

Nordic-Baltic seminar

WOMEN IN POLICE - CHANGES AND CHALLENGES

31.05.-01.06.2017, Riga, Latvia

Venue: Conference Center of the Ministry of Interior, Corpus 6, third floor, entrance from the State Police of Latvia, corpus 4

Address: Ciekurkalna 1st line 1, k-4, LV-1026 Riga

*The main purpose of the seminar is to have **an interactive Nordic-Baltic dialogue on Women in the Police** from a Nordic-Baltic police and gender equality perspective.*

The seminar will focus on gender equality and diversity in the police organizations and discuss the possibilities to combine working life with family life, and the working conditions women but also men meet in a male dominated organization as the police force. The seminar will also discuss education and career choices and the recruitment processes in the police in the Nordic and Baltic countries. The seminar will present good practices and exchange information on national actions taken to increase the number of women in the police force. The aim is to find out if the gender equality strategies in the Police in the Nordic and Baltic countries have resulted in more women at all levels in the police and given the results the gender equality strategies have outlined.

WEDNESDAY 31 May 2017 (9.30 – 16.00)

9.30 – 10.00 Registration

(NB!! departure from the Astor Hotel to the meeting venue at 9.10)

10.00-10.45 OPENING OF THE CONFERENCE

Moderator: *Inese Voloseviča*, Head of the Unit, The State Police, Latvia

OPENING SPEECH

10.10 - 10.15 *Gatis Švika*, Colonel, Deputy Chief of the Central Administrative Department State Police, Latvia

INTRODUCTION TO THE SEMINAR

10.15 - 10.45 *The story of a woman in the Police*

Leena Lukala, Senior Detective, General Crime Investigation Unit, Uusikaupunki Police Station, Southwestern Finland Police Department, Police of Finland

10.45 - 13.00

1.THEME EDUCATION

This session on the police education will discuss the recruitment process to the police education, the visions and wishes of women and men students on the career within the police and the content and structures of the police academy curriculum.

Moderator: *Inese Voloseviča*, Head of the Unit, The State Police, Latvia

10.45 - 11.15 The Police in the future - police education as a university education
Betty Rhodin, Faculty Programme Director, Institute of Police Education, Linnaeus University, Sweden

11.15 – 12.00 Coffee break (incl. family photo)

12.00 - 12.30 Female students and future work for the Police
Dina Tarane, Deputy Director, State Police College, Latvia

HARASSMENT IN THE POLICE

12.30 - 13.00 Different forms of harassment in the Police
Helena Casu Häll, Senior Adviser for Gender Equality, Swedish Police Authority, Sweden

13.00 – 14.00 Lunch (*at the canteen of the Ministry of Interior*)

14.00 - 16.00

2. THEME WORKING LIFE

The aim is to present good practises and tools from the Nordic and the Baltic countries on how to combine working life with family-private life in male dominated working places. The session will discuss working life in a gender perspective and discuss issues as shift work, pregnancy and maternity/paternity leaves, the work circle from patrolling to investigation and leadership, and the lifeline in the police.

Moderator: Sara Boström, Senior Adviser, Swedish Police Authority

14.00-14.30 Why do women stop to work in operational services
Lars Reiersen, Chief, Politiets Fellesforbund (Police Trade Union), Oslo, Norway

14.30 – 15.00 How to combine working life and private life
Barbara Jacobi, Psychologist, Concern HR, Danish National Police, Denmark

15.00 - 15.30 Police, Work and Age
Satu Koivu, Chief of Human Resources Development, Resources Unit, National Police Board, Finland

15.30 – 16.00

RECRUITMENT PROCESSES

From education to leadership - who can be a boss within the police? Who defines the recruitment criteria, who nominates the police staff and who appoints the police officers and chiefs?

Moderator: Inese Voloseviča, Head of the Unit, The State Police, Latvia

15.30 – 16.00 It is a small step for a man...How many steps a woman needs for success?
Rasa Stasiulaitiene, Chief of Police Station, Klaipeda County Police Headquarter, Lithuania

16.00 CLOSING OF DAY 1

16.10 Departure to the hotel

18.50 DINNER, Restaurant LIDO, Address: Krasta street 76, Riga
(NB!!! Departure from the Astor Hotel to LIDO at 18.30)

THURSDAY 1 JUNE 2017 (10.00 - 14.00)

(NB!!! Departure from the Astor Hotel to the meeting venue at 9.20)

GENDER EQUALITY AND DIVERSITY POLICIES

The presentation will focus on gender equality issues and diversity questions and why should and how could the Police integrate gender equality and diversity issues into the organisation. It is not surprising that gender equality issues are seen as women's issues; it reflects the overall society where the man has been the norm and consequently asexual, while the woman has been "gendered" and seen as deviant.

Moderator: Carita Peltonen, Consultant, Denmark

10.00 – 10.30 Gender equality and diversity in a police perspective

Mia von Qualen, Consultant, Concern HR, Danish Police College, Denmark

3. THEME LEADERSHIP

This session will discuss leadership, especially women as leaders, both as top leaders, but also as middle management leaders.

Today there are more women police officers in the Police - the question is then: why are women still underrepresented in the top and middle management positions as well as in operational positions?

Moderator: Inese Voloseviča, Head of the Unit, The State Police, Latvia

10.30 – 11.00 From words to action. How to reach gender balance in leadership?

Dag Ellingsen, Senior Researcher, Work Research Institute, Center for Welfare and Labour Research, Oslo and Akershus University College, Norway

11.00 - 11.30 Coffee break

11.30 - 12.00 Leadership in a male dominated organisation

Sigrídur Björk Gudjónsdóttir, Commissioner, Chief of the Reykjavik Metropolitan Police, Iceland

12.00 – 12.30 Work, private life and leadership

Krista Aas, Deputy Director General, Estonian Police and Border Guard Board, Estonia

12.30 - 12.45 Discussions

12.45 - 13.00 SUMMARY AND CLOSING OF SEMINAR

13.00 – 14.00 LUNCH (at the canteen of the Ministry of Interior)

14.10 DEPARTURE TO THE HOTEL