

# WOMEN'S NETWORK NEWSLETTER

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## INTERNATIONAL WOMEN'S DAY: GENERATION EQUALITY

March 8th marks International Women's Day and the United Nations theme for this year is "I am Generation Equality: Realizing Women's Rights". Recognizing the important



work of earlier women's rights advocates and visionaries, the UN honours the next generations of women/girl leaders and gender equality activists. The Generation Equality campaign also celebrates and highlights the 25th anniversary of the Beijing Declaration which was adopted in 1995 and is viewed as the most progressive roadmap for the empowerment of women and girls.



2020 further marks the 20th anniversary of UN Security Council resolution 1325 on Women, Peace and Security, the 10th anniversary of the establishment of UN Women, and the five-year milestone towards achieving the Sustainable Development Goals, including SDG 5: Gender Equality. As we enter the Decade of Action, gender equality remains a priority.

To sign up for the newsletter or to contact the CCP Women's Network staff, please send an email to: [ccp.womensnetwork@un.org](mailto:ccp.womensnetwork@un.org)

### CCP SEES INCREASING WOMEN'S PARTICIPATION

According to 2019 statistics, women accounted for 16% of CCP's PCU/ACCU officers worldwide and 19% of training participants. While strides may be small, the CCP is seeing progress. In fact, in January 2020, a CCP fisheries crime workshop in Thailand consisted of 53% women participants. Moreover, the PCU in Mariel, Cuba is now composed of 100% women officers. In typically male dominated fields such as customs and law enforcement, these are considerable achievements and the CCP is incredibly proud of the advances made.



The mission of the UNODC-WCO Container Control Programme is to build capacity in countries seeking to improve risk management, supply chain security and trade facilitation in sea, land, and airports in order to prevent the cross-border movement of illicit goods.

### CCP ADOPTS NEW UN CODE OF CONDUCT



The UN has launched the "Code of Conduct: To Prevent Harassment, Including Sexual Harassment, at UN System Events". The CCP will incorporate it into all its events and activities. In line with UN policy, the CCP maintains a zero tolerance policy for harassment and participants in CCP events/trainings are expected to behave with integrity and respect towards all others attending or involved. The Code of Conduct highlights that UN system events should be environments in which everyone can participate in an inclusive, respectful and safe environment. To learn more, visit: <https://bit.ly/3af7wjf>

### NEW UN SECURITY OFFICERS ALL WOMEN



In January 2020, the UN Department of Safety and Security (UNDSS) welcomed its newly graduated Security Officers. The Class of 2019-2020 is composed entirely of women from various countries, including Bosnia and Herzegovina, Ghana, Jamaica, Kenya, Romania and Tanzania. The composition of this class is reflective of the importance UNDSS places on diversifying its workforce and the role of women officers. This marks a significant milestone in the UN's drive to attain gender parity. Congratulations to the Class of 2019-2020!

### CCP WELCOMES NEW UNODC EXECUTIVE DIRECTOR



In February 2020, UNODC welcomed its new Executive Director (ED),

Ms. Ghada Waly, replacing Mr. Yury Fedetov. Ms. Waly comes to UNODC from the Egyptian government where she most recently served as the Minister of Social Solidarity. Ms. Waly is the first woman to serve as ED of UNODC and with her appointment, all UN headquarters away from New York are headed by women.

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## MEET THE WOMEN OF CCP - HAFIZA LARAIB GHAFFAR

Hafiza Laraib Ghaffar is an Assistant Collector from Pakistan Customs and the Head of the CCP ACCU in Islamabad, Pakistan.



**CCP:** Why did you want to become a customs officer?

**HLG:** It has always been quite fascinating for me to see the diverse role that customs play in protecting the welfare of societies. You see, we live in amazing times; there's an unending flow of people and goods across international borders. On the one hand, customs officers facilitate their smooth movement, while on the other hand, we are responsible to detect and deter risks. This delicate balance, in itself, is very impressive. Touching people's lives on a daily basis without them even realizing it—it's very motivating for me!

**CCP:** Why do you think it is important for CCP to support the role of women in PCUs/ACCUs?

**HLG:** Women have a very significant role to play when it comes to the CCP. I think this is becoming more and more relevant to Pakistan where women are joining the workforce in large numbers and are responsible for monitoring the movement of goods in and out of the country. Women's empowerment lies at the heart of development. In my opinion, no project can achieve true and sustainable success until and unless it incorporates women and gender equality. We see today that as more and more women attain important and high-level positions, they bring a magnitude of change and incredible results follow. This contributes to enhancing the overall wellbeing of society.

**CCP:** Are there specific challenges you think female leaders face?

**HLG:** I would say this depends on the overall dynamics of a given society. Currently, in Pakistan, we are increasingly seeing women in positions of greater responsibility; however, in some workplaces, women still face cultural barriers. One significant challenge in some cultures is that people do not accept or respect the leadership of women. It can be a challenge for women to have their voices heard and respected. Fortunately, in my customs administration, there are more and more women leaders and it is becoming the norm. Diversity in any law enforcement agency is helpful in bridging the gap between the agency itself and the general public. Women are an important part of that diversity.

**CCP:** What advice do you have for other women in the customs and law enforcement profession?

**HLG:** Women all around the world should be empowered with knowledge and enhanced understandings of the fields in which they work, whether it is customs, police or outside law enforcement and in society more generally. I think women should be made to feel that they are supported in these endeavours. When they are able to enhance their knowledge and experience, the impact extends beyond themselves and challenges barriers to gender equality.

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## LINKS FOR FURTHER INFORMATION

- **Guidelines for gender-inclusive language:** <https://bit.ly/2SYiwdH>

These guidelines include a number of strategies to help one use gender-inclusive language. They may be applied to any type of communication, whether it is oral or written, formal or informal, or addressed to an internal or external audience. The guidelines are available in Arabic, Chinese, English, French, Russian and Spanish.

- **DCAF Gender and Security Toolkit:** <https://bit.ly/38kCUeQ>

This toolkit focuses both on advancing gender equality within security and justice institutions and how the security and justice sector can help to achieve gender equality and Women, Peace and Security goals within society. Of particular relevance to the CCP is Tool 6 on Border Management and Gender. The tool notes that border institutions need to be inclusive, representative and non-discriminatory.