

Women's Network Newsletter



CCP GENDER & EQUALITY SURVEY

YOUR OPINION MATTERS



According to the survey, 68% of CCP officers still need to receive mandatory gender awareness training.

GENDER-RELATED CHALLENGES

"Having to combine childcare, household chores, virtual classes and work during the COVID-19 pandemic"

"Womens' opinion is not taken into account during decision-making processes"

"Reaching management positions"



CCP officers who experienced gender discrimination in the workplace chose not to report it



CCP officers who experienced sexual harassment in the workplace chose not to report it



CCP officers who experienced discrimination for reasons other than gender in the workplace

In the last edition of the Women's Network Newsletter, we announced the launch of a comprehensive survey to assess gender equality within the Container Control Programme, and solicit your ideas for activities the Women's Network should pursue in the future.

We are pleased to announce that **109 responses** were received from CCP officers working in Port Control and Air Cargo Control Units across the globe. Your participation in the survey has enabled the identification of major challenges faced by CCP officers in the course of their duties and their priorities for the future. Here are some of the highlights:

- Many respondents commented on the **difficulty of reaching management positions and their interest in receiving mentorship and further training** in a range of professional development areas.
- The majority of respondents (62%) are aware of existing mechanisms for reporting misconduct in their workplace, and **less than 7% of CCP officers reported having experienced gender discrimination or sexual harassment in the workplace.**
- However, of those who did experience gender discrimination or sexual harassment, **only 50% and 66%, respectively, filed a complaint.**
- The **COVID-19 pandemic had differing impacts on gender, with women being more likely than men to report its negative effects on their professional development and work-life balance (19% vs. 9%, respectively.)**

Subtle Sexism in the Workplace

While subtle sexism can appear in all facets of life, subtle sexism in the workplace can be increasingly complex, with the potential to hinder career progression. Examples of subtle sexism in the workplace can include: a colleague apologizing for cursing to only one person, women being the only ones tasked with office "housework" such as taking minutes, taking care of snacks, buying presents or other practical arrangements (i.e. cleaning up) and relying on men for making difficult decisions or providing technical assistance. Even if these actions are well-intentioned or presented in a positive tone, they can undermine the experiences and progression of those affected.



Source: Canva

What you can do:

Subtle sexism can be difficult to recognize, but if not dealt with, it can hinder job performance, lead to disengagement at work and undermine the status of both women and men in organizations. Here are some useful steps you can take today to prevent subtle sexism in the workplace:**

- 1. Your feelings are valid:** Offensive words & actions should not be ignored. If subtle sexism occurs, consider discussing this with your colleagues. Bringing this to their attention allows them to better consider their impact in the future and support a feeling of equality in the workplace.
- 2. Bring it forward!** Gender stereotypes can hurt morale in the workplace, and can have a negative impact on meeting outcomes, an individual's career, and their self-perception. It can also seriously undermine diversity efforts.
- 3. Be an active bystander.** Men and women alike can come to the defense of a colleague if they are targeted by sexism. One great way to do this is to publicly highlight the achievements or accomplishments of colleagues, which can help silence attempts to undercut their status.

*Extract from UNOV/UNODC HRMS Newsletter - March 2021 Edition.

**Beilock, S (2021, Jan 7). How to address subtle, 'friendly' sexism at work. *Forbes*. (online).

Click [HERE](#) to find out more about the CCP Women's Network

CCP Namibia: Leading the way in gender equality

One of the newest countries to join CCP, Namibia is fast emerging as a gender champion. Women are well represented in

CCP Namibia: the PCU established in 2021 in Walvis Bay already has 50% women officers and is headed by a woman. The PCU also achieves gender parity during its training and mentoring activities.

