

## EDITORIAL

**GERMANY, APRIL - 2002:**

**'Seventeen people killed after a gunman - a former pupil - opens fire in a school in Erfurt, eastern Germany. He then turned the gun on himself'**

**GERMANY - 2003:**

**'A 16-year-old student shot and wounded a psychologist and fired at a teacher, then committed suicide at a school in the German town of Coburg'**

**THE NETHERLANDS, JANUARY - 2004:**

**'A 17-year-old student shot an economics teacher in the head in a crowded high school cafeteria in The Hague, fatally wounding him. The killing was apparently in retaliation for being suspended from school.'**

**GERMANY, NOVEMBER - 2006:**

**'18-year-old opened fire at former school in Emstetten, Germany, before killing himself. Five people were wounded and dozens hospitalized for smoke inhalation after he set off smoke bombs'**

**FINLAND, NOVEMBER - 2007:**

**'An 18-year-old shot eight people inside his high school in southern Finland, before turning the gun on himself'**

**FINLAND, SEPTEMBER - 2008:**

**'Shooting rampage at Finnish school. 10 people have been killed and dozens injured after a student went on a shooting rampage at a vocational school in Finland. 22-year-old shot himself after launching the attack.' Tuesday, September 27, was Finland's second deadly school shooting in less than a year.**

No, these are not shocking news items from the United States – these occurred in Europe!

The 'dry' definition of what happened here is:

**School shooting** – a term used to refer to gun violence primarily in educational institutions, especially the mass murder or killing spree of people connected with an institution.

A school shooting can be perpetrated by people who

have a mental disorder, expelled students, alumni, faculty members, outsiders, or even regular students who still attend the school. Unlike acts of revenge against specific people, school shootings usually involve multiple intended or actual victims, often randomly targeted. Most of the school shootings that have occurred have ended up with the perpetrators killing themselves and others.

Do the assassins fit a certain 'profile', beside the fact that they have all been boys? Are there signs to see that would allow us to predict/prevent such horrific incidents? What are the triggers? Research, confirmed by criminal experts, state that they do not fit a profile but, indeed, it would be a more productive approach to look into certain character risk factors like recent traumas, dysfunctional home environments and lack of attachment with caregivers.

After the last incident voices might be rising for pushing for tighter gun laws. But this is just the surface and we have to ask ourselves what we as individuals can do. Once we have children we are taking on an enormous responsibility. Accountable parenting – and that includes both parents – is a tough job. Caring for and bringing up children in a society that keeps violating boundaries, a society that can be hateful, hostile, violent and discriminating, is a challenge for all of us. What we can do is give our children the care and love they deserve, provide security, and teach them respect of human rights, integrity and dignity – being the role model!

Our sincerest condolences and sympathies to the families of the victims and those injured.



*Erika Wietinger  
ENP-President*

PHOTO COPYRIGHT: BMI/ATUMA

## INFORMATION Queen Bee Or Not Queen Bee, THAT IS THE QUESTION

Increasing insight into factors that bring about the Queen Bee Syndrome

BY KIM DE GROOT- MSC THESIS 06-2008



Although the number of women climbing up the organizational ladder has increased over the last decades, women in leadership and management positions in large companies are still scarce. It is often suggested that women who do make it to high leadership or managerial positions can serve as agents of social change. However, previous research indicated that successful women often do not take up this role. Often, those women, who have the power to improve the position of other women and help to defer negative stereotypes about women, themselves, hold stereotypical expectations of women. Moreover, these women sometimes even oppose the women's movement. This phenomenon has been labelled the 'queen bee syndrome'.

### BEHAVIOR

The present investigation examined which contextual variables cause successful women to become queen bees. Additionally, we examined which contextual variables could bring about the motivation to remain concerned with the welfare of the group. This research revealed that performing queen bee behaviour is jointly determined by individual differences between women (e.g., level of group identification) and by the organizations in which women climb up the ladder

(e.g., experiencing gender discrimination, personal and social identity protection, female mentoring relationships). The results demonstrated that the lower women were identified with other women, the more they were inclined to perform queen bee behavior. They also emphasized the important role organizations played in stimulating and reducing queen bee behavior. Organizations stimulated it, because experiencing discrimination towards women caused low identified women to stereotype other women and to perform queen bee behavior. Organizations also reduced queen bee behavior, because providing women with social identity protection, respect for female qualities and female mentoring relationships enabled women to work for personal status improvement and status improvement of women in general.

### RESULTS AND CONCLUSION

In this research we were able to demonstrate the existence of queen bee behavior in organizations in the Netherlands. We demonstrated that queen bee behavior is jointly determined by individual differences between women and by the organizations in which they climb up the ladder. The results showed that when low identified women perceived that the

organization they worked for held negative stereotypes about women, they felt a need to distance themselves from other women. As a result they started to stereotype other women and perform queen bee behavior. We established that among highly identified women, social identity protection and valuing typical female characteristics enabled these women to deal with social identity threat. As a result they worked for personal and group status improvement. This research highlights the important benefits of providing women with mentor relationships. That is, female mentors ensured both highly and low identified women that personal status improvement and status improvement of women in general can be pursued side by side. Thus, female mentoring, besides playing a key role in getting women the sponsorship and visibility they need for career

advancement, helps to prevent queen bee behavior. The power to reduce queen bee behavior therefore lies within the grasp of organizations. To make the road to the top passable for all women, organizations should reduce gender discrimination and they must provide women with social identity protection, with respect for their female qualities and with female mentoring relationships. In that way women can and will collectively fight social inequality at the top.

### **MORE?**

You can find this new research at our website [www.enp.nl](http://www.enp.nl).

*Caroline Bogaard – ENP General Board member, Regiopolitie Amsterdam-Amstelland, The Netherlands*

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## Nottinghamshire Police

**Nottinghamshire Police receives approximately 500 missing persons reports a month, many relating to vulnerable children who have run away from home. To support the needs of these children and young people, we are working in partnership with the National Society for the Prevention of Cruelty to Children's (NSPCC) Home & Away Service.**

The Service works with young people, aged 9 - 16 years, and their families to help them understand and address the underlying issues that led to the young person running away. The aim is to encourage the young person not to stay away from home again, thereby helping to keep them safer, and to reduce the demand for police resources in responding to repeated missing episodes.

The Service has the capacity to work with approximately 100 young people and their families a year and referrals are made directly from the Police, based on an agreed set of criteria. Outcomes data shows that over 70% of young people who engaged with the Service were not reported missing again within 6 months of their case being closed.

For further information contact Emma Adams, Nottinghamshire Police  
Missing Persons Manager  
[emma.adams@nottinghamshire.pnn.police.uk](mailto:emma.adams@nottinghamshire.pnn.police.uk)

Missing!

## An Garda Síochána and Childcare



**An Garda Síochána face the same challenges as every other police force when it comes to childcare and trying to provide a happy balance between work and home life.**

**An Garda Síochána has now embarked on a new initiative to try and ease the challenges faced by having a career and a family.**

Our organisation is now providing a service entitled "Resource and Referral" for members both sworn and un-sworn of An Garda Síochána. This service assists staff who are parents to find local childcare solutions suitable for their needs in their locality. This service is provided in conjunction with Bright Horizons Family Solutions a private company whose services are being utilised by An Garda Síochána.

obligation to use the recommendations; it is merely to support employees. Information is sent out to the individual either in the post or via email and then the individual and their families can make an informed decision on their childcare needs and the solutions available to them in their locality.

It is hoped that this support network for parents will soon become established and form a natural part of a Human Resource Service.

The ongoing support is available through a designated co-ordinator in Garda Headquarters, HRM Branch; currently Sergeant Fiona Broderick. She is able to put the parent in touch with Bright Horizons Family Solutions, and they in turn refer parents to their huge database of Child Care Facilities to suit all geographical areas and budgets.

In February 2006, Assistant Commissioner Catherine Clancy, established a 'Working Group' to conduct a robust review of the needs of Garda members and civilian employees in the area of child minding facilities and services.

Assistant Commissioner Catherine Clancy described it as an 'exciting new venture' and she welcomed the support of the representative associations. She said, "It is one of a number of responses to addressing issues around work-life balance, which is a challenge for all organisations particularly our own".

"It was a challenge to find what was going to be a benefit to the organisation and at the same time help our staff to balance work and family demands".

*By Sergeant Fiona Broderick*

**Reference Neil Ward Garda Review Magazine and Sergeant Fiona Broderick H.R.M.**

This is an innovative move for An Garda Síochána. It reflects a change in policy to buy in external expertise wherever necessary.

It is a pilot study which was announced by former Garda Commissioner Noel Conroy in July 2007.

It is a free, confidential service available to anyone employed by the Garda Commissioner. There is no



## Women in the Spanish Civil Guard THE HISTORY



After more than 18 years since women first joined the Guardia Civil, an event which was a huge shift in the corporate mentality that had prevailed in the Guardia Civil, women have now been joining different units and almost every specialist post within the Guardia Civil.

According to a study completed in January 2006, the distribution by ranks inside the Guardia Civil was:

	MEN	WOMEN	%
Senior Officers	11.049	28	2.67 %
Engineer officers	62	3	4.84 %
Officers	11785	4	0.22 %
Technical engineer officers	43	2	4.65 %
Warrant officers	6151	59	0.96 %
Corporals	5759	146	2.54 %
Civil Guards	49215	2178	4.43 %
<b>Total</b>	<b>64064</b>	<b>2420</b>	<b>3.78%</b>

In total, women represent 3.78 % of the whole Guardia Civil staff and, according to the same study they hold the following posts (specialised posts) within the Guardia Civil:

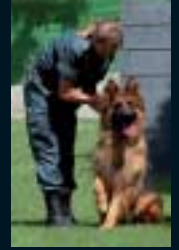
AREA OF WORK	WOMEN	%
Policing	860	35.54
Protection, security and intervention	397	16.40
Bureaucratic services	259	10.70
Judicial police	217	8.97
Intelligence service	164	6.78
Customs officer	153	6.32
Highway patrols	71	2.93
Weapons and explosives	68	2.81
Teaching	47	1.94
Royal Household	22	0.91
Nature protection	14	0.58

The advent of women to the Guardia Civil meant, besides being another exponent in the equal treatment in both personal and employment aspects (derived from articles 14, 23.2 and 35 of the Spanish Constitution), the police force was open for everyone in Spanish society. This has been reached by paying respect to the rights of women, making a more complete and diverse workforce. It has shown that women, or the 'feminine personality', are capable of carrying out any military or police tasks.

Nowadays women are fully integrated in practically all units of the Guardia Civil, in operative services, investigation tasks or in policing, but they still have to confront and overcome the problems that occur because of being a woman, to the same extent as any woman may face in other professions.

Nevertheless, the low numbers of women in the Guardia Civil are still significant, if we take into account a gender parity that should be reached with specific policies directed to encourage the integration of women. This integration, in a system of equal rights and obligations, demands - as stated in both penal and disciplinary codes - the reproach, prosecution





freedom becomes more important and significant in maintaining discipline and the efficiency of the service. Such action may also have harmful consequences towards the health and stability of the person involved.

and sanction of every person that may cause a discriminatory, inhuman or degrading treatment towards women, especially when the person in command uses his power or role to discriminate, assault or commit sexual harassment, which seriously affects the rights and freedom of the woman involved.

This is especially so in mixed units, mainly in police stations, which involves everyday professional and personal contacts. The right to respect individual

The importance of immediate action of the person in command is vital in order to protect those freedoms, rights and the legitimacy of the service.

*You'll find more about Spanish legislation on non-discrimination and equality at the ENP-website [www.enp.nl](http://www.enp.nl).*

*Article provided by Guardia Civil  
Edit.: E.Wietinger/Liz Owsley*

## Me and Georgia... Georgia, see you soon!

In February 2005 I was invited to participate in the evaluation project of the Police Aid Programme of the Georgian Mission of Organisation of Security and Cooperation in Europe (OSCE). My task was to evaluate the developmental needs of the Police Academy of Georgia. In the field of police work, which started in the OSCE Mission in Georgia in the second half of 2004, the aid programme was focused on four areas which were and still are strategic management, police training, personnel work of the police and community policing...



*Read more about the story by Piret Palusoo, Adviser to the Police College of Estonia, and her involvement in the OSCE Mission in Georgia at the ENP website [www.enp.nl](http://www.enp.nl).*

## Integration of the Hungarian Police and the Border Guard



... After joining the European Union (EU) and the Schengen Territory (on 21 December 2007), the border enforcement tasks of Hungary changed. On the one hand the border control (checks) were abolished at the "Schengen internal" borders, on the other hand the protection of the public and national security required more strict control at the "Schengen external" border sections. The "Schengen external" borderline is shorter than the frontier of Hungary, so a new organisational model was needed, which resulted in the integration of the Border Guard to the Hungarian Police.

Border enforcement became one of the branches of the police service...

*By Ildikó Kincses, President of Hungarian Association of Policewomen*

*Read more about the integration process at the ENP-website [www.enp.nl](http://www.enp.nl).*

## Sharing personal impressions from the UEFA Euro 2008™



### A female commander of the Vienna Police Intervention Group and her experiences

The UEFA Euro 2008™ was the biggest sports event that ever took place in Austria and one the greatest challenges for die Austrian Police. At the four performance locations Vienna, Salzburg, Innsbruck and Klagenfurt more than 2,4 million visitors/spectators were counted. Out of this number

more than one million guests travelled from abroad.

*By Marlies RASER-MENHART, Security- and Traffic Police Unit, Federal Police Department Vienna*

*Read more about Kristina's experiences at the ENP-website [www.enp.nl](http://www.enp.nl).*

## CONFERENCES & SEMINARS

### Policing New Territory

This was the theme of the 46th IAWP training conference held in Darwin, Australia, 6-11 September 2008



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The training program streams 'lading by example', 'policing-a career of choice', 'strengthening partnerships' and 'the changing face of crime' provided a comprehensive insight in trends and developments in policing.

Appr. 500 participants out of 24 countries worldwide were attending the training and enjoying Australien

hospitality and a quite impressive environment. The ENP was represented by the President and two General Board members (The Netherlands and Sweden). On behalf of the ENP thanks to the IAWP for this stunning event!

*Erika Wietinger, ENP-President*

# NEWSLETTER 0803

# ENP

EUROPEAN NETWORK OF POLICEWOMEN

## BOOKS & PUBLICATIONS

### THE SHOOTING GAME

Lieberman, Joseph - Publisher: Seven Locks Press 2006

ISBN: 1931643830, 9781931643832

School shooting has become a deadly pattern and our nation's worst nightmare. Since the terrifying incident at Columbine, the senseless shootings in our schools have occurred in alarming frequency. It returned with a vengeance on Nov. 9, 2005 in Jacksboro, TN, when a fifteen-year-old shot and killed an assistant principal at Campbell County High School and seriously wounded two other administrators. While media attention focuses on the war in Iraq, politics and celebrity lives, school violence continues in every corner of the world claiming over 400 young lives in the past five years. Until now, no one has effectively answered the question, "Why?" Joseph Lieberman gives heart to the statistics and lays bare the soul of these tragedies by revealing the synchronous nature and common roots of school shooting, workplace rampage and suicide terrorist acts.

### VIOLENCE AGAINST VULNERABLE GROUPS

Brown, Hillary (Council of Europe) - Publisher: Council of Europe 2004 - Original: University of Virginia - Digitalised at March 3, 2008 - ISBN: 9287154473, 9789287154477

The abuse and intimidation of vulnerable groups including children, people with disabilities and older people, is a common occurrence, whether it takes place in family homes, residential facilities or public places. This publication explores the roots of violence against these groups and reviews the work of the Council of Europe to address this issue. It develops a social model of vulnerability, reviews current research, and analyses a range of preventive strategies, clarifying the mandate which governments and mainstream agencies hold in relation to vulnerable citizens.

### VIOLENCE IN SCHOOLS

Smith, Peter K. - Publisher: Routledge 2003

ISBN: 0415278236, 9780415278232

This book brings together contributions from all EU member states as well as commentary from Australia, Israel and the USA. Having researched the topic of school violence for over a decade, the author provides an invaluable resource for educational administrators, policymakers and researchers concerned with investigating, and ultimately addressing, this pervasive problem.

### FLESH AND BLOOD

Messerschmidt, James W. - Publisher: Rowman & Littlefield

2004 - ISBN: 0742541649, 9780742541641

This book provides a unique conceptualization of:

1) embodiment as a lived aspect of gender, 2) how masculine practices may be constructed by both boys and girls, 3) how such embodied social actions are related to violence and nonviolence, and 4) the fallacy of the mind-body, sex-gender, and gender difference binaries.

### HOME-GROWN HATE: GENDER AND ORGANIZED RACISM

Ferber, Abby L. - Publisher: Routledge 2004

ISBN: 0415944155, 9780415944151

Are all terrorists men? Why are most school shooters teenage boys? What role do women play in the spread of hatred? Many books, news programs and magazine articles have examined the rise and activities of extremist and white supremacist groups; however, the role of gender in right-wing ideology has been almost completely overlooked.

The original essays in this collection explore the link between gender and racism in a variety of racial and white supremacy organizations, including white separatists, the Christian right, the militia/patriot movements, skinheads and more...

### VICTIMS AS OFFENDERS: THE PARADOX OF WOMEN'S VIOLENCE IN RELATIONSHIPS

Miller, Susan L. - Publisher: Rutgers University Press 2005

ISBN: 0813536715, 9780813536712

"Finally a book that moves us forward in the 'mutuality debate.' Miller's research demonstrates the seeming inability—or unwillingness—of the criminal legal system to recognize that gender (as well as race, class, and sexual orientation) matters in intimate partner violence, but even more importantly, she offers compelling answers to the question, 'What can we do about it? Are women finally closing the gender gap on violence? Or does this phenomenon reflect a backlash shaped by men who batter? How do abusive men use the criminal justice system to increase control over their wives? Do police, courts, and treatment providers support aggressive arrest policies for women? Are these women 'victims' or 'offenders'?..."

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The European Network of  
Policewomen is an NGO in  
special consultative status  
with the Economic and  
Social Council of the United  
Nations.

