



# Transforming heavily male-dominated work cultures in the police

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(Catalan police-Mossos d'Esquadra)

Berlin, 19th May 2022





Generalitat de Catalunya  
**Departament  
d'Interior**

**mossos d'esquadra**



**Police station**

# **Model, functions and structure Police forces in Catalonia**



## Catalonia

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Police station

Catalonia, a country with over one thousand years of history and its own language and culture, has been endowed with a police force to serve the citizenship.  
"Policia de la Generalitat - Mossos d'Esquadra"



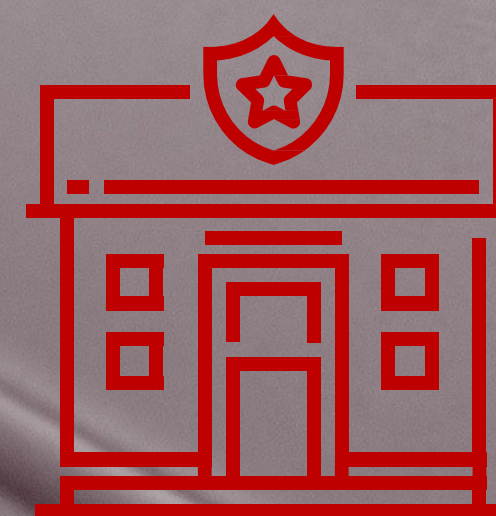
## Model, functions and structure of the Catalan Police



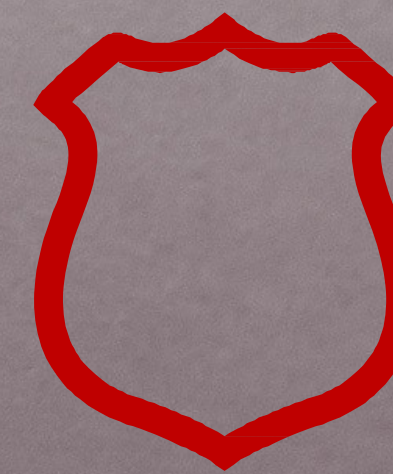
7,5 million  
citizens



948  
towns



109  
police stations



9  
police regions



## Police forces in Catalonia



**PG-ME**



**Local  
Police**



**State Security  
Forces**

Different police forces operate in Catalonia.  
Each police force has different functions.

- PG - Mossos d'Esquadra
- Local Police
- State Security Forces





Generalitat de Catalunya  
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# The Policia de la Generalitat - Mossos d'Esquadra in figures







## The PG-ME in data



78,2%



21,8%







## Professional categories



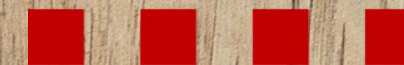
|     |      |                  |              |
|-----|------|------------------|--------------|
| 24% | 76%  | CONSTABLE        | Sense divisa |
| 15% | 85%  | CORPORAL         | <            |
| 12% | 88%  | SERGEANT         | <<           |
| 6%  | 94%  | DEPUTY INSPECTOR | <<<          |
| 11% | 89%  | INSPECTOR        | I <          |
| 11% | 89%  | INTENDENT        | II <         |
| 11% | 89%  | COMMISSIONER     | II < &       |
| 0%  | 100% | MAJOR            | III < &      |





Generalitat de Catalunya  
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mossos d'esquadra



# Plan for Equal Opportunities between women and men of the Policia de la Generalitat – Mossos d'Esquadra 2022-2025

Our company



Business items



EXPERIENCE

POSITION TITLE for company tid  
2013 - 2016  
Short description of the position and the responsibilities you had in this position.

POSITION TITLE for company tid  
2012 - 2015  
Short description of the position and the responsibilities you had in this position.

POSITION TITLE for company tid  
2011 - 2010  
Short description of the position and the responsibilities you had in this position.

ADDRESS  
25 New Street,  
London, UK  
State / County,  
Postcode / ZIP

HOBBIES  
creating websites  
swimming  
photography  
gym building

PHONE  
0028 01234 5678

EMAIL  
info@samablaq.com

WEBSITE  
www.mypage.com

SKYPE  
skype: sambqak

EDUCATION

WEB ADVERTISING SEMINAR  
2015  
University of London, UK

GRAPHIC DESIGN CREW  
2015  
London Art College, UK  
Leader of the group, lorem ipsum

HIGH SCHOOL UNIVERSITY  
2008 - 2014  
Short description of the school and the responsibilities you had in this position.  
Lorem ipsum dolor sit amet, consectetur adipiscing elit.

SCHOOL TITLE LOREM  
2004 - 2008  
Short description of the position and the responsibilities you had in this position.

SKILLS

PHOTOGRAPHY

PHOTOSHOP

INDESIGN

WORDPRESS

TIME KEEPING

ORGANISATION

PROFESSIONAL STATEMENT  
Lorem ipsum dolor sit amet, consectetur adipiscing elit. Suspendisse suscipit efficitur lectus, Fusce iaculis, leo nec vulputate efficitur, lorem interdum elit, ut vestibulum nisi metus non mi.

Aliquam dictum porta erat nec commodo. Maecenas vestibulum massa in justo pellentesque, non eleifend dolor ornare. Lorem ipsum dolor sit amet, consectetur adipiscing elit. Suspendisse suscipit efficitur lectus, Fusce iaculis, leo nec vulputate efficitur, lorem interdum elit, ut vestibulum nisi metus non mi.

Aliquam dictum porta erat nec commodo. Maecenas vestibulum massa in justo pellentesque, non eleifend dolor ornare. Lorem ipsum dolor sit amet, consectetur adipiscing elit. Suspendisse suscipit efficitur lectus, Fusce iaculis, leo nec vulputate efficitur, lorem interdum elit, ut vestibulum nisi metus non mi.

ELIOT BROWN  
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# Regulatori framework

LO 3/2007, of March  
22, for the effective  
equality of women and  
men

2007

Art. 46.1 Concept of Equality Plans

RD 6/2019 Mandatory for companies with  
more than 50 employees.

2015

Law 17/2015, of 21  
July, on the effective  
equality of women  
and men

Art. 15 "Obligation to approve a plan for  
equal opportunities for women and men"

RD 901/2020, of 13  
October, regulating  
equality plans and their  
register

2020

Art. 5 "Obligation to set up a negotiating  
committee to draw up the Equality Plan"





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# Plan for Equal Opportunities between women and men of the PG-ME







# Structure of the PG-ME Equality Plan: goals and actions

**6 general goals**



**21 specific goals**



**158**

**actions**

1

**Equal opportunities  
between women and men**

2

**Zero tolerance  
towards harassment**

3

**Gender perspective  
in the organization**

4

**Compliance with the  
Law 17/2015**

5

**Gender transversality  
in security policies**

6

**Equal representation  
in the PG-ME**





# Plan for Equal Opportunities between women and men

CARRIED OUT  
56

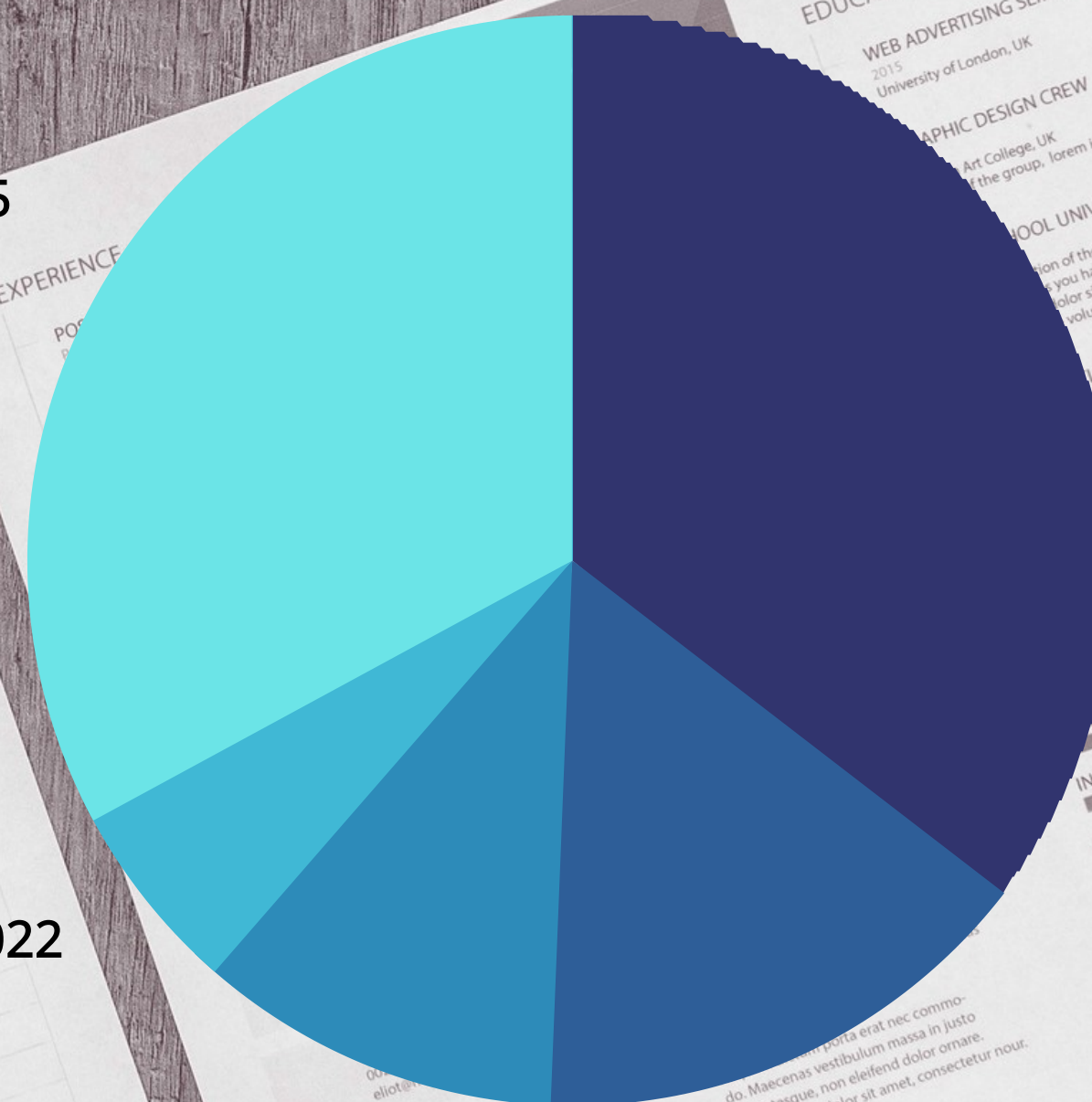
IN PROCESS  
24

PERIODIC (NOT CARRIED OUT)  
17

SCHEDULED FOR 2022  
9

SCHEDULED FOR 2023 - 2025  
52

158 actions



Carried out  
35.4%

Scheduled for 2022  
5.7%

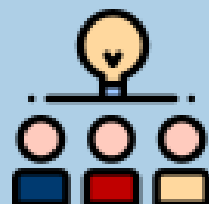
Periodic  
10.8%

In process  
15.2%



# The PG-ME diagnosis has been classified according to the following areas

ORGANISATIONAL  
CULTURE AND  
MANAGEMENT



WORKING  
CONDITIONS



ACCESS



VERTICAL  
CAREERS



HORIZONTAL  
CAREERS



INTERNAL AND/OR  
ONGOING  
TRAINING



SALARY



WORK, PERSONAL AND  
FAMILY LIFE BALANCE  
AND CO-RESPONSIBILITY



NON-SEXIST  
COMMUNICATION AND  
INTERNAL LANGUAGE



INCLUSIVE EXTERNAL  
COMMUNICATION



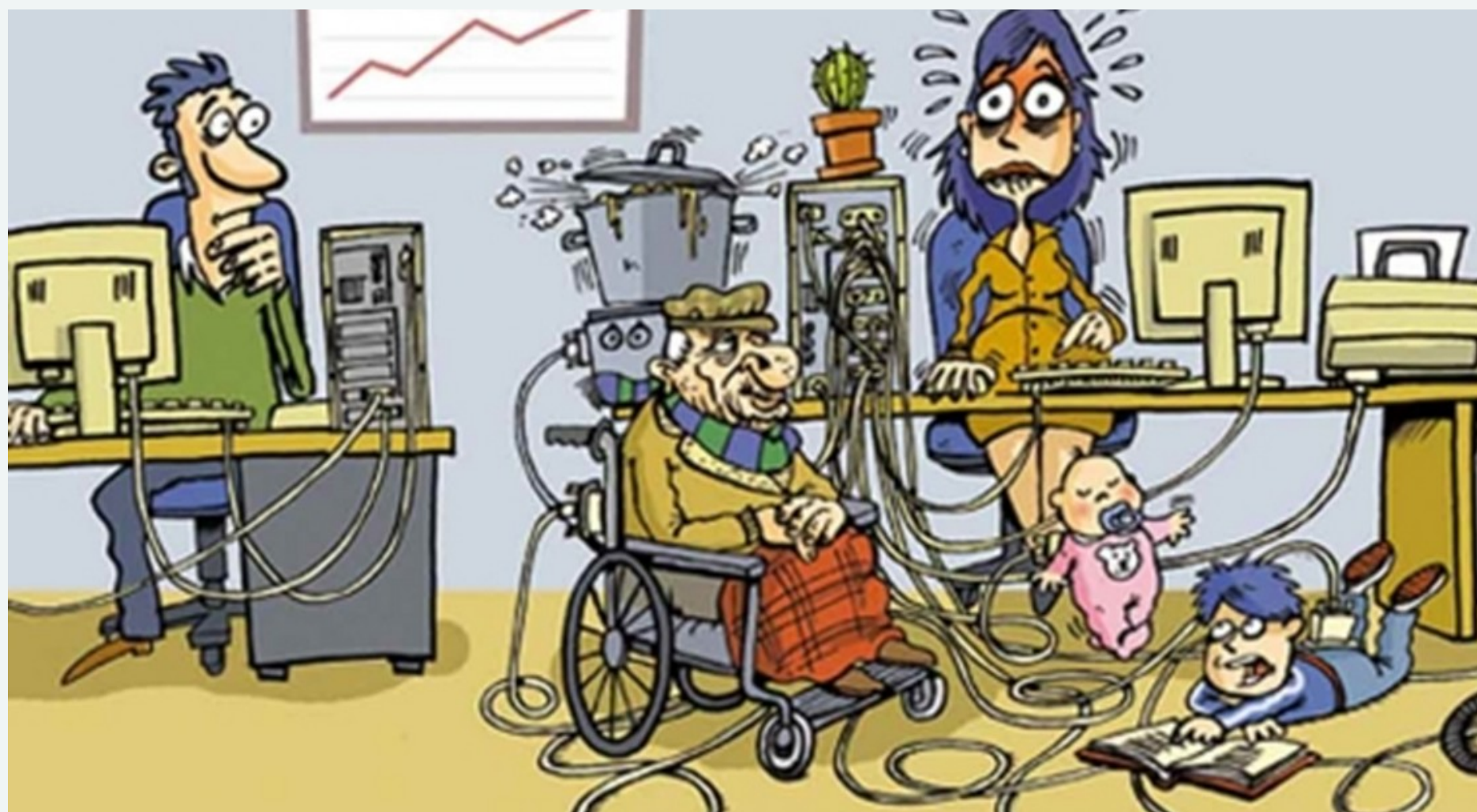
OCCUPATIONAL HEALTH.  
OCCUPATIONAL RISK  
PREVENTION WITH  
GENDER PERSPECTIVE



PREVENTING AND  
DEALING WITH SEXUAL  
AND GENDER-BASED  
HARASSMENT



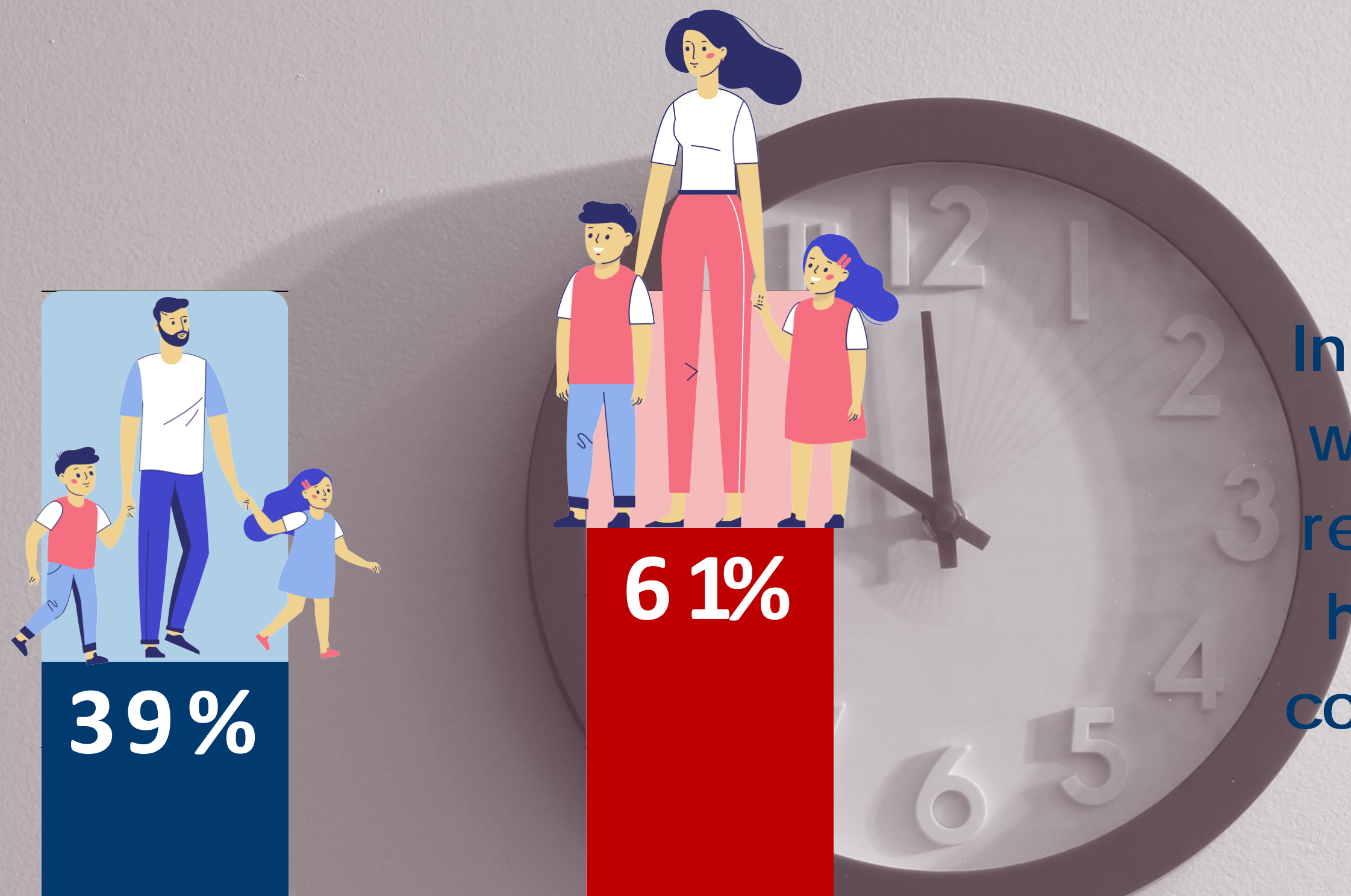




**Work, personal and  
family life balance and  
co-responsability**



## Reductions in working hours related to childcare



In 2019, a total of 305 women applied for a reduction in working hours for childcare, compared to only 208 men.



## Scope 8. Work, personal and family life balance and co-responsibility. Measures

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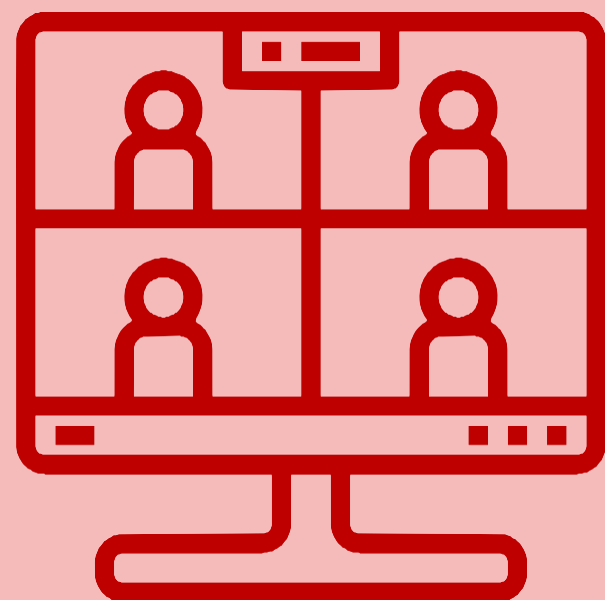
To adapt the current measures of conciliation and co-responsibility to the current needs of the working people.

Encourage knowledge of measures on flexibility, conciliation and co-responsibility.



## Scope 8. Work, personal and family life balance and co-responsibility. Measures

**8.1.5 Establish that work meetings, whenever possible, should be convened during working hours and their duration fixed in advance, and, in any case, ensure that, in general, they are held during split shift hours.**



**8.1.6 Within working hours, encourage the use of new technologies (videoconferencing, social networks, document sharing, etc.) and online work sharing to avoid excessive face-to-face meetings, with the aim of promoting work-life balance and co-responsibility, organisation and rationalisation of work, in those services where physical presence is not essential.**



## Scope 8. Work, personal and family life balance and co-responsibility. Measures



8.1.11 Create a working group to study new measures to make work, leave and part-time work more flexible in order to favour work-life balance and coresponsibility, including the remote working modality in the Support Scale.

8.1.8 Review the existing system of reduced working hours, studying other formulas that allow work-life balance to have no impact on the salary gap.





## Scope 8. Work, personal and family life balance and co-responsibility. Measures

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### Co-responsibility training

**8.1.3 Inform and train the people responsible for human resources and the heads of the different units on the benefits that a more flexible and rational organisation of working time can have on workers' productivity and health**


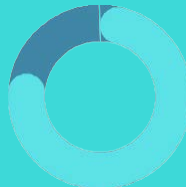


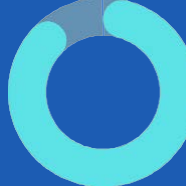
**8.2.2 Provide training to those responsible for human resources management on the need to develop co-responsible work-life balance and on the measures applicable to guarantee it and the benefits obtained.**

**8.2.3 Encourage men to make use of the organisation's work-life balance and coresponsibility measures.**



## Scope 8. Work, personal and family life balance and co-responsibility. Measures

Five trainings have been conducted for administration and police workers (171 people)

|   | Trainings                  | %women | graphic                                                                               | %men | target people                                     |
|---|----------------------------|--------|---------------------------------------------------------------------------------------|------|---------------------------------------------------|
| ✓ | 2021 - Men in care (1)     | 0%     |   | 100% | Police commands                                   |
| ✓ | 2021 - Men in care (2)     | 80%    |  | 20%  | Administration human resources officials          |
| ✓ | 2022 - Men in care (1)     | 38%    |  | 62%  | Monitoring and evaluation committee Equality Plan |
| ✓ | 2022 - Men in care (2)     | 53%    |  | 47%  | Monitoring and evaluation committee Equality Plan |
| ✓ | 2022 -Time,work and gender | 91%    |  | 9%   | Administration human resources                    |



35

ANNIVERSARY  
INCORPORATION  
of the WOMAN  
TO MOSSOS D'ESQUADRA

[www.mosses35aniversari.cat](http://www.mosses35aniversari.cat)

VISTUS!



THANK YOU FOR YOUR ATTENTION  
DANKE FÜR IHRE AUFMERKSAMKEIT

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# CARING MASCULINITIES AT WORK: COMPANIES' SUPPORT FOR MEN'S WORK-LIFE BALANCE

Berlin, 19 May 2022



UNIVERSITY OF ICELAND



Mirovni inštitut  
Inštitut za sodobne družbene in politične študije  
The Peace Institute  
Institute for Contemporary Social and Political Studies



fundación  
1º de mayo



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Republic of Austria  
Social Affairs, Health, Care  
and Consumer Protection



Männer- und  
Geschlechterthemen  
Steiermark

