UNOV/UNODC GENDER BULLETIN

Issue No 4 - 2021

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
Dear Colleagues,

We are happy to present to you Issue 4 of the UNOV/UNODC Gender Bulletin. This issue celebrates the exciting initiatives undertaken by staff at HQ and the Field Offices to mainstream gender equality and women’s empowerment.

We spoke with colleagues from the Gender Advisory Group at the LPOMEX Office, who shared their insights in applying an intersectional perspective on gender mainstreaming work. E. Felipe De La Torre, UNODC Regional Coordinator for Border Management for Southeast Asia, told us about a new initiative in Cambodia on community-based policing to tackle gender-based violence. The Terrorism Prevention Branch, provided insight into the importance of gender-mainstreaming in approaches for victims of terrorism. Alongside these fascinating interviews, the newsletter showcases gender-related projects implemented through the UNODC Global, Regional and Country Programmes.

With the second iteration of the UNOV/UNODC Strategy for Gender Equality and Women’s Empowerment (2022-2025) being launched early next year, we would also like to take this opportunity to reflect on the progress that has been made since 2017 and to look forward to the continued efforts from personnel to mainstream gender throughout UNOV/UNODC’s mandated areas of work.

Kind Regards,
Hanna Sands, Programme Coordinator (Gender)

HIGHLIGHTS

UNOV/UNODC peaks its performance in 2020 on the UN-SWAP

The United Nations System-wide Action Plan (UN-SWAP) on Gender Equality and the Empowerment of Women (GEWE) was established in 2012 by UN Women as the accountability framework for mainstreaming gender equality and the empowerment of women into policies and practices of United Nations entities. It includes 17 Performance Indicators to assess whether entities are achieving transformative gender equality results and is designed to gender mainstream the 2030 Agenda for Sustainable Development. In September 2018, the Secretary-General launched UN-SWAP 2.0 which includes new performance indicators that allow entities to report and demonstrate transformative gender equality results in programmatic work.

In 2020, UNOV/UNODC scored its highest rating, exceeding requirements on 7 indicators out of the 16 indicators it reports against. This is a higher score than both the average for the UN Secretariat and the UN system as a whole. In addition, this was the first time, UNOV/UNODC did not rate any indicators as missing.
The highest performing indicators for UNOV/UNODC were Audit (Pl. 5) and Gender Responsive Performance Management (Pl. 8). Other top performing indicators included Leadership (Pl. 7), Knowledge and Communication (Pl. 16) and Capacity Development (Pl. 15).

UNOV/UNODC achieved these indicators by the following, but not limited to, the mandatory inclusion of two goals on workplace culture and gender equality in e-performance documents by all personnel, the championing by senior managers of GEEW both internally and externally and the DG/ED’s participation in the International Gender Champions initiative. The Gender Team and HRMS also offered a series of trainings to Headquarters and Field Office personnel, including online webinars on gender mainstreaming and sessions on Diversity and Inclusion.

It is clear from these results that the inclusion of gender mainstreaming in promoting an inclusive organizational culture and an enabling environment has translates into significant improvements for UNOV/UNODC.

UNOV/UNODC also made significant progress by exceeding requirements for Coherence (Pl. 17), due to UNOV/UNODC’s continued cooperation and collaboration with the Inter-Agency Network on Women and Gender Equality, UN Women and other UN-system entities. As well as UNODC and UNIDO participating in a Peer Review which further supported the improved rating, inter alia, allowing for exchange of best practices and continued partnership between the two organisations.

Moreover, UNOV/UNODC met requirements for Strategic Planning and Reporting on gender-related SDG results (Pl. 1 &2). Progress was made towards Pl. 1 through a significant proportion of UNODC activities contributing to high-level gender equality results, for instance SDG 5.2, eliminating all forms of violence against women and girls. Progress towards Pl. 2 was achieved due to regular reporting to Member States through FINGOV.

There are areas for improvement for UNOV/UNODC. These include Financial resource tracking (Pl. 9), Allocation (Pl. 10), and the Equal Representation of Women (Pl.12). To progress in these areas UNODC has actively participated in the design, development and roll-out of the Umoja Extension 2 (UE2) solution on Integrated Planning, Management and Reporting. UE2 now includes a gender marker which allows for a more accurate collection of financial statistics related to gender and to categorize technical cooperation based on its gender relevance and expected contributions to GEEW.

UNOV/UNODC’s marked progress towards achieving the high UNSWAP rating, is due to the commitment of senior management and continued efforts by UNOV/UNODC personnel, the Gender Strategy Focal Point Network, HRMS as well as the Gender Team.

The Gender Team would like to thank the Gender Strategy Focal Point Network, HRMS, and all UNOV/UNODC personnel for all their hard work and dedication towards progressing gender equality.
GENDER FOCAL POINTS IN THE SPOTLIGHT

LPOMEX Best Practices

Implementing an intersectional approach to gender mainstreaming

Vienna, October 2021 — The Liaison and Partnership Office Mexico (LPOMEX) is one of the leading UNODC Offices in applying an intersectional approach to gender mainstreaming. This ensures that not only the implementation of the UNODC mandate is inclusive, but it is also in line with international treaties such as the Convention on the Elimination of all forms of Discrimination Against Women (CEDAW) and the Leave No One Behind principle of the 2030 Agenda.

As a best practice, Liaison and Partnership Office Mexico (LPOMEX) formed the Gender Advisory Group, a group of specialists that combine their knowledge and experiences to focus specifically on how to mainstream gender effectively into all LPOMEX activities. The UNOV/UNODC Gender Team spoke to members of this group; Violeta Zarco, Gender Strategy Focal Point, Edwin Cantu, Human Rights Specialist, and Maria Medellin, Knowledge Management Specialist, to discuss their experiences of implementing an intersectional approach to gender mainstreaming.

Gender Bulletin: What was the “a-ha” moment when you realised the importance of promoting gender equality in your work and specifically the importance of taking an intersectional approach?

Edwin Cantu: In my case, it was while facilitating trainings for police personnel and emergency phone operators working with victims and survivors of gender-based violence. The police and phone operators started to raise questions about violence that specifically target young and elderly women and transgender people.

During these discussions they had concerns about what to do for example when a girl is a victim of gender-based violence. To be able to give a comprehensive answer we realized that we needed to take age, disability, ethnicity, gender identity and sexual orientation into account as they all have an impact on the lives of the victims.

Maria Medellin: I can't pinpoint one particular moment but rather, it was a combination of factors. I noticed that some co-workers still use outdated terms. This was a red flag for me. Secondly, when I started working with the Gender Advisory Group, and we were given the opportunity to explore gender and disabilities even though it is not strictly in the TOR of the group. Thirdly, at a UNV event about volunteers with disabilities, one of the speakers was saying that people with disabilities should not have to go through a different process to become a UNV.

Gender Bulletin: Given that LPOMEX has great experience in implementing an intersectional approach to gender mainstreaming, can you give an example of a best practice?

Violeta Zarco: The establishment of the Gender Advisory Group is key as it has given us the opportunity to bring together a broad set of knowledge and skills which helped to expand our approach to gender equality. Without it, our in-depth intersectional approach to gender mainstreaming would not have been possible.

Edwin Cantu: The creation of training manuals and infographics are important. For example, manuals directed towards first responders, criminal justice operators and personnel from the judicial systems, that specifically target different groups of women and addresses how these groups of women face discrimination in the justice system.
I believe it is important to put the message out there that it is not only us but also our counterparts have adopted an intersectional approach as well.

It is also important to participate in public campaigns. We have had tremendous support from our national counterparts, civil society organisations and private organisations in our social media campaigns on gender and human rights. In these campaigns, the importance of having an intersectional approach in order to connect with all groups of women, men, girls and boys was evident. It allows us to also understand the reality of, for instance, women from minority groups such as indigenous women or women with disabilities.

**Gender Bulletin: Do you believe there are any gaps in the UNODC thematic areas relating to intersectionality, LGBTIQ+, disability and race issues? How would you recommend integrating these issues into the UNODC thematic areas better?**

**Maria Medellin:** I do believe there is a gap. An intersectional analysis is not mandatory in UNODC, it is not something that projects commonly include in their problem analysis. Even if an intersectional approach is applied there is no benchmark that programme managers have to measure progress. At this stage we are trying to catch up and to make our programs more inclusive; what we really need is an institutional approach which would enable us to refer people to proper materials made by experts instead of relying only on ourselves.

**Edwin Cantu:** I agree with Maria. Since it is not mandatory, many say “we will do it later” but that later never comes. I also believe that in some cases it is simply because some colleagues do not yet know how to address these topics. Some may say that there are already other organisations working on intersectionality and that it is not really relevant to our work. However, many criminal justice officers reproduce discriminatory behaviour, that ultimately affect victims and survivors, so we need to start focusing and developing solutions to tackle this. We continue to have gaps in our knowledge on intersectionality and we should therefore have an internal update from UNODC on how to protect vulnerable groups.

**Gender Bulletin: What challenges have you faced when implementing an intersectional approach? How have you overcome these challenges?**

**Violeta Zarco:** I think it is mainly a matter of lack of knowledge; also, maybe we don’t want to, we don’t have enough time or maybe we are afraid of cancel culture. Everyone in the office needs to understand why this is so important and how we can tackle it. However, to achieve this we need to hire specialists on these issues in our project teams. If we are going to change things, we need to understand that gender issues and intersectionality are something that matter to the Office and as they matter, we need to have the financial and human resources for it. It is important for us that we do not just have a gender perspective, but a feminist approach to transform the way that things are being done. We don’t just want a seat at the table, we want to change the whole table.
Maria Medellin: Another challenge is that we do not have any women with disabilities working in our office. That for me is something we should really do something about that to ensure that their voices are heard and represented in the office.

Violeta Zarco: Yes, if staff do not work in a diverse environment where people of different ethnicities and backgrounds contribute to the work it is difficult for the outputs of the office to be inclusive. Therefore, it is important to diversify the recruitment at the HQ and Field Offices.

Maria Medellin: We are adapting the Disability Strategy, and this helps to start the conversation. In my opinion, people take diversity more seriously if we have an institutional approach. That is why putting things on paper really works because we have focused conversations and with the strategy, we can then follow up on it. One thing that we do, we call it the Trojan horse strategy. We have a monthly internal Newsletter, e-Missarius, and in this we try to include disability matters in a ‘pop’ way. We don’t ask for a special space, but every month we send out information on, for example, educational books, series, or podcasts on disability matters.

Gender Bulletin: What reasons would you give to other UN staff to explain why they should implement an intersectional approach to gender mainstreaming?

Maria Medellin: If we take the rights of all people seriously, then we cannot overlook intersectionality and gender and all the efforts made before us to have this conversation. We need to do whatever we can because there is still a long way to go. It is easy to get frustrated, but Rome was not built in one day.

Edwin Cantu: This should not be seen as optional but instead key to fulfilling our mission. Therefore, I see it as an obligation as a UN employee to respect human rights for everyone. We need to keep pushing forward and everyone should have a responsibility to incorporate a perspective based on the understanding of human diversity in order to achieve the “leave no one behind” commitment of the SDGs.

The Gender Team would like to thank the Gender Advisory Group at UNODC LPOMEX for their continued efforts in promoting gender equality within the work of UNODC.
Community policing oriented approach to reducing gender-based violence in Cambodia

In conversation with E. Felipe De La Torre, Regional Coordinator Southeast Asia for the Border Management Programme.

Cambodia, October 2021 — The UNODC Regional Office for Southeast Asia and the Pacific (ROSEAP) is working on a project to tackle gender-based violence after a recent survey carried out by the Cambodia Centre for Human Rights found that one in five women had suffered violence during the pandemic. The project, funded by the German Federal Foreign Office, focuses on the use of community policing approach to improve law enforcement responses to gender-based violence in high-risk areas in Phnom Penh, and improving police officers’ skills to identify and interview victims. The project also aims to raise awareness about the services available to address gender-based violence and thereby strengthen community-policing practices.

The UNOV/UNODC Gender Team spoke to E. Felipe De La Torre, UNODC Regional Coordinator for Border Management for Southeast Asia, about the importance of gender mainstreaming in criminal justice responses to gender-based violence and took a deeper look into the initiative.

Gender Bulletin: A key component of the project is the adoption of a gender-lens in community policing; how has gender been mainstreamed into the design of the project?

E. Felipe De La Torre: I would like to firstly thank you for giving the Regional Office for Southeast Asia and the Pacific the opportunity to showcase this new project that I oversee with my colleague Valentina Pancieri. One of the main tendencies when gender mainstreaming is limiting interventions to language use or setting the number of women to be trained as indicators of success.

In the design phase of this project we made an effort to understand the conditions of vulnerability that both women and men face with respect to gender-based violence, avoiding biases with respect to the perpetrators of this violence. This initial knowledge led the project team to design a thorough survey with which we expect to reach a better understanding of the role that both women and men can play in reducing and addressing cases of gender-based violence, and learn how lack of preparedness by law enforcement combined with poor infrastructure could revictimize the victims. For gender mainstreaming to work there needs to be a proper analysis otherwise it risks becoming a box ticking exercise with little hope to contributing towards achieving gender equality.

Gender Bulletin: The project emphasises a contextual approach, using evidence-based activities in selected neighborhoods. Why is it important to take a bottom-up approach in gender-sensitive activities and more specifically, when addressing gender-based violence?

E. Felipe De La Torre: The “think global, act local” premise is valid but when it comes to sensitive issues like gender-based violence,
we believe the approach needs to be slightly different.

There must be a deep understanding of the local conditions and circumstances in which our project operates before applying the global gender principles to the specific situation we have encountered.

There is usually a broad gap between the reality and the expectations of international conventions’ provisions. For this project, we agreed with our donor that it would target two districts with high rates of gender-based violence, and we expect significant levels of involvement from the local communities in identifying the right approach.

Gender Bulletin: Could you describe the role of the female ambassadors in the project? Why are they important to achieving its aims?

E. Felipe De La Torre: I am a fanatic of communication and advocacy issues. It depends on the nature of the initiative of course, but in my opinion, the most amazing well-thought-out project could fail if there are no awareness raising activities. It is important to inform, sensitize and generate a reaction in the community as well as with the decision-makers who will ensure the legal or institutional change. We insisted on having a public awareness raising campaign to inform about the impact of gender-based violence, the rights of the victims and the service available to this population.

We came up with the idea to use female ambassadors to reach out to the younger population as influencers. However, once refining the project, we decided not to stop at female ambassadors but to also include male ambassadors to ensure the active participation of both women and men in project activities. We expect to identify persons from the world of sports, arts and culture in Cambodia who could be allies to convey our message. Furthermore, when focusing on law enforcement and community policing, we aim to also identify renowned male and female police officers that can join the campaign.

Ideally, we will produce a set of materials which will include a radio spot, a public service announcement and, depending on the literacy of the audience, other means of communication. We hope that the ambassadors will encourage the community and law enforcement officials to trust each other in reporting and addressing cases of gender-based violence.

The full interview can be found here.
Training for female Ukrainian criminal justice experts on identification, investigation and prosecution of firearms trafficking and related crimes

Ukraine, September 2021 — The empowerment of female criminal justice practitioners remains a priority for UNODC and supporting them in taking an active role in the criminal justice system and enabling them to make tangible contributions in countering firearm criminality.

In September, 15 female criminal justice practitioners from the Ukrainian Prosecutor General’s Office, Security Service and the State Bureau of Investigations participated in a capacity building workshop, aimed at strengthening their skills in understanding how firearms identification and tracing contribute to solving cases with transnational elements.

Participants acquired knowledge about the identification of firearms, their parts, components and ammunition, the forms of tracing, stages of tracing, and tracing procedure. Additionally, the training also contributed to strengthening inter-agency cooperation among female officers.

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Third Women in Maritime Law Enforcement (WinMLE) Meeting

Virtual, July 2021 — Despite the growing number of women in Coast Guard and maritime police roles, the contributions of women in maritime law enforcement activities are often overlooked. To shed light on the importance of incorporating gender dimensions in maritime law enforcement, the UNODC Global Maritime Crime Programme convened the third Women in Maritime Law Enforcement (WinMLE) meeting, held virtually on 22 July 2021. The WinMLE was attended by over 50 women officers from maritime law enforcement agencies in Indonesia, Philippines, Viet Nam, and Thailand. The meeting provided an opportunity to highlight the multiple roles and responsibilities assigned to women in maritime law enforcement and personal experiences were shared by the Former Chief Justice of Seychelles.

The meeting also focused on practical initiatives to empower women in maritime law enforcement roles. This included a review of guidelines and practices used by regional coast guard services for women serving on board vessels. It was decided that there should be detailed studies on current practices relating to safe conditions for women on board vessels. In addition, a pathway assessment will be conducted on opportunities for women in technology related roles such as maritime domain awareness (MDA) technology, an emerging field in maritime law enforcement.

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UNODC ©Participants from training in Ukraine
On August 9th 2020, UNODC in coordination with the National Institute of Indigenous Peoples (INPI) and with funding from the Government of Canada, launched a communications campaign for the detection and prevention of trafficking in persons in indigenous communities in Mexico. This event was attended by representatives of the indigenous communities of Papantla de Olarte in Veracruz, Tlaola in Puebla, and San Quentin in Baja California, as well as relevant stakeholders such as the Menchú Tum Association, government authorities and the media.

Find out more here and here

The UNODC Regional Office for Southern Africa is currently developing a guide for the implementation of gender-responsive, non-custodial measures for women in conflict with law. The guide will support policymakers and stakeholders to identify and acknowledge women’s pathway to crime and criminalization, design and implement routes of referral and cross-referral that guarantee an integrated attention to women and children, as well as ensuring that all stages of the criminal justice process is gender-responsive. The guide will be launched during the 16 days of activism (25 November – 10 December 2021).
Adopting a Gender Perspective to Support Victims of Terrorism

Interview with Ms. Fatima Bello Raji, a female legal practitioner and humanitarian actor working in Yola, Adamawa State

Gender dynamics play a significant role in the access to justice, remedies, and support programmes for victims of terrorism. Physical, social, cultural, and economic barriers all have an impact on women’s ability to access support projects.

Recognising that globally, the rights and needs of victims of terrorism have long received insufficient attention. In this year’s review of the Global Counter-Terrorism Strategy, the General Assembly has again called on Member States to support and assist victims of terrorism, and for the United Nations organization to step up their efforts to provide technical assistance to Member States in this regard. For this reason, UNODC is carrying out a range of activities to effectively mainstream gender in providing support to victims of terrorism and is currently working in partnership with the UN Office of Counter-Terrorism and the Inter-Parliamentary Union to develop model legislative provisions that can assist States intending to strengthen their laws regarding the support due to victims of terrorism.

To provide further insight on this, the UNODC Terrorism Prevention Branch interviewed Ms. Fatima Bello Raji, a female legal practitioner and humanitarian actor working in Yola, Adamawa State on her perspective on adopting a gender perspective to support victims of terrorism in Nigeria.

Terrorism Prevention Branch: At what point did you realise that it is important to take into account gender dimensions and women’s and girls’ rights in supporting victims of terrorism?

Ms. Fatima Bello Raji: In the course of championing the rights of women and girls victims of terrorism, I realized that, in addition to ensuring their right to freedom of liberty, they also need holistic support in other spheres such as medical and psychological rehabilitation, compensation, protection from reprisal attacks by community members, financial empowerment and formal education for themselves and their immediate families.

The knowledge and skills I acquired through UNODC trainings and tools has no doubt broadened my horizon on how to collectively work towards improving the gender perspective on criminal justice responses to terrorism including providing all-encompassing support to victims of terrorism. Also, the need to make adequate and gender-specific legislation and put in place mechanisms to ensure their adequate implementation and operationalization in a victim-centered fashion. The platform provided by UNODC has fostered greater coordination and collaboration between key actors of the justice responses to terrorism and the exchange of international and local best practices.
There is inadequate social, physical, mental, legal and financial support provided to victims of terrorism to ensure that they are adequately reintegrated back into society. There is a general lack of awareness of rights, how to access remedies and how to access justice. Women and girl victims also face severe stigmatization and discrimination, and enjoy limited discretion regarding their associations with terrorist groups because it is a beneficial tactic used by terrorist groups, to institute subsequent ostracization of women and girl victims. Thereby, making them easy targets of further abuse and discrimination by society. There is a need for an adequate legislative framework that recognizes and upholds the rights of victims of terrorism, makes provision for assistance, support and reparations for both male and female victims of terrorism.

I wish to call on all who are involved in supporting victims of terrorism to take a gender perspective in the course of their work, given the enumerated challenges faced by victims based on their gender. In order to understand every one’s needs, challenges, and potentials it is important to apply a gender lens. Each victim of terrorism may be differently affected or impacted. Therefore, one solution cannot not work for all rather every victim deserves to be treated with equity and fairness and by looking at issues from different angles and perspectives.

If you would like to know more about the work on gender and terrorism by the UNODC Terrorism Prevention Branch, you can find out more here and here.
NEWS AND PUBLICATIONS

Publications


• UNODC, HTMSS (June 2021): *Abused and neglected: a gender perspective on aggravated migrant smuggling offences and response.* [Link]

• Adami and Plesch (July 2021): *Women and the UN: A new history of women’s international human rights.* [Link]

• Georgetown University (October 2021): *Women, Peace and Security Index 2021/2022.* [Link]

CONFERENCES AND EVENTS

• **4 November, 2 PM CET:** Vienna Discussion Forum 2021: Cyber Equality and Digital Inclusion. Find out more and register [here](#).
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.

1. **Option 1** Monday 8 November - 15:00 pm to 17:00 pm (CET)
2. **Option 2** Tuesday 9 November - 10:00 am to 12:00 pm (CET)

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.

1. **Option 1** Wednesday 10 November - 10:00 am to 12:00 pm (CET)
2. **Option 2** Monday 15 November - 15:00 pm to 17:00 pm (CET)

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.

1. **Option 1** Tuesday 16 November - 10:00 am to 11:30 am (CET)
2. **Option 2** Tuesday 16 November - 15:00 pm to 16:30 pm (CET)
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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