



UNODC

United Nations Office on Drugs and Crime

OUTCOMES OF THE EXPERT MEETING ON GENDER AND CORRUPTION

19-20 September 2018, Bangkok, Thailand



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TABLE OF CONTENTS

1. Introduction

Background
Objectives

2. Workshop Session Outcomes

Key Outcomes Day 1

Session 1: Vulnerabilities and opportunities
Session 2: Criminal justice integrity
Session 3: Private sector

Key Outcomes Day 2

Session 4: Civil society
Session 5: Public services

Annex I: Agenda

Annex II: List of participants

Annex III: Other examples of initiatives in thematic areas

1. INTRODUCTION

The United Nations Office on Drugs and Crime (UNODC), with support from the Swedish International Development Cooperation Agency Sida, organized the Expert Meeting on Gender and Corruption on 19 and 20 September 2018 in Bangkok that brought together 26 participants from United Nations agencies and other international organizations, anti-corruption authorities and other national criminal justice practitioners, as well as civil society and academia, with the aim of exploring actionable ideas on how to mainstream gender in anti-corruption programming. Together, experts and practitioners shared and discussed perspectives and experiences from their diverse sectors and countries.

One specific outcome of the workshop was a set of initial yet actionable key points and recommendations, emerging from the discussions and participants' inputs in relation to each of the discussed thematic areas. These recommendations should not be seen as definitive, but rather as a first step towards the development of guidance materials and the identification of good practices in mainstreaming gender into anti-corruption programming in the year to come. UNODC will develop a more detailed publication on gender and corruption in 2019.

Background

Gender relations influence and structure cultures and societies: gender commonly delineates divisions of labour, control over resources and decision-making from the context of domestic life to the top echelons of government. Like poverty and vulnerability, corruption affects men and women differently.¹ For example, in many societies women remain the primary caretakers of the family, and, thus, are regularly confronted with corruption when dealing with education, health and other public services. Girls are frequently the ones to drop out of schools or be deprived of schooling altogether when families find themselves unable to meet the costs of schooling which may be artificially increased through the demand of bribes. Corruption and clientelism have also been found to discourage or even prevent women from participating in political processes and public life.²

At the other end of the spectrum, more recent studies have outlined how gender dynamics interplay with accountability and transparency in public institutions. For example, several studies have found that countries with higher participation of women in politics and the formal economy show lower levels of corruption³. While the correlation between a better gender equality in politics and economy and lower levels of corruption appears to have become more generally accepted, the underlying mechanisms of this correlation are less well understood.

¹ See for example:

Seppänen, M and Virtanen, P. (2008). [Corruption, Poverty and Gender](#).

UNDP, UNIFEM (2010). [Corruption, Accountability and Gender: Understanding the Connections](#).

Transparency International (2014). [Gender, Equality and Corruption: What are the linkages?](#)

Sundstrom, A. and Wängnerud, L. (2013). [Women's political representation in the European regions: the impact of corruption and bad governance](#).

Nyamu-Musembi, C. (2007). [Gender and corruption in administration of justice: Global Corruption Report](#).

² See for example:

Franceschet, S. and Piscopo, J. M. (2014). "Sustaining Gendered Practices? Power, Parties, and Elite Political Networks in Argentina." *Comparative Political Studies* 47(1): 85–110.

³ See for example:

Michailova, J. and Melnykovska, I. (2009). [Gender, corruption and sustainable growth in transition countries](#). Christian-Albrechts University and Kiel Institute for the World Economy.

Bauhr, M., Charron, N., and Wangnerud, L. (2018). [Close the political gender gap to reduce corruption. How women's political agenda and risk aversion restricts corrupt behaviour](#). U4 Brief 2018(3).

Some anti-corruption initiatives have sought to build on these gender dynamics to create more transparent and accountable public institutions and decision-making processes. Such efforts may include increasing the representation or roles of women in law enforcement or strengthening the participation of women in community decision-making or in Parliament.

UNODC has been tasked with supporting States parties in their implementation the United Nations Convention against Corruption (UNCAC or the Convention). The Convention includes a wide array of anti-corruption provisions ranging from preventive measures to law enforcement and criminalization, international cooperation and asset recovery. Along with other bilateral and multilateral technical assistance providers, UNODC provides a comprehensive range of anti-corruption programmes and initiatives, including capacity-building of anti-corruption authorities, training for law enforcement officers and prosecutors, and support to develop anti-corruption legislative frameworks, policies and strategies. Ensuring that a gender dimension is incorporated into ongoing as well as new programmes can only enhance their effectiveness and sustainability.

While there is some empirical and theoretical research exploring the dimensions of gender and corruption, mainstreaming gender in anti-corruption programming remains the exception and not the rule.

The Guidance Note on *Gender mainstreaming in the work of UNODC*⁴ defines gender mainstreaming as “looking at the human implications of any activities, highlighting the differences between women and men and thus the potential differential impacts and designing the activity to ensure that both men and women will benefit equally. It is a strategy to achieve gender equality.” It further explains how gender should not be viewed in isolation, but “should be considered at every stage of the programming cycle—from planning to implementation and evaluation.”



[In December 2017, UNODC Regional Office for Southeast-Asia and the Pacific celebrated women fighting corruption on the International Anti-Corruption Day](#)

⁴ UNODC (2013). [Gender mainstreaming in the work of UNODC: Guidance Note for UNODC Staff](#).

Objectives of the meeting

With the starting point that women and gender mainstreaming are powerful agents of change in the fight against corruption, the participants set out to:

1. Take stock of the existing knowledge and understanding of the linkages between corruption and gender, seeking to understand impact and vulnerabilities with a view to identify how anti-corruption programming can benefit from the inclusion of a gender dimension.
2. Have an in-depth discussion of the impact of gender in select thematic areas.
3. Propose practical solutions and identify good practices on how the identified challenges can be addressed and opportunities exploited through anti-corruption programming in order to achieve an enhanced and gendered impact.

2. WORKSHOP SESSION OUTCOMES

The meeting was conducted in an interactive manner throughout two days highlighting ideas and initiatives on how the inclusion of a gender dimension can enhance anti-corruption programming in four thematic areas: criminal justice, private sector, civil society and public services. At the end of the second day, participants were divided into groups and brainstormed on the take-away from each thematic area, leading to a set of concrete recommendations for action. The summary of each session below reflects both the presentations made by the participants as well as the subsequent working group discussions and conclusions.



'Good data is rare'

Slide from Ms. Anna Petherick, Researcher, University of Oxford

SESSION 1: Vulnerabilities and Opportunities

The first session discussed general issues related to gender mainstreaming and anti-corruption, as well as what opportunities arise from incorporating gender dimensions and ensuring women's engagement in anti-corruption programming.

Key messages

Context analysis

- Women and men are affected differently by corruption: women may pay more bribes in obtaining public services due to gender roles, and sexual exploitation is used as a currency in corruption, violating human rights and disproportionately affecting women. Also, female politicians pay a higher price when they are caught being corrupt by being more heavily criticized or penalized by the public than men.
- Women can also be key agents for change in the fight against corruption: higher levels of gender equality and women's participation in public life are associated with better governance and lower levels of corruption in many countries. Focusing on empowering women is an important part of the anti-corruption agenda.
- There is a lack of data and primary research on how gender dynamics interplay with accountability, transparency and power structures. The current analysis is mostly based on sex-disaggregated data; qualitative data is scarce, and one is left assuming the equivalence between sex and gender. "Relying on numbers can leave us blinkered to important causal processes- and yet effective policy-making requires understanding these processes", highlighted Ms. Anna Petherick.
- Measuring the interplay between corruption and gender is complex. Most common measurements of corruption itself such as the Transparency International Corruption Perception Index present shortcomings, notably because they are based on perceptions of corruption rather than by measuring corruption itself, which poses limitation to their use for gender-sensitive policy-making and designing countermeasures.
- Beyond simplistic assumptions that women are less corrupt than men or that increasing the proportion of women in positions of power will automatically reduce corruption, it is the institutional context that matters. Women are not inherently the fairer sex, although socialization leads women to internalize injunctive stereotypes, i.e. public expectations of women as the fairer sex and a fear of stronger social sanctioning for women when they are found to be corrupt. This may explain why women often appear to act as the "fairer sex" in practice. At the same time, it has been established that striking a gender balance in the workforce creates internal dynamics of checks and balances with beneficial outcomes for the quality of team work and accountability. This suggests that increasing the share of women in male-dominated work places can disrupt corruption embedded in the institution. It is not yet known, however, to which extent this would be the case.
- It might be thought that a higher representation of women in Parliament and a higher representation of women in administration should reflect similar patterns in relation to the

prevalence of corruption but they don't: this highlights the importance of the role of gender norms in each given environment.

- The *Manual on Corruption Surveys* that was published by UNODC, UNDP and the UNODC-INEGI Center of Excellence in Statistical Information on Government, Crime, Victimization and Justice provides specific guidance on collecting gender-specific data⁵.

What we don't know - further research areas

- Corruption and gender roles - corruption as a patriarchal phenomenon
- Intersectionality - different ways in which women of differing socio-economic backgrounds suffer the effects of corruption.
- How do men suffer and which men?
- How anti-corruption programmes affect women and men
- Sex disaggregated data - Corruption Perceptions Index, Global Corruption Barometer, Afro-barometer, Asia Barometer, World Values Survey, and other indices should be more explicit about gender.

Slide from Ms. Monica Twesiime Kirya, U4 Anti-Corruption Resource Centre

Lessons learnt, initiatives and practical solutions

An example of accurate measurement of corruption is randomized auditing. In 2003 in Brazil, sixty municipalities were selected and within a week, a team of auditors from the Controller General's Office came with a checklist to inspect public facilities such as public toilets or equipment in hospitals. The report revealed gendered-impacts of corruption. For example, there was an increase in women's participation in elections in locations where radio stations were operating because they had disseminated the audits findings that a male mayor had been corrupt. "When no local broadcasters are present, however, corruption tends to shut women out of political life, quelling both their eagerness to run for office and their electoral success."⁶

There are many examples of situation where empowering women can reduce corruption at the same time. For instance, women excluded from opportunities and jobs in Zimbabwe were trained as rangers to patrol national parks and protect wildlife. Taking on this role, they have gained greater

⁵ UNODC, *Manual on Corruption Surveys: Methodological guidelines on the measurement of bribery and other forms of corruption through sample surveys*, 2018, pp. 42-44, accessed at: https://www.unodc.org/documents/data-and-analysis/Crime-statistics/CorruptionManual_2018_web.pdf

⁶ Anna Petherick, *Brazil and the Bloodsuckers*, *Foreign Policy*, accessed at <https://foreignpolicy.com/2015/08/14/brazil-and-the-bloodsuckers-corruption-lottery/#>

responsibility and respect from their community, acting with integrity and being perceived as role models against corruption in their community.⁷

Points for action and recommendations discussed

- Think carefully about patterns of the relative frequency of men and women in different arenas.
- Ask what these patterns really say about how gender is intertwined with the institutional logics.
- Complement sex-disaggregated data with qualitative investigation and information on processes behind the data.
- Improve inclusiveness within a given social environment and break the so-called 'closed circles' to reduce corruption: sex balance is not the primary goal, but mainstreaming should aim to bring in individuals who have been outsiders to power due to corrupt (and gendered) practices.
- Re-conceptualize integrity at the institutional level and not only at the individual level.
- Development agencies should systematically publish their evaluation results for gender analysis.
- Promote women empowerment while promoting anti-corruption and strengthening integrity.
- Solutions need to fit the institutional context, where the intersectionality of gender, ethnicity and other social norms within a given environment are considered.



⁷ <https://www.bbc.com/news/av/world-africa-44074292/akashinga-the-armed-women-protecting-zimbabwe-s-elephants>

SESSION 2: Criminal Justice Integrity

This session discussed gender in the context of the criminal justice sector, with an emphasis on how gender dynamics interact with promoting integrity in the criminal justice sector.



Policewomen in Thailand, credit Khaosod English

Key messages

Context analysis

- Gender norms in the criminal justice sector remain strong and substantial efforts are required to counter gender stereotypes: in many countries, for instance, the law is often portrayed as a ‘masculine’ issue and criminal justice institutions are dominated by men.
- The role of women in police and other law enforcement authorities is crucial. Some functions may benefit by being carried out by women, such as investigating, prosecuting or adjudicating gender-based violence and sex crimes, including bribery with sex as the currency of the bribe. Having fewer women in law enforcement authorities can reduce the attention given to sexual assault cases and other issues involving women or children.

Indonesia and the SPAK movement

- Women in law enforcement positions themselves can be agents for change against corruption. This is well illustrated with the initiative presented by Indonesia. “Since 1998, reforms in the country have been initiated by government institutions with the aim to reduce corruption in national institutions, with the use of Standard Operating Procedures, for instance, but reforms have not reached the expected outcomes”, noted Ms. Yuyuk Andriati Iskak of the Corruption Eradication Commission (KPK). Within this context, KPK has focused its efforts on individuals and behavioural change, training women to become anti-corruption champions through the ‘SPAK movement’.

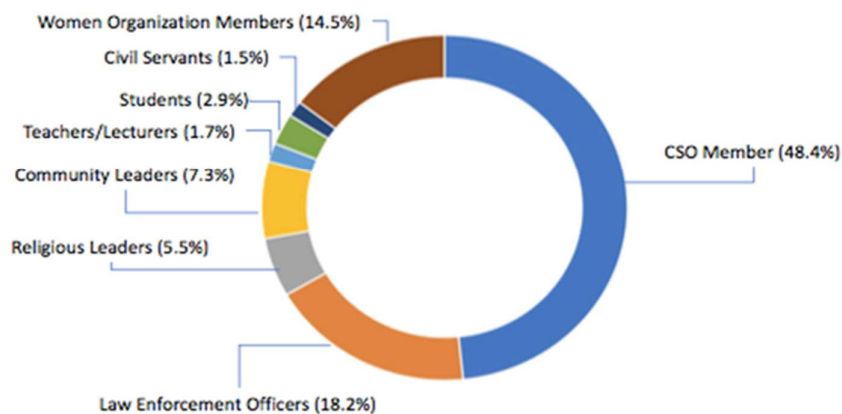
SPAK Agent Distribution map



SPAK initiatives in Indonesia: a network of more than 1700 women anti-corruption champions in society, trained by the Corruption Eradication Commission (KPK)

- Under this programme, women law enforcement officers became internal reformers within their agencies. The success of the programme was recognized by Indonesian police institutions, which provided awards recognizing the role of women in institutional improvements: women have brought innovative measures against anti-corruption within the agencies in which they work, such as an electronic queuing system initiated by a judge in a court, or a police women putting up a banner to inform the public that getting the evidence in case of a traffic violation is free to ensure that people would no longer be forced to pay extra to get the evidence. Women have also brought about system innovation: for example, a women police officer who is a SPAK agent created an online system to monitor public satisfaction on police service in Yogyakarta.

The Background Composition of SPAK Agents



The Composition of Law Enforcement Officers SPAK Agents



Lessons learnt, initiatives and practical solutions

Regardless of the culture, having gender parity is in itself a good preventive measure against corruption. There is a risk of ‘closed circles’ within the criminal justice system and gender-balanced environments are less likely to be corrupted. In the case of Azerbaijan, women representation in criminal justice institutions remains low (29.2% in civil services). “When a new law was passed on investigative measures that have to be carried out by women, recruitment policies were adapted to promote women’s representation in law enforcement agencies, notably with different physical requirements. With the introduction of women officers, it was noted that corruption is decreasing and that women are taking stricter punishments”, highlighted Mr. Elnur Musayev, a senior prosecutor from Azerbaijan.

Training women across society and law enforcement institutions to become anti-corruption champions. As demonstrated by the example of the SPAK movement in Indonesia, women can be trained to become anti-corruption champions. Within the SPAK movement, the role of women in law enforcement positions has been particularly relevant in the fight against corruption. Women police officers have introduced institutional improvements, innovation and better public service delivery systems against corruption, which were recognized by the law enforcement institutions through awards and higher ranking positions.

Public policies supporting women’s representation in the criminal justice sector. Some existing policies or practices may discourage women from joining criminal justice professions: women police officers, for instance, may be given uniforms deemed inappropriate for their activities, not be allowed to marry or be prohibited from working at night which may be necessary to obtain career advancement.

Points for action and recommendations discussed

- Develop a gender-analysis of anti-corruption initiatives in the criminal justice sector and an action plan based on the findings.
- Instead of creating new anti-corruption programmes with a gender component, consider integrating a corruption component into existing programmes targeting women.
- Ensure human rights, anti-corruption and gender-specific training as part of in-house training for criminal justice officers and improve institutional cooperation frameworks with anti-corruption authorities.
- Highlight female anti-corruption champions within law enforcement networks and educate women in these sectors on how to instil institutional change and how to protect themselves against corruption networks; training methods could include games and possibly be administered with the oversight of the anti-corruption authority.
- Support initiatives to increase women's representation in law enforcement criminal justice institutions (e.g. review recruitment and staff policies and practices, awareness-raising campaigns against gender norms).
- Find ways to strengthen accountability mechanisms by bringing greater diversity to institutions and changing the team dynamics.
- Target the beneficiaries and raise awareness on women's rights in receiving public services.

SESSION 3: Private Sector

This session explored how corruption impacts women in the business sector and what role women's networks and entrepreneurs can play in addressing corruption in the private sector.

Key messages

Context analysis

- Corruption in the business sector disproportionately affects women entrepreneurs who have experienced petty corruption in informal trading and have a lack of knowledge on negotiating corrupt networks; it reduces their access to markets or credit and reinforces economic and social marginalization. For instance, land rights and exploitation of land reveal that women are often not included or do not receive adequate compensation.
- Grassroots women ranked business and employment as the second highest service area prone to bribes after the public sector. According to Transparency International and UN Global Compact, women are subjected to monetary bribes or solicited for sexual favours in exchange

for employment or operating a business, hindering their ability to earn income and/or sustain their businesses.⁸

- Several studies suggest that companies with a greater number of women in decision-making positions perform better not only in terms of organizational and financial performance but also in terms of ethics and corruption level.
- Within the work on due diligence and anti-corruption in the business sector, there is a lack of research focussing on sectors with a predominance of female employees.
- Many countries have adopted legislation establishing the liability of legal persons such as corporations. Companies will now be required to establish better compliance and anti-corruption policies and programmes. So far, there hasn't been much analysis of the impact of these reforms in the private sector through a gendered lens.
- A series of women entrepreneurs' networks against corruption have been started in Indonesia and Argentina and are at an early stage.

Points for action and recommendations discussed

- Prevention of corruption in the private sector is mandatory in UNCAC and should incorporate gender analysis: develop a gender-analysis on how business regulations, compliance and integrity requirements impact women's rights and participation and the dynamics that lead towards having more women in leadership positions in corporations.
- Make a business case for improving women's representation within middle-management.
- Mainstream gender within compliance systems and support positive incentives (e.g. awards).
- Raise awareness on corruption issues faced by women in the private sector including sextortion, developing clear rules and directions with local actors such as chambers of commerce.
- Provide technical assistance including adopting a gender sensitive approach in relation to creating mechanisms to allow greater women participation and access to economic opportunities (e.g. licensing).
- Support women entrepreneurs' networks in accessing public contracts with a view to increasing the accountability of public services.
- Encourage women from the business sector to join women's networks against corruption such as the SPAK movement in Indonesia.

⁸ [Corruption and gender in service delivery: the unequal impacts', working paper 2, 2010.](#)

SESSION 4: Civil Society

Participants explored the role of women's civil society groups in promoting anti-corruption reforms and raising awareness.

Key messages

Context analysis

- Gender is a crosscutting issue: mainstreaming gender is often one of the defined principles in many project strategies and yet many organizations don't know how to address gender mainstreaming in practice.
- There is a strong need for training programmes and awareness-raising in the society on the links between corruption and gender, especially for youth.
- Corruption can be a very sensitive issue and it may be addressed via other indirect entry points such as gender-based violence, women in Parliament, good governance, access to justice or health and climate change. For instance, the organization Triangle Women's Support Group has been working on corruption since 2015 indirectly via their work on access to justice through the establishment of watchdog groups at the community level or the provision of checklists to women to monitor corruption.
- The context is key (geography, culture, politics, economy).
- Community and grassroots level provide spaces where women can become anti-corruption champions.



Participants in the working group sessions



Lessons learnt, initiatives and practical solutions

Measuring the impacts of attempts to mainstream gender into anti-corruption programmes. The joint UNODC/UNDP Pacific Regional Anti-Corruption Project (UN-PRAC) has led attempts in mainstreaming gender into anti-corruption programming. Some efforts, including identifying gender-focused activities to be implemented or integrating gender-specific questions in the context of the UNCAC Implementation Review Mechanism, have not been successful given the context. Some successes have been achieved, including enhanced gender balance amongst participants in the activities under the programme (particularly for civil society), gender becoming a topic in anti-corruption efforts, and increasing the number of women anti-corruption champions. Measuring the impact of activities has been very useful to identify good practices and replicate these.

Integrating anti-corruption work by adding an integrity dimension to existing development projects. The UN-PRAC project has also illustrated that working with other programmes can also be a key entry point to carry out anti-corruption work, for instance by adding an integrity dimension to an existing UNDP initiative on promoting women leadership in the Parliament. This is also the aim of the UNODC anti-corruption project in Myanmar, mainstreaming integrity into the existing gender-based violence projects.

Civil society organizations are key drivers for change and need to be particularly sensitized on gender and corruption. The mobilization of trade unions in the Philippines has proven to be useful in exposing large-scale corruption undertaken by senior public officials, with falsified books, involving forcing women into sexual slavery. The Public Service Labor Independent Confederation PSLINK filed a corruption case in 2005 against the Technical Education and Skills Authority (Tesda) Director General, leading to a large advocacy campaign. In March 2007, the Presidential Anti-Graft Commission formally charged the Director General with corruption⁹.

Promoting research evidenced-based advocacy to raise awareness on corruption and gender. A pilot project in Myanmar by the Triangle Women's Support Group focused on promoting anti-corruption at the local level and raising-awareness: what corruption is, how it can be countered and how to identify local leaders that will spread the word in their community. The NGO is working closely with the Anti-Corruption Commission in Myanmar to deliver evidenced-based advocacy.

Raising awareness to the youth by finding entry points with the most pressing issues. In the Pacific Islands, the NGO Climate Action Network/Anti-Corruption Network in Kiribati has found indirect entry points to work on anti-corruption by directly addressing issues that are interesting to youth and general public, such as climate change and health, and by raising interest and understanding on the impact of corruption and gender.

Understanding the different approaches of male and female anti-corruption champions and activists. Anecdotal experience gathered through the UN-PRAC project and its partner NGO Pacific Youth Forum's extensive work with the Pacific youth has shown that young men and women typically take on different approaches in addressing corruption. For example, while male and female youths

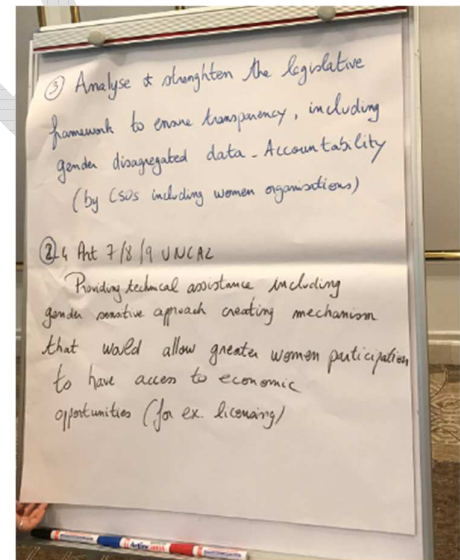
⁹ http://sb.judiciary.gov.ph/RESOLUTIONS/2017/1_Crim_SB-17-CRM-0054-0056_People%20vs%20Syjuco,Jr,%20et%20al_09_13_2017.pdf

equally recognize the detrimental effect of corruption, male youths tend to look at it from a national level and consider how to address the issue with politicians. Female youth, in contrast, tend to be more focused on the community, relate the issue of corruption to their everyday life and environmental sustainability, and discuss how the issue of corruption can be effectively addressed at the community level in a sustainable manner. It has been observed that female youth are more action-oriented whereas male youth typically take on a more vocal role in the public. Efforts to better understand different roles and approaches of male and female anti-corruption activists would allow for more effectively integration of these approaches into national anti-corruption efforts.

Including elements of human rights-based approach and gender within education on anti-corruption. Since 2013, the Diploma in Leadership, Governance and Human Rights at the University of the South Pacific focuses on empowering leaders and includes a gender approach, addressing issues relevant to the Pacific cultures and their links with corruption, and creating awareness mechanisms to tackle corruption and gender via education. Under the Education for Justice (E4J) initiative, UNODC has developed a university module on the Gender Dimensions of Ethics¹⁰ and is developing a university module on Gender and Corruption.



Participants in the working group sessions and recommendations



¹⁰ <http://www.unodc.org/e4j/en/integrity-ethics/module-9/index.html>

Points for action and recommendations discussed

- Find entry points by integrating anti-corruption and gender to issues of general importance such as gender-based violence, climate change, health, strategies, integrity platforms, education platforms.
- Civil society organizations need to be particularly sensitized on gender.
- Use both men and women leaders to raise women's voices and increase their visibility.
- Understand in a systematic manner the different roles and approaches taken by male and female anti-corruption activists to more effectively integrate them into anti-corruption efforts.
- Integrate anti-corruption programming into existing gender actions of women's organizations and networks relating to women in politics, job creation or entrepreneurship.
- Raise awareness among civil society organizations on corruption and gender.
- Introduce a focus on gender in social audits and gender analysis in organizations receiving funds.
- Use social media to reach youth and the general public and raise awareness on the links between corruption and gender.
- Empowerment of women through awareness raising of corruption risks.

SESSION 5: Public Services

This session discussed corruption prevention in public services and how gender dynamics interplay with corruption in the provision of public services.

Key messages

Context analysis

- Women are particularly affected by corruption in accessing public services (public health, maternity, water and sanitation, public education). Women in poverty are the primary users of basic public services and money paid for bribes are a larger percentage of women's income compared to men.¹¹
- Sexual exploitation is used as a currency in corruption, violating human rights and disproportionately affecting women.

¹¹ For more details refer to "Progress of the World's Women 2008/2009: Who Answers to Women?" at <http://www.unwomen.org/en/digital-library/publications/2008/1/progress-of-the-world-s-women-2008-2009-who-answers-to-women>.



Ms. Beteta, UN Women, showing women's perceptions

- Victims of sextortion may not categorize demands for sexual bribes as corruption or understand that being asked for sex is a form of corruption, in which sex constitutes the currency of the bribe. They therefore may not even know they are victims of corruption. The forms of corruption that men and women encounter can be different and thus analysis and awareness-raising on engendered forms of corruption are needed.



Konilo's anti-corruption vlog in Greece, presented by Ms. Dix, OECD- Public Sector Integrity Division

Lessons learnt, initiatives and practical solutions

Supporting access to information laws to support women's participation in public programmes and social audits. In Mexico, the non-governmental organization Fundar is part of the gender-responsive budget initiative with UNIFEM and investigated the diversion of \$2.4 million from the federal budget through the use of access to information legislation. The organization discovered that 90% of funds allocated were misused. They presented their report to the Chamber of Deputies and auditors have upheld the findings. In India, Mazdoor Shakti Sangathan, a civil society organization for landless people, exposed corruption through public audits of spending patterns in India. The right to information campaign started in India in the early 2000s and resulted in positive gender results. With the use of comedy theatre, the campaign has gained a lot of exposure. The initiative was not gendered at the beginning but became gendered, as women were the most affected by the losses.

Building strong awareness-raising campaigns on corruption and gender instilling hope. In Greece, the campaign on YouTube '[Be the change you want to see](#)' brought successful anti-corruption messages, attracting audiences and targeting youth with positive influencers and celebrities. These campaigns can change perceptions and behaviour, generating community responsibility and a sense of agency among youth. Awareness-raising campaigns also need to bring practical hope when delivering messages. For instance, in India the "[I paid a bribe](#)" initiative received many awards, but could also bring about some negative consequences, such as setting the price for bribing or creating distrust in the police.

Points for action and recommendations discussed

- Support initiatives to increase women's participation in public service in the policy design of education and health services, at the frontline of service delivery (teachers, health workers, police, paralegals), and in local government and public administration.
- Engender the governance of public service delivery, via gender-responsive budgeting, public accountability mechanisms that include women and women's civil society organizations, and strategies to deliver public services to women and girls.
- Strengthen transparency and access to information legislation.
- Analyse and strengthen anti-corruption legislative frameworks through a gender lens.
- Encourage the collection of sex-disaggregated data and open data on gender and corruption.
- Make anti-corruption efforts gender responsive by using social audits on women's access to services, enacting legislation recognizing gendered impacts of corruption, addressing sexual extortion as a form of corruption, implementing regulations to address sexual extortion, and having gender-sensitive complaint mechanisms.
- Explore how to make anti-corruption tools such as transparency, open data, e-government, accountability and oversight, complaint and grievance mechanisms, management of human resources, decentralization risk management, and gender-responsive public procurement.
- Provide adequate training on integrity in public services, including on sextortion.
- Raise awareness of good practices in relation to anonymous/confidential and online reporting mechanisms.

Annex I: AGENDA

Expert Meeting on Gender and Corruption

19-20 September 2018

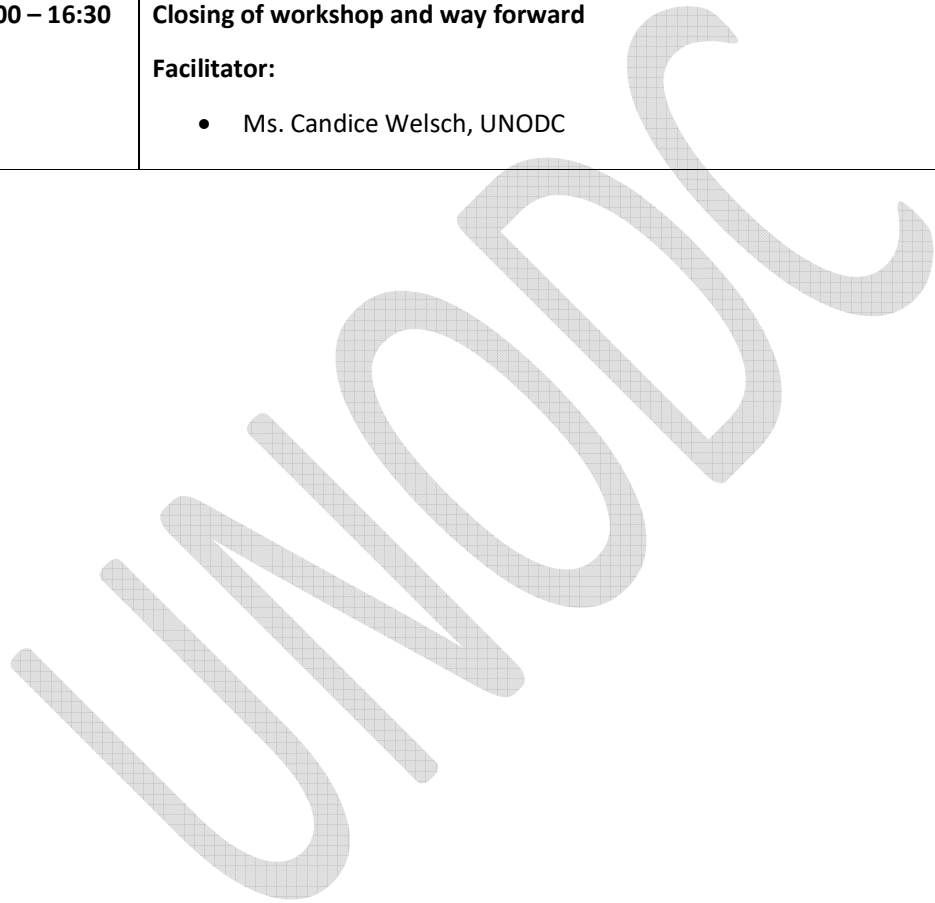
Bangkok, Thailand

Day One: 19 September 2018	
08:30 – 09:00	Registration
09:00 – 09:30	<p>Welcoming and Introduction</p> <p>Session Objective: Participants will be welcomed to the Expert Meeting and the objectives of this meeting will be explained. A brief overview of the UNODC initiatives supporting a gendered approach to anti-corruption will be presented including how to mainstream gender into the UNCAC Implementation Review Mechanism.</p> <p>Speakers:</p> <ul style="list-style-type: none"> • Ms. Candice Welsch, Chief, Implementation Support Section, Corruption and Economic Crime Branch, UNODC • Ms. Hanna Sands, Programme Coordinator, Policy and Inter-Agency Coordination Team, Office of the Director-General/ Executive Director, UNODC
10:00 – 10:30	<i>Group photo and coffee break</i>
10:30 – 12:00	<p>Session One: Vulnerabilities and Opportunities</p> <p>Session Objective: The session will discuss general issues related to gender mainstreaming and anti-corruption, such as the importance of sex-disaggregated data and analysis.</p> <p>The session will also discuss what opportunities arise from gender mainstreaming and women’s engagement in anti-corruption programming.</p> <p>Speakers:</p> <ul style="list-style-type: none"> • Ms. Monica Twesiime Kirya, Senior Adviser, U4 Anti-Corruption Resource Centre, Chr. Michelsen Institute • Ms. Anna Petherick, Building Integrity Team Leader, Blavatnik School of Government, University of Oxford • Facilitated discussion

	<p>Moderator:</p> <ul style="list-style-type: none"> Ms. Jennifer Sarvary Bradford, Crime Prevention and Criminal Justice Expert, Conference Support Section, Corruption and Economic Crime Branch, UNODC
12:00 – 13:00	<i>Lunch</i>
13:00 – 14:30	<p>Session Two: Criminal Justice Integrity</p> <p>Session Objective: This session will discuss gender in the context of the criminal justice sector, with an emphasis on how gender dynamics interact with promoting integrity in the criminal justice sector.</p> <p>Speakers:</p> <ul style="list-style-type: none"> Ms. Yuyuk Andriati Iskak, Head of News and Publication / Department of Public Relations, Program Coordinator “I am a woman against corruption”, Corruption Eradication Commission, Indonesia Mr. Elnur Musayev, Senior Prosecutor, KMBI – Anti-Corruption Directorate, Republic of Azerbaijan Facilitated discussion <p>Moderator:</p> <ul style="list-style-type: none"> Ms. Candice Welsch, UNODC
14:30 – 15:00	<i>Coffee break</i>
15:00 – 16:30	<p>Session Three: Private Sector</p> <p>Session Objective: This session will explore what role women’s networks and entrepreneurs can play in addressing corruption in the private sector. The session will start with a brief presentation by the speakers, followed by an interactive discussion with all participants.</p> <p>Speakers:</p> <ul style="list-style-type: none"> Mr. Elnur Musayev, Senior Prosecutor, KMBI – Anti-Corruption Directorate, Republic of Azerbaijan Mr. Francesco Checchi, Regional Anti-Corruption Adviser, Regional Office for Southeast Asia and the Pacific, UNODC Facilitated discussion <p>Moderator:</p> <ul style="list-style-type: none"> Ms. Zorana Markovic, Regional Anti-Corruption Adviser, Regional Office for Southeast Asia and the Pacific, UNODC
16:30 – 16:45	<p>Wrap up of Day 1</p> <ul style="list-style-type: none"> Ms. Jennifer Sarvary Bradford, UNODC

Day Two: 20 September 2018	
08:30 – 08:45	Registration
08:45 – 09:00	Welcome to Day 2 and Re-cap of the previous day <ul style="list-style-type: none"> • Ms. Candice Welsch, UNODC
09:00 – 10:45	Session Four: Civil Society Session Objective: Participants will explore the role of women’s groups in promoting anti-corruption reforms and raising awareness. The session will start with a brief presentation by the speakers, followed by an interactive discussion with all participants. Speakers: <ul style="list-style-type: none"> • Ms. Khin Lay, Director/ Founder, Triangle Women's Support Group, Myanmar • Ms. Mihaela Stojkoska, Anti-Corruption Specialist, UNDP Pacific Office • Ms. Pelenise Alofa, Climate Action Network / Anti-Corruption Network, Kiribati • Ms. Natasha Khan, Coordinator – Diploma in Leadership, Governance & Human Rights, University of the South Pacific, Fiji • Facilitated discussion Moderator: <ul style="list-style-type: none"> • Ms. Hanna Sands, UNODC
10:45 – 11:00	<i>Coffee break</i>
11:00 – 12:30	Session Five: Public Services Session Objective: This session will discuss corruption prevention in public services and how gender dynamics interplay with corruption in the provision of public services. Speakers: <ul style="list-style-type: none"> • Ms. Hanny Cueva Beteta, UN Women, Asia and the Pacific • Ms. Sarah Dix, Public Sector Integrity Expert / Public Governance Directorate, OECD • Facilitated discussion Moderator: <ul style="list-style-type: none"> • Mr. Francesco Checchi, UNODC
12:30 – 13:30	<i>Lunch</i>
13:30 – 15:00	Session Six: Recommendations on mainstreaming gender into anti-corruption programming

	<p>Session Objective: Based on the previous discussions, participants will identify best practices and develop recommendations with specific measures and activities to mainstream gender effectively into anti-corruption programs.</p> <p>Facilitators:</p> <ul style="list-style-type: none"> • Ms. Jennifer Sarvary Bradford, UNODC • Ms. Hanna Sands, UNODC
15:00 – 15:30	<i>Coffee break</i>
15:30 – 16:00	Session Six cont.
16:00 – 16:30	<p>Closing of workshop and way forward</p> <p>Facilitator:</p> <ul style="list-style-type: none"> • Ms. Candice Welsch, UNODC



Annex II: List of participants

**Expert Meeting on Gender and Corruption
19-20 September 2018
Bangkok, Thailand**

LIST OF PARTICIPANTS

	Name	Position	Agency
1.	Ms. Khin Lay	Director / Founder	Access to Justice Initiative (A2JI) / Triangle Women
2.	Ms. Yuyuk Andriati Iskak	Head of News and Publication / Department of Public Relations	Corruption Eradication Commission (KPK) Republic of Indonesia
3.	Ms. Christie Afriani	Cooperation Specialist, Directorate of Fostering Networks Between Commissions and Institution	Corruption Eradication Commission (KPK) Republic of Indonesia
4.	Ms. Charlotta Bredberg	Counsellor, Development Cooperation Section	Embassy of Sweden, Bangkok
5.	Ms. Elin Gidlöf	Intern, Development Cooperation Section	Embassy of Sweden, Bangkok
6.	Ms. Pelenise Alofa	National Coordinator	Kiribati Climate Action Network / Kiribati Anti-Corruption Network
7.	Mr. Elnur Musayev	Senior Prosecutor	KMBI - Anti-Corruption Directorate Azerbaijan
8.	Ms. Sarah Dix	Public Sector Integrity Expert / Public Governance Directorate	OECD
9.	Ms. Twesiime Monica Kirya	Senior Adviser	U4 Anti-Corruption Resource Centre, Chr. Michelsen Institute
10.	Ms. Hanny Cueva Beteta	UN Women Regional Advisor for Governance, Peace and Security	UN Women Asia-Pacific
11.	Ms. Lesli Davis	Governance, Peace and Security Consultant	UN Women Asia-Pacific
12.	Ms. Isabella Caravaggio	Governance, Peace and Security Intern	UN Women Asia-Pacific

	Name	Position	Agency
13.	Ms. Mihaela Stojkoska	Anti-Corruption Specialist	UNDP Pacific Office
14.	Ms. Anna Petherick	Researcher / Lecturer, Blavatnik School of Government	University of Oxford
15.	Ms. Natasha Khan	Coordinator – Diploma in Leadership, Governance & Human Rights	University of the South Pacific
16.	Ms. Candice Welsch	Chief, Implementation Support Section, Corruption and Economic Crime Branch	UNODC
17.	Ms. Jennifer Sarvary Bradford	Crime Prevention and Criminal Justice Expert, Conference Support Section, Corruption and Economic Crime Branch	UNODC
18.	Ms. Hanna Sands	Programme Coordinator Policy and Inter-agency Coordination Team Office of the Director-General / Executive Director	UNODC
19.	Mr. Troels Vester	Country Manager	UNODC Myanmar Office
20.	Ms. Marie Pegie Cauchois	Adviser (Anti-Corruption)	UNODC Myanmar Office
21.	Ms. Joelle Charbonneau	Consultant (Gender Based Violence and Crime Prevention)	UNODC Myanmar Office
22.	Mr. Francesco Checchi	Regional Anti-Corruption Adviser	UNODC Regional Office for Southeast Asia and the Pacific
23.	Ms. Zorana Markovic	Regional Anti-Corruption Adviser	UNODC Regional Office for Southeast Asia and the Pacific
24.	Ms. Cornelia Koertl	Anti-Corruption Specialist	UNODC Regional Office for Southeast Asia and the Pacific
25.	Ms. Rose Poreaux	Consultant, Anti-Corruption Programme	UNODC Regional Office for Southeast Asia and the Pacific
26.	Ms. Kavinvadee Suppapongtevasakul	Team Assistant, Anti-Corruption Programme	UNODC Regional Office for Southeast Asia and the Pacific

Annex III: Other examples of best practices in thematic areas

Civil Society and Media

Empowering women to become anti-corruption champions

Engagement of national authorities in supporting women's role in the fight against corruption can be extremely effective if supported by political will and sufficiently funded. The experience of the Indonesian Corruption Eradication Commission is very significant from this perspective. The Commission implemented a project supporting women in institutions, local communities and schools in becoming champion against corruption, through which more than 100 women were trained through the utilization of board games, which, through hypothetical scenarios, asks players to identify unsavoury behaviour. The story of a female lieutenant at the Indonesian Sectoral Police is particularly interesting as, once she understood the detrimental consequences of corruption, she implemented a "drawer-less-desk" policy in her office, which means that bribes are no longer being accepted in her police unit. Standing up against corruption as a woman effectively helped to prevent corruption in the police.

Raising awareness on how corruption impacts men and women differently

Several studies have emphasized the need to strengthen the awareness on the different impact of corruption on women and men. This can be achieved through a collaborative effort between women's groups, civil society organizations and national agencies. For example, participants a roundtable in Albania on UNCAC implementation, recommended increasing awareness through educational activities on how corruption impacts women in specific sectors such as health and education and through curriculum modules addressing the issue for use in schools and other institutions.

Gender, Anti-Corruption and Sport

Professional women's sports has gone through a dramatic evolution resulting in both challenges and opportunities. Factors such as increasing professionalization and the dramatic expansion of interest in women's sports help highlight this. However, associated corruption risks with the developments and which are prevalent in men's sports, such as match-fixing and illicit betting, are not yet being addressed. This has been recognized in the context of UNCAC when the Conference of the States Parties to the Convention adopted resolution 7/8 on Corruption in Sport.¹² States parties expressed their concern "that the challenge posed by corruption could in some cases undermine the potential of sports to advance gender equality and the empowerment of women".

While there are commonly accepted factors that enable corruption in sport (e.g. risk of detection and punishment is low, high complexity of investigating, especially cases of competition manipulation, etc.), it could be further explored under this thematic area whether specific factors relevant to corruption risks in women's sports could be identified and addressed.

¹² Resolutions adopted by the Conference of the States Parties to the United Nations Convention against Corruption on its Seventh Session. CAC/COSP/2017/14. Retrieved from <http://www.unodc.org/documents/treaties/UNCAC/COSP/session7/V1708295E.pdf#page=24>.

Understanding the different approaches of male and female anti-corruption champions and activists

Anecdotal experience gathered through the joint UNODC-UNDP Pacific Region Anti-Corruption project and its partner NGO Pacific Youth Forum's extensive work with the Pacific youth has shown that young men and women typically take on different approaches and roles in addressing corruption. For example, while male and female youths equally recognize the detrimental effect of corruption, male youths tend to look at it from a national level and how to address the issue with politicians. Female youth, in contrast, tend to be more focused on the community, relate the issue of corruption to their everyday life and environmental sustainability, and discuss how the issue of corruption can be effectively addressed at the community level in a sustainable manner. It has been observed that female youth are more action-oriented whereas male youth typically take on a more vocal role in the public. It could be useful to attempt to better understand in a systematic manner the different roles and approaches male and female anti-corruption activists typically take to more effectively integrate them into national anti-corruption efforts.

Government and Public Institutions

Strengthening the participation of women in developing gender-sensitive anti-corruption policies and measures

UNCAC requires States parties to develop strategies to address corruption. While it is established practice to mainstream gender in national strategies, such as National Development Plans, or public budgets (known under gender-sensitive budgeting), no national anti-corruption strategy has so far thoroughly mainstreamed the issue of gender, despite the knowledge that corruption affects women disproportionately. Since gender inequality undermines women's ability to participate in decision-making processes and public policies often fail to give attention to the specific needs of women, it is important to support women to actively participate and contribute to the design of anti-corruption measures. UNODC aims to address this gap by supporting countries in developing gender-sensitive anti-corruption strategies. For example, UNODC conducted a roundtable in Albania where women's groups presented to the Government and national anti-corruption authorities a set of recommendations on how to address the impact of corruption on women in the country. In the Pacific, some countries have invited women's groups to be part of the development of their respective national anti-corruption strategies.

Expand the knowledge on gender and corruption in the education system

In order to strengthen the knowledge on corruption and gender, the UNODC Education for Justice (E4J) initiative is developing university modules on "Gender Dimensions of Ethics" and on "Corruption and Gender". The modules are intended to serve as a resource for lecturers, and are designed in a flexible manner that lends itself to adaptation to different local and disciplinary contexts. They will be freely available online, and E4J will hold "teach the teacher" workshops to empower lecturers to teach the modules and to integrate them into their courses. The modules seek to enhance students' knowledge about corruption and its disastrous effects, sharpening their ethical awareness and decision-making capacities, building their skills to identify and manage corruption risks, and encouraging them to consider the extent to which seemingly unrelated policies such as gender diversity policies may reduce corruption.

Build gender-sensitive whistle-blower protection systems

While it is widely known that men and women have different needs and that women in particular are more vulnerable in some situations, criminal justice responses, including whistle-blower protection mechanisms and systems, are often gender-blind. One workstream could be to explore how criminal justice responses, including whistle-blower protection systems, can be more gender-sensitive and pay particular attention to the specific needs and vulnerabilities of women.

Improve data on gender for monitoring Sustainable Development Goal 16, Peace Justice and Strong Institutions

Goal 16 of the Sustainable Development Goals is dedicated to the promotion of peaceful and inclusive societies for sustainable development, the provision of access to justice for all, and building effective, accountable institutions at all levels. While not explicitly mentioned, gender inequalities are an underlying concern to all the sub-targets and indicators of Goal 16. Since the availability of reliable and comprehensive data on gender is limited, UNODC aims to improve the availability of data on gender to measure and monitor the implementation of the Sustainable Development Goal 16. UNODC and UNDP are currently preparing a guide on the corruption indicators, which will also include guidance on gender-specific data. UNODC is also exploring to collaborate with OSCE in Bosnia to build a gender perspective into the trial monitoring and analysis of criminal proceedings, which include corruption cases.

Integrating Gender into the Implementation of UNCAC

Integrating gender into a multi-stakeholder approach to the implementation of UNCAC

Promoting dialogue among civil society, private sector and governmental institutions for the implementation of specific articles of the UNCAC is extremely important, this is relevant in particular for issues covered by Chapter II of the Convention, looking for instance at integrity in the public service, access to information, participation of civil society in policy-making and prevention of corruption in the private sector, just to name a few. The UNCAC Coalition (a coalition of NGOs) promotes multi-stakeholder approaches and consultations between Governments, civil society and the private sector to foster the implementation of the Convention. Integrating gender into the dialogue between the various stakeholders on UNCAC implementation would allow them to address the various practical ways in which corruption impacts women in the work place and in their daily life.

Integrating gender into relevant questions of the Self-Assessment Checklist under the Implementation Review Mechanism of UNCAC

UNCAC has an Implementation Review Mechanism that is mandatory for all States parties. Under the joint UNODC-UNDP Pacific Regional Anti-Corruption Project, UNODC and UNDP started to develop a questionnaire that asks for gender-relevant information under relevant UNCAC articles in the Self-Assessment Checklist, in an attempt to collect information and baseline data to assess to which extent States parties integrate gender aspects into their national anti-corruption efforts and initiatives. This questionnaire could be expanded and applied in select countries.