

Mr. Chairman,

Excellencies,

Ladies and gentlemen,

It is a great honour for me to hold this speech about equal opportunities for men and women in policing in my capacity as a specialist at the Swedish Police.

Let me start by expressing that equal opportunities for men and women are a question of human rights. The principles of equality and non-discrimination based on gender are at the heart of human rights and help to reduce disadvantage in many areas, including working life.

Let me share some statistics, before introducing some good practices from the Swedish Police.

In total, there are approximately 29.000 employees in the Swedish Police, of which 44 % are women. The authority has approximately 3200 managerial positions, of which 32 % are women.

What methods have been used for encouraging more women to apply for managerial or other leading positions?

Firstly, the authority has developed the recruitment process in a more transparent way. One measure taken is to arrange information meetings for all interested candidates during the job application process. This is an opportunity for interested candidates to learn more about the advertised post, interact with the responsible manager and body, and serves as an opportunity to find out more about the vacancy. This measure has been highly appreciated. The authority has also improved its feedback process to all candidates at the end of the hiring process. The feedback needs to be specific and relevant. We have noticed that this step is essentially

important, as it gives candidates a clear understanding of why they were not the successful candidate at this specific job opening.

Secondly, the authority encourages mentorship programs. This can be an effective way to enable women at the organization, and help to increase the number of women in leading positions. A good piece of advice is to take some time in planning and designing a program to meet your organization's specific goals and connect mentors and mentees. The match is crucial for success. The authority has also taken measures when it comes to trainee programs for female officers, especially increasing the number of women in leading operational positions. In addition to the trainee programs, the authority also provides for short term activities which aim for female officers to experience managerial or leading positions.

Thirdly, the authority cooperates in numerous ways in order to develop a more inclusive and gender sensitive working environment. It starts already at the Police academy with training and discussions in gender-related issues, including harassment, sexual harassment and discrimination. The authority also, in its recruitment campaigns to the Police academy, especially targets females to apply. Other important cooperation partners are our employee organizations and site safety organization, a collaboration which we all are interested in further development. One concrete example of development would be our recently formed joint equal treatment's committees in our police regions. The aim of the committees is to encourage our employees to reflect on these issues, to get inspired by new perspectives, and raise the level of knowledge in general. The committees are headed by high ranking police officials. One last cooperation partner I would need to mention is the expertise within academia. As we are progressing on these issues, it needs to be framed in a reliable and scientific manner.

What is important in this development?

Throughout, it is essential to encourage women to apply for managerial or other leading positions, and continuously work with relevant skills development.

Why is this important?

It is a matter of being a modern and adaptive organization. An authority which attracts the most competent workforce will be more adequately prepared to meet future challenges, including gender equality issues.

Also, don't be afraid to make mistakes. These issues are complex, and thus needs to be addressed from numerous perspectives. Remember: Being persistent over time is crucial, always knowing the direction, not always being sure of how to get there, but brave enough to give it a chance.

Before concluding, let me address my gratitude to my competent and engaged colleagues at the Swedish Police.

I thank you for this opportunity to have addressed you and stand ready to answer any questions who may wish to pose.