UNODC GENDER BULLETIN

Issue No 2

Newsletter of the Gender Team
in the Office of the Director-General and Executive Director
Dear Colleagues,

We are excited to present to you Issue 2 of the UNOV/UNODC Gender Bulletin. Since our first Bulletin was published, a lot has changed. In the current climate, COVID-19 is affecting all walks of life and gender issues are not exempt. This is highlighted by our colleagues Claudia Baroni and Sven Pfeiffer, in their interview addressing gender-based violence during the pandemic. With the one-year anniversary of the Enabling Environment Guidelines, Katja Pehrman, Senior Adviser and Gender Focal Point to UN Women, reflects on the significance of the guidelines and her inspiring career in promoting gender equality. We will also share best practices of the work of our colleagues, in particular Sahel Programme Coordinator Cristina Lampieri, on her efforts towards mainstreaming a gender perspective throughout leadership positions. Alongside the fascinating interviews, we will be sharing exciting events and publications over the next coming months, such as the Enabling Environment Week and the UN Women report on Gender Equality in the Wake of COVID-19. This edition is packed with insightful interviews and content from the gender network, celebrating the work of our colleagues in the efforts towards gender equality in the UNODC.

Kind Regards, Hanna Sands Programme Coordinator (Gender)

HIGHLIGHTS

Enabling Environment Guidelines
Interview with Katja Pehrman, UN Women Senior Adviser and Gender Focal Point

Vienna, October 2020 - The Enabling Environment Guidelines (EEGs) for the United Nations System were developed in 2019 in response to the Secretary General’s Gender Parity Strategy. The EEGs provide UN system-wide guidance on the creation of an enabling environment that promotes a more diverse, inclusive and respectful work environment—both as a precursor to achieving gender parity and a key to sustaining it.

Marking the one-year anniversary of the EEGs launch, the Gender Team interviewed Katja Pehrman, Senior Adviser and Gender Focal Point at UN Women, on the process of developing the EEGs, their role in the light of the COVID-19 pandemic and her personal vision for the future.

Gender Bulletin: When did you first become aware of the importance of gender equality? Did you experience an “a-ha”-moment that impacted your professional life?

Katja Pehrman: I became aware of gender stereotypes at a very young age. For instance, at school I was supposed to take sewing classes even though I was more interested in woodwork classes which were meant for boys only. Luckily, my mother and my grandmother always underlined that as a woman you can do whatever you want, nothing is impossible. They taught me not to let gender stereotypes limit my aspirations in life. The importance of enhancing gender equality becomes crisp and clear in working life.

“My close friends and I joke that as a woman trying to build a career you are at first considered to be to ‘too young’ for a position until seamlessly, one day you are all of a sudden ‘too old’ for a position— not because of missing qualities, but because of how women of different ages are viewed.”
I don’t think this kind of ageism is quite as prevalent for men. It is important to be aware of the different context - often unconscious - that women and men operate in and to constantly question it.

**Gender Bulletin: What were the main challenges you encountered when developing and implementing the EEGs? And how did you overcome these challenges?**

**Katja Pehrman:** Going from the theoretical to the practical is always a challenge. Ensuring that the EEGs are actually implemented across the UN system is a challenge in itself. The EEGs aim to change the organizational culture, this takes time, especially if the whole UN is involved. In theory, every UN entity should be able implement the guidelines based on the priorities of their organization.

UN Women is pleased to support entities with their implementation however we cannot enforce it. We can inspire UN entities, we can try to empower them, we can try to move the needle in the right direction— but we cannot do it alone. This is why we really need everyone involved: All levels of leadership, Human Resources and every single staff member of the organization. We recognize that the success of the EEGs is a joint effort.

Another lesson learned is the importance of communication, which I cannot emphasize enough. For any system-wide effort you need targeted and constant communication.

Communication brings awareness and inspires colleagues to take action. We need to find targeted and creative ways of communicating to evoke that involvement. It is not enough to just send one or two emails.

**Hear what Katja Pehrman thinks of the role of the EEGs in light of the COVID-19 pandemic and what Member States and the private sector can learn from the UNs approach to gender parity.**

**Read the full interview on the website of the Gender Team here.**

From **19th to 23rd October 2020**, the Vienna-based Organizations’ Gender Focal Points and Focal Points for Women will host the **Enabling Environment Week**.

Join high-level representatives of CTBTO, IAEA, IOM, UNIDO, UNOOSA, UNOV/UNODC as well as Member States and take part in our virtual panels and the discussions on the following topics:

1. Opening Session featuring Katja Pehrman from UN Women and the VBOs
2. EEGs in Recruitment Session
3. EEGs and Workplace Flexibility Session
4. EEGs in Talent Management Session
5. EEGs and Standards of Conduct Session
6. EEGs in the Field Session
7. EEGs in Family-friendly Policies Session
8. Closing Session featuring Member State representatives

**Registration is open and can be accessed here.**
UNODC Ethiopia delivers essential supplies to support returning migrants and trafficked women and children

28 August 2020 - As part of the COVID-19 response, staff from the UNODC Programme Office in Ethiopia handed over two batches of essential supplies to the Good Samaritans Association. The supplies included personal care items and food for women and children who have no immediate support for their needs. The Good Samaritans Association has two shelters which act as temporary homes for female returnees, some of whom are pregnant or have children or have a disability or non-communicable diseases, making them extremely vulnerable to contracting or spreading the COVID-19 virus.

The Good Samaritans Association also provides psycho-social support and reunification for returning migrants and trafficked women and children. Currently, there are 48 survivors housed in the two shelters, with 20 of them mothers to 30 children aged from new-born to 6 years of age. 28 of the survivors are under 18 years of age. Support staff are made up of security personnel, health/medical staff and project staff.

UNODC Ethiopia organizes dialogue between UN Deputy Secretary-General and survivors of human trafficking

1 October 2019 - At the request of the Deputy Secretary-General of the United Nations on a Women, Peace and Security Mission to the Horn of Africa, the UNODC Programme Office in Ethiopia organized a closed meeting with the Deputy Secretary-General of the United Nations and delegation comprising of the UN Secretary-General’s Special Representative on Sexual Violence in Conflict, the African Union’s Special Envoy on Youth, Permanent Observer of the African Union to the United Nations and Senior Gender Advisor of the Executive Office of the UN Secretary General.

The Director of the Women’s Shelter facilitated an active dialogue between the UN Deputy Secretary-General and her delegation and with the survivors of human trafficking including highlighting that there was very limited support for the Shelter and survivors.
UPDATE FROM THE GENDER NETWORK

Report from the ASEAN region:
Increasing participation of women in law enforcement will improve effectiveness

Bangkok, 26 August 2020 – UNODC launched a new report in partnership with UN Women and INTERPOL focusing on the important role of women in improving the effectiveness of police services and maintaining the rule of law in Southeast Asia. The report found that police operations are more successful with a greater number of female officers, but significant barriers remain in their pursuit of a career in the region’s enforcement agencies.

This research highlights the essential contribution of women to law enforcement in Southeast Asia. The study found that the inclusion of female officers improves the operational effectiveness of agencies, increases community trust, and decreases corruption – all priorities of the governments of the region. Female officers are better positioned to meet the needs of women and girls in their community, they improve the response to gender-based crimes, increase agencies’ perceived legitimacy, and they enhance intelligence collection.

“Empowering women in law enforcement benefits the countries of ASEAN, and it improves the response to crime issues the region shares and prioritizes”
Jeremy Douglas, UNODC Regional Representative for Southeast Asia & Pacific.

The whole report can be found here
Read more at UN Women here

Launch of DOHA Gender Webpage

Vienna, September 2020 - In its efforts to ensure the mainstreaming of a gender perspective into its work and the overall strategic framework, the Global Programme for the Implementation of the Doha Declaration launched a dedicated Gender webpage which showcases the multitude of ways in which the work of the Global Programme upholds and streamlines gender at all levels, within and especially outside of the organization, while using creativity and innovation.

Gender-based violence in the pandemic

Interview with Claudia Baroni & Sven Pfeiffer
Crime Prevention & Criminal Justice Officers

Vienna, October 2020 - Before the outbreak of COVID-19 worldwide, one in three women experienced physical or sexual violence, mostly by an intimate partner (UN Women). The UNODC global homicide data shows that the number of women killed by intimate partners or family members is consistently high. We are talking about 87,000 women per year or six per day with 58% of women murdered by their partners or family.
During the pandemic there has been a dramatic increase of violence against women and girls, particularly in domestic violence. As lockdown measures were put in place to contain the spread of the virus, women with violent partners increasingly found themselves isolated from people and resources that could help them. The post-pandemic economic impact has further limited women’s opportunities to escape violent situations. This “Shadow Pandemic”, as defined by UN Women is “growing amidst the COVID-19 crisis” and victims, as well as survivors have limited information and awareness about available services and limited access to support services.

As the UNODC takes the lead in the UN system in developing model strategies, model policies and practical measures for the elimination of violence against women, we interviewed Claudia Baroni and Sven Peiffer (Crime Prevention and Criminal Justice Officers) on their perspective.

Gender Bulletin: An increase of gender-based violence has shown to be common in crisis situations – be it in conflict or a pandemic. How can UNODC support Member States to include gender aspects in their emergency plans?

Sven Pfeiffer: UNODC, UN Women, WHO and other UN partner agencies are working to support Member States by providing expertise in crime prevention and criminal justice. Especially UNODC has a strong field presence which provides technical assistance to police, prosecutors, judges, legal aid and victim support services. Our work to end violence against women also focuses on data collection and analysis. All these aspects are essential during the pandemic as we are engaging in public advocacy to put effective preventive measures in place as a key essential component of national response plans for COVID-19 in order to redress violence against women.

Claudia Baroni: I think that the most important message that governments must provide is zero tolerance for violence against women and children. Governments should reassure women and children that even though resources are focused on containing the pandemic, their safety remains a top priority. Furthermore, they must also inform them about the availability of essential services and how to reach out for help.

Their message has to be conveyed at the highest levels to also let perpetrators know that they will not be able to escape prosecution even though we are in an emergency situation.

Sven Pfeiffer: I would like to pick up on one of the recommendations that the SG has provided in his statements

“It is important to set up public awareness campaigns particularly those targeted at men and boys.”

It is important to involve men and boys as part of the solution to promote non-violence and gender equality.

Read the full interview on the website of the Gender Team here
Vienna, September 2020 - The UNODC Sahel Programme supports the development of a more accessible, accountable and effective criminal justice system in the Sahel (Western and North-Central Africa). As recognized in UNSCR 1325 on Women, Peace and Security, women and girls are disproportionately impacted by armed conflict and should therefore be an integral part of conflict prevention and resolution. Despite efforts, women’s participation in the security sector remains low, as seen in the G5 Sahel Joint Force. The Permanent Secretary of the G5 Sahel, in partnership with UNODC and the Office of the High Commissioner for Human Rights (OHCHR), organized a workshop to discuss the strengthening of women’s participation in the G5 Sahel defense and security structures. In the workshop, difficulties and obstacles for women’s participation were addressed as well as the advantages of having a broader pool of candidates that reflected the population.

The UNODC supported the Bureau of Defense and Security of the G5 Sahel Programme in developing and operationalizing the police component of the Joint Force and was tasked with mainstreaming gender throughout the programme. The Gender Team interviewed Cristina Iampieri, Sahel Programme Coordinator, on her work.

Cristina Iampieri: I spoke with G5-Sahel soldiers at a battalion in Burkina Faso, who complained about not being able to carry out their operations successfully when working in all-male teams. They told me that every time they left their field camp to visit a village, somehow the villagers would know in advance that they were coming. Consequently, all the men would leave the village before the battalion arrived and only women and children remained. It made it impossible for the battalion to gather information as it was not possible for a foreign/strange man, and worse so for a soldier, to approach the women due to the cultural setting. The battalion would therefore have to write off many missions as unsuccessful.

On the other hand, had there been female soldiers in the battalion, they would have been able to speak with female villagers and gather crucial information. This proved to me that for operational reasons it is really important to include women. That goes for the strategic level as well. For instance, when planning operations, it is crucial to have women on the team to pick up on these issues as well as other security risks that affect women especially hard.

Gender Bulletin: What was the “aha” moment when you realized there was a practical reason for promoting gender equality?
Gender Bulletin: This example shows how important diversity is in order to carry out missions successfully. What challenges did you encounter in trying to implement the gender component?

Cristina Iampieri: The first challenge was to bring attention to the need to include women in the security sector. The second challenge was for them to take action to enhance women’s participation. From my experience, men are often reluctant to open up to women in their ranks. They fear it will bring unwanted competition as they see programmes to tackle gender inequalities as biased as they focus only on women and give them an unfair advantage where skills and capacity is no longer guaranteed in the selection process.

Gender Bulletin: How have you worked with senior managers to promote gender equality in programmes and how have you worked with the resistance that often come with these kinds of programmes?

Cristina Iampieri: Knowing about the origin of the resistance— the fear of unfair competition and accepting less competent candidates— I chose a path less explored: leadership and gender. I spoke to G5 Sahel senior managers and explained that it is not only about gender equality but also about good leadership. Good leaders are inclusive and can utilize diversity for strategic and operational purposes. I tried to activate their intrinsic motivation— they want to be good leaders. I explained that the competition should not be between men and women, but about who the best leader is. Good leaders, whether male or female, gain from diversity. For instance, a female leader who does not value diversity, will lose out on valued operational advantages, similarly with a conservative male leader.

"I managed to change their perspective on how they look at men and women in the security forces and calmed their fear of opening the door to women."

Gender Bulletin: How has the gender component improved the impact and outreach of your work/the programme?

Cristina Iampieri: This is work in progress and its impact will only be visible after some time. However, it did not take long to see a change in the mindset of our counterparts: Right after the gender workshop, male participants showed a new openness to becoming “gender champions”. For example, the Chief of the Special Investigation Unit in Burkina Faso launched a special TV appeal for women to join the unit. Similarly, the Joint Force has appointed a female G9— an important strategic position in civil military corporation. Positive developments can already be seen, but we are still very far from reaching critical mass.

“The most visible change so far is more openness and more understanding that gender equality is not only about protecting women and children as a vulnerable group, but that there is much more to it. It is about the active participation of women in security forces.”

The full interview with Cristina Iampieri can be found on the website of the Gender Team here.
**NEWS AND PUBLICATIONS**

**News**

UNODC Human Trafficking & Migrant Smuggling Section to publish in November 2020: *From victims of trafficking for sexual exploitation to perpetrators: A case law analysis* (provisional title)

The draft report examines through a gender-lens selected case-law from various jurisdictions on the transition of female victims of trafficking for sexual exploitation to offenders. The analysis was prompted by consistent data indicating the over-representation of women and girls as victims of trafficking for sexual exploitation, as well as perpetrators of the offence. The report further examines the application of the various elements of the crime of human trafficking for sexual exploitation: acts, means and purpose to female victim-offenders, as well as the application of the non-punishment principle and sentencing practices. It centers on the issues identified in the case law, contextualized by relevant literature and international standards. [Link](#)

**Publications**


**Conferences & Events**

- **19-23 October 2020**: Enabling Environment Week
  The Enabling Environment Guidelines (EEGs) provide UN system-wide guidance on the creation of an enabling environment that promotes a more diverse, inclusive and respectful work environment. The Vienna-based Organizations’ Gender Focal Points and Focal Points for Women will host the EEW. Join high-level representatives of CTBTO, IAEA, IOM, UNIDO, UNOOSA, UNOV/UNODC as well as Member States and take part in our interesting virtual panels and the discussions and register [here](#)

- **18-20 November 2020**: International Summit on Domestic/Family Violence During the COVID Era.
  The lockdown measures imposed in many countries as the primary protection against the virus mean that the most vulnerable - women, children, the elderly, people with disabilities/chronic illnesses, refugees, and members of the LGBTQ+ community - are more defenseless than ever. The Summit will provide a platform for victims-survivors of domestic violence, experts to present comparative worldwide findings, program leaders and caregivers to share best practices and governments and policymakers to share effective policies. Register [here](#)

- **27 November 2020**: Vienna Discussion Forum 2020
  The Vienna Discussion Forum is an event organized by UNODC and UNIDO as well as the Permanent Missions of Finland, Norway and Sweden. It will focus on how crisis preparedness, response and recovery efforts need to be gender-responsive. Registration [tbc](#)
The UNOV/UNODC Gender Team provides tailormade workshops and trainings on gender mainstreaming to staff at HQ and Field Offices. With the onset of the COVID-19 pandemic and subsequent restrictions on travel, the in-person intensive 2.5-day gender mainstreaming trainings that had been planned for HQ as well as the Field Offices in Bangkok, Egypt, Panama and Senegal were postponed. Nevertheless, with the aim to continue building staff gender mainstreaming knowledge and capacity, the Gender Team developed a series of webinars which were offered online:

**Webinar Topics**

**SESSION 1:** Basics of gender equality and the empowerment of women and the key normative framework and international standards and commitments on gender equality and the empowerment of women (120 minutes).

**SESSION 2:** Institutional commitments in the UNOV/UNODC Strategy and Action Plan and discussion(s) on how to integrate gender considerations in UNODC programming; from project conceptualization through to evaluation. Present UNODC gender mainstreaming tools and guidelines and explain the recent update in ProFi legacy system (120 minutes).

**SESSION 3:** The importance of gender sensitive and inclusive language. Presentation of United Nations guidelines on the use gender-inclusive language and how this 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 (90 minutes).

**Since April 2020...**

- 24 virtual trainings successfully conducted
  - 400 of UNOV/UNODC staff participated
  - 189 (47.3%) from HQ
  - 211 (52.8%) from Field Offices
  - 293 (73.25%) female
  - 107 (26.75%) male

- Overwhelmingly positive reviews
  - Excellent (48%)
  - Good (45%)

The Gender Team will continue to provide the webinars on a regular basis until the end of the year, as well as video-recording the webinars for staff to view on the Office Intranet or alternatively on an online learning management system.

The webinars are conducted as live interactive courses presented by Hanna Sands (Programme Coordinator, Gender) and Marian Salema (Programme Officer, Gender) in the Gender Team via web conerencing software, giving staff an opportunity to participate in the discussions remotely. The webinars are offered to all UNOV and UNODC staff at HQ and the Field Offices and are scheduled at different times (AM/PM) to allow participation of staff in different time zones.

Tailored online workshops for project and programme coordinators/managers will be offered, focusing on gender mainstreaming programmes & projects under development, thereby ensuring that UNODC gender equality commitments are included in all new and ongoing UNODC projects and programmes.
The Gender Bulletin is an electronic newsletter published by the UNOV/UNODC Gender Team at the Office of the Executive Director informing UNOV/UNODC staff and Member States of relevant developments, events and news concerning gender equality and women’s empowerment at the Offices.

We appreciate your interest in gender equality and the empowerment of women. Please do not hesitate to contact us if you should have any questions or would like further information on the work of the Gender Team:

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