

Guidelines for Gender Sensitive Policing with an Emphasis on Recruitment, Selection and Professional Development of Women in Police Services

The **Guidelines for Gender Sensitive Policing with an Emphasis on Recruitment, Selection and Professional Development of Women in Police Services** propose a set of simple and low cost measures, which will help police services in South East Europe attract and retain more qualified women and advance gender equality. The Guidelines were developed by the Women Police Officers Network in a unique regional process based on data provided by the 9 Police Services participating in the project, with the support of UNDP/SEESAC.

The main goals of the guidelines are to:

- Identify the challenges in the process of recruitment, selection and professional development of women in the police services of Southeast Europe;
- Develop a greater understanding of the problems that women face within the police services;
- Foster the exchange of information and good practice in this area; and
- Define low cost and implementable measures that can improve the existing practice.

The Guidelines are designed as a manual for police managers at all levels, particularly those working in departments responsible for education, human resources and public relations, or other officials within the Ministry of Interior and the police who handle recruitment, admission, selection, and professional development.

Specifically, the Guidelines provide recommendations that will help to:

1. Recruit a larger number of qualified and motivated women candidates, and to ensure their admission in the police education system and police service
2. Make the selection process more gender sensitive.
3. Strengthen the professional development of women in the police
4. To make sure that career advancement for women is not limited by formal and informal obstacles



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