

# Advancing Women for Gender Inclusive Customs

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SREYA HONG, GENERAL DEPARTMENT OF CUSTOMS AND EXCISE OF  
CAMBODIA

# Content

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1. Why Gender Inclusive Customs?
2. Challenges facing women in Customs
3. What have been done?
4. Recommendations
5. Conclusion



# Introduction

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Objectives



Scope



Data Sources

# Paper's Objectives



- 
- highlights how advancing and including women enables innovative and effective customs modernisation.
  - assesses the rationales behind the low representation of women officers and leaders in Customs by identifying the challenges facing women in Southeast Asia to acquire management positions.
  - explores international best practices and successful experiences of advancing and including more women in Customs leadership.
  - produces practical recommendations to support and advance women for gender inclusive customs in Southeast Asia and other administrations with similar challenges and situations.

# Data Sources



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- ❑ existing secondary sources available
  - ❑ previous surveys conducted by Hong, et al. (2022) and RMIT University Transnational Security Centre (2021).

The survey conducted by Hong, et al. (2022) provides information about the opinion of female customs officers in Cambodia and Indonesia that this paper can extract from.

The survey conducted by RMIT University Transnational Security Centre (2021) provides some overview and opinions from female customs officers from many Southeast Asian countries, including Cambodia, Thailand, Philippines, Laos, Vietnam, Indonesia, Laos, and Malaysia.

# Why Gender Inclusive Customs?

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1. Achieving sustainable development and growth
2. Addressing all diverse issues facing Customs
3. Increasing safety in the workplace

*"Gender Equality and Diversity is not only a question of human rights, but also considered a prerequisite for achieving sustainable development, growth and competitiveness."*



# Why Gender Inclusive Customs?

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ACHIEVING SUSTAINABLE DEVELOPMENT  
AND GROWTH



# Why Gender Inclusive Customs?

ADDRESSING ALL DIVERSE ISSUES FACING CUSTOMS

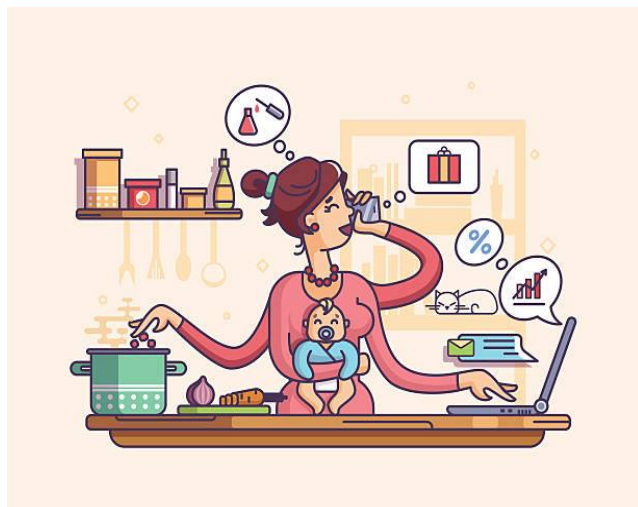




# Why Gender Inclusive Customs?

## INCREASING SAFETY IN THE WORKPLACE

# Challenges facing women



Cultural barriers



Gender stereotypes



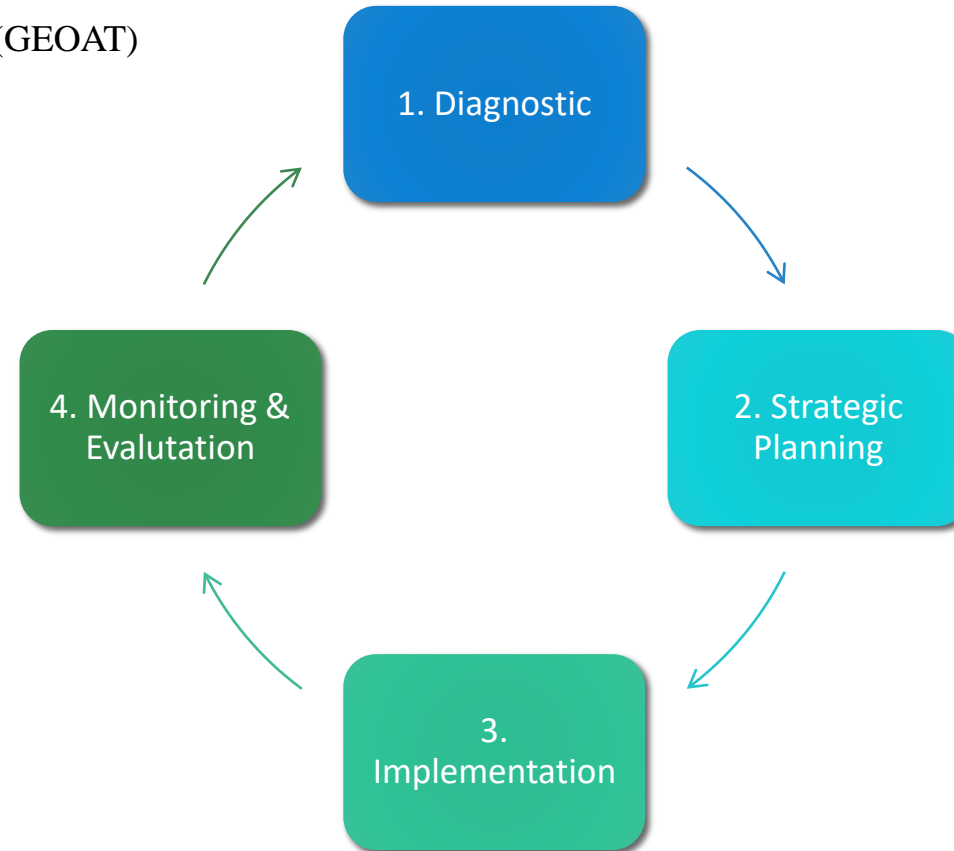
Lack of confidence



Limited physical ability

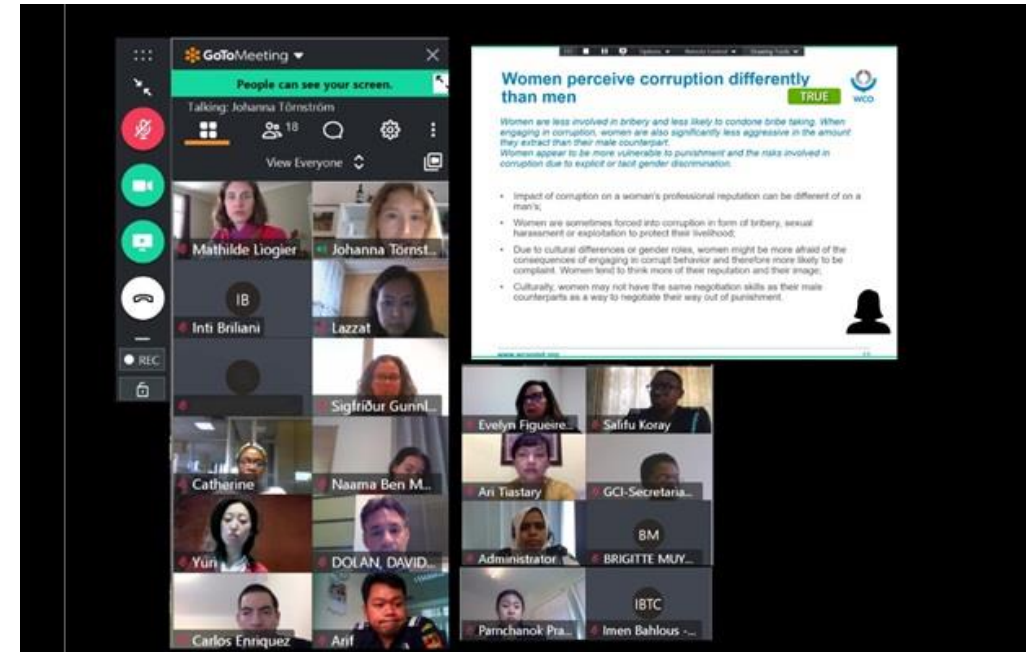
# What have been done?

Gender Equality Organizational Assessment Tool (GEOAT)



*Figure 1 Gender Mainstreaming - Project Cycle Management*

# WCO's Virtual Working Group





# WCO Compendium on Gender Equality and Diversity in Customs

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# Australia Border Force

- Breastfeeding friendly at work
- Inclusion of women's representation in every fourm and internal boards and committees
- Continuously reviewing and upgrading current policies to promote gender inclusiveness and equality
- Staff Advancing Gender Equality (SAGE) network

As a result,



53.3% of board positions in the Home Affairs Port folio in 2019 is female.



# New Zealand Customs Service



- ❑ Raising awareness of the benefits of including women
- ❑ Developing the Inclusion and Diversity Council and 5-year Strategic Plan (2014-2018)



- An increase in female leaders by 8%
- Strongly supported by survey respondents



## THE CCP WOMEN'S NETWORK



WINNER OF THE



UNOV/UNODC  
**GENDER  
AWARD**

IT'S TIME TO CLOSE THE GENDER GAP





# Internal Gender Working Group

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General Department of Customs and Excise of Cambodia (GDCE) has established a women association in customs to support women officers in overcoming barriers in family or work and ensure that women officers receive the same opportunities as men and are not otherwise excluded in any circumstances (GDCE Women Association, 2021).

The Philippines BoC has established a Gender Focal Point System to lead gender policies and plans, and the BOC commits to employ 5% of resources annually for gender-advancing activities (Philippines BoC, 2022). Cabigon of the Philippines BoC (2022) states that customs administrations need continuous resources to put the planning and policies into practice and to ensure sustainable and effective delivery of any gender initiatives.

# Top tips shared

Mrs. Yeo Beng Huy, a Chief Information Officer of Singapore Customs stated that the support from family, managers, and her team are key to her success in overcoming obstacles along the way (Singapore Customs, 2020). Moreover, getting to work with several successful women leaders makes her feel inspired and motivated.

Maj.Dr.Mac Xuan Huong states that women are inspired by the set examples of their female mentors and those women who make them believe that women can make it (UNODC, 2021).

Deputy Chief Trum and Executive Director Craven recommend women choose their favourite mentor who can support and guide them to break through their barriers and find ways to achieve their career goals (Fritsvold, 2022).

By receiving the support they need, women do not need to limit themselves and build the confidence and belief they need to make it big in life (Fritsvold, 2022).

# Recommendations

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- **Assessing the current situation and the ways forward**
- **Incorporating Gender Mainstreaming in recruitment and promotion**
- **Establishing policies to support women in Customs**
- **Regularly implementing development programmes for women**



# Conclusion