

**Container Control Programme Women's Network**

March 2018

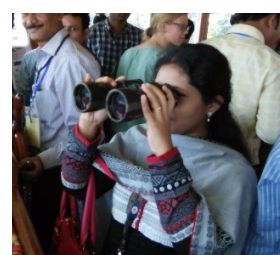
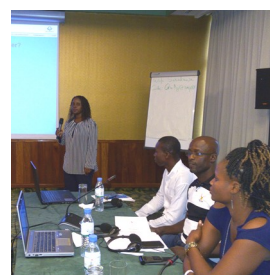
In August 2015, the Container Control Programme established the CCP Women's Network with a view to more actively promote women's roles in the Programme and to work towards gender equality in the law enforcement profession at large. Since then, the Women's Network has encouraged the Programme's Port Control Units (PCUs) to include women officers and has established a support network to build their capacity. A gender awareness training module has become a mandatory part of the two-week theoretical training course, and has been incorporated into advanced specialized trainings, including fisheries crime workshops. Women officers now account for 15% of PCU membership, compared to 11% in 2015. At the Annual Meeting of the UNODC-WCO Container Control Programme held in Baku, Azerbaijan in February 2018, CCP coordinators were encouraged to support a gender-friendly work environment and to work towards gender parity within PCUs.

With the second issue of the Women's Network newsletter, the CCP will provide readers with updates on gender-mainstreaming activities, including personal insights from Samira Jridi, a PCU officer working at the Port of Radès in Tunisia. We hope you find the newsletter informative, and would welcome your suggestions and comments on how to better work towards gender balance together.

To sign up for the newsletter or to contact the CCP Women's Network staff, please send an email to: [ccp.womensnetwork@un.org](mailto:ccp.womensnetwork@un.org)

**Gender training at fisheries crime workshops**

The CCP's advanced specialized trainings on fisheries crime, which focus on East Africa, West Africa, South Asia, and South East Asia, bring together officers from CCP Port Control Units, Customs, national police, fisheries departments, navies, and coastguards. During these meetings, the CCP delivers a training module on gender, which emphasizes CCP's ongoing commitment to mainstreaming gender and empowering women throughout the Programme. Moreover, it allows the CCP to deliver the gender mainstreaming module to officers who have otherwise not been trained by the CCP. Key stakeholders, including donors, support the reinforcement of gender mainstreaming among PCU officers and the simultaneous introduction to non-PCU officers.



**UN Secretary-General Reaffirms Zero Tolerance for Sexual Harassment**

In February 2018, United Nations Secretary-General António Guterres reiterated the United Nations' zero-tolerance policy for sexual harassment. This zero-tolerance stance was echoed by the heads of several United Nations entities, including by UNODC Executive Director Yuri Fedotov. In remarks to the press, Guterres outlined measures to address sexual harassment, including the establishment of a Task Force to boost support for victims and the implementation of mandatory staff training. Guterres also acknowledged that male-dominated culture continues to permeate international organizations and governments, and pledged to continue making changes at the United Nations to empower women. It goes without saying that all implementing United Nations programmes, including the CCP, fully back the zero tolerance policy on sexual harassment.

## Meet the women of CCP

On 5 December 2017, Tunisia launched the first PCU in the country with financial support from the Government of Japan. Samira Jridi, an experienced Tunisian customs officer, was the only woman to receive a key to its premises from the Director General of Customs. At the opening ceremony of the PCU, Samira was also given a CCP Women's Network plaque to highlight this important step and to recognize her contribution.

**CCP:** How do you consider your work as a Senior Customs Officer?

**Samira:** First of all, being a Senior Customs Officer was a childhood dream, given the environment I lived in. For me, as a Senior Customs Officer, and after many years of work I spent in the Tunisian Customs Agency in different locations, I was able to gain good experience that gave me the necessary tools to navigate, organize, and transfer know-how to new generations.

**CCP:** What does being a member of the Port Control Unit mean to you?

**Samira:** Since the PCU was recently created in Tunisia and the fact that being chosen as a permanent member of this unit was a direct message from my country and the Director General of Customs giving me a great responsibility—I must live up to this trust. It is a great pride for me. I must concentrate even more on my work, improve my skills, work in collaboration with the PCU and give good support to our colleagues, in particular at the Port of Radès.

**CCP:** What is your professional motivation?

**Samira:** My motivation can be summarized in three points. Firstly, it is the objective of all Tunisians to protect our country in all areas including security and economy. Secondly, on the professional level, this is a new opportunity, which is presenting new and very advanced techniques of work in the fight against fraud. Thirdly, on a personal level, the PCU is a new work experience for me. It is an opportunity that will allow me to acquire new techniques and methods of collective work to achieve impressive and effective results.



Tunisian PCU officer Samira Jridi (right), pictured with Elisabet Sundstroem, the CCP Regional Programme Coordinator for the Middle East and North Africa



Samira Jridi (far right), pictured with Port of Radès PCU officers and CCP staff

## Links for further reading

Unconscious bias in hiring practices is widespread in the workplace. This article breaks down unconscious bias and offers tips for reducing it in the hiring process:

<https://hbr.org/2017/06/7-practical-ways-to-reduce-bias-in-your-hiring-process>

Gender balance is increasingly recognized as key to ensuring accountable and effective border management. This chapter from the Geneva Centre for the Democratic Control of Armed Forces (DCAF) on Border Management and Gender provides an overview of gender at the border and how states can better integrate women:

[https://www.dcaf.ch/sites/default/files/imce/GSSR%20Toolkit/EN\\_Tool%206.pdf](https://www.dcaf.ch/sites/default/files/imce/GSSR%20Toolkit/EN_Tool%206.pdf)

The CCP works to mainstream gender in the specialized fisheries crime trainings. Women4Oceans (W4O) aims to bring together a community of women across industries working to ensure a healthy ocean, and highlights their vital contribution. For more information on W4O, follow the link: <http://women4oceans.weebly.com/>

## International Women's Day 2018

International Women's Day 2018 is March 8. In addition to recognizing the social, economic, cultural, and political achievements of women, IWD serves as a call to action for accelerating gender equality and empowering women and girls. The CCP is committed to achieving gender balance, raising awareness of unconscious bias, and promoting an inclusive work environment as the entire organization works towards gender equality throughout the UN and the world.

## The Confidence Gap

In addition to barriers including institutional and cultural practices, a lack of confidence likely contributes to women falling behind their male counterparts professionally. The so-called "confidence gap" can lead to women underestimating themselves and hold even the most qualified women back from applying for jobs or promotions. Asserting one's abilities can make individuals more confident, and therefore enable women to achieve the professional success they deserve. More information on the confidence gap can be found in Katty Kay and Claire Chipman's book *The Confidence Code: The Science and Art of Self-Assurance—What Women Should Know*.