

# Anti-Corruption Fund

Corruption and equality between men and women – Integrating equality into activities

GLOSSARY	
<b>Equality between men and women (gender equality)</b>	<p>Refers to the equal rights, responsibilities and opportunities of women and men and girls and boys. Equality does not mean that women and men will become the same but that women's and men's rights, responsibilities and opportunities will not depend on whether they are born male or female.</p> <p>Gender, which is a social construction, determines what is expected, allowed and valued in a woman or a man in a given context. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men.</p> <p>Gender equality is not a women's issue but should concern and fully engage men as well as women<sup>1</sup>.</p>
<b>Differentiated impact of corruption on men and women</b>	<p>Women are more vulnerable to corruption<sup>2</sup> because they are less aware of their rights<sup>3</sup>, and in some context less likely to report abuse especially within authority and power relationship. They face more barriers to access to justice. They are more often targeted by corruption, knowing that men tend to be more often in position of authority and power than women<sup>4</sup>.</p>
<b>Gender-specific forms of corruption</b>	<p>There are forms of corruption disproportionately experienced by women, and linked to gender-based discriminations: sexual corruption (sexual favours are used as a currency for corrupt practices; being forced to perform sexual services in exchange for services)<sup>5</sup>, or petty corruption to have access to essential services (for instance, access to health services since women are often the main care givers)<sup>6</sup>.</p>
<b>« Do No Harm » Approach</b>	<p>Even if the project does not address Equality between men and women, it must not imply, at least, an additional risk for women or increase inequalities between women and men.</p>

<sup>1</sup> UNWomen, Concepts and Definitions: <https://www.un.org/womenwatch/osagi/conceptsanddefinitions.htm>

<sup>2</sup> Transparency International (2016), Gender and Corruption, Topic Guide: <https://knowledgehub.transparency.org/guide/guide-3/3372>

<sup>3</sup> Transparency International (2016), Gender and Corruption, Topic Guide: <https://knowledgehub.transparency.org/guide/guide-3/4414>

<sup>4</sup> Transparency International (2016), Gender and Corruption, Topic Guide: <https://knowledgehub.transparency.org/guide/guide-3/4414>

<sup>5</sup> Transparency International (2020), Breaking the Silence around Sextortion: the Links between Power, Sex and Corruption: <https://www.transparency.org/en/publications/breaking-the-silence-around-sextortion>

<sup>6</sup> ONUDC (2022), Il est l'heure Répondre aux dimensions de genre de la corruption, p43: [https://www.unodc.org/documents/corruption/Publications/2020/THE\\_TIME\\_IS\\_NOW\\_2020\\_12\\_08.pdf](https://www.unodc.org/documents/corruption/Publications/2020/THE_TIME_IS_NOW_2020_12_08.pdf)

#### EXAMPLES OF GENDER EQUALITY ACTIVITIES

1. Conduct a gender-specific corruption perception survey.
2. Carry out an analysis of complaints received by an administration or competent court for acts of corruption (victim profiles, forms of corruption) with gender-specific data.
3. Organize a workshop to identify obstacles faced by CSOs (Civil Society Organizations) representing women's strategic interests and media advocating for women's rights in reporting acts of corruption.
4. Raising judges' awareness of women's vulnerability to corruption and the concept of (psychological) coercion as part of their ongoing training<sup>7</sup>.
5. Appoint a gender equality officer and establish a specific intervention protocol within a university's listening and monitoring unit responsible for combating discrimination, violence, harassment and corruption (e.g. solicitation of money or services, including sexual favors, by a professor towards students in exchange for better grades or access to a programme).
6. Develop an information campaign targeting women about corruption, especially petty corruption and the rights of victims, in health centers (e.g. alerting about requests for remuneration to access care that is in principle free, or offers to reduced rates in exchange for sexual favors).
7. Reviewing a reporting or whistle-blowing mechanism to ensure it is conducive to reporting by women (ex. by considering their specific needs and mitigating the specific hurdles they may face), and to the reporting of sexist forms of corruption (ex. agents dealing with the report are trained on how to receive and handle reports on sexist forms of corruption)<sup>8</sup>.
8. Make confiscated ill-gotten real estate available to create shelters for women victims of violence, and/or emergency housing for victims of human trafficking.
9. Create a hotline or smartphone application to report acts of corruption and obtain legal guidance in a way that is more accessible, particularly to women (providing a means to avoid trips to administration offices, especially in rural areas, and to maintain discretion, preventing reprisals or the feeling of shame some victims may experience).
10. Develop and enforce transparent recruitment processes - in public sector - ensuring that hiring practices are free from gender bias and corruption.

<sup>7</sup> International Association of Women Judges (2012), Naming, Shaming and Ending Sextortion Toolkit:

[https://www.unodc.org/res/ji/import/guide/naming\\_shaming\\_ending\\_sexortion/naming\\_shaming\\_ending\\_sexortion.pdf](https://www.unodc.org/res/ji/import/guide/naming_shaming_ending_sexortion/naming_shaming_ending_sexortion.pdf)

<sup>8</sup> U4, Gender Sensitivity in Corruption Reporting and Whistleblowing: <https://www.u4.no/publications/gender-sensitivity-in-corruption-reporting-and-whistleblowing/fullversion#gender-and-whistleblowing>