

WOMEN'S NETWORK NEWSLETTER

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WCO AND GENDER: BALANCE AT THE BORDER

Since its establishment in 2004, the CCP has been jointly implemented by UNODC and the World Customs Organization (WCO). In recent years, the WCO has made important strides in promoting gender equality and diversity, which it recognizes as fundamental human rights.

The WCO's gender equality and diversity initiatives include the Gender Equality Organizational Assessment Tool aimed at assisting Member States to assess and address gender equality issues in their Customs administrations, the Gender Equality and Diversity Survey, the WCO Virtual Working Group for Gender Equality and Diversity, a blended training package on Gender Equality, as well as various conferences and events addressing the matter,

For more information on WCO's gender equality and diversity efforts, please see: <https://bit.ly/2Ua2DnQ>.



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

CCP KICKS OFF IN NAMIBIA



In May 2019, CCP held its first training for Customs and other law enforcement authorities in Walvis Bay, Namibia, which included a 50/50 gender balance amongst trainees. The theoretical training represented one of the first steps for further CCP implementation in the country. The opening of the training was attended by the female Deputy Director, Customs and Excise, Western Region, who stated, "We are proud of the diversity and gender balance of the trainees and are looking forward to further engagement with the CCP."

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 GENDER TRAINING AT A GLANCE

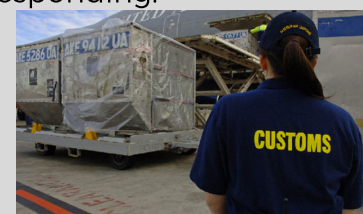
Since 2016, CCP has been delivering a gender awareness and sensitization module during training sessions. The module covers topics such as gender stereotyping, gender discrimination, the value of women in law enforcement and what can be done to support these women.



Norbert Steilen, Senior Programme Coordinator based in the WCO and responsible for the CCP training component, noted, "The gender module is an important step for ensuring awareness-raising and making CCP an inclusive initiative."

WCO SURVEY SUGGESTS CUSTOMS STILL MALE DOMINATED

In early 2019, the WCO carried out a second round of its Gender Equality and Diversity Survey (the first being in 2016) with the aim "to gather data on the gender balance within Customs Administrations, to get a better understanding on how advanced Members are in this area and to collect material that could be used when updating WCO's instruments and tools." The survey was distributed amongst WCO's Member States, with 93 States responding.



The survey results indicate that "Customs is still a male dominated sector", with women constituting, on average, 38% of the workforce. Even fewer women are in senior/middle management positions. However, 17 respondents reported more women working in their administrations than men. A majority of respondents also indicated that initiatives and measures about work-life balance and sexual harassment have been implemented.

For further information, please see:

<https://bit.ly/2Y3vybc>

MEET THE WOMEN OF WCO - ANA HINOJOSA



Ana Hinojosa is Director, Compliance and Facilitation at the WCO. Support from the WCO for the CCP falls under the Compliance and Facilitation Directorate.

CCP: Could you briefly describe your career trajectory and what led you to the field of Customs?

AH: I started with what is now US Customs and Border Protection. While I was in university pursuing a degree in criminal justice, I was lucky to receive an internship with US Customs. I used it as a stepping stone because I wasn't sure what I wanted to do after university. I was always attracted to law and law enforcement, but I never really understood the business aspect of what Customs does and the economic significance. I learned a lot of foundational things during my internship which have been very helpful during my career. I used the internship as an

opportunity to learn and was later offered a full-time entry level position after college and 32 years later, here I am! I entered into a supervisory role very early in my career and it helped me lead others and allowed me to help them succeed. One of my first exciting positions was as assistant port director for trade at one of the largest land border crossings in the US. It allowed me to get out of my comfort zone and deal with topics I never dealt with before, which I think is important. Much of my successes came from taking a chance into the unknown. If it scares you, it's probably going to be the right decision toward an exciting new place.

CCP: Have you encountered discrimination based on gender during your career?

AH: Customs in most countries, including the US, is a heavily male dominated environment. I started very young, I was still in university, and early on, there were practices that today wouldn't be acceptable. There was some flirting and unwanted advances from older men because I was young and they didn't see me as a serious team member. I don't think discrimination is limited to that time frame. It is something that women, including myself, experience throughout their career. I believe women have to work harder to overcome people's biases and to receive an equal amount of credit for their work. It's still true that if a woman says something, it may not be taken seriously, but if a man says it 10 minutes later, then it's taken as a revelation. There is still much that needs to be done. There are many gender champions, both men and women, but we need more men to be gender champions. Progress has been made, albeit slowly.

CCP: What can be done to better support and promote females in Customs?

AH: I've been a strong advocate of women in many organizations, not just Customs. I think that we should mentor and support more women. Early on in our careers, we are not experienced and don't understand how things work internally. We need women to support each other more. In many cases, people are more interested in promoting themselves and not in helping others develop. I also believe in the importance of family friendly practices because the reality is that women, especially early on in their careers, may have more family responsibilities than men, such as childbearing and caring. Family friendly practices, including government subsidized daycare centres closer to the workplace, are helpful to attract more women into the workplace, especially in male dominated fields. Accessibility is important. It's also good to note that family friendly practices benefit all employees, not just women.

LINKS FOR FURTHER READING

- (S)heroes of the UN: Meet 3 Women Changing the World: <https://bit.ly/2tV4mhh>
- Flexible working: the secret to professional women's success: <https://bit.ly/2972li2>
- To solve the world's biggest problems, invest in women and girls: <https://bit.ly/2KwnAEn>