



Conference: **SECURITY AND GENDER.** Barcelona 18 and 19 of September, 2014

Barcelona city Council and The European Network of Policewomen organized a conference on the topic of security and gender in the Torre Agbar in Barcelona to celebrate the ENP's 25th Anniversary. This event was attended by 244 people; professionals from police forces and other organisations responsible for the safety of the State and related areas. There was representation from Bulgaria, the United Kingdom, Germany, Mali, Denmark, Finland, Jordan, the Maldives and the Philippines.



ENP members in Barcelona Conference.

The ENP was represented by members from Ireland, Malta, Estonia, Lithuania and Spain (Madrid police, Policia de la Generalitat – Mossos d'Esquadra and Guardia Urbana of Barcelona).



Opening of the Conference:

Ms. Francina Vila, Women and Civil Rights Councillor, Barcelona City Council spoke on behalf of the Mayor of Barcelona. She talked about the City Council's commitment to achieving greater equality in numbers of women in the City Police, emphasising how important this is when it comes to Barcelona residents identifying with their city police force.



Ms. Francina Vila



Ms. Montserrat Pina

Ms. Montserrat Pina, President of the ENP and Head of the City Police in the District of Sarrià-Sant Gervasi, of Barcelona, welcomed attendees to the Congress, saying that it was an opportune moment to talk about women in the police and security.

Presentations:

Insecurity and Fear:

Ms Betsy Stanko, Head of Evidence and Insight at the London Mayor's Office for Policing and Crime (MOPAC) spoke about her ten years of experience working in the London Metropolitan police and about the perspective of crime and criminal justice she has as an academic working alongside the police. Amongst her findings from an eight-year study of rape were:

- most often the issue is consent,
- under-reporting is not the problem; it is achieving a conviction
- 75% of victims know the offender, so the private space is more dangerous than the public



Ms. Betsy Stanko



Finally she talked about procedural **justice for women**:

"Investigate knowing that there is likely to be a presumption that the victim is vulnerable to violence from others, investigate the offender transparency and improvement...and women police as advocates for women".

Security Perception and Crime Rates:

The first speaker was **Mr. Josep Maria Lahosa**, Director of Prevention Services in Barcelona city Council. He spoke about the survey on public security and gender of Barcelona.



Ms. Rosa Bosch, ENP member, leads this table.

Mr. Bernat Josu Gondra, Director of Public Safety Survey of Catalonia:

"We must promote gender sensitivity in the instruments for the collection and interpretation of data".

He explained that studies show that as instruments of analysis have been refined, we have discovered that women are more often the victims of crime than men. He also spoke about under-reporting and how less than 5% of cases of rapes of under-eighteens are reported.

Gender Violence and Risk Assessment:

Ms Karline Gaborit, Vice-president of the National Union of Liberal Professions of the region Languedoc-Roussillon and Coordinator of the program Daphne of the EU against gender violence:

"One in three women has been or will be a victim of violence throughout her life. Intimate partner violence kills more than car accidents and malaria in the world."



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Ms. Karline Gaborit

Ms Gaborit spoke on the topic of gender violence and risk assessment, from the perspective of her role as a lawyer and from her professional and personal experience in “Via Femina Fama”, an association whose aim is to assist and facilitate contact between women victims of violence. Ms Gaborit created and is president of the organisation.

Ms.Barbara Melenchon, Director of the Women’s Programme, Barcelona City Council began her talk by presenting the Protocol for the evaluation of the risk of violence against women.

It is a project concerned with the area of gender-based violence, involving different city services, the healthcare and education sectors, as well as the judicial services and security.

The protocol is a tool that helps all professionals working in the field of violence against women to evaluate the short term risk of serious aggressive attacks on women by their current or ex-partners.



Ms Margaret Nugent, ENP member, leads this table.

Ms. Janet McDermott, from the National Quality Standards Department, Women’s Aid Federation, England. Is an Oxford-educated woman of Asian /Irish heritage, who is a trainer, writer and a manager of capacity building services in Women’s Aid. She wrote the women quality standards launched in February of this year to help members demonstrate their quality, she has worked in organisations in the field of violence against women for over 30 years



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Ms. Janet McDermott

Women should have rights over information about them and be part of building their own support plan. It is important not to replicate the atmosphere of power and control that they have experienced. Sexual violence is often the last thing to be revealed. Groups such as the disabled and lesbians need specific help. The needs of male victims are different and best met in separate men's centres.

Ms. Montserrat Subirana Malarer Researcher in the Group of Advanced Studies on Violence (GEAV), University of Barcelona and lecturer at the University Foundation of the Bages Region. She is a doctor in motivation change therapy programs, working with men who commit violence against women, and was awarded a research grant to obtain the European Doctorate Mention. Her research focused on the study of attitudinal and motivational variables and their influence on perpetrator compliance in therapeutic programs.

According to the World Health Organization (2010) the best strategy to combat violence against women is **prevention**. Attitudinal and motivational factors, previous to the treatment as well as proactive retention and support techniques are **determining factors** regarding therapeutic compliance.

Ms. Maria Isabel Morán Gonzalez is Public Prosecutor in cases of violence against women in Barcelona.

“Gender violence goes far beyond the assault against a woman, it also affects her family. Therefore, it is necessary to provide protection in all areas. Only through education is it possible to prevent the start of the violent behavior”.

Public Space, Gender and Security:

Mr. Sergi Valera Pertegàs, is Coordinator of the Master's Environment Intervention of the Faculty of Psychology, Barcelona University.

“Often there is a way of structuring the city which is not carried out with women, who are more vulnerable, in mind or is not designed in a way that is comfortable for men or women.”



They have created an instrument to observe public spaces in order to monitor use of the places and, through observation collect data about different variables.



Mr. Sergi Valera

A final conclusion; women are more critical than men and less accepting of antisocial acts. The perception of vulnerability in public spaces is higher so it is important to incorporate the gender perspective when planning public spaces.

Gender Values in Police Organisations:

Mr. Santiago Vidal, High Court judge, Barcelona. He explained that the European Ethical Code, reference document for all European police, establishes the guarantee of the rights and freedoms of citizens, but makes little mention of the concept and content of gender in police organizations.



The magistrate, Mr. Santiago Vidal



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Art. 25 of the European Police Code of Ethics (Rec 10/2010) states that the police must reflect and represent the societies that they are drawn from. The police system has to be a social microcosm.

Countries where women are more represented in the areas of power are generally those that have low corruption levels and lead the way in social harmony.

"Does power have a gender? In the Spanish state; in the legislature 71% are men, in the executive branch, 68% are men and in the judiciary, 62% of judges are women, but of this 62% Women make up only 12% of the Supreme Court (the highest court in Spain). Therefore, we can say that power still has a gender".

Gender Values in Organisations and Training:

The first to speak was **Ms Rut Carandell**, Director of the School of Prevention and Safety of the Autonomous University of Barcelona.

"Leading an organization using values means finding references that can be shared by the whole organization"

"Training is essential to achieve gender equality."



Ms. Teresa Gil, ENP member, leads this table

Next to speak was **Ms M^a Gemma Espinosa**, Director of the School of Judges.

"Before 1973 no woman could work either as a judge or a public prosecutor ... today more than 50% of judges in Spain are women."

Ms Charlotte Fernández, Member of the research team of the Composite project (Comparative Police Studies in the European Union) in Spain and researcher at ESADE's institute of Public Governance and Management. She presented the results of the COMPOSITE study which involved the collaboration of 26 police forces and 15 institutions in 10 countries, including the Municipal Police of



Madrid and Catalonia's *Mossos d'Esquadra*. 150 police were interviewed to determine the nature of identity within the profession.

"Why does a person decide to join the police? ... The first reason is a vocation to public service ... to help people. "

"Police professional identification is very strong and is above personal identification."

Policewomen Leadership Development:

Ms. Núria Aymerich, Director of the Institute of Public Security of Catalonia spoke about why it is essential to develop leadership skills, particularly in policewomen.

She explained the importance of the concepts of command, hierarchy, leadership roles and authority within police organizations and said *"A manager who is a leader makes those working under them feel enthusiastic about their work, while a manager who does not have this skill has them merely carry out their duties"*. Organizations have managers, but not all of them are leaders.

Leadership has to be associated with the concept of ethics. *"A leader is not born, but made. Our world is full of anonymous leaders"*.



Ms. Núria Aymerich

There are many acquired beliefs that are considered normal, such as *"women are more sensitive and therefore, more prepared to work in education"*. These beliefs often limit us.



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Values are necessary in any organization and a leader must act according to the appropriate values for that particular organization in order to have credibility.

A leader must always act in an ethical way. When there is no ethics it is because there is fear and insecurity in the background. Also a leader has to work towards goals and not desires.

Transformative leadership is most effective in organizations, since it makes them really grow. Both men and women may apply this type of leadership. It was found that women apply it more than men. Therefore, the real success of organizations, including the police, is to train transformative leaders, men and women, with their own specific skills.

Bullying Prevention and Gender:



Ms. Christrina Salmivalli, professor of psychology at the University of Turku, Finland and leader of the KIVAA anti-bullying program (winner of the European Crime Prevention Award) has been researching school bullying for more than 20 years.

She spoke about bullying in schools and the research that has been done into gender and bullying. She also gave an explanation of the KIVA anti-bullying program which has been used by 90% of schools in Finland and has also been adopted in other countries in Europe, such as Sweden, the Netherlands, Luxemburg, Estonia, and Italy and in countries outside of Europe including New Zealand and Japan. The KIVA programme has been translated for use in these countries.

First she described Bullying as *“systematic repeated attacks against a person who finds it difficult to defend him/herself against his/her perpetrator or perpetrators”* It can be verbal and a public humiliation.

She pointed out the difference between bullying and a fight or other incidents in a school: bullying attacks are repeated again and again. There is a power difference between the victim and the bullied child/young person. She also talked about other forms of bullying, such as when somebody is excluded from social relationships. This can be done in various ways, for instance by manipulating others to shun the victim or by spreading rumours about them. Paradoxically cyber bullying is not the most frequent form of bullying.

“It is not true that all children and adolescents have the likelihood to be bullied by peers. Children or young people who are insecure or have low self-esteem have a greater risk of being bullied and if you have no friends in the class or at school the risk increases”



Today verbal attacks and public ridiculing of a person are both considered to be a form of bullying, as it is public humiliation. *“It is very common to talk about cyber bullying but it is not as frequent as face to face verbal bullying. Verbal abuse is the most common form of bullying”*

Bullying Prevention Among Young People:

Mr. Jaume Funes, psychologist, journalist and an expert in adolescence spoke about harassment among young people.

“Bullying among adolescents in school environments can be dealt with better, if the adults responsible do not address it as a problem and instead work on issues of coexistence and diversity among young people”.



Ms. Sharon Tanti, ENP member, leads this table

They have to work towards behaving in a more respectful way towards others.

The vast majority of all bullying disputes are solved through mediation techniques, finding a way to put across how the other person feels and, through this, finding a suitable solution.

The most important way to prevent violent relationships is through educating people to think more about what they are doing. Also important is working on relationships and roles within groups to prevent dominant positions.

Mr. Josep Ignasi Allmirall, Inspector in Barcelona Education Consortium and expert in mediation.

The current situation in Catalan schools in relation to conflict is stable; conflict exists but it is not growing. . To resolve conflicts in schools you have to train good teachers and they have to work directly in the classroom.

“Practitioners are equipped with important tools to guide and educate children and teenagers in learning emotional education, respect and to educate them in values and attitudes”.

Ms.Susana Martín Meléndez, public prosecutor in cases against minors, Barcelona.



The Penal Code dating from the year 2000 only applies to 14-18-year-olds; there are no charges that can be brought against those under 14.

Offences of harassment tend to be very delicate when they involve minors, so it is very important to use education to prevent children carrying out these actions.

Online Police Communication and Crime Reporting. Gender and Communication in the Police:



Mr. Carles Reyner, Guardia Urbana spokesman, leads this table

Ms. Eva Peruga is a coach and journalist. If we communicate from a gender perspective we are saying that the company or organization is also working from a gender perspective, being inclusive of both men and women. The big challenge is to do this from a gender perspective, not only with regard to language but in all acts of communication.

"Communication in itself defines the company or structure"

"The issue of communication is the great challenge, not only in companies but also in the police."

"It is necessary to educate the police in gender values"



Ms. Pilar Rahola and Ms. Eva Peruga.



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Mr. Carlos Fernández

Mr. Carlos Fernández, Community manager for the Spanish National Police Force (Twitter: @policia).

"All police forces, all security forces have major challenges relating to communication, how to use it in prevention, and providing citizens with information; something which is particularly useful in issues related to gender."

There is not a male or female view of the network. It must to be a social vision, a vision that affects everyone.

Social networks are designed and led by their users, not us, so you have to use the kind of language that appeals to the people your message is aimed at and talk about what interests them.

The main target audience is young people of around twenty, because they are the ones who need much more awareness of risk and information about themes such as prevention.

You have to communicate to women that there are professional people in the police, with experience in cases of gender, who can help them.

"It is very important to convey trust, credibility and have an impact, all with the sole aim of being useful."

Twitter: @policia is a world leader, not only quantitatively but also qualitatively. The goal is to be used by 47 million Spaniards.

Ms. Pilar Rahola, journalist.

"Police women face two types of pressure and sometimes discrimination: one for being women and the other for being police."

This is because we live in a historically patriarchal society and in a society that has an allergy to the concept of police authority.

There is no stronger, clearer authority than the police, because the police is the body that can exercise democratic violence. This is good for democracy but it is not always well understood. Civilization is bound by laws and clear boundaries and authority, and the guardianship of authority lies with the police. The police should approach the media in order to have public visibility using language people relate to.

"The police are the guarantee of democracy."



Victimisation, Mobility, Road Safety and Gender:

Mr. José Ignacio Lijarcio Cárcel, Coordinator of the Institute of Traffic and Road Safety, Department of Psychology, University of Valencia.

He spoke about how men and women behave in terms of road safety and if there is a difference. The area in which there are no differences is in traffic accidents, which is a worldwide problem, and globally is the most frequent cause of death for people aged between 15 and 29. However, women have more perception of risk, are more respectful of the rules and, the younger they are the more sensitive and receptive to traffic campaigns they are.



Ms. Noelia López, ENP member, leads this table

Public perception that the reason why more men are involved in accidents or commit traffic offences is because there are a significantly higher number of male drivers is not true. According to the Spanish Traffic Department census, 2013, the only significant difference in the gender of drivers is among the over 60s. However, the majority of drivers are between 25 and 50.

"we have to adopt different measures and punishments or study what it is about women drivers that makes their behaviour at the wheel healthier"

Mr. Ivan Balmanya Balboa, expert in Mobility in Barcelona City Council, spoke about the different uses of transport (private, public and other non-motorized forms) in the city of Barcelona. He explained general mobility data and the objectives of the Barcelona Urban Mobility Plan, in relation to gender segregation and perception of security.

The differences between genders is that women make greater use of public transport and walk whilst men get around more on private transport, and this difference is even more pronounced in journeys between towns and cities.

"In relation to the objectives of the Plan for Urban Mobility in Barcelona 2018; woman have already achieved the objectives, but men must improve their behaviour to manage to do this."



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The last speaker in both the roundtable and the Conference was **Ms. Isabel López Riera**, Public Prosecutor in the area of road safety in Barcelona. She spoke about road safety from a criminal perspective and about gender discrimination in driving. She explained that there is a misconception that those who cause accidents and crimes related to driving are women; in reality statistics do not reflect these stereotypes.

Closing:

Joaquim Forn, Deputy Mayor of Barcelona City Council, speaking on behalf of the Mayor and himself, closed the Conference. He stated that it had given the participants the opportunity to share experiences and good practices, and thanked the Organization for their work.



Ms. Montserrat Pina, Mr. Joaquim Forn and Mr. Joan Delort.

Barcelona, he explained, is committed to European democratic values, defending the right to equality and opportunity for all people. In line with the mission of the ENP, Barcelona Council is keen to encourage the recruitment of more women in the city police force and thus move towards a more equal gender balance. The increased presence of women in the Guardia Urbana de Barcelona (the city police force) will result in an improvement in operability, as well as in the relationship between the police and the community, and also in areas such as protection and making strategic decisions.



Delivery of prizes of the contest of the ENP:

Result of the shorts stories contest

- Mr Pedro Crespo Aparicio. Policia Municipal de Madrid. Spain.
- Ms Angélica de Diego Gambin. Policia de la Generalitat Mossos d'Esquadra. Spain.
- Ms Magdalena Wiekiera, Police Station in Blachownia. Poland.
- Ms Emilia Busquets Canal. Guardia Urbana de Barcelona. Spain.

Result of the Photography contest



- 1st classified: Ms Natalia Romero Porras, Policia Municipal de Madrid. Spain.



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- 2nd classified: Ms Annika Haas, Women's Network of Estonian Police. Estonia.



- 3rd classified: Ms Reelika Riimand, Women's Network of Estonian Police, Estonia.

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