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# Practical experiences in regional cooperation in mainstreaming gender in SSR

## The Women Police Officers Network in SEE and Guidelines for Gender Sensitive Policing

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# SEESAC Mandate and Key Activities

Joint initiative of the UNDP and the  
RCC since 2002



**SEESAC**



**Mandate** - support all international and national stakeholders by strengthening national and regional capacity to control and reduce the proliferation and misuse of small arms and light weapons, and thus contribute to enhanced stability, security and development in South Eastern and Eastern Europe.

**Extended mandate** - *promote the more secure management of conventional arms and ammunition stockpiles; and to mainstream gender in security consistent with UNSCR 1325*

## SEESAC Functional Areas

- Capacity Building
- Co-ordination Measures
- Information Management and Exchange Activities
- Project Support
- Resource Mobilizations
- Technical Support and Assistance
- Training and Research

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## The position of women police officers in police services in South East Europe

Women represent  
between **3,5%** and **7,5%**  
of uniformed police  
officers in South East  
Europe

Are women in police  
services **completely**  
**equal to men?**

**36%** of men agree  
**19%** of women agree

Are possibilities for career  
advancement equal for  
women and men?

**62%** of men police officers agree  
**60%** of men managers agree  
**41%** of women police officers  
agree  
**50%** of women managers agree



**Source:** SEPCA (2010) Establishing the  
Southeast Europe Women Police Officers  
Network, Research Findings (2010).

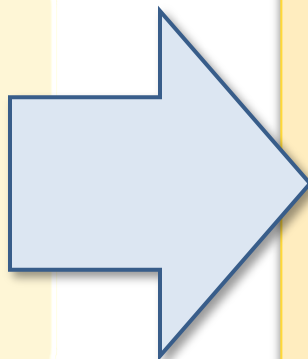


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Although there are fewer women than men enrolled in police academies, they are very often equally, if not more successful than men.



In **Bulgaria**, among **10%** of the **best students** in 2010, **50% are women**. In **Moldova**, in 2010, the **best** were **11 women** and **5 men**, and in 2011, 3 women and 4 men. Since 2006, **17 students** graduated with excellent grades from the police academy in **Montenegro** – among them **10 women** and **7 men**.



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# Women Police Officers Network in South East Europe



Representatives  
of police services: **Albania,**  
**BiH – Federation, BiH –**  
**Republika Srpska, Bulgaria,**  
**Croatia, Moldova,**  
**Montenegro, Serbia, the**  
**former Yugoslav Republic**  
**of Macedonia.** The  
Network was established at  
its first annual meeting in  
2010



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# WPON Activities at the Regional Level

## 1. Networking and exchange of information



1. Annual meeting of WPON, Sarajevo, BiH, November 2010.
2. Annual meeting of WPON, Bečići, Montenegro, December 2011.



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## 2. Training for women police officers to advocate for gender equality in police services



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### 3. Guidelines for gender sensitive policing with a particular focus on recruitment, selection and professional development of women police officers



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## Why?

- To identify challenges in the process of recruitment, selection and professional development of women in South East Europe police services;
- To develop a greater understanding for problems that women in police services face;
- To enable exchange of information and good practice examples;
- To define measures that can improve the existing practices.



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## How where the Guidelines developed?

- 9 Ministries of Interior and/or police services submitted data
- A working group was nominated to analyze the data and develop the Guidelines



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## Guidelines - Objectives and Measures

**1.**  
**Recruit a larger number of qualified and motivated women candidates, and to ensure their admission in the police education system and police service**

Promote police profession in the media and in open days, engage women police officers to speak about the profession

Develop promotional material focused on women

Calls for enrollment should be published in different media, in particular those targeting women

Women police officers should be promoted as role models in visual material, the website, magazine, posters

Candidates should have as precise information as possible about the demands, characteristics and risks of police work and be allowed to directly ask questions about the profession, both by e-mail and in person





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## 2. Make the selection process more gender sensitive

Preparatory training for candidates for entry exams,  
especially women

Mandatory participation of both men and women in  
recruitment teams and selection commissions

Mandatory gender sensitization of members of entry  
exam and selection commissions

Detailed examination of candidates for possible  
history of domestic or sexual violence

Where there is a quota for admission of women it  
should be interpreted as minimum and not  
maximum

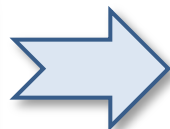


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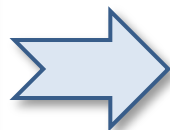


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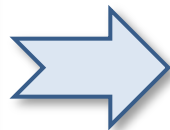
### 3. Strengthen the professional development of women in the police



Increase the number of women mentors



Improve the accessibility of all forms of  
education and additional trainings to women –  
if there are several candidates with similar  
qualifications a woman should be selected



Introduce exit interviews



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**4.**  
**To make sure  
that career  
advancement  
for women is  
not limited by  
formal and  
informal  
obstacles**

Introduction of topics related to gender equality in police education; in particular sexual and gender based violence

Consult with police women in design of uniforms and equipment

Raise the awareness among police personnel on existing procedures for reporting sexual harassment and encourage employees to use these mechanisms through internal magazines, lectures

Promote the rights and obligations of both parents concerning childcare

Clearly prescribe that in case of maternity leave the condition for career advancement is not an uninterrupted period working in previous position

Pay attention to shift schedules of officers if spouses work in the police



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# WPON Results at the Local Level

## 1. Establishing networks/associations at the local level

### Association „Network of Women in the Ministry of Interior of Republika Srpska – RS WPON“

Established in 2011 to promote and advance principles of gender equality and ensure a strategic approach to recruitment of women and their professional development. The association successfully implemented a promotion campaign for the enrollment of women at the Police Academy.



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## Association “Women police officers network” in Bosnia and Herzegovina



Established in 2011 by representatives of 15 police institutions with the aim to enable information exchange, networking of women and contribute to the improvement of the position of women in police services in BiH.

The Annual Meeting of the Network and workshop were held in July and October 2012 with the aim to strengthen capacities of Network members.





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## 2. Promotion campaign for the enrollment of women at the Police Academy

Organised by the  
Association  
„Network of Women in  
the Ministry of Interior  
of Republika Srpska  
– RS WPON“

**ПРИЈЕМ КАДЕТА И СТУДЕНАТА**

Обавештаваме вас да Министарство унутрашњих послова Републике Српске расписује конкурс за упис кандидаткиња и кандидата на Полицијску академију и студенткиња и студенткиња на Високу школу унутрашњих послова.

Пријем селекције кандидата за Полицијску академију и Високу школу унутрашњих послова обавља:

- Лекторски пријем;
- Пројекте моторичких способности;
- Тест општег знања;
- Есеј;
- Интервју и
- Општа успјех остварен у току средњошколског школовања.

**ИНФОРМАЦИЈЕ**

а могућносно школовања и условима уписа можете добити у Управи за полицијско образовање, Беога Лука, Булевар Железних Министара 104 или на интернет страници [www.seesacpolice.org](http://www.seesacpolice.org) или на личном интервјуу. Контакт телефон: Високе школе унутрашњих послова +387(0)51 333-652 и Полицијске академије +387(0)51 333-657.

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ОНЕ СУ УСПЈЕЛЕ!  
ПОСТАНИ И ТИ ДИО ТИМА!

Информације о упису кандидаткиња и кандидата на Полицијску академију и студенткиња и студенткиња на Високу школу унутрашњих послова можете пронаћи на Интернет страници Управе за полицијско образовање [www.seesacpolice.org](http://www.seesacpolice.org) или добити позивом на бројеве телефона: +387(0)51 333-652 и +387(0)51 333-651.

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## 4. Promotional material developed for the Albanian State Police



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## 4. Workshops on gender equality

Three workshops on gender equality in security sector organized for the first time in the Ministry of Interior of Republic of Serbia for 60 women from different structures and levels of the Ministry. The aim was to raise the awareness on gender equality, empower women to advocate for gender equality. Three two-days workshops held in June and July 2012.



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# WPON Visibility

## WPON Website

<http://www.seesac.org/wpon/>

## WPON Facebook Page

## WPON Twitter @WPON\_SEE



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Thank you!

For more information, please visit:

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