

SPANISH EDITION

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EUROPEAN NETWORK OF POLICEWOMEN



In the "Working Woman Day",

THE WOMEN OF THE MUNICIPAL POLICE OF MADRID RECEIVE THE CLARA CAMPOAMOR AWARD.

On March 8TH., day of the Hard-working Woman, an institutional ceremony took place in the Isabel La Católica College. The audience was partially composed by students of different courses of primary and secondary education, who followed with high interest the development of the program, presented by a couple of students of that College.

All political representatives of the City Hall were present in the event, who encourage the young audience to continue with the already since long undertaken task of effectively equalizing the role of the woman in the society with regard to that of the man, because Law does not do distinctions.

The Mayor did a small wink to the students and said: *you are not the future, but the present and from this very day you can share tasks in your relational areas.*



Later the Policewomen of the Madrid Municipal Police were awarded in recognition of not only their job but their 40 years of history in the rows of this Force, as well as their achievements in only half century. Municipal Government personalities attended the event, such as the Delegate of the Area of Security and Mobility, Mr. Pedro Calvo, the Delegate of the Area of Family and Social Services, Ms. Concepción Dancausa, the Delegate of the Area of Environment, Ms. Ana Botella, the General Coordinator of Security and Emergencies, Mr. Javier Conde and the Inspector Chief, Mr. Emilio Monteagudo. A representative Commission of the policewomen of the Force attended the event as well. The mayor delivered a sculpture of Clara Campoamor's bust to two female officers of the 1^a and last year to join the Force, Ms. Ana Álvarez and Ms. Sara Trives respectively, who were greeted by a spontaneous applause of the students.

The prize was met with great excitement from all those who were there and of those who in that moment were on duty attending Madrid Citizens demands. In the "Working Woman Day",



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THE MUNICIPAL POLICE OF MADRID, HOSTESS OF THE POLICEWOMEN'S NATIONAL MEETING



The meeting, held during March 22nd. and 23rd., has been an excellent platform for discussion and drafting of conclusions on the situation of women in the police forces and a future toward full equality.

The Municipal Police of Madrid, in collaboration with the Observatory for Security of the Madrid City Hall and the Police Chiefs' Association, organized on March the 22nd and 23rd the Policewomen's National I Meeting, with the aim to debate and extract conclusions on the role of the woman in these forces and to promote actions towards the full equality in these bodies of majority male presence.

To the call came a big representation of policewomen and female high rank officers of different Local Police Forces of Spain and of the National Security forces of the State, which exposed their experiences and proposals to give definitive steps towards full integration and equal opportunities for all members of the force.

The date chosen for this meeting had a special meaning for the Municipal Police of Madrid as it coincided with the celebration of 40 Anniversary of the policewomen integration into the Force, which took place in 1972. The opening speech was held by the Delegate of the Area of Family government and Social Services, Ms. Concepción Dancausa, who assured that this meeting would help to increase the equality in the police work.



She added that while the police have to guard over the fulfilments of the rights recognized by the law, equality among others, it is of special relevancy that this is an evident fact in the police forces.

She showed the statistical progression of the number of women in the Administration in general and in the Municipal Police in particular, and emphasized the need to continue working in this direction.

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Afterwards were held the work-shops. The ATENEA Project Municipal Police of Madrid was presented in the first one. Sub inspector Teresa Gil explained the main aims of this initiative with the participation of female components from the force whole rank. This project wants to be the frame for the analysis of the current situation of the women in the Municipal Police and a step forward in the improvement for a real equality. Teresa Gil made some observations on future possible changes related to uniform, requirements to join the force, women promotion into the rank or flexible work hours to balance job, leisure and family time.

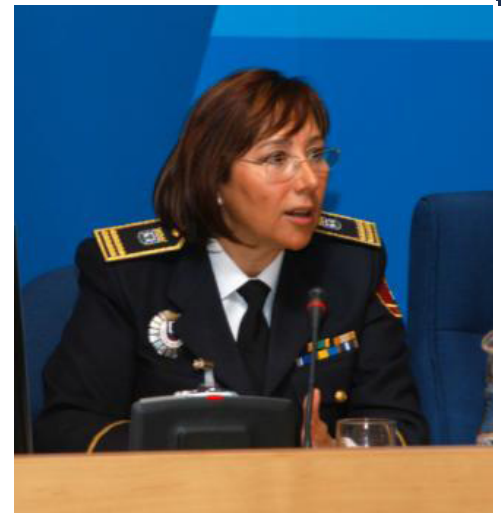
In following work shops, other high rank officers from police forces of different cities described the current situation of their policewomen and showed their respective improvement projects. Female chiefs of the Local Police forces of Almeria, Valladolid, Barcelona, Castellón, Fuenlabrada, Huelva, Civil Guard and National Police delivered their speeches on the subject.

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Some of the speakers, pioneers in the police function, talked about the problems they had to fight in the beginning. They explained how they could solve the situation by sacrificing their personal life. They insisted to keep on working as the equality is not complete already.

4





The General Coordinator for Security and Emergencies, Javier Conde, congratulated the first year group of policewomen on their efforts and achievements, which helped to make easier both for the access of their colleagues in later summons and for the police job. He said that becoming a police officer requires vocation and women do have it and work with implication, will and decision, but that still need to do a special effort for the fact of being women. He insisted in the need of keep on organizing new meetings on this matter because it contributes to the attainment of new goals in the process of equality. He assured he will work for it supporting the initiatives.

The Meeting was closed by the General Coordinator for Security and Emergencies and the Madrid Municipal Police Inspector Chief, Emilio Monteagudo, who gathered the suggestions and demands exposed as a priority in his agenda. He pointed out that the Madrid Municipal Police are already taking interesting steps in this direction such as the celebration of this meeting or the participation in the European Network Policewomen, where there will continue taking form the future lines of the policewomen. He finally added that he will help and promote processes of dialogue with representatives of the workers, technical commissions and top institutions to advance in the necessary debate on the equality of woman in the police, and recognized in ATENEA an opportunity for the female officers of the force.

This Policewomen's National Meeting was a success of participation in which interesting expectations for the policewomen were presented.

5





FEMALE SELF-DEFENCE TRAINING PROGRAM FOR THE MUNICIPAL POLICE OF MADRID

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The Municipal Police of Madrid started training its force in Self-defence in 1990. In this year 2011 has taken place the first course of Policewomen Self-defence with four editions. This program is designed specifically for women, according to their physical and psychological features. Policewomen of different ages have willingly taken part in it. The course has count with the privileged collaboration of two teachers highly qualified in Karate.

They are **Aurora Fajardo Prieto** and **Nuria Aguado Burgos**. Aurora, who is attached to the Police Dog Unit, is in the force for 6 years and practices Karate for 25 years. She is also well prepared in wrestling, Sambo and Jujitsu. She is a Police Self-defence Coach for the region of Madrid and trainer in Self-defence for women. Nowadays she competes worldwide in wrestling and is in the circuit to qualify for the Olympic Games. She has been 12 times Wrestling Champion of Spain, 5th place of Europe and 9th of the World championships.

Nuria, the other teacher, is attached to the Integral Unit of Retiro District. She works for the Madrid Municipal Police for 12 years and practices Karate for 30 years. She has won the 3rd place in the Karate Teams World

Championship, won also the Europe one, the Female Senior Karate Open of Spain and 15 times the Madrid Singles Karate Championship.

Both teachers point out the importance of a continued training in self-defence in order to acquire a few innate responses in the use of the skills. These must be executed automatically, since an aggressive person does not offer time of reaction. They use them daily in their police job which makes them more secure of themselves in problematic situations and inspire confidence to the citizen who demands their help.

They say that giving this Police Self-defence for Policewomen has been gratifying, since the officers have showed a lot of interest during the development of the course. They believe that the acquired skills will be very useful in their jobs.

Highly qualified Police women have also taken part in this course. Like **Gema Alías Fernández**, attached to the Integral Unit of San Blas District, who belongs to the force for 16 years and practices Karate for the same time. She is Karate Champion in 2011 of Europe and Spain, 3rd. Place of Europe Senior, 5 times champion of Spain and 8 times champion of Madrid. She emphasizes the big effort that practicing a sport regularly means being a hard-working mother. She admitted that because of Martial Arts are part of her life, she does it willingly.





Another officer to mention is **Aída Morencia Fernandez** attached to the Integral Unit of Chamberi District, who practices Karate for 15 years. She is Karate 1st DAN, Police Self-defence 1st. DAN and Self-defence for Policewomen 1st. DAN. In spite of her youth she transmits self-confidence in her speech and points out that learning self-defence for policewomen makes her to be disciplined in her obligations and, at the same time, to widen the perspective in her daily job to prevent dangerous situations. The best protection is to avoid the attack..

All of them tell us about the skills acquired by the Self-defence for policewomen, like stability, confidence, discipline, capacity of sacrifice, social values and a healthy environment.

The major contribution is certainly focused on professional attitudes like self-control, safety, capacity of reaction, security distance, 'body to body' skills, perspective in complex situations, safety while frisking, of course, it helps to keep fit.

This is one of the most value courses that CIFSE (Comprehensive Safety and Emergencies Training Center) offers.

The main aim is to avoid being assault, for what not much physical force is needed but to apply learnt skills in weak points. It is important for the woman to be conscious of that she can defend herself and that she has the skills that provides the feeling of security. It is worth highlighting that these actions take place into the police job and can increase the tension of an intervention if they are not carried out properly.





This Commission will have to undertake actions in order to:

Latest News

CREATION OF THE PERMANENT COMMISSION OF EQUALITY FOR THE MUNICIPAL POLICE OF MADRID.

On September 8th, the Permanent Commission of Equality for the Police of Madrid has been established.

It is composed by 10 high rank Commanders in equal number of men and women. The chairwoman is Sub-inspector Teresa GIL MANZANO.

- Guarantee that the requirements to join the Force tend to increase the number of female candidates.
- Remove those obstacles that prevent from promotion, increasing the presence of the woman in decisions making.
- Check the conditions of access to certain Units, Sections or Services.
- Study the specific needs in training, uniformity...
- Promote measures to improve the necessary balance between work, leisure and family time.

