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NATIONAL AGENCY  
FOR EUROPEAN EDUCATIONAL  
PROGRAMMES AND MOBILITY

# SALUS

Women leadership and  
management empowerment

*Private Security*

# 1-2

Gender gap analysis,  
the needs and challenges  
of women on access to  
leadership and management in  
the private security sector

**RECOMENDATION  
FOR IMPROVEMENT**



*SALUS – WOMEN LEADERSHIP AND MANAGEMENT  
EMPOWERMENT*

*ANALYSIS OF THE GENDER GAP,  
NEEDS AND CHALLENGES FOR WOMEN  
ACCESS TO LEADERSHIP AND MANAGEMENT  
IN THE PRIVATE SECURITY SECTOR*

**RECCOMENDATIONS  
FOR IMPROVEMENT**



**2024**

## *RECCOMENDATIONS FOR IMPROVEMENT*

### *1. Improve management and leadership knowledge*

Improving the management and leadership knowledge of women aiming for managerial positions is crucial for fostering gender equality and enhancing organizational performance. Equipping women with the skills, confidence, and strategic insight needed for leadership roles helps break down systemic barriers and underrepresentation in corporate hierarchies. It also brings diverse perspectives to decision-making processes, driving innovation, better team dynamics, and improved business outcomes. Empowering women through targeted leadership development contributes not only to individual career advancement but also to more inclusive and resilient organizations.

### *2. Improve communication skills*

Improving communication skills and professional communication in the security sector is essential for effective operations, coordination, and public trust. Clear, precise communication ensures accurate information sharing during critical situations, reduces misunderstandings, and enhances teamwork among security personnel. Professional communication also strengthens interactions with the public, clients, and other agencies, helping to de-escalate conflicts, build credibility, and uphold the integrity of the security profession. In high-stakes environments, strong communication can be the difference between success and failure.

### 3. *Introduce mentorship programs*

Introducing women mentorship programs is vital for promoting gender equity, career advancement, and leadership development. These programs provide women with guidance, support, and valuable insights from experienced professionals, helping them navigate challenges, build confidence, and achieve their professional goals. Mentorship also fosters a sense of belonging, enhances skill development, and opens doors to networking opportunities. By investing in women through structured mentorship, organizations can cultivate diverse talent pipelines, close leadership gaps, and create more inclusive, supportive workplace cultures that benefit everyone.

### 4. *Create and support professional networking models*

Creating and supporting professional networking models for women in private security offers numerous benefits that enhance both individual careers and the industry as a whole. These networks provide a platform for women to share knowledge, experiences, and opportunities, helping to break down isolation in a traditionally male-dominated field. They foster mentorship, peer support, and professional development, enabling women to build confidence and leadership capacity. Networking also promotes visibility, helping women gain recognition and access to career advancement. For the private security sector, diverse and well-connected talent leads to more innovative, resilient, and inclusive organizations.

### 5. *Invest in upgrading digital knowledge and skills*

The need for digital knowledge and skills in modern companies is more critical than ever in today's fast-paced, technology-driven world. As businesses increasingly rely on digital tools for communication, data management, marketing, and operations, employees must be equipped with the skills to adapt and thrive. Digital literacy enhances efficiency, supports innovation, and enables companies to stay competitive in global markets. It also helps organizations respond more effectively to challenges such as cybersecurity threats and remote work demands. Investing in digital upskilling ensures a future-ready workforce capable of driving growth and transformation.

## *Raise awareness regarding gender equality at the workplace, advocate women empowerment*

Raising awareness about gender equality in the workplace and advocating for women's empowerment are essential steps toward building fair, inclusive, and high-performing organizations. Gender equality ensures that all employees have equal access to opportunities, resources, and career advancement, regardless of gender. By promoting awareness, companies can challenge stereotypes, address unconscious bias, and foster respectful, diverse work environments. Empowering women through policies, leadership opportunities, and supportive practices not only uplifts individuals but also strengthens teams and drives innovation. Ultimately, gender equality and women's empowerment are not just social goals—they are key to sustainable business success.

### *6. Enhance women selfconfidence*

Investing in women's self-confidence brings powerful benefits to individuals, organizations, and society as a whole. When women believe in their abilities, they are more likely to pursue leadership roles, take initiative, and contribute their ideas openly and effectively. Increased self-confidence helps women overcome barriers such as self-doubt, social bias, and workplace discrimination. For organizations, confident women lead to stronger teams, more diverse perspectives, and better decision-making. On a broader scale, empowered women drive economic growth, innovation, and positive social change. Building women's self-confidence is not just a personal gain—it's a strategic investment in a more equitable and successful future.

Investing in women's self-confidence significantly boosts their professional success. Confident women are more likely to:

- Pursue leadership roles and promotions actively
- Communicate clearly and assertively, making their ideas heard
- Take strategic risks that lead to growth and innovation
- Build stronger professional relationships and networks
- Navigate challenges and setbacks with resilience
- Negotiate salaries and benefits more effectively

As a result, self-confidence empowers women to achieve their full potential, contribute meaningfully to their organizations, and inspire others—creating a cycle of success that benefits individuals, companies, and entire industries.



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