

New Policy – New Chance; The Nordic Baltic Network of Policewomen

Denmark has taken over the presidency of Nordic Baltic Network of Policewomen (NBNP) as from January 2008. The presidency will be held for a 2 year period. The running of the network is handed over from Swedish police by the former chairwoman Maria Appelblom , who have been in charge since NBNP was established in 2001.

As the new chairwoman of Nordic Baltic Network of Policewomen (NBNP) I would like to present myself and the new policy plan for NBNP. My name is Hanne Bergstrøm. I am 48 years old – I am married and I have 2 big boys. I have been a policeofficer for 26 years and I been working in all different kinds of police area`s since I started in the police. At the present moment I am working as a Police Inspector in the National Polices 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 effort, including elaboration of a strategy so that the investments, financing and working hours related to the operation, will be in accordance with the results.

The below plan serves the purpose of describing the ideas and aims of NBNP, target groups, priorities and working methods as well as a time schedule and a budget for the ongoing operation and realization of the intended activities. This plan also specifies how the work should readily be organized.

Ideas and Aims

The main idea 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. This means that a large part of NBNP's work consists of collecting and sharing information across the Nordic and Baltic police organisations.

The aims of NBNP are defined as follows:

- 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 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.
- To exchange professional experiences and knowledge.

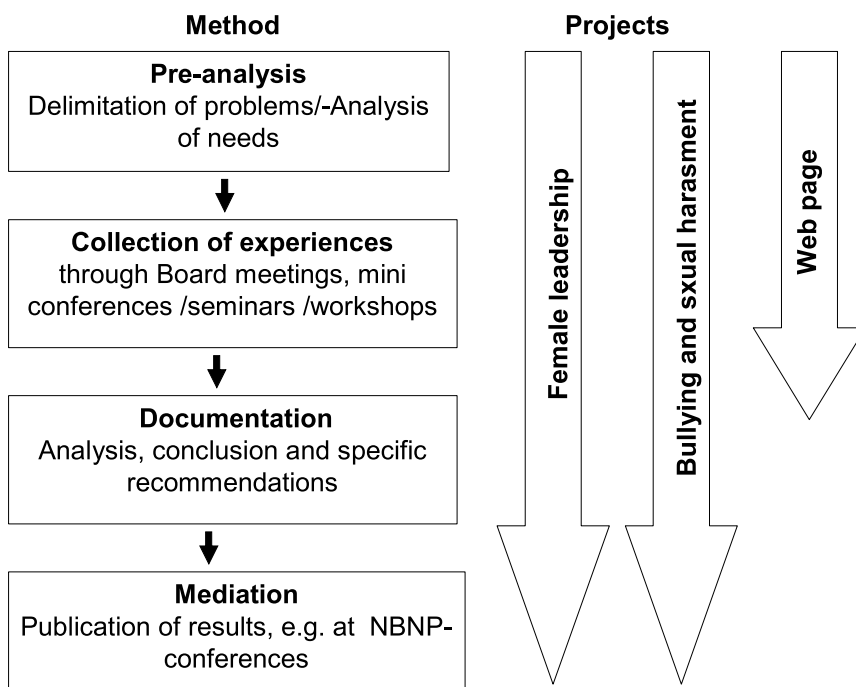
Target Groups

NBNP has three primary target groups:

- The female police staff in the Nordic and Baltic police organisations
- The Management of the Nordic and Baltic police organisations
- The Police Unions in the Nordic and Baltic police organisations

Core Areas for 2008-2009

To fulfil the aims of NBNP, 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 as presented below:



Pre-analysis is about initiating the relevant activities, including finding an answer to the following questions:

- What is the problem?
- Why is it a problem?
- What are the reasons for this problem?
- What can we do about the problem?
- What measures will we take to solve the problem?

Collection of experiences: different methods to collect the information that the member states altogether represent, including by means of analysis, access to resource persons at national level and to the knowledge that exists in the national networks.

Documentation is about systematically gathering the information that has been collected, and point to specific recommendations, in order for NBNP's work to be communicated to and handed over to the police organisations.

Mediation: primarily concerns NBNP's international conference, which is held every two years.

Descriptions for each core area will be elaborated to further describe how the projects are constructed and how NBNP will carry them out. This will, in most cases, demand a closer cooperation with the national networks (e.g. in relation to seminars at national level), employers (e.g. discussion of some of the pilot projects in the framework of Nordic Network about equality), while the NBNP Board itself is responsible for other parts (e.g. arrangement of international seminar)

Core Area 1: Female leadership

The board agrees upon the fact that the number of female leaders at all levels in the respective police organisations is too low in all of NBNP's member countries. Different initiatives have been carried out in the Nordic countries in order to increase the number of female leaders, but no satisfactory results have been achieved yet.

The objective of the board is to focus on female leadership to encourage female police officers to choose a leadership career and to increase the number of female police officers at higher management level.

The board will achieve this objective by:

- Collecting experiences on the field, which will strengthen knowledge and insight in relation to the obstacles to which female leaders and leadership candidates are exposed.
- Implementing specific initiatives that will strengthen female police officer's interests in choosing leadership careers, also at the highest levels, including career seminars aiming at training female police officers as mentors and creating an international network among female leaders.
- Making suggestions as to initiatives on the basis of accomplished pilot projects in selected countries, where the objective is to increase the number of female leadership.
- Communicating results to the member countries through debriefing and international conferences.

The core area is covered by 3 coherent initiatives:

1. Nordic-Baltic collection of experiences as to female leadership and current efforts to increase the number of female leadership within the Nordic-Baltic police organizations, and collection of experiences concerning the obstacles to which female police officers are exposed when choosing leadership careers.

2. An international seminar for a limited number of female leaders (mid-level leadership) with the purpose of enhancing their abilities to act as role model for other female police officer and motivating them to pursue the leadership path.
3. A pilot project concerning female leadership in Denmark with the purpose of increasing the number of female leaders in the police (mid-level leadership) with positions at higher leadership level. The pilot project should also involve male leaders.

Core area 2: Bullying and sexual harassment

The Board has chosen to focus on bullying and sexual harassment, seeing that it is estimated that several of the member countries suffer from different degrees of bullying and sexual harassment.

The Nordic countries have legislations, rules, plans etc. concerning this field. The situation in the Baltic countries is however different compared to the Nordic countries because this field only comes under the general ethical rules.

NBNP aims at focusing on bullying and sexual harassment in order to increase the knowledge on the field, including the effect on the working environment, and prepare suggestions for how the working environment can be improved.

In order to achieve the above mentioned, the Board will:

- Collect experiences on the field, which will enhance knowledge in relation to notions, degree and consequences of bullying and sexual harassment etc.
- Make specific suggestions for initiatives on the basis of pilot projects carried out in selected countries, including recommendations for national action plans.
- Carry into effect specific initiatives with the objective of focusing on the field and lay the foundations of national projects (for example, specific action plans, training, campaigns etc.)
- Communicate the results to the member countries through international conferences etc.

Co-operation

NBNP wants to co-operation with other networks both national networks and international networks in our region. All networks have the same objective to improve work conditions for female police officers. Therefore we might as well work together in various ways.

NBNP and ENP are cooperating on the next Career Development Seminar. Denmark will host the CDS in November 2008.

Hanne Bergstrøm, Danish Police
Chairwoman Nordic Baltic Network of Policewomen