshop will offer a forum for police and civilian experts to exchange views concerning issues female Police Officers face in attaining upper level management. The workshop will identify good practices as well as institutional experience in removing obstacles, and sharing policy initiatives to improve gender balance overall.

The workshop is primarily intended for police managers (regardless of gender) who hold middle management or supervisory positions. The SPMU encourages the participation of human resource managers, administrative policy experts, and persons holding responsibility for gender issues.