

WOMEN'S NETWORK NEWSLETTER

MARCH 2019 | ISSUE 5



WOMEN IN LEADERSHIP

With a view to achieving gender equality and promoting the role of female officers in the CCP, the Women's Network supports female leadership within the Programme. Having women in leadership roles is crucial for long-term sustainability. According to Forbes, female leaders tend to be highly qualified, their performance generally improves over time because they seek opportunities for development, and mixed-gender workplaces are more creative and productive (<https://bit.ly/2FyLNWY>).

The CCP is proud to report that the percentage of female officers has continued to increase and we have several female Port Control Unit (PCU) leaders. Our HQ workplace is gender-balanced and we have many women representing the CCP in our field offices globally. While there is still room for improvement, it is important to recognize the importance of CCP female leaders, officers and staff around the world. To sign up for the newsletter or to contact the CCP Women's Network staff, please send an email to: ccp.womensnetwork@un.org



3RD ANNUAL CCP WOMEN'S NETWORK MEETING HELD



In January 2019, CCP management met on the sidelines of the Annual CCP Coordinators' Meeting to hold the Third Annual Meeting of the CCP Women's Network. Ricarda Amberg, CCP Programme Manager, highlighted the numerous achievements of the Women's Network, including increased visibility and recognition of the Network, ongoing gender sensitization modules during PCU/ACCU trainings and greater gender awareness in all Units. The way forward was also discussed, including representing the Women's Network at the 2020 Kyoto Crime Congress. It remains clear that the Network will only continue to progress.

PROPORTION OF FEMALE PCU OFFICERS CONTINUES TO GROW

According to recent CCP statistics, the proportion of female PCU officers has continued to grow. Compared to 15% in 2017 and 11% in 2015, females now comprise 16% of all PCU officers globally.



Moreover, there are now six female PCU leaders in five countries: Benin, Ghana, Jamaica, the Philippines and Sri Lanka. CCP Senior Programme Coordinator, Ketil Ottersen, expressed enthusiasm about the recent statistics: "I think it's wonderful to see how inclusive the Programme is becoming! I hope that over the next few years we see even more female participation."

UN WOMEN: STRENGTHENING YOUNG WOMEN'S LEADERSHIP

Since its inception, UN Women has recognized the importance of female leadership. Realizing that "women's leadership continues to be underrepresented" and that support and skills need to be promoted from a young age, UN Women has developed several approaches to strengthen young women's leadership, including, for example, supporting the establishment of the Africa Centre for Transformative and Inclusive Leadership and establishing Youth Councils and Women Councils in Rwanda. In 2016, UN Women launched the Global Network on Young Women Leaders to facilitate the sharing of strategies and experiences on empowering young women and future leaders. As UN Women states, "We know that investing in young women's leadership will not only change the trajectory of their future, but that of their communities as well."

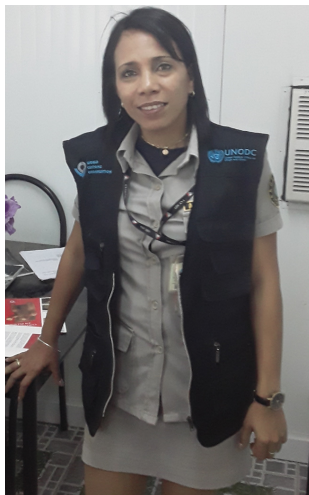


The mission of the UNODC-WCO [Container Control Programme](#) is to build capacity in countries seeking to improve risk management, supply chain security and trade facilitation in sea, land, and airports in order to prevent the cross-border movement of illicit goods.

To learn more visit: <https://bit.ly/2Sfugjl>

MEET THE WOMEN OF CCP - YAILYN ZAYAS SANTANA

Yailyn Zayas Santana is the team leader of the Havana ACCU in Cuba.



CCP: How did you become involved in CCP as an Air Cargo Control Unit (ACCU) officer and later as an ACCU leader?

YZS: I became a CCP officer thanks to my working experience as an officer in the Customs-International Cargo division. Due to my various experiences, I was nominated to join the CCP. After receiving CCP training and following the establishment of the ACCU in Havana, I was selected as a CCP team leader thanks to my good performance, my commitment to the rest of my colleagues and my proactive involvement in all activities carried out within the Programme. Additionally, I had various experiences as a leader in previous working positions I held.

CCP: Why do you think it is important for CCP to support the role of women in its Units?

YZS: I strongly feel it is important to support women's roles in CCP. It's a way of recognizing their effort, hard work and dedication to the cause we all defend. It reveals that women can conduct their work in a responsible and professional way and that they obtain excellent results. This is strong evidence for the need for equal rights for all human beings.

CCP: What does being an ACCU team leader mean to you?

YZS: It has a very significant meaning for me because it gives me the opportunity to represent the rest of my colleagues amongst Customs leaders. It also allows me to be fully committed to guiding the Unit which does an excellent job of protecting national borders from illicit goods that could be lurking anywhere. This allows me to illustrate the wonderful reputation of the Cuban ACCU.

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

YZS: In my opinion, women in these positions are often discriminated against due to gender reasons. They are harassed, they are not remunerated according to the tasks they perform and they are questioned and criticized. However, what is important here is that they are fully capable of overcoming all those obstacles and, because of that ability, we have many female leaders in different parts of society.

CCP: What advice do you have for other women in the Customs and law enforcement professions?

YZS: My advice for all these women is to first be sure of the tasks they shall perform, to lead by example and to respect and gain the respect of those they work with. They should not feel constrained to perform certain tasks simply and solely because they are women. All human beings have equal rights.

LINKS FOR FURTHER READING

- "Zahara takes charge: UN helps today's girls become the leaders of tomorrow"

<https://news.un.org/en/audio/2018/10/1022942>

What would a Ugandan teenager like to do if she got to run one of the UN's key agencies for a day? Listen to this episode of the UN Gender Focus podcast to find out!

- "Six things we learned from women's resistance in 2018" <https://bit.ly/2SnSmiW>

2018 was the year of women's resistance. From the launch of the #TimesUp Legal Defense Fund to tackle sexual harassment in workplaces nationwide, to the Nobel Peace Prize being won by those working to end the use of sexual violence as a weapon of war, women and gender equality activists from around the globe are using their voices to call out inequality and rally communities for a better future for all.

Image source: <https://bit.ly/2TUiWVL>.

