

A Portrait of ENP-Germany (ENP-Deutschland e. V.)

History

In 1993 there was a female officer from Berlin who heard about ENP and went to a meeting in the Netherlands. She was very impressed about this network and the new experience. That was the reason she decided with a few other female colleagues from different provinces to join the ENP and build a national network of ENP in Germany.

It took more than two years from the first discussion to realise this great idea. Because of the federal structure of Germany with 17 different and independent police forces there was no chance to get associated to ENP like other european countries. That is the reason why the german section of ENP is a civile foundation.

Now we are existing more than 15 years an we are proud of what we have done to support women in their personel and professional development.

To celebrate this we invited members and the EB- and GB-members of ENP last september into the Castle of Wiesbaden.



Who we are and what we offer

We are female officers and civilians working in one of the 17 police forces in Germany. We are the network of ENP-Germany (ENP-Deutschland e. V.).

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We offer seminars and workshops, we join information, we use our different skills and experiences to encourage and help each other.

We use the know-how of every member to guide and support colleagues, if this is requested.

We are interested to learn from each other and to communicate with open mind.

In Germany every woman working in the police – officer or civilian – could join us and become an active member. Male and other supporting organizations could become supporting members. The annual member fee of 60 Euro (supporting member 30 Euro) is our only budget. We have to spend it for all our expenses. What we can afford depends on the number and fee of our members.

Compared to the European Network we are still small but we increased during the last five years to more than 130 members.

And we are very happy to have supporting male members like the State Commissioner of Baden-Württemberg.

What are we doing?

Every second year we have a membermeeting to elect the board, the celerar and the representative for Europe (EB-, GB-member of ENP) and her deputy.

And we use this meeting for making plans for the following two years (seminars, workshops, local meetings , excursions...) and to decide who cares for the different projects, the newsletters, the homepage ...

To get an idea of our projects, here some impressions of our meeting in Kloster Drübeck in February this year:



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A group of interested members went for three days to a quiet place – a formerly monastery - in Sachsen-Anhalt to work on two topics. One is our position and effort to force part-time employment, job-sharing and the access to child care. We faced the challenges of the demographic development ...

The other workshop started to develop and to reorganize the Public Relation of ENP-Deutschland e. V. There is a need to update and to reform oldfashioned presentations and modernize our PR. Both projects are not finished yet and will be continued during the year.

Of course we are hosting meetings of the ENP EB- and GB-Board like we did last September in Frankfurt a. M. and the Career Development Seminar 2010 in Villingen-Schwenningen.

Last not least we care for different important issues for women. We sponsored the start up of the first kindergarden and day care at a police college in Germany. And we are supporting almost every year the race for the cure in Frankfurt a. M. with our own equipe.

From that moment, an important number of proposals have been set off (i.e. the creation of the Permanent Commission of Equality) in order to neutralize the existing inequities regardless its nature.

Continuing the way undertaken towards a real and effective equality initiated in the year 2010, it has been considered necessary to accomplish training courses as well as to raise awareness in this matter. Thus, it has recently taken place the first edition of the course on "Genre and Equality of Opportunities ", which was attended by twenty-five participants, with all the members of the Permanent Commission of Equality among them. Men enriched the discussions with their point of view from a "male perspective".



The course lasted 25 hours, distributed in five day-meetings. There, besides extending knowledge and clarifying concepts, it was claimed to think over the need to support equality as a governing premise, not only inside the professional area of our organization but in life in general.

These formative meetings have been carried out in the Comprehensive Centre for Security and Emergencies Training (CIFSE) of Madrid City Hall. We have had the privilege of relying on an educational team with numerous experts on genre and equality who went in depth into main topics as for the cultural construction of genre, social bases of inequality, equality policies and "genre mainstreaming" strategy.

The theory was complemented with practical activities as well as the fruitful discussions arisen after the speeches, in which the different attendees have contributed with their opinions. This made possible the reflection on the matter, so much to individual level as for the group, and especially to realize about the current situation in which we are.

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At the end of the course, an evaluation was requested to the attendees. In general, the importance of having a more exhaustive training on this matter was highly valued, and it was considered unanimously relevant the fact that constitutes an important gear stick inside the organization since it is an effective way for arising awareness on the current situation. It also helps to create a climate of collaboration and receptivity in view of any measure or initiative to be developed for achieving a real equality in those aspects where it was necessary to intervene.

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