

EDITORIAL

Gender Mainstreaming the recipe for Equality?

We have finally reached a level of serious and constructive debate in regards to Gender Equality. This was one of the outcomes of the conference 'Gender Mainstreaming – the ultimate recipe for Equality' in Vienna, Austria, 13th December 2006.

I remember very well the time when I joined the police force (which, by the way, was in 1986) and the endless talk around what were 'suitable' tasks for women in policing.

I remember the time when you could see the first female police officers in the streets with uniforms tailored for men. I remember the discussions about how to regulate female haircuts and what the cost would be of changing the toilet and changing provisions in police stations. And what would happen when a male and a female police officer are on patrol, alone in the same car at night?!

Years have passed by and many things have changed for the better - although the status and position of women in policing still differs from country to country.

In the last few decades policewomen have proven their proficiency and ability to do a good job within the police service. Isn't it time to offer women more opportunities for promotion within their police organisation? Isn't it time to offer women (and men) better opportunities for balancing their job and their private life?

Isn't it time to enhance the way that police forces are managed by appointing more women into leading management functions? Politics and strategies like Gender Mainstreaming can prepare the path for gender equality, but a clear commitment has to be made by the leadership. Women are still confronted with gender specific obstacles to their career development and they are still facing the 'glass ceiling'; policewomen are as committed to the job as policemen; policewomen stand for, and protect the core values of a safe Europe as much as policemen; policewomen are facing the same hazards and risks in their police work as policemen; and policewomen tragically die in the line of duty as well as policemen... so what is different?

*Erika Wietinger
President*



INFORMATION

The Austrian Federal Ministry of Interior and its Gender Mainstreaming strategy

THE PERMANENT WORKING GROUP FOR GENDER MAINSTREAMING

In 2000 Austrian politicians picked up the idea of 'Gender Mainstreaming' as a strategy for realising gender equality. To speed up the process several projects for the public sector were started (Interministerielle Arbeitsgruppe Gender Mainstreaming - IMAG GM/Inter-Ministerial Working Group GM).

In March 2004 a key-decision was made. Each Ministry in Austria and any other public institution should set up a permanent working group for Gender Mainstreaming and the Ministry of Interior started multiple activities.

At the same time comprehensive changes took place. It was the largest project in the history of the Austrian police service – the fusion of two police bodies, the Federal Gendarmerie and the Federal Police.

This big project, running as 'team04', was supposed to result in a united, more effective, efficient and modern Federal Police. As a logical consequence of these extensive organisational changes individual alterations for the employees were expected.

This situation required analysis in respect of Gender Mainstreaming aspects.

The working group started to analyse sub projects focussing on legal affairs, staff committee rules, human resource management, working-hour regulations and uniforms. These areas were supposed to be strongly influenced in this reform.

Example A:

New regulations had foreseen new job opportunities within the executive/operative body, the Police, for employees with degrees in law. On first view it seemed to be advantageous for both men and women.

A closer view showed that one requirement to be met by candidates was to have sufficient experience in



'real' police work. Since the first equal police education started in 1991 only a few women met this requirement.

Example B:

A very sensitive sub-project considered the new working hour regulations for police officers. Changes could impact considerably on private life.

After further analysis of the possible consequences for police officers and their families, it turned out that in fact the new and more flexible regulation would allow more personal influence on the monthly duty roster. This provided a better work/family balance, better opportunities for child care or other caring responsibilities which is a considerable benefit for women and men alike.

For the public the fusion of Gendarmerie and Police is particularly reflected in the new uniforms which are an important part of corporate identity.

Finally the different masculine and feminine build was taken into consideration which creates a more satisfied, confident and effective work force.

After finishing the reform project, the Gender Mainstreaming working group was institutionalised in order to evaluate the reform implementation and the effects in practice. Its resources and the rights of the members were defined by a Ministers decree in January 2006. The working group members are independent and must report directly the Minister of Interior. They work in close cooperation directly with the responsible departments which are obliged to involve the working group in each stage of the

implementation process and to have all documentation and information available. The evaluation results are fed back to the organisation and gives advice to the project manager.

The permanent working group is now targeting two more projects: the Soccer European Championship 2008 and the implementation of the Gender Mainstreaming strategy as subject of police basic training. In future, members of the working group will actively participate in training courses. In addition, an 'awareness programme' should support positive developments in regards to Gender Mainstreaming within the Austrian Federal Police.

By Erika Wietinger

Conference: 'Gender Mainstreaming in the European Police organisations - The ultimate recipe for Equality?'

This international conference took place on 13th December 2006 in Vienna. Find more information about it on the ENP website www.enp.nl

HEAD OF THE PERMANENT WORKING GROUP:

MAG. MARLIES RASER-MENHART, master degree in law, started her career as a police officer in 1995. She joined the Human Resource Unit, Legal Service, in the Ministry of Interior in 2003 - 2004. In 2004 she started working at the Federal Police Department of Vienna, Legal Service and in 2005 she was appointed to Deputy Head of the Federal Police Department in Eisenstadt. From November 2005 until November 2006 she worked at the Intelligence Service Austria, Europol National Unit, in The Hague and Vienna. Since December 2006 she has been a staff member in the Unit for security- and traffic police matters within the Federal Police Department Vienna.



In January 2005 Mag. Raser-Menhart was appointed the manager of the permanent working group, which is currently composed of 14 members.

Gender Mainstreaming in the UK

Throughout UK police forces there are no roles or positions that are not open to women, although there are still issues regarding access to some of those positions, and whether some of the practices and tests are discriminatory or 'fit for purpose'.

Each force has its own Diversity Manager or Equal Opportunities Manager, and/or a Diversity Champion. Some have a person or unit dedicated to certain aspects, i.e. race, gender, LGBT (Lesbian, gay, bisexual, transgender) and disability. Many forces now have their own networks within force for female members of staff, and these networks provide support for staff, examine possible discriminatory practices that are occurring within

force, and provide development and/or training opportunities for women.

The major piece of legislation in the UK covering sex discrimination is the Sex Discrimination Act 1975, but in April 2007 the Gender Equality Duty will become legislation. This legislation will place a legal obligation on public bodies (which includes the police) to show that they are actively promoting equality of opportunity between men and women.

In 2001 the Gender Agenda, was launched. This was a strategy document for police forces looking at how they could show that they value their female officers. This document has now been

reviewed and Gender Agenda 2 was launched on 30th October 2006. This strategy now includes all female employees, not just women officers. It has five long term aims, and full details can be found on the British Association for Women in Policing website, details below. It investigates the issues, what can be done to overcome them, what women themselves say, and how overcoming the barriers benefits forces and men as well.

There are several training companies now that do 'all female' and 'all male' training to examine some of the issues facing women. The Springboard Consultancy is one such company that is carrying out training within several police forces, very successfully. Centrex, the police training establishment, also runs all-female training courses. They have recently launched a positive action leadership programme where women can develop personal leadership skills in an all-female environment, and in October they held the first

ever female International Commanders Programme for overseas officers.

One of the challenges facing women in the police service in the UK is the selection to specialist posts, ensuring that selection processes are fair and relevant to the role. Many forces hold positive action events for women, where they can attend as an all-women group and familiarise themselves with the particular department they are interested in. This can include familiarisation with firearms, motor bikes, public order equipment and training, etc. BAWP has set up a network to assist with this aspect of the service, called the Specialist Network. Over 140 women officers have volunteered to be part of this network, to act as an advisor/mentor/buddy to another woman wishing to know more about a role or apply to join a particular department.

By BAWP

The BAWP

The UK has a national support network for women staff – the British Association for Women in Policing (BAWP). BAWP links into the force networks and is instrumental in raising awareness of issues affecting female members of staff, and has strong links with the Home Office. BAWP holds development days for its members twice a year, and strives to continually assist members (and non-members) develop professionally and personally.

BAWP is the only national organisation to embrace women of all ranks and grades within the Police Service. Their mission is to ensure that those women are heard.

The Association was founded in 1987 in order to fill a gap within the Police Service, with its main objectives to enhance the role and understanding of the specific needs of the women who are employed therein. It is the only organisation in

the UK to draw members from all ranks and grades of the police service, both male and female, and associated organisations. BAWP have representatives not only from the 'geographical' forces throughout England, Scotland, Wales and Northern Ireland, but also from many others - including British Transport Police, Guernsey Police, Isle of Man Constabulary, Ministry of Defence Police, and RAF Police.

The organisation is partly self-funded, although now have the benefit of some funding from the Home Office, and are run on a voluntary basis by an Executive Committee consisting of serving and former police officers from across the United Kingdom. Nationally, the BAWP is an associate member of the Women's National Commission and has links with the Equal Opportunities Commission.

Internationally, the BAWP is affiliated to the International Association of Women Police,



which is represented at the United Nations. BAWP is also linked to the European Network of Policewomen (ENP). BAWP produces a quality magazine 'Grapevine' for the benefit of members and others, and they now normally run two Professional Development Days a year.



THE AIMS...

- To raise the awareness and understanding of issues affecting women within the Police Service.
- To facilitate and contribute to discussions on issues of concern to all officers - providing wherever possible the female perspective.

- To develop a network of professional and social contacts between officers nationally and internationally.
 - To facilitate the sharing of information on issues affecting the Service, and women in particular.
 - To contribute to the continuous professional development of all members.
- See more... www.bawp.org

Other useful links:

- www.homeoffice.gsi.gov.uk
- www.fawcettsociety.org.uk
- www.womenandequalityunit.gov.uk
- www.eoc.org.uk
- www.springboardconsultancy.com
- www.centrex.police.uk

CONFERENCES & SEMINARS

Conference on Gender Equality in Police Services

'APPLICATION OF DOMESTIC AND INTERNATIONAL STANDARDS ON GENDER EQUALITY IN POLICE FORCES' - BANJA LUKA (BOSNIA AND HERCEGOVINA)



21st - 22nd December 2006, Banja Luka - "The effective application of the Law on gender equality in Bosnia and Hercegovina (BiH) in the work and internal organisation of the RS (Republica Srpska) Ministry of Interior represents one of the priorities of the current leadership of the RS MoI", stated RS Minister of Interior Stanislav Cadjo in the course of the two-day regional conference on 'Gender Equality in Police Services' held in Banja Luka. This conference was organised by the RS MoI and the RS Gender Centre with the support of the EUPM (European Union Police Mission). "We are not satisfied with the number of women engaged in policing and are expecting that the



number will be increased. One of the basic goals of this conference is to encourage women to take their place in the Ministry of Interior". Current numbers: 7500 employees. Out of it 313 are authorised policewomen. The EUPM spokesperson Sladjana Lizdek stressed that this conference was the first of its kind in the RS, estimating that without capable female officers in all sectors, the police service would fail to be balanced and would not be in a position to meet the communities' needs. The Director of the RS Gender Centre Spomenka Kronic emphasised that the organisation supported endeavours to introduce the principles of equality. She understood the purpose of the conference as



'contributing to the creation of a modern RS Police in accordance with the European standards and respect of human rights'. Several other speakers from the FBiH (Federation Bosnia and Hercegovina), Slovenia, Croatia, Serbia, Montenegro and the UK provided an overview of existing and effective laws and regulations in regards to promoting gender equality within the Police service. The ENP was represented by the president Erika Wietinger. The ENP very much welcomed the initiative in organising this conference and expressed the hope that the RS would be represented in the European Network of Policewomen.

The outcome of this conference drew the clear

conclusion that actions are needed in order to achieve the aim of gender balance and gender equality, such as

- The harmonisation of laws and by-laws regulating the work of the Ministry of Interior with the BiH Law on Gender Equality.
- Assistance from organisations such as the Gender Center of the RS government, the Gender Center of the FBiH (Federation of Bosnia and Herzegovina), the Agency for Gender Equality etc.
- The provision of expert training which would be taken into consideration during the selection procedure / ranking process (in order to achieve higher ranks).
- Changing the methodology and criteria of evaluation processes.
- Management training on gender equality, laws and by-laws which they are obliged to adhere to.
- The establishment of an internal body responsible for controlling the work of the Complaint Bureau.

By Erika Wietinger

Review of 16th Career Development Seminar

After one year of pausing the ENP organized the Career Development Seminar from 3rd to 7th March 2006 in Budapest for the 16th time. 11 female police officers from seven European countries (Andorra, Austria, Belgium, Denmark, Hungary, Spain and Portugal) took the opportunity to participate in this intensive five-day training. The seminar was conducted by the tutor Susanne Thalheim.

Over the last 12 years the Career Development Seminar has proven to be very successful. The formula for its success is simple – the participants learn and optimize their skills and competences in regards to future promotion, and the added value of international representation. The

participants are given the opportunity not only to exchange experience and best practice but they can gather information about the differences in working conditions, promotion systems, gender approaches and policing within various European countries.



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Feedback from the seminar has included:
'...The diversity of the group was valuable. I met strong and powerful women. I'm full of energy now to go back to my country to work hard for my organisation but also to profile myself a bit more and to fight there for more appreciation of all policewomen...'

'...The important point about this training is that it is all women...'

'...Thank you, it was a valuable experience! I got an idea how to optimize my skills and competences and a lot of ideas have been created and experiences exchanged...'

'...The seminar was fantastic! We could meet policewomen of other countries and had the possibility to get acquainted with their work life. The seminar was very intensive but I got a clear idea how to go ahead in the near future...'

'...This kind of seminar is a very useful tool for women in a 'male' organisation since we're still in the role of a 'pioneer'...'

The seminar was combined with a conference on 8th March ('International Women's Day') organized by the Hungarian Association of Policewomen, supported by the Hungarian National Police on the subject of 'Equal opportunities within the Police Organisations'. Speakers for the Committee for Equal Opportunities, the National Institute for Criminology, the European Women's Lobby, the Danish Police and the ENP provided a comprehensive overview in regards to equal opportunities the gender aspect within the Police service. This day ended with a guided tour through the Hungarian Parliament which, indeed, is one of the most impressive buildings I've ever seen!

By Erika Wietinger



'EQUAL BUT STILL DIFFERENT' - AMSTERDAM-AMSTELLAND

On 6th February 2007 a thematic conference, 'Gelijk maar toch anders' was held in Amsterdam. The topics were: ambition, security, 'sticky floors and glass ceiling', balance and diversity. Appr. 800 policewomen and -men from all over The Netherlands were participating in this event. The conference was organised in cooperation between the female network NETW&B and colleagues from different fields of the Amsterdam-Amstelland Police service.

The intention of having this special day was to give especially policewomen, regardless their rank and function, the opportunity to meet, to establish functioning networking and to reflect their position within the police service, to exchange and to answer the question: 'How can we use our chances in a better way?'



7 | ENP.NL

QUALITY THROUGH EQUALITY

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BOOKS & PUBLICATIONS

GENDER MAINSTREAMING IN THE EU: PRINCIPLES AND PRACTICE

Mazey, Sonja

Publisher: London: Kogan Page, 2001

ISBN: 0749436247

GENDER: A SOCIOLOGICAL READER

Jackson, Stevi / Scott, Sue

Publisher: Routledge (UK), 2002

ISBN: 0415201799

The idea of gender as a social division and cultural distinction raises questions about how it impacts on our being as men or women.

UNDERSTANDING GENDER AND ORGANIZATIONS

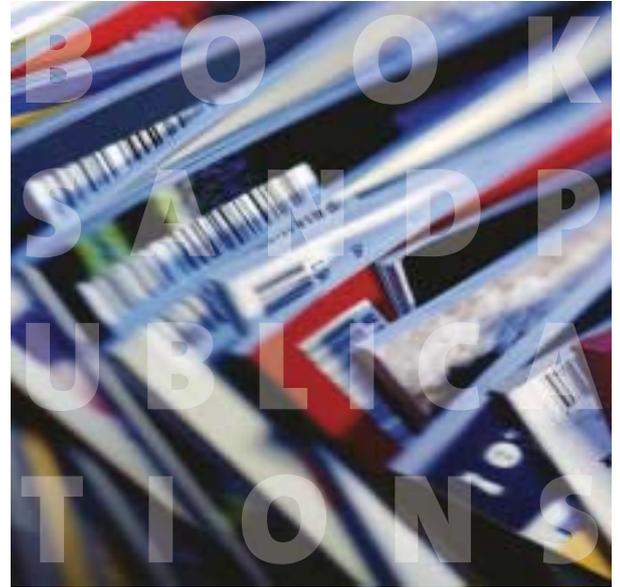
Alvesson, Mats / Due Billing, Yvonne

Contributor Yvonne Due Billing

Publisher: Sage Publications Inc

ISBN: 0761953612

Gender underpins contemporary organizational structure and practice, but is often relegated to the margins of mainstream organization theory. Understanding Gender and Organizations provides a comprehensive, gendered perspective on organizational and working life. Mats Alvesson and Yvonne Due Billing demonstrate that a gendered perspective provides important insights into the actions of men and women in organizations and, as a result, the characteristics of organizations as a whole. In consideration of the complex and contradictory nature of gender relations, Alvesson and Billing argue for an organizational analysis that is sensitive to conflicts, ambiguity, and local diversity. Understanding Gender and Organizations will be essential reading for students and academics in management, organization studies, gender studies, social psychology, and sociology of work.



GENDER, SYMBOLISM AND ORGANIZATIONAL CULTURES

Gherardi, Silvia

Publisher: Sage Publications Inc

ISBN: 0803989113

In this absorbing and innovative book, Silvia Gherardi explores the symbolic order of gender in organizations-how gender relations are culturally and discursively produced and reproduced, and how they might be done differently. The author focuses on the relationships between gender, power, and culture in organizations

WORKPLACE DIVERSITY

Esty, Katharine C./ Richard, Griffin /

Schorr Hirsch, Marcie

Publisher: Adams Media

ISBN: 1558504826

Workplace Diversity provides business managers with the creative and effective solutions they need to succeed in today's multifaceted and everchanging workplace. With insights into the most difficult and sensitive issues managers encounter, Workplace Diversity offers timely, practical, and invaluable guidance.

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The European Network of
Policewomen is an NGO in
special consultative status
with the Economic and
Social Council of the United
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8 | ENP.NL

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