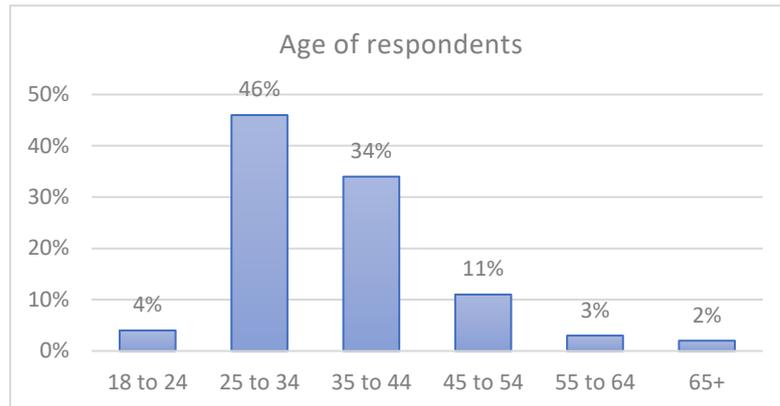


SUMMARY OF FINDINGS
CCP Gender and Equality Survey - 2020

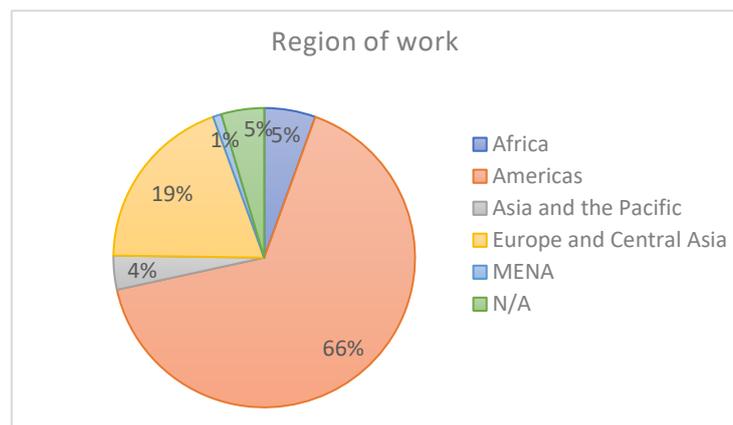
The results of the survey are based on 109 responses (82 men and 27 women).

BASIC DATA:

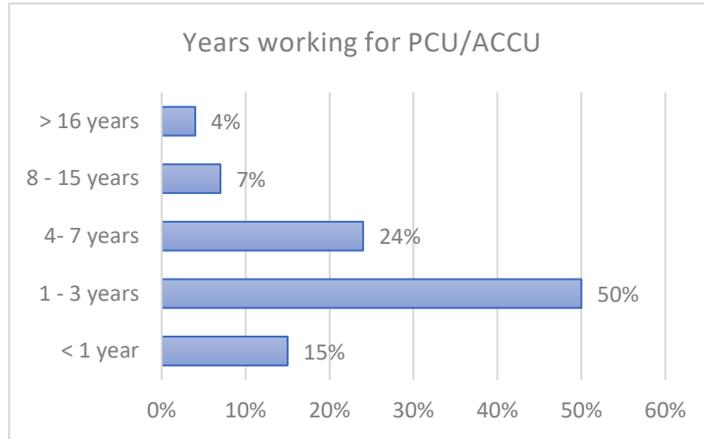
- Gender breakdown: 82 men (75%); 27 women (25%).
- Age breakdown: 80% of respondents are between the ages of 25 and 44 years old.



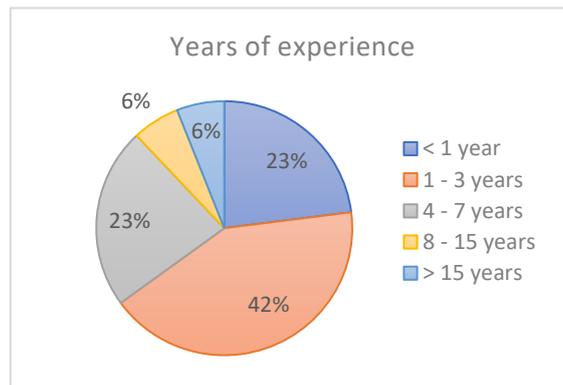
- Place of work: 75% PCU officers; 25% ACCU officers.
- Geographic region of work:
 - o 66% Americas; 19 % Europe and Central Asia; 5% Africa; 5% N/A; 4% Asia and the Pacific; 1% MENA.



- Years working for PCU/ACCU:
 - o 50% of respondents have worked in their PCU/ACCU for 1-3 years; 35% have been working in their PCU/ACCU for 4 years or more.

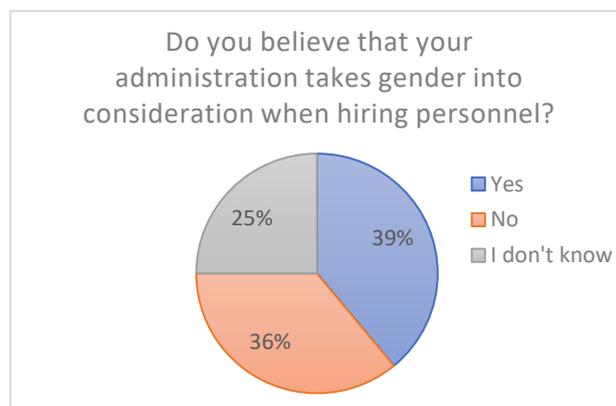


- Head of PCU/ACCU: Yes (16% - 17 respondents); No (84% - 92 respondents).
 - o Out of the 17 respondents who reported being a Head of PCU/ACCU, 42% had 1-3 of experience prior to that role, 23% had 4-7 years of experience, 23% less than one year of experience, 6% had 8-15 years of experience and 6% over 15 years of experience.

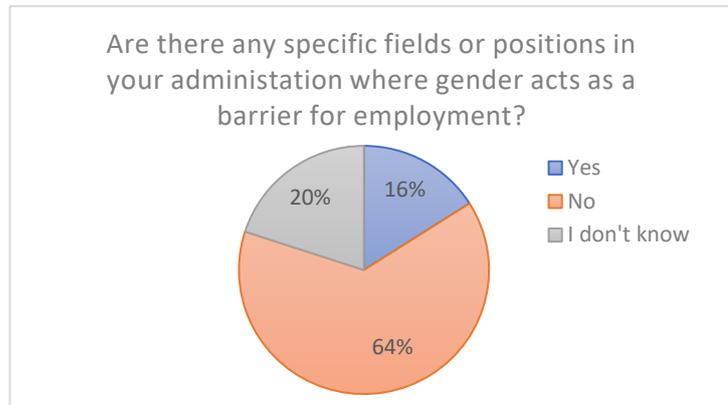


RECRUITMENT

- Gender and recruitment:
 - o 39% of respondents reported that gender is taken into consideration when hiring personnel (41% of men and 31% of women).



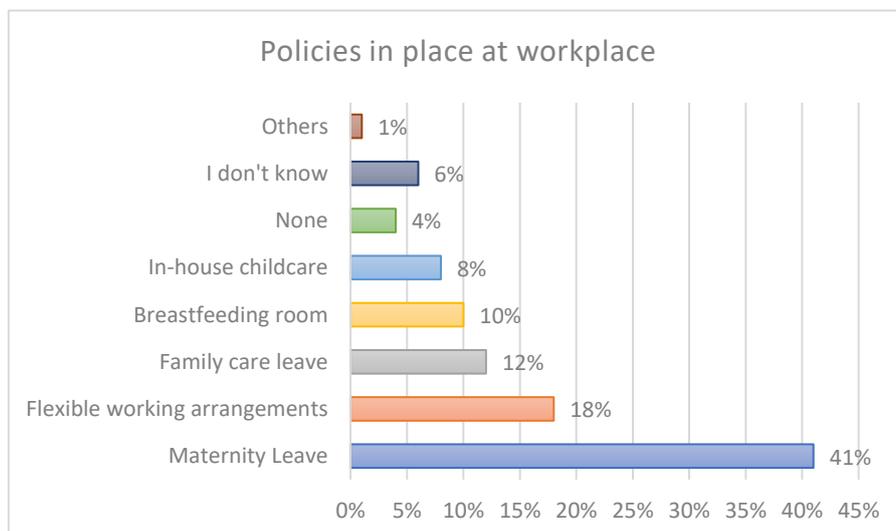
- Gender as barrier for employment in certain fields/positions:
 - o 64% of respondents did not consider gender to act as a barrier for employment to access certain fields/position (13% of men and 22% of women.)



WORK CONDITIONS

- Gender and treatment of personnel:
 - o 76% of respondents answered positively when asked if all PCU/ACCU personnel were treated equally irrespective of gender.
 - o Disaggregated by gender, 80% of men and 62% of women answered positively. Women were comparatively more likely to respond with “sometimes” or “prefer not to say.”
 - o Of those who responded “no” or “sometimes”, the most relevant comments referred to the inequal access to job opportunities and training, as well as the allocation of tasks according to gender stereotypes.

- Policies in place at workplace:
 - o Most common policies include maternity leave and flexible working arrangements.
 - o When asked which policies they would like to see implemented in their workplace, respondents mentioned: flexible working arrangements, overtime compensation and the entirety of policies included in the survey.



- Fair and equal pay:
 - o 54% of respondents answered positively when asked if everyone received equal and fair pay.
 - o Disaggregated by gender, 51% of men and 63% of women answered positively.

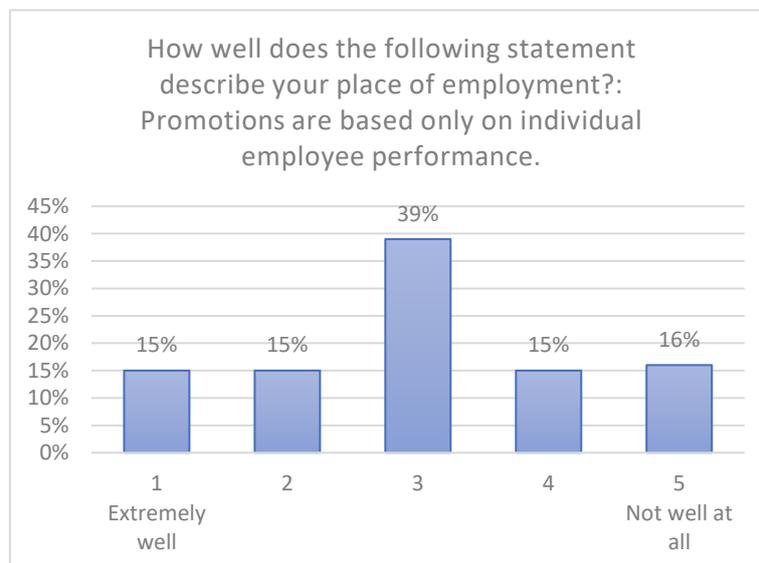
- Gender and professional input:
 - o When asked whether their input was taken into consideration when decisions were made in the workplace, 67% of respondents answered positively.
 - o Disaggregated by gender, 77% of men and 75% of women answered positively.

- Gender-related challenges: the most relevant responses were:

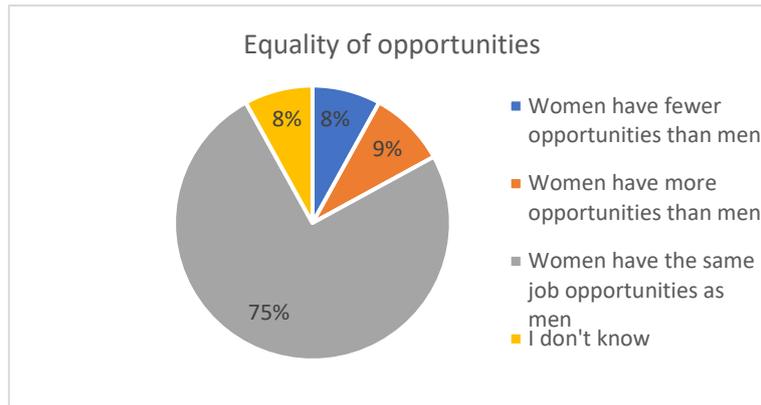
"To reach management positions"
"Respect for the individual and no discrimination because of being a woman"
"Women's opinions are not taken into account and decisions are made by men"
"Professional development"
"Danger"
"Lack of official commitment"
"Men always being preferred when it comes to executing any task"

CAREER ADVANCEMENT:

- Promotions and individual employee performance:
 - o 39% of respondents reported that promotions are *somewhat* based solely on individual performance.
 - o 35% of men believed that this statement described their place of employment *well* or *extremely well* versus 15% of women.



- Perception on equal opportunities:
 - o A large majority of respondents (75%) believe that women have the same opportunities than men in their organization.



- Gender and access to opportunities:
 - o 63% of respondents did not believe that their gender had played a role in missing out on a raise, promotion, key assignment or chance to get ahead.

- Professional development trainings available: the most relevant responses were:

Only basic courses –no specialized courses.
Chemical precursors and drugs.
Intellectual property.
Knowledge and techniques for inspection.
Use of equipment; Customs procedures.
Gender sensitivity training.
Women empowerment and safety in the workplace.
Administration courses

16% of respondents reported that there were no professional development trainings available in their workplace.

- Professional development trainings of interest: the most relevant responses are in the table below, with the most common answers highlighted in yellow.

Trainings related to air cargo shipments, parcels, etc.
Practical exercises on cargo inspections.
Interpretation of scanner images, container profiling, and drug/chemical field testing.
Chemical precursors and drugs training.
Risk analysis of documentation and commercial documents.
Training on Customs systems.
Capacity team-building trainings and reverse gender role training.
Leadership and management skills.
Women empowerment, gender issues and human rights.
Export control analysis.
Exchange visits to other PCUs/ACCUs.
Administration courses.
Language courses (particularly English).
Job shadowing.

FREEDOM FROM VIOLENCE, ABUSE AND SEXUAL HARASSMENT

- Systems for reporting misconduct:
 - o Asked if there is a system in place to report gender discrimination or sexual harassment in the workplace, 62% of respondents answered “yes”; 21% answered “no” and 17% did not know.
 - o The responses did not vary when disaggregating by gender.

- Follow up on reporting:
 - o Asked whether complains would be taken seriously if reported, only 25 officers chose to respond. Out of this small sample, 60% reported that their complains would be taken seriously, 20% responded they would not, and 20% did not know.

- Experience of gender discrimination in the workplace:
 - o 81% of respondents reported not to have experienced any gender discrimination in the workplace. The responses didn’t vary when disaggregating by gender.



- o Reporting on gender discrimination in the workplace: out of a sample of 42 officers who reported having experienced gender discrimination in the workplace, 50% did not report it, 25% filed a complaint, 17% preferred not to say, and 9% reported not knowing how/where to file a complaint.

- Experience of sexual harassment in the workplace:
 - o 91% of respondents did not experience any sexual harassment in the workplace.
 - o The responses did not vary when disaggregating by gender.

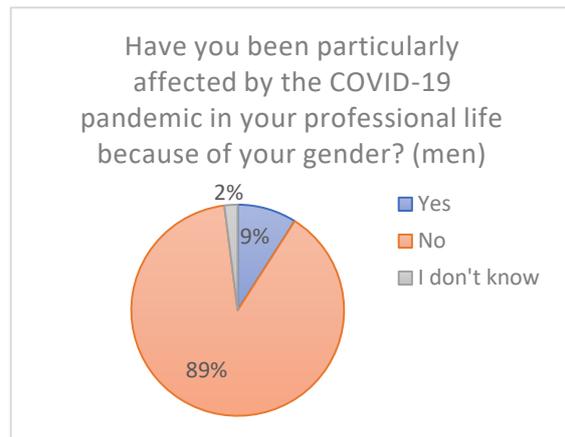
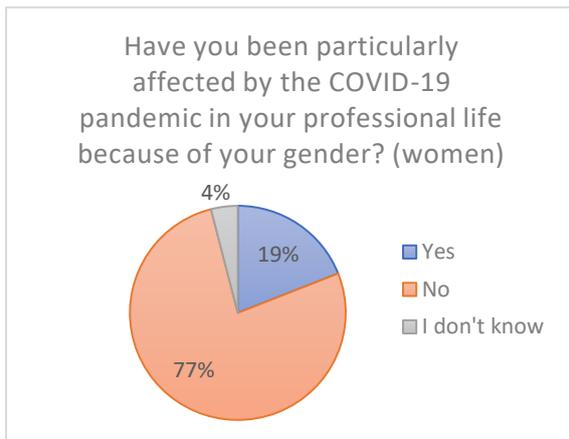
 - o Reporting on sexual harassment in the workplace: out of a sample of 38 officers who reported having experienced gender harassment in the workplace, 66% did not report it, 20% preferred not to say, 13% filed a complaint, and 8% reported not knowing how/where to file a complaint.

- Discrimination for reasons other than gender:
 - o Asked if they had faced discrimination for reasons other than gender in their workplace, 78% of respondents answered “no”, 13% said “yes” and the remaining 9% did not know.

- Disaggregating by gender, women were slightly more likely to report to have faced other types of discrimination (19%).

COVID-19 PANDEMIC:

- Gender implications of COVID-19:
 - 11% of respondents reported that their professional life had been affected by the COVID-19 pandemic because of their gender.
 - Women were more likely than men to report the negative impact of the pandemic on their professional life (19% of women versus 9% of men.)

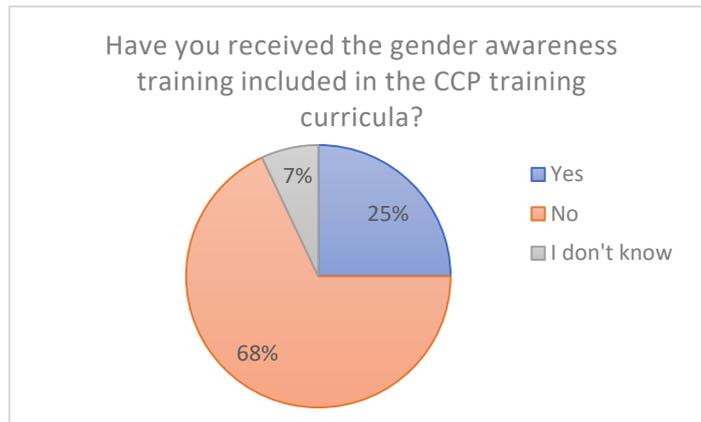


- The more relevant responses of the impact of COVID-19 on their professional life are in the table below, with the most common answers highlighted in yellow.

More challenges in balancing professional and personal life
Too much time off
Difficulty in achieving goals while caring for young children
Extra financial pressure
Having to combine childcare, household chores, virtual classes and work.
Difficulty in developing professional life
Discrimination due to having tested positive for COVID-19
Too much work
Having ideas and recommendations disregarded due to not being physically present at work.

CCP GENDER AWARENESS TRAINING:

- Participation in mandatory CCP gender module:
 - 68% of respondents reported not having received CCP gender awareness training; 25% participated and 7% did not know.
 - The responses did not vary when disaggregating by gender.



- Improvements on gender awareness training: the most relevant comments are in the table below, with the most common answers highlighted in yellow.

Include case studies and women leadership success stories
Add a gender section to every CCP training
Introduce gender tests to be filled out by all team members and then exchange the answers between members of the opposite gender.
Organize activities focused on gender between different units in the region
Continuous gender sensitization training
Promote the recruitment of more women officers
Motivational workshops
Mentoring for CCP officers

FUTURE CCP WORK ON GENDER EQUALITY:

- Suggestions on future activities: the most relevant comments are in the table below, with the most common answers highlighted in yellow.

Promote better communication and communication channels between the units
More trainings on women empowerment and gender discrimination awareness.
More networking possibilities and letter of commendation
To regularly include gender inclusivity in all trainings
Increase the number of women actively involved in risk profiling/targeting of containers and doing more field work rather than being confined in the office.
Women should be invited to participate in the training
When creating a new unit, request that it be gender equal or as close as possible.
Promotion without distinction
More educational campaigns
It should be stipulated that at least one person from each institution should be female.
Courses focused on teamwork.
That UNODC propose that all the PCCs have a woman as part of the work team.
Talks about empathy
Conduct gender evaluations for all officers
Seminars and exhibitions on gender-related topics

ADDITIONAL COMMENTS:

The most relevant comments are in the table below:

Increased communication from management to lower management, monthly meetings to discuss problems and needs of operating personnel and their support at all levels with the operating personnel.
The gender training helped me have the confidence to express my opinion
I like this survey because one feels the Programme cares about its personnel
We need more benchmarking and exchange programmes with other countries

ISSUES OF CONCERN:

The table below includes comments from respondents indicating that further work on gender awareness is needed:

“Not to place a strong emphasis on gender inequality. The mere mention of it is the initiator of a problem that was not initially observed.”
“If the UN is for gender equality, I do not understand why women are favored in the selection of candidates. Discrimination?”
“Mood swings” (response in relation to a question asking about gender-related challenges in the workplace.)
“God created man and women: all else is an aberration”