A Handbook - Mentoring for Women in Anti-Corruption Agencies Handbook

Submitted by: New Zealand

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

A Handbook

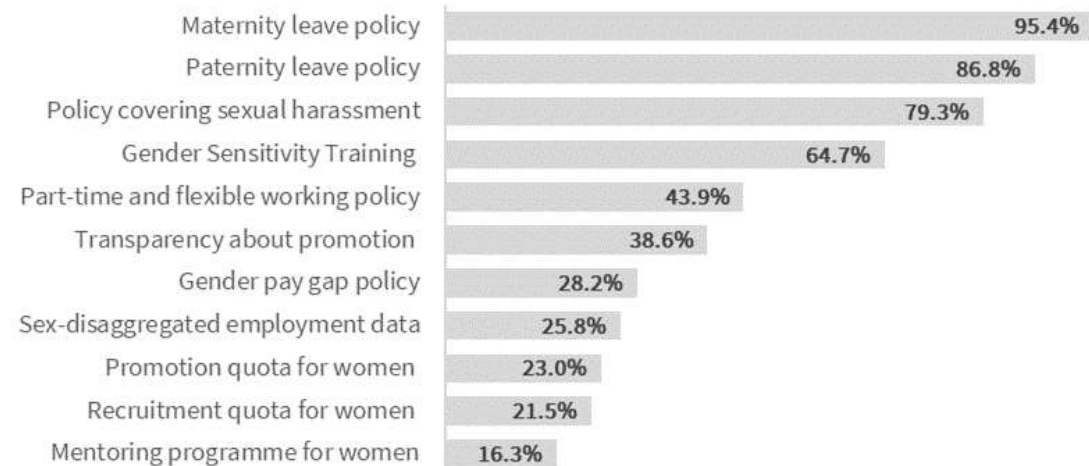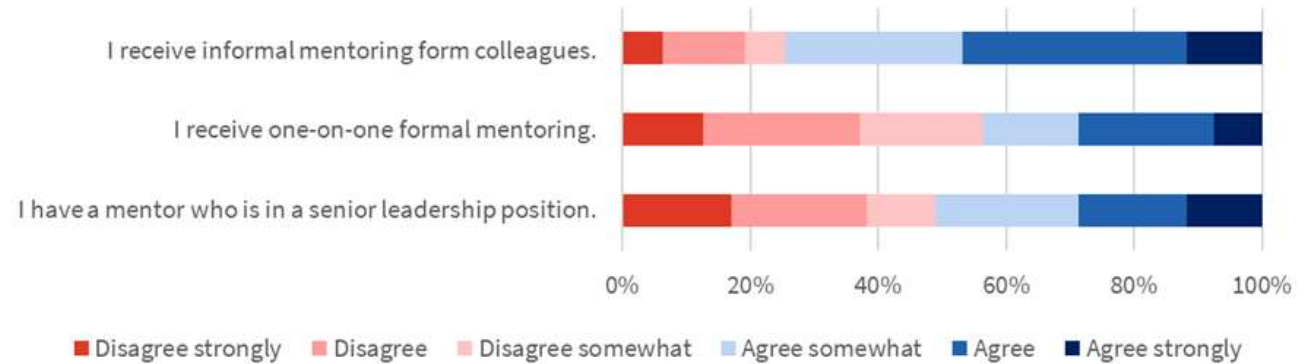# Mentoring for Women in Anti-Corruption Agencies

Outline

- Recap of the research results
- Aim of the handbook
- Structure of the handbook
- Preliminary outline
- Inviting feedback

Research has shown mentoring programmes are needed

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

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

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%

Aim of the mentoring handbook

- Provide anti-corruption agencies with a tool for establishing a mentoring programme for female employees

- These mentoring programmes could support female employees with their career development

- Simultaneously, the mentoring programme would raise awareness and knowledge of gender issues and gender mainstreaming

- The handbook will be versatile and adaptable to each agency's goals and circumstances

- It is not a one size fits all solution

Structure of the mentoring handbook

The handbook is structured like a 'nesting doll' principle and consists of two documents:

1. **Mentoring programmes for women: A handbook**
   This will provide agencies with information and tools on how to set up mentoring programmes for female employees

2. **Mentee handbook**
   This can be handed out to participants in the mentoring programme

Mentoring programmes for women: A handbook

Mentoring programmes for women: A handbook

1. Introduction
2. **What does gender have to do with corruption?**
3. Mentoring – What is it and why encourage it?
4. How can we set up our own programme?
5. Checklist for successful mentoring programmes
6. Appendices

- How does corruption affect women?
- Is the link between more women and less corruption real?
- How can we overcome barriers for women employees?
- What exactly is gender mainstreaming?
- Where does mentoring fit into this?

Mentoring programmes for women: A handbook

- Mentoring versus coaching, sponsoring and training
- What or who is a mentor?
- What makes someone a good mentor?
- How are mentors identified?
- Is there an ideal mentee?
- Mentee selection principles
- How are mentors and mentees matched?
- Characteristics and stages of mentoring relationships
- Are there any clear benefits from mentoring?
- What exactly is a mentoring programme?

Mentoring programmes for women: A handbook

- What are your programme's objectives?
- Who needs to be involved?
- How do I get the budget I need?
- How do we start our implementation?
- Mentor confirmation
- Mentee selection and training
- Mentee and mentor resources
- Should we have an official launch?
- How can we track the results?
- Programme wrap-up

Mentoring programmes for women: A handbook

1. Introduction
2. What does gender have to do with corruption?
3. Mentoring – What is it and why encourage it?
4. How can we set up our own programme?
5. **Checklist for successful mentoring programmes**
6. Appendices

Mentoring programmes for women: A handbook

1. Introduction
2. What does gender have to do with corruption?
3. Mentoring – What is it and why encourage it?
4. How can we set up our own programme?
5. Checklist for successful mentoring programmes
6. **Appendices**

- Mentor skills training
- Matrix for developing your mentoring programme
- Examples of success measures and targets
- Programme launch
- Quarterly evaluations (by mentors and mentees)
- Annual programme evaluation (by mentors and mentees)
- Resources and examples of gender mainstreaming and mentoring programmes

Mentee handbook

Mentoring programmes for women: A handbook

We welcome your feedback...