

Topic II: Developing a Police Force that Incorporates the Female Perspective

Based on the view that actively incorporating the potentials of women will strengthen the police force, the police have been promoting the development of the police force that incorporates the female perspective.

While the needs for coping with the constantly changing social environment and public security situation, and for promoting women's participation in the society, the further utilization of women's potentials in the organization has become an important issue for the police. Therefore, the police are enhancing a variety of measures, including actively implementing promotions for individuals according to their capacities and competencies regardless of sex, creating comfortable working environments for female police officers, and thoroughly changing the awareness of all employees.

(1) Current Circumstances Involving Female Police Officers

I. Expanding Employment

The police are actively working on recruiting female police officers. Since the first female officer was hired in 1946, the number of female officers has grown each year, and today over 1,000 female officers are recruited every year. In FY2013, approximately 1,600 female officers were recruited (14.3% of all new recruits).

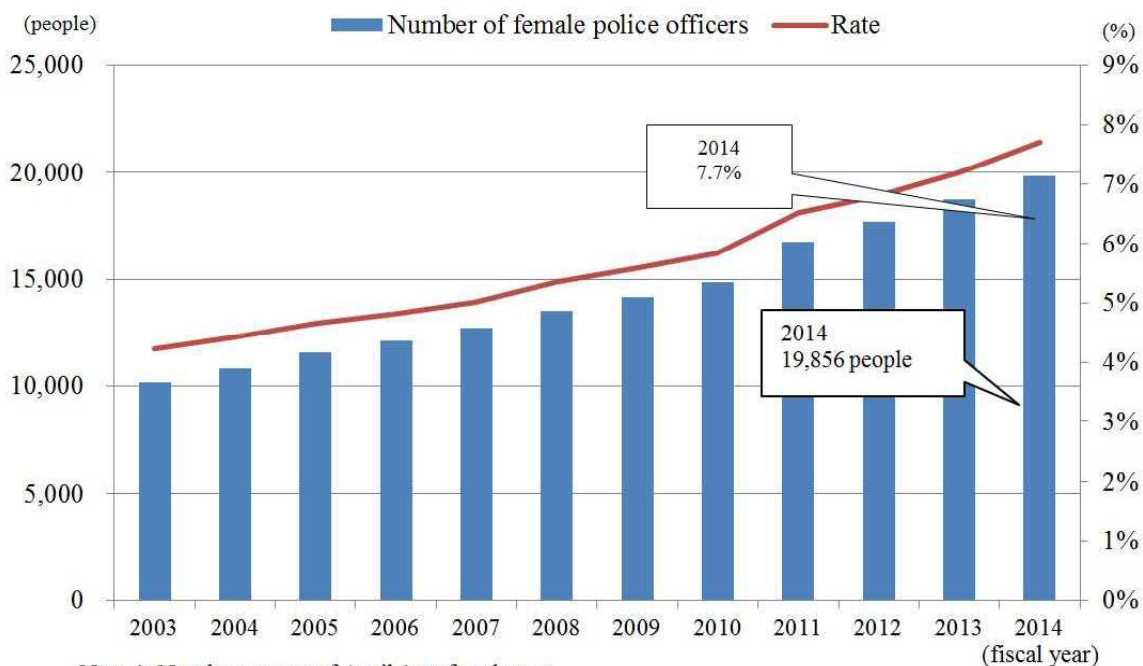
II. Increasing Promotions

The promotion of female officers as executives is progressing, and female officers are being promoted to positions

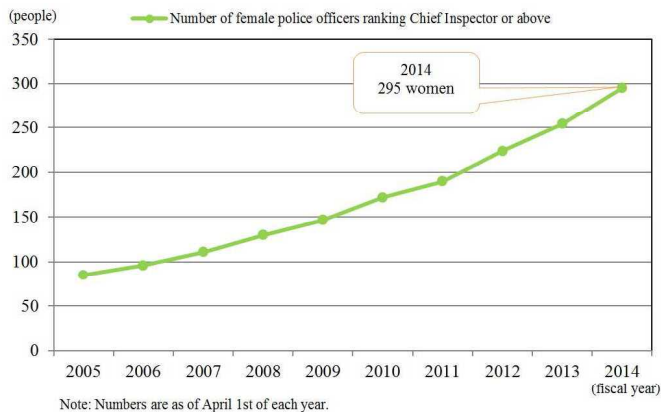
including Director of the Criminal Affairs Division at police stations, Chief of Prefectural Police, and Chief of police stations.

While female officers used to be seconded to the Traffic Division, they are now seconded to all the divisions. In particular, female officers are using their individual abilities in investigating cases such as sex crimes and spousal violence where women tend to become victims as well as in providing support for victims of such crimes. Female officers play an active role in measures against organized crime, and in the areas regarding police guards and police escort.

Trends in the number of female police officers in prefectural police and the percentage of female officers on the police force (2004–2013)



Trends in the number of female police officers ranking Chief Inspector or above who are employed at prefectural police (2004–2013)



(2) Developing a Police Force that Incorporates the Female Perspective

I. A Review by the Study Group for the Development of Measures that Further Reflect Female Perspectives in Police Force

The Study Group for the Development of Measures that Further Reflect Female Perspectives in Police Force, consisting of a five-person group of outside experts, was held four times from January 2013.

In May 2013, the Study Group compiled the Report on the Development of Measures that Further Reflect Female Perspectives in Police Work that suggests a future approach that will transform the police force into an organization further reflecting female

perspectives in the police force to cope with varied social needs, such as strengthening measures regarding female victims.

II. Specific Initiatives

The Prefectural Police are promoting the following initiatives to create an environment that allows women to play an active role.



The Study Group chair submits a report

In addition, the National Police Agency is also developing various initiatives, including nationally introducing good practices in all prefectural police, and periodically holding exchange conferences for female police officers at Regional Police Bureaus with the aim of heightening awareness and encouraging exchange between female police officers across prefectures.

Examples of specific initiatives in prefectural police

Active participation by women

- A Project to Promote Women's Active Participation was established and is led by a female Superintendent. The Plan to Support Women's Return to Work was drawn up and provides for a parenting advisor to give advice to women on childcare leave about balancing work with parenting after returning to work. (MPD)
- To gather a variety of opinions from female police personnel, a Women's Review Committee was established composed of female police personnel with a wide range of attributes (rank, age, marital status, parents/non-parents, etc.), and the opinions of that committee were reflected on a trial basis in the blade-proof protective clothing worn by female officers. (Hiroshima)
- Women's Support (Committee for the Creation of a Female-Friendly Work Environment), composed of all female members, was established. Female police officers carry out reviews/improvements, including improving napping facilities and setting up cribs for citizens who visit with infants. (Shimane)

Creating a Female-Friendly Work Environment

- Assign positions with less work load and duties that can be easily scheduled to female personnel who work shorter hours or are on partial leave due to childcare; two female personnel to fulfill one full-time position. (Aichi)
- To assist with duties carried out by a police officer on childcare leave, a retired police officer is hired for a term. (Ibaraki)
- Support is promoted that includes visiting the worksites of pregnant police officers to give suggestions about when to take maternity leave, and give advice to employees on childcare leave and about returning to work. (Niigata)

Efforts to encourage the participation of men in childcare

- Male personnel are encouraged to take leave for childbirth support (at least 5 consecutive days between 8 weeks before the expected date of birth until after 8 weeks of birth date). (Tochigi)

Column: Launching a Babysitter Service through the Police Personnel Mutual Aid Association

To build a policy that models how to support a balance between parenting and work among police officers with an irregular work schedule, in April 2014 the Police Personnel Mutual Aid Association launched a system enabling National Police Agency personnel who are parents to engage a babysitter registered with the association in the event that they are suddenly called into work. The system can provide a babysitter even on the same evening that police officers are required to report to work.

Column: Aiming to always be a police officer that is strong, kind, and trustworthy

**Superintendent Midori Watahiki,
Police Chief,
Ofuna Police Station, Kanagawa Prefecture**



During my 30 years on the force, I have given my utmost efforts in working with my colleagues. Police work is profound and meaningful as it is directly related to the safety and security of local residents.

Though at times balancing work with parenting and caring for elderly family members was difficult, I have somehow been able to come through tough times thanks to the warm understanding and kindness of superiors,

colleagues, school teachers, fellow parents, and neighbors, as well as help from family. I have been able to better understand and respond to the many that turn to the police with experiences and ideas I gained through these tough times.

Today, when female police officers can be active in various divisions and ranks, I hope to make the most of female qualities without overly relying on others so that I can continue to help the weak and fight the wrong, achieve a strong, kind police force trusted by many, and become a strong leader.