MAINSTREAMING GENDER IN ORGANIZED CRIME AND ILLICIT TRAFFICKING PROJECTS/PROGRAMMES
BRIEFING NOTE FOR UNODC STAFF
OUR PRINCIPLES:
Achieving gender equality and the empowerment of women (GEEW) is integral to each of the 17 Sustainable Development Goals (SDGs). Gender equality and women’s empowerment is not only a specific SDG (SDG 5) but also considered a cross-cutting theme that affects the achievement of all other SDGs.

HOLDING US ACCOUNTABLE:
In line with the UNOV/UNODC Strategy for Gender Equality and the Empowerment of Women 2018-2021 and the UN-SWAP 2.0 framework, UNODC is explicitly committed and mandated to actively and visibly mainstream gender across all mandates and the three pillars of the Office work programme (normative work, research and analytical and technical assistance work).
Mainstreaming a gender perspective is the process of assessing the implications for women and men of any planned action, including legislation, policies or programmes, in all areas and at all levels. It is a strategy for making women’s as well as girls’, boys’ and men’s concerns and experiences an integral dimension of the design, implementation, monitoring and evaluation of policies and programmes in all political, economic and societal spheres so that women and men benefit equally, and inequality is not perpetuated. The ultimate goal is to achieve gender equality.

Economic and Social Council, agreed conclusions 1997/2.
**Intersectionality**

Gender equality will only be achieved when women and men, and boys and girls have the same opportunities, rights and responsibilities in all areas of life. However, the reality is that the experiences, needs, priorities and capacities of men and women, and girls and boys are not homogenous. Intersectional characteristics such as ethnicity, race, religion, age, sexual orientation, gender identity and class can shape the experience of one’s gender. Similar to gender, these identities are embedded in power structures which shape a person’s opportunities and conditions in life. When implementing an intersectional perspective, the convergence between gender and various identities is recognized, thus ensuring that all groups of people are included in an equal and equitable manner. Adopting an intersectional perspective will ensure that gender is effectively mainstreamed and that nobody is left behind.

The UNODC Programme Plan recognizes the importance of implementing an intersectional approach, stating that “UNODC will implement and advocate for measures that address the differentiated needs of women, men, boys and girls, particularly those who also experience disadvantages on the basis of age, race, income level, geographic location, migration status, disabilities, health status and other characteristics”. Not only does this ensure that the implementation of the UNODC mandate is inclusive and accessible, but it is also in line with the aims of international instruments and resolutions related to gender equality and the empowerment of women. The United Nations approach to leaving no one behind is also set out in the 2030 Agenda in Sustainable Development Goal 5 on achieving gender equality and women’s empowerment, and puts the imperative on Member States to combat inequalities and discrimination.

**THE PURPOSE OF THIS BRIEF**

This brief is for UNODC staff working on organized crime and illicit trafficking. Its aim is to assist in mainstreaming a gender perspective in the development of programmes and projects. It identifies some of the main issues related to gender in these areas to help in making the situational analysis as well as providing some practical tips on how to mainstream gender in formulating project objectives, outcomes, outputs, indicators and activities.

Please bear in mind: *(a)* This brief is meant to be a short, simple overview of key issues. Selected resources are provided at the end if there is a want/need to dig deeper into this theme. *(b)* This brief should be seen as a starting point for discussion on this topic.
1. SITUATION ANALYSIS

Engendering the situational analysis

Incorporating a gender perspective into the situational analysis is the most important stage in project/programme development to ensure that gender aspects will be reflected in the design of the programme/project (i.e., results framework, activities and indicators). An engaged situation analysis requires sex-disaggregated data and ensures that development projects and programmes incorporate roles, needs and the participation of women, men, girls and boys.

THE PROBLEM

General questions to keep in mind when formulating the project/programme:

- Is there someone with gender knowledge/expertise in the assessment/formulation team who can assist in ensuring that gender issues relevant to organized crime and illicit trafficking have been systematically identified?
- Do the various assessments (needs assessment, situational analysis, stakeholder assessment or problem analysis) and methodologies include gender issues in the information gathering and analysis phase?
- Is a specific gender analysis needed to understand the implications of the project/programme for men and women, and individuals with variations in sex characteristics, diverse sexual orientation and/or diverse gender identities?
- What is the expected impact of the project on women and men, boys and girls, and members of the LGBTIQ+ community/individuals with variations in sex characteristics of diverse sexual orientation and/or diverse or plural gender identities?
- Has there been an analysis of the positive and/or unintentionally negative implications the programme activities could have on men and women, and individuals with variations in sex characteristics, diverse sexual orientation and/or diverse or plural gender identities?
- Is the project based on data and evidence gathered in a gender-sensitive manner, for example, sex-disaggregated data, focus groups with both men and women, separate women focus groups, etc.?
- Does the programme document include information disaggregated by sex?
- What do gender-based power structures in the country/region being covered look like (e.g., access to resources, services and rights by women and men, girls and boys as well as individuals with variations in sex characteristics, of diverse sexual orientation and/or diverse gender identities)?
- What is the policy and legal framework on gender equality issues and what governmental institutions exist to implement gender equality policies in the country/region being covered?
- What are the key issues related to the empowerment of women and gender equality that are being addressed by the project/programme?
Specific thematic questions to keep in mind when formulating the project/programme:

- Do organized crime and illicit trafficking activities affect women and men, individuals with variation in sex characteristics, diverse sexual orientation and/or diverse gender identities differently? How and why?
- Are women and men, individuals with variation in sex characteristics, diverse sexual orientation and/or diverse gender identities victimized by organized crime and illicit trafficking in different/similar ways?
- What are the different roles women and men play in terms of perpetrators of organized crime and illicit trafficking?
- Do women and men, individuals with variation in sex characteristics, diverse sexual orientation and/or diverse gender identities have the same opportunities to highlight their specific experiences of and concerns about organized crime and illicit trafficking?
- Are laws, policies and strategies to counter organized crime and illicit trafficking sensitive to the needs, roles and capacities of men and women, individuals with variation in sex characteristics, diverse sexual orientation and/or diverse gender identities?
- Is there a gender-sensitive approach to the investigation, prosecution and adjudication of organized crime and illicit trafficking cases, including with regard to protection of victims and witnesses?
- Is gender-specific research and data collection undertaken?
- Is there understanding for preventive criminal measures in the context of the international legal and policy frameworks for women’s rights and gender equality?
- Does gender play a role in wildlife crime? Consider gender at every stage of the wildlife crime chain – from poaching and the organized crime group connection to the investigation, prosecution and adjudication of the criminal case.
- Is there a need to build the capacity of women, individuals with variation in sex characteristics, diverse sexual orientation and/or diverse gender identities and their civil society groups to engage in prevention and response efforts related to organized crime and illicit trafficking?
- Do women and men, individuals with variation in sex characteristics, diverse sexual orientation and/or diverse gender identities benefit equally from the capacity-building activities organized by UNODC?
- Bearing in mind that not only gender, but also ethnicity, race, age and other factors play a role in people’s dealings before the law, how are women impacted by multiple and layered forms of discrimination fueled by such factors?
- What are the interrelated issues – and issues pertaining to “intersectionality” that compound the multiple disadvantages experienced by women and individuals with variation in sex characteristics, diverse sexual orientation and/or diverse gender identities?

COUNTERPART CAPACITY

- Include a broad set of actors, including governments, civil society and women’s rights organizations, human rights organizations and LGBTIQ+ organizations, when mapping and meeting with partners and stakeholders.
- Ensure understanding of the cultural context in which men and women, and individuals with variation in sex characteristics, diverse sexual orientation and/or diverse gender identities, can operate. For instance, are the
premises where meetings with counterparts will be arranged accessible to both women and men? Does there need to be a separate meeting place for men and women? Do women need financial support to be able to travel to the meeting venue? Are women able to travel alone to the meeting venue? Are women able to meet at the suggested times or are they bound up by household tasks/agricultural tasks/childcare, etc.? What measures can be taken to ensure equal access to and the active participation of men, women and individuals with variation in sex characteristics, diverse sexual orientation, and/or diverse gender identities at the meeting/event? What is the nature and extent of women’s and men’s, and individuals with variation in sex characteristics, diverse sexual orientation, and/or diverse gender identities participation in the programme? What barriers to participation are being experienced? Why do the barriers exist? How can the barriers be overcome?

**SYNERGIES WITH OTHER PROJECTS/PROGRAMMES AND ORGANIZATIONS**

- Are lessons learned and best practices on gender equality and women’s empowerment from UNODC and other relevant organizations and United Nations entities incorporated?
- Have key findings and recommendations emanating from relevant research, other United Nations entities and project/programme evaluations, been incorporated?

**TARGET GROUPS**

- Has a comprehensive mapping of stakeholders to speak to been made during the situation analysis? Has the said list been disaggregated by sex in order to ensure that it is as gender-balanced as possible? Have women and individuals with variation in sex characteristics, diverse sexual orientation, and/or diverse gender identities been consulted equally with men during the formulation process, especially female beneficiaries? Are persons knowledgeable about gender issues in the country among the list of stakeholders?
- Have the formulation teams consulted men and women about their concerns, priorities, opinions and solutions to key issues, including gender experts, women’s organizations, government women policy agencies, that is, agencies dedicated to promoting gender equality and improving the status and conditions of women within the state bureaucracy.
- Does the project/programme ensure that both women and men, individuals with variation in sex characteristics, diverse sexual orientation, and/or diverse gender identities are able to access and participate in project/programme activities (target at
least 30 per cent of whichever gender is underrepresented)?

- Have public agencies dedicated to promoting gender equality and improving the status and conditions of women within the state bureaucracy been consulted?

- Have women’s organizations or other civil society or justice professions, for example, International Action Network on Small Arms Women’s Network, been consulted?

- Have external gender experts, such as academia, civil society and national/donor counterparts who work on the issue of gender and/or organized crime, been consulted?

- Has the Inter-Agency Coordination Group against Human Trafficking or relevant members thereof, been consulted?

- Have other United Nations agencies, such as UN Women and UNDP, been consulted?

GENDER ISSUES

- Is there a need to develop activities targeting individuals who may be underrepresented (on the grounds of gender, sex, sex characteristics, sexual orientation or gender identity), to ensure that they benefit equally from the project?

- How is the project/programme reaching out to engage underrepresented persons in its activities?

- Is the project/programme concept consistent with United Nations commitments on gender equality and women’s empowerment?

- How does the project/programme contribute to the overall goal of gender equality in the country?

- Is there a possibility that existing inequalities may be made worse by the project/programme?

- Is gender-sensitive language used within resources, reports, promotions, etc., developed for the project/programme?

- Does the communication material promoting the project/programme portray women, men and individuals with variation in sex characteristics, diverse sexual orientation and/or diverse gender identities in a way that does not reinforce gender stereotypes?

- Do the data and indicators used to develop the project/programme draw attention to different needs and interests based on sex, sexual orientation, sex characteristics and gender identity?

- Does the project/programme combat gender-based discrimination or gender stereotypes directly or indirectly?

HUMAN RIGHTS

- What is the policy framework for human rights and women’s rights in the area of intervention of the project/programme?

- Has a human rights risk assessment been conducted, [2] including checking the human rights record of the counterparts that the project/programme aims to engage? Have measures been developed to mitigate potential human rights violations related to project implementation?

- Has the country that the project/programme concerns acceded to the Convention on the Elimination of All Forms of Discrimination against Women? Has it ratified any regional instruments in this area?

- Does the country that the project/programme concerns partake in the Commission on the Status of Women?

- What national and/or regional policies and strategies exist on gender equality and women’s empowerment?
• Do national and/or regional action plans exist for issues such as combating trafficking, women, peace and security, gender equality, women’s empowerment and gender parity?

• Has a human rights-based approach (HRBA) been taken while developing the project/programme? Has project/programme design been guided by key human rights principles such as participation and inclusion, accountability and the rule of law, non-discrimination and equality?

• Have the human rights conventions and domestic laws that apply to the project/programme been identified?
2. PROJECT/PROGRAMME DESCRIPTION

Highlighting the link between organized crime, illicit trafficking, gender and the 2030 Agenda

Understanding how the SDGs are interlinked with the mandated area and gender makes for better policies and more effective action to attain sustainable development targets. Projects and programme documents could consider the following points to highlight the link between gender, development and organized crime and illicit trafficking (SDGs 5 and 16):

• Organized crime, including the illicit trafficking in drugs, persons and firearms, smuggling of migrants, wildlife crime and illicit financial flows (money-laundering), fuels violence, corruption and income inequality. This inhibits legitimate social and economic activity, poses a serious threat to public health and international peace and security, and undermines gender equality and women's empowerment.

• Strengthening the legal regime against organized crime, wildlife crime and illicit trafficking in a gender-sensitive manner targets SDGs 16 and 5. It promotes and strengthens a functional criminal justice regime against organized crime and illicit trafficking in accordance with the rule of law (SDG 16) and is aimed at mainstreaming gender perspectives, achieving gender equality and empowerment of women, eliminating discrimination and strengthening respect for women's rights during the investigation, prosecution and adjudication of such cases, and in delivering assistance to victims of organized crime and illicit trafficking (SDG 5).

• Practical integration of gender into all aspects of counter-organized crime, wildlife crime and illicit trafficking programming can only occur in the context of broader guarantees of human rights for women, particularly in addressing the causes of gender inequality.

LOCATION AND DURATION

• Are project/programme activities held in a place that is safe for women and individuals with variation in sex characteristics, diverse sexual orientation and/or diverse gender identities? Do security measures need to be taken to allow them to partake in project/programme activities?

• Does the project/programme hold activities at times when both women and men can attend per the region (before or after work hours, not at night, not during prayer times, etc.)?

• Will activities be held during a time of year that does not interfere with activities/events already being held in the region (after/before harvest, not during cultural/religious festivals, etc.)?

• Are activities held at a place that is suitable for children in case childcare is not affordable or cannot be found by participants? Is childcare provided in such cases?
LOGICAL FRAMEWORK: ENGENDERING THE RESULTS CHAIN

Try to make the issue of gender visible in the results chain. This is particularly important in formulating project objectives, outcomes and outputs. Consider:

- Linking combating organized crime and illicit trafficking to improving gender equality and sustainable development or, vice versa, improving gender equality in a multipronged approach to respond to organized crime and illicit trafficking.
- Do the project/programme objectives explain how the project/programme contributes to improving gender equality?
- Do the project/programme outcomes include relevant gender aspects?
- Do the project/programme outputs provide information as to how the project/programme will impact the situation with regard to women and to men independently?
- Are the project/programme indicators defined in a way that can measure success in terms of effective integration of a gender perspective?
- Have the project/programme activities been designed to ensure the involvement of both women and men? Is there a gender balance within the target groups?
- Are specific issues that affect mainly women addressed, according to the situation analysis and prioritization of issues?
- Where relevant, are issues that affect mainly or only individuals of diverse sexual orientation and gender identities addressed? (e.g., in prisons; in access to justice and legal aid; in responses to different types of crime and violence)
- Is it possible to have the main participants and/or leaders be women in relevant outputs, according to the situation analysis and prioritization of issues?
- Has the gender analysis shown that women are some of the main beneficiaries? How has this been reflected in the outputs of the programme?
<table>
<thead>
<tr>
<th>RESULTS CHAIN</th>
<th>PRACTICAL TIPS</th>
<th>GENDER-SENSITIVE EXAMPLES</th>
</tr>
</thead>
<tbody>
<tr>
<td>PROJECT OBJECTIVE</td>
<td>Formulate project objectives to link the combating of organized crime and illicit trafficking to improving gender equality and sustainable development.</td>
<td>The different forms of trafficking in persons that impact women and men are prevented and combated through effective implementation of the TIP Protocol in support of SDG 5 and 16.</td>
</tr>
<tr>
<td></td>
<td>Formulate project objectives to address one or more issues that affect mainly women.</td>
<td>The population of women imprisoned for drug-related offences is reduced.</td>
</tr>
<tr>
<td>OUTCOMES</td>
<td>Formulate outcomes that include gender aspects.</td>
<td>Gender perspectives in witness protection in organized crime cases have been strengthened.</td>
</tr>
<tr>
<td></td>
<td>Formulate outcomes to address one or more issues that affect mainly women.</td>
<td>Women victims of falsified medical products are recognized and supported, taking into account their differential needs.</td>
</tr>
<tr>
<td></td>
<td>Formulate outcomes in order to be able to provide information as to how the project will increase the capacity of women leaders/participants.</td>
<td>States recognize and promote the different roles of women and girls as critical stakeholders in countering trafficking in wildlife.</td>
</tr>
<tr>
<td></td>
<td>Formulate outcomes where the main participants are women.</td>
<td>Civil society organizations, including women’s groups, participate actively and effectively in the Implementation Review Mechanism of the United Nations Convention on Transnational Organized Crime.</td>
</tr>
<tr>
<td>OUTPUTS</td>
<td>Formulate outputs to provide information as to how the project will impact the situation with regard to women and men, and individuals of diverse sexual orientation and gender identities independently.</td>
<td>Develop training modules on gender dimensions of criminal justice responses to trafficking in persons. Improve involvement of men and boys in mainstreaming gender and advancing women and girls’ participation in inclusive efforts to prevent and respond to cybercrime.</td>
</tr>
<tr>
<td></td>
<td>Formulate outputs to provide information as to how the project will address one or more issues that affect mainly women and individuals of diverse sexual orientation and gender identities.</td>
<td>Improved regional cooperation in criminal matters regarding the participation of women in cybercrime activities.</td>
</tr>
<tr>
<td></td>
<td>Formulate outputs to provide information as to how the project will increase the capacity of women and individuals of diverse sexual orientation and gender identities leaders/participants.</td>
<td>Increase participation of women’s and LGBTIQ+ groups in designing, implementing and monitoring counter-money laundering measures.</td>
</tr>
<tr>
<td>ACTIVITIES</td>
<td>Design activities explicitly to mainstream gender.</td>
<td>Conduct training courses with the aim of strengthening law enforcement and judicial officers’ capacity to build strong case files in support of successful prosecution of drug traffickers while respecting human rights and being gender-responsive.</td>
</tr>
<tr>
<td></td>
<td>Design activities to address one or more issues that affect mainly women.</td>
<td>Capacity-building activities targeting female Port Control Unit officers to encourage and promote women’s inclusion in the Container Control Programme. Build and use evidence-based approaches to identify and effectively address the factors that lead to women and girls’ involvement in illicit trafficking. Capacity-building activities targeting female anti-poaching officers.</td>
</tr>
</tbody>
</table>
LOGICAL FRAMEWORK: GUIDANCE FOR THE DEVELOPMENT OF GENDER-SENSITIVE INDICATORS

It can be challenging to ensure indicators are defined in such a way that can measure gender-related changes over time. Remember:

- Performance indicators should be formulated in a manner so that they are able to measure the changes for both women and men (and different groups of women and men) and evaluate how successful the programme is in achieving transformative gender-related sustainable development results.

- All indicators should be disaggregated by sex wherever possible. But remember, sex ratios alone are insufficient indicators for gender equality. While equal participation and representation are supporting factors for achieving gender equality, alone they are insufficient.

- Measuring equal opportunities and equal access to resources for women and men is more qualitative in nature and more oriented towards outcomes of policies, processes and interventions.

- Adequate indicators for gender equality therefore focus on the substance and the quality of outcomes. This helps identify the gender differentiated impact of interventions.

- Suggest using a combination of quantitative and qualitative indicators to cross-check results.

- The advice of keeping indicators to a limited number so as not to overload the project still holds. However, care must be taken to not select only easy indicators that are less relevant to gender.
### Quantitative Indicators

Measures quantity, number, ratio or percentage. Such data can show changes in gender equality over time (e.g., number of women in senior positions in justice institutions compared to men).

**Guidance for Gender Mainstreaming**

- **General tips**
  - Rather than using gender-neutral terms, such as experts, society, citizen, explicitly state men and women (and other individuals based on gender identity and expression where appropriate).

- **Tips on indicators for training/capacity-building**
  - Numbers of trainers and trainees disaggregated by sex and other characteristics required for meaningful gender analysis (e.g., position in the organization).
  - Consider including another indicator that measures whether the training and legal tools themselves mainstream a gender perspective.

- **Tips regarding surveys**
  - Disaggregate all relevant questions in a survey by sex, such as including the sex of both respondents and public officials.
  - Measure the incorporating of gender-sensitive questions into the survey.
  - User satisfaction surveys should be able to measure satisfaction with conditions or situations that affect men and women differently.

- **Tips regarding knowledge products**
  - Include number or percentage of reports, publications and conference proceedings that reflect the difference of impact on women/men.

- **Tips regarding beneficiaries**
  - Achieving a higher participation of an underrepresented or disadvantaged sex in a given activity is always desirable; however, the project is not necessarily gender-sensitive just because higher rates of women can take part in the programme. It does not necessarily mean that the programme is tailored to the needs of both men and women.
  - Formulate indicators to measure changes in power relations between women and men over time, for example, increase in the number of female staff members in management positions.
  - Clients should include representatives from various gender, age and ethnic groups.

### Qualitative Indicators

Measure women and men’s experiences, opinions, perceptions and judgments.

Such data is collected through participatory methodologies such as focus group discussions and social mapping tools or through surveys measuring perceptions and opinions.

**Guidance for Gender Mainstreaming**

- **General tips**
  - Formulate indicators to be able to evaluate the increase in women’s levels of empowerment or in attitude changes about gender equality.
  - Formulate indicators to measure changes in power relations between women and men over time, for example, shift in ideology employed by the government in working with counter-terrorism programmes.
  - Formulate indicators to measure the outcomes of a particular policy, programme or activity for women and men or changes in status or situation of men and women, for example, levels of participation.

- **Tips on indicators for training/capacity-building**
  - Measure the outcomes of training on how the institution responds to differentiated aspects faced by women and men and the promotion of gender equality.

- **Tips regarding beneficiaries**
  - An indicator to evaluate whether certain activities have been designed to take into account male and female needs.
3. PROJECT/PROGRAMME MANAGEMENT

STAFFING

• Does the assessment/formulation team include a member with gender knowledge/expertise?

• Has the formulation team informed itself substantively on the gender dimensions of the thematic area of work?

• Does the assessment/formulation team include both women and men?

• Who participates in decision-making on the assessment/formulation team? Are women and men given an equal voice?

• Are there equal opportunities for women and men in terms of management and implementation arrangements of the project/programme?

• Have gender focal points in the region been contacted and included within the assessment/formulation team?

• Do women comprise an integral part of the assessment/formulation team?

BUDGET

Including a gender perspective in the project/programme budget can mean that there is a separate budget line for the underrepresented sex, for example, if it is necessary to have special activities targeting women. However, it does not necessarily mean that the budget includes a separate women’s budget, but that the project/programme budgets include a gender equality perspective.

• What are the costs connected to separate consultations with women and men?

• Would the project/programme benefit from including a gender expert?

• Was gender equality kept in mind when developing the budget?

• Is there a budget allocation to implement women’s empowerment and gender-sensitive activities?

• During implementation, are funds being spent as planned with regard to gender mainstreaming? If not, reallocate.

MONITORING

It is important to monitor gender issues at both output and outcome levels of the log frame, not only in order to document results, but also to learn what has worked and what has not. There has been a tendency to merely document the results of activities and outputs, for example, “number of women trained”. To understand the impact of a project/programme, objectives also need to be monitored such as women’s control and access to resources; women’s access to justice; understanding and catering to women’s needs as well as men’s; and monitoring the assumptions for organizing training, that is, training leading to enhanced empowerment, implementing policies of assumptions such as the one that training leads to empowerment. This requires that the project includes gender-sensitive and gender-targeted indicators as well as collecting sex-disaggregated data.

For gender-sensitive evaluation, please use the UNODC Brief for Project/Programme Managers: Mainstreaming Gender in UNODC Evaluations. [3]
Mainstreaming gender in this thematic area can contribute to strengthening the UNODC approach to countering/fighting transnational organized crime to ensure that the Office can deliver and provide technical assistance in these thematic areas. Innovative responses that take into account the different impact of organized crime and illicit trafficking on men and women, the roles men and women play as perpetrators, victims or as forces to disrupt the flow of illicit goods, need to be understood, monitored and evaluated in order to inform evidence-based policies and practices. Appreciating that gender norms, organized crime and illicit trafficking vary depending on the local context, the research highlighted below is meant to provide further guidance on issues that may need to be dug deeper into during the situation analysis.

Examples of the gendered dimensions of trafficking in persons

- Women, girls, men and boys are not trafficked in similar numbers or for the same exploitative purpose, and their experience of trafficking can be very different. The analysis of the profile of victims shows that women are commonly concentrated in low-skilled and low-paid jobs that fall under unregulated and informal sectors, and usually have little or no labour or legal protection, which puts them at greater risk of abuse such as sexual exploitation and forced labour.
- The analysis of UNODC data (based on criminal offences reported to/detected by national authorities) on trafficking victims over the last 15 years shows that women and girls together continued to represent more than 70 per cent of detected trafficking victims. [4] It should be noted that data fluctuates per region. However, overall, the share of reported adult female victims has decreased in recent years, offset by the increased percentage of victims who are girls, boys or adult males, for example, the Global Report on Trafficking in Persons highlighted the significant increase in girls subjected to trafficking.
- Different patterns of trafficking emerge in different parts of the world along with gender differences in the form of exploitation. Trafficking for forced labour mainly affects men. However, the percentage of female victims – largely women – is relatively high, amounting to about 43 per cent of victims of this form of trafficking. Women appear to be mostly trafficked for sexual exploitation, while forced labour and organ removal concerns mostly men.
- Trafficking in persons is highly gendered, from the root causes that make women and girls more vulnerable, to policy approaches and counter-trafficking measures. Root causes include gender inequality, for example, poverty, lack of control of financial assets, lack of access to education, lack of viable employment opportunities, gender-based violence, discriminatory labour or migration laws and gender-blind policies, and conflict or post-conflict settings and humanitarian crises, which make women and girls more vulnerable to exploitation.
- Considerations regarding male victims such as a lack of a gendered approach undermine the uniqueness of male victims’ experiences. Gender stereotyping can undermine the ability to correctly identify male victims, and stereotypical constructions of masculinity may result in men’s reluctance to acknowledge or self-identify as victims.
The majority of traffickers are men, but the proportion of reported females is noteworthy: suspected female traffickers, 38 per cent; females prosecuted, 32 per cent; and females convicted, 28 per cent (this is high, especially when compared to the share of women offenders in other types of organized crime, which is around 18 per cent). Data analysis indicates that female traffickers are more frequently involved in the trafficking of girls.

The high share of reported female perpetrators may reflect the different roles women have in the trafficking process and the geography connected to these roles. As a matter of capacity, developing countries may be able to convict only the lower ranks of the trafficking network, resulting in the conviction of those who normally control or recruit the victims, the so-called “madams” in the context of sexual exploitation. The differences in the sex profile of people convicted may reflect the different approaches of criminal justice systems in different regions. In this case, the role of women may be more visible, low ranking and therefore, more easily detected by law enforcement. If women are used more frequently as recruiters, or assigned as guards, money collectors or receptionists, they are more exposed to the victims as well as to the risks of detection and prosecution.

The online domain has opened new pathways for traffickers to identify, contact and entrap victims in exploitative ploys, therefore there is growing awareness of the need to understand and combat the use of new technologies in human trafficking and to get a better understanding of the gendered dimensions there.

Examples of the gendered dimensions of smuggling of migrants

Although the literature on migrant smuggling and its causes is growing, researchers have, to this date, paid limited attention to women. Understanding the differences between men and women’s role in society is relevant to understanding the cause, process and impact of migrant smuggling. Such differences can be seen in, for instance, access to labour markets by men and women and the differing experience of labour mobility, due to gendered socioeconomic power structures and sociocultural definitions of gender-appropriate roles in origin and destination countries.

Smuggled migrants are particularly vulnerable to abuse, exploitation and human trafficking. Smuggled women have higher vulnerability to sexual violence and trafficking for sexual exploitation, from the smugglers but also from fellow migrants and authorities. However, smuggled men are also very exposed to violence, extortion and exploitation en route.

The first UNODC Global Study on Smuggling of Migrants, published in 2018, found that most smuggled migrants are relatively young men. Indeed, smuggled migrants are typically young males travelling alone, and a significant and growing number of unaccompanied minors – mostly boys – are also smuggled. [5] However, on some routes, such as within South-East Asia, women comprise large shares of smuggled migrants. The gender composition of smuggled migrant flows may also be influenced by the circumstances driving their mobility, for example, in some regions flows of persons escaping conflict tend to involve more families than single men.

As far as the gender profiles of smugglers are concerned, the literature suggests that, as for most crimes, a large majority of migrant smugglers are men. Women smugglers may be involved in the recruitment of migrants, and they may receive and/or escort migrants to their temporary accommodation between different stages of the route. Women also carry out “support” functions, such as caring for children, preparing food and arranging for “safe houses”. More information is needed to get a clearer understanding of how gender plays out in the role of the smuggler, for
example, recruiting, promoting and selling smuggling packages; facilitating the actual border crossing; providing accommodation along the route; or counterfeiting/fraudulently obtaining travel documents.

- Studies indicate that on certain smuggling routes or for some modi operandi, women appear to play more prominent roles. In South-West Asia, for example, some sources note that women are involved in the smuggling of some migrants by air as they are less likely to attract the attention of the authorities. Another example are the 191 Ethiopian women who were reportedly part of smuggling operations from the Horn of Africa to Southern Africa a few years ago. [6]

- Women tend to be less visible in smuggling investigations, one explanation possibly being that most smuggling cases in which women participate are small scale; women most often work independently, transporting individual or small groups of migrants, which is likely to attract little attention from the authorities. [7] Women are also more likely than men to engage in the facilitation of irregular migration with the goal of becoming reunited with family members while fleeing situations of risk and imminent danger or as a result of restrictions in migration law. [8] There is therefore a need to improve understanding of women’s roles in migrant smuggling and to further examine how suspected female smugglers are dealt with by the criminal justice process in comparison to their male counterparts.

Examples of the gendered dimensions of trafficking in firearms

- The causes and consequences of the use of weapons are highly gendered. Across all affected societies, young men are the most common perpetrators of armed attacks, as well as the most likely direct victims. Looking at the uncontrolled proliferation and misuse of small arms and light weapons through a gender lens is to recognize that these weapons do not involve and affect men and women in the same way and that men and women have equal rights to participate in initiatives to control these weapons. Likewise, violence perpetrated with small arms is a highly gendered phenomenon and has vastly different impacts on women and men. [9]

- Evidence shows that most of the world’s estimated 875 million small arms and light weapons are in male hands. Most people who work in professions in which small arms are routinely used are male, for example, law enforcement, military and private security. Most people who use small arms for recreational purposes are male, for example, hunting and sport shooting. Most perpetrators of small arms violence are male. [10]

- Given that the UNODC-mandated area relates to preventing and countering illicit firearms flows, prevention of their diversion into the illegal circuit, and the facilitation of the investigation and prosecution of related offences, men and women’s roles in different aspects related to the illicit manufacturing of and trafficking in firearms need to be further analysed as well as the importance of greater female representation in firearms policy processes. This includes appreciating the gender dimensions to illicit firearm production, handling and possession of firearms, for example, dealers, importers, exporters, carriers and users of illicit firearms, as well as the organized criminal groups known to take part in the illicit manufacture and trafficking of such items. So far, there is limited research available on the gendered aspects of illicit manufacturing of and trafficking in firearms.

- UNODC support for voluntary weapons collection campaigns as a crime prevention measure revealed that campaign messages specifically targeted at women can increase the surrender rate in some countries, as women may be more likely than men to convince firearms owners to surrender their guns.
• The problem with small arms violence and trafficking in firearms cannot be separated from other aspects of human society and culture, and requires an investigation of the social relations between men and women.

• Data disaggregated by sex and age is a prerequisite for understanding the gender-specific impacts of firearm trafficking, use and victimhood, and for designing evidence-based, gender-responsive initiatives to address them.

• Current research, particularly from the Small Arms Survey, is more broadly focused on the gendered dimension of firearm possession, use and victimhood. It has also looked at the gender dimension of armed violence, which affects women, men, girls and boys in different ways, as both perpetrators and targets of armed violence. For example, a number of recent Small Arms Survey studies examined the complex relationship between women and guns, the links between armed violence in the broader community and gender-based and sexual violence; and the small arms agenda with that of women, peace and security.

• Trafficking in small arms and light weapons is often linked to other types of trafficking, including trafficking in persons, drugs, etc. Women and girls constitute the majority of victims of human trafficking, and traffickers sometimes use women as smuggling agents. Therefore, when addressing the illicit trade in arms, the close links between the different kinds of trafficking should be taken into consideration. For instance, particular importance should be attached to collaboration with women’s organizations, especially those with expertise in designing and implementing community-level trafficking prevention and victim assistance programmes.

• Policy and research dealing with the relationship between women and firearms usually stresses the role of women as victims. However, the relationship between women, guns and violence is often more nuanced than the simplified portrayal of women as victims. Patterns of firearm possession and use tend to be rooted in strong cultural and social values, which diverge dramatically between sexes. So not only are women and men affected differently by firearms, they also tend to perceive them differently.

• Evidence provided in the UNODC study on homicide shows that, even though men are the principal victims of lethal violence, women continue to bear the heaviest burden as a result of gender stereotypes and inequality. The same study indicates that extreme violent killings of women take place in the context of phenomena such as organized crime, drug dealing, gangs, mass migration, and human and drug trafficking chains. Women and girls are affected disproportionately by small arms in a number of ways. For example, their rate of death by gunshot is disproportionate (i.e., lower) to their share of the population (since more men than women are killed with small arms) and is also disproportionate (i.e., higher) to the extent to which they are owners or users of small arms: that is, women are many times more likely to be victims of armed violence, usually at the hands of men, than a perpetrator of it. The very fact that almost all small arms are owned, used and misused by men puts women in a vulnerable position.

Examples of gendered dimensions of the drug trade

• Drug-related issues, such as production, trafficking, sale and consumption, have long been perceived as a male issue. Women’s roles, both as participants and victims, are still underestimated and understudied. However, since the 1990s, gender-specific research has been done, mainly focusing on the use of drugs and alternative development and feature a number of gender-specific trends. Some of the findings indicate that women’s participation in the drug trade
is on the rise worldwide, especially among women who lack education, economic opportunity and have been victims of abuse. [16]

- Studies indicate that women who use drugs have a two to five times higher prevalence of gender-based violence than women who do not use drugs in the general population.

- The population of women imprisoned for drug-related offences is on the rise, and a higher proportion of women than men are in prison for drug-related offences. For instance, in the United States, two thirds of women in federal prisons are there for non-violent drug offences and in Latin America, between 2006–2011, the female prison population almost doubled with the vast majority for drug-related offences. It has been argued that, as a result of the targeting of low-level drug offences, women may be disproportionately incarcerated for drug offences.

- The UNODC World Drug Report 2018 notes that women play important roles throughout the drug chain supply. The report cites criminal convictions of women who presided over international drug trafficking organizations in Latin America and Africa; women’s involvement in opium poppy cultivation in Afghanistan and coca cultivation in Colombia; and the role women play in trafficking as drug “mules”. [17] The report calls for better sex-disaggregated data to enable a deeper understanding of gender roles in drug trafficking.

- When women do become part of criminal gangs and drug trafficking, they are often forced to have sexual relations with other members as part of their initiation. While there are some exceptions, women are delegated low-ranking, low-paying, high-risk positions.

- Some studies see women as secondary and subsidiary to men or else focus on women’s mostly subordinate, victimized role in street-level trafficking. This suggests women may become involved in drug trafficking to sustain their own drug consumption, or have been victims of trafficking in persons, including trafficking for the purposes of sexual exploitation. Their participation is attributed to vulnerability and oppression where they are forced to act out of fear. Other research shows women as key actors by choice.

- Overall, there tends to be a multiplicity of factors acting together, in which gender, socioeconomic vulnerability, gender-based discrimination and violence, intimate partner relationships and economic factors shape the complex relationship between women and the drug economy, in which a stratified and masculine system prevails. In this context, there is a need for more country-specific information as to how the drug trade affects women’s security, why women become involved in drug use and drug trafficking, including through coercion, and about women’s experience of accessing justice for drug-related crimes or social and medical services for drug use.

- The relationship between women and the drug trade is still not well understood. Further research is needed to inform gender-responsive, evidence-based and health-centred policy approaches focused on prevention, treatment, and social rehabilitation and integration, addressing both supply and demand.

Examples of gendered dimensions of wildlife and forest crime

- Gender inequalities and differences play an important role in the use, management and conservation of wildlife at the local level. Addressing gender issues is, therefore, as essential in achieving sustainability objectives as it is in advancing equal rights. The importance of integrating gender into sustainable wildlife management (SWM) is increasingly acknowledged, although there are still significant gaps in knowledge, policy and practice. This seems to be particularly true in the context of illicit wildlife trade where, despite anecdotal evidence that the roles of actors in the
Trade are highly gender-differentiated, most research, policy and programming does not take gender aspects into consideration. Typically, gender is not mentioned when discussing who produces, trades and consumes illicit wildlife or forest resource trafficked goods.

- For instance, women and men interact with biodiversity and natural resources in different ways according to their socially assigned gender roles, and thus have different knowledge, needs and perspectives. Although women may use certain natural resources more than men, their roles are often less visible and they are less involved in decision making, both generally and in relation to natural resources. Men thus tend to both participate in and benefit more from conservation interventions than do women.

- Gender-blind illicit wildlife trade interventions can result in a bias in favour of existing gender relations and may even reinforce rigid gender roles and stereotypes and marginalize women further, for example, where they are associated with increasingly militarized responses. They are also likely to be based on unfounded assumptions, and potentially overlook or downplay the roles that women do have in illegal wildlife trade.

- Wildlife further provides alternative income sources in the form of wages or compensation from wildlife tourism and conservation. In terms of actors involved in preventing and combating wildlife crime, anti-poaching units and law enforcement units are predominately male. Ensuring that both women and men benefit from such livelihood opportunities is necessary to encourage broad community support for SWM and to promote gender equality. There are some examples of mostly female ranger units, such as the Black Mamba Anti-Poaching Unit of the Balule Nature Reserve in South Africa. The employment of women from local communities in the all-female Anti-Poaching Unit has helped bridge the gaps between wildlife conservationists and local communities. The female rangers take part in anti-poaching patrols, outreach and community education programmes. Since its inception, the Black Mambas have contributed to a 76 per cent reduction in poaching on the reserve.

- The greatest factors driving illicit wildlife trade include demand by collectors for exotic pets and trophies, and by consumers for exotic meats, medicine, fashion and other animal products. Gender norms, roles and stereotypes about masculinity and femininity are integral to the marketing and sales of these products. Certain animal products are culturally valued for their purported medicinal properties for enhancing virility, masculinity or fertility, and are thereby marketed in ways that reinforce these norms and stereotypes. Understanding the cultural and gendered nuances influencing consumption can help create culturally appropriate and effective campaigns against illegal wildlife products. [18]

- Environmental offences have typically been treated in isolation from other types of serious crime. In some regions, armed groups have reportedly used wildlife crime to fund their activities (e.g., the Janjaweed, the Mai Mai and the Lord’s Resistance Army) and have been involved in serious acts of gender-based violence including the use of rape as a weapon of war (see, for example, Security Council resolution 2198). Several groups have also forcibly recruited children to serve as soldiers. Many of the organized crime networks involved in poaching and illicit wildlife trafficking have also been implicated in human and drug trafficking, [19] and a wildlife trafficking syndicate used women engaged in prostitution to acquire hunting permits. [20]

- More research is required to understand the interface between wildlife, livelihoods and gender. Conducting gender-based assessments would enhance knowledge of the linkages between gender issues and illicit wildlife trade, and inform more effective, equitable and inclusive programmes, and thus, contribute to advocating and effectively mainstreaming gender in wildlife management, using sustainable wildlife management as a tool to promote gender equality.
Examples of the gendered dimensions of maritime crime

- Women are increasingly present at sea. Research has shown that women’s income goes directly to feeding their families and benefiting communities at a greater rate than men’s. However, women face disproportionate challenges to maritime-based employment and economic prosperity, for example, absence of laws to prohibit gender discrimination in hiring practices or mandating equal compensation or access to credit.
- Women remain underrepresented in maritime positions (ranging from navies to fisheries management) and their salaries are typically lower than their male counterparts.
- Maritime crime affects women in different ways to men. Illegal, unreported and unregulated fishing reduces food and economic security, and women’s nutrition is most impacted when food is scarce. Illicit trade undermines economic security and women are more likely to live in poverty and be at risk of human trafficking. Girls may be more at risk of being subjected to child sexual exploitation while boys may be at risk of being exploited for forced labour on fishing vessels and in the fishing industry.
- Women’s role as agents of change in their communities to prevent participation in criminal activity, such as piracy, relies on their ability to influence behaviour and decision-making in their families and communities.

Examples of the gendered dimensions of trafficking in cultural property

- Research exploring the gendered dimensions of trafficking of cultural heritage or efforts to counter it is limited.
- Some research has highlighted that this kind of trade tends to proliferate in locations where there has been long-standing violent conflict. Women who are among those often unable to flee or relocate have frequently been found to protect the remains of the collective culture, which indicates the need to include women and men in efforts to counter the spread of trafficking and looting.

Examples of gendered dimensions of cybercrime

- As new information technologies and services have continued to advance, there has been increasing research on cybercrime and online deviance in relation to exploring the issue of gender differences in terms of victims and perpetrators, and countering cybercrime. However, further research is needed, for example, collecting sex-disaggregated data on incidences of sextortion, that is, blackmail in which sexual information or images are used to extort sexual favours and/or money from the victim.
- The growth of mobile information communications technologies and social media have presented ways of tackling violence against women and girls. However, these very same platforms are also being used as tools to inflict violence on women and girls across the world. Societal barriers, the limitations of legal recourse and other factors hamper access to justice for many women, particularly for girls and women living in poverty. [21]
- Acts of cyberviolence against women and girls (cyber-VAWG) have emerged over the last years as a global problem with serious implications for societies and economies around the world. The growing prominence of mobile devices, social media and other communication technology has opened up new avenues for gender violence, with the fast spread of content and digital footprints magnifying the consequences for victims, and having a profound impact at individual, community and society levels.
Research shows that one in three women will have experienced a form of violence in her lifetime, and despite the relatively new and growing phenomenon of Internet connectivity, it is estimated that one in ten women have already experienced a form of cyberviolence since the age of 15. Women aged 18 to 24 are at a heightened risk of being exposed to every kind of cyber-VAWG as they are uniquely likely to experience stalking and sexual harassment, while also not escaping the high rates of other types of harassment common to young people in general. In addition, the proliferation of online violence means that cyber-VAWG has gained its own set of terminology, such as “revenge porn” consisting of an individual posting either intimate photographs or videos of another individual online with the aim of publicly shaming and humiliating that person, even inflict real damage on the target’s “real-world” life (such as getting them fired from their job).

Girls account for the majority of detected victims of child abuse and exploitation, although boys are increasingly at risk as well. A survey conducted by Microsoft found that worldwide, 37 per cent of children aged 8-17 years had been subjected to a range of online activities such as mean or unfriendly treatment, being made fun of or teased, or being called names. Of that number, 55 per cent were girls. Furthermore, girls may be exposed to a higher proportion of harmful content in the context of child sexual abuse material and sexually explicit self-generated material sent by perpetrators during a grooming process. Prior abuse and family dysfunction may elevate the risk of victimization, particularly for the commercial sexual exploitation of children. Poverty, migration and social isolation can also have negative repercussions on patterns of commercial sexual exploitation of children.

Advances in technology have become instrumental in the commercial sexual exploitation of children, including trafficking in children for the purposes of sexual exploitation, and the abuse and exploitation of children in the travel and tourism industries, leaving girls at a higher risk as they are the majority of detected victims.

In many countries, women and girls are being driven away from the online space because of harassment and threats of violence. Studies indicate that online violence and abuse against women is an extension of offline violence and abuse against women. It can include direct and indirect threats of violence, such as physical or sexual threats. Cyberharassment may even escalate to extortion or even kidnapping. Sex-related extortion on the Internet, sometimes known as “sextortion”, is becoming increasingly common. The sheer volume of cyberviolence against women and girls has severe social and economic implications.

While those operating online are able to conceal their identity, including their gender, there appears to be a gender gap in online offending, with men being more likely to engage in cybercrimes, such as digital piracy, cyberharassment and hacking offences. Some research has looked at whether socialization can account for the gender gap in online offending, but it has been limited. Some suggest that the lack of visible women perpetrators may be the result of women being underrepresented in science, technology, engineering and maths-related occupations; and of the sexism that permeates all levels of society, including in science and technology.

Whilst both men and women may participate in child exploitation, male perpetrators tend to constitute the majority of offenders with regard to child sexual abuse material-related conduct, cyberenticement and cyberstalking. Conversely, certain forms of exploitation including trafficking and cyberbullying can have a high prevalence of female perpetrators.

Regarding the commercial sexual exploitation of children, though roles tend to differ depending on the concrete conduct involved, male commercial sexual exploiters of children tend to be more
involved in the “practical” aspects of child abuse and exploitation, as they are usually better able to exert physical force to abduct child victims and enforce obedience through violence. Men may also forge feigned romantic relationships with young female victims as a means of recruiting them into exploitation. Women, on the other hand, may more commonly engage in the business end of operating firms dedicated to the commercial sexual exploitation of children, as well as, in some cases, the recruitment of victims through a process of “friendship” and trust-gaining.

- Research primarily captures the experiences of men as perpetrators and seems to suggest that cybercrime allows for men to fulfil and reinforce gendered social hierarchies and expectations. For instance, motivations of hackers include the desire to show destructive behaviour to release their anger towards other online users or organizations, show off their expertise in cyberspace and gain exposure, political goals, personal satisfaction and/or monetary gain.

Examples of gendered dimensions of money-laundering

- Money-laundering and illicit financial flows represent a huge outflow of financial resources from a country, which has negative implications on sustainable and predictable sources of financing for the provision of public goods and services as well as key tools for addressing economic inequalities, including gender inequalities.

- Even if illicit financial flows are repatriated after they have been laundered abroad or offshore, they tend to be reinvested in luxury residential property and other luxury goods, rather than being allocated to strengthen the rule of law or other public services. Frequently, illicit financial flows fund further crime, including organized crime, human trafficking, migrant smuggling, the illicit arms trade and terrorist activities, which can have gendered impacts on women, men, boys and girls.

- Anti-money laundering policies are not neutral; they can hinder or promote social and gender equality. One example is the anti-money laundering and counter-terrorism financing obligations placed on banks regarding bank account opening procedures. Across the world, women in developing countries suffer more restricted access to the banking system than men. Bank account opening procedures, especially requirements to produce identity documents, are a major barrier for undocumented women in developing countries. Economic well-being and development are supported by access to formal financial services to save money securely, insure possessions and responsibly access credit for small businesses.

Examples of gendered dimensions of border security and management

- In most regions, women are currently highly underrepresented within the border guard, customs and immigration services. Gender balance is increasingly recognized as key to ensuring accountable and effective border management. The presence of female staff can be a crucial element of border security, and, in some situations, increase the effectiveness of detection and investigation. For example, female personnel may be better able than men to identify female victims of trafficking and are required to interview such victims. Further, operational effectiveness of border management is strengthened by ensuring that institutions are representative of the societies that they serve. [25]

- There are obvious gender dimensions within the mission of the UNODC-WCO Container Control Programme (building capacities 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), such as exploring the area of customs and law enforcement and the work environment for men and women, as they have traditionally been male-dominated professions.
In 2019, the World Customs Organization carried out a Gender Equality and Diversity Survey (the first being in 2016). The survey indicated that women average around 38 per cent of the workforce, although this figure varies between 5.9 and 73 per cent from country to country. The number of women in senior and middle management positions is even lower, with an average of 28 per cent in senior management positions and 34 per cent in middle management. Other studies found that female officers experienced gender discrimination in the area of law enforcement, particularly in commanding positions. The challenges women face relate to a negative attitude towards women; lack of awareness among women about their rights; lack of cooperation between men and women; impact of long hours and shift work on women, and the double duty they have at home due to gender roles; and lack of prioritizing gender issues.

Examples of gendered dimensions of border control, including airport control

In terms of land border, seaport and airport interdiction techniques and risk assessments, it is important to ensure that when conducting risk assessments and risk profiling, border agents do not resort to applying stereotyped approaches, which could potentially lead to discrimination at border controls or the failure to recognize differences between victims and perpetrators.

Border management varies according to context, therefore, the interviewing and searching of persons have gendered implications. For example, women are necessary to conduct physical searches of veiled persons, in order to ensure that males are not masquerading as females to illegally cross borders, and/or to verify that attire is not being used to conceal illicit goods.

UNODC PUBLICATIONS AND TOOLS ON ORGANIZED CRIME, ILLICIT TRAFFICKING AND GENDER

<table>
<thead>
<tr>
<th></th>
<th></th>
<th></th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>The Global Report 2020 is a good example of where data are disaggregated by sex and age and a gender analysis included.</td>
<td>The SHERLOC portal facilitates the dissemination of information regarding the implementation of the United Nations Convention against Transnational Organized Crime and its three Protocols. It includes 15 specific types of crime (corruption; counterfeiting; participation in an organized criminal group; drug offences; money-laundering; obstruction of justice; cybercrime; piracy and maritime crime; smuggling of migrants; trafficking in persons; trafficking in cultural property; wildlife, forest and fisheries crime; falsified medical products; trafficking in firearms; terrorism) and has gender dimensions as a cross-cutting issue.</td>
<td>The Women’s Network was established to more actively promote women’s roles in the Programme and to work towards gender equality in the law enforcement profession at large. Furthermore, gender awareness training has become mandatory in UNODC theoretical training and fisheries crime courses. The CCP also recently launched a new gender champions initiative, “CCP Champions for Change”, with the aim of establishing a network of women and men committed to the ideals of gender equality and the betterment of women’s working conditions.</td>
<td>Developed under the UNODC Education for Justice (E4J) initiative, a component of the Global Programme for the Implementation of the Doha Declaration, this Module forms part of the E4J University Module Series on Trafficking in Persons/Smuggling of Migrants and is accompanied by a teaching guide. The full range of E4J materials includes university modules on integrity and ethics, crime prevention and criminal justice, anti-corruption, organized crime, firearms, cybercrime, wildlife, forest and fisheries crime, counter-terrorism as well as trafficking in persons/smuggling of migrants.</td>
</tr>
</tbody>
</table>

UNODC World Drug Report 2018: Booklet 5 “Women and Drugs”

This booklet contains a discussion of the role played by women in the drug supply chain, illicit crop cultivation, drug production and drug trafficking and women’s contact with the criminal justice system.

The Education for Justice Tertiary module focuses on the gender dimension of trafficking in persons and smuggling of migrants. Developed under the UNODC Education for Justice (E4J) initiative, it is part of the Global Programme for the Implementation of the Doha Declaration. The module includes teaching materials that cover various topics related to trafficking in persons and smuggling of migrants, including integrity and ethics, crime prevention and criminal justice, anti-corruption, organized crime, firearms, cybercrime, wildlife, forest and fisheries crime, counter-terrorism, and the roles of women in these areas.
## Checklist for Mainstreaming Gender When Developing Programmes/Projects

<table>
<thead>
<tr>
<th>Date:</th>
<th>Project/programme/programme manager:</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>Project/programme/programme number:</td>
</tr>
<tr>
<td></td>
<td>Project/programme/programme name:</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Project/programme component</th>
<th>Question</th>
<th>Yes</th>
<th>No*</th>
<th>Partially*</th>
<th>Comments*</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. Situation analysis</td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>The problem</td>
<td>Does the background/context analysis of the project/programme examine: (a) the different situations of women and men, boys and girls. If yes, what strategies will be implemented to address gender-related constraints to tailor the deliverables to meet the needs of both sexes? (b) the expected impacts the project/programme will have on the different groups?</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Counterpart capacity</td>
<td>Are women/gender-focused groups, associations or gender units in partner organizations consulted in the project/programme development?</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Strategic context</td>
<td>Is the different impact of policies, regional and national strategies on women and men, boys and girls considered?</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Synergies with other projects/programmes</td>
<td>Are lessons learned and best practices on gender equality and women's empowerment incorporated? Have key findings and recommendations emanating from relevant research, other United Nations entities and project/programme evaluations been incorporated?</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Target groups</td>
<td>Does the project/programme include strategies to reach out/identify the underrepresented sex that would benefit from the project/programme?</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Gender equality and women's empowerment</td>
<td>Does the project/programme include targeted actions for gender equality and women’s empowerment? Are gender aspects included in non-targeted actions?</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Human rights</td>
<td>Have national and/or international policies on women’s rights been consulted?</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
### 2. Project/programme description

<table>
<thead>
<tr>
<th>Location and duration</th>
<th>Does the project/programme ensure that both women and men can access and participate in project/programme activities (target at least 30 per cent of whichever gender is underrepresented)?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Logical framework: Engendering the results chain</td>
<td>Are outcomes, outputs and activities designed to meet the different needs and priorities of women and men, boys and girls?</td>
</tr>
<tr>
<td>Logical framework: Guidance for the development of gender-sensitive indicators</td>
<td>Does the results framework include gender-responsive indicators, targets and a baseline to monitor gender equality and women’s empowerment results?</td>
</tr>
</tbody>
</table>

### 3. Project/programme management

<table>
<thead>
<tr>
<th>Staffing</th>
<th>Is there gender-balanced recruitment of project/programme personnel and gender-balanced representation in project/programme review committees?</th>
</tr>
</thead>
<tbody>
<tr>
<td>Budget</td>
<td>Have adequate financial resources been allocated for the proposed gender activities?</td>
</tr>
<tr>
<td>Monitoring and evaluation</td>
<td>Will the project/programme collect and use sex-disaggregated data and qualitative information to analyse, monitor and evaluate its implementation in a gender-sensitive manner?</td>
</tr>
</tbody>
</table>

*Comments are mandatory for each question answered "No" or "Partially".

The UNODC Guidance Note on Gender mainstreaming as well as thematic briefs on entry points for gender can be found at [www.unodc.org/unodc/en/gender/Resources.htm](http://www.unodc.org/unodc/en/gender/Resources.htm)
ENDNOTES

1. In accordance with article 1 of the Convention on the Rights of the Child which defines a child as “every human being below the age of eighteen years unless, under the law applicable to the child, majority is attained earlier”. United Nations, Treaty Series, vol. 1557, No. 27531.


7. In 2018, UNODC analysed a set of case briefs of nearly 100 criminal cases of migrant smuggling or facilitation of irregular migration from 20 different countries in order to shed light on the involvement of women. The cases were retrieved from the UNODC Case Law database on the smuggling of migrants, part of the SHERLOC online portal. Available from: https://sherloc.unodc.org/cld/v3/sherloc/


15. See the Gender Brief on Health and Livelihoods for more information on these questions which highlights some of the issues from the UNODC World Drug Report 2018: Women and Drugs report on gendered differentials regarding the use of drugs. Available from: https://www.unodc.org/unodc/en/gender/gender-and-health-and-livelihood.html


FURTHER READING


DCAF. Border Management and Gender (2007).


OSCE (2011) Gender and Labour Migration Trainer’s Manual, OSCE.


For further information please contact:
unov-unodc.gender@un.org
Vienna International Centre, P.O. Box 500, 1400 Vienna, Austria
Tel.: (+43-1) 26060-0, Fax: (+43-1) 26060-3389, www.unodc.org