



**World Customs
Organization**

WCO Gender Equality, Diversity in Customs

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**WTO informal working group on
Trade and Gender**

8 October 2025

Implementing Gender Equality and Inclusion in Customs



- WCO represents **186 Members** all over the world, thus a **large variety** in the different levels of engagement in diversity and inclusion issues.
- The level of engagement in these issues is often directly linked to countries **national policy framework**.
- WCO promotes GED on a cross cutting and holistic basis, i.e. how Customs can advance GED **internally** (within the organization) and **externally** (towards the public).



Why is Gender Equality and Diversity important for Customs?



- **Rights:** United Nation's Declaration of Human Rights (1948).
- **International objectives:** part of the UN's Goals for Sustainable Development for 2030, objective 5 – Achieve gender equality and empowerment of all women and girls.
- Customs, as a **public administrations** should represent the society which it serves.
- **Results and sustainability:** Helps to improve general results and to secure the sustainability of activities.
- **“Smart Economics”:** Persons with different backgrounds bring different perspectives and ideas to the organization, which can increase efficiency.
- **Well-being:** Improved working conditions and work environment can enhance motivation and increase efficiency.



The WCO journey – promoting GED



- **2013:** Women in Customs, Trade and Leadership Conference
- **2013 :** Development of the **Gender Equality Organizational Assessment Tool (GEOAT)**
- **2016, 2019:** First **dedicated surveys** on GED disseminated to Members
- **2017:** Establishment of the **WCO Virtual Working Group on GED**
- **2020:** GED questions integrated into the WCO annual survey
- **2020:** Establishment of the **Network for GED**
- **2020:** Adoption of the **Declaration on GED** by the WCO Council
- **2021:** Internal GED assessment of the WCO Secretariat completed in 2021
- **2023:** GED work plan for the WCO Secretariat endorsed
- **2024:** GEOAT new version launched
- **2025:** ***Inclusiveness*** is among the core values of the WCO

GED promotion and implementation



- **Virtual Working group on GED**
- **Conference of the Network for GED in Customs**



- **Identification and development of a pool of WCO Recognized GED experts**

Working Bodies



Tools

- **Gender Equality Organizational Assessment Tool (GEOAT)**

Blended Training Package including e-learning modules

Develop Expertise

Experience - sharing



Compendiums (3 volumes)

Forum on CLiCK!

Common challenges identified related to GED implementation



- **Lack of knowledge:** especially how these issues relates to and are important for the work of Customs and that successfully implementing gender responsive and inclusive measures requires proactive efforts both internally and externally.
- **Lack of written policies and documents:** Although practices are sometimes in place, they are not necessarily formalized or documented which prevents consistency and sustainability.
- **Lack of data and monitoring frameworks:** Which prevents Members from identifying gaps and measuring progress over time.
- **Lack of coordination:** For successful implementation of gender responsive and inclusive measures it is recommended to have an action plan/framework, and a structure that coordinates, supports the implementation and monitoring of initiatives.

Capacity building on GED to WCO Members



Workshops and awareness-raising on GED

Stakeholders' engagement workshops



GEOAT organizational assessments

Virtual GEOAT introduction sessions



Assistance to develop and implement sustainable GED measures in Customs

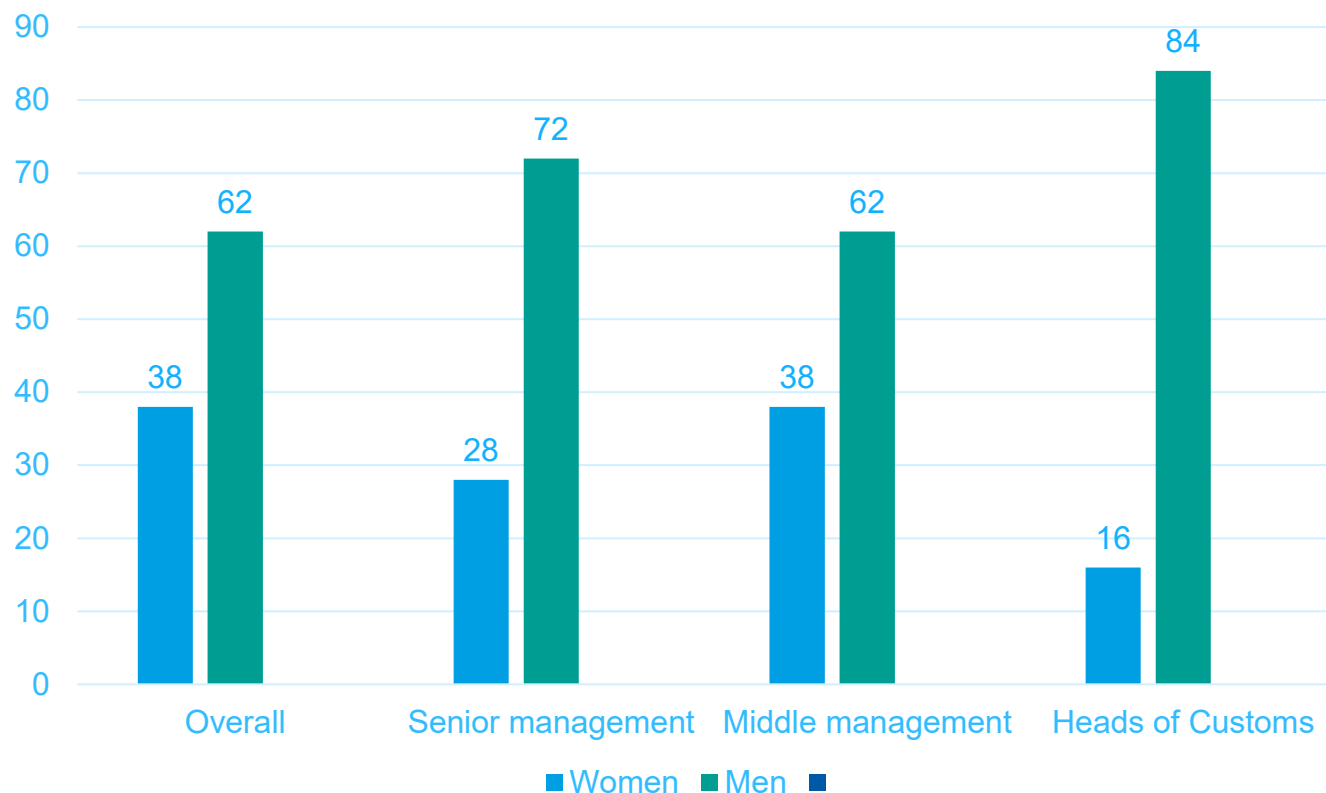


WCO Annual survey 2025

– figures based on responses
from 94 out of 186 Members



Gender balance in Customs



GEOAT introduction



- A **self-assessment tool** that assists Customs Administrations to assess their current policies, practices and activities to address gender equality issues **internally** (within the organization) and **externally** (towards the public).
- Developed in 2013, new edition launched in 2023
- Number of indicators: **105 indicators**
- Contents:
 - **Principle 1: Strategy, Governance and Leadership**
(Communication and Integrity)
 - **Principle 2: Employment, Career Development and Compensation**
 - **Principle 3: Work-life balance**
 - **Principle 4: Gender Based Violence and Harassment**
 - **Principle 5: Border Operations and Stakeholder Relations**
 - **Principle 6: Security and Safety**



Thank you!

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