

NEWSLETTER

Summer Edition. Germany 2014

The power of nonverbal performance – training on horses



In June the ENP-Germany-seminar “The power of nonverbal performance – training on horses” took part at the stud farm Schwalbenhof in Greven, North Rhine-Westphalia. It was ruled by Petra Dicks, who has a diploma in economic education and works as research assistant at the German University of Police in the faculty of organization and human resource management.

As well she is a trainer in the breeding society for island horses. Whilst her studies and work life at the University she had the idea to use the horses in adult education for coaching.



Because of their natural character these gregarious and flight animals are very useful in team building processes, personality development and training leaders in an impressive way. In the work with the horses people can get a straight feedback about their attitudes, charisma and mind – all this with fun in a relaxing surrounding.



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As we arrived at the farm we first had the possibility to get known with the island horses. Between the mounts we walked, observed and studied the individual characters and socialized first friendships. After we had filled out a questionnaire about our self-evaluation we just started. Without any help and tools we had to get known with a by our self-chosen horse and try to manage and keep walking it around the round pen just by our body language.

It looked like a never to master task! All our tries were filmed and noted by the other attendees on a prepared survey. After analyzing the videos and questionnaires it figured out very quickly, how inner attitude, clear body language and the outside effect working together.

In additional practice and under the watchful eyes of the other attendees we intensified our personal cognitions and experiences to empower our perception and effect of our own body language.



That animals have individual characters as well as people, and the communication and dealings with them are also very distinctive and different we could experience with changing the training partner.

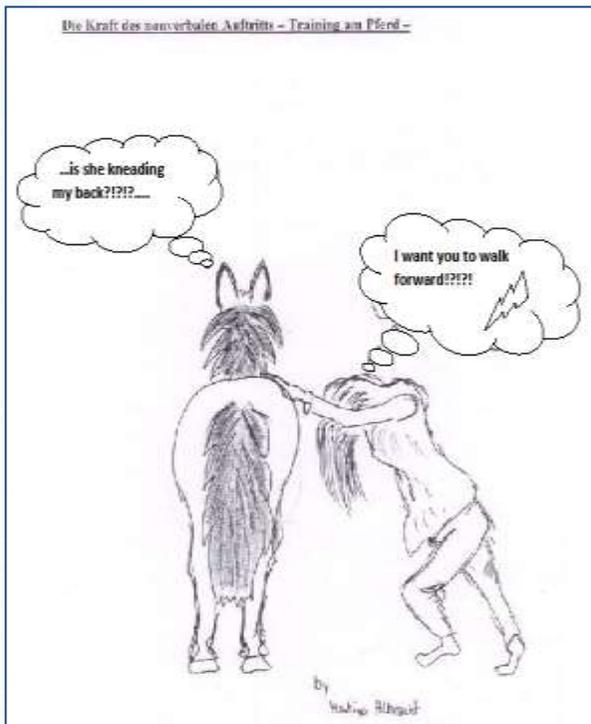


While we were working again and again questions like the following stood in the centre:

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How can I make other creatures, which are not able to speak, to show what I want with my body language? "Is my inner attitude in accordance with my external effect?" "How can I change my body language to be perceived more clearly by my counterpart?"

In a final practice on Sunday morning we had the last chance to train again our perception and the application and the effect of the application and changing body language.



By comparing the self-evaluation of the first day, the experience and personal insights of the training and the feedback from the attendees three very eventful days ended.

As a result of all participants we can say the time elapsed too quickly and the personal value was very big! All effort was combined with big fun and also recovery – so once again, please!

Martina Albrecht
and
Ingrid Jöckel

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Report of Sonja von Vormann

Career Development Seminar Vienna 2013

Last year I attended at the Career Development Seminar which was organized by ENP and took part at the State Office for Criminal Investigations of Vienna in Austria.

I was really amazed of the very good organization, Marlies Menhart and Kristina Klik, who were responsive for the organization, had thought of everything we needed.

With other participants we were fetched up at the airport and brought to our accommodation of the Vienna Police in the Bergasse. All the time we were taken to the seminar location and the supporting event places, because we could use the very comfortable transport service. And after the units we had the possibility to join a varying "Vienna-program", e.g. the welcome Dinner in the former president's residence, a guided city tour or a visit in a typical local pub, called "Heurigen".

Whilst the week we were taught by the head of the seminar, Mrs. Susanne Thalheim, how to get real and personal self-assessment by using several technics. With different methods we were able to experience about our individual qualities, values, wishes, potentials and skills. We had the chance to strike a balance where each of us is and what possibilities we have. Out of that we created ideas how to improve our personal ken and how to manage it, to implement it.

In addition to that we were taught several strategies of communication and behaviour. At the end of the instruction every one presented her self-worked future vision to the group.

All the different tutorials were very helpful to me to get a better self-assessment and to focus on my aims.

The internationality of the group, there were participants from Austria, Estonia, Spain, Denmark, Malta, Bosnia Herzegovina and me from Germany, was a unique enrichment for the seminar. Beside the information about the different functions and structures in the police we enjoyed the from time to time very emotional exchange between us police women.

I enjoyed it very much, to get known of all these strong women and took many suggestions with me. I'm very glad to took part at the seminar and won't miss the week.

Sonja von Vormann

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German Congress on Crime Prevention

The German Congress on Crime Prevention is the biggest event in the field of crime prevention in Europe. For international (non-German speaking) guests the German Congress on Crime Prevention offers the **"Annual International Forum within the German Congress on Crime Prevention: AIF"**. The next congress (9. AIF and 20th GCOCP) will take place 08. & 09. June 2015 in Frankfurt/Main.



Belinda Hoffmann at her lecture on prevention to protect the lives of missing person with dementia

The German Congress on Crime Prevention was founded in 1995 as an annual national convention for the field of crime prevention.

The aim of the German Congress on Crime Prevention is to present and strengthen crime prevention within a broad societal framework. Thus it contributes to crime reduction as well as reducing both the fear of crime, and the number of victims of crime. As an annually organised congress, the main objectives of the Congress are:

- Presenting and exchanging current and basic questions of crime prevention and its effectiveness
- Bringing together partners within the field of crime prevention
- Functioning as a forum for the practice of crime prevention and for fostering the exchange of expertise
- Helping to get into contact at the international level and to exchange information
- Discussing implementation strategies
- Developing and disseminating recommendations for practice, politics, administration and research in the field of crime prevention

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Since 2007 with the introduction of the Annual International Forum this is also true for the international perspective. With the AIF an international (non-German speaking) audience is addressed to share their experiences in crime prevention. The German Congress on Crime Prevention believes that while the world is growing closer research as well as experience should be disseminated within a broad professional framework. Therefore the German Congress on Crime Prevention asks international experts from all areas of crime prevention to introduce, share and discuss their ideas, goals, outcomes, projects and speeches with other experts and to experience the German modality of crime prevention.

This year the Congress took place in Karlsruhe/Germany. One of the partners was ENP Deutschland e.V., the German section of ENP.

Belinda Hoffmann, one of the heads of ENP Deutschland e.V., was involved in the organization of the congress.



For more information: <http://www.praeventionstag.de>

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ENP-Study visit to Tallinn.

A few years ago the German section of ENP started to offer their members an annual study visit to other European countries to learn more about foreign police forces and European politics. The last years we have been in Brussels, Oslo and Den Haag.

This year in September we will travel to Tallinn. A group of interested female police officers from all over Germany will visit the Estonian Police to learn about their organization, structure, development, tasks and also of the challenges of female colleagues. Thanks to Elina Orumaa and Veronika Isberg we have the chance to get an access to different Estonian police institutions, to meet and talk to our foreign colleagues and to explore the beautiful capital of Estonia. We will report in the next newsletter in fall about this Study visit in Tallinn.

Andrea Schaal
ENP Germany



Performance and effect



In October ENP Germany will have a seminar about the performance and effect of a person. With Marion Matschoß and Inga Dröszus-Mövius we have two very experienced advisors, who both work as presenters for German TV. We will learn how we can support our skills with a good performance and oppose stage fright for example.

Janina Hessenauer
ENP Germany

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Service only. A change of gender stereotypes. Gender in Police Forces

Police forces must obey the law and reconcile effective performance of duties with sensitivity towards all society members.

Societal development and technical advancement are accompanied by transformation of various roles. Women increasingly occupy positions which used to be dominated by men, whereas men more frequently participate in carrying out domestic duties and raising children. Mutual complementation and exchange of roles is advantageous for both men and women. Social, cultural, economic and professional roles fulfilled by women and men in a given culture, place and time are referred to as gender which, contrary to biological sex, changes over time, varies from culture to culture and is affected by progress of civilisation. The sociocultural changes manifest themselves in the growing number of policewomen in European police forces, which has a positive influence on social perception of the formations and breaks stereotypes concerning traditional roles ascribed to men and women.



Partnership and co-responsibility

These days many aspects of life evolve. We talk about partnership at home and at work with reference to co-responsibility and complementation according to partnership rules.

New names emerge, and among them, names of professions and functions. In line with EU recommendations, the inclusion of gender issues into the mainstream of society (*gender mainstreaming*) is crucial as a strategy leading to equality of women and men. This strategy is also applied to the police force.

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The conception which lies at the basis of the strategy consists in making gender issues essential criteria for solving various social problems effectively. Management which takes into account gender differences guarantees equal access to resources and enables exercising various rights by both sexes, at the same time allowing men and women to make use of their knowledge and abilities. This type of management may considerably improve long term effectiveness of



many endeavours. Women and men have different experience, knowledge, talents and needs due to roles they perform. Gender analyses concentrate on these differences so that various needs of men and women can be met by introduction of policies and implementation of programmes and projects. Data subject to analysis, including research into crime, is gathered and organized according to sex so as to facilitate observations of certain phenomena and enable drawing conclusions and planning adequate actions. Such attempts play an important role in preventing crime.

Being sensitive on duty

Being gender sensitive has permeated police service. The sensitivity is to lead to a better understanding of and answering to various security needs of the whole population (including men, women, boys and girls from various social environments) and to creating non-discriminative and representational police units

The initial stage of the process of incorporation of gender sensitivity in police service is the inclusion of gender issues in all areas of police forces activities (i.e. analysis of crime, culprits and victims in the context of gender; and incorporating gender perspective to trainings and procedures). It is a process of raising efficiency of police service and enforcing human rights in all areas of police activities. This process responds to the needs of the whole society. Police officers should be able to recognize threats to safety in order to better understand the society they serve,

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they should also be aware of the fact that women and men, due to diverse roles they perform, experience violence and discrimination to varying degrees and in different ways. To illustrate the point one may refer to the observation that crimes against men are committed mainly in public spheres of life and crimes against women, such as acts of domestic violence or rape, are usually perpetrated in private spheres and by individuals known by victims.

Gender balance

Equality of women and men is one of the core values of the European Union. At present Europol is implementing a project related to gender balance in the scope of law enforcement (*The Female Factor. Gender Balance in Law Enforcement*),



which assumes that the ability to attract and keep the most talented people as well as to foster their development is the key to success of every institution. The project aims at raising awareness of gender equality as an integral part of police duty. One of the questions asked during an interview with representatives of European police forces was: “Why, in comparison to other professions, are there so few women in police force?” The answer happened to be linked to the assumption that physical strength is necessary in order to work as a police officer. This assumption has proved wrong throughout Europe, especially due to the fact that police intelligence is an indispensable factor in operational activities and investigations. Police structure should mirror society with regard to gender balance and weather we are able to create a differentiated organization, which would reflect a differentiated world may be a key factor determining the

success of the structure. By including women in teams, the organization obtains new skills and perspectives.

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What is it like in Europe?

In many European police forces solutions promoting equal opportunities for both men and women have been introduced, including programmes which facilitate combining career (for example access to training, promotion possibilities) with family life. Examples of such solutions concerning both police officers and other police workers include: part time work; teleworking – performing activities outside the headquarters by means of electronic communication, e.g. the internet, telephone; possibility to work at home and in other locations (*flexible job location*); flexible working hours (*flexible working policy*), including entering into agreements



with the employer regulating working time (*family friendly working hours*), i.e. flexible working hours for parents of small children; sharing duties on the same job position by parents of small children (*job share*); parental leaves for both sexes; introducing police nurseries for children under the age of three, kindergartens, care centres for children; special paid work leaves lasting several months to a year (*sabbaticals*).

In almost all European countries government programmes promoting equal treatment and designing special policies in the scope of equal opportunities are introduced also in police forces. Specialized working groups are appointed in order to implement the *gender mainstreaming* strategy, with reference to the United Nations Security Council resolution 1325 participation of women in the security sector is being urged, including monitoring of women participation in middle and senior management. Gender sensitive managing programmes have been implemented in the police force in a number of European countries. These programmes aim at, inter alia, increasing the number of policewomen in the police force (e.g. France, Germany, Portugal, Romania, Slovenia, Sweden) and enhance representation of women on managerial positions (e.g. Finland, Sweden). In many police structures (e.g. Denmark, Estonia, Germany, The Netherlands, Sweden)

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policewomen networks work on raising awareness in the scope of benefits of employing women in the police service, optimizing their positions and creating equal opportunities. The implementation of anti-discrimination procedures and training (including for example protection against mobbing or harassment) is an important step in developing equality attitudes and creating friendly atmosphere in the workplace. European Community legislation does not differentiate between police officers and other police workers in this respect.

Equal opportunities for women and men

Increasing employment diversity in law enforcement agencies may strengthen the effectiveness of their actions and their abilities to solve numerous local problems,



as well as raise their employee awareness with regard to various security needs of women, men, girls and boys. Progress in many areas of human activity has led to the situation in which communication skills have become most important, social acceptance for women working as police officers has also risen and advantages of cross-gender police patrols both uniformed and operational have been recognized. In practice, however, the main problem women face is reconciling work with family life. European solutions, which facilitate work and family life balance and create equal opportunities for women and men deserve the name of good practice.

Kamila Zimoń, sub-inspector
(major) of Polish Police,
Member of ENP,
Student of Gender Studies at University of Warsaw, Institute of Applied Social Sciences.

EXCERPT

Gender – means socially constructed roles, behaviour, activities and attributes which are considered appropriate for women or men by a given society.

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1st Conference of the International Day of Action for Women's Health in Policia de la Generalitat – Mossos d'Esquadra

On the occasion of the Day of Action for Women's Health on May 28, the Policia de la Generalitat – Mossos d'Esquadra (PG-ME) held the 1st informative Conference on women's health, with an audience of police women.

The aim was to inform the women about the pathologies and risks they may face at different stages of their lives and to offer them prevention tools.

The analysis of the results of the Health Survey of Catalonia (ESCA) shows that gender is a significant element that explains the differences in health, between men and women. Conclusions are as follows:

- Women in general have a more healthy behaviour than men, and care more, about themselves.
- Women have more health problems than men, from a quantitative point of view.
- Women use more health services than men.
- The positive self-assessment of the state of health (excellent, good, very good) of women is lower than the one of men.

This knowledge helps to better understand how health and illness are expressed in women. It is also a significant element to give an appropriate answer to the specific health needs of women concerning prevention, attention and promotion of self-care and self-responsibility.



In Catalonia, nearly 8 out of 10 women over 15 suffer chronic illnesses. Health conditions related to chronicity currently have a major impact on our society. Therefore, they take part of the strategies prioritized in the Health Plan of Catalonia 2011-2015.

For that and with the aim to share experiences, the 1st Conference of the International Day of Action for Women's Health was celebrated. It counted with the participation of, among others, the director of the Institute of Public Safety of

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Catalonia, Mrs. Núria Aymerich, Commissioner of PG-ME, Mrs. Cristina Manresa, inspectors of PG-ME Mrs. Rosa Maria Gubianes and Mrs. Remei Linares, and the following speakers:

Dr. Carme Valls, endocrinologist. She focused on the importance of taking into account the differences between men and women: the way of getting ill, showing symptoms, the causes of pain, metabolism of drugs, stress affectation, etc... in order to guarantee and to ensure an equitable health system.

Mrs. Patricia Coma, responsible for external relations and the organization of women's football in Real Club Deportiu Espanyol. She focused on the peculiarities and difficulties of women's football, the importance of its visualization and eating and health habits of the athletes.

Dr. Candela Calle, Director - General of the Catalan Institute of Oncology, showed the gender differences in health and in health services while also providing necessary preventive guidelines and indicators in the detection of pathology and basic habits in order to improve the quality of women's life.

At the end of the conference, participants filled in a questionnaire. PG-ME is studying and evaluating the proposals gathered in this questionnaire that can be of interest for police women.

Remei Linares.
Inspector of the Police of the Generalitat.

The intranet of Policia de la Generalitat – Mossos d'Esquadra offers a direct link to the European Network of Policewomen website.



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My experience as a female police officer of the Guardia Urbana of Barcelona, at the ENP meeting in Tallinn



Estonian Academy of Security Sciences. Meeting Room

On the occasion of my participation at the ENP meeting in Tallinn, I would like to share with you my experience with ENP meeting and visit.

My name is Montserrat Varea, I am a police woman in the city of Barcelona and I am a newcomer to ENP having been recently introduced to this organization. In fact, when Ms. Montserrat Pina took on the presidency of ENP and asked me to be her assistant, I felt a little curiosity about ENP. As I was working, this curiosity turned into genuine interest in knowing more about it.



Tourist visit at the Council Square at Center of Tallinn.

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Having lunch at a nice restaurant at the sea side

As the assistant of the ENP's president I had the opportunity to take a trip to Tallinn for the EB-GB meeting last 07th, 08th, and 09th of May. This was a great experience for me, I had the chance of knowing other police models as well as women of other police organizations from different countries like Ireland with Margaret Nugent, Germany Janina Hessenauer, or Estonia Elina Orumaa, and Veronika Isberg.

I remember in Tallinn we did a lot of work because we had to handle a lot of issues, in fact it was few spare time to go touring but in spite of this I feel it has been a very rewarding experience, I have seen how important it is to tackle gender equality issues within the police in order over the time there are not differences in the Police between members of either sex.



Our best wishes for ENP on the well of wishes



Police and Border Guard College. Meeting room

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After attending this meeting I can appreciate the importance of organizations like ENP, whose main goal is gender equality in such vital professions like the Police.

On the other hand all places where we have worked like the Estonian Academy of Security Sciences on Kase Street 61 in Tallinn or the Police and Border Guard College on Tigu road 55 in Muraste.



Training dogs exhibition in Muraste



Police and Border Guard College.
Court simulation room

They have been very suitable places for the meetings providing all means necessary for the development of a good work and so it made everyone felt comfortable and a very at easy.

Finally I want to thank Ms. Elina Orumma, representative and organizer of the meetings in Tallinn, for her effort and attention she lent to us all the time which made us feel right at home. Without her interest and willingness to work this meeting would not have been possible



Montserrat Varea.
Police officer of the Police of Barcelona.
Guardia Urbana.