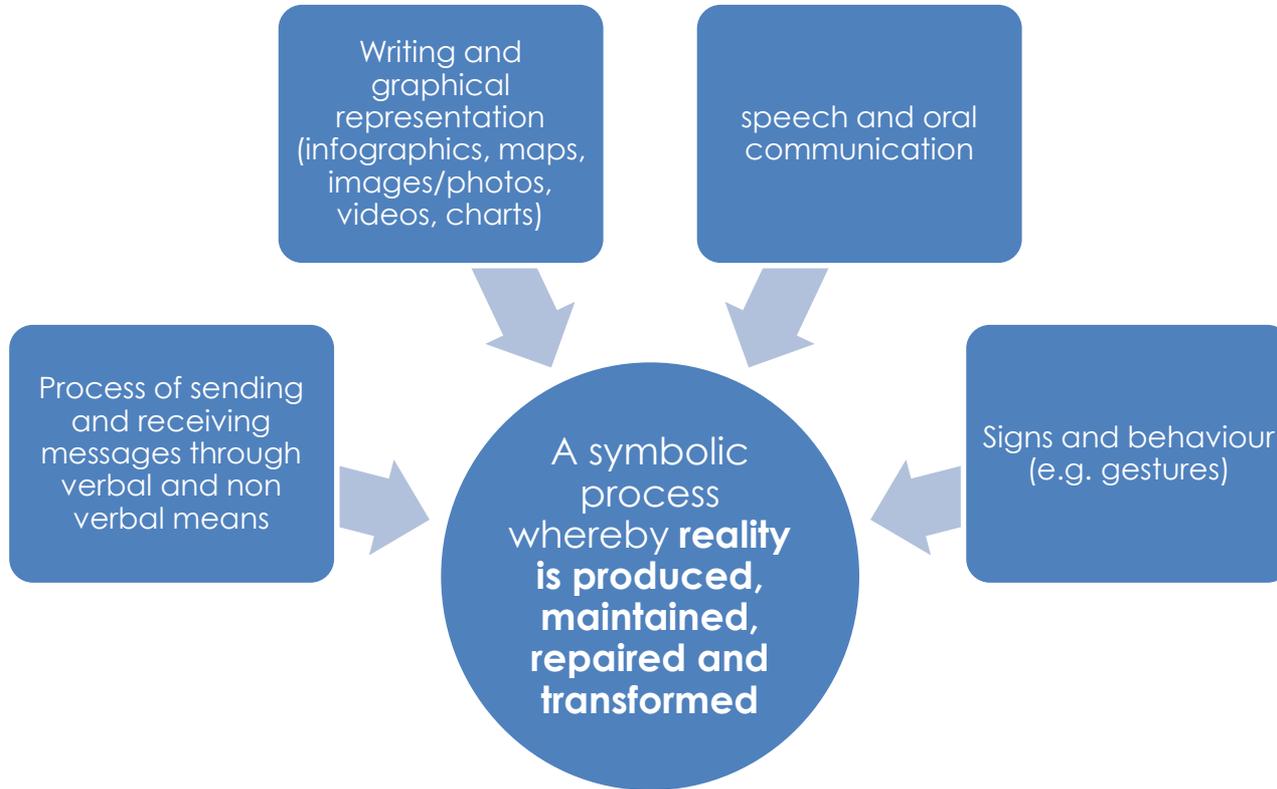


Gender-inclusive Communication

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Communication



Gender Inclusive Communication: Why does it matter?

*“John and Mary have full time jobs,
therefore **he helps her** with the housework.”*

Why?

- To avoid reproducing biased gender representations
- The conscious reflection on our communication is a powerful tool to fight stereotypes and promote equality

Stereotypical Images of Men



Stereotypical Images of Women



Common Gender Stereotypes

	MAN	WOMAN
Associations	Masculine	Feminine
	Rational	Emotional
	Strategic	Intuitive
	Science	Nature
	Mind/Intelligence	Body/Looks
	Dominance	Deference
	Leader	Follower

Non-stereotypical images of men



Non-stereotypical Images of Women



United Nations Day Award of Excellence for two female Albanian PCU officers to recognize their outstanding contributions to border security in Albania and to the fight against transnational organized crime. Photo: Olu Bec.



UNODC Annual Report 2017

Focus on Gender – Container Control Programme (CCP)

To promote professionalism and leadership of national female counterparts, the Container Control Programme launched a Women's Network initiative in June 2016. Law enforcement and customs agencies are often male-dominated environments and the network aims to increase women's participation in the programme. Membership of the network is open to law enforcement officials – both women and men – recruited by their respective administrations to Port Control Units (PCUs), as well as UNODC national and staff working on the programme.

The Women's Network has four key aims:

- Encourage the Port Control Units to include law enforcement officers by introducing such as gender-sensitized recruitment, flexible working hours;
- Establish a support network to build the women PCU members including special initiatives and develop a communication to share resources, experiences and challenges;
- Introduce a locally adapted gender

module to the standard CCP training package for men and women PCU members; and

- Define gender indicators to assess the impact of interventions.

The gender awareness training module was piloted in Cambodia and is now mandatory for all CCP member



UNODC and the Office of the High Commissioner for Human Rights (OHCHR) organized a sub-regional workshop on Gender Dimensions of Criminal Justice Responses to Terrorism in Yaoundé on 19-21 July 2017. Photo: UNODC.

Preventing terrorism: focus on gender

The international community is increasingly recognizing the importance of integrating a gender perspective into the global counter-terrorism efforts. While women and girls continue to be victims of crimes committed by terrorist groups such as Boko Haram and ISIL (Da'esh), reports have also shown the growing involvement of women in terrorism offences.

In its capacity building activities, UNODC encourages a gender sensitive approach and monitors the ratio of men and women at its workshops and supports increasing women's participation. Over the year, 1,040 women were trained in workshops that were part of the Global Programme.

In a joint project in West and Central Africa, UNODC, in partnership with the European Union and the Office of the UN High Commissioner for Human Rights (OHCHR) are providing technical assistance to Member States on the gender dimensions in criminal justice responses to terrorism. Sub-regional workshops were held in Nigeria and Cameroon, in 2017. There were two key objectives: to assist States in strengthening the effectiveness of

the criminal justice response to terrorism by integrating a gender perspective; and second, to ensure that women's rights are respected in the context of growing terrorism threats in the Lake Chad region. In Cameroon it gathered 29 representatives, including 12 women, of the various institutions of the criminal justice chain, of ministries of social affairs and of civil society organizations from Cameroon, Chad, Niger and Nigeria, as well as from African Union institutions. In Nigeria 31 criminal justice officials and women's rights experts took part and shared their experiences. During the training participants noted that women and girls within Boko Haram are subject to forced marriage, sexual slavery and are used as human shields, suicide bombers, spies, messengers, smugglers, recruiters and combatants.

A new handbook on gender dimensions of criminal justice responses to terrorism is being produced which can be used in future UNODC training activities and by UNODC-trained national trainers. This publication will provide much needed legal analysis and policy recommendations, based on international standards and good practice.



UNODC trained 3,498 police and emergency call operators in responding to gender-based violence in Mexico. Photo: graphic inspiration to commemorate femicide violence. UN Women/Dalim Mender.

Focus on gender: practical support to tackle violence against women

In the context of combating violence against women, UNODC has provided equipment and assistance to three forensic clinics in Egypt to improve their ability to collect evidence in cases of violence against women. The clinics in Alexandria, Cairo and Mansoura will now be able to offer a protective environment for women and children who have been subject to violence.

UNODC developed a Prosecutors Procedural Manual on handling cases of violence against women and a victim's advocate manual to enhance the capacity of the Complaint Offices' staff to offer support to women victims of violence in Egypt.

UNODC also helped raise awareness about a 24/7 hotline for women and children subject to violence and supported the running of the hotline.

In addition, a data management system was put in place in the Office of the Egyptian Prosecutor General to monitor the handling of criminal cases, including cases of violence against women, at all stages of the judicial procedure.

In Viet Nam 58 per cent of married women have suffered domestic violence, according to a national study.

Most victims report inadequate legal support, face stigma and discrimination in the criminal justice system. UNODC has been working with women and men, together with UN Women and WHO on a joint programme of essential to respond to gender-based violence in the

3,498 police and emergency call operators were trained in responding to gender-based violence in Mexico. A series of practical manuals along with training videos about femicide, domestic violence, sexual violence and human trafficking have been developed.

Some countries lack laws that criminalize violence against women or fail to implement them. The Office helped to review the draft penal code for Somalia and Sexual Offences Bill for Somaliland and South-Central Somalia. The Office also supported the National Police Service (NPS) in Kenya to develop its Gender Policy.

90 Criminal Justice practitioners in Namibia increased their knowledge of human-rights based and victim-centred investigation and prosecution of gender-based violence crimes and how to support victims.



UNODC drug testing training of Bulgarian experts. Photo: UNODC.

Focus on gender in research work

The office is committed to mainstreaming gender concerns into its research and analytical work. It aims to provide greater visibility to gender-related issues emerging from research and analysis and explore women's roles as victims, perpetrators and agents of change in its research work on drugs and crime.

The research for a baseline study in Afghanistan for alternative development has included gender specific questions. The analysis will highlight the role of women in opium poppy growing and non-growing households.

Research into human trafficking trends includes disaggregated data on trafficking in persons followed

by an analysis on the impact of human trafficking on men and women.

The synthetic drugs programme, through its capacity building activities, has promoted the use of gender-disaggregation related to synthetic drugs where applicable to support the development of gender-sensitive drug policies.

Through its support to training and capacity building activities in the field, the Global Scientific and Forensic Programme has endeavoured to ensure attendees and participants in training are selected taking into account gender balance.

UNODC Twitter Colombia

Junto a la [@ViceColombia](#) acompañamos la firma del Pacto de Supervisores Financieros para la Cooperación, el Intercambio de información y el Cumplimiento de los Estándares [@gafilat](#) en Materia de Lucha LAFT [@UIAFColombia](#) [@SFCsupervisor](#) [@_supersolidaria](#) [@DIANColombia](#) [@Ministerio_TIC](#)

El trabajo que [@UNODC](#) realiza a través de los programas de [#DesarrolloAlternativo](#) 🌱 para que comunidades vulnerables reemplacen los [#CultivosIlícitos](#) por economías lícitas, contribuye a la reducción de la pobreza y al aumento de la sostenibilidad económica.



weet



Challenge: finding the right balance between ideal image and reality



Typical portrayal of diversity on University Campuses

Summary: Images

- Depict women and men as equal, expressed in a variety of ways such as through postures, gestures, or clothing
- Ensure, to the extent possible, equal numbers of women and men in the selection of images
- Avoid stereotypical use of colours such as soft colours for women and strong colours for men
- Depict women as powerful and able to leverage opportunities
- Ensure that women are not only represented as listeners or subordinates, but also as speakers, experts and professionals with authority
- Reflect the broad spectrum of involved people, including the majority, so as not to send a message of tokenism

Applying inclusiveness to a text

TEXT 1

In response to a question about what the Security Council would be doing to help the situation in Country Y ...

... Anyone who sees the terrible images of Country Y can only be touched in his heart. The military solution only leads to endless suffering, and it's one of the largest man-made humanitarian crises in the past decade. My Minister S. K . was in the region last week. She met with the most relevant parties, and she was encouraged that there was a clear willingness by all parties to work very closely...

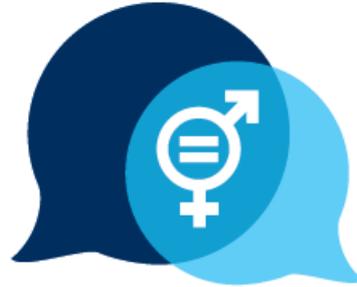
Questions for reflection:

1. *Do you think gender is visible in the texts? If so, what elements in the text are gendered?*
2. *Do you think the texts are gender-inclusive? Why/Why not?*
3. *How could the text be made more gender-neutral?*

TEXT 1: SUGGESTED REVISIONS

... **Anyone** who sees the terrible images of Country Y can only be touched in ~~his~~ **his or her** heart. The military solution only leads to endless suffering, and it's one of the largest ~~man-made~~ humanitarian crises in the past decade **caused by humans**. **My Minister S. K** . was in the region last week. **She** met with the most relevant parties, and **she** was encouraged that there was a clear willingness by all parties to work very closely...

Principles for inclusive language



1. Use gender-neutral terminology

Avoid	Prefer
Man, Men or Mankind	Person(s); Human(s); Individual(s); Humanity; Women and men or Men and women
Businessmen, career women	Professional, business people
A committed staff member knows that he needs to deliver tasks on time.	A committed staff member strives for delivering tasks on time

2. Use feminine and masculine forms in sensitive ways

Avoid	Prefer
Each professor should send one of his assistants to the conference	Each professor should send one assistant to the conference.
A representative should listen to his supporters.	Representatives should listen to their supporters.
Each participant must present his ID badge.	Each participant must present their ID badge.

- If it came down to **one person's vote**, **he or she** would decide the future of the country.
- A surgeon works hard. Often, **he/she** has no time to eat (for readability, do not overuse).

3. Challenge gender stereotypes

Avoid	Prefer
Conference participants and their wives are invited.	Conference participants and their spouses/ partners/ guests are invited.
John and Mary have full time jobs; he helps her with the housework.	John and Mary both have full time jobs; they share the housework
Investing in women.	Investing in women's potential.

Gender-inclusive information in Participants Note

11.30 a.m. to 9 p.m. on Fridays. Private luncheons and receptions at the Vienna International Centre can be arranged by contacting the catering operations office ((+43-1) 26060-4875; email: cateringvic@eurest.at).

Nursing room

44. Participants may use the VIC nursing/breastfeeding room (room number F0931). Access to the room has to be requested at the VIC Security Key Service (room number F0E17). Participants, wishing to use the room, are kindly asked to contact the Secretariat (unodc-sgb@un.org) at least week in advance in order for the necessary arrangements to be made.

Travel services

45. The American Express office (room number C0E01) is available to participants requiring assistance with travel, car rentals, sightseeing and excursions. The office is open from 8.30 a.m. to 5 p.m., Monday to Friday.

Summary: Language

- Language is has a key tool in shaping cultural and social attitudes
- Gender-inclusive language or gender-neutral language is language that avoids bias towards a particular sex or social gender
- Use inclusive language—avoid using generic occupational titles and gender-specific nouns (Chairman, Man-made disaster, mankind)
- Use both feminine and masculine forms

Tools and Resources



BACKGROUND AND PURPOSE

The resources provided here are aimed at helping United Nations staff to communicate in a gender-inclusive way in the six official languages of the Organization.

Using gender-inclusive language means speaking and writing in a way that does not discriminate against a particular sex.



UN Gender-inclusive language tools



Gender-inclusive language guidelines (English) Promoting gender equality through the use of language

Writing in a gender-inclusive way

Give the role of language in shaping cultural and social attitudes, adopting gender-inclusive language is a powerful way to promote gender equality and fight gender bias. Gender-inclusive language, or gender-neutral language, is language that avoids bias toward a particular sex or social gender and therefore is less likely to convey gender stereotypes.

In the use of the English language, the use of masculine nouns/pronouns as a generic fashion was standard practice until the 1970s, when the women's movement challenged it. Since then, by "narrowing the general notion of many linguistic rules and norms", feminist linguists contributed to the wider adoption of gender-neutral language to convey inclusion of all sexes or genders.

These guidelines by UN Women seek to assist in the gender-inclusive writing, review and translation of English-language documents. Similar guidelines are available also in French and Spanish to ensure gender-inclusive use of language in French and Spanish documents. These guidelines are living documents. We look forward to receiving feedback and contributions for future editions to further enrich the collection. You can send your suggestions to: gender@unwomen.org.

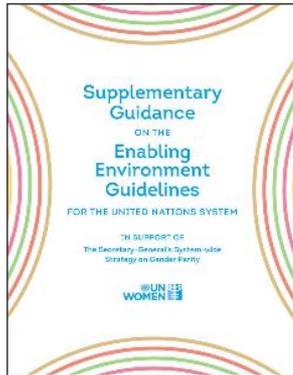
Our Goal: A text conveying gender equality

Several strategies can be adopted to promote gender equality through language in a document, while writing in a clear and full way to retain the document's communicative goals:

- A) Use gender-neutral expressions;
- B) Use inclusive language;
- C) Use both feminine and masculine forms:
 - as separate words
 - through the use of dashes

Writers should always consider the text as a whole and its intent when choosing among the different strategies. Gender-inclusive writing should not affect the readability of a text.

¹ Anne Peters (2008), "Linguistic Gender and Feminist Logical Activism", in *The Handbook of Language of Gender, Sex, and Identity*, ed. Andrew Westwood, Oxford: Blackwell Publishing.

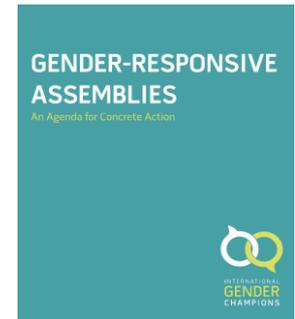


UN Women Enabling Environment Guidelines



UN Gender checklist for Content Creators

UN Women Gender-inclusive language guide



Gender-Responsive Assemblies Toolkit



Thank you!