Survey Results - Mentoring for Women in Anti-Corruption Agencies Survey Results

Submitted by: New Zealand

Symposium on Gender Mainstreaming and Mentoring for Anti-Corruption Agencies
21-23 April 2021

Survey Results

Gender Mainstreaming and Mentoring for Anti-Corruption Agencies

Outline

- Background

- Scope of research

- Research method

- Results and discussion
  - Representation of women in anti-corruption agencies
  - Perceived subtle gender bias
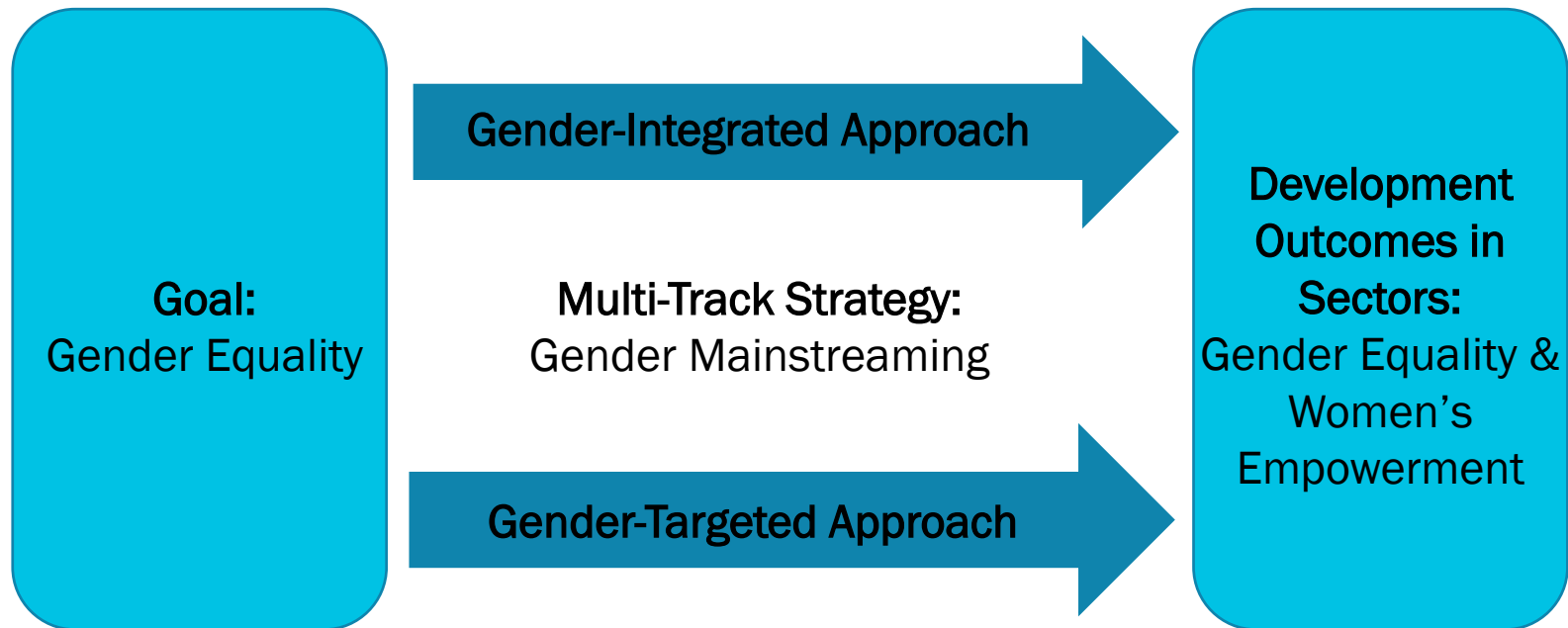 - Perceived gender inequality and mentoring

- Conclusion

Background

- The La Serena Roadmap for Women and Inclusive Growth (2019-2030) aims to ensure greater integration and empowerment of women in the Asia-Pacific region

- In 2020, Malaysia hosted a 'Symposium on Gender Mainstreaming and Women Empowerment to Fight Corruption'

- In 2021, New Zealand is continuing the aim of empowering women in the fight against corruption

Multi-Track Strategy

Goal:
Gender Equality

Gender-Integrated Approach

Multi-Track Strategy:
Gender Mainstreaming

Gender-Targeted Approach

Development Outcomes in Sectors:
Gender Equality & Women's Empowerment

Adapted from UN Women. (2014). Gender Mainstreaming In Development Programming.

Scope of Research

- The main aim of the research was to build the foundation for a training handbook on Gender Mainstreaming in anti-corruption agencies

- The research paper asked the following questions:
  - What are issues specific to women in anti-corruption agencies?
  - What gender mainstreaming approaches can be found/not found in anti-corruption agencies?

Questionnaire survey

- 94 people from 16 APEC member economies participated in a survey carried out between December 2020 – January 2021

- The questionnaire consisted of five sections:
    - Section 1: Demographic questions
    - Section 2: Perceived Subtle Gender Bias Index
    - Section 3: Work experience of respondents
    - Section 4: Gender mainstreaming
    - Section 5: Comments

Participating economies

- Australia
- Canada
- Chile
- Chinese Taipei
- Hong Kong, China
- Indonesia
- Japan
- Malaysia
- Mexico
- New Zealand
- Papua New Guinea
- People's Republic of China
- Republic of Korea
- Singapore
- Thailand
- Viet Nam

APEC economies grouped according to Hofstede's cultural dimensions

- Hofstede developed a cultural dimensions theory used to understand differences in cultures across economies.

- He defined six cultural dimensions

- Using two dimensions, the APEC member economies can be divided into three groups:
  1. High power distance – low masculinity
  2. High power distance – high masculinity
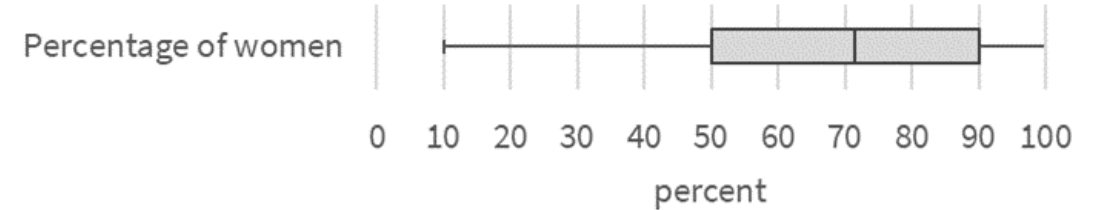 3. Low power distance – high masculinity
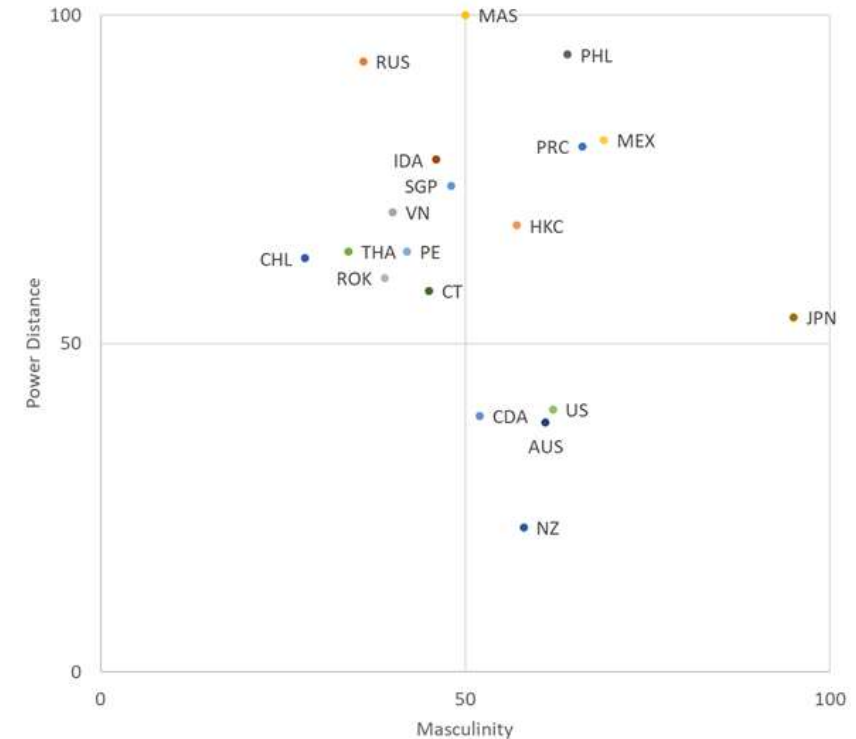
Note: Brunei Darussalam Papua New Guinea is not shown on this graph as no data was available from Hofstede.

Women are well represented in anti-corruption agencies

- There is a high percentage of women in the respondents' teams (71.4%)

- There is a relationship between an economy's culture and the number of female team members

- The percentage of female representation found in this study is significantly higher than that of the 2020, survey conducted by Malaysia (41.9 %)

- This suggests that there is gender segregation in APEC Anti-Corruption Agencies

Percentage of women in teams

Median percentage of women by culture

		N	Median
Culture	High power distance – low masculinity	46	77.8
	High power distance – high masculinity	29	66.7
	Low power distance – high masculinity	19	83.3
Total		94	71.4

Perceived Subtle Gender Bias

- The way people perceive subtle experiences that are linked to their gender identity

- Often not overt and unintentional, hard to identify, difficult to prevent and can be harmful

- The index is based on 21 questions. The answers to these questions are scores on a scale from 21 (very low) to 126 (very high)

21	35	50	65	80	95	110	126
	low		moderate			high	

Perceived Subtle Gender Bias Score

Respondents have a moderate Perceived Subtle Gender Bias

- Women working in APEC anti-corruption agencies perceive a moderate subtle gender bias

- The median Perceived Subtle Gender Bias Index varies between the three cultural groups, according to Hofstede

- The minimum and maximum scores of the three cultural groups do not differ significantly

- The Perceived Subtle Gender Bias and Gender Social Norms Index in this study correspond with each other

Perceived Subtle Gender Bias by culture

Perceived Subtle Gender Bias Score

**Perceived Subtle Gender Bias by gender** adapted from UNDP

Respondents of childbearing age perceive a higher subtle gender bias

- Respondents aged 30 to 39 years reported experiencing more bias than the other age groups
- Women aged 30 to 39 are in their prime reproductive years and will experience a subtle gender bias more than a younger or older woman
- Two out of five respondents (41.1%) find it difficult to balance work with family responsibilities

Perceived Subtle Gender Bias by age
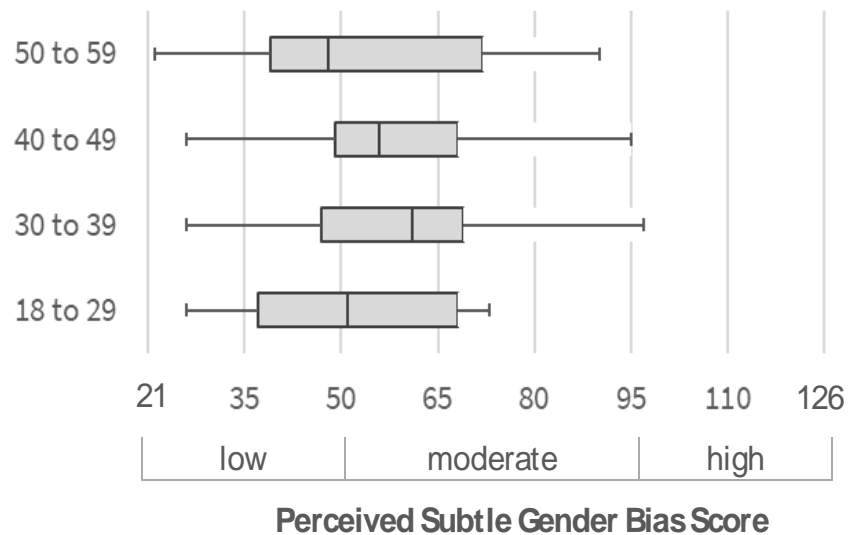
Agreement with the statement "It is difficult to balance the demands of work with family responsibilities."

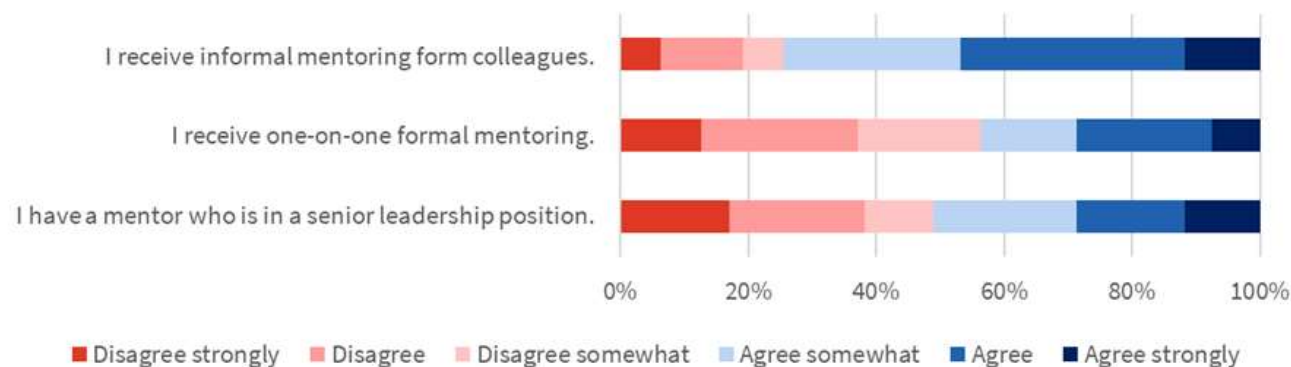# Perceived gender bias decreases when women teams are increased
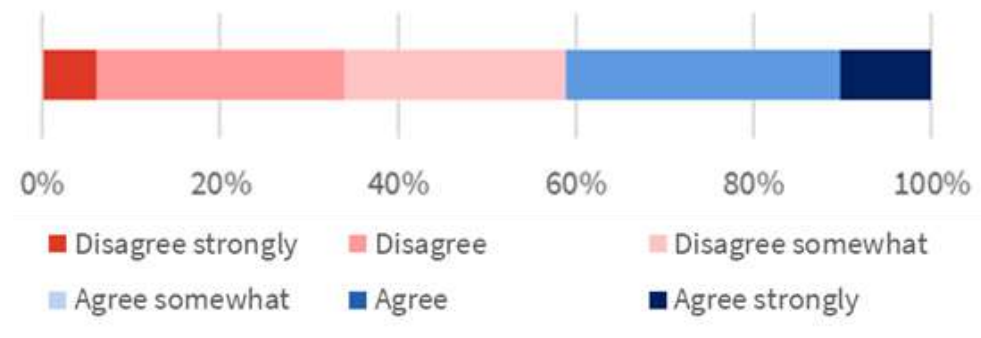
Perceived gender inequality and mentoring stand out as issues of concern
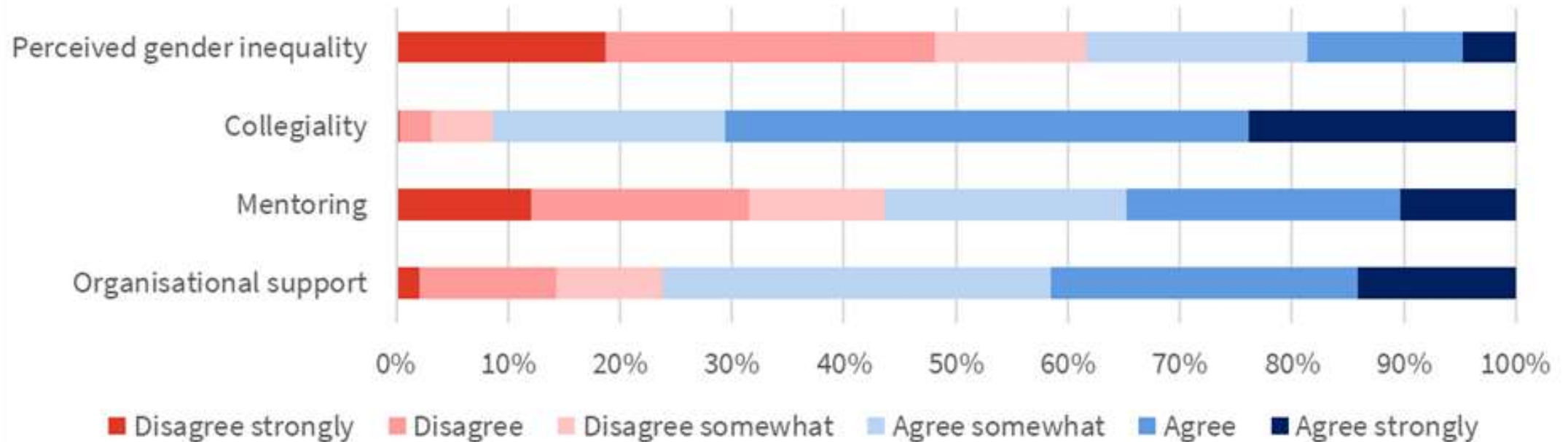
Few respondents receive formal mentoring

- Respondents do not yet receive opportunities to be mentored

- Few of APEC's anti-corruption agencies offer such programmes for women specifically

- Respondents thought that mentoring would be of great benefit to them

I receive informal mentoring form colleagues.
I receive one-on-one formal mentoring.
I have a mentor who is in a senior leadership position.

0%   20%   40%   60%   80%   100%

■ Disagree strongly   ■ Disagree   ■ Disagree somewhat   ■ Agree somewhat   ■ Agree   ■ Agree strongly

Maternity leave policy — 95.4%
Paternity leave policy — 86.8%
Policy covering sexual harassment — 79.3%
Gender Sensitivity Training — 64.7%
Part-time and flexible working policy — 43.9%
Transparency about promotion — 38.6%
Gender pay gap policy — 28.2%
Sex-disaggregated employment data — 25.8%
Promotion quota for women — 23.0%
Recruitment quota for women — 21.5%
Mentoring programme for women — 16.3%

Conclusion

- This study conducted a questionnaire survey of APEC anti-corruption agencies.

- The results show that there is gender segregation within anti-corruption agencies.

- The survey found that over all there is a moderate perceived subtle gender bias in APEC anti-corruption agencies.

- The mentoring aspect in the Perceived Subtle Gender Bias index shows the greatest opportunity for improvement

- Mentoring programmes for women in APEC anti-corruption agencies could be a gender targeted approach to gender mainstreaming.

Join, Work, Grow. Together.
Haumi ē, Hui ē, Tāiki ē.