
WOMEN IN POLICE SERVICES IN THE EU

FACTS AND FIGURES - 2012

Institut de
Seguretat Pública
de Catalunya



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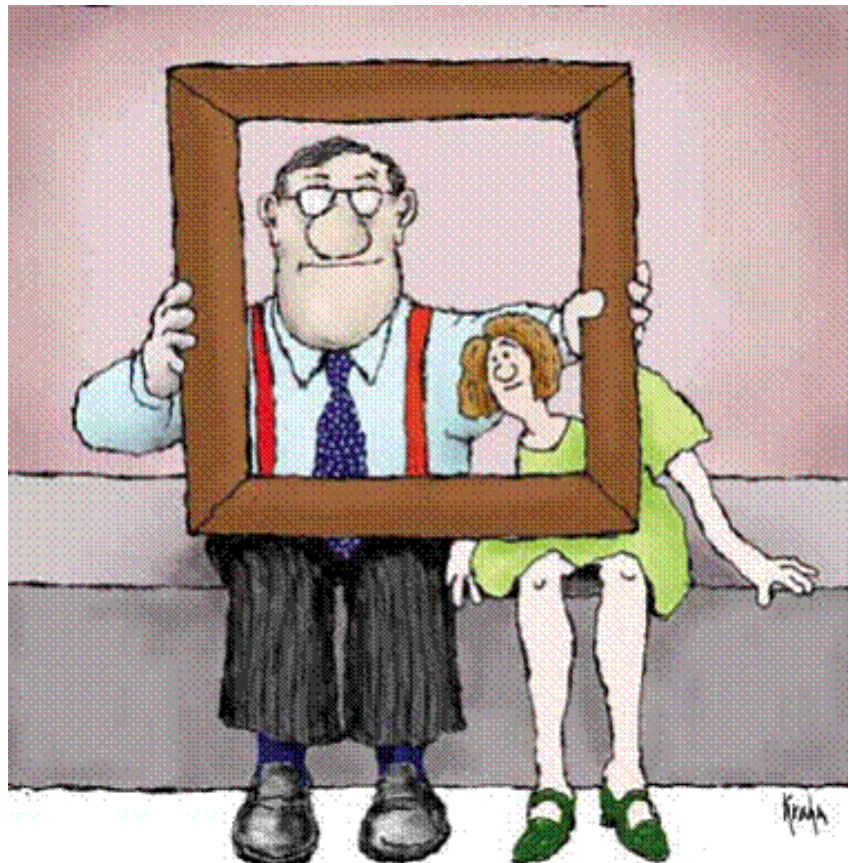
Introduction

The Institute for Public Security of Catalonia (ISPC), the only state-funded education and research centre for police in Catalonia-Spain, developed in 2012 a comparative study on Gender diversity in police services in the European Union. The study is an update of the research *Facts & Figures 2008* that was carried out by the European Network of Policewomen (ENP), a non-profit organization that works in partnership with colleagues from police and/or law enforcement organizations in its member countries to facilitate positive changes in the position of women in police services.

To gather the 2012 data, the ISPC invited EU Member States' police services to cooperate in the study answering a 10- ITEM questionnaire. The questionnaire was the same tool used in 2008 by the ENP. In February 2012, the ISPC sent the questionnaires through Cepol National Contact Points' network. In order to include as many police services as possible in the study, the ENP also supported us to gather some of the data. Altogether we received questionnaires from 29 police services corresponding to 17 UE countries. Besides, we used data from open sources about England and Wales police services and the French National Police.

In this document you can find:

- First, the tool we used to collect the data;
- Second, the answers we gathered presented per country;
- Finally, some comparative tables and graphics developed by the ISPC.



THE RESEARCHERS

- **Lola Vallès**, is a senior researcher at the Research Unit of the Police School - Institute for Public Security of Catalonia, Spain. She is also course manager for CEPOL and lecturer at the Open University of Catalonia.
- **Maimiti Candé**, was a master student in Political Sciences, "Political and Security" from the Toulouse University. She is currently studying to enter the French National Police Academy.
- **Marta Bande**, is a part-time assistant at the Research Unit of the Police School - Institute for Public Security of Catalonia, Spain

ACKNOWLEDGEMENTS

We want to express our gratitude to the European Network of Police women and specially to Marta Fernández Barea who is currently the Vice President of the ENP and works as Inspector Chief of the Central Administrative Police Area of the Catalan Police-Mossos d'Esquadra. Thanks for her input to launch this research and her continuous help.

We would also like to thank the cooperation of Fernando Santos and Eduardo Borobio from Cepol Spain, for their great support to gather the data from the different European Police Services using Cepol network.

Further we would like to express our gratitude to those police services who have answered the questionnaires providing the data for this study.

THE QUESTIONNAIRE

1) Please state the total number of uniformed and non-uniformed staff in your police force:			
Uniformed Staff / Officers			
Non-uniformed Staff / Civilians			
2) Please give the total number of female uniformed and non-uniformed staff in your police forces:			
Female Uniformed Staff / Officers			
Female Non-uniformed Staff / Civilian			
3) Please give the total number of male and female staff (uniformed and non-uniformed) by rank / grade using a 5 category scale: Top, Superior, Medium or Lower ranks and Officers (first grade in the profession).			
Please state the names of the ranks/grades you include in each category			
Rank / Grade by category	Uniformed / Non-uniformed	Female Numbers	Male Numbers
Top ranks:			
Superior ranks:			
Medium ranks:			
Lower ranks:			
Officers			
4) Please give the date when women were first employed as police officers/uniformed officers.			
(dd/mm/yyyy)			
5) Does your police force have a Diversity Policy? If so, please list the strands/areas it covers, i.e. gender, age, black and minority ethnics, etc.			

<p>6) Does your police force have a gender target (at any level) which is set by law? If so, when was this law passed?</p>
<p>7) Does your country's police force have any other gender networks / organisations?</p>
<p>8) Does your country's police force have a central diversity unit? Please supply contact details.</p>
<p>9) What initiatives are currently in place within your police force in relation to recruitment, retention and progression of women?</p>
<p>10) Does your police force have a flexible working policy or opportunities for all officers / staff to work part time, job share, etc.</p>

Many thanks for completing this short questionnaire!

Austria



1) Please state the total number of uniformed and non-uniformed staff in your police force:			
Uniformed Staff / Officers	27.722		
Non-uniformed Staff / Civilians			
2) Please give the total number of female uniformed and non-uniformed staff in your police forces:			
Female Uniformed Staff / Officers	3.675		
Female Non-uniformed Staff / Civilian	362		
3) Please give the total number of male and female staff (uniformed and non-uniformed) by rank / grade using a 5 category scale: Top, Superior, Medium or Lower ranks and Officers (first grade in the profession).			
Please state the names of the ranks/grades you include in each category			
Rank / Grade by category	Uniformed / Non-uniformed	Female Numbers	Male Numbers
Top ranks: (E1) 01.12.2011	612	21	591
Superior/Medium ranks: (E2a) 01.12.2011	9.093	443	8.650
Medium/Lower ranks: (E2b) 01.12.2011	16.133	2.702	13.431
Students¹ 01.12.2011	1.884	509	1.375
4) Please give the date when women were first employed as police officers/uniformed officers.			
<p>(In the 1965 and 1971 the Austrian Federal Police Service first recruited and trained female officers, but there was little acceptance both in the service itself and in society Therefore the female staff mostly worked in traffic-control and was not armed. Some female officers who also held a degree in social work were placed as special criminal investigators in cases of violence against women and children. In both cases the recruitment of female officers was stopped after a short period. Since 1.9.1991 the Austrian Federal Police Service has re-organized the recruitment and women have full and equal access to all trainings, jobs and ranks within the Service.</p>			

¹ These students are already officers and they are already on duty during the trainings supported by mentors of internship.

<p>5) Does your police force have a Diversity Policy? If so, please list the strands/areas it covers, i.e. gender, age, black and minority ethnics, etc.</p> <p>For many decades the Austrian Federal Police Service dealt with different aspects of Diversity Management, but without a Diversity Policy.</p> <p>In 2010 a Diversity Management-Project has been started by the Federal Ministry of the Interior, Directorate General for Public Security.</p> <p>The target of this project is the creation and implementation of a Diversity Management Policy in the Austrian Federal Police Service and other police-related organizational entities of the Ministry for the Interior.</p> <p>The areas are:</p> <ul style="list-style-type: none">- Gender and Lesbian, Gay, Bisexual and Transgender (LGBT)- Age- Disability- Cultural Diversity / Ethnic Identity- Faith / Religious Conviction
<p>6) Does your police force have a gender target (at any level) which is set by law? If so, when was this law passed?</p> <p>Yes, but not in the form of a quota-regulation.</p> <p>Bundesgleichbehandlungsgesetz (B-GBG), since 1993 (The Federal Law on Equal Treatment of Men and Women).</p> <p>Since 2011 enterprises and public employers have to publicize an "income-report".</p> <p>There are also other federal laws relevant for employment in the public sector such as the "Law for the Promotion of Women".</p>
<p>7) Does your country's police force have any other gender networks / organizations?</p> <p>Yes, both on the institutional level and also on the civil-society level such as a Union Section of Female Police Officers.</p>
<p>8) Does your country's police force have a central diversity unit? Please supply contact details.</p> <p>Yes.</p> <p>The Federal Ministry of the Interior Structural and Human Resource Department and Diversity Management Minoritenplatz 9 A-1090 Vienna Email: BMI-II-1-a@bmi.gv.at</p>
<p>9) What initiatives are currently in place within your police force in relation to recruitment, retention and progression of women?</p> <p>See above and - a mentoring-scheme organized by the Federal Chancellery: Frauenförderungsplan (FFP) under the Law for the Promotion of Women) Equal-treatment officers and liaison officers.</p>
<p>10) Does your police force have a flexible working policy or opportunities for all officers / staff to work part time, job share, etc.</p> <p>Yes</p>

Belgium



1) Please state the total number of uniformed and non-uniformed staff in your police force:			
Sworn Officers	40.161		
Unsworn Staff Civilians	10.289		
2) Please give the total number of female uniformed and non-uniformed staff in your police forces:			
Female Officers	7.598		
Female Staff / Civilian	7.051		
3) Please give the total number of male and female staff (uniformed and non-uniformed) by rank / grade using a 5 category scale: Top, Superior, Medium or Lower ranks and Officers (first grade in the profession).			
Please state the names of the ranks/grades you include in each category			
Rank / Grade	Female Numbers	Male Numbers	Total
Operational staff			
Senior Staff			
Police chief commissioner	16	568	584
Police commissioner	348	3.647	3.995
Police commissioner trainee	6	12	18
Middle staff			
Police chief inspector	823	7.056	7.879
Police chief inspector trainee	8	38	46
Basic Staff			
Police inspector	5.073	19.491	24.564
Police inspector trainee	362	792	1.154
Police Assistant Staff			
Police assistant staff	934	914	1.848
Police assistant trainee	28	45	73
Administrative and logistic Staff			
Civilian			
Level A	739	404	1.143
Level B	1.039	769	1.808
Level C	2.618	966	3.584
Level D	2.655	1.099	3.754
4) Please give the date when women were first employed as police officers/uniformed officers.			
1956 Municipal Police 1957 Judicial Police 1981 Gendarmerie			
5) Does your police force have a Diversity Policy? If so, please list the strands/areas it covers, i.e. gender, age, black and minority ethnics, etc.			
The Belgian police force has a diversity policy that includes areas such as gender, age, religious convictions, ethnic minorities, sexual orientation, disabled personnel, etc.			

6) Does your police force have a gender target (at any level) which is set by law? If so, when was this law passed?

There is not a gender target set by law. But, there is a task force within the Belgian police force to increase the number of women in positions that hold a considerable amount of responsibility. The police force has also signed a charter to increase the diversity and to sustain the development of women within the police force. The police force also has a deontological code.

7) Does your country's police force have any other gender networks / organizations?

Female police officers are united in Womenpol (www.womenpol.be). Womenpol exists since 1994. The goal of the organization is to improve the position of women in the Belgian police force.

**8) Does your country's police force have a central diversity unit?
Please supply contact details.**

The Belgian federal police force includes a unit that is responsible for the development and maintenance of a diversity and equality policy (Service Egalité et Diversité – Dienst Gelijkheid en Diversiteit)

Contact details for the Federal Police:
General Directorate of Support and Management
Directorate of internal relations
Equality and diversity
Avenue de la Couronne 145, 1050 Bruxelles, Belgium
Mailto : dgs.dsi.diversity@police.be

Besides the central diversity unit at the federal police, there are also various services at the different local police forces that are occupied with a diversity policy.

9) What initiatives are currently in place within your police force in relation to recruitment, retention and progression of women?

There is a task force within the Belgian police force which is responsible for gender mainstreaming. The first goal of the task force is to increase the number of women in positions that hold a considerable amount of responsibility. Secondly, the task force is considered with the conciliation of a family life with a professional career.

10) Does your police force have a flexible working policy or opportunities for all officers / staff to work part time, job share, etc.

There are several possibilities:

- possibility to work at home,
- possibility to work part time,
- day care center for the children (0-3 years old) of the police officers,
- ...

Cyprus



1) Please state the total number of uniformed and non-uniformed staff in your police force:			
Uniformed Staff / Officers	5.292		
Non-uniformed Staff / Civilians	28		
2) Please give the total number of female uniformed and non-uniformed staff in your police forces:			
Female Uniformed Staff / Officers	1.215		
Female Non-uniformed Staff / Civilian	24		
3) Please give the total number of male and female staff (uniformed and non-uniformed) by rank / grade using a 5 category scale: Top, Superior, Medium or Lower ranks and Officers (first grade in the profession).			
Please state the names of the ranks/grades you include in each category			
<i>Note: The 28 civilians (personnel) have not been included in the breakdown below.</i>			
Rank / Grade by category	Uniformed / Non-uniformed	Female Numbers	Male Numbers
Top ranks: Chief, Deputy Chief, Assistant Chief	6	1	5
Superior ranks: Superintendent (Chief/A/B)	68	4	64
Medium ranks: Chief Inspector, Inspector	339	16	323
Lower ranks: Sergeant	654	93	561
Officers Constable, Special Constable	4.225	1.101	3.124
4) Please give the date when women were first employed as police officers/uniformed officers.			
1960			
5) Does your police force have a Diversity Policy? If so, please list the strands/areas it covers, i.e. gender, age, black and minority ethnics, etc.			
No			

<p>6) Does your police force have a gender target (at any level) which is set by law? If so, when was this law passed?</p> <p>No</p>
<p>7) Does your country's police force have any other gender networks / organizations?</p> <p>Yes, Police Committee on Gender Equality</p>
<p>8) Does your country's police force have a central diversity unit? Please supply contact details.</p> <p>Office for Combating Discrimination, Department C, Police Headquarters Tel. +357 22808442 Fax +357 22808277 Email. domviol.childabuse@police.gov.cy</p>
<p>9) What initiatives are currently in place within your police force in relation to recruitment, retention and progression of women?</p> <p>National Law does not allow for affirmative action (positive measures). The situation is periodically monitored. An extensive study on women and policing was conducted and published in 2010. A documentary (film) on women and policing was produced and released in 2010. In cooperation with the National Committee on gender equality, a series of trainings and other measures concerning sexual harassment are being realized.</p>
<p>10) Does your police force have a flexible working policy or opportunities for all officers / staff to work part time, job share, etc.</p> <p>No</p>

Denmark



1) Please state the total number of uniformed and non-uniformed staff in your police force:			
Uniformed Staff / Officers	10.840		
Non-uniformed Staff / Civilians	3.723		
2) Please give the total number of female uniformed and non-uniformed staff in your police forces:			
Female Uniformed Staff / Officers	1.392		
Female Non-uniformed Staff / Civilian	2.616		
3) Please give the total number of male and female staff (uniformed and non-uniformed) by rank / grade using a 5 category scale: Top, Superior, Medium or Lower ranks and Officers (first grade in the profession).			
Please state the names of the ranks/grades you include in each category			
Rank / Grade by category	Uniformed / Non-uniformed	Female Numbers	Male Numbers
Top ranks:	67	20	47
Superior ranks:	116	34	82
Medium ranks:	276	69	207
Lower ranks:	866	88	778
Officers	13.238	3.797	9.441
4) Please give the date when women were first employed as police officers/uniformed officers.			
1914			
5) Does your police force have a Diversity Policy? If so, please list the strands/areas it covers, i.e. gender, age, black and minority ethnics, etc.			
6) Does your police force have a gender target (at any level) which is set by law? If so, when was this law passed?			
7) Does your country's police force have any other gender networks / organisations?			
We have the policewomen network. www.politikvinder.dk			

**8) Does your country's police force have a central diversity unit?
Please supply contact details.**

9) What initiatives are currently in place within your police force in relation to recruitment, retention and progression of women?

We have an on going focus on recruitment of women to the uniformed staff, and we have an ongoing focus on encourage women to choose a management careerpath.

10) Does your police force have a flexible working policy or opportunities for all officers / staff to work part time, job share, etc.

Yes.

England and Wales²



1) Please state the total number of uniformed and non-uniformed staff in your police force:			
Uniformed Staff / Officers	134.582		
Non-uniformed Staff / Civilians			
2) Please give the total number of female uniformed and non-uniformed staff in your police forces:			
Female Uniformed Staff / Officers	36.052		
Female Non-uniformed Staff / Civilian			
3) Please give the total number of male and female staff (uniformed and non-uniformed) by rank / grade using a 5 category scale: Top, Superior, Medium or Lower ranks and Officers (first grade in the profession).			
Please state the names of the ranks/grades you include in each category			
Rank / Grade by category	Uniformed / Non-uniformed	Female Numbers	Male Numbers
Top ranks: ACPO ranks	216	38	178
Superior ranks: Chief Superintendent Superintendent	1.346	203	1143
Medium ranks: Chief Inspector Inspector	8.437	1.470	6.967
Lower ranks: Sergeant	21.457	4.019	17.438
Officers Constable	103.126	30.322	72.804
4) Please give the date when women were first employed as police officers/uniformed officers.			
5) Does your police force have a Diversity Policy? If so, please list the strands/areas it covers, i.e. gender, age, black and minority ethnics, etc.			

² Source: Home Office Statistical Bulletin. Police Service Strength 31 March 2012
<http://www.homeoffice.gov.uk/science-research/research-statistics/police/police-personnel/>

6) Does your police force have a gender target (at any level) which is set by law? If so, when was this law passed?
7) Does your country's police force have any other gender networks / organizations?
8) Does your country's police force have a central diversity unit? Please supply contact details.
9) What initiatives are currently in place within your police force in relation to recruitment, retention and progression of women?
10) Does your police force have a flexible working policy or opportunities for all officers / staff to work part time, job share, etc.

Estonia



1) Please state the total number of uniformed and non-uniformed staff in your police force:			
Uniformed Staff / Officers	4.450		
Non-uniformed Staff / Civilians	1.606		
2) Please give the total number of female uniformed and non-uniformed staff in your police forces:			
Female Uniformed Staff / Officers	1.507		
Female Non-uniformed Staff / Civilian	1.163		
3) Please give the total number of male and female staff (uniformed and non-uniformed) by rank / grade using a 5 category scale: Top, Superior, Medium or Lower ranks and Officers (first grade in the profession).			
Please state the names of the ranks/grades you include in each category			
Rank / Grade by category	(*)Uniformed	Female Numbers	Male Numbers
Top ranks: <i>(leaders)</i>	219	28	191
Superior ranks: <i>(chief specialists)</i>	114	30	84
Medium ranks: <i>(leading specialists)</i>	719	194	525
Lower ranks: <i>(senior specialists)</i>	3.307	1.225	2.082
Officers <i>(junior specialists)</i>	91	30	61
(*)It's impossible to use the same category scale for uniformed and non-uniformed staff. Therefore only the number of uniformed staff is given			
4) Please give the date when women were first employed as police officers/uniformed officers.			
01.03.1991 (historically 15.11.1929)			
5) Does your police force have a Diversity Policy? If so, please list the strands/areas it covers, i.e. gender, age, black and minority ethnics, etc.			
Estonian police organization does not have any Diversity Policy.			
6) Does your police force have a gender target (at any level) which is set by law? If so, when was this law passed?			
Estonian police organization does not have any gender target which is set by law.			

<p>7) Does your country's police force have any other gender networks / organizations?</p> <p>Women's Network of Estonian Police.</p>
<p>8) Does your country's police force have a central diversity unit? Please supply contact details.</p> <p>Estonian police organization does not have a central diversity unit.</p>
<p>9) What initiatives are currently in place within your police force in relation to recruitment, retention and progression of women?</p> <p>No initiatives are currently in use especially for women.</p>
<p>10) Does your police force have a flexible working policy or opportunities for all officers / staff to work part time, job share, etc.</p> <p>Estonian police organization has rather flexible working policy for all staff.</p>

Finland



1) Please state the total number of uniformed and non-uniformed staff in your police force:			
Uniformed Staff / Officers	7.612		
Non-uniformed Staff / Civilians	2.621		
2) Please give the total number of female uniformed and non-uniformed staff in your police forces:			
Female Uniformed Staff / Officers	1.087		
Female Non-uniformed Staff / Civilian	1.869		
3) Please give the total number of male and female staff (uniformed and non-uniformed) by rank / grade using a 5 category scale: Top, Superior, Medium or Lower ranks and Officers (first grade in the profession).			
Please state the names of the ranks/grades you include in each category			
Rank / Grade by category	(*)Uniformed	Female Numbers	Male Numbers
Top ranks: - national police commissioner - deputy national police commissioner - chief of the national unit - deputy chief of the national unit - police chief -deputy police chief -director of the Police College	103	2	101
Superior ranks: - chief inspector and similar ranks	214	12	202
Medium ranks: - inspector and similar ranks	480	49	431
Lower ranks: - senior officer (sergeants)	2.055	181	1.874
Officers: - constable	4.760	843	3.917
(*) In the table below are only the uniformed police officers since we are not used to categorize the civilian officers such way. Attached is a table which describes the amount of male and female civilian officers.			
4) Please give the date when women were first employed as police officers/uniformed officers.			
In Finland the first woman was employed as a police officer in 1907.			
5) Does your police force have a Diversity Policy? If so, please list the strands/areas it covers, i.e. gender, age, black and minority ethnics, etc.			
National Police Board is about to start to prepare the Equality/Diversity Plan of the Finnish Police. The planning work will be done according to the recommendations issued by the Ministry of the Interior to the state and local authorities.			

<p>The Equality/Diversity Plan of the Finnish Police will be drawn up with respect to how it intends to promote equality and prevent and tackle discrimination in its capacity as employer and in its activities and functions. The plan promotes the equality of everyone involved (inside and outside of the organization) i.e. the users of services, employees or job applicants. The Equality/Diversity Plan of the Finnish Police areas: sex, age, ethnic or national origin, citizenship, language, religion or conviction, opinion, disability, health, sexual orientation or any other personal trait.</p>
<p>6) Does your police force have a gender target (at any level) which is set by law? If so, when was this law passed?</p>
<p>Finnish Police does not have any gender target for any ranks. In the Finnish government sector it is not common to set such targets (no legislation).</p>
<p>7) Does your country's police force have any other gender networks / organizations?</p>
<p>Finnish Police does not have any gender networks / organizations.</p>
<p>8) Does your country's police force have a central diversity unit? Please supply contact details.</p>
<p>More information on equality planning in Finland on the website produced by the Equality Team at the Ministry of the Interior Legal Affairs Unit: http://www.yhdenvertaisuus.fi/welcome_to_equality_fi/ Contact information in equality/diversity matters in Finnish Police: National Police Board Administrative Unit MS Kirsi Hack Senior Adviser kirsi.hack@poliisi.fi +358 40 5850118</p>
<p>9) What initiatives are currently in place within your police force in relation to recruitment, retention and progression of women?</p>
<p>One target has been that the number of female police officers grows. The other target has been that the number of female officers applying to Sergeant's Examination and also to Bachelor in Police Command grows, so there will be more female police officers who are able to apply for higher rank positions.</p> <p>Because of the economy reasons the Finnish Police must decrease significantly the total number of new police students and that is the main challenge of the becoming years and it will have significant effect on recruitment, retention and progression of both male and female.</p>
<p>10) Does your police force have a flexible working policy or opportunities for all officers / staff to work part time, job share, etc.</p>
<p>Yes we do.</p> <p>More information of the Finnish government as an employer can be found on the webpage of the Ministry of Finance (which also performs the role of Office for the Government as Employer): http://www.vm.fi/vm/en/04_publications_and_documents/02_documents_on_personnel_management/02_sopimukset/employment_relationships_in_the_Government_sector_final.pdf http://www.vm.fi/vm/en/12_government_as_employer/index.jsp More useful information also on: http://www.guidetoworkinginfinland.fi/cms/</p>

France

NATIONAL POLICE³

1) Please state the total number of uniformed and non-uniformed staff in your police force:			
Uniformed Staff / Officers	116.484		
Non-uniformed Staff / Civilians			
2) Please give the total number of female uniformed and non-uniformed staff in your police forces:			
Female Uniformed Staff / Officers	20.934		
Female Non-uniformed Staff / Civilian			
3) Please give the total number of male and female staff (uniformed and non-uniformed) by rank / grade using a 5 category scale: Top, Superior, Medium or Lower ranks and Officers (first grade in the profession).			
Please state the names of the ranks/grades you include in each category			
Rank / Grade by category	Uniformed / Non-uniformed	Female Numbers	Male Numbers
Top ranks: DISA (directeur central)	11	0	11
Superior ranks: Corps de conception et de direction : Commissaire + Commissaire divisionnaire + Controleur general + Inspecteur general)	1.688	370	1.318
Medium ranks: Corps de commandement : Lieutenant + Capitaine + Commandant + Commandant fonctionnel	10.724	2.421	8.303
Lower ranks: (Corps d'encadrement et d'application : Brigadier + Brigadier chef + Major + Major RULP)	40.773	5.614	35.159
Officers (gardiens)	63.288	12.529	50.759

³ Data are from 2010. Source: *La Tribune du Commissaire*, 119 – Juillet 2011 <http://www.le-scpn.fr>

<p>4) Please give the date when women were first employed as police officers/uniformed officers.</p> <p>1935 – for the first time, 2 women are recruited by the municipale police of paris 1968 – Officier de police ajoint 1972 – Inspecteur de police (Today = Lieutenant) 1975– Commissaire de police 1978 – Gardien de la paix 1982– Officier de paix</p>
<p>5) Does your police force have a Diversity Policy? If so, please list the strands/areas it covers, i.e. gender, age, black and minority ethnics, etc.</p> <p>Yes. A preparatory school has been created to prepare students with lower social and financial background for the entry exam of police academy.</p>
<p>6) Does your police force have a gender target (at any level) which is set by law? If so, when was this law passed?</p> <p>Yes Loi n°2001-397 of the 9 may 2001 for professional equality between men and women. Loi n°2004-1486 of the 30 December 2004 for the creation of the high authority of fight against discrimination and for equality. Charte of 2008 for the promotion of equality in the public function (against all kind of discriminations)</p>
<p>7) Does your country's police force have any other gender networks / organizations?</p>
<p>8) Does your country's police force have a central diversity unit? Please supply contact details.</p>
<p>9) What initiatives are currently in place within your police force in relation to recruitment, retention and progression of women?</p> <p>During the physical evaluation, to get in the police academy, women are grade on a different notation system than men.</p>
<p>10) Does your police force have a flexible working policy or opportunities for all officers / staff to work part time, job share, etc.</p> <p>More we climb to the upper ranks more its difficult to have the authorization to work part time. But its possible</p>

Germany



BADEN - WURTTENBERG



1) Please state the total number of uniformed and non-uniformed staff in your police force:			
Uniformed Staff / Officers	21.794		
Non-uniformed Staff / Civilians	4.341		
2) Please give the total number of female uniformed and non-uniformed staff in your police forces:			
Female Uniformed Staff / Officers	3.760		
Female Non-uniformed Staff / Civilian	728		
3) Please give the total number of male and female staff (uniformed and non-uniformed) by rank / grade using a 5 category scale: Top, Superior, Medium or Lower ranks and Officers (first grade in the profession).			
Please state the names of the ranks/grades you include in each category			
Rank / Grade by category	Uniformed / Non-uniformed	Female Numbers	Male Numbers
Top ranks: Ltd. Direktor, Dirktor, Oberrat, Rat	438	27	411
Superior ranks: Erster Hauptkommissar, Hauptkommissar, Oberkommissar, Kommissar	12.889	1.315	11.574
Medium ranks: Hauptmeister, Obermeister, Meister	10.444	2.356	8.088
Lower ranks:			
Officers Polizeianwärter	2.364 790	790	1.574
4) Please give the date when women were first employed as police officers/uniformed officers.			
(01.09.1987)			

5) Does your police force have a Diversity Policy? If so, please list the strands/areas it covers, i.e. gender, age, black and minority ethnics, etc.

Für die Polizei Baden-Württemberg gilt u.a. das Chancengleichheitsgesetz vom 22. Oktober 2005. Es hat zum Ziel, die berufliche Chancengleichheit von Frauen im öffentlichen Dienst des Landes weiter voran zu bringen, die Teilhabe von Frauen an Führungspositionen entscheidend zu verbessern sowie Rahmenbedingungen zu schaffen, die es Frauen wie auch Männern ermöglichen, Erwerbstätigkeit und Familienarbeit zu vereinbaren.

14. August 2006 trat das Allgemeine Gleichbehandlungsgesetz (AGG) in Kraft. Damit entstand in Deutschland erstmals ein integratives Antidiskriminierungsrecht mit umfassender Wirkung für Mitarbeiter und Führungskräfte in Unternehmen und der Öffentlichen Verwaltung. Arbeitgeber müssen nach dem AGG dafür sorgen, dass Benachteiligungen wegen ethnischer Herkunft, Rasse, Geschlecht, Religion oder Weltanschauung, Behinderung, Alter und sexueller Identität vermieden oder abgebaut werden. Das Gesetz soll schwerpunktmäßig den Schutz gegen Benachteiligung in Beschäftigung und Beruf, also gerade auch am Arbeitsplatz, verbessern.

6) Does your police force have a gender target (at any level) which is set by law? If so, when was this law passed?

- Chancengleichheitsgesetz des Landes Baden-Württemberg vom 11.10.2005
- Allgemeines Gleichbehandlungsgesetz vom 14.08.2006

7) Does your country's police force have any other gender networks / organisations?

- ENP - Deutschland e.V. (European Network of Policewomen)
- VelsPol-BW e.V. (Verein lesbischer und schwuler Polizeibediensteter)

8) Does your country's police force have a central diversity unit? Please supply contact details.

Beauftragte für Chancengleichheit
Innenministerium Baden-Württemberg
Dorotheenstr. 6, 70173 Stuttgart
Mail: BeauftragtefuerChancengleichheit@im.bwl.de

9) What initiatives are currently in place within your police force in relation to recruitment, retention and progression of women?

Mit dem Ziel, den Frauenanteil in Führungsfunktionen zu erhöhen, werden bei der Ausschreibung von Funktionsstellen Frauen ausdrücklich zur Bewerbung aufgefordert.

10) Does your police force have a flexible working policy or opportunities for all officers / staff to work part time, job share, etc.

Yes

BAYERN



1) Please state the total number of uniformed and non-uniformed staff in your police force:			
Uniformed Staff / Officers	ca. 22.000		
Non-uniformed Staff / Civilians	ca. 5.100		
2) Please give the total number of female uniformed and non-uniformed staff in your police forces:			
Female Uniformed Staff / Officers	ca. 3.380		
Female Non-uniformed Staff / Civilian	ca. 850		
3) Please give the total number of male and female staff (uniformed and non-uniformed) by rank / grade using a 5 category scale: Top, Superior, Medium or Lower ranks and Officers (first grade in the profession).			
Please state the names of the ranks/grades you include in each category			
Rank / Grade by category	Uniformed / Non-uniformed	Female Numbers	Male Numbers
Top ranks: Polizeipräsident; Polizeivizepräsident	20	2	18
Superior ranks: Leitender Polizei/Kriminaldirektor; Polizei/Kriminaldirektor; Polizei/Kriminaloberrat; Polizei/Kriminalrat	ca. 227/125	7/5	ca. 220/120
Medium ranks: Erster Polizei/Kriminalhauptkommissar; Polizei/Kriminalhauptkommissar A12	ca. 2.030/1.600	ca. 30/100	ca. 2.000/1.500
Lower ranks: Polizei/Kriminalhauptkommissar A11 Polizei/Kriminaloberkommissar; Polizei/Kriminalkommissar	ca. 8.240/2.830	ca. 240/530	ca. 8.000/2.300
Officers Polizei/Kriminalhauptmeister Polizei/Kriminalobermeister Polizei/Kriminalmeister	ca. 11.400/550	ca. 3.100/200	ca. 8.300/350
4) Please give the date when women were first employed as police officers/uniformed officers.			
(01/03/1990) uniform police			

<p>5) Does your police force have a Diversity Policy? If so, please list the strands/areas it covers, i.e. gender, age, black and minority ethnics, etc.</p> <p>Every German has according to his aptitude, qualifications and professional achievement, equal access to any public position (also police force).</p>
<p>6) Does your police force have a gender target (at any level) which is set by law? If so, when was this law passed?</p> <p>No, compare no 5)</p>
<p>7) Does your country's police force have any other gender networks / organizations?</p> <p>In every Polizeipräsidium (greater police unit) works an equal opportunity commissioner.</p>
<p>8) Does your country's police force have a central diversity unit? Please supply contact details.</p> <p>No</p>
<p>9) What initiatives are currently in place within your police force in relation to recruitment, retention and progression of women?</p> <p>In relation to recruitment we participate the yearly "Girl's Day". For more information see www.girls-day.de</p>
<p>10) Does your police force have a flexible working policy or opportunities for all officers / staff to work part time, job share, etc.</p> <p>Yes, there are many opportunities e.g. job sharing, work part time and special free work time esp. for childcare.</p>

BERLIN



1) Please state the total number of uniformed and non-uniformed staff in your police force:			
Uniformed Staff / Officers	17.821		
Non-uniformed Staff / Civilians	5.073		
2) Please give the total number of female uniformed and non-uniformed staff in your police forces:			
Female Uniformed Staff / Officers	4.211		
Female Non-uniformed Staff / Civilian	2.087		
3) Please give the total number of male and female staff (uniformed and non-uniformed) by rank / grade using a 5 category scale: Top, Superior, Medium or Lower ranks and Officers (first grade in the profession).			
Please state the names of the ranks/grades you include in each category			
Rank / Grade by category	Uniformed / Non-uniformed	Female Numbers	Male Numbers
Top ranks:	261/113	32/41	229/72
Superior ranks:	13.330/1.135	3.039/697	10.291/438
Medium ranks:	3.780/4.164	1.214/1.223	2.566/2.941
Lower ranks:	126/387	44/167	82/220
Officers			
4) Please give the date when women were first employed as police officers/uniformed officers.			
Women were first employed by the Berlin Police in the year 1926.			
5) Does your police force have a Diversity Policy? If so, please list the strands/areas it covers, i.e. gender, age, black and minority ethnics, etc.			
Diversity in the areas of:			
<ul style="list-style-type: none"> • Strengthening European Competency (Assignment of experts and members of staff, Transfer of intercultural competency) • Networks and cooperation with NGOs und other authorities and institutions (e.g. schools, association of gay and lesbian police officers, the Turkish/Muslim community, tenant advisory board, etc) • Combining family with career (Programme for the advancement of women, • Regional Equality Law - LGG, documented plan for the advancement of women, individual working hours, teleworking) • Back-to-Work-Integration Programme (post-Illness, maternity/paternity leave, etc) • Age and Health Management 			

- Dedicated contact persons (social-medical service, social issues, mediation, Office for Integration and Migration, same-sex relationships, protection of victims of crime, crime prevention, complaint management)
- Imparting knowledge of diversity in basic and advanced training (lectures, practical training, seminars, etc)
- Recruitment (campaign to increase the number of immigrants and women in the Berlin Police)
- Human Resources Management (making allowance for special abilities and affinities, internal job exchange, leadership circles, individual hr development)
- Protection of minorities (concept for combating and prevention of crime e.g. against the LGTB community, public relations, prevention of violence, integration und migration)

6) Does your police force have a gender target (at any level) which is set by law? If so, when was this law passed?

The Berlin Police has no gender target at the present time.

To further equality between men and women, there is a documented plan for the advancement of women (Frauenförderplan), whose measures are based on the Regional Equality Law (LGG), 1991.

7) Does your country's police force have any other gender networks / organisations?

The creation of leadership circles (gender-specific, speciality-specific and grade-specific)

8) Does your country's police force have a central diversity unit? Please supply contact details.

Please address questions of Diversity Issues to:

Der Polizeipräsident in Berlin

Stab des Polizeipräsidenten

PPr St 33

Platz der Luftbrücke 6

12101 Berlin

pprst33@polizei.berlin.de

9) What initiatives are currently in place within your police force in relation to recruitment, retention and progression of women?

Please refer to the information given in answer to question 5.

10) Does your police force have a flexible working policy or opportunities for all officers / staff to work part time, job share, etc.

Office-staff have flexible working hours.

The possibility of part-time work is offered within the Combining Family and Career Programme



BRANDENBURG

1) Please state the total number of uniformed and non-uniformed staff in your police force:			
Uniformed Staff / Officers	7.324		
Non-uniformed Staff / Civilians	1.296		
2) Please give the total number of female uniformed and non-uniformed staff in your police forces:			
Female Uniformed Staff / Officers	1.602		
Female Non-uniformed Staff / Civilian	682		
3) Please give the total number of male and female staff (uniformed and non-uniformed) by rank / grade using a 5 category scale: Top, Superior, Medium or Lower ranks and Officers (first grade in the profession).			
Please state the names of the ranks/grades you include in each category			
Rank / Grade by category	Uniformed / Non-uniformed	Female Numbers	Male Numbers
Top ranks: Polizeirat, Polizeioberberratt, Polizeidirektor, Leitender Polizeidirektor (and comparable administrative staff)	141/87	42	186
Superior ranks: Polizeikommissar, Polizeioberkommissar, Polizeihauptkommissar, Erster Polizeihauptkommissar (and comparable administrative staff)	3.494/364	929	2.929
Medium ranks: Polizeimeister, Polizeiobermeister, Polizeihauptmeister (and comparable administrative staff)	3.689/845	1.313	3.221
Lower ranks:	/	/	/
Officers	/	/	/
4) Please give the date when women were first employed as police officers/uniformed officers.			
The Brandenburg State Police was founded on 01.11.1991. Women were employed as police officers just like men.			

<p>5) Does your police force have a Diversity Policy? If so, please list the strands/areas it covers, i.e. gender, age, black and minority ethnics, etc.</p> <p>The Brandenburg State Police doesn't have a Diversity Policy.</p>
<p>6) Does your police force have a gender target (at any level) which is set by law? If so, when was this law passed?</p> <p>The Brandenburg State Police doesn't have a gender target which is set by law.</p>
<p>7) Does your country's police force have any other gender networks / organizations?</p> <p>The police departments have e.g. equal opportunities officers.</p>
<p>8) Does your country's police force have a central diversity unit? Please supply contact details.</p> <p>The Brandenburg State Police doesn't have a central diversity unit.</p>
<p>9) What initiatives are currently in place within your police force in relation to recruitment, retention and progression of women?</p> <p>The Brandenburg State Police doesn't have special initiatives for the recruitment of women. With regard to the progression of the police officers, women have the same opportunities as men. There are selective measures helping to reconcile work and family life which could also contribute to the retention of staff.</p>
<p>10) Does your police force have a flexible working policy or opportunities for all officers / staff to work part time, job share, etc.</p> <p>The state of Brandenburg has a policy on working time. It allows e.g. part-time work, flexible work time and flexible job location.</p>

BREMEN



1) Please state the total number of uniformed and non-uniformed staff in your police force:			
Uniformed Staff / Officers	2.702		
Non-uniformed Staff / Civilians	474		
2) Please give the total number of female uniformed and non-uniformed staff in your police forces:			
Female Uniformed Staff / Officers	534		
Female Non-uniformed Staff / Civilian	214		
3) Please give the total number of male and female staff (uniformed and non-uniformed) by rank / grade using a 5 category scale: Top, Superior, Medium or Lower ranks and Officers (first grade in the profession). Please state the names of the ranks/grades you include in each category			
Rank / Grade by category	Uniformed / Non-uniformed	Female Numbers	Male Numbers
Höherer Dienst	39/13	5	47
1. Hauptkommissare	34/15	0	49
Hauptkommissare	381/72	31	422
Oberkommissare	819/99	109	809
Kommissare	1428/131	536	1023
4) Please give the date when women were first employed as police officers/uniformed officers.			
01.09.1987			
5) Does your police force have a Diversity Policy? If so, please list the strands/areas it covers, i.e. gender, age, black and minority ethnics, etc.			
Not permitted to be registered for data protection-juridical reasons.			
6) Does your police force have a gender target (at any level) which is set by law? If so, when was this law passed?			
No, there is not an agreed women's rate. The respective law in force is the „Allgemeines Gleichstellungsgesetz – AGG“.			
7) Does your country's police force have any other gender networks / organisations?			
There exists a selected "woman representative". The selected staff council also carries out its job of representation gender-predominant.			

**8) Does your country's police force have a central diversity unit?
Please supply contact details.**

The police of Bremen has an "integration representative".
Please contact: thomas-georg.mueller@polizei.bremen.de

9) What initiatives are currently in place within your police force in relation to recruitment, retention and progression of women?

- The demands on physical checks are graded gender-related.
- Achieving the same results in a selection procedure a women is to be given priority.
- Extension of family-friendly measures (certification: "Audit berufundfamilie")
- The police of Bremen has an equality-plan which is linked to "Landesgleichstellungsgesetz". The guidance of the police of Bremen has recognized and signed this plan. It is modified constantly.

10) Does your police force have a flexible working policy or opportunities for all officers / staff to work part time, job share, etc.

Currently quite all posts are part-time-suitable. In case of some outstanding management and expert functions there is a particular check if this special job is part-time suitable. From the 1st of April 2012 the police of Bremen starts a test run of alternate teleworking. Part-time work is possible in many possibilities by agreement with in the different departments.

HAMBURG



1) Please state the total number of uniformed and non-uniformed staff in your police force:			
Uniformed Staff / Officers	8.260(*)		
Non-uniformed Staff / Civilians	1.620		
2) Please give the total number of female uniformed and non-uniformed staff in your police forces:			
Female Uniformed Staff / Officers	1.974(*)		
Female Non-uniformed Staff / Civilian	741		
3) Please give the total number of male and female staff (uniformed and non-uniformed) by rank / grade using a 5 category scale: Top, Superior, Medium or Lower ranks and Officers (first grade in the profession).			
Please state the names of the ranks/grades you include in each category			
Rank / Grade by category	Uniformed / Non-uniformed	Female Numbers	Male Numbers
Top ranks:	164	32	132
Superior ranks:	6.086	1.209	4.877
Medium ranks:	1.726	673	1.053
Lower ranks:			
Officers gesamt	7.976(*)	1.914(*)	6.062(*)
<i>(*) Reason for the differing figures some personnel is employed under specific contracts; it's not possible to allocate them to the ranks so clearly.</i>			
4) Please give the date when women were first employed as police officers/uniformed officers.			
1946			
5) Does your police force have a Diversity Policy? If so, please list the strands/areas it covers, i.e. gender, age, black and minority ethnics, etc.			
No			
6) Does your police force have a gender target (at any level) which is set by law? If so, when was this law passed?			
No			
7) Does your country's police force have any other gender networks / organizations?			
No			

**8) Does your country's police force have a central diversity unit?
Please supply contact details.**

Hamburg Police deploys a person who is responsible in taking care of women in hard working-positions and in difficult personal situations, in being involved in selection procedures and in acting as a mediator.

(appointee for equal treatment)

9) What initiatives are currently in place within your police force in relation to recruitment, retention and progression of women?

Women are generally motivated and invited to apply for higher positions.

10) Does your police force have a flexible working policy or opportunities for all officers / staff to work part time, job share, etc.

Yes, there is the possibility to work part-time, to take free-time or sabbaticals.

HESSEN



1) Please state the total number of uniformed and non-uniformed staff in your police force:			
Uniformed Staff / Officers	13.674 Polizeivollzugsbeamtinnen und Polizeivollzugsbeamte (PVB)		
Non-uniformed Staff / Civilians	3.329 Tarifbeschäftigte (TB) und Fach- und Verwaltungsbeamtinnen/-beamte (FVB)		
2) Please give the total number of female uniformed and non-uniformed staff in your police forces:			
Female Uniformed Staff / Officers	2.792		
Female Non-uniformed Staff / Civilian	1.872		
3) Please give the total number of male and female staff (uniformed and non-uniformed) by rank / grade using a 5 category scale: Top, Superior, Medium or Lower ranks and Officers (first grade in the profession).			
Please state the names of the ranks/grades you include in each category			
Rank / Grade by category	Uniformed / Non-uniformed	Female Numbers	Male Numbers
Top ranks: PVB (Bes.Gr. A 16 – B 4) FVB (Bes.Gr. A 16 – B 5) TB (E 15 - ATL)	21 20 3	1 5 1	20 15 2
Superior ranks: PVB (Bes.Gr. A 13 h.D. – A 15) FVB (Bes.Gr. A 13 h.D. – A 15) TB (E13 – E 14)	175 68 30	24 29 15	151 39 15
Medium ranks: PVB (Bes.Gr. A 11 – A 13 g.D.) FVB (Bes.Gr. A 11 – A 13 g.D.) TB (E 10 – E 11)	3.239 112 168	315 53 54	2.924 59 114
Lower ranks: PVB (Bes.Gr. A 9 g.D. – A 10) FVB (Bes.Gr. A 9 g.D. – A 10) TB (E 9 – E 10)	10.213 44 616	2.448 24 326	7.765 20 290
Officers PVB (m.D.) FVB (m.D.) TB (E 2 – E 8)	26 32 2.233	4 9 1.353	22 23 880
4) Please give the date when women were first employed as police officers/uniformed officers.			
Seit dem 1. Oktober 1981 werden regelmäßig Frauen in die Schutzpolizei eingestellt. Bei der Kriminalpolizei sind Frauen als Ermittlungsbeamtinnen bereits seit Beginn der siebziger Jahre tätig.			

5) Does your police force have a Diversity Policy? If so, please list the strands/areas it covers, i.e. gender, age, black and minority ethnics, etc.

Fragen der Diversität werden grundsätzlich berücksichtigt bei der Bewerberinformation und –auswahl (Schwerpunkte der Maßnahmen der Bewerberinformation in den Bereichen Frauen oder Migranten). Das Thema Diversität wird in der Aus- und Fortbildung in vielfacher Weise abgedeckt. Bei den Behörden sind spezielle Berater eingerichtet, z.B. Migrationsbeauftragte, Frauenbeauftragte, soziale Ansprechpartner, Beauftragte für gleichgeschlechtliche Lebensweisen, Migrationsbeauftragte; auf Landesebene gibt es beim Hessischen Landeskriminalamt den Landesmigrationsbeauftragten.

6) Does your police force have a gender target (at any level) which is set by law? If so, when was this law passed?

Eine gesetzliche oder durch sonstigen Vorschriften festgelegte Frauenquote besteht in Hessen nicht.

Das Hessische Gesetz über die Gleichberechtigung von Frauen und Männern und zum Abbau von Diskriminierungen von Frauen in der öffentlichen Verwaltung (Hessisches Gleichberechtigungsgesetz - HGIG -) in der Fassung vom 31. August 2007 (GVBl. I S. 2007, 586), zuletzt geändert durch Art. 7 des Gesetzes vom 16. September 2011 (GVBl. I 2011, S. 402, 403) sieht in seinem § 1 vor, dass die Verwirklichung der Chancengleichheit von Frauen und Männern, die Verbesserung der Vereinbarkeit von Beruf und Familie und die Beseitigung bestehender Unterrepräsentanz von Frauen im öffentlichen Dienst angestrebt werden soll. Bis zur Erreichung dieser Ziele werden durch berufliche Förderung von Frauen auf der Grundlage von Frauenförderplänen mit verbindlichen Zielvorgaben die Zugangs- und Aufstiegsbedingungen sowie die Arbeitsbedingungen für Frauen verbessert.

Nach § 4 HGIG werden Frauenförderpläne grundsätzlich in jeder Dienststelle aufgestellt.

Inhalt der Frauenförderpläne sind nach § 5 HGIG die Förderung der Gleichstellung von Frauen und Männern und die Beseitigung der Unterrepräsentanz von Frauen innerhalb des Geltungsbereiches des Frauenförderplanes. Zu diesem Zweck ist vorgesehen, dass die Frauenförderpläne für jeweils zwei Jahre verbindliche Zielvorgaben in vom Hundert bezogen auf den Anteil der Frauen bei Einstellungen und Beförderungen zur Erhöhung des Frauenanteils in Bereichen, in denen Frauen unterrepräsentiert sind, vorsehen. Für die Festlegung dieser Zielvorgaben sind die Besonderheiten in den jeweiligen Bereichen und Dienststellen maßgebend. In jedem Frauenförderplan sind jeweils mehr als die Hälfte der zu besetzenden Personalstellen eines Bereichs, in dem Frauen unterrepräsentiert sind, zur Besetzung durch Frauen vorzusehen. Bei Beförderungen ohne Stellenbesetzungen in Bereichen, in denen Frauen unterrepräsentiert sind, ist ein Frauenanteil vorzusehen, der mindestens dem Anteil der Frauen an der nächstniedrigeren Besoldungsgruppe in dem Bereich entspricht.

7) Does your country's police force have any other gender networks / organizations?

Auch hessische Polizeibeamtinnen sind im ENP organisiert; die Gewerkschaften haben spezielle Frauengruppen.

Das HGIG sieht jedoch in § 14 vor, dass grundsätzlich in jeder Dienststelle eine Frauenbeauftragte zu bestellen ist.

Die Frauenbeauftragten überwachen die Durchführung des HGIG und des Allgemeinen Gleichbehandlungsgesetzes, soweit es um das Verbot von Benachteiligungen aufgrund des Geschlechts einschließlich des Verbots von sexuellen Belästigungen geht. Ferner unterstützen sie die Dienststellenleitung bei der Umsetzung dieser Gesetze.

**8) Does your country's police force have a central diversity unit?
Please supply contact details.**

Bei der hessischen Polizei nehmen der Landesmigrationsbeauftragte
Landesmigrationsbeauftragter der Hessischen Polizei
Hessisches Landeskriminalamt
Hölderlinstr. 5
65187 Wiesbaden

und die neben den Frauenbeauftragten bei den einzelnen Behörden bestellte

Frauenbeauftragte für den höheren Dienst
Frau van der Heide
Polizeipräsidium Südosthessen
Geleitsstr. 124
63067 Offenbach

entsprechende Zentralstellenfunktionen ein.

9) What initiatives are currently in place within your police force in relation to recruitment, retention and progression of women?

Die Bewerberinformation wirkt auf eine verstärkte Einstellung von Frauen und Migranten hin entwickelt zielgruppenorientierte Maßnahmen

10) Does your police force have a flexible working policy or opportunities for all officers / staff to work part time, job share, etc.

Grundsätzlich besteht für alle Beschäftigten der Polizeibehörden die Möglichkeit der Teilzeitarbeit. Weiterhin wird auch bei der Polizei das Angebot der Telearbeit in Anspruch genommen. Diese Teilnahme an der Telearbeit steht grundsätzlich allen Beschäftigten des Polizeibereichs offen. Allerdings ist im Rahmen der Prüfung von entsprechenden Anträgen von Polizeivollzugsbeamtinnen und -beamten zu berücksichtigen, dass die erforderlichen Personalstärken in den Dienststellen zur Abdeckung auch nicht vorhersehbarer Lagen und Erhaltung der Funktionsfähigkeit der Behörde sichergestellt sein müssen sowie der Zielsetzung zur Verbesserung der Präsenz und Optimierung der Kriminalitätsbekämpfung Rechnung zu tragen ist.

Desweiteren ermöglicht die Einführung eines IT-gestützten Verfahrens zur Planung, Erfassung und Auswertung von Arbeitszeiten eine flexiblere und stärker lagebildorientierte Personaleinsatzplanung. Durch die Flexibilisierung der individuellen Dienstplanung können die dienstlichen Erfordernisse und die Beschäftigungsbedürfnisse stärker als bislang möglich in Einklang gebracht werden, wodurch positive Auswirkungen auf die Vereinbarkeit von Beruf und Familie entstehen.

NIEDERSACHSEN



1) Please state the total number of uniformed and non-uniformed staff in your police force:			
Uniformed Staff / Officers	ca. 18.200		
Non-uniformed Staff / Civilians	520/4.000		
2) Please give the total number of female uniformed and non-uniformed staff in your police forces:			
Female Uniformed Staff / Officers	ca. 3.700		
Female Non-uniformed Staff / Civilian	250/2.450		
3) Please give the total number of male and female staff (uniformed and non-uniformed) by rank / grade using a 5 category scale: Top, Superior, Medium or Lower ranks and Officers (first grade in the profession).			
Please state the names of the ranks/grades you include in each category			
Rank / Grade by category	Uniformed / Non-uniformed	Female Numbers	Male Numbers
Top ranks: Behördenleitungen (incl. polit. Beamte)	9	1	8
Superior ranks: Führungsfunktionen im ehem. höheren Dienst	270	33	227
Medium ranks: Führungsfunktionen im gehobenen Dienst	2.453	174	2.279
Lower ranks: Gehobener Dienst ohne Führungsfunktion	15.448	3.463	11.985
Officers (entfällt)			
4) Please give the date when women were first employed as police officers/uniformed officers.			
Ab 1973 konnten Frauen lediglich für die „weibliche Kriminalpolizei“ eingestellt werden. Erst seit 1981 ist die Einstellung von Frauen auch im Bereich der Schutzpolizei möglich			
5) Does your police force have a Diversity Policy? If so, please list the strands/areas it covers, i.e. gender, age, black and minority ethnics, etc.			
Im Rahmen des „Diversity Managements“ werden in der Polizei Niedersachsen die vielfältigen Potenziale der Mitarbeiterinnen und Mitarbeiter wertgeschätzt und bereits bei der Einstellung ein besonderer Fokus auf die Fähigkeiten der Bewerberinnen und Bewerber gelegt.			

Für eine erfolgreiche Polizeiarbeit braucht die Polizei Beamtinnen und Beamte, die die Kulturen, Denk- und Lebensweisen der hier lebenden Menschen mit Migrationshintergrund kennen. Migrantinnen und Migranten können durch ihre interkulturelle Kompetenz und ihre Sprachkenntnisse wesentlich zu einer effektiven Polizeiarbeit und damit zur Sicherheit in unserem Land beitragen. Deshalb arbeitet die Polizei Niedersachsen seit mehreren Jahren intensiv daran, junge Menschen mit Migrationshintergrund stärker für den Polizeiberuf zu interessieren und auch die interkulturelle Kompetenz aller Polizeibeamtinnen und –beamten weiterzuentwickeln.

Die Polizei Niedersachsen positioniert sich eindeutig gegen Diskriminierung aller Art und hat ein konsequentes Vorgehen in Dienstvereinbarungen zum "Fairen Verhalten am Arbeitsplatz" geregelt.

6) Does your police force have a gender target (at any level) which is set by law? If so, when was this law passed?

Mit dem Ziel für Frauen und Männer in der öffentlichen Verwaltung die Vereinbarkeit von Familien- und Erwerbstätigkeit zu fördern und zu erleichtern sowie Frauen und Männern eine gleiche Stellung zu verschaffen wurde durch den Niedersächsischen Landtag das neue Niedersächsische Gleichberechtigungsgesetz beschlossen, welches am 01. Januar 2011 in Kraft getreten ist.

Nach diesem Gesetz wurden alle Polizeibehörden verpflichtet, jeweils für drei Jahre einen Gleichstellungsplan zu erstellen. Als Grundlage des Gleichstellungsplans dient eine Bestandsaufnahme und Analyse der Beschäftigtenstruktur und der zu erwartenden Fluktuation. Im Gleichstellungsplan ist festzulegen, wie eine Unterrepräsentanz abgebaut und die Vereinbarkeit von Erwerbsarbeit und Familienarbeit verbessert werden soll. Zur Verbesserung der Vereinbarkeit von Erwerbs- und Familienarbeit muss der Gleichstellungsplan geeignete Bemessungskriterien, Zielvorgaben und Maßnahmen enthalten, welche durch jede Polizeibehörde unter Berücksichtigung der individuellen Rahmenbedingungen selbst festgelegt werden. Der Gleichstellungsplan ist den Beschäftigten zur Kenntnis zu geben.

7) Does your country's police force have any other gender networks / organisations?

In Zusammenarbeit mit dem Kirchlichen Dienst werden auf Ebene des höheren Dienstes und auch für Führungskräfte des gehobenen Dienstes je 1 x jährlich Fortbildungsveranstaltungen angeboten. Hierbei steht nehmen fachlichen Vorträgen auch die Vernetzung der Frauen untereinander im Vordergrund

**8) Does your country's police force have a central diversity unit?
Please supply contact details.**

No

9) What initiatives are currently in place within your police force in relation to recruitment, retention and progression of women?

Im Rahmen der allgemeinen Nachwuchswerbung werden Frauen und Männer gleichermaßen angesprochen, was sich auch in den Bewerbungen und Einstellungen widerspiegelt.

Die Polizei Niedersachsen sieht in den letzten Jahren einen besonderen Schwerpunkt in der Verbesserung der Vereinbarkeit vom Beruf und Familie. Nach erfolgreicher Durchführung des audit berufundfamilie in 2008 wurden flächendeckend familienfreundliche Rahmenbedingungen geschaffen, von denen insbesondere Frauen profitieren.

Im Rahmen des audit berufundfamilie wird derzeit ein inhaltlicher Schwerpunkt im Bereich der Karriere für Beschäftigte mit Familienaufgaben gesehen. Die Polizei arbeitet aktuell daran, neue und kreative Modelle zu entwickeln und auch die entsprechenden organisatorischen Rahmenbedingungen zu schaffen, damit Führungsaufgaben und herausgehobene Sachbearbeitung auch in Teilzeit ausgeübt werden können

Des Weiteren arbeitet die niedersächsische Polizei mit einer Vielzahl von Maßnahmen intensiv daran, den Frauenanteil in Führungsfunktionen zu erhöhen und somit der Unterrepräsentanz von Frauen in Führung entgegenzusteuern.

Das 1999 in der Nds. Polizei eingeführte und ausschließlich für Frauen zugängliche Mentoringprogramm hat sich in den vergangenen Jahren etabliert und ist zu einem nicht mehr wegzudenkenden Baustein in der Personal- und Karriereentwicklung geworden. Jedes Jahr beginnt im Frühjahr und Herbst jeweils ein neuer Mentoringdurchlauf.

Darüber hinaus ist das Thema Frauenförderung Bestandteil der zwischen den Polizeipräsidenten der nds. Polizeibehörden und dem Präsidenten des Landespräsidiums jährlich zu schließenden Zielvereinbarung, mit der beabsichtigt wird, den Anteil von Frauen in "Führung und Verantwortung" zu steigern.

10) Does your police force have a flexible working policy or opportunities for all officers / staff to work part time, job share, etc.

Wie bereits unter Ziffer 9.) ausgeführt arbeitet die Polizei Niedersachsen seit 2008 intensiv daran, die Vereinbarkeit von Beruf und Familie zu ihre Mitarbeiterinnen und Mitarbeiter zu verbessern. Um den Prozess nachhaltig zu gestalten wurde die sog. Re-Auditierung durchgeführt. In diesem erneuten Zertifizierungsverfahren ging es um die Überprüfung der Zielerreichung aus 2008 sowie die Definition künftiger Ziele und Maßnahmen für die Polizei Niedersachsen.

Die in dem Re-Auditierungsprozess erarbeiteten Ziele und Maßnahmen sind in eine neue Zielvereinbarung eingeflossen. Neben der Fortführung der bisherigen Maßnahmen bilden u.a. diese Ziele die Grundlage für die nächsten drei Jahre:

- Freie Wochenenden sind auch im Schichtdienst weitestgehend verlässlich
- Die Organisationseinheiten sind handlungsfähig im Umgang mit den künftigen Herausforderungen eines steigenden Anteils von Teilzeitbeschäftigten
- Die Rahmenbedingungen für Führen in Teilzeit sowie die herausgehobene Sachbearbeitung in Teilzeit werden flexibler gestaltet
- Bereits im Rahmen von Besetzungsverfahren für herausgehobene DP/AP wird die Aufgabenwahrnehmung in TZ besonders berücksichtigt
- Positive Kommunikation rund ums Thema "Vereinbarkeit", insb. auch zu Themen wie z.B. "Führung in Teilzeit"
- Teilzeit wird als gleichwertige Arbeitsform anerkannt
- Die Wahrnehmung von Führungsfunktionen in Teilzeit wird organisatorisch unterstützt
- Beschäftigte mit Pflegeaufgaben werden bei der Organisation der Pflege unterstützt

MECKLENBURG - VORPOMMERN



1) Please state the total number of uniformed and non-uniformed staff in your police force:			
Uniformed Staff / Officers	5.021		
Non-uniformed Staff / Civilians	860		
2) Please give the total number of female uniformed and non-uniformed staff in your police forces:			
Female Uniformed Staff / Officers	907		
Female Non-uniformed Staff / Civilian	491		
3) Please give the total number of male and female staff (uniformed and non-uniformed) by rank / grade using a 5 category scale: Top, Superior, Medium or Lower ranks and Officers (first grade in the profession).			
Please state the names of the ranks/grades you include in each category			
Rank / Grade by category	Uniformed / Non-uniformed	Female Numbers Uniformed/Non-uniformed	Male Numbers Uniformed/Non-uniformed
Top ranks:	6/1	-/-	7/-
Superior ranks:	64/34	5/6	59/28
Medium ranks:	2271/273	387/139	1884/134
Lower ranks:	2680/552	515/346	2165/206
Officers	-	-	-
4) Please give the date when women were first employed as police officers/uniformed officers.			
Since the existence of the state police of Mecklenburg-Vorpommern in the year 1991 women were employed as police officers/uniformed officers.			
5) Does your police force have a Diversity Policy? If so, please list the strands/areas it covers, i.e. gender, age, black and minority ethnics, etc.			
The police have no special diversity policy, but have to base on the Laws of the Federal Republic of Germany and European Union guidelines, that prohibit discrimination based on sex, origin, race or ethical origin, disability, religion or belief, home, relationships or sexual identity.			
6) Does your police force have a gender target (at any level) which is set by law? If so, when was this law passed?			
A gender target is set by the gender-equality law from 27 July 1998.			

<p>7) Does your country's police force have any other gender networks / organizations?</p> <p>Yes.</p>
<p>8) Does your country's police force have a central diversity unit? Please supply contact details.</p> <p>No.</p>
<p>9) What initiatives are currently in place within your police force in relation to recruitment, retention and progression of women?</p> <p>There are various initiatives to attract women for a career within the police, for example childcare at school and family-friendly working hours.</p>
<p>10) Does your police force have a flexible working policy or opportunities for all officers / staff to work part time, job share, etc.</p> <p>Yes. It is also in principle permitted to work at home.</p>

RHEINLAND - PFALZ



1) Please state the total number of uniformed and non-uniformed staff in your police force:			
Uniformed Staff / Officers	9.314 (police women and men in uniform and in civilian clothes)		
Non-uniformed Staff / Civilians	2.155 (sworn civil servants and employees)		
2) Please give the total number of female uniformed and non-uniformed staff in your police forces:			
Female Uniformed Staff / Officers	1.576 (police women and men in uniform and in civilian clothes)		
Female Non-uniformed Staff / Civilians	1.196 (sworn civil servants and employees)		
3) Please give the total number of male and female staff (uniformed and non-uniformed) by rank / grade using a 5 category scale: Top, Superior, Medium or Lower ranks and Officers (first grade in the profession).			
Please state the names of the ranks/grades you include in each category			
Rank / Grade by category	(*)Uniformed / Non-uniformed	Female Numbers	Male Numbers
Top ranks: Präsident	11	0	11
Superior ranks Leitender Polizeidirektor or Leitender Kriminaldirektor / Ministerialrat Higher service class Polizeidirektor or Kriminaldirektor / Regierungsdirektor Polizeiberrat or Kriminaloberrat / Oberregierungsrat Polizeirat or Kriminalrat / Regierungsrat	230	42	188
Medium ranks Erster Polizeihauptkommissar or Erster Kriminalhauptkommissar / Oberamtsrat upper service class (comparable from lieutenant to first captain) Polizeiauptkommissar A 12 or Kriminalhauptkommissar A 12 / Amtsrat Polizeiauptkommissar A 11 or Kriminalhauptkommissar A 11 / Amtmann	9.343	1.629	7.714

Polizeioberkommissar or Kriminaloberkommissar / Oberinspektor Polizeikommissar or Kriminalkommissar / Inspektor			
Lower ranks Polizeihauptmeister or Kriminalhauptmeister / Amtsinspektor Middle service class Polizeiobermeister oder Kriminalobermeister / Hauptsekretär Polizeimeister or Kriminalmeister / Polizeiobersekretär	28/61	8 / 26 (8 police women / 26 civil servants and employees)	20 / 35
Officers			
(*)the terms for the ranks name only the male form and the rank for sworn police officers and sworn civil servants, employees on all ranks are named "Beschaeftigte"			
4) Please give the date when women were first employed as police officers/uniformed officers.			
1 September 1987 In the area of today's Rhineland-Palatinate, women were first employed in 1909 into the vice squad (uniformed police), but changed to the detectives branch soon. When the Rhineland-Palatinate police was established after the Second World War, women worked in the detectives' branch. The first women in the uniformed branch were employed September 1, 1987.			
5) Does your police force have a Diversity Policy? If so, please list the strands/areas it covers, i.e. gender, age, black and minority ethnics, etc.			
The Law on Equal Treatment is binding the police. A special policy does exist on state level regarding Gender Mainstreaming.			
6) Does your police force have a gender target (at any level) which is set by law? If so, when was this law passed?			
7) Does your country's police force have any other gender networks / organisations?			
<i>Network of equal opportunity commissioners</i>			
8) Does your country's police force have a central diversity unit? Please supply contact details.			
Contact persons for different population groups, no central diversity unit			
9) What initiatives are currently in place within your police force in relation to recruitment, retention and progression of women?			
Agreement on objectives in the framework of the reconciliation of vocation and family			
10) Does your police force have a flexible working policy or opportunities for all officers / staff to work part time, job share, etc.			
Yes, according the employment law and according to an agreement on objectives in the framework of the reconciliation of vocation and family			

SACHSEN ANHALT



1) Please state the total number of uniformed and non-uniformed staff in your police force:			
Uniformed Staff / Officers	6.933		
Non-uniformed Staff / Civilians	1.617		
2) Please give the total number of female uniformed and non-uniformed staff in your police forces:			
Female Uniformed Staff / Officers	1.249		
Female Non-uniformed Staff / Civilian	1.074		
3) Please give the total number of male and female staff (uniformed and non-uniformed) by rank / grade using a 5 category scale: Top, Superior, Medium or Lower ranks and Officers (first grade in the profession).			
Please state the names of the ranks/grades you include in each category			
Rank / Grade by category	Uniformed / Non-uniformed	Female Numbers	Male Numbers
Top ranks: Heads of authorities and institutions	7	1	6
Superior ranks: Officers at the command service level, 2nd admission office; Employees of pay grades from 13 to 15 Ü	248	43	205
Medium ranks: Officers at the command service level, 1st admission office; Employees of pay grades from 9 to 12	3.224	768	2.456
Lower ranks: Officers at the operative service level; Employees of pay grades up to grade 8	5.071	1.511	3.560
Officers None	-	-	-
4) Please give the date when women were first employed as police officers/uniformed officers.			
At the time of reconstitution of the State of Saxony-Anhalt (October 1990) there had been women in the State police already.			
5) Does your police force have a Diversity Policy? If so, please list the strands/areas it covers, i.e. gender, age, black and minority ethnics, etc.			
Yes. The State Police is regarded for in the course of developing and implementing the Government Action Plan for the Promotion of Women according to art. 20 of the Act on the Promotion of Women. For a period of two years respectively, Government Action Plans for the Promotion of Women set the mandatory targets of how the women's percentage is to be increased concerning their recruitment and promotion at those positions, pay grades and service levels where they are being under-represented.			
6) Does your police force have a gender target (at any level) which is set by law? If so, when was this law passed?			
No. A legal women's quota does not exist.			

<p>7) Does your country's police force have any other gender networks / organisations?</p> <p>Yes (Inter-ministerial working group "Gender Mainstreaming")</p>
<p>8) Does your country's police force have a central diversity unit? Please supply contact details.</p> <p>No.</p>
<p>9) What initiatives are currently in place within your police force in relation to recruitment, retention and progression of women?</p> <p>The government decision on monitoring the percentage of women in leading positions of 08.11.2011 which is also applied in the State Police.</p>
<p>10) Does your police force have a flexible working policy or opportunities for all officers / staff to work part time, job share, etc.</p> <p>There is – on base of general legal determinations as well as of collective agreements with the respective unions – the opportunity to work part-time for employees and officers in the State Police, except for law enforcement officers working in shifts. In addition to this, there is the possibility to be granted part-time duty or vacation time due to family commitments.</p> <p>For the State Police the agreement "family-friendly working hours" from 11.09.2006 is applied. According to this, modified daily and weekly working hours are to be offered within the framework of legal regulations and collective agreements to the officers and employees within the scope of protection. As far as deemed necessary and possible, the respective assignment should be for a working place where flexible working hours are the rule. Against this background the possibility of absolving the respective person from the shift work is to be verified.</p>

SCHLESWIG – HOLSTEIN



1) Please state the total number of uniformed and non-uniformed staff in your police force:			
Uniformed Staff / Officers	5.469		
Non-uniformed Staff / Civilians	1.146		
2) Please give the total number of female uniformed and non-uniformed staff in your police forces:			
Female Uniformed Staff / Officers	978		
Female Non-uniformed Staff / Civilian	256		
3) Please give the total number of male and female staff (uniformed and non-uniformed) by rank / grade using a 5 category scale: Top, Superior, Medium or Lower ranks and Officers (first grade in the profession).			
Please state the names of the ranks/grades you include in each category			
Rank / Grade by category	Uniformed / Non-uniformed	Female Numbers	Male Numbers
Top ranks:	14	0	14
Superior ranks:	74	4	70
Medium ranks:	1.252	144	1.108
Lower ranks:	2.529	492	2.037
Officers	2.745	603	2.142
4) Please give the date when women were first employed as police officers/uniformed officers.			
01.10.1986			
5) Does your police force have a Diversity Policy? If so, please list the strands/areas it covers, i.e. gender, age, black and minority ethnics, etc.			
There are no special areas where applicants of different gender, age or ethnic groups are preferred, only in case of leading positions we try to employ as many women as possible aiming at a balance of gender in the police department.			
6) Does your police force have a gender target (at any level) which is set by law? If so, when was this law passed?			
There is a certain law aiming at the employment of women called "Gleichstellungsgesetz". It was passed in 1994.			
7) Does your country's police force have any other gender networks / organisations?			
No.			

**8) Does your country's police force have a central diversity unit?
Please supply contact details.**

No.

9) What initiatives are currently in place within your police force in relation to recruitment, retention and progression of women?

No.

10) Does your police force have a flexible working policy or opportunities for all officers / staff to work part time, job share, etc.

Men and women are able to work part time due to family matters. As well both genders are able to apply for parental leave.

Italy



1) Please state the total number of uniformed and non-uniformed staff in your police force:			
Uniformed Staff / Officers	104.664		
Non-uniformed Staff / Civilians	-		
2) Please give the total number of female uniformed and non-uniformed staff in your police forces:			
Female Uniformed Staff / Officers	14.862		
Female Non-uniformed Staff / Civilian	-		
3) Please give the total number of male and female staff (uniformed and non-uniformed) by rank / grade using a 5 category scale: Top, Superior, Medium or Lower ranks and Officers (first grade in the profession).			
Please state the names of the ranks/grades you include in each category			
Rank / Grade by category	Uniformed / Non-uniformed	Female Numbers	Male Numbers
Top ranks: General and colonel (questori e primi dirigenti)	948	148	800
Superior ranks: Senior police officer(commissari, vice questori aggiunti)	2.673	891	1.782
Medium ranks: Ispettori	17.470	2.340	15.130
Lower ranks: sovrintendenti	15.023	783	14.240
Officers	68.550	10.700	57.850
4) Please give the date when women were first employed as police officers/uniformed officers.			
07 /12/ 1959 (LAW nr. 1083)			
5) Does your police force have a Diversity Policy? If so, please list the strands/areas it covers, i.e. gender, age, black and minority ethnics, etc.			

<p>6) Does your police force have a gender target (at any level) which is set by law? If so, when was this law passed?</p> <p>Yes it was by the reform act of 21 April 1981 nr. 121</p>
<p>7) Does your country's police force have any other gender networks / organisations?</p> <p>Yes , there are in the Ministry of Interior – Safety and Security department - :</p> <p>1 – a central equal opportunities committee 2 – local equal opportunities committee in every local police headquarters (103 in total)</p>
<p>8) Does your country's police force have a central diversity unit? Please supply contact details.</p> <p>Yes, the responsible is Rossanna Farina, email address: rossanna.farina@interno.it</p>
<p>9) What initiatives are currently in place within your police force in relation to recruitment, retention and progression of women?</p> <p>They have the same opportunities that the law establishes for men, but there are not special initiatives.</p>
<p>10) Does your police force have a flexible working policy or opportunities for all officers / staff to work part time, job share, etc.</p> <p>The Italian National Police legislation plans for the police staff a flexible work time and special permits in order to ensure the right to study and care of children and sick family members.</p>

Latvia



1) Please state the total number of uniformed and non-uniformed staff in your police force: the total number of employees: 7.978			
Uniformed Staff / Officers	7290 Police officers		
Non-uniformed Staff / Civilians	688 Employees		
2) Please give the total number of female uniformed and non-uniformed staff in your police forces: the total number of women - 2538			
Female Uniformed Staff / Officers	2080 Women police officers		
Female Non-uniformed Staff / Civilian	458 Employees women		
3) Please give the total number of male and female staff (uniformed and non-uniformed) by rank / grade using a 5 category scale: Top, Superior, Medium or Lower ranks and Officers (first grade in the profession).			
Please state the names of the ranks/grades you include in each category			
Rank / Grade by category	Uniformed	Female Numbers	Male Numbers
Top ranks:	5	1	4
Superior ranks:	1901	(*)	—
Medium ranks:	2363	—	—
Lower ranks:	3021	—	—
Officers Total number	7290	2080	5210
(*)At this moment we have a new data base which is not totally completed. Therefore we can not produce you with the following information			
4) Please give the date when women were first employed as police officers/uniformed officers.			
1991 with the Latvian Independence			
5) Does your police force have a Diversity Policy? If so, please list the strands/areas it covers, i.e. gender, age, black and minority ethnics, etc.			
No			
6) Does your police force have a gender target (at any level) which is set by law? If so, when was this law passed?			
No			
7) Does your country's police force have any other gender networks / organizations?			

<p>8) Does your country's police force have a central diversity unit? Please supply contact details.</p>
<p>9) What initiatives are currently in place within your police force in relation to recruitment, retention and progression of women?</p> <p>All the processes for men and women in the State Police of Latvia are the same. We do not have any special progression system or something that would motivate women.</p>
<p>10) Does your police force have a flexible working policy or opportunities for all officers / staff to work part time, job share, etc.</p> <p>Yes</p>

Lithuania



1) Please state the total number of uniformed and non-uniformed staff in your police force:			
Uniformed Staff / Officers	9.926		
Non-uniformed Staff / Civilians	2.474		
2) Please give the total number of female uniformed and non-uniformed staff in your police forces:			
Female Uniformed Staff / Officers	2.858		
Female Non-uniformed Staff / Civilian	1.838		
3) Please give the total number of male and female staff (uniformed and non-uniformed) by rank / grade using a 5 category scale: Top, Superior, Medium or Lower ranks and Officers (first grade in the profession).			
Please state the names of the ranks/grades you include in each category			
Rank / Grade by category	Uniformed / Non-uniformed	Female Numbers	Male Numbers
Top ranks: Commissioner-General	1	-	1
Superior ranks: Chief Commissioner Senior Commissioner Commissioner	1.220	272	948
Medium ranks: Commissioner Inspector Senior Inspector Inspector	5.247	2.157	3090
Lower ranks: Master Sergeant Senior Policeman Policeman Junior Policeman	3.458	429	3.029
Officers			
4) Please give the date when women were first employed as police officers/uniformed officers.			
No information			
5) Does your police force have a Diversity Policy? If so, please list the strands/areas it covers, i.e. gender, age, black and minority ethnics, etc.			
<p>In Lithuania "Law on Equal Opportunities for Women and Men" was adopted in 1st December 1998 (as last amended on 14 July 2009). The purpose of this Law shall be to ensure the implementation of equal rights for women and men guaranteed by the Constitution of the Republic of Lithuania, and to prohibit any type of discrimination on grounds of sex, by reference in particular to marital or family status. According to Article 5. The Employer's Duty to Implement Equal Rights for Women and Men at Workplace.</p>			

<p>When implementing equal rights for women and men at workplace, the employer must:</p> <ol style="list-style-type: none"> 1) apply uniform selection criteria when recruiting or promoting, except for the case specified in subparagraph 5 of paragraph 2 of Article 4; 2) provide equal working conditions and opportunities to improve qualification, re-qualify, acquire practical work experience, and provide equal benefits; 3) provide equal pay for the same work or for the work of equivalent value, including all the additional remuneration paid by the employer to employees for the performed work; 4) take appropriate measures to prevent sexual harassment or harassment of the employees; 5) Take measures to ensure that an employee, a representative of an employee or an employee who is testifying or providing explanations would be protected from hostile behaviour, negative consequences and any other type of persecution as a reaction to the complaint or another legal procedure concerning discrimination.
<p>6) Does your police force have a gender target (at any level) which is set by law? If so, when was this law passed?</p> <p>No</p>
<p>7) Does your country's police force have any other gender networks / organisations?</p> <p>Lithuania is a member of:</p> <ul style="list-style-type: none"> • European network of Police Women (ENP); • Nordic-Baltic Network of Policewomen (NBNP).
<p>8) Does your country's police force have a central diversity unit? Please supply contact details.</p> <p>No</p>
<p>9) What initiatives are currently in place within your police force in relation to recruitment, retention and progression of women?</p> <p>According to Law on Equal Opportunities for Women and Men" Article 3. The Duty of State and Municipal Institutions and Agencies to Implement Equal Rights for Women and Men" Within the limits of their competence, state and municipal institutions and agencies must:</p> <ol style="list-style-type: none"> 1) ensure that equal rights for women and men be guaranteed in all the legal acts drafted and enacted by them; 2) draw up and implement programmes and measures aimed at ensuring equal opportunities for women and men; 3) in the manner prescribed by laws, support the programmes of public establishments, associations and charitable foundations which assist in implementing equal opportunities for women and men.
<p>10) Does your police force have a flexible working policy or opportunities for all officers / staff to work part time, job share, etc.</p> <p>Yes, there are possibilities to have flexible working hours for police officers; to take maternity leave.</p> <p>According Lithuanian legal acts there is no possibilities to work part time as police officers.</p> <p>Career civil servants and Acting civil servant may work part of time in police if it is under their job description.</p>

Luxembourg



1) Please state the total number of uniformed and non-uniformed staff in your police force:			
Uniformed Staff / Officers	1706		
Non-uniformed Staff / Civilians	142		
2) Please give the total number of female uniformed and non-uniformed staff in your police forces:			
Female Uniformed Staff / Officers	183		
Female Non-uniformed Staff / Civilian	96		
3) Please give the total number of male and female staff (uniformed and non-uniformed) by rank / grade using a 5 category scale: Top, Superior, Medium or Lower ranks and Officers (first grade in the profession).			
Please state the names of the ranks/grades you include in each category			
Rank / Grade by category	Uniformed / Non-uniformed	Female Numbers	Male Numbers
Top ranks: Directeur Général, Directeur Général adjoint	1 / 0 2 / 0	0 0	1 2
Superior ranks: Premier commissaire divisionnaire, Commissaire divisionnaire, Commissaire divisionnaire adjoint, Premier commissaire principal, Commissaire principal, Attaché de direction, Ingénieur, Employé S	33 / 0 8 / 0 5 / 0 9 / 0 11 / 0 3 0 / 12 0 / 8	2 2 1 3 4 2 0 0	31 6 4 6 7 1 12 8
Medium ranks: Commissaire en chef Commissaire Inspecteur chef Premier inspecteur Inspecteur Inspecteur adjoint Ingénieur technicien Informaticien diplômé Rédacteur Employé E, D	410 / 0 357 / 0 67 / 0 291 / 0 146 / 0 152 / 0 0 / 14 0 / 2 0 / 7 0 / 18	28 29 9 54 26 20 0 0 3 8	382 328 58 237 120 132 14 2 4 10
Lower ranks: Brigadier chef Brigadier principal Premier brigadier Brigadier Expéditionnaire Artisan Employé C, B1, B, A Ouvrier E, D, C, B, A	22 / 0 4 / 0 139 / 0 47 / 0 0 / 6 0 / 20 0 / 87 0 / 45	0 0 5 1 6 0 59 18	22 4 134 46 0 20 28 27

Officers Volontaire inspecteur Volontaire brigadier	85 / 0 15 / 0 (*)	8 /	77 /
(*) <i>Provisional number, currently recruitment procedure is underway</i>			
4) Please give the date when women were first employed as police officers/uniformed officers. 23/04/1979 first employment of women in Armed Forces (mandatory for police officers at the time) 28/04/1982 first admission of women in Police Force			
5) Does your police force have a Diversity Policy? If so, please list the strands/areas it covers, i.e. gender, age, black and minority ethnics, etc. No.			
6) Does your police force have a gender target (at any level) which is set by law? If so, when was this law passed? No.			
7) Does your country's police force have any other gender networks / organizations? No.			
8) Does your country's police force have a central diversity unit? Please supply contact details. No.			
9) What initiatives are currently in place within your police force in relation to recruitment, retention and progression of women? No.			
10) Does your police force have a flexible working policy or opportunities for all officers / staff to work part time, job share, etc. Yes (part time work – law 19 th May 2003).			

Netherlands



1) Please state the total number of uniformed and non-uniformed staff in your police force:			
Uniformed Staff / Officers	49.745		
Non-uniformed Staff / Civilians	12.982		
2) Please give the total number of female uniformed and non-uniformed staff in your police forces:			
Female Uniformed Staff / Officers	14.370,9		
Female Non-uniformed Staff / Civilian	5.333,6		
3) Please give the total number of male and female staff (uniformed and non-uniformed) by rank / grade using a 5 category scale: Top, Superior, Medium or Lower ranks and Officers (first grade in the profession).			
Please state the names of the ranks/grades you include in each category			
Rank / Grade by category	Uniformed / Non-uniformed	Female Numbers	Male Numbers
Top ranks:	231	46	185
Superior ranks:	691	141	550
Medium ranks:	15.647	2.916	9.731
Lower ranks:	45.866	17.676	28.190
Officers			
4) Please give the date when women were first employed as police officers/uniformed officers.			
1953			
5) Does your police force have a Diversity Policy? If so, please list the strands/areas it covers, i.e. gender, age, black and minority ethnics, etc.			
<p>Yes, all Dutch police regions have diversity included in their organizational policy. Actually in 2001 the Dutch police established a special department. .LECD – Dutch national expertise centre on Diversity, with as main tasks to support, monitor and assess the implementation of management of Diversity within the different Dutch Police regions. The support consists of (development) specific trainings, initiating national networks meetings on gender (also top leadership), disability, LGBT, confidential counseling, discrimination, ethnic profiling. The LECD took also the initiative to set-up the support group EDPOL (European Diversity in Policing) and is together with the Police Academy Netherlands the coordinating beneficiary to the awarded EU-funding project EDPOL.</p> <p>The LECD has established a national expert group, which is supporting the different police regions, on request, to solve and give advice on specific problems, f.e. honor related crimes, ethnic related unrest, juveniles etc.</p>			

The LECD also developed a monitoring system to assess the implementation of the management of diversity within all Dutch police regions
The LECD organizes the annual Diversity day.

The LECD introduced the business case of diversity correlated to Multi-cultural competencies – focusing on internal and external drivers.

Strands of Diversity: Discrimination, gender, race, religion, LGBT, disability, age, confidential counseling, different ethnic background,

6) Does your police force have a gender target (at any level) which is set by law? If so, when was this law passed?

The target figures are agreed upon between the responsible minister and the Council of Chief Constables in the cooperation agreement.

7) Does your country's police force have any other gender networks / organisations?

In the Netherlands we have different female police networks.
The LECD is initiating the National Gender network also on Top level.

**8) Does your country's police force have a central diversity unit?
Please supply contact details.**

Yes as explained under 5.
Address details:

Policeacademy/ LECD
Concern Headquarters
Oude Apeldoornseweg
7333 NR Apeldoorn
P.O. Box 834
The Netherlands

0031 555392775

9) What initiatives are currently in place within your police force in relation to recruitment, retention and progression of women?

1. specific training for members of selection committees
2. recruitment campaigns
3. Possibilities to enter the police in higher functions (operational or/and management level) for higher educated women (and men)
4. Special trainings on retention (awareness) and offer a possibility for part time and/or job sharing. And striving for balanced team (men/women)
5. personnel development plan (such as education, courses)
6. Coaching and mentorship (buddy system)

10) Does your police force have a flexible working policy or opportunities for all officers / staff to work part time, job share, etc.

Yes, both part time working and job sharing.

Portugal



JUDICIARY POLICE

1) Please state the total number of uniformed and non-uniformed staff in your police force:			
Uniformed Staff / Officers		1.220 Not uniformed Police Force -	
Non-uniformed Staff / Civilians			
2) Please give the total number of female uniformed and non-uniformed staff in your police forces:			
Female Uniformed Staff / Officers		284 Not uniformed Police Force Woman	
Female Non-uniformed Staff / Civilian			
3) Please give the total number of male and female staff (uniformed and non-uniformed) by rank / grade using a 5 category scale: Top, Superior, Medium or Lower ranks and Officers (first grade in the profession).			
Please state the names of the ranks/grades you include in each category			
Rank / Grade by category	Uniformed / Non-uniformed	Female Numbers	Male Numbers
Top ranks: Police Force Staff	12	5	19
Administrative Staff	12/12		
Superior ranks: Police Force Staff	67/0	22	45
Medium ranks: Police Force Staff	143/0	4	139
Lower ranks: Police Force Staff	999/0	256	743
Officers	0	0	0
4) Please give the date when women were first employed as police officers/uniformed officers. 22/07/1977			
5) Does your police force have a Diversity Policy? If so, please list the strands/areas it covers, i.e. gender, age, black and minority ethnics, etc. No			
6) Does your police force have a gender target (at any level) which is set by law? If so, when was this law passed? Just the Law university degree as preferential admission criteria.			

<p>7) Does your country's police force have any other gender networks / organizations?</p> <p>No</p>
<p>8) Does your country's police force have a central diversity unit? Please supply contact details.</p> <p>No</p>
<p>9) What initiatives are currently in place within your police force in relation to recruitment, retention and progression of women?</p> <p>None, because the admission criteria of our Police Force since 2000 is the university degree in law. Through such criteria most of the candidates are women and the physical criteria benefits them more than man, so in the last three years, our Police force has had a substantial increase of women's admissions, nearly 65 % of the them are women. In the last five years the number has increased to more 175, further more than the total number over the last decades.</p>
<p>10) Does your police force have a flexible working policy or opportunities for all officers / staff to work part time, job share, etc.</p> <p>No</p>

Romania



1) Please state the total number of uniformed and non-uniformed staff in your police force:			
Uniformed Staff / Officers	88.392 uniformed staff		
Non-uniformed Staff / Civilians	3.695		
2) Please give the total number of female uniformed and non-uniformed staff in your police forces:			
Female Uniformed Staff / Officers	11.449 uniformed staff		
Female Non-uniformed Staff / Civilian	2.273		
3) Please give the total number of male and female staff (uniformed and non-uniformed) by rank / grade using a 5 category scale: Top, Superior, Medium or Lower ranks and Officers (first grade in the profession).			
Please state the names of the ranks/grades you include in each category			
Rank / Grade by category	Uniformed / Non-uniformed	Female Numbers	Male Numbers
Top ranks:	37	0	37
Superior ranks:	8.557	866	7.691
Medium ranks:	9468	1.915	7.553
Lower ranks:	70.330	6.395	63.935
Officers	88.392	9.176	79.216
4) Please give the date when women were first employed as police officers/uniformed officers.			
At the beginning of the 1950s			
5) Does your police force have a Diversity Policy? If so, please list the strands/areas it covers, i.e. gender, age, black and minority ethnics, etc.			
Yes, our organization has a diversity policy that includes areas such as: gender, age, minority ethnics.			
6) Does your police force have a gender target (at any level) which is set by law? If so, when was this law passed?			
No, we do not have.			
7) Does your country's police force have any other gender networks / organizations?			
8) Does your country's police force have a central diversity unit? Please supply contact details.			
No, we do not have.			

9) What initiatives are currently in place within your police force in relation to recruitment, retention and progression of women?

We would like to inform you that our ministry promotes and encourages the role of women within the police forces. The criteria for the physical tests are different from those for men; the standards for height are also different.

10) Does your police force have a flexible working policy or opportunities for all officers / staff to work part time, job share, etc.

The working policy is stipulated in our internal orders/legislation. The normal hours of work are 8h day, but generally it depends on the characteristics of the job.

Slovenia



1) Please state the total number of uniformed and non-uniformed staff in your police force:			
Uniformed Staff / Officers	5.878		
Non-uniformed Staff / Civilians	1.700		
2) Please give the total number of female uniformed and non-uniformed staff in your police forces:			
Female Uniformed Staff / Officers	853		
Female Non-uniformed Staff / Civilian	289		
3) Please give the total number of male and female staff (uniformed and non-uniformed) by rank / grade using a 5 category scale: Top, Superior, Medium or Lower ranks and Officers (first grade in the profession).			
Please state the names of the ranks/grades you include in each category			
Rank / Grade by category	Uniformed / Non-uniformed	Female Numbers	Male Numbers
Top ranks:	113	10	103
Superior ranks:	546	73	473
Medium ranks:	1.013	1.34	879
Lower ranks:	645	57	588
Officers	5.261	868	4.393
4) Please give the date when women were first employed as police officers/uniformed officers.			
The first woman as police officer in Slovenia was employed in 1939 (in Ljubljana). In the year 1973 the police force started with regular employment first six woman police officers.			
5) Does your police force have a Diversity Policy? If so, please list the strands/areas it covers, i.e. gender, age, black and minority ethnics, etc.			
We do not have some special diversity policy in Slovene police, but we take into consideration equal opportunities and gender diversities. Within our police forces we are trying to achieve the implementation of all kinds of diversities. We organize trainings regarding multicultural, discrimination, stereotypes, and equal opportunities.			
6) Does your police force have a gender target (at any level) which is set by law? If so, when was this law passed?			
No, our police does not have a gender target. It is regulated via labour force market. But we do pay attention that we state in the calls for application for free posts that we are interested for employing both policemen and policewomen. The only difference is that for women we have different entrance criteria regarding physical capacities.			

7) Does your country's police force have any other gender networks / organizations?

In Police we have the coordinator for equal opportunities of men and women. She supervises that the Act on Equal Opportunities for Women and Men is implemented also in the Slovene Police.

**8) Does your country's police force have a central diversity unit?
Please supply contact details.**

No, we do not have a central diversity unit.

9) What initiatives are currently in place within your police force in relation to recruitment, retention and progression of women?

At the moment there are no special initiatives regarding this matter.

10) Does your police force have a flexible working policy or opportunities for all officers / staff to work part time, job share, etc.

As specified by the law, yes, we have a flexible working policy, but this is not put in force in practice because for policemen it is not possible to be employed only for one third of the workday.

Spain



NATIONAL POLICE

1) Please state the total number of uniformed and non-uniformed staff in your police force:			
Uniformed Staff / Officers	67.016		
Non-uniformed Staff / Civilians	5.458		
2) Please give the total number of female uniformed and non-uniformed staff in your police forces:			
Female Uniformed Staff / Officers	8.324		
Female Non-uniformed Staff / Civilian	3.939		
3) Please give the total number of male and female staff (uniformed and non-uniformed) by rank / grade using a 5 category scale: Top, Superior, Medium or Lower ranks and Officers (first grade in the profession).			
Please state the names of the ranks/grades you include in each category:			
Rank / Grade by category	Uniformed / Non-uniformed	Female Numbers	Male Numbers
Top ranks: - Comisario - Comisario principal (escala superior)	490	11	479
Superior ranks: - Inspector - Inspector jefe (escala ejecutiva)	5.600	640	4.960
Medium ranks: - Subinspector (escala subinspección)	4.991	455	4.536
Lower ranks: - Oficial (escala básica)	6.728	851	5.877
Officers - Policía (escala básica)	48.968	6.306	42.664
(no uniformado) Facultativos y técnicos	239	63	176
(no uniformado) Cuerpos generales y personal laboral	5.458	3.939	1.519

<p>4) Please give the date when women were first employed as police officers/uniformed officers.</p> <p>1979: Cuerpo Superior de Policía (non uniformed force) 1984: Cuerpo Policía Nacional (uniformed force)</p> <p>In 1986 both forces were unified to create the National Police as it is today</p>
<p>5) Does your police force have a Diversity Policy? If so, please list the strands/areas it covers, i.e. gender, age, black and minority ethnics, etc.</p> <p>There is no Diversity Policy</p>
<p>6) Does your police force have a gender target (at any level) which is set by law? If so, when was this law passed?</p> <p>No.</p>
<p>7) Does your country's police force have any other gender networks / organisations?</p> <p>The 25th April 2007, the national Spanish police forces created the Gender Monitoring Centre for police forces, to gather information on the real situation of women in police Spanish national police forces and to give adequate answers to social demands.</p> <p>Besides, police unions usually have a women's section.</p>
<p>8) Does your country's police force have a central diversity unit? Please supply contact details.</p> <p>No.</p>
<p>9) What initiatives are currently in place within your police force in relation to recruitment, retention and progression of women?</p> <p>No.</p>
<p>10) Does your police force have a flexible working policy or opportunities for all officers / staff to work part time, job share, etc.</p> <p>The same as the rest of public workers.</p>

POLICE OF CATALONIA – MOSSOS D'ESQUADRA



1) Please state the total number of uniformed and non-uniformed staff in your police force:			
Uniformed Staff / Officers	16.654		
Non-uniformed Staff / Civilians			
2) Please give the total number of female uniformed and non-uniformed staff in your police forces:			
Female Uniformed Staff / Officers	3.494		
Female Non-uniformed Staff / Civilian			
3) Please give the total number of male and female staff (uniformed and non-uniformed) by rank / grade using a 5 category scale: Top, Superior, Medium or Lower ranks and Officers (first grade in the profession).			
Please state the names of the ranks/grades you include in each category			
Rank / Grade by category	Uniformed / Non-uniformed	Female Numbers	Male Numbers
Top ranks:	16	1	15
Superior ranks:	180	16	164
Medium ranks:	1.160	107	1.053
Lower ranks:	2.392	318	2.074
Officers	12.906	3.052	9.854
4) Please give the date when women were first employed as police officers/uniformed officers.			
01/10/1986			
5) Does your police force have a Diversity Policy? If so, please list the strands/areas it covers, i.e. gender, age, black and minority ethnics, etc.			
We do not have an specific diversity policy, but our organization assures that there will not be any discrimination related to gender, ethnic, etc in the process of recruitment and progress into the organization.			
6) Does your police force have a gender target (at any level) which is set by law? If so, when was this law passed?			
The Statutory law 3/2007, 22 of March, for the effective equality of women and men, deals with making effective the right of equality of treatment and opportunities between women and men, specially by the elimination of the discrimination of the woman, whichever it is her circumstance or condition. This law has an article dedicated to the police forces.			

7) Does your country's police force have any other gender networks / organizations?

No, at present we do not have any gender organization within our police force. But now we are studying to implement a work group that will have the tasks related to gender policies in order to share information, procedures and knowledge with ENP.

In 2003 Mossos d'Esquadra joined the European Network of Police Women.

**8) Does your country's police force have a central diversity unit?
Please supply contact details.**

No, we don't have a central diversity unit.

9) What initiatives are currently in place within your police force in relation to recruitment, retention and progression of women?

In the last promotion the 23,6 % of cadets are women. Nowadays we don't have any initiative related to recruitment. But in our publicity campaign we try to give an specific message for women, in the sense that they can be also police and they will have the same opportunities as men.

We don't have a specific policy for the retention and progression of women.

10) Does your police force have a flexible working policy or opportunities for all officers / staff to work part time, job share, etc.

The flexibility working policy is addressed to council the familiar needs with the work. In this sense it is possible to reduce the time of working. This measure is related with two situations: to take care of children or to take care of incapable persons.

After the birth of a child the mother or the father can reduce their work time in 1/3. This reduction can be extended until the child has 6 years. But this reduction of working time means the lost of the proportional part of the salary.

MADRID MUNICIPAL POLICE



1) Please state the total number of uniformed and non-uniformed staff in your police force:			
Uniformed Staff / Officers	6.733		
Non-uniformed Staff / Civilians	355		
2) Please give the total number of female uniformed and non-uniformed staff in your police forces:			
Female Uniformed Staff / Officers	873		
Female Non-uniformed Staff / Civilian	265		
3) Please give the total number of male and female staff (uniformed and non-uniformed) by rank / grade using a 5 category scale: Top, Superior, Medium or Lower ranks and Officers (first grade in the profession).			
Please state the names of the ranks/grades you include in each category			
Rank / Grade by category	Uniformed	Female Numbers	Male Numbers
Top ranks: Inspectors (including Chief Inspector)	7	0	7
Superior ranks: Deputy Inspector Commander	58	14	44
Medium ranks: Deputy Commander Sergeant	259	21	238
Lower ranks: Corporal	451	31	420
Officers	5.958	807	5.151
4) Please give the date when women were first employed as police officers/uniformed officers.			
21/10/1971			
5) Does your police force have a Diversity Policy? If so, please list the strands/areas it covers, i.e. gender, age, black and minority ethnics, etc.			
In relation to gender policy in September 2011 it was established the Permanent Commission on Equality with the following objectives:			
<ul style="list-style-type: none"> Promote the conditions for effective equality in the Madrid Municipal Police, in their different fields of work. Conduct studies to determine the current situation of women in local police and specifically in the Madrid Municipal Police Work from two perspectives: firstly appreciating the contribution of women in police work and secondly increasing their presence in the decision making process to improve the Municipal Police and its projection into the future. 			

6) Does your police force have a gender target (at any level) which is set by law? If so, when was this law passed?

No, it does not have a gender target.

7) Does your country's police force have any other gender networks / organizations?

In Spain there is no internal network. Madrid Municipal Police is a member of ENP through our representative on the Executive Board. We are also active in the Strategy for Equal Opportunities between women and men of the city of Madrid 2011-2015, through our representative on the Cross-Gender Commission.

**8) Does your country's police force have a central diversity unit?
Please supply contact details.**

In Madrid Municipal Police we have a Co-existence and Prevention Unit for the citizenship, that coordinates and directs all diversity-related programs being carried out in the different Districts of Madrid.

9) What initiatives are currently in place within your police force in relation to recruitment, retention and progression of women?

The Permanent Commission on Equality has made several proposals to modify the prerequisites and tests for joining the force to avoid certain situations of discrimination that were taking place.

10) Does your police force have a flexible working policy or opportunities for all officers / staff to work part time, job share, etc?

We apply a National Law to combine working and private life for specific cases:

- A working mother / father with children under the age of 12 can ask for a reduction in working time between 1 and 4 hours.
- The same applies in the case of disabled or elderly members of the family that need to be taken care of.

Sweden

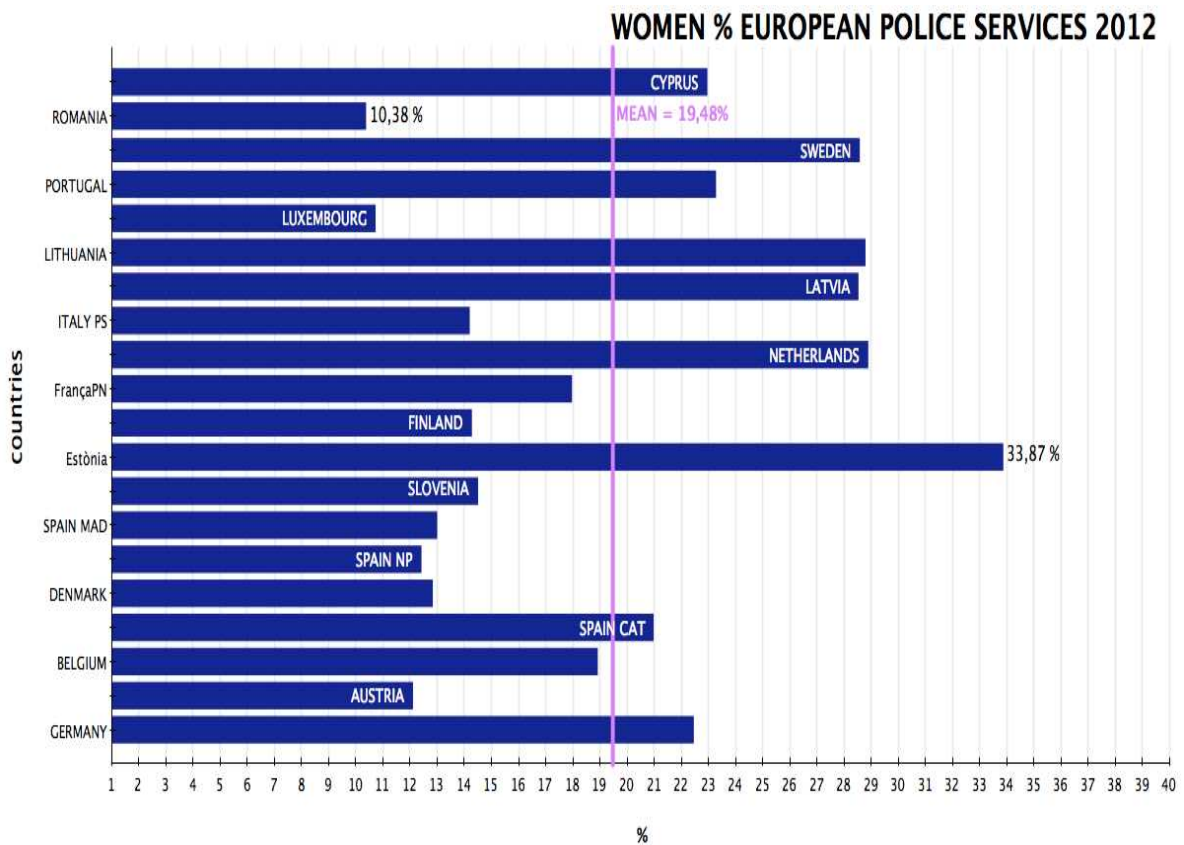
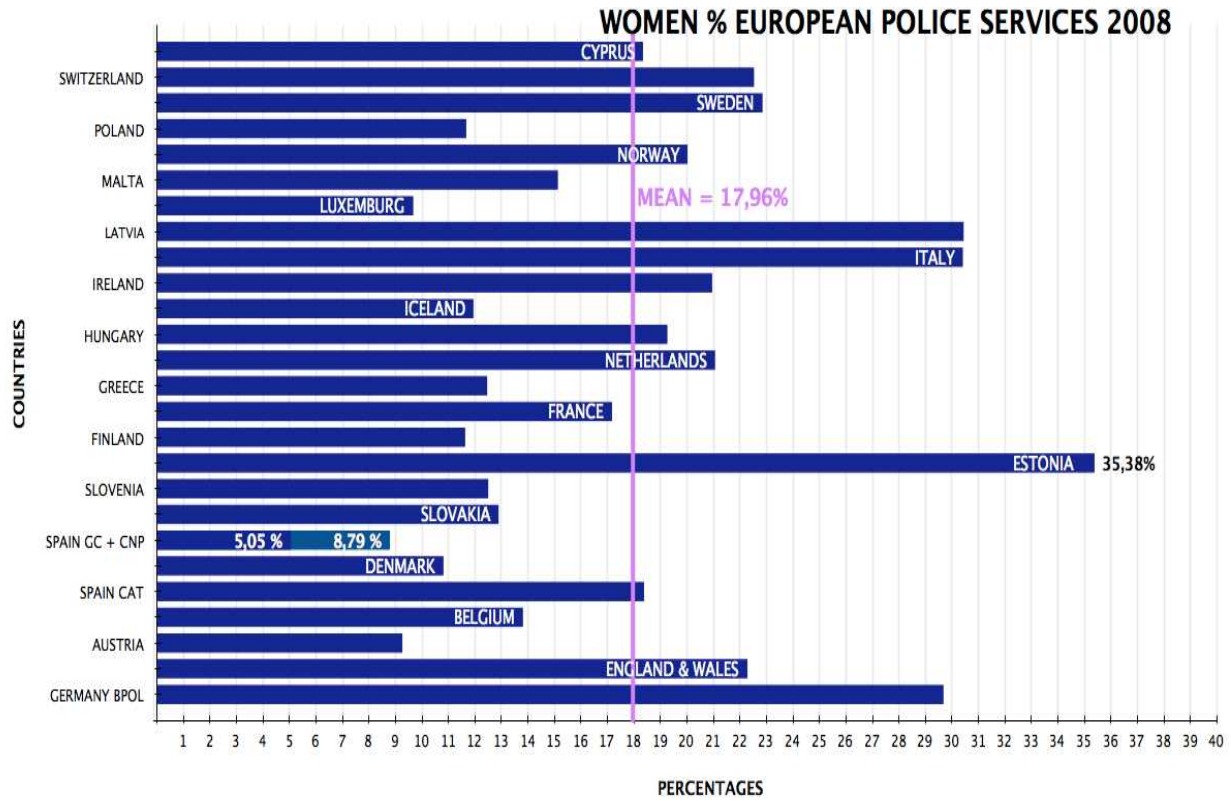


1) Please state the total number of uniformed and non-uniformed staff in your police force:			
Uniformed Staff / Officers	20.398		
Non-uniformed Staff / Civilians	7.984		
2) Please give the total number of female uniformed and non-uniformed staff in your police forces:			
Female Uniformed Staff / Officers	5.830		
Female Non-uniformed Staff / Civilian	5.508		
3) Please give the total number of male and female staff (uniformed and non-uniformed) by rank / grade using a 5 category scale: Top, Superior, Medium or Lower ranks and Officers (first grade in the profession).			
Please state the names of the ranks/grades you include in each category			
(*)In this chart, "top ranks" refers to leaders on what the Swedish national Police Board defines as the strategic level .			
Superior and medium ranks refers to leaders on what the Swedish national Police Board defines as the intermediate level .			
Lower ranks refer to leaders on the direct level .			
The numbers noted in this chart are approximative			
Rank / Grade by category	Uniformed / Non-uniformed	Female Numbers	Male Numbers
Top ranks:	170/41	36/26	134/15
Superior ranks:	624/30	125/19	499/11
Medium ranks:	Included in "Superior ranks"		
Lower ranks:	1.625/290	289/178	1.336/112
Officers:	17.979/5.623	5.380/5.303	12.599/2.320
4) Please give the date when women were first employed as police officers/uniformed officers.			
January of 1958			
5) Does your police force have a Diversity Policy? If so, please list the strands/areas it covers, i.e. gender, age, black and minority ethnics, etc.			
Yes.			
Gender, gender identity or expression, ethnic origin, religion or other beliefs, disability, sexual orientation and age.			

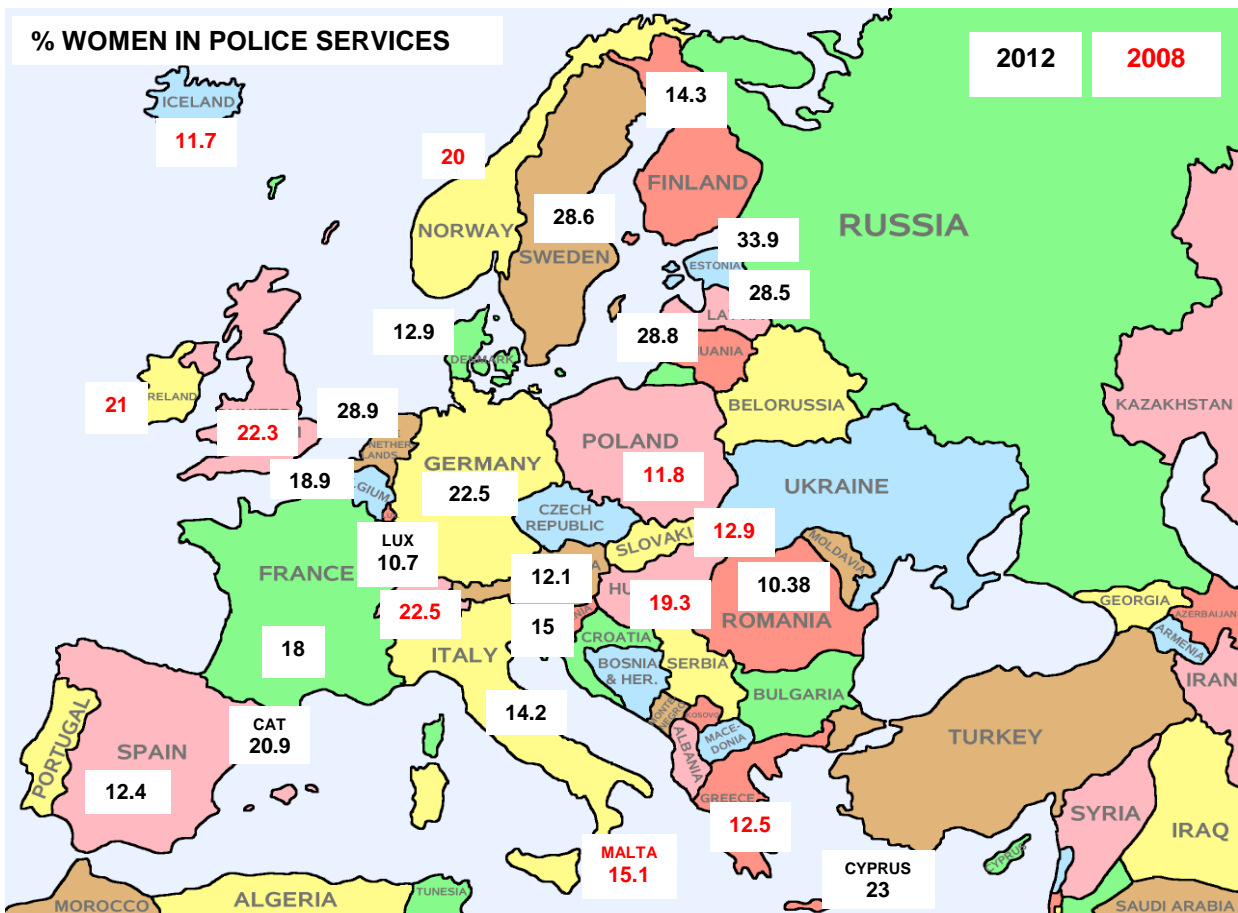
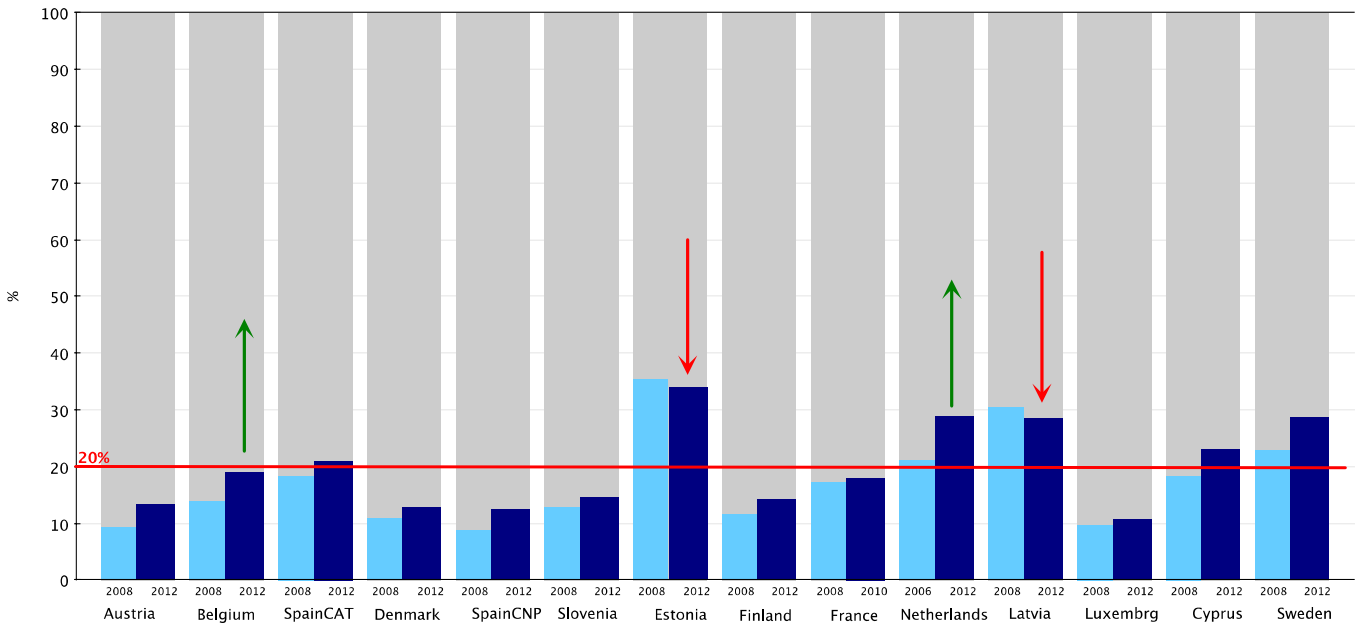
<p>6) Does your police force have a gender target (at any level) which is set by law? If so, when was this law passed?</p> <p>No, not in regards to number of women police officers. However, the Swedish Police is required to work actively to prevent discrimination within the organization and to do so in a way that enables follow up.</p>
<p>7) Does your country's police force have any other gender networks / organizations?</p> <ul style="list-style-type: none"> • Some police authorities along with the Swedish National Police Board are partners in a network organized by another authority (for development within the state sector), with main focus on enhanced gender equality among leaders on strategic positions in the state sector. • The Swedish National Police Board participates in a network centered on resolution 1325, together with - amongst others - the Swedish Armed Forces. • The Swedish National Police Board furthermore participates in EDPOL (European diversity within police organizations).
<p>8) Does your country's police force have a central diversity unit? Please supply contact details.</p> <p>The Swedish Police has a coordinator for equality and gender mainstreaming, at the National Swedish Police Board (HR-department). The National Swedish Police Board furthermore has specialists working on a strategic level with hate-crimes, trafficking and violence against women. Most Police Authorities include one post assigned to coordinate the work for diversity and gender equality. This post is normally found within the HR-dept. Contact details for the coordinator: Miss Jenny Sjökvist Jenny.sjokvist@polisen.se +46 10-563 67 16</p>
<p>9) What initiatives are currently in place within your police force in relation to recruitment, retention and progression of women?</p> <ul style="list-style-type: none"> • Development of a national strategy for <i>competence processes</i> (recruitment, retention, progression) that strengthens the transparency and legality of the processes • National recruitment to leadership-programs for future leaders within the police organization on direct, intermediate and strategic level. The recruitment process is developed with the main goal to enhance the number of women leaders, through gender-sensitive content of questions and exercises, anonymous selections (the identity and gender of the candidates is hidden) for recommendation of candidates, and evaluation groups and groups of interviewers constituted in a gender balanced way. • Overview of the content of the national leadership programs in regards to gender sensitivity • Transformation of the application process to the national police training (police program) to strengthen the transparency and legality. • Local initiatives within the Police Authorities.
<p>10) Does your police force have a flexible working policy or opportunities for all officers / staff to work part time, job share, etc.</p> <p>Yes</p>

Comparative tables and graphics

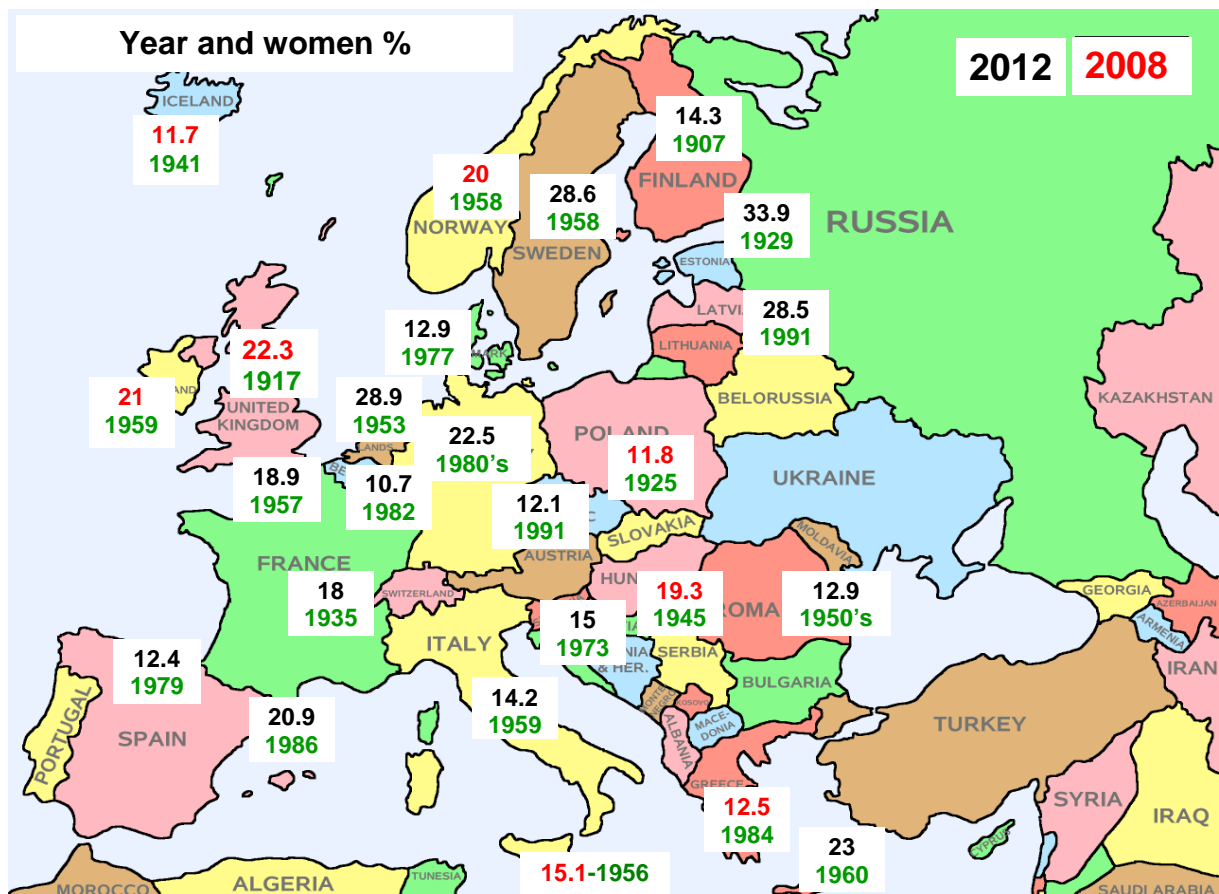
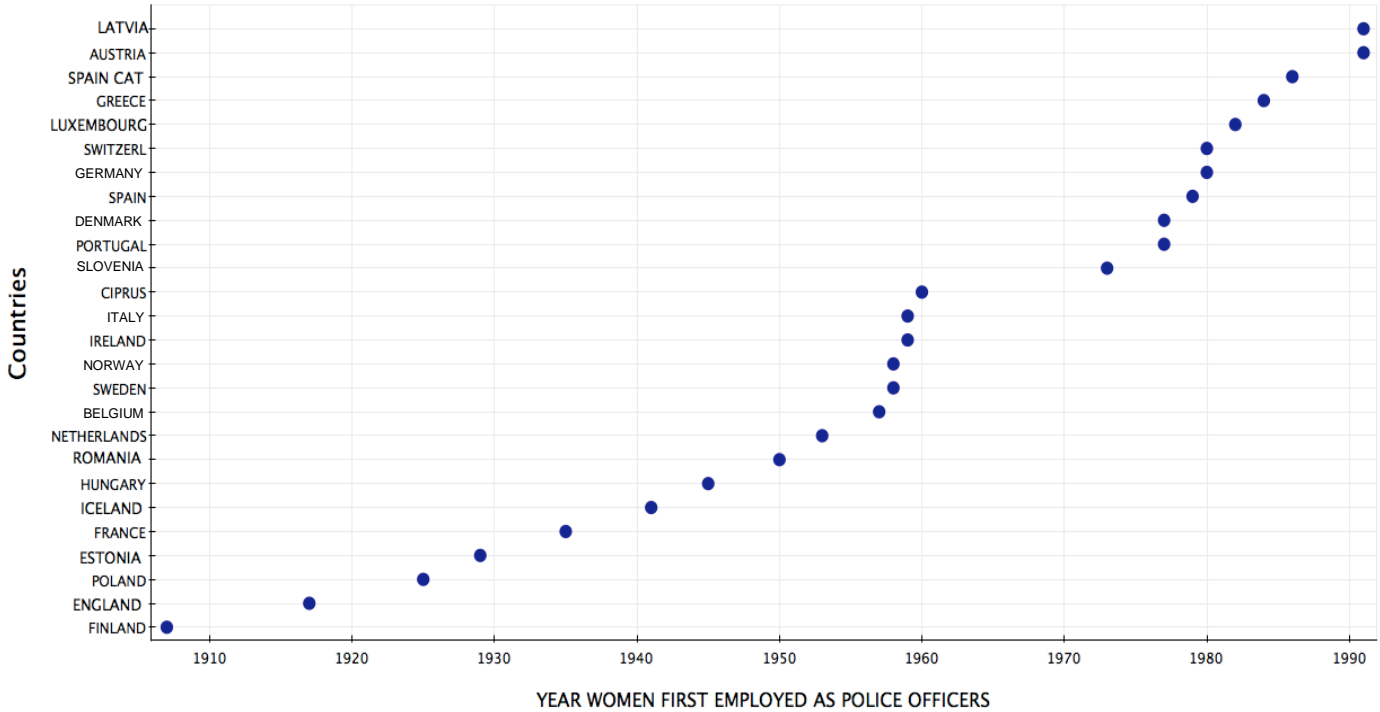
WOMEN IN POLICE SERVICES: DATA IN EVOLUTION



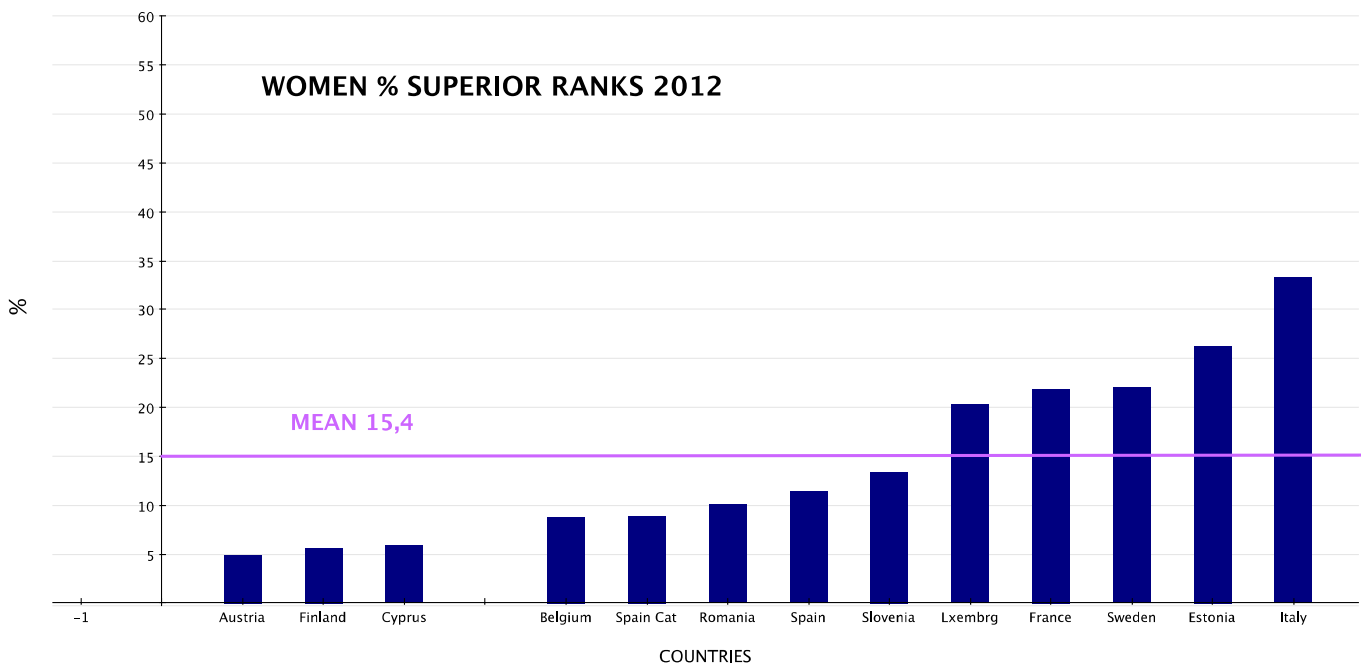
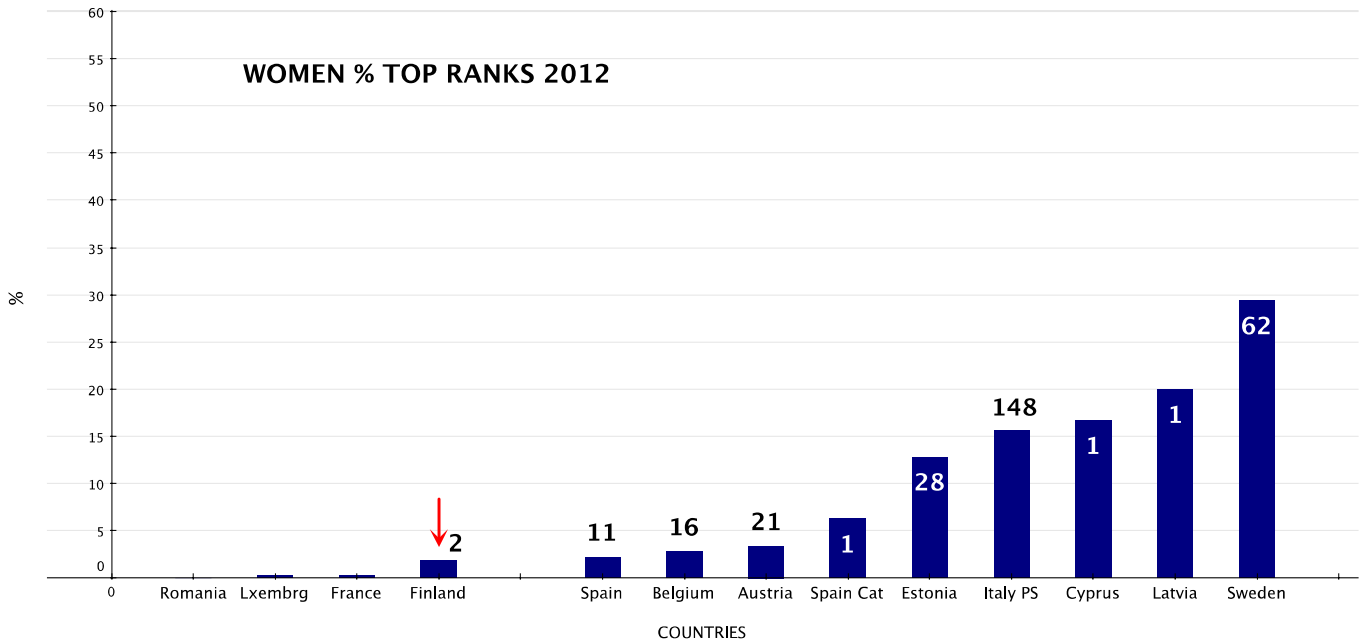
WOMEN % 2008 – 2012 IN 14 EUROPEAN POLICE SERVICE

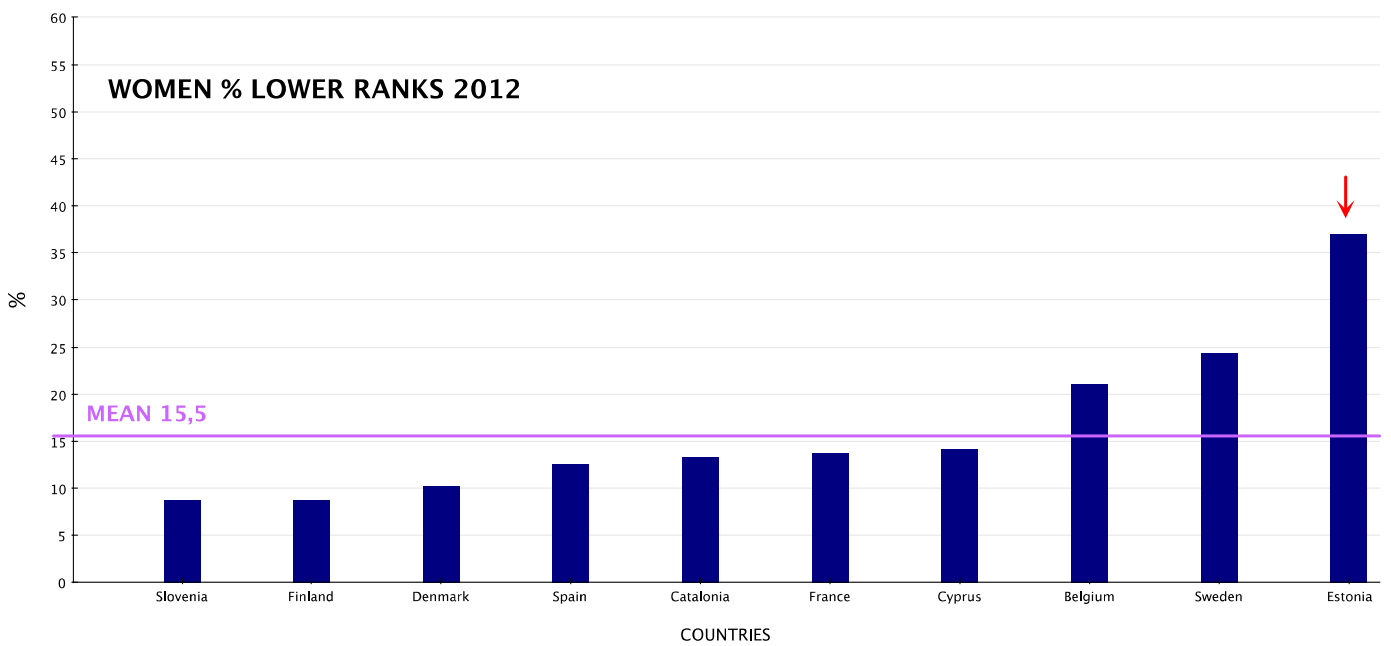
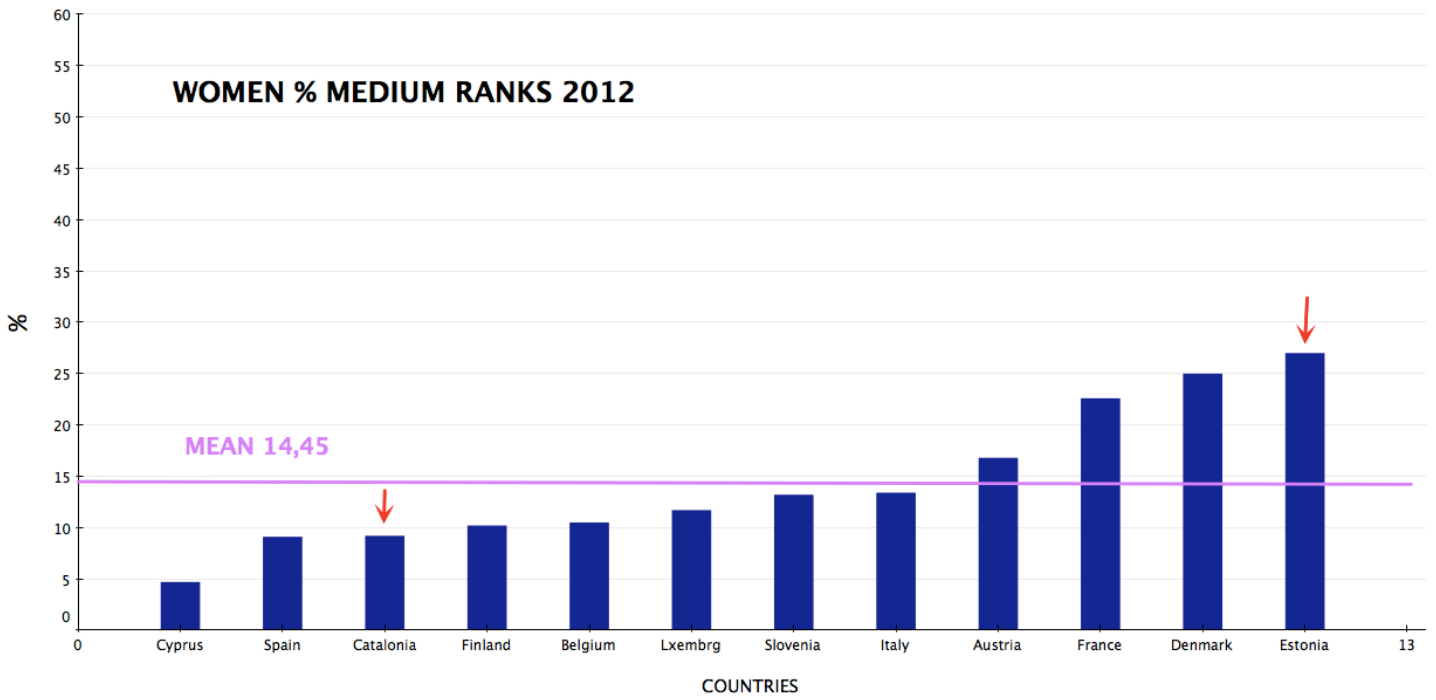


YEAR WHEN WOMEN WERE FIRST EMPLOYED AS POLICE OFFICERS



WOMEN POSITION IN EUROPEAN POLICE SERVICES - 2012





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