

EDITORIAL

Female enthusiasm on the sidelines

One of the most challenging operations for the Austrian Federal Police, EURO 2008, is over and especially our (police) 'guys' at the front line, finally heave a sigh of relief! They did a great job on keeping law and order during this championship. Well, the Austrians didn't win, we are not European champions and we had some quite frustrating moments but we could unite 16 European countries in games. Our congratulations to the winning team!

Oh yes, also as an individual I am grateful that it is over and we are slowly heading back to normal! No more flickering television mega-screens in public places, no more flags fluttering from cars and balconies, no more tiny cookies shaped like a football and finally no more discussions on unfair referee decisions and missed chances. For me interestingly, many women and girls were seen watching the games on big screens in the fan areas and cheering their teams on in the stadiums. It seems that female enthusiasm on the sidelines has come to be accepted but what about the female soccer players? People seem to have problems associating femininity with football in daily life. Quoting a friend of mine: 'Well, I don't think I would watch a womens soccer game... maybe the final part when they're exchanging the shirts...'. Female soccer players are still facing resistance and prejudices. Considering that 'Gender Mainstreaming' is the systematic integration of gender equality into all systems and structures, policies, programmes, processes and projects, into cultures and their organisations, into ways of seeing and doing, this strategy - by following its principles - offers a new approach to 'engendered' sports policies and to developing policies to support and encourage



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women and sports. This is a chance to empower girls and women being active in sports!

The first women students, soldiers, police officers or soccer players – they all broke into a male dominated field. The definitions of what is feminine or what is masculine in our societies is different from what it was yesterday and will be different tomorrow, and the interpretation is largely determined by the socio-cultural context.

In twenty years time, who knows, Austria may host the European womens soccer championship. I still won't watch the games and decorate my home with flags - soccer is just not my sport!

Erika Wietinger
ENP-President



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INFORMATION

Reporting is a taboo!

Frequently homosexuals are targets for thieves, robbers and blackmailers. Even severe offences are not reported for fear of being 'outed'.

The association 'GayCopsAustria', founded in October 2007, in existence since 2005, strives to provide a neutral platform for homosexuals in police, gives advice on what to do in case of discrimination (mobbing, bossing) and acts as a link to either governmental or private related organisations dealing with discrimination issues concerning gay, lesbian and bi-sexual people. 'GayCopsAustria' cooperates with related organisations on European level. Amongst others one aim formulated is to increase the willingness of homosexual victims to report offences to the police.



Ewald Widi, chairman of GayCopsAustria (third left) and members of the association. Copyright: GayCopsAustria

Following from the last edition of the Austrian police magazine 'Die öffentliche Sicherheit' (05-06/ 2008) the crime scenes of offences against homosexuals have partly moved from the public to private area. Ewald Widi, chairman of 'GayCopsAustria': 'In the past, bars were the only places where homosexuals got in contact with other homosexuals and potential sex partners. Nowadays it is popular to arrange dates via internet and then, very carelessly, they invite their date to their homes.'

The criminal statistics, even the criminal code, doesn't know an article with regard to offences against homosexuals. The number of unreported cases is probably high. Nobody is really dealing with this issue if there is no topical case.

At the end of the '90s a German study was dedicated to discover the number of unreported cases. Up to now it shows the same picture: on one reported case you'll find nine unreported ones. Most of the times only severe offences are reported to the police, minor offences like robberies less violent, remain unreported. This provides a completely distorted picture for the police. The offenders reported are mainly 'hustlers' and 'one-night-stands'. The study on unreported cases

shows that a considerable part of the offenders are to be found in the closer environment (acquaintances) of the victim. Homosexuals are very often of the opinion that police isn't interested to prosecute these offences and don't take it serious. Ewald Widi: 'Unfortunately this opinion is also spread in Austria. Police is more seen as a threat than as what it is supposed to be – the protector of law regardless of the person that became a victim. Hustlers blackmailing a homosexual person don't need to fear being reported – the threat for the victim to be 'outed' is too massive. In many cases there is no trust in the police that they will succeed in identifying the offender. But in many cases the investigation would be successful since especially the hustler scene is a very close society and they know each other even in big cities. Measures to improve trust in police and thus reducing the number of unreported cases have proven to be successful for example in cases of child abuse and domestic violence against women. Since 1990 the US government is obliged to collect statistical data of so called 'hate crimes' ('Hate Crime Statistics Act'). Already in the '90s in some US states police was especially trained for dealing with homo-



sexual victims. The result: in 1991 only 6% of the registered hate crime offences showed homosexual victims, in 2003 there were already 17%. Another study of the German association 'Maneo' (gay hotline and support for victims) in 2006/2007 discovered amongst others the following: only 10% of offences were reported and most of them were supposed to be not relevant for criminal charges (verbal insults, physical offences without injuries, spitting etc). Every second victim of a severe offence didn't report it. Every third homosexual became a victim within the last 12 month whereof younger victims (below the age of 18) cover the main part. Migrants turned out to be a threat for the homosexual scene in Germany since every sixth interviewed person mentioned that the offender was not German origin which can be proven by criminal statistics in Berlin. It seems that victims report offences mainly when they believe in a good chance for police to identify the suspect. As the reason for non-reporting 50% of the victims mentioned that the offence was not 'that severe', one third considered reporting too complicated and a quarter was doubting the ability of police of handling the case. (www.maneo.de - German version). Ewald Widi is planning a similar study for Austria.

In a first step we want to discover the number of unreported cases. Of course, some victims are acting carelessly. But even for heterosexuals a one-night-stand can be dangerous - taking a man or woman to your home and wake up in the morning with headache and no money. No surprise waking up with fleas when you sleep with dogs.'

According to Widi police is seen as a force and hardly as a friend and helper. 'If the scene is talking about the police performing a raid in a gay bar I know that has to be questioned. Most of the time it turns out to be a normal control which had nothing to do with the specific audience'.

It is clear that both sides have to get closer in order to build up a trustful relation and atmosphere. 'When the scene trusts the police and reports offences more often, that would help both sides. More criminal cases would be solved and the offenders couldn't feel so safe any longer...'

Source: 'Die öffentliche Sicherheit', Edition 05-06/2008

Reference: www.gaycopsaustria.at
www.maneo.de

E. Wietinger

New policy - New chance

The Nordic Baltic Network of Policewomen...



Denmark has taken over the presidency of the Nordic Baltic Network of Policewomen (NBNP) as from January 2008 for the coming two years. The running of the network is handed over from the Swedish police by the former chairwoman Maria Appelbloom, who has been an inspiring leader since the NBNP was established in 2001.

Hanne Bergstrøm, the new chairwoman, introduces herself: 'I am 48 years old - I am married and I have two grown up boys. I have been a police officer for 26 years and I've been working in all different kinds of police areas since I started in the police. At present I am working as a Police Inspector in the National

Police Aliens Department.' The main sponsor for the Danish presidency (Danish National Police) has stressed that the focus for the Danish presidency should be on increasing efforts including the elaboration of a proper strategy. The following extract of the new NBNP policy plan describes the ideas and aims of NBNP, defines target groups, priorities and working methods. For more specifics please go to www.enp.nl and read the article in full version.

THE NBNP POLICY PLAN

The main initiatives and aims are to have a closer and more practical collaboration with the Nordic and Baltic countries within the fields of equality



and diversity as well as other police relevant areas, which mean in practice:

- to develop equal opportunities within the Police and to enhance the number of women in managerial positions
- to support the building of national networks of policewomen and extend contacts with other female networks
- to exchange experience and knowledge, in specific concerning female leadership
- to strengthen the role of female police officers and improve the image of the Police
- to strengthen the police relations between the Nordic and Baltic countries

TARGET GROUPS

NBNP has defined three primary target groups:

- the female police staff in the Nordic and Baltic police organisations
- the management level of the Nordic and Baltic police organisations
- the Police Unions in the Nordic and Baltic police organisations

CORE AREAS FOR 2008-2009

The focus during the Danish presidency will be on two projects / core areas and an internal focus area. NBNP's work with these core areas is based on four phases. The projects are 'Female leadership' and 'Bullying and sexual harassment' as well as internally the construction of a new web page.

PHASES

- Pre-analysis - Collecting experience representing

the member states - Documentation of the systematically gathered information - Mediation

FEMALE LEADERSHIP

The number of female leaders at all levels in the respective police organisations is not sufficient in all of NBNP's member countries. Even though different initiatives have been set in the Nordic countries no satisfactory results have been achieved yet. It is now to focus on female leadership, to encourage female police officers to choose a leadership career and by doing so to increase the number of female police officers at higher management level.

BULLYING AND SEXUAL HARASSMENT

Believed that in several NBNP member countries different levels of bullying and sexual harassment are existing the NBNP aims at focusing on these issues in order to increase the knowledge in the field, including the effects on the working environment and preparing suggestions for improvements.

COOPERATION

The NBNP strives for cooperation with both national and international networks in the Nordic-Baltic region. As an example for closer cooperation with international organisations the NBNP and the ENP are cooperating on the next Career Development Seminar which will be hosted by the Danish Police in November 2008.

*Hanne Bergstrøm, Danish Police, chairwoman of NBNP and ENP Deputy General Board member.
Edit.: ENP, E. Wietinger*

Women's Health and the Workplace

Back in June 2007 the British Association for Women in Policing (BAWP) held a Health Day. This looked at aspects of women's health, which is now becoming a necessity for employers, because women are joining the service at a later age and are continuing working much later in life.

BAWP had commissioned Nottinghamshire

University to do some research on Women Police Officers – Ageing, Work and Health. The research and a summary are available on the BAWP website – www.bawp.org

Over 70 people attended that first Health Day and it was a great success, with talks from the Professor on the research, a gynaecologist, and health and



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nutrition experts. It was hosted jointly with the charity Wellbeing of Women and their website is worth a look – www.wellbeingofwomen.org.uk

Health Events and all of them have proved to be overwhelmingly successful.

A brief report from Scotland is attached.

Many Police Forces have held their own Women's

Liz Owsley, BAWP Coordinator and ENP Vice President

Women and Health Day 8th May at the Scottish Police College

By the end of the day we all had an in-sight into women's health and the effects it may have in our workplace. This gave us a better understanding of women's issues and support that may be required.

It was open to all managers, HR reps, Occupational Health, men and women, and a few men did attend the day.

We started with Professor Mary Ann Lumsden who gave a fantastic presentation on Menstrual disorders, menorrhagia (heavy menstrual bleeding), the commonest major operation performed in women of reproductive age giving alternative solutions. Some of her slides were a little graphic but with a small amount of humour we all got over that (too much ER and Casualty to worry about that).

Recommended web site www.nice.org.uk, which is the web site for the National Institute for Health and Clinical Excellence. Easy to use web site and all the information a woman would want or indeed need is there. Know your options before agreeing to major surgery etc.

Then Professor Amanda Griffiths gave a lecture on her research for BAWP and future research, which was both informative and fascinating. And Liz Campbell, Director of Wellbeing of Women (WOW) gave a breakdown of Wellbeing's work and the direction they are going. Look out for Purple Day! www.wellbeingofwomen.org.uk

Our own Liz Owsley gave a briefing on Gender Agenda 2 and we had a Scottish Police College Instructor informing us of what we should do to eat healthier and keep fit and got us all to give a commitment to ourselves to improve both in the future.

Quotes from attendees: "I got a lot out of it both personally and from a diversity point of view." "I am now going to find out more before I have any gynaecological treatment, thank you I feel in control again".

*Tricia Cochrane,
Scottish Women's Development Forum*

What a thing to celebrate!

Police sisters became police officers!

It all began in the early times of the twentieth century in Stockholm in 1908 when three women were employed with the Police in order to assist policemen in their work.

The women were assigned to work at the police stations taking care of women and children. They

were not allowed at all to go out in public in uniform and were called – believe it or not – 'Police Sisters'. They were trained as nurses and in social work. As it was this situation continued until 1943. At that time there were 26 'Police Sisters' within a force of 6200 policemen in Sweden, representing 0.4% of the total force. It was not before 1957 that it was decided women should work as police officers



out on the streets in full uniform. They appeared in skirts and were looked upon as very strange creatures! However, times have changed. Today every fourth police officer is a woman but there is still a long way to go before we can say that we have reached gender equality within the police force in Sweden!

In 2007 we had a good reason to celebrate. It was 50 years since the first women had their police training and made themselves known and recognized on the streets of Sweden's capital city, Stockholm.

Over a hundred policewomen gathered in the heart of Sweden in a little town called Skövde in a conference on the topic "Women Police Officers – 50 years".

In Stockholm a public information panel was formed on which our own ENP Executive Board member Lena Thor participated. The Police Stations offered 'open houses' and informed the guests and visitors about our – the female - history.

In contrast to what is insinuated – to say that we never stop complaining about our position within police - we have another approach: Look at what we have achieved in 50 years! And we are looking forward to our next half century!

*Lena Thor, Police Västra Götaland, Sweden
Edit.: ENP, E.Wietinger*



CONFERENCES & SEMINARS

Conference on women within Polish uniformed service

About 200 persons participated in the conference on women within Polish uniformed services, organized in the Central Army Library in Warsaw on March 6th 2008. The representatives from different organizations as army, police forces, firefighters, border, prison- and municipal guards, as well as female veterans and scout girls gathered to discuss about the phenomenon of rising the number of women serving in uniformed organizations.

The illustrative conference informed about numbers and facts of women in uniform. In total 25.000 women all over the country are working in uniformed service and the number is growing quickly.



Currently Poland has:

- 1.2% female soldiers,
- 12% female police officers,
- 16% female officers of border police and
- 19% female prison guards (when only 3% of prisoners are female).

The representatives at this conference, which was the first one in this way, talked about problems, which are similar and well known in uniformed services all over Europe. Balancing professional and family life is difficult, especially in shift work. While childcare in Poland is an expected role of women, the effects are that most of the women are assigned to office work or training. There is a possibility of taking parental leave after all, but it isn't common for Polish men to take time off and the child care system is not well developed. One more obstacle the representatives agreed on was the not useful uniforms lots of them have to wear in their daily duty. 'High heels' for women for example might be good looking, but aren't really practical to walk in the whole day. Another point of discussion was the basic requirements for serving in uniformed organizations. Often female candidates need to fulfil the same physical requirements as male candidates. Since

these standards and levels are set too high women are still underrepresented in Special Forces. The access for women to management positions is rather difficult. In a partly unfriendly organizational culture women are still experiencing mobbing and sexual harassment. In spite of various existing obstacles women play more and more an important role within uniformed services. The number is growing, they are active, they have aims and they fight for them.

The Polish States President appreciated the conference as a good start to the future and wished all participating women a fruitful meeting. There are intentions for next year to organize a similar event in Poland, perhaps focusing on women in peacekeeping missions.

*Walentyna Trzcińska,
General Board Member Poland*

Responding to Transnational Crime through Inter-organizational Cooperation

This was the topic of the 2008 European IACP (International Association of Chiefs of Police) conference, held from 6th to 8th April 2008 in Istanbul, Turkey.

The ENP, proud having been able to welcome the Turkish National Police as a new member at the elections in November 2007, was invited to contribute to the conference programme by giving a presentation on the European Network of Policewomen as well as having its Executive Board meeting in the framework of this conference. In a meeting with the IACP First Vice President and representatives from the Board of Executives a fruitful exchange of experience took place and the already established close contacts could be strengthened. One more highlight was the meeting between the ENP President and the Director



ENP Executive Board members together with the Turkish ENP General Board member (third left) and a local police woman. Copyright Turkish National Police.

General of the Turkish National Police and the Head of the Department of Foreign Relations. Thanks to the Turkish National Police and the IACP for giving us this great opportunity!

E.Wietinger, ENP-President

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BOOKS & PUBLICATIONS

THE SEXUAL SPECTRUM: EXPLORING HUMAN DIVERSITY

Johnson, Olive S. - Publisher: Raincoast Books 2005
ISBN: 1551926814

Questions of sexuality and gender are in the forefront of public discourse. Every day there are stories in the newspaper about same-sex marriage, gay and lesbian parenting, and queer rights. In this fascinating book, Olive Skene Johnson explores the myriad influences and elements that shape human gender and sexuality. Drawing on the scientific findings of experts past and present and on a wide range of personal experiences from everyday people, Johnson explores questions such as: Is sexual diversity new? Why do men and women think differently? Apart from their sexuality, are homosexuals and heterosexuals different? How do genes, hormones, and society affect our sexuality? Answering these and related questions in an informed and entertaining way, Johnson provides a wealth of information in this lively, commonsense look at sexual diversity, blending science with personal stories.

NIKE IS A GODDESS: THE HISTORY OF WOMEN IN SPORTS

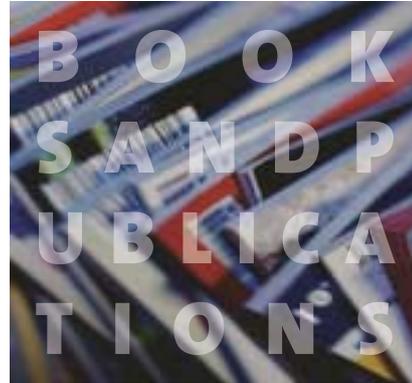
Smith, L. / Nelson, Mariah B. - Publisher: Atlantic Monthly Press 1999 - ISBN: 0871137615

The dramatic story of the rise of women's sports over the last century in a series of original narratives focusing on the great female athletes whose success has changed the game and paved the way for the women and girls of today. Photos throughout.

MAKING HER MARK: FIRSTS AND MILESTONES IN WOMEN'S SPORTS

Miller, Ernestine - Publisher: McGraw-Hill Professional 2002
ISBN: 0071390537

The definitive reference of women's athletic achievement Today, women of all ages are participating in and watching sports in record numbers. Making Her Mark meticulously charts the heretofore largely undocumented rise of women's athletic achievement over the past two centuries. This engaging book is an unrivaled source of information on key events,



records, and significant accomplishments in women's sports from the 1880s to the present day.

MASCULINITIES, GENDER RELATIONS, AND SPORT: MASCULINITIES, GENDER RELATIONS...

McKay, J. / Messner, Michael A. / Sabo, Donald F. - Publisher: SAGE 2000 - ISBN: 076191272X

In the era of sports dominance in America, athletics have become both a metaphor and reality of American masculinity. Edited by three of the leading scholars at the intersection of masculinity and sports studies, this volume offers a fascinating articulation on the state of athletics in modern society. Each part of the volume examines a significant arena and tackles some of the most deeply rooted issues within the field of sports. From the mechanisms by which masculinity is interwoven into sports to the violence encoded within the field, this book provides an insiders look at the state of gender relations.

IN THE NAME OF HATE: UNDERSTANDING HATE CRIMES

Perry, Barbara - Publisher: Routledge 2001 - ISBN: 0415927730

In The Name of Hate is the first book to offer a comprehensive theory of hate crimes, arguing for an expansion of the legal definitions that most states in the U.S. hold. Barbara Perry provides an historical understanding of hate crimes and provocatively argues that hate crimes are not an aberration of current society, but rather a by-product of a society still grappling with inequality, difference, fear, and hate.

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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 Nations.

