



APEC ACTWG

Summary Report: Symposium on Gender Mainstreaming and Women Empowerment to Fight Corruption

Putrajaya, Malaysia

11-12 February 2020

**APEC Anti-Corruption and Transparency Experts Working Group
(ACTWG) in collaboration with
Policy Partnership on Women and the Economy (PPWE)
APEC Project ACT 01 2019**

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GLOSSARY LIST

ACTWG	Anti-Corruption and Transparency Experts Working Group
APS	Australian Public Service
APEC	Asia Pacific Economic Cooperation
CEDAW	Convention on the Elimination of All Forms of Discrimination Against Women
CRD	Community Relations Department, ICAC
GBA	Gender Based Assessment
GID	Gender Information Desk
GIG	Gender Inclusion Guidelines
ICAC	Independent Commission Against Corruption, Hong Kong, China
NGO	Non-Government Organization
OECD	The Organization for Economic Co-operation and Development
PPWE	Policy Partnership on Women and the Economy
SOM	Senior Officials Meeting
SDG	Sustainable Development Goal
SDD	Sex Disaggregated Data
TI	Transparency International
UN Women	The United Nations Entity for Gender Equality and the Empowerment of Women
UNODC	The United Nations Office on Drugs and Crime
UNCAC	United Nations Convention against Corruption
W-GDP	Women's Global Development and Prosperity Initiative

EXECUTIVE SUMMARY

The APEC-funded project ACT 01 2019, titled “Symposium on “Gender Mainstreaming and Women Empowerment to Fight Corruption” was successfully held on the margins of SOM1 APEC in Putrajaya, Malaysia from 11-12 February 2020. This symposium is the first-ever collaboration between two fora, namely, the Anti-Corruption and Transparency Experts Working Group (ACTWG) and the Policy Partnership on Women and the Economy (PPWE). This collaboration between the two fora is expected to explore the knowledge of causal relationship between gender and corruption among APEC members and to identify the different impacts that corruption may have on women and men and the society at large, as well as how women and men may take different approaches in tackling corruption. The cross-fora collaboration symposium with APEC PPWE was intended to incorporate more insightful contents on cross-cutting issues that involved corruption and its impact upon women/men and adequate measures to prevent and fight corruption.

The symposium aimed to achieve the following outcomes:

- i. Provide capacity building for APEC economies and their law enforcement agencies on policy making by developing knowledge of a potential causal relationship between gender and corruption and identifying the different impacts that corruption may have on women and men;
- ii. Provide a platform to facilitate dialogue between the ACTWG, PPWE, international organizations, public and private sectors, and academia to promote transparency and fight corruption in identified corruption-prone areas with emphasis on gender mainstreaming and women empowerment;
- iii. Discuss and formulate a set of policy recommendations which take into consideration gender mainstreaming and amplifying women empowerment in future anti-corruption programmes and initiatives;
- iv. Prepare and publish a digital publication titled “*APEC ACTWG Gender Mainstreaming and Women Empowerment to Fight Corruption: Capacity Building and Policy Recommendations*”.

The symposium was organized by the Malaysian Anti-Corruption Commission (MACC) with the support funding from APEC. This one and a half-day event was comprised of three plenary sessions (on day 1) and four syndicate discussions (on day 2) both of which were moderated by international experts, policy makers and practitioners in applying gender mainstreaming and women empowerment to prevent and fight corrupt, and corresponding practices in the economic, political and, social spheres.

Prior to the symposium, a stocktaking survey had been conducted to assess the status of integration of gender mainstreaming and women empowerment to fight corruption from among the 21 member economies. The results of the stocktaking from 17 out of the 21 member economies assisted Malaysia to develop the symposium agenda and also identify the potential speakers and moderators for the symposium.

The symposium was attended by 135 international and local participants. On the first day of the event, the three plenary sessions that were held involved three moderators and 13

speakers that were comprised of experts, academia, anti-corruption practitioners from the public and private sectors, as well as women group advocates across 15 member economies, namely Australia; Brunei Darussalam; Canada; Chile; Hong Kong, China; Indonesia; Malaysia; Mexico; New Zealand; Peru; the Republic of the Philippines; Singapore; Thailand; the United States; and Viet Nam as well as international organizations, namely, UN Women, UNODC and TI – Berlin.

From the outcomes of the three plenary sessions, various aspects of gender mainstreaming including gaps and weaknesses in the integration of gendered elements into anti-corruption initiatives were identified. And based on these, a list of eight policy recommendations to adopt gender mainstreaming of anti-corruption initiatives and empowerment of women to fight corruption was drafted by the Project Overseer and Project Contractor.

On the second day (half-day event) of the symposium, a syndicate discussion session was held with 37 participants from 14 APEC member economies and 50 participants from 16 local government agencies. The delivered suggestions of the syndicate discussions were taken into consideration to improvise the draft policy recommendations created by Malaysia with the view for endorsement at SOM3 in August 2020. The endorsed policy recommendations are intended to be used for the purpose of guidance and reference where appropriate among 21 APEC member economies and other related stakeholders to design and improve their existing anti-corruption policies that would benefit both men and women.

The symposium ended with a post-symposium survey with results that showed relatively high scores in terms of the symposium in meeting the project objectives; the relevancy of topics covered; and clarity of contents in addressing gender issues.

In conclusion, this symposium has been a successful event as it is relevant for and in alignment with the ACTWG Multi-Year Strategic Plan 2019-2022.

1.0. INTRODUCTION

1.1. BACKGROUND

Corruption affects every level of society and from some research¹ it is implied that corruption may impact women and men differently with women being more severely affected as the victims of corruption rather than as perpetrators while accessing resources (economic, social and political) and service delivery. Women, on the other hand, could also be solutions to the scourge of corruption if they are placed in decision-making positions or grassroots women anti-corruption initiatives².

Given the findings that corruption may affect differently on women and men, for example when public resources are limited due to corrupt practices, women, who may be more dependent on public services, suffer disproportionately. It is pertinent that a gendered perspective of corruption should be integrated into the policies, planning, and programmes of anti-corruption strategies and initiatives of every economy.

This symposium is therefore designed to provide for the sharing of experiences and discussions on ways to reduce corruption through empowerment of women and women groups in the economic, social, and political spheres. It also benefits Asia Pacific Economic Cooperation (APEC) member economies' objectives to address issues of governance in relation to women's roles in leadership, decision-making positions, and top-level management across the public and private sectors.

1.2. PURPOSE

This report summarizes the aim, methodology, and outcomes of the project ACT 01 2019 which is in the mode of a one-and-a half-day symposium by the title of "Gender Mainstreaming and Women Empowerment to Fight Corruption". Another project objective is to develop policy recommendations formulated from the findings of the symposium for consideration to be adopted by APEC member economies.

1.3. SCOPE

Gender mainstreaming has been on the agenda of the international community and it is an integral process in achieving the overarching goals of Sustainable Development Goal (SDG) 5, which is towards achieving gender equality and empowering all women and those that engaged in social movements and the SDG 16, which is *"to promote peaceful and inclusive societies for sustainable development, provide access to justice for all and build effective, accountable and inclusive institutions at all levels"*.

In as far as APEC is concerned, gender is a cross-cutting issue for inclusive growth among the 21 member economies and it is within the purview of the Policy Partnership on Women and the Economy (PPWE) as mandated under the Framework for the Integration of Women

See for example:

¹ Anand Swamy, Stephen Knack, Yong Lee and Omar Azfar, Gender and Corruption, 2000

² UNDP (2012), Seeing Beyond The State: Grassroots Women's Perspectives On Corruption And Anti-Corruption, <https://www.undp.org/content/dam/undp/library/Democratic%20Governance/Anti-corruption/Grassroots%20women%20and%20anti-corruption.pdf>

(1999) and APEC Gender Inclusion Guidelines (GIG). Nevertheless the scope of this symposium is focused primarily on gender mainstreaming and women empowerment in anti-corruption initiatives which are the concerns of the Anti-Corruption and Transparency Experts Working Group (ACTWG). As highlighted during the Symposium, examining the role of gender and corruption through the ACTWG also advances the goals of the La Serena Roadmap on Women and Inclusive Growth, by advocating for women in leadership in diverse sectors and championing sex-disaggregated data, for example.

The symposium agenda covered three broad areas, namely:

- a) the international perspectives of gender mainstreaming and women empowerment by United Nations Entity for Gender Equality and the Empowerment of Women (UN Women), the United Nations Office on Drugs and Crime (UNODC), and the Transparency International (TI) - Berlin;
- b) best practices of women and women groups empowerment by APEC member economies;
- c) Identification of gaps and the way forward in the application of gender mainstreaming to anti-corruption initiatives by law enforcement bodies of APEC ACTWG members.

1.4. OBJECTIVES

This symposium, by and large, is in alignment with, and a fulfilment of, the ACTWG Multi-Year Plan 2019-2022 which mentions that the ACTWG is to cooperate with relevant APEC fora, related international organizations, academia, and the private sector in order to increase transparency, integrity, and good governance of APEC economies to the next level. In this instance, the symposium has provided a platform to facilitate dialogues between ACTWG with the PPWE; experts from international organizations; women groups against corruption; women leaders in the private sectors and academicians to promote integrity and removal of corruption in identified corruption-prone areas with an emphasis on gender mainstreaming and women empowerment. The outcomes of the symposium will also help frame future work plans and planning processes for the ACTWG.

In addition, the symposium has also served as an impetus for the ACTWG to ensure that women and women groups can be empowered to participate in design, oversight, and evaluation of initiatives, policies, and programmes that can reduce incidences of corruption and their negative impacts in the distribution of resources and accesses to services.

Finally, while many important conventions on anti-corruption strategies and measures, such as the United Nations Convention against Corruption (UNCAC) and the Organization for Economic Co-operation and Development (OECD) Anti-Bribery Convention (officially Convention on Combating Bribery of Foreign Public Officials in International Business Transactions), have come already into force in APEC member economies that are parties to the said multi-lateral legal instruments, they do not explicitly incorporate any gendered perspectives in their anti-corruption preventive and law enforcement provisions. It is therefore relevant for APEC ACTWG to address this topic through capacity building by the sharing of best practices and to consider policy recommendations based on the outcomes of this symposium, which can be used in the ACTWG future works or strategic plan, namely the ACTWG Multi-Year Strategic Plan 2023-2026.

2.0. METHODOLOGY

2.1. OVERVIEW OF THE TWO-DAY SYMPOSIUM

This APEC-funded Project was successfully implemented and held on the margins of the Senior Official Meeting (SOM) 1 in Putrajaya, Malaysia from 11 to 12 February 2020. This symposium was a collaboration between two fora: ACTWG and PPWE. The symposium which lasted for one and a half days was attended by 135 international and local participants, namely, as follows: 100 local and 35 foreign, out of whom 16 were speakers, moderators, and resource persons (including those from the UN Women, UNODC, TI – Berlin) while 119 were participants. Out of the 119 participants, 96 were local and 23 foreign. The economies represented (by the participants and the speakers/resource persons) were APEC member economies from Australia*³; Brunei Darussalam; Canada; Chile; Hong Kong, China; Indonesia; Malaysia; Mexico; New Zealand; Peru; the Republic of the Philippines**⁴; Russia; Singapore; Thailand; the United States; and Viet Nam.

The symposium was designed to include presentations and syndicate discussions on policy recommendations. It also presented the outcome of a pre-symposium stock-taking survey that had been conducted by Malaysia. The symposium ended with a post-symposium survey that concluded with the symposium achieving high scores in objectives, topics covered, clarity of content, and addressing gender issues.

2.2. PROCEEDINGS OF DAY 1 OF SYMPOSIUM

2.2.1. OPENING CEREMONY

The symposium was officiated by three prominent women figures from Malaysia, namely, the Malaysia Deputy Prime Minister and Minister of Women, Family and Community Development; the APEC ACTWG Chair, also the Chief Commissioner of Malaysian Anti-Corruption Commission (MACC) and the APEC PPWE Co-Chair- cum- the Director General of Women Development Department, Minister of Women, Family and Community Development of Malaysia.

Ms Latheefa Koya, the Chief Commissioner of Malaysian Anti- Corruption Commission (MACC) and APEC ACTWG Chair, extended a warm welcome to the participants. She highlighted that women's participation in the fight to combat corruption is crucial as they are often taken advantage of and ended up becoming a victim. Apart from the symposium, she hoped that other aspects or methods on how to ensure effective women participation in the fight against corruption are also discussed as the ACTWG is facing bigger challenges in stamping out corruption due to its level of sophistication. She emphasized that platforms such as APEC would be the best way to find solutions in tackling such issues as the whole of Asia-Pacific economies are gathered at the symposium to work together in the fight against corruption.

*³ Speakers from Australia and The Republic of the Philippines delivered their respective presentations via a pre-recorded video during the symposium.

**⁴ as per *³ above

Datuk Saidatu Akhma Binti Hassan the Director General of Women Development Department and Minister of Women, Family and Community Development for the Government of Malaysia and also the APEC PPWE Co-Chair, welcomed the participants and emphasized that corruption impacts women as they make up the larger portion of people living in poverty. Datuk Saidatu Akhma Binti Hassan noted that inequality between men and women promotes corrupt behaviors and as a result, women's access to public resources, information and decision-making is limited. She therefore stressed that efforts should be imposed to empower our women to balance the unequal power relationships that persist presently.

The Right Honourable **Dato Seri Dr Wan Azizah Binti Wan Ismail** who is the Deputy Prime Minister and Minister of Women, Family and Community Development for the Government of Malaysia, highlighted that the first panacea to fighting any form of corruption is by building an ecosystem of the public's rights and access to information; freedom of speech; legal protection and the existence of mechanisms to report corruption and register grievances apart from the existence of anti-corruption laws. In order to establish such an ecosystem the Deputy Prime Minister emphasized the need to first identify whether there are any lack of proper anti-corruption laws and/or infrastructure and/or lack of sufficient public awareness in existing laws and measures to address corruption faced by women. Additionally she opined that there is also an urgency for all to involve grassroots women in domestic anti-corruption programmes and policy development via establishment of monitoring and audit tools through a variety of mechanisms, which are gender sensitive. She added that central to this effort and initiative is the creation of whistleblower protection and safe spaces for women to report corruption with clear channels for redressing incidents of corruption.

Mr Chuah Chang Man, the Project Contractor of the symposium, presented the objectives of the symposium and programme for the two days and he also shared the results of the stocktaking survey which was carried out in connection with the project.

2.3. STOCK-TAKING SURVEY & OUTCOMES

A pre-symposium stock-taking survey was conducted between 9 October and 31 October 2019 by the MACC with a questionnaire prepared by the Project Contractor and supported by the PPWE. The objective of the survey was to assess the status on integration of gender mainstreaming and women empowerment to fight corruption from among the 21 member economies of the ACTWG. The stock-taking exercise was essentially a quantitative and qualitative survey that comprised a set of 14 questions pertaining to the integration of gender mainstreaming elements and tools (such as sex-disaggregated data collection, gender analysis, gender responsive budgeting) and women empowerment/participation into the economies' anti-corruption policies, legislation, and programmes. The stock-taking survey turned out to be a success whereby 17 out of 21 member economies responded to the survey. The respondents of the survey consisted of anti-corruption based women movements, law enforcement agencies, public prosecutors' offices, and the offices of ombudsman (see Table 1.0). The responses of the survey had enabled Malaysia to shape the symposium agenda and also identify the potential speakers and moderators from among the 21 member economies required for the symposium.

Table 1.0: Stock-taking Survey Respondents

Economies	Agencies
Australia	Attorney General's Department with assistant of Australian Federal Police; Department of Prime Minister & Cabinet; Commonwealth Director of Public Prosecutions; Australian Public Service Commission and Australian Commission for Law Enforcement Integrity.
Canada	Global Affairs Canada (GAC)
Chile	Public Prosecutor's Office of Chile
Hong Kong, China	Independent Commission Against Corruption (ICAC)
Indonesia	Komisi Pemberantasan Korupsi (KPK)
Republic of Korea	Anti-Corruption and Civil Rights Commission (ACRC)
Malaysia	Ministry of Women, Family & Community Development (KPWKM); Malaysian Anti- Corruption Commission (MACC)
New Zealand	Serious Fraud Office (SFO) & Ministry of Justice
Papua New Guinea	Department of Justice & Attorney General (DJAG)
Peru	Secretariat of Public Integrity of the Presidency of the Council of Ministers; Ministry of Women and Vulnerable Populations; Public Prosecution Service and Attorney General's Office.
The Republic of the Philippines	Office of the Ombudsman
Russia	Investigative Committee of Russia
Singapore	Corrupt Practices Investigation Bureau (CPIB)
Chinese Taipei	Agency Against Corruption (AAC), Ministry of Justice.
Thailand	National Anti- Corruption Commission (NACC)
The United States	U.S. Department of State
Viet Nam	Government Inspectorate of Vietnam

2.4. PARTICIPANTS

Participation of the symposium was opened to members of the ACTWG, the PPWE, and local government officials of relevant ministries, the public sector, private sectors, and NGOs. A total of 135 participants attended the symposium and they were comprised of 39 individuals from foreign member economies while 100 were local participants as reflected in Table 2.0. The symposium garnered 58.3% of female participation rate with a total of 81 women compared to 58 (41.7%) men who attended the symposium as represented in Table 2.1.

Table 2.0: Composition of participants

	Foreign Participants	Local Participants	Total
Speakers/Moderators	12	4	16
Participants	27	96	123
Total	39	100	139

Table 2.1: Composition of participants by gender

	Male Participants	Female Participants	Total
Speakers/Moderators	3	13	16
Participants	55	68	123
Total	58	81	139

Table 2.2: Distribution of participants by Economies, International Organizations/ NGO's/ others

APEC Member Economies	No. of representatives	International Organizations/NGO's/Others	No. of representatives
Australia	1*	APEC Secretariat	2
Brunei Darussalam	2	Embassy of Mexico (EMBAMEX)	1
Canada	1	United Nations Office on Drugs and Crime (UNDOC)	2
Chile	2	United Nations Entity for Gender Equality and the Empowerment of Women (UN Women)	1
Hong Kong, China	5	Gerakan Saya Perempuan Anti Korupsi (SPAK)	1
Indonesia	2	Transparency International (TI) - Berlin	1
Malaysia	100		
Mexico	1		
New Zealand	2		
Peru	2		
The Republic of the Philippines	1*		
Russia	1		
Singapore	2		
Thailand	3		
The United States	3		
Viet Nam	3		
TOTAL	131		8

* Australia and the Republic of the Philippines participated via pre-recorded videos

2.5. DAY-ONE OF SYMPOSIUM PRESENTATIONS

2.5.1 PANEL OF SPEAKERS AND MODERATORS

The three plenary sessions on the 1st day involved three moderators and a total of 16 speakers comprising of experts, academia, anti-corruption practitioners, public and private sector figures, diplomatic staff, and women group advocates across 15 member economies, namely Australia; Brunei Darussalam; Canada; Chile; Hong Kong, China; Indonesia; Malaysia; Mexico; New Zealand; Peru; the Republic of the Philippines; Singapore; Thailand; the United States; and Viet Nam; as well as international organizations, namely, UN Women, UNODC and TI – Berlin. The above mentioned participants included a prominent women's group called SPAK⁵ as well as the law enforcement bodies of APEC ACTWG members from BMR (Brunei

⁵ The SPAK stands for "Saya Perempuan Anti Korupsi" is a socialist movement based in Indonesia and was established on 22 April 2014. The movement mainly focuses on 2 main activities that is to give training on anti-corrupt awareness and instilling the anti-corruption campaign to all folks of lives in Indonesia. Bengkulu (2019), Mengenal Gerakan Saya Perempuan Anti-Korupsi (SPAK), <https://bengkulu.kemenag.go.id/artikel/42948-mengenal-gerakan-saya-perempuan-anti-korupsi-spak>

Darussalam), ICAC (Hong Kong, China), KPK (Indonesia), MACC (Malaysia), SFO (New Zealand), CPIB (Singapore), NACC (Thailand), and The Government Inspectorate of Vietnam (Viet Nam). The symposium also achieved its target to invite at least 50% of female speakers as 13 (81%) overall turnout of the 16 speakers were women. The speakers from Australia and the Republic of the Philippines, on the other hand, participated via pre-recorded videos during the symposium

Table 3.0: Distribution of Participants in accordance to Ministries, Departments and Organizations

Foreign Participants		Local Participants	
APEC Secretariat	2	Malaysian Anti- Corruption Commission (MACC)	79
Global Affairs Canada (GAC)	1	National Council Women’s Organizations Malaysia (NCWO)	2
Serious Fraud Office (SFO)	2	Pertubuhan Ekonomi dan Kebajikan Wanita (PEKA)	2
Government Inspectorate of Vietnam	3	Institute for Democracy and Economic Affairs (IDEAS)	2
U.S. Department of State	3	Parliament of Malaysia	1
Transparency International (TI)- Berlin	1	Puspanita Kebangsaan	1
Ministry of Trade Republic of Indonesia	1	Transparency International (TI)- Malaysia	2
Anti-Corruption Bureau (ACB), Prime Minister Office, Brunei Darussalam	2	Ministry of Women, Family & Community Development (KPWKM)	3
Corrupt Practices Investigation Bureau (CPIB)	2	National University of Malaysia (UKM)	1
National Anti- Corruption Commission (NACC)	3	Department of Women Development, Ministry of Women, Family & Community Development (KPWKM)	1
United Nations Office on Drugs and Crime (UNDOC)	2	Yayasan Anti- Rasuah Malaysia (YARM)	1
Independent Commission Against Corruption (ICAC)	5	Angkatan Mahasiswa Antirasuah (AMAR) under the National University of Malaysia (UKM)	3
United Nations Entity for Gender Equality and the Empowerment of Women (UN Women)	1	The Royal Malaysian Police (RMP)	1
Public Prosecutor’s Office of Chile	1	Bank Rakyat, Malaysia	1
Ministry of Women and Gender Equality ,Chile	1		
Ministry of Labour and Social Protection, Russia	1		
Public Prosecutor’s Office , Peru	2		
Gerakan Saya Perempuan Anti Korupsi (SPAK)	1		
Ministry of Women and Vulnerable Populations, Peru	1		
Embassy of Mexico (EMBAMEX)	1		
Office of the Ombudsman, Proper (The Republic of the Philippines)	1*		
Attorney-General’s Department of Australia	1*		
Komisi Pemberantasan Korupsi (KPK)	1		
Total	39		100

* Australia and the Republic of the Philippines participated via pre-recorded videos

2.5.2. PLENARY SESSION 1: GENDER MAINSTREAMING AND WOMEN EMPOWERMENT FROM INTERNATIONAL & REGIONAL PERSPECTIVES: CONCEPT, INITIATIVES AND MANDATES.

2.5.2.1 MODERATOR AND SESSION OUTCOMES:

Dr Jashpal Kaur, Gender Expert from the Ministry of Women, Family & Community Development for the Government of Malaysia and moderator for Session 1, introduced the speakers from the UN Women, UNODC and TI (Berlin).

In the first session, the speakers from UN Women, UNODC and TI (Berlin) shared different mandates, experiences and focus areas on gender and corruption. The outcomes of this session impressed upon participants the need to address the plight of women being victims of corruption at all levels of societies (especially the poor) at the point of accessing resources and public services. The session also touched on principles and tools of gender mainstreaming, such as the application of sex- disaggregated- data that could be used for planning anti-corruption programmes; and advocated the involvement of women in leadership, decision-making, and management positions as part of their mandates to meet SDG goals and as a step to reduce the negative impacts of corruption on women.

2.5.2.2 SPEAKERS:

- The first presentation titled, “Fighting the Gendered Impact of Corruption”, was delivered by **Ms. Gaelle Demolis**, Programme Specialist for the Governance, Peace and Security Unit at the UN Women Regional Office for Asia and the Pacific. She explained that women are more susceptible to pay bribes depending on the situation of the economy, education, legislation, cultures, and social norms. She stressed that corruption’s impact on women might be greater than men’s when the currency of bribes is in the form of sexual favors (sextortion). She pointed out from a recent survey that one in five women experiences sextortion or knows someone who has. She concluded with a few recommendations to address the situation such as:
 - i. *Influx of new and foreign non-participants sufficiently included to disturb the networks [typically all male that excluded women from engaging or benefitting from corrupt activities] and reduces the effects of corruption;*
 - ii. *Increasing the number of female politicians/public officials;*
 - iii. *Creating a “fairer systems”, public accountability and governance systems that are transparent and responsive to women’s and men’s needs;*
 - iv. *Recruitment of more women in law enforcement reduces the risk of sextortion;*
 - v. *Reallocation of minimum of 30% women in elected assemblies to reduce petty and grand corruption; and*
 - vi. *Emphasis to be given for the urgency that more data is needed on nexus between Gender and Corruption to be added to the existing database.*

- **Ms. Jennifer Sarvary Bradford**, from the UNODC followed with her presentation by exploring the gender dimensions of corruption. She raised her arguments on gender as being an agent for change and inclusion into rebooting the fight against corruption. She also contended that more research on gender is needed for policy making levels to be executed. Her recommendations for the private sector were to develop a gender-analysis on how business regulations, compliance, and integrity requirements impact women's rights and participation. She also said it is the sector's obligation to raise awareness on corruption issues faced by women in the private sector; and improve women's representation within middle-management level. Her proposals were on the role of Civil Society Organizations (CSO) to 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, and education platforms; understanding the systematic manner (of) the different roles and approaches taken by male and female anti-corruption activists; and finally the utilization of social media to reach youth and the general public. She also indicated that the concept of "Sextortion" is an important addition to understanding of different forms of violence against women and girls and the enabling environment, attitudes, beliefs, and behaviors that perpetuate violence. Such conduct is not only sexually violent and abusive, but it is also a form of corruption. In effect, sextortion is a form of corruption in which rather than money, sex, is the currency of the bribe. The perpetrator, usually a man in legitimate authority, abuses his authority by demanding or accepting sexual acts in exchange for the exercise of that authority.

Ms. Jennifer Sarvary Bradford also highlighted that the UN system has adopted a zero-tolerance policy towards this kind of sexual abuse and exploitation by its staff. In the final analysis she pointed out that...*"Talking about sexual abuse, exploitation, and coercion in all its forms, including "sextortion", is an important step towards breaking the silence about violence against women. Just as importantly, it situates violence against women and girls in the broader context of good governance and economic and social rights"*.

- **Ms. Maria Emilia Berazategui**, the Global Advocacy Coordinator from Transparency International (Berlin) continued with her presentation by explaining that many forms of corruption affect both women and men and corruption disproportionately affects vulnerable populations and hits the poor the hardest, especially women, who represent a higher share of the world's poor. She said that in order to achieve gender equality, governments need to design and implement public policies with a gender perspective.

She proposed some ideas which economies could use to tackle gender and corruption, which included:

- "Collect, analyze and disseminate gender disaggregated data. Timely access to sufficient, accurate and up-to-date information is essential in order to design, implement and monitor effective public policies, and to better integrate gender into anti-corruption policies;*
- Recognize and address specific gendered forms of corruption. Sexual extortion (sextortion), a form of corruption where sex is the currency of the bribe, is only one form of corruption that disproportionately affects women.*

Other forms of abusive behaviour are not always recognized as corruption and are less likely to be reported due to a culture of shaming and victim blaming. Economies should ensure their judicial systems have the necessary tools and awareness to address sextortion cases;

- iii. *Include women in anti-corruption decision making. To ensure fairer access to political rights, women have to be part of the formulation, implementation, monitoring and evaluation of anti-corruption policies;*
- iv. *Empower women. Women are less likely to report abuse, as they are often unaware of their rights and entitlements, which make them easier targets for corruption. Governments, international organizations, businesses and civil society organizations can and should play a key role to help ensure women have full knowledge of their rights through campaigns and information on gendered forms of corruption; and*
- v. *Gender sensitive reporting mechanisms. Safe, accountable, accessible and, most importantly, gender sensitive mechanisms should be created to report corruption. These mechanisms should take into account cultural context and gender issues that might hinder reporting”.*

2.5.2.3 QUESTION & ANSWER SESSION 1

Among the questions raised 1 and the corresponding answers given during Plenary Session were as per table 4.0 below:

Table 4.0: Q & A Session - Session 1

Question	Name of participant who proposed the question	Answers
Are there any methods to implement and integrate gender mainstreaming in the agencies since there is a missing gap shown in the data?	Ms. Maria Chin Abdullah, Member of Parliament, Malaysia	<ul style="list-style-type: none"> • Ms. Jennifer Sarvary Bradford contended that there are couple of methods that she believed to be calculated such as the necessity to look into the entry level of women in public sector; career enhancement and opportunity; balancing the act of gender equality in most economies that is far despaired; and a study to be conducted upon the hierarchy level where there are breakages in the gender mainstreaming mechanism. She concluded that in order to make those changes, every economy must ensure the similar access, rights and opportunity is given to all irrespective of gender. She gave the example of Thailand on entry of women in judicial/prosecutorial occupation. • Ms. Galle Demolis, in response, was of the view that gender equality can be achieved through gender responsive budgeting as an entry point in gender

		mainstreaming while referring to the successful implementation of gender responsive budgeting by Morocco.
What are the recommendations for the anti-corruption agencies to address sextortion issues?	Ms. Hong Chin Chin, MACC, Malaysia.	<ul style="list-style-type: none"> Ms. Emilia Berazategui from TI (Berlin) responded that the first important thing in order to address sextortion is the awareness among the public that sextortion is a form of corruption as in most cases victims are unaware that sextortion is a form of corrupt practice. The community must understand that sextortion not only affects women but also men equally. Thus, there's an immediate urgency for a gender mechanism to raise the awareness first in order to welcome victims to come out and lodge complaints as improvement could be done to the existing legislation on sextortion as a form of crime.

2.5.3 PLENARY SESSION 2: WOMEN EMPOWERMENT AND ENGAGEMENT OF WOMEN AND WOMEN GROUPS IN FIGHTING CORRUPTION

2.5.3.1 MODERATOR AND SESSION OUTCOMES:

The Honourable Maria Chin Abdullah, Member of Parliament in Malaysia moderated Session 2 on the best practices and challenges faced by women, women groups, and private sector players. The outcome of this session emphasized the role of women empowerment as agents of change within the economic, political, and social spheres to combat corruption by giving more opportunities to women in accessing basic public services, global markets, and electoral politics. She also impressed on the effectiveness of institutionalizing complaints mechanisms for women who are victims of crimes.

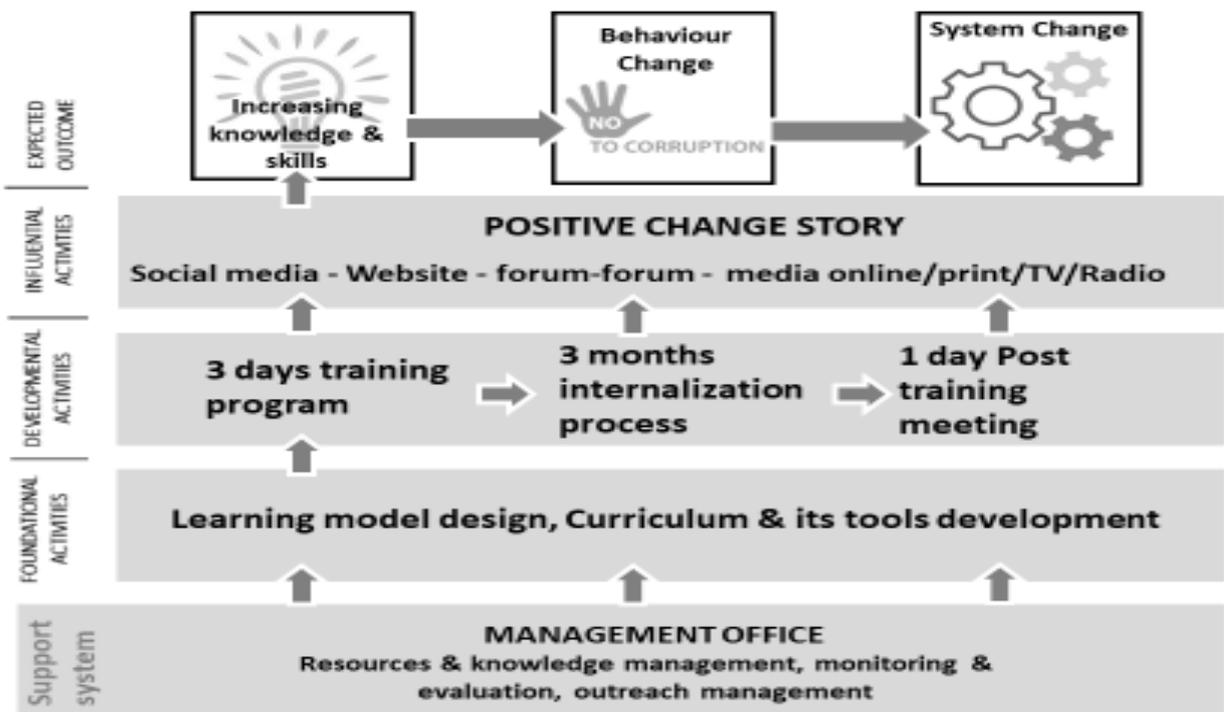
2.5.3.2 SPEAKERS:

- **Ms. Judhi Kristantini**, the founder of the social movement called "I am a Woman against Corruption" (SPAK) of Indonesia explained that corruption is not only a matter of law, it is a social problem that has a very broad adverse effect for everybody. According to her the term "corruption" is, more often than not, interpreted as "misuse of state money" to be carried out only by state officials. She contended that by this narrow understanding of corruption, it was as if corruption is only a problem far from the lives of the general public when in actuality it can be committed by anyone. In explaining that position, Ms. Judhi said that as far as SPAK is concerned, corruption is the evolution of corruptive behavior that can be performed by those who are accustomed to such behavior. According to Ms. Judhi, it is based on the latter understanding, that Indonesia started thinking about the need to develop a movement that prevents corruption stemming from corruptive behavior. She explained that the movement believes that it must start from home and involve women and those who have a significant role in the family to nurture anti-corruption values. Thus, the "I am a Woman against Corruption" movement or "*Saya Perempuan Anti Korupsi*" (SPAK) in the Indonesian native language was introduced in 2013 and an implementation design was put in place.

SPAK's role in engendering anti-corruption activities, according to Ms. Judhi, has significantly impacted Indonesia in the following ways:

- (a) The "I am a Woman against Corruption" (SPAK) movement has proven its ability to act as a bridge between institutions and civil society in relation to enhance the role of women as agents of change in the fight against corruption; and
- (b) The SPAK approach now encompasses civil society, encouraging women in various walks of life to become "SPAK agents"⁶. There is hope for the SPAK approach to be replicated and developed across all anti-corruption institutions and in the private sector. SPAK has become a useful channel for women in civil society to cooperate with women in the civil service.

Figure 1.0: SPAK Implementation Design



- **Ms. Silvia Ruiz Zarate**, General Secretary, Ministry Of Women and Vulnerable Populations from Peru elaborated on the "Initiatives Promoting Best Practices in the Anti-Corruption Peruvian Policy". She acknowledged that corruption hampers development of people and affects the fulfilment of human rights, particularly those of the most vulnerable groups: that women and girls are among the most affected, not least because corruption exacerbates existing inequalities as a result of an asymmetric power relationship. She promulgated that the "*Peruvian justice has been applying and raises awareness among the population*"

⁶ UNDOC(2018), "Strengthening Anti-Corruption Institutions in Indonesia". Accessed via: https://www.unodc.org/documents/evaluation/Independent_Project_Evaluations/2018/INDA03_Final_Independent_Project_Evaluation_Report_April_2018.pdf.

regarding the importance to confront corruption in multiple areas. As such, this is an opportunity for women to promote their political, economic and social participation by accelerating equal participation in decision making and empowering to seek alternatives and solutions in the fight against corruption through equality and gender equity based on the perception that women are less corruptible and that they instruct social values and principles at home. She also explained that Peru had formed the “Gender, Women And Anti-Corruption Working Group”⁷ by carrying out activities such as the gathering of information on the participation of women in public administration: - the definition of abuse of public power to obtain sexual favour (sextortion) ; timely care protocols and short training programs. These are seen as an important first step to solve problems such as women’s trafficking, extortion and sexual harassment and other social problems”.

She also highlighted that the establishment of Ministry of Women and Vulnerable Populations since 2019 a mandatory Compliance Anti-Bribery Policy, which strictly prohibits and does not tolerate the practice or promotion of acts of corruption and bribery, directly or indirectly.

“It also commits public servants to combat bribery in all its forms and develop strategies and actions on these issues. Thanks to this initiative, the Ministry of Women and Vulnerable Populations has received the certification of the International Standard ISO 37001-2017 for promoting the Anti-Bribery Management System and Anti-Corruption Fight regarding integrity, honesty and compliance. This certification is a reference model that has been adopted by 40 economies and is supported by the OECD. The fights against corruption also go through developing a fundamental base element that is education, the more women with access to education that the people have, the lower the cases of corruption or tolerance to this scourge”.

Therefore, she urges APEC members to focus their efforts and initiatives in fighting corruption based on the strengthening of education.

- **Ms. Lauren Scott**, Economic Policy Advisor, Secretary’s Office of Global Women’s Issues, Department of State (United States) presented on the topic *“Overcoming Barriers & Seizing Opportunities to Fight Corruption through Women’s Economic Empowerment.”* She provided an overview of the Women’s Global Development and Prosperity (W-GDP) Initiative⁸ launched in February 2019, through which the United States aims to economically empower 50 million women globally by 2025. The third pillar of W-GDP emphasizes addressing legal and regulatory barriers, employer practices, and social and cultural norms that restrict women’s economic empowerment, which can include corruption. She said that by having strong regulatory regimes, an economy can protect against corruption to the benefit of all society. She also put forth the U.S. perspective of women in law enforcement, noting that gender diversity in organizational leadership is correlated with reduced

⁷ SCE (2016), Independent Assessment Report of the Anti- Corruption and Transparency Expert’s Working Group. Can be accessed via: file:///D:/Downloads/ACTWG%20IA%20report_endorsed%20at%20SCE2_120516.pdf

⁸ Whitehouse (2019) Women’s Global Development and Prosperity (W-GDP) Initiative. Can be accessed via: <https://www.whitehouse.gov/wgdp/>

corruption. Ms. Scott shared recommendations to support women in law enforcement careers,⁹ as follows :

- i. Supporting female mentorship in police forces;
- ii. Creating flexible, family- oriented policies;
- iii. Identifying male champions;
- iv. Reframing stereotypes;
- v. Looking to positive examples for lessons learned;
- vi. Investing in partnerships for future research and outreach.

Ms Lauren Scott wrapped up her presentation on the role women play in the fight against corruption by stating that... *“Women must be a central part of the solution in the fight against corruption, and they should be empowered to report abuse. Public information campaigns must be capable of educating women of the law and their rights. Women should be encouraged and supported in pursuing leadership positions across all sectors, female voices can amplify gender discrimination and corrupt practices in roles traditionally held by men.”*

- **Datuk Shireen Ann Zaharah binti Muhiudeen**, who is the Public Interest and Independent and Non-Executive Chairman of Bursa Malaysia (previously known as Kuala Lumpur Stock Exchange) from Malaysia spoke on *“Corruption in Corporate Malaysia: #Women say no to corruption”*. She presented that in the corporate world, those in power will use that power to instil fear or to favour so that they get what they want. She highlighted methods to avoid against corruption within the stock exchange sectors. Among the methods were:
 - i. To get a transparent nomination process to ensure people who are onboard have been vetted and gone through a rigid transparency process;
 - ii. The appointees should have good competency skills that fits the standards of transparency set;and
 - iii. Set up a subcommittee to govern and oversee the process.

She also pointed out that those women who hold positions of company secretaries are seen as the “areas for empowerment” and the “centres of focus”. She was of the view that *“Women as company secretaries are exposed more on details upon corrupt act that lingered in their companies however they are not in the position or have the space and opportunity to report or to expose the perpetrators without any prejudice”*. The power mentioned here would be the freedom to highlight any wrong-doing to relevant authorities in which she suggested to create a whistle blower policy within companies to address the matter.

⁹ NIOJ (2018) Research Summit on Women in Policing. Can be accessed via: <https://nij.ojp.gov/speech/research-summit-women-policing>

2.5.3.3 QUESTION & ANSWER SESSION 2

The Q & A session for Session 2 is as per Table 5.0. Among the questions raised and answers given were as follows:

Table 5.0: Q & A Session - Session 2

Question	Name of participant who proposed the question	Answers
<p>How do we actually get a lot more private sector, public sector & NGO to buy in, to ensure they have guidelines or certification so that we can see more involvement in terms of combating corruption?</p>	<p>Ms Maria Chin Abdullah, Member of Parliament, Malaysia</p>	<ul style="list-style-type: none"> • Ms Lauren Scott opined that the private sector, public sector and NGO benefit in having more women at the top positions of their organization (particularly in leadership positions). As she highlighted that research shows that companies will be more successful, profitable, and less corrupt if they have more women at the top positions. • The Honourable Datuk Shireen Ann Zaharah binti Muhiudeen contemplated that women nowadays are working so hard however the efforts are not enough and yet not recognized as they do for men. She sees this trend as a form of corporate bullying and will be a great challenge for women to prove themselves in the corporate ladder equally as for men. • Ms. Silvia Ruiz Zarate in her answer said that economies should promote different rules or laws domestically that work for men and [those that work] women. As some rules or laws are not viable for women thus changing the framework could make a big difference in women's empowerment activities both economically and socially.

2.5.4. PLENARY SESSION 3: GENDER MAINSTREAMING ANTI-CORRUPTION INITIATIVES AND THE WAY FORWARD

2.5.4.1 MODERATOR AND SESSION OUTCOMES:

Session 3 on Gender mainstreaming anti-corruption initiatives and the way forward started with an introduction of the speakers by **Mr. Francesco Checchi**, the Anti-Corruption Regional Adviser for Southeast Asia (UNODC).

The final session of the first day was in respect to gaps and challenges with reference to the adoption of gender mainstreaming principles in anti-corruption initiatives of law enforcement bodies of APEC ACTWG members. The session delved into the aspects of gender responsive budgeting in budgeting processes and promotion of gender equality principles in government

intake policy to achieve gender balance in public services, as well as the need for creating a women-centric environment within law enforcement bodies in order to garner women's support and cooperation to fight corruption.

2.5.4.2 SPEAKERS:

- The session began with the first presentation by **Ms. Pilarita T. Lapitan**, Assistant Ombudsman at the Office of the Ombudsman, Proper (The Republic of the Philippines) contended via a pre-recorded video during the symposium that the way forward to strengthen the Ombudsman's Gender Information Desk (GID) and Network of Advocates is to effectively investigate gender-based violations committed by public officials, through the following factors and strategies:
 - i. Expansion of Public Assistance to Gender-based complaints and cases – Capacity building and integration of gender information desk to public assistance, corruption prevention, and monitoring functions of the Office will form part of a network of GID advocates that carries the weight of the Ombudsman's authority to gain traction on gender-based violations committed by public officials; and
 - ii. Participation of Non-Government Advocates – The participation, if not activism of non-government advocates should be made integral of any government work and should form part of the network of GID advocates to effectively pursue cases on gender-based violations committed by public officials. Their approach and passion have advantages in mitigating the high prevalence of gender-based violations and low reporting of incidents of violence due to stigmatization of and discrimination against victims; seeking additional/complementary case support and resources, knowledge sharing to further facilitate GID, and in monitoring government work and its agencies.

As a final note, Ms. Pilarita said that gender-based crimes entail a holistic and dynamic approach to deal with.

"It is rooted in a gender-biased culture, as much as the erring public officials may be considered the high priests of that vanishing culture. "Vanishing", she explained, "is not a posture of a hopeful statement. We should never be oblivious of the fact our robust legal framework for gender and development is a product of long struggles that we have finally won and a continuously growing network of advocates made stronger by fortitude and sheer conviction that we will all equally and fairly share the future. Nobody can take it back but we have to consistently push harder".

- The second presentation was a pre-recorded video by **Mr. Tom Sharp** the Director of Anti-Corruption Section, Attorney-General's Department of Australia on the topic *"Balancing the Future: the Australian Public Service Gender Equality Strategy 2016-2019. Australian Federal Police Cultural Reform – Diversity and Inclusion Strategy 2016-2026"*. He presented on the

Australian Public Service Gender Equality Strategy 2016–2019¹⁰ that sets out actions for driving high performance and boosting productivity in the Australian Public Service (APS).

“This is a strategy to address gender imbalance across the APS—at all levels and in all agencies. To achieve this, all men and women step up together as leaders to foster equitable and high performing workplaces. The APS change to secure the best talent and the best results. This strategy focuses on changing culture through leadership, flexibility, and innovation. The APS workforce reflects on contemporary reality— one in which men, as well as women, have both caring and work responsibilities, and where everyone is given the same opportunities to develop and to lead. The strategy aims to create an environment in which merit is applied properly and fairly. This will be achieved through reportable targets, the removal of barriers like hidden bias, and adopting work arrangements that balance choice with operational requirements. It is time for the APS to be a leader once again in gender equality. Achieving gender equality in the APS will be driven by the following principles:

- i. Transformational change—public sector leaders, managers, and supervisors will be bold in creating inclusive workplace cultures;*
- ii. Commitment—leaders will give priority to ensuring gender equality in their agencies and will allocate resources accordingly;and*
- iii. Accountability—leaders at all levels are accountable for driving gender equality in their agencies”.*

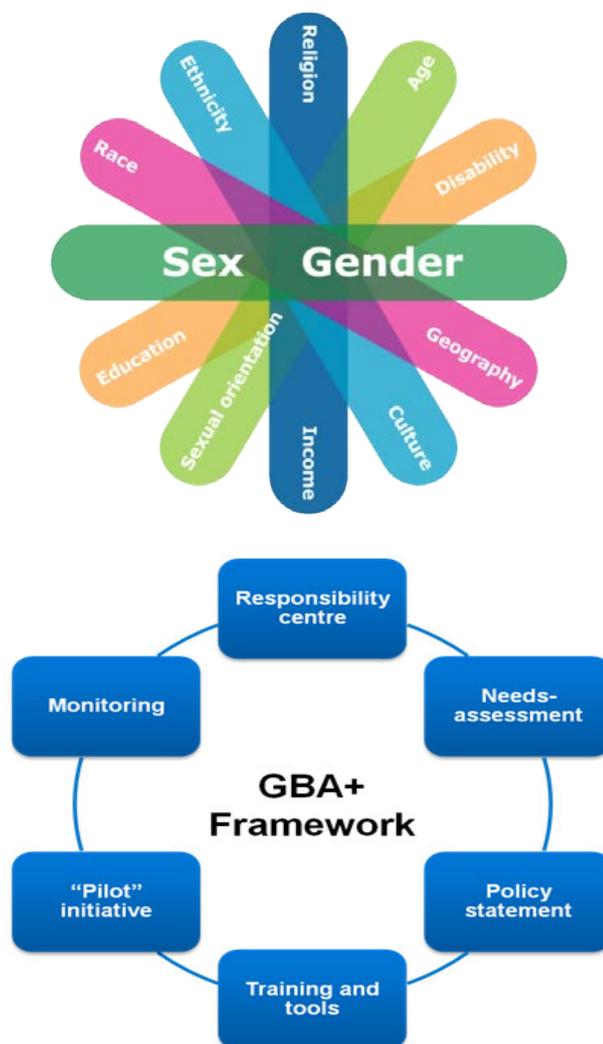
- **Mr. Benoit Girouard**, Senior Policy Advisor at the International Crime and Terrorism Division, Global Affairs Canada, who reflected on the topic *“Gender Based Analysis: A Canadian Approach to Gender- Sensitive Policy Making”*. He explained the current commitment to achieve gender equality by the Government of Canada includes commitment to take action in many areas that can advance gender equality in terms of opportunities, gender equality in leadership roles, enhancing women capabilities, and promoting quality of life.

“Gender equality is enshrined in the Charter of Rights and Freedoms, which is part of the Constitution of Canada. Gender equality means that diverse groups of women, men and non-binary people are able to participate fully in all spheres of Canadian life, contributing to an inclusive and democratic society. The Government of Canada has been committed to using GBA+¹¹ in the development of policies, programs and legislation since 1995 to assess the different impacts of policies and programmes on women and men. The broader results framework can also play a key role in making explicit the links between programmes and gender equality outcomes. GBA+ acts as a key vehicle for accelerating gender equality results in Canada through encouraging an assessment of how diverse groups of women, men and gender-diverse people may be affected by policies, programs and initiatives”. (See Figure 2.0)

¹⁰ Australian Government (2016), Balancing the Future: The Australian Public Service Gender Equality Strategy 2016–19. Can be accessed via: <https://FINAL-Balancing-the-future-the-Australian-Public-Service-gender-equality-strategy-2016-19.pdf>.

¹¹ Women and Gender Equality Canada (2019), “Government of Canada’s Approach on Gender-Based Analysis Plus” can be accessed via: <https://cfc-swc.gc.ca/gba-acg/index-en.html>.

Figure 2.0: GBA+ Framework and Schemes



- The following presentation was by **Ms. Sally Kwan Yee Lan**, Secretary to Commission Against Corruption, ICAC from Hong Kong, China. She presented on the topic of *“Women’s Participation in the Fight against Corruption in Hong Kong, China at Policy, Institutional and Community Levels”*. She expressed that similar to other places, the primary reason women in Hong Kong, China were vulnerable to corruption in the early 1970s was due mainly to the lack of education, illiteracy, under-representation in the government and unequal social status. Ms. Sally Kwan pointed out that nowadays, Hong Kong has an enabling environment for women whose rights are protected both constitutionally and legally. She further introduced that Hong Kong, China established in 2001 the Women’s Commission¹², a high-level central mechanism to develop long-term vision and strategy for development of women. Under the recommendations of the Women’s Commission, a number of public policies were implemented to advance gender mainstreaming and ensure women equality.

¹² Women.gov.hk (2020) Story’s of Women Commission. Can be accessed via: https://www.women.gov.hk/download/library/report/report2003/wsc_report_full.pdf

In alignment with policies of the Women's Commission, the ICAC have also made efforts in engaging women in fighting corruption via engagement at community level and encouraging women to take up crucial positions as corruption fighters. Ms Sally Kwan also highlighted that 37% of the members of the ICAC's Advisory Committees are female. These included 22%: Academia and Civil Society; 17%: Private Sector; 26%: Public Sector (Retired Government Officers, law makers) and 35%: Professional (Lawyer, Accountant, and Engineer). The ICAC has also achieved a reasonable number of women participation in the policy execution at organizational level. The percentages of women in different ranks of staff are: Directorate Officers: 29%; Senior Officers: 43% and entire staff: 45%. There were around 2,000 ICAC Club members, who are members of the public, providing voluntary service in publicity projects, and 66% of them were female. These measures are believed to be an effective method and mechanism to fight against corruption as Hong Kong, China ensures a fair society for all with women's rights being protected, and their talents be fully developed. The way forward for Hong Kong, China in the years to come is to continue her commitment to expediting opportunities for women in the private and public sectors, and in the community as a whole.

- **Ms. Maria Amelia Velez Cuellar**, Diplomatic Attaché, Embassy of Mexico – Mexico, presented on the Mexican perspective on gender and corruption. She said that gender and corruption is a relatively new topic even though it has always been essential to perform a gender analysis in every aspect of human life.

“One of the structural forms of gender violence is sexual violence against women and corruption is no stranger to this problem. The cultural construction of female sexuality in relation to male sexuality makes it vulnerable to be exploited in any scenario and in multiple ways. Requesting or benefitting from sexual favours from women (or men) in exchange for something in a critical area, for example employment, politics, education, land tenure or access to a social program—which should be legal rights attainable to everyone—are ways of violating and debauching human beings. Therefore, the challenge is to make a stand against corruption through a gender perspective and that is the reason why the Mexican society has a determined agenda against sexual violence and discrimination against women. All these three institutions within the Mexican public service: the Committees on Ethics and Prevention of Conflicting Interests; and the Internal Oversight Bodies have the capacity to mainstream gender. Professionalizing the Public Service has the immediate purpose of benefiting Mexican citizens with the best talent in public administration. Achieving this implies setting in place a policy of rebirth of values, based on the principles of equality and non-discrimination. The development of professional activities under these principles implies adopting ethics and integrity as guiding axes, and thanks to the above, corruption has no place. However, Mexico recognizes that corruption has penetrated deep into society and institutions, largely due to inequality and impunity. Therefore, the strategy is also supported by the other two transversal vehicles of the federal public administration, which are the Committees and Internal Oversight Bodies.”

“Undoubtedly, there will always be friction in social interactions. Hence, the Committees on Ethics and Prevention of Conflicting Interests were established as democratic and voluntary mechanisms in federal instances, yet mandatory and with a common ground to resolve labour related issues. Currently, the guidelines of the Committees have gender perspective, that is, they contain tools to understand and weigh all human aspects in face of conflict. On the other

hand, Internal Oversight Bodies are present in federal institutions too and their duties are to supervise, monitor and tidy up public administration affairs, in such a way that their work is crucial in the fight and prevention of corruption and impunity. The Internal Oversight Bodies are currently operating the Model of attention to cases of sexual harassment. The main purpose of this model is to protect human life and dignity by working efficiently, which means to eliminate impunity. In brief, she shared good practices that are being developed by Mexico. The fight against corruption and impunity requires gender parity in decision-making. For that reason, they are promoting women's access to employment in the public sector through a temporary special measure (in terms of the Convention on the Elimination of All Forms of Discrimination against Women). On the other hand, the Internal Oversight Bodies are undergoing a capacity-building process to mainstream gender perspective in the execution of their duties. Mexicans are sure that these complementary actions make a good starting point against corruption.”

2.5.4.3 QUESTION & ANSWER SESSION 3

The Q & A session for Session 3 is as per Table 6.0. Among the questions raised and answers given were as follows:

Table 6.0: Q & A Session - Session 3

Question	Name of participant who proposed the question	Answers
Has the UNODC formulated any policies related to gender and anti-corruption measures?	Mr. Rob Leventhal from Division Chief/Global Policy and Programs, U.S. State Department Bureau of International Narcotics and Law Enforcement Affairs	<ul style="list-style-type: none"> Ms. Jennifer Sarvary Bradford contended that there are no specific mandate that has been worked out before in particular to gender perspective; however the efforts were more on the issue as a whole, and she implied that a correlation between anti-corruption initiative and gender should be initiated as a chapter on its own. These suggestions were also agreed by other speakers who were Mr. Benoit, Ms. Sally Kwan and Ms. Maria Amelia.
Does university have any anti-corruption initiatives around the world?	Mr Ivan Ong, a member of the anti-corruption organization called “Angkatan Mahasiswa Rasuah (AMAR)” from University Kebangsaan Malaysia	<ul style="list-style-type: none"> Mr Benoit and Ms Maria Amelia both agreed and proposed that there is a need for the initiative to educate citizens. Whereas Ms. Sally Kwan said that Hong Kong, China has undertaken initiatives to involve students in anti-corruption initiatives. She elaborated that the Community Relations Department (CRD) of the ICAC organizes talks and workshops at universities to enhance student’s personal ethics and capability of resisting temptation. She also explained about the outreach programme undertaken by the CRD known as the “Ambassador Programme” for universities, where the CRD recruits every year university students as “ICAC Ambassadors”, who are tasked to organize activities to promote integrity among their peers.

2.6. DAY 2 OF SYMPOSIUM: SYNDICATE DISCUSSIONS AND FEEDBACK

2.6.1 APEC CAPACITY-BUILDING GOALS

On day-2 of the symposium, the ACTWG members and local participants (government officials and NGOs) were assembled for syndicate discussions which were moderated by gender experts from international organizations and a prominent private sector figure. This agenda coupled with the symposium agenda of day-1 were, for all intents and purposes, designed to provide capacity-building for the APEC economies' policy-making bodies and law enforcement agencies (represented in the symposium) in terms of gender mainstreaming and women empowerment to fight corruption. It is, most significantly speaking, to entrust the economies with strategies and approaches to fight corruption based on policy recommendations which are focused on the linkages between gender and corruption. By fulfilling this agenda, it will enable the project to achieve APEC's goals and objectives for capacity building, namely:

- To attain sustainable growth and equitable development in the Asia-Pacific region – by addressing the empowerment of women to participate in economic activities; and
- To improve the economic and social well-being of the people – by emphasizing the importance of gender responsiveness in anti-corruption frameworks to ensure the improvement of economic and corruption impacts on women.

2.6.2. WELCOME REMARKS AND THE RULES OF ENGAGEMENT BY THE CHAIR

The ACTWG chair contended that the aim of the discussion was to connect the dots between women and corruption and generate input based on the draft policy presented. She further elaborated on the following themes and deliberations from day-1 of the symposium as a guideline to the participants of the syndicate discussion:

- a. Corruption and its differential impact on women and men includes specific areas or situations where women are more affected or vulnerable;
- b. Correlated relationships between corruption and women;
- c. Sex-disaggregated data is lacking among APEC economies;
- d. Lack of awareness regarding gender mainstreaming initiatives;
- e. Women empowerment in fighting corruption will further boost the domestic objective to improve integrity standards.

2.6.3. STRUCTURE AND SEATING DURING THE SYNDICATE DISCUSSION

Table 7.0: Quorum of the Syndicate Discussion

	Group 1	Group 2	Group 3	Group 4
Moderator (Presenting Syndicate Head)	Datuk Noripah Kamso, Chairman of Bank Rakyat (Malaysia) assisted by Mr. Chuah Chang Man	Ms. Maria Chin Abdullah, Member of Parliament (Malaysia) assisted by Ms. Judhi Kristantini	Mr. Francesco Checchi, Anti-Corruption Regional Adviser for Southeast Asia (UNODC)	Ms. Jennifer Sarvary Bradford, Crime Prevention and Criminal Justice Officer, (UNODC)
Quorum of the syndicate	<ul style="list-style-type: none"> ➢ Malaysia ➢ Peru ➢ Viet Nam ➢ Local NGO's 	<ul style="list-style-type: none"> ➢ Indonesia ➢ Malaysia ➢ Mexico ➢ New Zealand 	<ul style="list-style-type: none"> ➢ Brunei Darussalam ➢ Chile ➢ Hong Kong, China ➢ Malaysia ➢ United States 	<ul style="list-style-type: none"> ➢ Canada ➢ Malaysia ➢ Russia ➢ Singapore ➢ Thailand

The participants were assembled into four groups made up of 37 speakers, moderators and resource persons from 14 APEC member economies including those from UN Women, UNODC, TI (Berlin), and SPAK. There were also 50 participants from 16 local government and non-governmental agencies. Their task was to explore further and clarify the issues and challenges presented on the three themes of the previous day into drafting a policy recommendation. A draft policy recommendation was provided to the participants. The syndicates' work also identified actions to address them. What followed below were the reports from these syndicate discussions.

2.6.4. SYNDICATE DISCUSSION GROUP 1

The presenting syndicate head and moderator for the session was **Datuk Noripah Kamso**, the Chairman of Bank Rakyat Malaysia. She was assisted by **Mr. Chuah Chang Man**, the Project Contractor. The session gathered 3 economies (Malaysia, Peru, and Viet Nam) followed by 6 local NGO's. The outcomes of the discussion are as follows:

- i. The group highlighted interest in the Women Economy and Policy Partnership in reference to politics, women and culture and scoping to women in entrepreneurship and the relationship to bribery;
- ii. It is suggested that relevant ministries to assist in Anti Participation Business Model in Corrupt Acts on Advocacy and Awareness¹³;
- iii. Proposal of collaboration between universities and communities¹⁴;

¹³ Field, J.(2012), 'Is lifelong learning making a difference? Research-based evidence on the impact of adult learning'. Can be accessed via: https://is_lifelong_learning_making_a_difference.pdf.

¹⁴ UNODC (2013), "An Anti-Corruption Ethics and Compliance Programme for Business: A Practical Guide". Can be accessed via: https://www.unodc.org/documents/corruption/Publications/2013/13-84498_Ebook.pdf

- iv. Promoting the awareness of a transparent process in line with anti-corruption and integrity standards for entrepreneurs;
- v. Instilling leadership values via more research and studies on women empowerment and economic advancement of women in particular. (i.e. development of a toolkit, skill building courses, and capacity building among women from diverse backgrounds);
- vi. Suggested that the aspect of gender violence which is a major issue of concern in the nation to be considered into the recommendation as well. They also reflected on the facts that women are hampered to obtain justice within their domestic legal system as bribery is the main hindrance to it. Women also should be given the appropriate platform to access the relevant information necessary to increase their civic and basic legal rights;
- vii. Opened discussion with a view of Women Violence vs Anti-Corruption as it is an issue in certain economies;
- viii. Some economies suggested not to criminalize sextortion, while others agree with criminalizing it with an emphasis on developing adequate reporting mechanism with harsher punishments ;
- ix. Raised the issue of under reporting and the need for protection programme upon complainants;
- x. Giving or acceptance of gratification with a corrupt intent needs to be clearly defined and to include acts of sextortion within legislation;
- xi. Participants also suggested for the draft policy to be categorized under the PPWE Pillars of *“Capital Market & Asset, Skills Capacity Building & Health, Leadership, Innovation and Technology”*;
- xii. The need to generate database of knowledge on corrupt behaviour patterns to serve as red flag indicators to anti- corruption agencies and the general public;
- xiii. Suggested a diverse and inclusive approach within a *“Cross Sectoral Collaboration”* covering various women’s agenda as well as drawing opinions and involvement of men;
- xiv. Syndicate panellist agreed for the development of a mechanism for the implementation phase;
- xv. Syndicate panellist suggested that data on sextortion to be gathered and aggregated according to demographics;
- xvi. Creation of public data on sextortion to be displayed on the anti-corruption agency web portal;
- xvii. Suggested changing the policy from a quantitative nature to – *‘Empowerment of Women at the Decision Making Level to Combat Corruption’*;

- xviii. Echoed the earlier suggestion by Peru on the need for a more effective prevention and “*Educational Strategic Implementation Plan*”; and
- xix. Agreed upon the suggestion to impose greater advocacy on public education.

2.6.5. SYNDICATE DISCUSSION GROUP 2

For this syndicate discussion, **Ms. Maria Chin Abdullah** the Member of Parliament of Malaysia was the presenting syndicate head who was assisted by **Ms. Judhi Kristantini**, the founder of the Social Movement, called “I am a Woman Against Corruption” (SPAK) of Indonesia. They were also joined by four economies: Indonesia, Malaysia, Mexico, and New Zealand.

After a round of discussion, Ms. Maria Chin Abdullah and her group contended that the policy recommendations for gender mainstreaming and women empowerment to fight corruption should be considered for adoption were as follows:

- i. It is vital to have public awareness especially when dealing or talking about sextortion, while bearing in mind on the cultures and norms of the economies. NGO’s, on the other hand should therefore play an important role to engage with the society in giving awareness on sextortion issues, not depending on the government’s initiatives only;
- ii. Regulating National Anti-Corruption Plan (NACP) from Malaysia as the progressive agenda for all economies, with recommendation to include dedicated section or plan on women’s role in combating corruption;
- iii. To apply a bottom-up approach whereby economies should hold Town Hall Meetings (or known also as Stakeholders Meetings for certain economies which involve NGO’s, private sectors, and usage of online media or electronic mechanisms to propagate it;
- iv. The members to see that corruption is corruption regardless of gender. However, specific section on gender may or could be introduced in certain Acts, i.e. Whistle-Blower Act - which enforced on ways to lodge complaints/reports, the protection given, the handling of Woman’s Whistle-blower, etc;
- v. More women officers are needed to be hired in enforcement agencies; as well as to include legal aid for women;
- vi. Economies are highly encouraged to tabulate information into Sex Disaggregated Data (SDD) which should be accessible and transparent to all, and that data must include segment on sextortion matters;
- vii. By establishing and tabulating SDD, the anti-corruption agencies will be able to focus on how to tackle sextortion in Corruption, and ways to overcome it;

- viii. In New Zealand for example, corruption only relates to financial dealings/crimes. Therefore, sextortion is not common and/or not (widely) known as a form of corruption. If the crime involved sexual activities, the case will be referred to police department;
- ix. Member economies are urged to include and reinforce women's representation in decision-making positions and policies at all levels not only rigid to public sector, but also to expand it in private sectors, legislation, judiciary system, as well as non-traditional sectors. It is believed that women's participation in decision-making policies will contribute to curb corruption. It is also a mechanism in promoting gender equality;
- x. Training on gender responsiveness and gender sensitivity at all agencies including NGO's, judiciary, and private sectors are to be included as well into the recommendations;
- xi. Adaptation of Gender Responsive Budgeting (GRB) at all sectors as mechanism to promote gender equality, accountability and transparency among economies are also proposed. The GRB should be cross-cutting to all Ministries, not only limited to Ministry of Finance or Ministry relating to Women; and
- xii. Women should have wider access to justice, be it formal or informal. Judiciary should be able to protect uneducated women, by educating them about their rights. It must be able to reach up to rural and remote areas.

2.6.6. SYNDICATE DISCUSSION GROUP 3

The presenting syndicate head for session 3 was **Mr. Francesco Checchi**, the Anti-Corruption Regional Adviser for Southeast Asia for UNODC. The session gathered 5 economies: Brunei Darussalam, Chile, Hong Kong, China, Malaysia, and the United States. The policy proposals established from the syndicate discussion are as follows:

- i. To involve women in decision and operation level, to curb corruption at all levels;
- ii. Eliminating barriers to women from accessing data and their legal rights;
- iii. Monitoring aspect in place to ensure the effectiveness of the gender mainstreaming policy;
- iv. To recommend inclusion of greater women participation in drafting anti-corruption legislation;
- v. Revisit existing anti-corruption legislation to examine if and how sextortion should be defined and addressed within the context of the each member economies;

- vi. To develop a mechanism / partnership that enables women to access and to report corruption;
- vii. To review and enhance the whistle blowers protection act and policies on women's ability to report corruption;
- viii. Proposal to include designing, implementing and evaluating data processing and sharing on sextortion and SDD;
- ix. Revamping the percentage of women participation in government and public sector and benchmarking it with the worldwide policy;i.e. In line with UN Convention on the Elimination of All Forms of Discrimination Against Women (CEDAW) to achieve the proposed and agreed of percentage participation target;
- x. Incorporating gender experts to ensure the mainstreaming agenda, is design based on gender need; and
- xi. Gender Responsive Budgeting as a potential tool for making anti-corruption efforts more impactful and accessible.

2.6.7. SYNDICATE DISCUSSION GROUP 4

The presenting syndicate head for the session was **Ms. Jennifer Sarvary Bradford**, from UNODC. The session gathered 5 economies: Canada, Malaysia, Russia, Singapore, and Thailand. The suggestions from this syndicate discussion are as listed below:

- i. The panellist agrees on importance of adopting gender mainstreaming principles recommended by APEC and other international organizations in anti-corruption policies, plans, programmes, and activities;
- ii. The group also encourages to review anti-corruption legislation to explicitly criminalize incidences of sextortion used as a corruption currency;
- iii. Proposed to establish partnership or collaborate with civil society groups in fighting corruption;
- iv. Recommended to establish gender sensitive complaints mechanism, Standard Operating Procedure in Judiciary System and raise awareness of the complaints mechanism (functional and availability of the complaint mechanism);
- v. The panellist contended to collect Anti-Corruption Gender Disaggregated Data (SDD) for establishing anti-corruption policies and plans;

- vi. Agreement was also given to review policy on gender balance at all level positions in public and private sector;
- vii. Panellist also agrees on the terms to provide training to any enforcement agency officers on gender responsiveness and gender sensitivity in public or private sector;
- viii. It was stressed that the recommendations given are for general awareness measures as a kick start for the motion on gender mainstreaming and women empowerment among APEC economies;
- ix. Economies are to report back on measures taken and share ideas of the initiatives in the upcoming SOM3; and
- x. Finally encouragement is reflected by the syndicate discussion to adopt Gender Responsive Budgeting to promote gender equality inclusive decision making.

3.0. SUMMARY OF SYMPOSIUM FINDINGS

In summary, the symposium contributed to a better and more holistic understanding on the concept, application, and practices of gender mainstreaming and women empowerment to prevent and fight corruption based on presentations by gender experts of ACTWG members and international organizations regarding to their experiences and approaches adopted and adapted by their economies and/or organizations, as well as information gathered from pre-symposium stocktaking exercise.

Although many APEC economies have implemented gender mainstreaming and empowerment of women in one form or another, they are nevertheless not equipped with the skills or knowledge formulated to specifically address the issues of gender and corruption.

The various approaches and forms of gender mainstreaming that are implemented by APEC economies include the following:

- a. Criminalization of sextortion / sexual violence: (Canada; Papua New Guinea, Peru; and the Republic of the Philippines);
- b. Institutional set-up (e.g. Women's Commission of Korea/ the Ombudsman's Gender Information Desk (GID) and Network of Advocates, the Republic of the Philippines);
- c. Organizational reform to achieve gender equilibrium on recruitment: Recruitment of more women in male-dominated professions (Thailand); all-women traffic enforcement officers (Mexico; Peru);
- d. Fiscal measures: gender responsive budgeting (Canada; Korea; the Republic of the Philippines);
- e. Empowerment of grassroots women or women organizations (e.g. Grassroots/NGO initiatives (SPAK, Indonesia); and
- f. Gender sensitive training for enforcement bodies: Australia; Canada; Chile; Hong Kong, China; Korea; Malaysia; Papua New Guinea; Peru; the Republic of the Philippines; Chinese Taipei; and the United States.

4.0. CONCLUSIONS AND RECOMMENDATIONS

At the global level, the importance of the simultaneous promotion of gender equality, empowerment of women, and implementation of anti-corruption programmes as mutually reinforcing development strategies has been recognized. Thus, the hosting of the symposium on “Gender Mainstreaming and Women Empowerment to Fight Corruption” by Malaysia was indeed a good platform to highlight and reinforce capacity building for policy makers and practitioners in applying gender mainstreaming and women empowerment to prevent and fight corruption practices in economic, political, and social spheres.

The symposium has benefited APEC member economies and other related stakeholders in learning, enhancing knowledge of and adopting desired practices that are applicable to their organizations. The symposium has also presented a great opportunity in formulating a set of policy recommendations based on the speakers' presentations and suggestions from the syndicate group discussions which take into consideration gender mainstreaming and amplifying women's empowerment in future anti-corruption programmes and initiatives.

A key Draft Policy Recommendations as proposed by the Symposium's organizers, which could be used as a guidance and reference source where appropriate, by all APEC member economies and other related stakeholders in drafting and enhancing their anti-corruption policies and programmes are as follows:

- Member economies are encouraged to introduce gender mainstreaming principles in their anti-corruption policies, plans, programmes and activities;
- Member economies are encouraged to review anti-corruption legislation or regulation as they relate to sex as the currency of a bribe;
- Member economies are encouraged to establish partnerships or collaborate with women-led organizations in preventing and fighting corruption;
- Member economies are invited to consider that existing and new complaints mechanism to report corruption are gender-sensitive;
- Member economies are encouraged to collect Sex Disaggregated Data (SDD) for strategizing anti-corruption and related policies and plans;
- Member economies are invited to pursue policies on promoting women's participation in decision-making positions in public and private sector, in support of research that correlates to gender diversity with reduced corruption;
- Member economies are invited to consider training anti-corruption officers, as applicable, on gender responsiveness and gender sensitivity;
- Member economies are encouraged to incorporate Gender Responsive Budgeting to promote gender equality in anti-corruption initiatives.

These policy recommendations will be further discussed within ACTWG and then published as reference and guidance where appropriate for all APEC member economies and other related stakeholders for the purpose of drafting and enhancing their anti-corruption policies and programmes in the future.

Moving forward and as a future undertaking, Malaysia stands committed to propose that future work plans of the ACTWG should include, as the group's permanent agenda, the members' plans which involve or encourage women participation or involvement in the drafting and designing of anti-corruption policies, programmes, and activities to fight against corruption practices more effectively.

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