UNOV/UNODC GENDER BULLETIN
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Newsletter of the Gender Team
in the Office of the Director-General/Executive Director of the
United Nations Office at Vienna/United Nations Office on Drugs and
Crime

UNOV UNODC
United Nations Office at Vienna United Nations Office on Drugs and Crime
INTRODUCTION

Dear Colleagues,

I am excited to present to you Issue 6 of the UNOV/UNODC Gender Bulletin. This issue is a special edition celebrating the launch of the UNOV/UNODC Strategy for Gender Equality and Women’s Empowerment (2022-2026).

Hence, the first part of the newsletter is outlining the priority areas of the new Gender Strategy, the focus of our work in the five years to come. Following the commitment for reinforced contextualization of the Strategy, we have invited some Regional Representatives to share their leadership perspective on what we have achieved so far, what the next challenges are, and which role leadership has therein. Along with the insightful interviews, we are giving an outline of the work of the regional sections to implement the Strategy in the field. You will learn of the innovative approaches in Latin America and the Caribbean, from South-East Asia and the Pacific, Africa & the Middle East and from Europe, West and Central Asia.

In this issue, we also share information on recent events and publications, such as the launch of the UNODC/UN Women Gender and Organized Crime Module, trainings conducted with Palestinian media to raise gender awareness and many more.

Finally, to make communications more efficient, instead of compiling this newsletters, the Gender Team has decided to terminate the newsletter and instead, to present all the information on our website. Hence, we invite you to visit our website at unodc.org/gender to stay tuned in to recent gender-related activities, discover stories and best practices from HQ and field offices.

Hanna Sands
Programme Coordinator (Gender)

LAUNCH OF THE NEW GENDER STRATEGY

Looking back at 5 years of gender equality and women’s empowerment in UNOV/UNODC

LEADERSHIP INSIGHTS

For the launch of the new UNOV/UNODC Strategy for Gender Equality and Women’s Empowerment (2022-2026), the Gender Team conducted 13 interviews with leadership on different levels at UNODC; ranging from headquarters to field offices, from regional sections to directors of divisions. In these interviews UNOV/UNODC leadership looks back on what has been achieved since the launch of the first Strategy, reflects on the challenges ahead and talks about the importance of leadership in achieving what comes next.

For the newsletter, we are delighted to highlight some parts of these interviews from Cristina Albertin (Regional Representative to the Middle East and North Africa), Amado Philip de Andrés (Regional Representative for West and Central Africa), Hanny Cueva-Beteta (Chief of Section for Latin America and the Caribbean) and Jeremy Douglas (Regional Representative to Southeast Asia and the Pacific).
Gender Team: What are some of the changes and progress you have seen in terms of promoting gender equality since the adoption of the first UNOV/UNODC Gender Mainstreaming Strategy? Are there any moments and achievements that stand out?

Hanny Cueva-Beteta: The fact that we have a Gender Team and a Gender Strategy is an accomplishment in itself. Although the organizational culture is slow to change, I believe that we have made a lot of progress in UNODC on the need to address gender and intersectionality in our work and awareness on the importance of mainstreaming gender has increased at all levels at UNODC.

Jeremy Douglas: The Gender Strategy plays a key role in the work of the Regional Office for Southeast Asia and the Pacific (ROSEAP). I am personally quite proud of the fact that we have made significant improvements in the gender composition of our staff at ROSEAP over the past five years. We have also hired a dedicated Gender and Human Rights Officer whose goal is to support the Regional Office and the various teams in mainstreaming gender into programming.

Cristina Albertin: Gender mainstreaming/gender equality is not any more parked in a corner for enthusiastic individuals or convinced volunteers. It is now clear that gender is an integral part for the offices mission and as a leader and a manager I can use this Strategy in my work with my entire team.

Gender Team: What do you think are the next big steps towards closing the gender gap in the work that your Regional Office does and where would you like to be in 2026 in terms of gender equality?

Amado Philip de Andrés: We need to make sure that more women become UNODC representatives and Regional Representatives as there is a noticeable gender parity gap in these positions.

The next step should be to create an enabling environment for the whole family, e.g., by supporting the spouses of both male and female candidates to also get a job – as it is the case of non-UN Secretariat agencies in Geneva.

Hanny Cueva-Beteta: More intersectional representation (at least gender and geographic origin), both with senior management in HQ and among field office representatives and within key teams is needed. Second, the strengthening of internal gender networks and the compilation of internal good practices in programming and other knowledge exchanges would be helpful to further mainstream gender in our work. And finally, we need to develop a gender marker/tracker to assess progress.

Gender Team: How do you view the role of leadership in successfully promoting gender equality and women’s empowerment in UNOV/UNODC’s work and its working environment?

Jeremy Douglas: Leadership is crucial when it comes to promoting gender equality and geographic diversity in UNODC and with counterparts. This does not simply mean words and statements but demonstrating that we are serious about our commitments through the way we hire or create opportunities. Also, that we discuss with counterparts as we represent our mandates or deliver technical assistance - in other words we walk the talk.

Please go to the Gender Teams website for the full-length interviews and many more.
Cristina Albertin: It makes a difference to see leadership and engagement systematically cascade throughout the organization in various workstreams and in the workplace. However, leadership cannot be limited only to the top. Everybody who leads a team has to embrace the gender goals and within the UN leadership understanding, we all lead on UN values and common goals and that includes gender equality.

Amado Philip de Andrés: Leaders need to be role models and lead by example. We want to create a culture where people can admit it if they are not good at gender mainstreaming and want to get better.

The Gender Team would like to thank the following persons for the time they dedicated for the interviews, as well as all UNOV/UNODC personnel for all their hard work and dedication towards progressing gender equality:

Cristina Albertin
Amado Philip de Andrés
Roberto Arbitrio
John Brandolino
Hanny Cueva-Beteta
Jeremy Douglas
Miwa Kato
Jean-Luc Lemahieu
Jeremy Millsom
Ashita Mittal
Martin Nesirky
Jane Marie Ongolo
Dennis Thatchaichawalit

Please head to the Gender Teams website for the full-length interviews and many more.

The new Gender Strategy is published here.
The new Gender Strategy (2022-2026) sets out priority areas for UNOV/UNODC’s work on gender equality and women’s empowerment in the five years to come, one of them being the enhanced contextualization and implementation in the various social and cultural contexts where UNODC operates.

In this section of the newsletter, we present best practice examples of programmes and activities where gender equality and women’s empowerment were approached in an efficient and innovative manner in the regional sections of UNODC.

Regional Section for Southeast Asia and the Pacific

UNODC’s Programme Office in the Maldives (POMDV) has actively engaged at the country level to contribute to the achievement of gender equality across national institutions and partners within the Maldivian institutional framework. To that end, POMDV promoted the nomination in its events, both online and in person, of an equal number of male and female participants. At the same time, POMDV interacted with gender-focused UN entities at the local and international levels, promoting the implementation of UNOV/UNODC’s Strategy for Gender Equality and the Empowerment of Women.

In particular, UNODC assisted OHCHR’s Working Group on Discrimination Against Women and Girls during its visit to Maldives (11-22 September). The visit aimed to “assess progress and challenges in achieving gender equality and eliminating discrimination against women and girls in the country”, and its findings will be included in a report to be submitted to the Human Rights Council in June 2023.

“We are interested in learning about achievements and promising practices, as well as the local historical and cultural context and existing gaps and challenges in the spirit of engaging in a constructive dialogue”

Expert

In that respect, POMDV provided relevant feedback and background information in areas related to UNODC’s mandate for the working group to use as a guidance during its visit.

Find out more [here](#) and [here](#)
Regional Section for Africa and the Middle East

In the Sahel region, women make up only a small minority of security and justice agents. This is largely due to gender stereotypes and social norms which influence the perceptions and career choices of women and those around them. In practice, however, this gender imbalance negatively affects strategies, operations and the ability to respond to community needs.

As a response, the UNODC Sahel Programme is supporting the governments of Burkina Faso, Mali, Mauritania and Niger to plan #WhyNotMe communication campaigns in alignment with the UNODC Strategy for Gender Equality and Women’s Empowerment (2022-2026).

Based on the ‘edutainment’ concept, the campaigns bring communities together through comedy and humor to encourage girls and women to pursue their vocation in the security and justice sectors.

After a successful launch, the next steps include nationwide broadcasting, including in hard-to-reach areas affected by high levels of insecurity, and an impact evaluation on the subsequent recruitment rounds.

The Sahel Programme team won the 2022 UNOV/UNODC Gender Award for this campaign, due to their innovative and effective approach.

Read more about it here

Regional Section for Latin America and the Caribbean

UNODC is working in Mexico City with a pilot group of 20 women in prisons to provide them with relevant training and skills to support their reintegration and sustainable rehabilitation.

The objective is that once they go back to their communities, they can feel empowered and be financially self-sufficient. For this purpose, UNODC is delivering theoretical and practical courses on renewable energy systems in domestic and industrial contexts; more specifically, women deprived of liberty are learning about solar water heaters in sustainable housing.

In addition to support them in having a licit livelihood, these activities allow them to learn skills that have traditionally been considered masculine, breaking stereotypes for sustainable change of gender perceptions.

UNODC has established national working groups, including focal points from ministries, youth and women’s associations, to design culturally tailored and gender-inclusive communication strategies based on recruitment needs.
One of the women that participated in the programme was interviewed on 7 September 2022 upon her release from the penitentiary center “Santa Martha Acatitla” and expressed:

“Here I learned many things, and one of the most valuable types of knowledge that I got was on how to install and use solar cells to heat the water using the sun. I think some of the tools of this course will be useful for me to rebuild my life and start from scratch away from criminal conducts.”

Regional Section for Europe and West and Central Asia

The UNODC Regional Programme for Afghanistan and Neighbouring Countries (RPANC) conducted a regional working group meeting on law enforcement training on 17-18 August 2022 in Bishkek, Kyrgyz Republic.

The participants of the working group were senior rank officers and representatives of law enforcement training academies from the RPANC countries including I.R. Iran, Pakistan, Kazakhstan, Kyrgyz Republic, Tajikistan, Turkmenistan, and Uzbekistan.

The presentations sensitised the participants about gender equality and the need for gender-sensitive operations with counterparts in the region as well as provided best practices of what exactly can be done.

In this way, meeting provided an excellent opportunity to highlight the commitments of the participating countries to share evidence-based practices in law enforcement training with particular emphasis on approaches considering women and girls’ different backgrounds, needs and obstacles to accessing justice as well as their recruitment and retention as law enforcement officers. In practical terms, it emphasized the need to include a session on gender dimensions in law enforcement to training curriculums with a view to strengthen effectiveness of law enforcement activities as well as the need for more regional cooperation on sex-disaggregated data collection in the law enforcement context.
New network launched for African women working in cybercrime

Recognizing the importance of female representation in its fight against online crime, the Global Programme on Cybercrime launched a professional networking group called the “UNODC Africa Women in Cyber Networking Group” in 2021.

In this context a monthly newsletter “Women in Cyber” has been launched to highlight developments relating to gender and cybercrime, as well as to put a spotlight on women working in cybercrime and their contribution.

Launch of the UNODC/UN Women online module on Gender and Organized Crime

The UNODC Gender Team, in collaboration with UN Women and with the support of the Government of Australia, have developed an introductory online training module on gender and organized crime, based on international law and UN standards and norms. This self-paced, interactive module seeks to explain why gender considerations matter when discussing organized crime and criminal justice responses.

It is intended for law enforcement and criminal justice practitioners who investigate, prosecute, and adjudicate organized criminal cases; and for the general public and all UN staff and personnel, whether they have a background in gender or not.

Find out about the newsletter [here](#).

Access [here](#) for the UNODC Global E-learning Platform and [here](#) for the UN Women’s Training Center Portal.
Gender awareness and sensitivity in Palestinian media

To help media professionals gain an understanding of issues related to gender-based violence and to give them the skillset to communicate and raise awareness on these issues, UNODC through the HAYA Joint Programme in Palestine organized with a workshop for journalists and media university graduates on how to deal with issues of violence against women and how to challenge harmful attitudes and behaviours which justify Gender-based violence.

Twenty-five male and female journalists and media students were inspired to become part of the solution in combating gender-based violence.

UNODC-INEGI Center of Excellence Webinar on Violence Against Women

UNODC, in collaboration with the National Institute of Statistics and Geography (INEGI) - organized a regional webinar “What do we know (and what do we not know) about violence against women in Latin America?”.

Through the UNODC-INEGI Center of Excellence in Statistical Information on Government, Crime, Victimization and Justice, it brought together participants from Argentina, Ecuador, Mexico and Uruguay and provided an opportunity to exchange of experiences to improve statistics on gender violence.

Access here for further information.
The Gender Bulletin is an electronic newsletter published by the UNOV/UNODC Gender Team at the Office of the Director-General/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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