

## Women facts from the Norwegian Police

It is political consensus in Norway that the Norwegian police force should reflect that of the Norwegian society and that greater diversity in the police would create a better service. This would likewise apply to the proportion of female managers in the police force.

Today the Norwegian police force consists of 20 percent women with law enforcement training (1587 out of 7929), 39 percent female lawyers (269 out of 694) and 74 percent females in administrative positions (3182 out of 4322).

The strategic plan proposed by the Police Directorate for 2003-2007 sets a target of 20 percent female managers of those with law enforcement training and 40 percent female managers in legal and administrative positions by the end of 2007.

However, in leadership positions today we have 11 percent women with law enforcement training (344 out of 3001), 16 percent female lawyers (32 out of 202) and 50 percent females in administrative positions (115 out of 228). The goal has unfortunately not been met, but it still stands.

A variety of interventions have been implemented to increase the recruitment of female leaders. Listed below is an overview of some central and local interventions:

- Ensuring equal proportion of male and female in leadership training organized by the Police Directorate.
- Encouragement and support for women to apply for leadership roles as well as leadership training with a special focus on using employee performance reviews as a developmental tool.
- A focus on female participation in working groups / task forces.
- Collaboration between external educational institutions and The Police Academy (Politihøyskolen).
- Allocated funds for female educational leadership purposes.
- Job placements in leadership roles.
- The use of positive discrimination towards women in accordance with existing regulations. For example, for positions where there are less than 40 percent women, the advertisement shall encourage women to apply for the position. When hiring in the police services, a moderate gender quota that favours women shall be practiced, cf. section 21 of the Basic Agreement.
- Strategic plans at the local area command level have been developed several places to address gender imbalance.
- Networking and seminars for female workers in the police force (e.g. the "Broad focus" seminar).
- Participation in and exchange of experience in international female networks (e.g. European Network of Police Women, Nordic-Baltic Network for Police Women) and "Nordic Meeting for Diversity".
- Advocating and communication of women's rights in the police force (e.g. Oslo Local Area Command has made a website for pregnant employees).