

**MINUTES of the 19th meeting of the CTIF Commission for Women in
 Fire and Rescue Services (WFRS), Roche, Basel, Switzerland,
 6-7 August 2024**

Number of participant countries: 12

Participant Country	Organization	First Name	Last Name	Remarks/Details
Switzerland	BERUFSFEUERWEHR ROCHE BASEL	Mireille	GLAUSER	Career firefighter
	SCHUTZ & RETTUNG ZUERICH (RESCUE&FIRE ZURICH)	CORINNE	BOMMER	Career firefighter
	GENEVA FIRE SERVICE	INES	LEGERET COULIBALY	Administrator
	GENEVA FIRE SERVICE	RACHEL	EBERLE	Fire Service Psychologist
The U.K.	WOMEN IN THE FIRE SERVICE UK	NICOLA	LOWN	Retired London Fire Brigade Fire Officer-UK WFS (Director)
Finland	FINNISH GOVERNMENT	MIRA	LEINONEN	Senior Fire Officer
Greece	HELLENIC VOLUNTEER FIREFIGHTERS ASSOCIATION	MARIA	BITRA	International Relations for HVFA-Volunteer Fire Sergeant
	HELLENIC VOLUNTEER FIREFIGHTERS ASSOCIATION	SOFIA	TAVANTZOPOULOU	Volunteer Fire Sergeant-Seasonal Firefighter
Luxembourg	LUXEMBOURG FIRE&RESCUE CORPS	MARIE	SATTLER	Head of Unit for International Relations
France	NATIONAL FEDERATION OF FIREFIGHTERS	ISABELLE	BERARD	Fire Officer
Sweden	SWEDISH NETWORK FOR WOMEN IN FIRE AND RESCUE SERVICES	MONA	HJORTZBERG	President of Swedish Network for Women in Fire and Rescue Services
Germany	GERMAN FIRE BRIGADE (DEUTSCHER	BIRGIT	KILL	State/Germany Women's speaker

	FEUERWEHR VERBAND) – NORTH RHINE- WESTPHALIA FIRE BRIGADE			
The Netherlands	NETWERK BRANDWEERVROUWEN NEDERLAND	SASKIA	POUW	Board member of Network for Female Fire in the Netherlands
	NETWERK BRANDWEERVROUWEN NEDERLAND	MISHA	BURGGRAAFF	Board member
Ireland	MEATH COUNTY COUNCIL FIRE & RESCUE	SHEILA	BRODERICK	Chief Fire Officer
Canada	MONTREAL FIRE SERVICE	ANIK	ST-PIERRE	Member of Canadian Fire Chief Association EDI comity Women In Fire (Trustee)
Slovenia	FIREFIGHTERS ASSOCIATION OF SLOVENIA- COMMISSION FOR WOMEN	DOROTEJA	JAZBEC	President of the Commission for Women in Celje Region
GUEST	CTIF	CHRISTOPHE	MARCHAL	Vice President of the CTIF- Lieutenant Colonel- French Firefighters Federation
ONLINE (TEAMS)				
Greece	HELLENIC FIRE SERVICE	ANTIGONI	ATHANASIADOU	Fire Second Lieutenant in Headquarters of Hellenic Fire Service
	HELLENIC FIRE SERVICE	ERIFYLI	DASKALOU	Fire Second Lieutenant in Headquarters of Hellenic Fire Service

Day One - Tuesday 6th August 2024

Welcome and Opening

At 09:30 the works of the Meeting began, with the introduction and welcome to delegates and guest, Lieutenant-Colonel Christophe Marchal, Vice-President, CTIF by WFRS Commission Chair, Nicola Lown (UK).

Chair, Nicola Lown, welcomed the members of the commission in Roche, Basel, and expressed the importance of everyone being able to attend this year's meeting. The Chair applauded Mirelle Glauser for her work and determination for the hosting of the meeting. Ms. Lown spoke about the mission of women in fire and rescue and how when one improves things for women in the fire services, one also improves things for everyone, as well as how important it is to meet and share best practices. Finally, Ms Lown thanked Lieutenant-Colonel Christophe Marchal, Vice-President, CTIF, for his presence at this year's meeting as guest.

At 09:00 hours, Mirelle Glauser, host (Roche, Switzerland), welcomed the Commission to Roche and made an introduction to Roche and briefing for the site. Information on the Roche Fire Brigade was provided, with details about, among other things, the structure, shifts, training and schedule.

At 10:00 hours, brief break for the Delegation photograph to be taken.

Introduction of delegates & guest

At 10:15 hours, there was the Introduction of delegates, presenting their Name, Fire and Rescue Service, Country, some details about themselves and their roles in their home countries as well as their role in WFRS Commission. There was also an introduction by the guest, Mr. Marchal.

Chair Nicola Lown appraised the courage, professionalism and presence of the attendees.

Presentation

At 11:55 hours, Ms. Sheila Broderick, Chief Fire Officer, Co Meath, Ireland, presented an overview of the Irish Women's Fire Service Network (WFSN), whose goal is to explain its role to the public and encourage participation in the Fire Service. The network was launched in 2019 at the Chief Officer's Association Conference and is working on encouraging members to get involved. The vision of the WFSN is a diverse Fire Service where everyone is enabled to contribute to their full potential in a progressive manner, sharing values of support with one another, sharing knowledge and leading the drive for diversity. Finally, Ms. Broderick addressed the challenges faced by female in fire and rescue as well as the importance of collaboration of groups with the WFRS CTIF commission through meetings and becoming aware of other women's groups.

Lunch break (12:30-14:00)

At 14:00 hours, Ms. Saskia Pouw, from the Utrecht Safety Region, in the Netherlands, spoke about how water in the Netherlands can be considered an enemy but a friend, too. Ms. Pouw introduced information on the topography of the country and continued to present how floodings can be dealt with in the Netherlands, where there is high probability of floods from the sea, rivers and lakes. The heavy impact of the flooding in Limburg, in July 2021, was also

presented. Further information on the Utrecht Fire Service was presented and on the percentage of female firefighters.

16:30 hours: End of works of the 1st day of the Meeting

Day 2 - Wednesday 7th August 2024

At 09:15 hours, Susanne Loeffler, ergonomist and Roche health and safety specialist, presented the importance of Ergonomics, on how one, especially when working in fire and rescue, should take care of their bodies when lifting and moving heavy equipment and how just simply doing the wrong movement can cost our backs. Also, Ms. Loeffler stressed how knowing the proper technics can help one to avoid further problems as well as the duties of an employer to provide appropriate working circumstances in terms of how much weight an employee should weigh.

At 10:05 hours, Anik St Pierre, from the Montreal Fire Service, Canada, made a presentation on the harassment prevention training that was introduced in the Fire Service in Montreal. Ms. St Pierre highlighted how a zero-tolerance policy was decided on issues of incivilities, discriminations and harassment and that it was deployed as a top priority, with all Montreal Chiefs being trained and placing this directive visible in all fire stations.

At 10:30 hours, Sophie Tavantzopoulou, Volunteer Fire Sergeant and Seasonal Firefighter, from the Hellenic Volunteer Firefighters Association, Greece, made a presentation on Women Seasonal Firefighters in Greece. As a female volunteer and a seasonal firefighter, Ms. Tavantzopoulou, presented details on the training and requirements as well as the challenges of female seasonal firefighters, many of which are also volunteer firefighters, in Greece, stressing issues relating to pregnancy and parental leave.

At 10:45 hours, Mona Hjortzberg, President of the Swedish Network for Women in Fire and Rescue Services, Sweden, offered an update on the work from the Women's Network in Sweden. Ms. Hjortzberg described the Project ORIGO-Lockerroom, more specifically on how the architecture can be adjusted in the fire station so that both women and men can be in the same locker rooms with adjustments for privacy but also for feeling connected. Ms. Hjortzberg believes in the encouragement of more women to join CTIF commissions and to get more countries to become more active members to Women in Fire and Rescue Services Commission. Finally, cancer prevention was identified as the next step to work towards and a reminder was given for the upcoming event of the Network for 8-9 October 2024, in Visby, Sweden.

At 11:45 hours, Fire Second Lieutenant Antigoni Athanasiadou and Fire Second Lieutenant Erifili Daskalou, representing the Hellenic Fire Corps (Greece), through Teams Meeting connection, presented about women in the Hellenic Fire Corps. They presented the percentages of female firefighters in the HFC personnel (career, five-year contract, special forest fire unit, volunteer, seasonal) as well the recruitment procedures for permanent staff. The challenges faced by career female career firefighters were stressed in relation to stereotypes and provisions for parents within the fire service. Finally, emphasis was placed on the importance of increasing the number of women not only in operational positions but also in leadership positions.

Lunch break (12:30-14:00)

At 14:15 hours, Doroteja Jazbec, President of the Commission for Women in Celje Region in Slovenia, talked about the percentages of female firefighters in Slovenia and their work. The presentation focused on the operational work of women firefighters during floods on 4 August 2023 in Slovenia. The heavy rain, the big streams and rivers and the land-sliding severely affected 2/3 of the country, i.e. from 212 municipalities, 183 were affected, most of which seriously. Finally, Ms. Jazbec addressed the challenges related to climate change as well as prevention.

Chair Nicola Lown talked about the vital importance of members of the Commission making recommendations and putting forward ideas to be shared and discussed.

Anik St Pierre recommended that the Commission have a shared file where articles can be shared.

Mona Hjortberg suggested refreshing the page of the WFRS Commission on the CTIF webpage.

15:00: Visit of the delegates to Roche Fire Department.

At 15:30 hours, Ms. Birgit Kill, from the Association of Firefighters in North Rhine-Westphalia and the State Women's speaker, from Essen, Germany, talked about the intervention guidelines for sexualized discrimination, harassment and violence in South Tyrol, Germany. Ms. Kill highlighted the Project "Fairness in Focus" with the goal to prevent sexism in the Fire Service. The consequences of sexism were mentioned and how certain steps in prevention of sexism can make a difference, especially in depictions of nudity in the fire service environment. What was also stressed is the obligation of the leadership to have a zero-tolerance strategy for sexualized discrimination, harassment and violence. Finally, the DFV (German Firefighters Association) Intervention Guidelines were presented.

Anik St Pierre, Canada, recommended that our Commission ask CTIF to reflect on the issue of depictions of nudity in the fire service environment in national/international events. Another suggestion for next meetings is the creation of workshops as well as to set to goals as a commission for the next years.

Marie Sattler, Luxembourg, suggested that the meetings in the future focus on 1-2 issues so more time can be left for discussion and also that the commission use its position to put pressure on issues concerning women.

Decision of the meeting for a joint statement to be made and sent to CTIF for recommendation for all members having common ground for the restriction(?)/prohibition of images of nudity/depictions of female firefighters in an objectified way in fire service environment in national/international events.

Discussion and roundup of the meeting.

16:30 hours: End of works of Day 2. End of CTIF WFRS Commission meeting.



CTIF WFRS COMMISSION MEETING, ROCHE, BASEL, SWITZERLAND, 6-7 AUGUST 2024

NEXT MEETING (2025)

The next on-site meeting of the CTIF WFRS Commission is to take place on 10-11th March 2025 in Lapland, Finland.

**Minutes by Vice Chair
MARIA BITRA (GR)**

**Chair
NICOLA LOWN (the UK)**