

16th meeting of the Commission
Women in Fire and Rescue Services (CTIF)
11-13th November 2019 Barcelona



Comity mandate

Develop and issue recommendations to improve the working conditions of women:

- Develop job descriptions
- Develop a questionnaire to study the psychological climate and adaptation for women in the occupation
- Annual publication in CTIF World Fire Statistics of information on women's activity in the field, on fires caused by children and on child casualties
- Involve new members in the Working Group

Agenda


- **Monday 11 November - Start of the meeting at Barcelona City Hall:**
 - Institutional welcome from Barcelona Fire and Rescue service and presentation of gender programme developed in Barcelona.
 - Welcome from the Commission. Mira Leinonen.
 - Presentation from each country.
 - Promotion. Women on commander positions.
 - Maternity provisions and policies provided in FRSs.
- **Tuesday 12 November**
 - Infrastructures for equality on working place. Mira Leinonen, chairperson of Women on Fire and Rescue services Commission (CTIF)..
 - Communication Plan
 - Harassment.
 - European Network of Policewomen. Ms Pina, Barcelona Police Superintendent.
- **Tuesday 13 November -Exercise Scenario day.**

Day 1



City hall welcome



  @bombers_bcn

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Chair presentation

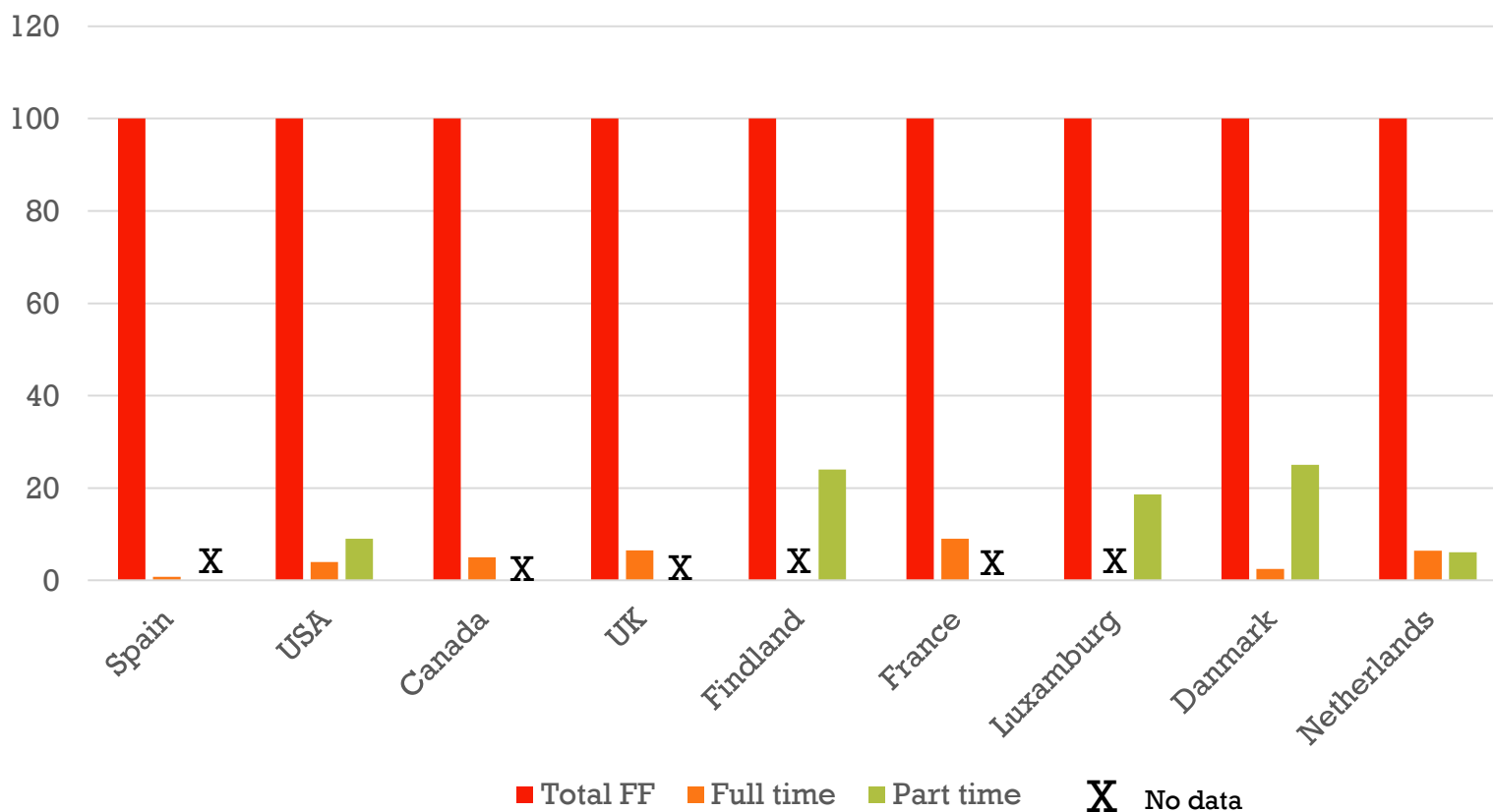
Attending countries

- Denmark
- Finland
- France
- Luxembourg
- Netherlands
- Spain
- USA
- UK
- Canada



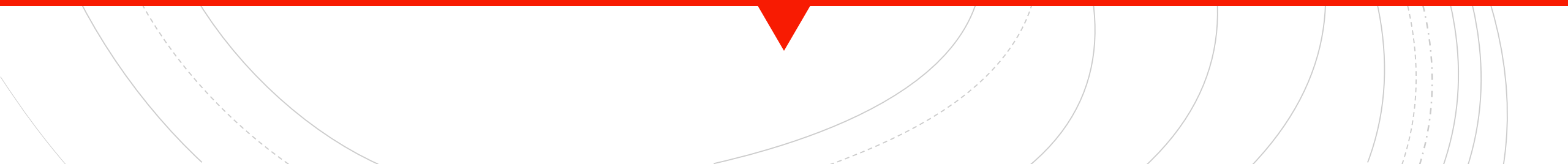
Statistiques

Kaavion otsikko





Women and promotions



Day 2





Findland

Gender
neutral
designs

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Gender neutral designs



One important international effort that we're seeing is the rise of "gender neutral" designs.



Traditionally, fire stations have featured a large dormitory.



Today, fire stations are being designed with private sleeping quarters and bathrooms while still featuring collaborative public spaces.



Unlike gender-specific designs, gender neutral stations create flexibility as the makeup for fire staff shifts frequently.

It is not one size fits all !



WOMEN'S

SLIM

REGULAR

RELAXED

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Communication strategies



Communication strategies



2 priorities

- Commissions objectives
- Members
- Stats
- Past
- Future
- Meetings info
- WFS conferences
- WFS associations
- FF conferences and expo
- Events
- Camps
- Reasearch
- Recruitment campaign

Web page

News letter

- News from members
- Conference topics and findings
- Stats
- Next comitie meeting
- Next WFS conferences
- Members initiatives
- Fire services initiatives

Pregnancy policies



Attraction initiatives

- Youth firefighters
- Cadet programmes
- High school programmes
- Higher education programmes
- Girls' camps – joint with Police and other agencies
- Do you have national youth camps

COMMUNITY

MFD hosts 5th annual 'HERo Day'



MFD putting "HER" in "hero"

Attraction initiatives – Memphis Her0 Day

Gender equality actions (positive actions)

- We should share best practice and not reinvent the wheel
- Use our web site to share videos or guides produced by FS ans associations
- Same hiering process shoud aply
- Physiqcal tests should be job related
- Possible training program for women
- Role of WFS association in attraction and recrutement
- It starts with management
- Men need to be involved

Harassment in the fire service

- Management must be involved, supportive and proactive.
- A respectful workplace policy should be put in place.
- Complaints should be taken seriously.
- Training should be broader than female in the fire service it should include diversity and inclusion in general.



Lieutenant General David Morrison
Chief of Army

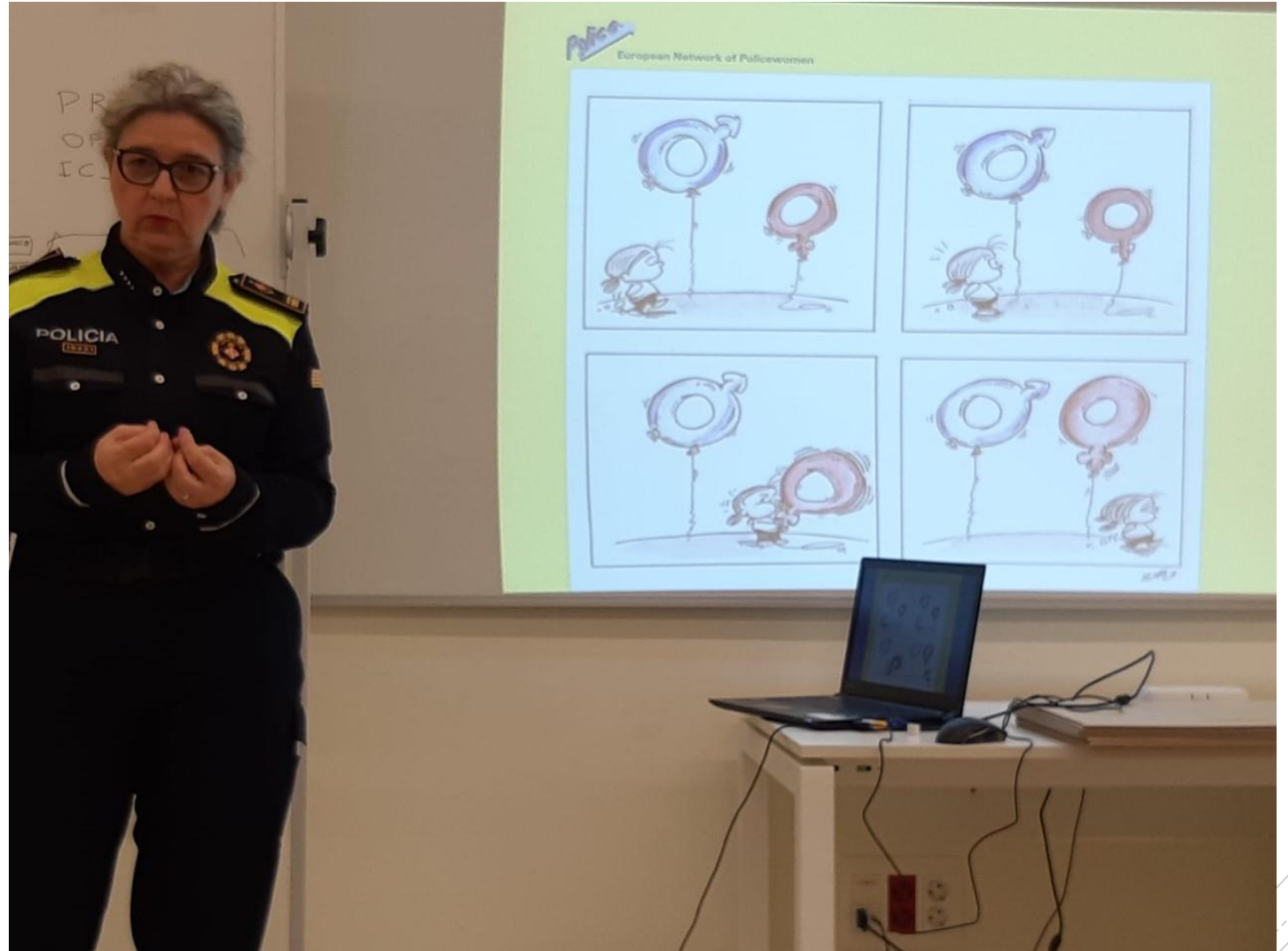
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Montserrat Pina Martinez

Barcelona Police
Superintendent.

Chairperson of the European
Network of Policemen



Day 3



Hazmat simulation



Next events

- Madrid women in fire service conference, November 25th
- Première conférence des pompières de France - Toulouse 12 et 13 mars 2020;
- Women in Fire - 1-Day Conference April 20, 2020 Co-located with FDIC, USA
- **17th CTIF Women in rescue Services - Interschutz DE – 15 – 20 th of june, 2020 – CTIF 16, 17 of June, Germany**
- FSW UK - 19 to 21st June 2020, UK
- Women in Fire - International Conference September 23 – September 26, 2020 Spokane, Washington, USA
- **18th CTIF Women in rescue Services – Findland Fall 2020**
- WAFA, Australia
- Canadian women conference – November 2020, Canada

