



WHY MEN MATTER IN THE GENDER DEBATE

The CCP Women's Network was founded in order to promote the role of women officers and to achieve gender equality within the Programme. While women PCU officers are consulted at every stage of planning, men PCU officers are also vital to gender equality efforts within the CCP.



Gender awareness trainings take place under the CCP. At times, these workshops are composed of only male officers. CCP staff cover topics such as gender stereotypes and discrimination, sexual harassment, the goals and activities of the CCP Women's Network, the role of women in law enforcement and how women officers can be empowered. During these trainings, male participants recognize the importance of having female PCU colleagues on the team.

As laid out in a multitude of United Nations fora and policies, men's concerns and experiences are also an integral part of mainstreaming gender. Feedback from PCU officers is encouraged and discussions are often lively.

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

COUNTRY HIGHLIGHT: CCP WOMEN IN PAKISTAN



In 2015, Pakistan welcomed its first female officers to the Karachi ACCU. Since then, the CCP Women's Network has elevated the prominence of female staff in several units and has led to an increase in the number of female staff in Pakistani Units. Pouyan Shateri, CCP Regional Coordinator for Pakistan, has called it a "privilege to have female experts delivering lectures to our units on crucial topics," including recent sessions on wildlife crime facilitated by a female expert.

UNODC DTA DIRECTOR SUPPORTS WOMEN'S NETWORK

John Brandolino, Director, Division for Treaty Affairs, UNODC, is a strong supporter of the Women's Network, having recently chaired a side-event on gender at the 2018 CCPCJ. In emphasizing the value of the Network, he stated: "I would like to reiterate the importance of mainstreaming gender into initiatives such as the CCP. To promote gender and the participation of women in technical activities is of key importance to UNODC."



UNODC EXECUTIVE DIRECTOR COMMITS TO ENSURING GENDER PARITY ON PANELS

In 2017, UNODC Executive Director Yury Fedotov formally joined the International Gender Champions Initiative (IGC). This network of men and women leaders is dedicated to breaking down gender barriers and making specific commitments to achieve gender equality. One of these commitments is the Panel Parity Pledge, in which participants work towards creating broad international awareness of the necessity to increase gender balance on panels. As a part of this pledge, UNODC Executive Director Fedotov called on all UNODC staff to aim for gender parity on all panels and events organized by UNODC.

UN GENDER PARITY STRATEGY: 1 YEAR ON

At a recent press conference held 1 year since the launch of Secretary-General Antonio Guterres' system-wide gender parity strategy, he noted that "team leaders in the field are now made up of an equal number of men and women, and that there have never been as many female heads and deputy heads of peace operations in UN history." He acknowledged there is still work to be done to shift "long standing power imbalances."



MEET THE MEN OF CCP - LANDY TEI

Landy Tei is the lead CCP trainer for East and West Africa, based in Mombasa, Kenya.

CCP: Why did you become involved in CCP?

LT: I used to work in drug law enforcement in Ghana and I was also a team leader for the CCP team in Ghana for five years. When I left my parent agency in 2015, I joined the CCP as a trainer. So I'm a trainer and mentor for the CCP teams in East Africa, mainly, and also West Africa.

CCP: Why do you think it is important to empower women in the workplace?

LT: I think it's very important because it helps promote the potential and capacities of women. They bring a certain set of skills when it comes to the workplace. I think it's good and encourages a level playing field for everybody so that the advantages men have, women can have as well.

CCP: Why do you think it is important to educate and train men on gender issues?

LT: I think it is especially important for the CCP because the work is mainly in the ports and involves examination of cargo and sometimes we may think that women cannot do that because it's considered tough work. But that's not true, I find women who work hard, especially in West Africa, for example, where we have two women team leaders. I think CCP is encouraging women and making sure all skills are being brought on board.

CCP: What do you think female officers add to the CCP?

LT: It is wonderful because I worked with a team in Ghana with females and there is a particular component that women are very strong in when you are targeting in the port, and it is paying attention to detail. Most of the time, the females pay real attention to detail and it helps to identify and find targets, and even in the overall organization they really pay attention to detail.

CCP: How has the CCP Women's Network impacted your work experience?

LT: In other things that I've done there was no drive or agenda to look at what women could bring on board. But for the CCP, it has been a driving force in the Programme. It has allowed us to see what women can bring to the workforce and to tap into their experience and skills. I think this has been very helpful with the CCP.

CCP: In a male dominated field like law enforcement, do you think the culture is changing with regards to female inclusion?

LT: In law enforcement we tend to think that the harder part of the work belongs to the men and the softer to the women, but I think this is changing. We see the potential of women not just in doing the work, but in leading teams, as we see in West Africa. Women can deliver just as well as we expect men to. I believe that I'm seeing a lot more positions going to women as commanders, as team leaders, as heads of departments and I think they're running things very well. The culture is really changing.

LINKS FOR FURTHER READING

- International Gender Champions 2017 Annual Report
https://s3.eu-west-2.amazonaws.com/igc-production/YIYhAr3cIJn6zHP6nVMRqz6-_9zHxCCP.pdf
- UNODC Strategy for Gender Equality and the Empowerment of Women (2018-2021)
https://www.unodc.org/documents/Gender/UNOV-UNODC_Strategy_for_Gender_Equality_and_the_Empowerment_of_Women_2018-2021_FINAL.pdf
- Why Gender Equality Is Good For Everyone - Including Men
<https://www.youtube.com/watch?v=7n9IOHONvyY>
- An invitation to men who want a better world for women
<https://www.youtube.com/watch?v=VekRvcbl4yk>