GENDER-RESPONSIVE WORK ON LAND AND CORRUPTION

A practical guide

Transparency International is a global movement with one vision: a world in which government, business, civil society and the daily lives of people are free of corruption. With more than 100 chapters worldwide and an international secretariat in Berlin, we are leading the fight against corruption to turn this vision into reality.

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Land corruption affects women and men, but the impact is experienced differently by each gender. Packed with practical advice, this guide will help organisations understand these differences in order to design advocacy programmes that are both inclusive and effective.

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Sexual violence against women

Social norms discriminating against women

Land corruption

Land-related issues as experienced by men*

Poverty and marginal social status
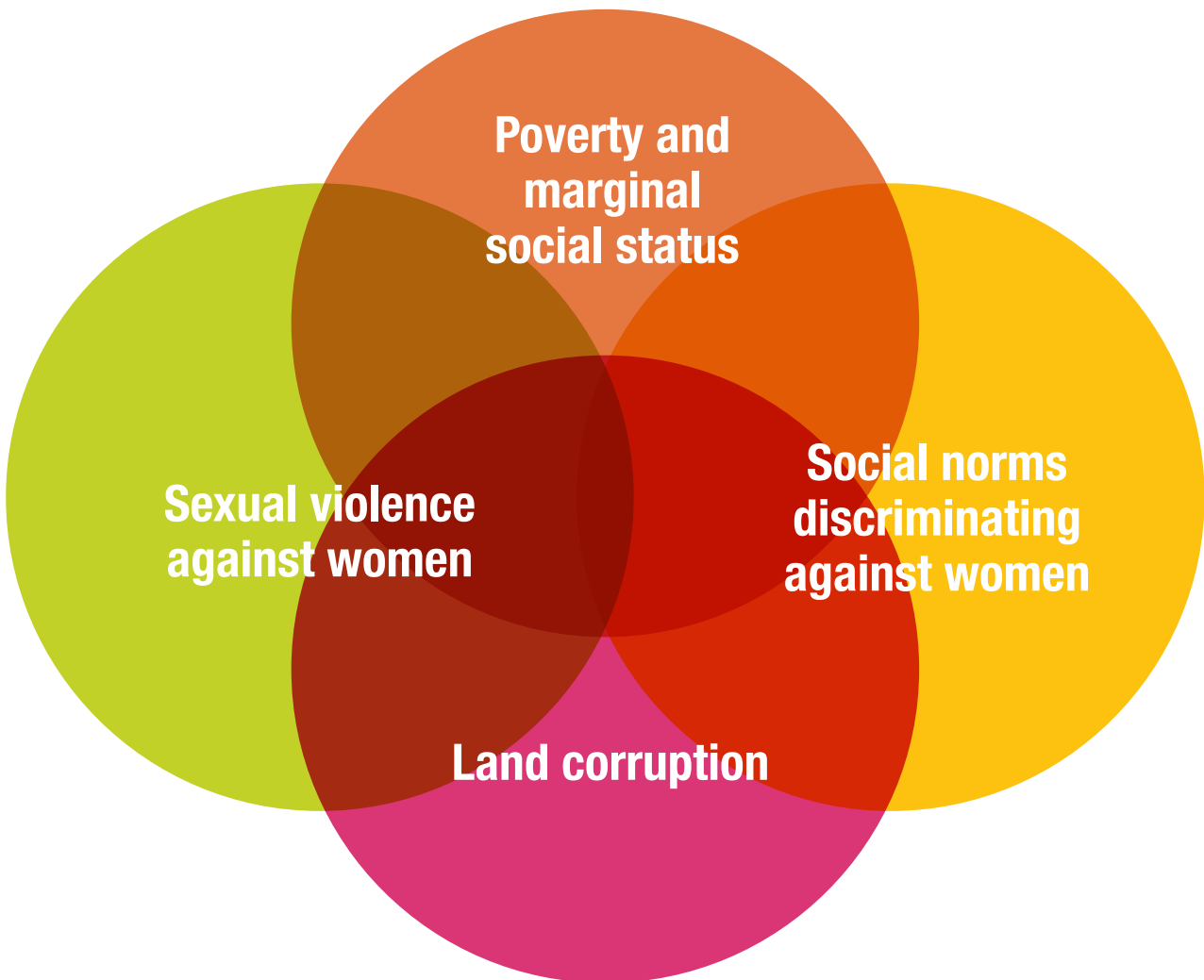
Land corruption
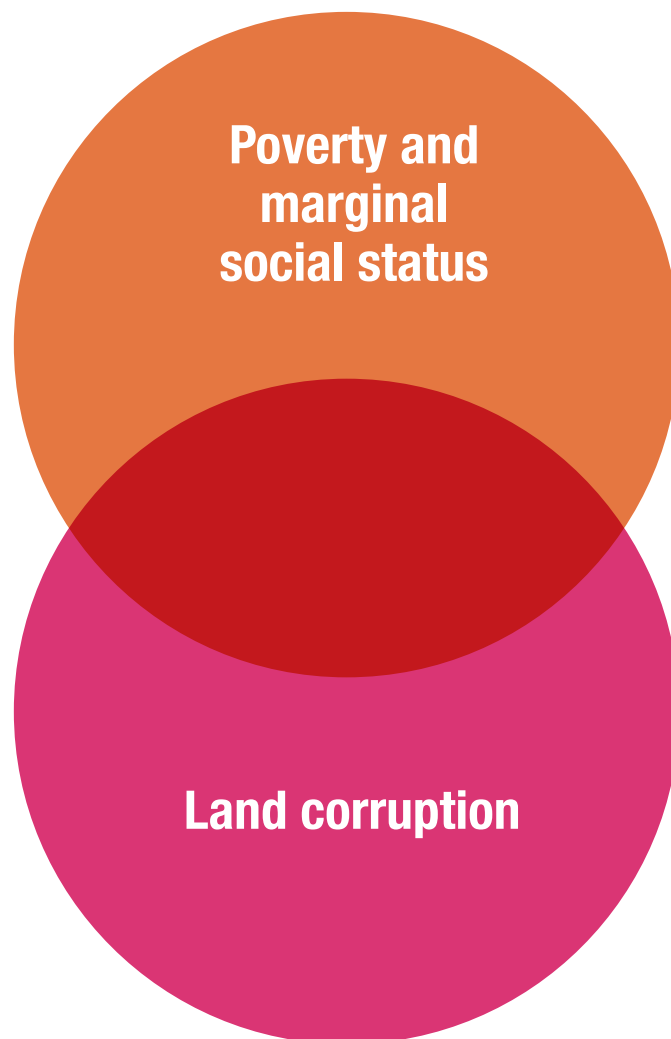
* It is acknowledged that men, too, may experience sexual violence. However, the vast majority of cases are perpetrated against women and girls.

1
INTRODUCTION

SHARING TOOLS AND EXPERIENCES
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This guide is a product of the Transparency International Women, Land and Corruption in Africa project implemented by our chapters in Ghana, Uganda and Zimbabwe between 2014 and 2016. The project has enhanced our national and international research and advocacy by showing how land corruption impacts women's land rights and communities' food security. In April 2016, representatives of the participating national chapters and cooperating women's organisations shared insights from this project during a three-day workshop in Berlin. This guide draws from their experiences and tools used in the project. The purpose of this document is to further support the Transparency International movement and other partners in making their work on land and corruption accessible and effective to both women and men.

Why is gender responsiveness important in work on land and corruption?

In a paper presented by Transparency International (Ncube et al 2015:3) at the 2015 World Bank Conference on Land and Poverty, "access to, use of, and control over land is extremely critical for women in Africa, who contribute substantially to the production and distribution of food, especially in rural communities, and whose livelihoods and economic independence depend on it." Women's farming is a key factor for food security in rural households. Yet, it is harder for women to obtain and keep land than for men, even though most land reform and land-related laws give women the same land rights as men. Informal social norms and local practice frequently exclude women when it comes to land ownership: family land tends to be registered in the husband's name; and widows and their daughters are often left out when it comes to land inheritance.

According to the United Nations Food and Agriculture Organisation (FAO), less than two per cent of the world's land is owned by women. But on a regional scale, in sub-Saharan Africa, approximately 15 per cent of land is owned by women. Women make up 43 per cent of the

GENDER SENSITIVITY STRENGTHENS ADVOCACY
In Zimbabwe, Transparency International's gender-sensitive research highlighted the vital contribution of women farmers towards household food security. Based on those findings, we have connected our work on land integrity with national and international efforts towards the Sustainable Development Goals (SDG)[1], thus providing a common ground for engagement with local and national authorities in a highly politicised space. On the whole, the government is more willing to address what is perceived as 'women's issues' – for example, food security and child mortality – than corruption as such.

agricultural labour force in developing countries and are responsible for between 60 and 80 per cent of food production, yet on average, only five to 20 per cent of agricultural land is owned by women in those countries. (FAO 2011)

Corruption in local land administration hampers women's access to land titles. Marginalised women who live in poverty are often unaware of land registration processes, neither can they influence them to their advantage. They may be pressured to pay bribes, face sexual harassment and sexual extortion in land administration processes, or be forced to give up their rights altogether. (Ncube et al 2015)

In view of the different situations women and men are facing, any work on land governance must be gender sensitive – it should (i) take into account the different conditions women and men are facing and (ii) contribute to overcoming inequalities. Furthermore, Transparency International's messages influence people's value systems. We should promote ideas that make it safer and easier for women to claim their rights and participate in the Transparency International movement.

Finally, gender-sensitive anti-corruption work on land has opened new opportunities for Transparency International. For instance, referring to the Sustainable Development Goals (SDGs) on corruption and gender equality has enabled national chapters to make their work on land issues more acceptable to local authorities – and more understandable in contexts where corruption has become so common that it is not perceived as a problem anymore.

1 On the SDG agenda, see
http://www.un.org/sustainabledevelopment/sustainable-development-goals/

Frequently asked questions on gender-sensitive work on land and corruption

Legislation related to land does not differentiate between men and women. What impact could Transparency International make?

The expectations societies have of the different sexes usually make it harder for women to own and keep land than for men. Also, women's experience of corruption is often different from men's. Transparency International needs to be aware of such differences, to ensure both women and men participate in the movement against corruption and benefit from improved land governance on equal terms. A better understanding of women's and men's different use of land can make advocacy more effective (see graphics on pages 4 and 5).

There are fewer women who own land than men. Shouldn't Transparency International focus on the needs of the majority, in other words the needs of male land owners?

Transparency International defines itself as a worldwide, inclusive movement – our constituency encompasses everyone, regardless of their sex. The core values of transparency, accountability and participation mean that someone's gender should not be an obstacle to civic engagement. If Transparency International worked for the interest of men only, inequalities would deepen.

If we pay attention to women's needs and interests, isn't that discriminating against men?

On average, men have more power, more money and more access to resources than women in today's societies. To ensure women can fully benefit from their legal rights and fully contribute to their communities – and to the fight against corruption – special attention to women's needs and interests is required until a better balance of power prevails. Understanding and responding to the discrimination and disadvantages women are facing helps level the playing field. Rural women and women facing multiple forms of discrimination merit particular attention.

There are other organisations that work to increase women's access to and control of land. Is it really Transparency International's job to work in that field?

Transparency International's primary purpose is to promote integrity and to fight corruption – not to put an end to inequalities between women and men. However, we are committed to universal human rights as enshrined in international human rights treaties. Women are entitled to the same human rights as men. However, historic inequalities have made it more difficult for women to fully benefit from their rights; hence special efforts are needed to avoid deepening inequality. In that respect, Transparency International and feminist groups work towards the same goal. However, relatively few groups focus on the intersection between gender issues, land issues and corruption.

Isn't this whole discussion about gender something that is imposed by donors in rich countries?

It's the opposite. When Latin American women's groups in the 1970s and 1980s realised that gender-blind interventions by donors deepened inequalities between the sexes, they pushed for a greater awareness of those inequalities. The movement came from the "global South".

How to use this guide

This guide is intended for everyone working in and with the Transparency International movement, as well as other researchers and activists who wish to ensure their work on land corruption responds to the needs and interests of both men and women.

The following chapter presents basic concepts and tools (i) to better understand the ways in which men and women experience corruption differently due to their different roles in society, and (ii) to plan and implement advocacy and services that work for everyone – men and women alike. The third chapter explains how research on land and corruption can be designed to avoid a distorted view that would ignore women's experiences of land corruption. The fourth chapter shows how advocacy can be planned and implemented to benefit women and men without discrimination. Finally, the fifth chapter presents a checklist for planning and monitoring activities on land and corruption in non-discriminatory, gender-sensitive ways. Additional tools and references are included in the annexes to this document.

Transparency International welcomes your feedback to this guide; please direct it to Annette Jaitner: ajaitner@transparency.org

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CONCEPTS AND TOOLS
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When a woman's husband dies in Kulbia Village in eastern Ghana, the land her and her husband worked on is often reallocated to a male-headed household. Here affected women make their own documentary to expose the injustice. The project was an initiative by our local chapter there, Ghana Integrity Initiative, and development organisation InsightShare.

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CONCEPTS AND TOOLS

GENDER IS ABOUT MEN AND WOMEN

Basic concepts

The distinction between (biological) sex and (socially determined) gender makes it possible to distinguish between the different gender roles societies assign to women and men respectively, and reveal gender inequalities in people's access to and control of resources such as land. Furthermore, we will explain the difference between practical needs and strategic interests, and define the much-used concepts of gender sensitivity and gender mainstreaming.

SEX AND GENDER

Sex (or biological sex) is about biology, including genes, hormones and reproductive organs. Basically, a person's sex is determined at birth by the type of reproductive organs he or she has. Sex differences – the differences between male and female – are the same everywhere: men cannot give birth. A person's sex can only be changed in a limited way, by surgery and other medical procedures, but one cannot change one's chromosomes. Gender refers to the social, cultural and economic attributes and opportunities associated with one's sex. It informs the way people think and behave – for instance, men are expected to display strength, while women are supposed to be gentle and submissive. Someone's gender can be perceived as masculine, feminine or a mix of both. Gender roles differ from one context to another and interact with other aspects of a person's identity. For example, in societies that restrict women's freedom of movement, a woman from a powerful family could reach a high position in government, while less privileged women would be unable to leave the house without a male relative's authorisation. Gender roles change over time: after a long struggle, women worldwide have obtained the right to vote. Nowadays, some women work in jobs previously reserved for men, and men's equal right to contribute to childcare is increasingly acknowledged (for instance, in laws about parental leave in the workplace). The concepts of gender and sex are connected. Gender

is about a society's expectations of a person because of his or her sex. Gender is not a synonym for women; both women and men are constrained by their gender roles. For example, in communities with very rigid gender roles, men may be ridiculed for spending more time with their children than their peers.

GENDER ROLES

Society confers different roles to women and men respectively. Women are usually expected to fulfil three types of roles:

1 Productive work, for instance in a paid job (paid work) or in subsistence agriculture (unpaid).
2 Reproductive work, such as caring for children, sick and elderly family members, preparing food and keeping the house clean.
3 Community work, for example organising community celebrations.

Men tend to be less engaged in reproductive work than women, and more in paid productive work. The balance varies from one society to another and from one household to another – but on the whole, it tends to disadvantage women. People who earn money wield power to negotiate, pay services and obtain resources; people

AVOIDING UNEVEN GENDER ROLES

When planning activities at local levels, it is important to take into account the differences between women's and men's availability during the day. For instance, community meetings should not happen at the times of the day when women with families are typically at home to prepare meals, or when they get their children ready to go to school. Where rural women leave for the fields early in the day, Transparency International Cameroon researchers have adapted their schedule to conduct household interviews very early in the day. In community meetings, it is good practice to use facilitation techniques that encourage every participant to contribute, and prevent any participants from dominating the conversation (without openly contesting existing power imbalances or affecting participants' self-esteem). Separate women-only meetings enable women to speak out on sensitive issues. Where local culture prevents women from attending public meetings (or attending them without a male family member), it is advisable to hold at least two meetings with some time in-between, so that participants can consult with other household members between meetings.

who play no major role in performing reproductive tasks have extra time for leisure, socialising, discussing and deciding on community matters with others – and for unpaid activism, for example within the Transparency International movement. Yet, women can play as an important a role in fighting corruption as men.

ACCESS AND CONTROL OF RESOURCES

A wide range of factors influence a person's access to and control/ownership of land – such as knowledge, money, social status, social connections, time – and sometimes sex. In a case documented by Transparency International Zimbabwe, a biofuel firm which had taken over land belonging to local communities offered (inadequate) compensation only to men, ignoring the needs of unmarried women, widows and women in large polygamous families.

Effective work on land and corruption must take into account women's need to use land.

Access is the ability to use a resource. For example, rural women may plant crops on the family plot formally owned by their husband. There are many cases of women losing such access when their husband has died.

Control is the ability to decide on the use of the resource. For instance, in many African rural households, women may be the main users of the household plots, but the plots are fully owned by their husbands who have the power to decide to keep or to sell the land. Usually, decisions on cultivating cash crops are taken by men, while women tend to use their farm plots to cultivate food for the household.

PRACTICAL NEEDS AND STRATEGIC INTERESTS

Practical needs are linked to a person's sex and current – often unequal – gender roles. The most straightforward needs are linked to biology. Women of reproductive age need menstrual hygiene, mother and child health services and maternity leave, for example. Other items such as household appliances and childcare facilities make it easier for women to perform their gender roles.

Strategic interests are linked to a move towards greater equality between women and men. For instance, the large and growing body of universal human rights instruments, including the Convention on the Elimination of All Forms of Discrimination against Women, promote the same rights for all humankind. National land laws that guarantee

GENDER SENSITIVITY: LAND AND CORRUPTION

In Ghana, Uganda and Zimbabwe Transparency International has worked with women's organisations and organisations focused on land issues to (i) provide accurate, easily understandable information to women, (ii) use participatory research to learn from grassroots women about the specific challenges women are facing, (iii) make community leaders, national institutions and the media more aware of women's needs and interests, and (iv) support women in speaking up about the forms of corruption they have faced and get support.

equal rights for women and men, and land titling policies that promote joint titling (both the husband's and the wife's names are registered) are also effective in improving the balance between women's and men's rights.

GENDER-SENSITIVE (OR GENDER-RESPONSIVE) WORK AND GENDER MAINSTREAMING

Gender sensitivity or gender responsiveness starts with the awareness of the unequal roles and power that society attributes to women and men respectively, and includes deliberate efforts to improve the balance of power between women and men. Gender mainstreaming is about being gender sensitive/responsive in all aspects of one's work. For our work, this means deliberate efforts to:

▶ Overcome the constraints imposed by women's current gender roles.

▶ Develop and implement strategies to transform the situation so that women fully benefit from equal rights.

Gender blindness is the opposite of gender sensitivity – it is ignoring the differences between women's and men's social roles. Sometimes, the euphemism "gender neutral" is used.

Basic gender analysis tools

Since the 1980s, a broad spectrum of tools has been developed to gather and analyse data on gender inequality. This section briefly presents tools used in Transparency International's work: activity profile, power analysis, the gender@work analytical model, and references to other tools.

ACTIVITY PROFILE

The activity profile shows how much time the adult members of a household devote to reproductive, productive and community tasks. A simple matrix can be used (see table below) in interviews and focus group discussions to find out what types of activities women and men perform at different times of the day. Activity profiles can be used to raise awareness for the high work load most women are facing, and to establish what times of the day are suitable for people to participate in community events or activities that are not part of their daily routine.

POWER ANALYSIS

There are different models to determine the types of power of an individual or a group. Transparency International has used an adapted form of the VeneKlasen and Miller (2002) model. It distinguishes three forms of power:

▶ Controlling power (power over others), which has (i) visible forms – force, rules and governing processes, (ii) invisible forms – such as the ability to decide who participates in decisions and (iii) hidden forms – such as social norms that define what is possible and acceptable to do and what is not.

▶ Cooperative power (power with others), to work together and pursue collective interests.

▶ Personal power (power within, power to), which refers to the ability to know, pursue and obtain one's interests. In the case of women and land, land administrations wield controlling power because of their formal mandate. Corporations can use their economic clout to manipulate decisions, for instance by bribing officials and by manipulating community members with small gifts and false promises.

FIGURE 2

Activity profile (top fragment – lines should run until 23h)

TIME	ACTIVITY	PLACE	RESOURCES NEEDED	PAID OR UNPAID?	VALUED/VISIBLE OR UNVISIBLE?
00h					
01h					
02h					
03h					
04h					
05h					
06h					
07h					
08h					
…					

GENDER@WORK MODEL

This analytical model, developed by the gender@work group (www.genderatwork.org) examines the causes of inequalities between women and men. It is based on the assumption that no single intervention can bring about gender equality; efforts are needed at the individual and the societal/systemic level, in formal and informal realms of life. For instance, land laws and policies favouring equal access to land (4th quadrant in Figure 3) will only lead to more equal land ownership by women if women know they are entitled to own land (1st quadrant), women have money to purchase land or pay the fees related to registering land (2nd quadrant), and communities find it acceptable for women to own land (3rd quadrant). The model can also be used to assess the gender sensitivity of an organisation – for instance, the Transparency International secretariat or national chapters.

In 2015, Transparency International chapters in Ghana, Uganda and Zimbabwe used the framework to analyse issues related to women and land. For the purpose of illustrating the gender@work model, a selection of gender-specific findings is shown below.

OTHER METHODS

A range of methods can be used for more detailed gender analysis, for instance the Harvard Gender Analysis Framework (including inter alia the Activity Profile), the Moser Framework (operating the distinction between practical needs and strategic interests) and the Women's Empowerment (Longwe) Framework. An Oxfam publication (March et al, 1999) offers guidance on the use of these methods.

Participatory Rural Appraisal (PRA) tools are useful in field research, to ensure the perspectives of a wide spectrum of men and women are taken into account. We recommend the tested PRA guidance developed by the Institute of Development Studies in Sussex (www.participatorymethods.org).

FIGURE 3

gender@work model, from the gender@work website


WHAT ARE WE TRYING TO CHANGE?
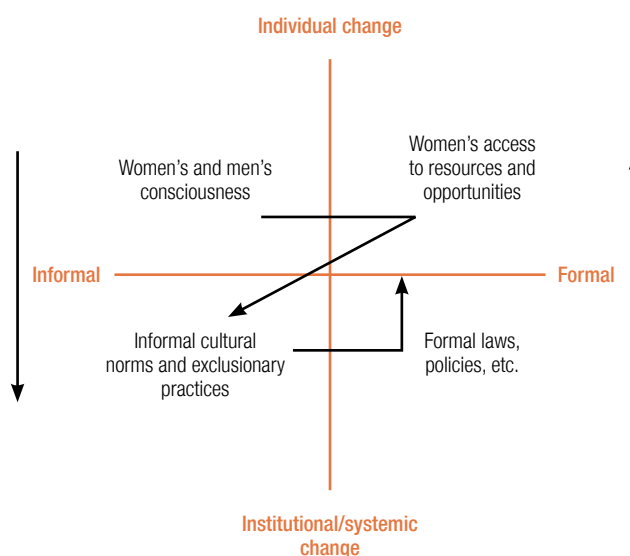
FIGURE 4

Use of the gender@work model to analyse issues pertaining to women, land and corruption

Individual and informal realm

▸ Rural women's lack of awareness of their land rights
▸ Vulnerability of widows and single women

Institutional and informal realm

▸ Women's frequent exclusion from consultation processes on land
▸ Patriarchal systems of land ownership
▸ Sexual harassment and sexual extortion by power holders

Individual and formal realm

▸ High number of women working as agricultural labourers
▸ Lack of access to loans for land purchase

Institutional and formal realm

▸ Cumbersome land registration processes
▸ High cost of formalising land ownership
▸ High level of non-compliance with provisions of the law in institutions

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RESEARCH ON LAND AND CORRUPTION WITH A GENDER PERSPECTIVE

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The widowed women of Kulbia Village, Ghana, planning scenes to include in their video documentary about discriminatory customary laws. These laws fail to recognise women as legitimate land custodians.

3

RESEARCH ON LAND AND CORRUPTION WITH A GENDER PERSPECTIVE

The following pages build on Transparency International's research on women, land and corruption. It starts with frequently asked questions (FAQs) and key principles for gender-sensitive research. Further sections explain how data collection tools, analysis and the presentation of findings can help in learning more about the different experiences of women and men.

Principles for research processes

For research to yield useful results, it is important to combine diverse perspectives and diverse data collection instruments in ways that fully respect the participants' rights and safety.

Ensure people are equal partners in research
To ensure the research captures the full range of people's experiences, make sure that male and female researchers design and implement the research together. Consultations with women and men of different backgrounds before data collection, and validation meetings upon completion of the analysis help make your conclusions more accurate. It is important to give equal respect to women and men of all social classes – grassroots women with little formal education are fully capable of providing useful information. Never assume grassroots women are ignorant.

Get multiple perspectives
More than half of the world's population is female. Therefore, any representative sample of respondents should include about as many male as female respondents from a wide range of social classes and situations. Do not send away women who come to a meeting with babies – young mothers, too, have a right to be heard. Participatory methods, which create a dialogue between the researchers and the people they conduct research on, are useful to find out about people's different perspectives.

Use complementary research instruments
Use different instruments to get the most out of your research. It is advisable to start with a literature review, so as to assess what is already known and what needs more research. Then, key informant interviews and focus group discussions help you understand how women and men experience corruption and what they do about it. On the basis of those findings, you can design standardised survey questionnaires that reflect people's realities; the survey will give an idea of the scope of the issue. If you want to find out more about the 'why' and 'how' to better interpret survey findings, you can again use interviews and focus group discussions.

Find out about differences
Corruption is often experienced differently by women and men; some forms of corruption, such as sexual extortion, mainly affect women and girls. Also, women face different issues depending on their individual circumstances – for instance, marital status, age, physical ability, social class and ethnicity can make big differences. It is recommended to include research questions and to analyse data in ways that reveal such differences.

Follow research ethics and deal with sensitive issues respectfully
Research must be conducted in ways to maximise the use of the research and minimise potential harm to the participants. Some forms of corruption, such as sexual extortion, are forms of gender-based violence which may have caused trauma among your participants. Researchers – including all data collection assistants – should be trained in gender- and trauma-sensitive data collection, for instance using the time-tested World Health Organisation/PATH guide (Ellsberg and Heise 2005). Contact details of service providers (for instance, counselling services) should be shared with respondents who ask for support. Be careful with incentives for research participants: they should be limited to what is necessary (such as transport and refreshments) and distributed transparently.

Using existing concepts and data: Literature review

Literature review is an important first step in your research – there is no need to reinvent the wheel. Portals such as google scholar offer access to scholarly articles. Websites with a special interest in gender issues can also be consulted – a list is provided in the annex. Use different types of literature, knowing that peer-reviewed articles provide sturdier evidence than newspaper or Wikipedia articles. Also examine the legislative framework (national, regional, and international), and use available data from official statistics, and other sources such as court records and land registries.

Readers of your research report may want to study the sources you have used. Therefore, always quote the specific sources of information (in ways that make it easy to find the document) and include a list of the literature you have used.

Literature on land corruption is often gender-blind. Where you find gaps, seek alternative literature on women and land that development actors such as the Food and Agriculture Organisation have published in this field. There is also a growing body of literature on women and corruption. In your summary of findings from the literature, show how women and men are affected by land corruption differently, and point out gaps in the literature.

Understanding the 'how' and 'why': Interviews and focus group discussions

Interviews and focus group discussions are typical instruments for qualitative research, which is about the 'how' and 'why' of a phenomenon. The brief guide in the annex (Gender sensitive focus group discussions) offers advice on how to conduct these discussions and offers some of tips on preparing for and facilitating them. The guide is also useful for interviews.

Semi-structured interviews are an excellent way to find out about people's individual experience. As a rule, they should be one-on-one (one interviewee, one respondent), so that the respondent can feel at ease. A semi-structured, 'qualitative' interview is not standardised (as opposed to a survey questionnaire see page 18); it should ideally come with a handful of questions only and most of the talking should be done by the interviewee. The purpose of the interview is to find out about the 'why' and 'how' – hence, if the interviewee is a bit brief or vague, encourage him or her to describe their own experience and provide concrete examples. Also, ask women to explain how their experience of corruption is different from men's.

Generally, women should interview women. It has been proven that female interviewers tend to get more information from interviewees than their male counterparts. Even when interviewing men, female interviewers are a good choice.

In focus group discussions (FGDs) people may speak less openly than in interviews about personal thoughts and experience, but the open discussion format is a good way to learn about community norms and practice. Key

principles in FGDs are: (i) groups should be homogenous in terms of power (for instance, female smallholders only – but including women of diverse marital status), to avoid powerful people dominating the discussion, and (ii) the discussion, focused on one or few questions, should flow freely within the group, with only occasional facilitation. The paramount rule for facilitators is to listen.

Rather than asking a few questions, one can also start a FGD with a vignette – a real or fictitious case that people can comment on. One can also use visuals like a problem tree diagram that participants in the group discussion complete together. Such tools are particularly useful for discussions at community level.

When interpreters participate, it is best for them to be of the same sex as the FGD members – but possibly not people who know them personally. Above all the FGD facilitator must have mastered the language spoken by the community she/he works with.

The brief guide in the annex offers advice on conducting FGDs; some tips on preparing and facilitating FGDs are also useful for interviews.

FIGURE 5

Gender balance tree – a tool to show what women and men do (roots), what they own (trunk) and what they obtain as fruits of their work (adapted from www.galsatscale.net) because of their gender role.
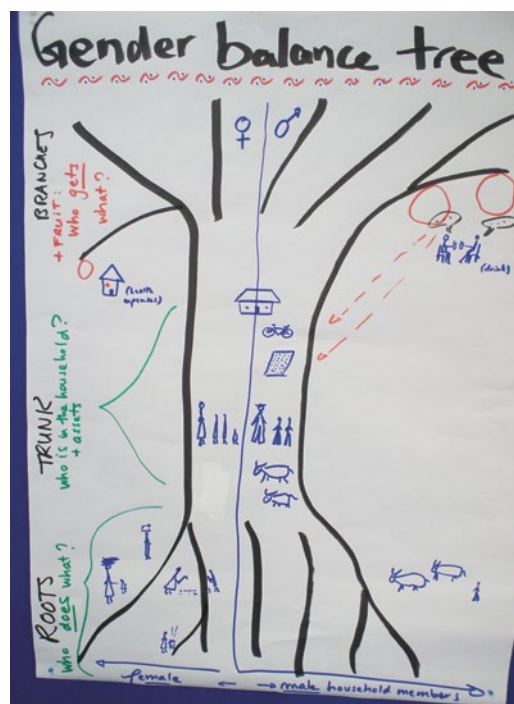
Gauging the scope of the issue: Surveys

Surveys are usually standardised – they ask the same, limited number of questions to a large number of people. It is advisable to research literature and carry out interviews and FGDs before designing a survey, to use questions that are easily understood and can be answered in accurate ways. People get tired when there are too many questions – standardised surveys should be as short and direct as possible, not aim to capture everything that could be interesting.

The way and order in which questions are asked influences the accuracy of the answers. For example, questions at the end of the questionnaire, when the respondents may be impatient or tired, tend to be answered more superficially than those asked in the beginning. Direct questions about a sensitive topic such as "have you granted sexual favours in exchange for a land document?" may elicit an evasive answer. The question "how often have you heard of officials in your district asking women for sex in exchange for land documents" may yield more honest answers. In multiple choice questions, no more than five or six answer options should be given.

To ensure the questionnaire will work, it is advisable to pre-test it with women and men of different walks of life. A short guide in the annex (Gender mainstreaming in surveys) provides more detailed information for those who design and implement surveys, as well as guidance on gender in statistics.

SEXUAL EXTORTION AND SEXUAL HARRASSMENT
Sexual extortion and sexual harassment, like any form of sexual violence, are sensitive topics, making it near-impossible to obtain fully reliable data. This difficulty is no excuse for turning a blind eye on such human rights violations. One can use proxy questions to get a sense of the scope of the issue (see paragraph 2 on the left), or vignettes (see page 17) for information on the manifestations and causes of sexual extortion in the community you do research on.

If one gets the impression during an interview or a focus group discussion that a participant has experienced sexual violence, utmost care is required. To begin with the researcher should adopt a sympathetic attitude. To avoid deepening trauma, the participant should not be encouraged to disclose their experience in a FGD; an interview should not turn into a counselling session. Rather, offer brief advice and contact details as to where survivors of sextortion can obtain support.

The survivor's right to informed consent must be fully respected. You can only report violence if the survivor is fully aware of and ready to face likely consequences – possibly with the aid of skilled, compassionate support.

USING VIDEO FOR ADVOCACY WORK
Transparency International Zimbabwe has produced a short online video documenting the experiences of a community that has experienced conflict with a biofuels firm. A wide range of people speak in the film – women and men from the affected community, a representative of the biofuel firm, as well as Transparency International staff. The video shows how community livelihoods have been destroyed by the loss of land, and how women have faced sexual extortion.

A gripping clip like this can be used to make communities and decision-makers aware of the risks of being manipulated by corrupt firms, officials and intermediaries. It can be viewed here: http://bit.ly/2aFOtRA

Extracting and presenting research findings

When analysing the data gathered in research, remember to look for differences between men's and women's experience and interests. Ideally, qualitative interviews and FGDs should have asked about such differences. In statistical analysis, cross-tabulation can be used to reveal discrepancies between women's and men's responses. Research reports should reflect those differences – if you don't find any, make sure you state that, too. A research report on people's experience of corruption which does not include the word "women" is probably gender-blind.

In addition to presenting the general picture, short case studies can be used to illustrate the findings. They should include brief descriptions of (i) the person(s) or community involved, (ii) the problem, (iii) what has been done to solve the problem, and (iv) why the case is interesting.

Visual tools, such as the gender@work model, can be useful to determine likely causes of land problems that particularly affect women and to identify key stakeholders. The example below (slightly adapted) shows how Transparency International Uganda has used the model to map key issues and stakeholders.

Just as in the research process, activities to present and communicate findings should involve both women and men. Representatives of both sexes should be visible in printed and online publications; case studies should showcase both women's and men's situations. Informed consent is essential and victims of corruption who choose to speak out about their case must be fully aware of the audience they will have. In the case of online publications, the audience can be worldwide.

FIGURE 6

Use of the gender@work model for issue and stakeholder mapping on women, land and corruption

Individual and informal realm

▸ Knowledge gap among women on land rights

Stakeholders who can bring about change: civil society organisations (CSOs), media (radio, TV stations), community-based organisations, faith-based organisations

Institutional and informal realm

▸ Limited participation of women in decision-making processes
▸ Discrimination of women in access to land

Stakeholders who can bring about change: community-based organisations, local leaders, faith-based organisations, district land boards

Individual and formal realm

▸ Lack of resources and entrepreneurship

Stakeholders who can bring about change: private sector such as micro-finance institutions, government ministries, CSOs

Institutional and formal realm

▸ Poor compliance with the laws and policies
▸ Insufficiently harmonised laws
▸ Bribery in institutions

Stakeholders who can bring about change: government ministries and their enforcement organs, regulators/ legislators, CSOs, judiciary system (local and national)

4

PLANNING AND IMPLEMENTING ADVOCACY THAT WORKS FOR WOMEN AND MEN

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The public screening of the documentary about injustices faced by widows of Kulbia Village, Ghana, took place at a time that was convenient for both women and men to attend. This is useful to keep in mind when planning your own advocacy activities.

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PLANNING AND IMPLEMENTING ADVOCACY THAT WORKS FOR WOMEN AND MEN

Effective advocacy strategies start with research on the problem and its causes – Chapter 3 has shown how research can be designed in ways to ensure that women's specific experiences of corruption are captured. This chapter focuses on planning, implementing and monitoring advocacy in gender-sensitive ways to ensure both women and men can fully participate and benefit.

Crafting advocacy strategies that work for women and men

PLANNING TOGETHER

To plan strategies and activities in a way that takes into account both women's and men's needs and interests, it makes sense to ensure women and men work together. In addition to creating mixed teams that include women in leadership positions, it is advisable to consult with women's rights organisations representing a wide range of women – including those at rural and urban grassroots.

DEFINING GENDER-SENSITIVE OBJECTIVES

An easy way to make an objective gender-sensitive is to specifically refer to women and men, or to inequalities between women and men. Strategies which use a hierarchy of objectives (for instance, an overarching goal to reduce land corruption and several objectives/ results that contribute to the goal) can include objectives on gender inequality or on issues that affect mainly women, for instance on (i) the elimination of customary practice that curtails women's right to land ownership, and (ii) the prevention of sexual extortion (sextortion) in land transactions.

BUILDING INCLUSIVE ALLIANCES

Land governance is an issue that affects women and men in many ways. As a result, a wide range of organisations work in the field of land – an opportunity for Transparency International to expand the global movement against corruption and to join existing alliances on land rights.

When identifying prospective alliance members, an assessment of their experience and skills is useful – keeping in mind that knowledge- and skills-sharing in the alliance can make up for gaps. Women's organisations or groups focussing on women's land rights should be part of the alliance.

Gender is not the only aspect of one's identity that may cause discrimination. Other factors such as one's social class, ethnicity, age and physical ability also increase or decrease a person's power. Therefore, campaign alliances should include organisations that represent women (and men) who tend to be marginalised in public decision-making, for example grassroots women, unmarried or widowed women, elderly persons, people with disabilities and other minorities.

When building alliances on land issues it is advisable to start by defining the purpose of the alliance, its boundaries, the desired characteristics of its member organisations and its duration. Written terms of reference (ToR) or memoranda of understanding (MoU) should define the rules of engagement – and disengagement. Time should be factored in for negotiating MoUs – for instance, MoUs with government bodies may need to be endorsed by several institutions before sign-off.

Implementing and monitoring advocacy with women and men

As pointed out above, women and men of different walks of life should join forces to ensure a diversity of women's and men's voices receive equal attention.

ENGAGING GRASSROOTS WOMEN

In most African countries grassroots women are the main users of agricultural land and custodians of their households. They usually need land for household

TRANSPARENCY INTERNATIONAL'S LAND AND CORRUPTION WORK:
Are the intended results gender sensitive?

RESULT 1 is clearly gender-sensitive: A strong citizenship of men and women of different generations and social and cultural backgrounds is informed of their land and tenure rights, legally empowered to defend their rights, aware of solution mechanisms, and demands transparency and accountability and citizen participation and oversight from their governments to end corruption in the land sector.

RESULT 2 ("Stakeholders from civil society, private sector and government are engaged in land related anti-corruption initiatives…") does not mention women or gender inequality.

It could be made gender-sensitive by including a reference to working with women's or other organisations that aim to ensure women's land rights are fully respected.

RESULT 3 ("Intergovernmental institutions, governments, and businesses have strong, equitable, and just procedures in place to prevent and redress land corruption …") focuses on improved land governance; it could be strengthened by adding sub-results on ensuring women fully benefit from improved processes, such as "improved land governance for women's and men's security of tenure and equitable access to and ownership of land."

KEY ELEMENTS OF ALLIANCE TORS OR MOUS

The MoU Transparency International has used in alliances includes the following elements:

▶ Basic information on the vision and mission, values and principles, governance and administrative structure of each alliance member (party).
▶ Purpose of the agreement defined by the MoU.
▶ Duration of the collaboration.

▶ Types of information to be shared between the parties.
▶ Types of public engagement to be carried out by the parties, jointly and individually.
▶ Rules on confidential information.
▶ Rules on the implementation, amendment, review or termination of the MoU.
▶ Signatures.

PLANNING PUBLIC EVENTS: Questions to ask

▶ What are the times of the day when it is easy for most women to join the event?
▶ When is it easy for most men?
▶ What places are easy to reach and safe for both women and men of different backgrounds?

If you don't find times and places that work for both sexes, it may be a good idea to organise several events so that everyone who is interested can participate.

food security, livelihoods and housing – they have an interest in obtaining secure access to and ownership of land. They tend to be affected most by land grabbing and insecure tenure. Therefore, their voices must be heard at all stages of the advocacy cycle, starting from the planning phase. Assuming 'uneducated' women are ignorant is a dangerous fallacy: given an opportunity to speak, all women can provide valuable information.

Women-led grassroots structures, such as existing credit and savings groups and the Uganda Community Based Association for Child Welfare's local-to-local dialogues, make it easier for women to participate in advocacy. Developing the capacity of grassroots women's

structures helps ensure women speak for themselves, rather than being someone else's mouthpiece. It is important to avoid excluding or discriminating against certain groups of women, and to manage expectations. Don't make empty promises.

When planning public events, both women and men should have the same opportunities to attend the events and to speak. That means careful planning and repre-senting the Transparency International chapter with a balanced platform of male and female staff and volun-teers. Work with women's organisations and with local women's groups is important for tailoring campaign planning to local realities.

Grassroots women's leadership is also vital for the sustainability of initiatives. When space is opened for grassroots communities – especially women – to take leadership, it not only builds their capacity, but creates local buy-in and ownership, essential to sustain community processes. Transparency International needs to allow and provide leadership roles to grass-roots women and avoid dominating or assuming we know everything.

ENGAGING WITH LOCAL LEADERSHIP

Local authorities such as district administrations and traditional chiefs are gatekeepers – without their approval it is difficult to carry out research and advocacy in their realms of power. Careful, participatory mapping of stakeholders and analysis of their power is a precondition to identify the local leaders Transparency International and its partners should engage with. Such engagement should follow proper protocols and ideally be formalised in written ToRs or an MoU defining the terms of collab-oration and managing expectations. Regular meetings to give and receive feedback keep the engagement going.

It has been found that local leaders often hesitate to challenge customary practice that discriminates against women – even if it violates national law. Often, it may be necessary to train local leaders on existing laws and procedures, as they are not always aware of national provisions. However, it is advisable to keep one's own assumptions in check: leaders are not necessarily ignorant or corrupt. Last but not least, it helps to identify both male and female leaders to work with.

When made aware of the sometimes grave conse-quences of discrimination against women in land dis-putes, local leaders can also be forces for more equitable land governance. For instance, the Uganda Community Based Association for Women's and Children's Welfare (UCOBAC) has found it easier to engage with traditional leaders than with formal decision-makers. UCOBAC supports grassroots women in organising community dialogues with local leaders. Such engagement can enhance social accountability, as illustrated in the box on the right.

When government authorities oppose data collection, one possible solution – used by a national chapter – is to propose to gather the data and share it with govern-ment only. The accent is on solving the problem – not on naming and shaming. Finally, it is important to avoid appearing partisan for any particular political faction.

COLLABORATION AT GRASSROOTS LEVEL

Transparency International's chapters in Ghana (known locally as the Ghana Integrity Initiative), Uganda and Zimbabwe have carried out dedicated research on women, land and corruption, as well as developed and carried out advocacy strategies in close cooperation with women's organisations.

For example, the **Ghana** Integrity Initiative has collab-orated with Women in Law and Development in Africa-Ghana and the Lands Commission in providing basic legal knowledge to women's groups (farmers, agro-businesses and traders) on property rights, and key laws on land title registration, succession, customary marriage and divorce, and related issues. They also provided a simplified guide on key laws to strengthen grassroots women's leadership at the community level, not only in designing and implementing anti-corruption strategies but also in engaging with local and national authorities.

Transparency International **Uganda** has cooperated with UCOBAC, a women's organisation which has es-tablished so-called "local-to-local dialogues" – safe spaces for community-based women's groups to raise issues and discuss solutions with local leaders. As a first step, our Ugandan chapter and UCOBAC trained local leaders together – UCOBAC explaining gender issues, Transparency International on corruption and how it affects women.

Subsequently, our chapter has worked with women's circles to learn about local situations and jointly plan appropriate action. Grounding its research on the issues raised by local women's groups has made it harder for others to claim that Transparency International doesn't represent the communities' views. The chapter has adopted the "local-to-local" approach to foster dialogue between local government and civil society actors. Often, Transparency International is perceived as an investigator. Conversely, our work on women and land in Africa has opened up opportunities for more constructive engagement.

In **Zimbabwe** a focus on women's land issues has helped our chapter there to support a community affected by a biofuel project in pleading their cause on the basis of social justice – rather than radical militant action. Transparency International Zimbabwe made it clear that women needed land, and that the biofuel project was killing vital fruits and crops – a constructive way to defuse a risky situation.

COMMUNICATING IN WAYS THAT REACH BOTH WOMEN AND MEN

The way men and women are reflected at communication events and through materials can strengthen women's confidence in participating in the anti-corruption struggle – or weaken it. While one's messages should be phrased in a way that is easily understood by the audience, these messages should not reinforce bias against women. Therefore, messages and images in press statements, brochures, posters and other campaign material should appeal to people of both sexes and show women in the same roles as men in ending corruption. Avoid gender stereotypes, such as depicting women as sexual objects or only as carers of the family. Both women and men of different backgrounds should be shown in leading roles and in a wide range of occupations.

Practical manuals for media professionals offer guidance as to how to avoid sexist stereotypes in public materials, for instance the guide published by the International Federation of Journalists (2009). A few key rules are:

▶ Show women and men in similar roles in ending corruption. Ensure a gender balance in the choice of experts, witnesses and case studies you quote.

▶ Point out differences between women's and men's experience of corruption but avoid gender stereotypes (for instance, avoid depicting women as care-givers only).

▶ Before completing a report, run a search for the word "women". If the word does not appear, your report needs extra information on women's specific experience and interests.

▶ When writing about a woman, use her own name (not "the wife of…").

▶ When writing about a woman, avoid referring to her beauty or other physical features that you would not mention when talking about a man, and do not include information on her marital and/or family status unless it is essential to the story.

▶ Before using a photograph of a woman, ask: would this look bizarre if a man was in the photograph with the same pose? If so, choose a different photograph.

▶ Pre-test campaign materials with women and men of diverse backgrounds.

SEXUAL EXTORTION

Bribery in land transactions, sexism (unfair treatment of people because of their sex) and lack of money make women particularly vulnerable to sexual extortion as a form of corruption. For instance, women have been asked to provide sexual favours to gain access to agricultural land or a land title. At times, popular imagination frames women as perpetrators who would deliberately use their bodies as a currency – an erroneous notion that puts the blame on the victim.

Sexual extortion is a form of violence against women that causes psychological and often physical harm. Victim-blaming makes it extremely difficult for women to report such crimes and to seek redress. Transparency International advocacy can contribute to denouncing real perpetrators – corrupt men who abuse of their power – and reassure survivors of such sexual violence that they deserve justice and support, not blame and shame. Materials that include information on sextortion must be clear about that.

Risk management

A certain number of risks faced by Transparency International activists and the people we work with are linked to gender issues. For instance, suspicions that may arise during field research when male researchers interview women individually, or women interviewing men at their homes, or threats of sexual violence and attacks on Transparency International activists' reputation.

The risk assessment guide Transparency International has developed in cooperation with the New York Wagner University is particularly useful when completed in a joint effort by all members of the national chapter, so as to ensure all perspectives are represented. This is because certain risks, including gender-related ones, may go unnoticed if the people who experience those risks don't get a chance to talk about them.

To ensure such risk assessment guides fully unfold their potential to prevent and respond to gender-related risks, it is recommended to discuss not only recent safety and security incidents, but also possible future ones. The social stigma associated with attacks against women's reputations, sexual harassment and other forms of sexual violence may prevent female staff and volunteers from reporting such attacks. Talking about potential future attacks against women involved in Transparency International activities makes it possible to discuss gender-based violence without disclosing one's personal experience.

This does not mean that you shouldn't talk about incidents of gender-based violence (GBV). It's the opposite: if female staff and participants feel safe to report GBV, and get appropriate support in case they have experienced such violence, the organisation will show how it respects women's human rights. In addition to standard risk management, national chapters have used simple but effective measures to manage GBV risks, including:

▶ Thinking about security and risk management before any activities take place, in a joint planning effort bringing together women and men, including a discussion of specific risks women face. Security protocols and training should include management of gender-related risks and ensuring that everyone adheres to Transparency International security protocols.

▶ Make time for all Transparency International staff and activists to raise concerns. Everyone should be free to refrain from carrying out activities she or he deems too risky.

▶ Systematic reporting of safety incidents – including gender-related ones, such as sexual harassment. This includes any sexual harassment, such as inappropriate language, perpetrated by colleagues within the Transparency International movement. Never blame the victim for any sexual harassment she has experienced (for instance, by referring to her clothing style). Provide the contact details of appropriate support services through which people who have experienced gender-based violence can seek healthcare, counselling and legal aid.

▶ In field research, (i) obtaining clearance from 'gatekeepers' like local decision-makers, so as to obtain their protection, (ii) making it safe for women to meet and talk such as in women-only focus group discussions and ensuring only women interview women. Where it is particularly risky for women activists to work on their own, women can work in groups, or male activists can accompany women activists.

It is also important to realise that women's activism against corruption may cause tensions in their family and their community. To prevent a rise in domestic violence and other GBV, it is advisable to discuss advocacy strategies with the community as a whole, pointing out that both women and men have a role to play in ending corruption.

Gender sensitive monitoring and evaluation (M&E)

Corruption impacts both men and women, but it affects them differently. Therefore, your efforts to track progress should be gender-sensitive.

Gender sensitive M&E starts with strategic action planning that takes into account the different situations and conditions that women and men are facing (see page 22). When developing indicators and processes for monitoring and evaluation, the same principles apply as in research (see Chapter 3 starting on page 16).

Whenever you look for differences in people's experiences, take a moment to reflect in mixed teams combining women and men. Here are some questions to ask: What are the differences between the experiences of women and men of varying backgrounds? If there are any, what are the causes for those differences? How have Transparency International's activities contributed to overcoming – or deepening – such differences? If women are particularly affected by certain issues, for instance local leaders' resistance to apply laws that grant women equal rights to land ownership, or if they are affected by sexual extortion, make sure you analyse and report those issues as well.

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CHECKLIST FOR PLANNING, MONITORING AND EVALUATION

The list below can be used to determine, at various stages, whether research, plans and activities are likely to enable both women and men to fully participate in and benefit from your work. Some questions are repeated across the sections because they become relevant at different times.

Questions to ask during research including baseline/monitoring data collection and analysis

RESEARCH TEAM

1. Are both women and men part of the research team?
2. Do both women and men play leading roles in the research?

RESEARCH DESIGN

1. Are both women and men involved in research design?
2. When developing the research questions and instruments, are the following elements included?

▸ Consultations with women and men of diverse backgrounds.

▸ Literature review, including peer-reviewed articles, to establish what is known, where the knowledge gaps are and the differences between women's and men's situations.

▸ Full literature list.

3. Which research methods are most appropriate to obtain the information needed, from women and men?
4. Do the research questions include questions about issues that specifically affect women?

DATA COLLECTION

Reassuring gate keepers

1. Have male and female 'gate keepers' – such as local authorities – been informed of the purpose and activities of the planned research or advocacy initiative, possibly in writing?

Ensuring balanced involvement of men and women

2. Are both women and men involved in data collection?

Making women's participation easy

3. Is there an equal number of men and women going to be interviewed in the sample or participating in focus group discussions (FGDs)?
4. Are separate community FGDs planned with women and men respectively?
5. Can interviews and FGDs with women be carried out by all-female teams? If not, what can be done to ensure female respondents are at ease?
6. Are safe spaces available for interviews to ensure the conversation is not overheard by others and the respondent's reputation is not tainted?
7. Have invitations to the participants been shared well ahead of the event so as to maximise attendance and avoid disruption in participants' often busy lives?
8. Is there a transparent policy on refreshments and reimbursement of transport costs which offers equal benefits for women and men?

Making differences visible

9. Do all research instruments record the respondent's sex, so that in the analysis, women's and men's responses can be compared?

Making answers easy

10. Have the data collection tools – for example, survey questionnaire, interview and FGD guides – been tested to ensure the questions are easy to understand and can be answered within the allocated time?
11. Are the questions on sensitive topics, such as sexual extortion, phrased in a way to make it easy for the respondents to give honest answers? (For example, instead of asking about a person's personal experience, ask whether she has heard of such cases, and/or what types of consequences corruption can have on one's personal life.)
12. Have all events linked to data collection been planned at times when it is easy for women and men to participate?

Keeping everybody safe and sane

13. Are all people involved in data collection trained according to relevant ethical standards and in gender-sensitive interviewing and facilitation techniques?

14. Have all people involved in data collection been trained in providing basic orientation for survivors of gender based violence (GBV), and equipped with cards with reliable service providers' contact details which can be given to respondents who ask for support?

ANALYSING AND PRESENTING DATA

1. On the basis of the collected data, what are the differences between women's and men's perceptions and experience?

2. In surveys, have the responses been cross-tabulated by sex, so as to identify significant differences between male and female respondents' perceptions and experiences?

3. Where differences between women's and men's perceptions and experiences have been found, what needs to be asked in further interviews and FGDs to better understand the reasons for those differences?

Questions to ask in advocacy planning and implementation

DESIGNING ADVOCACY STRATEGIES

1. Are both women and men involved in designing the advocacy strategies?

2. Have there been consultations with the prospective participants and the targets of the advocacy?

3. Have there been consultations with organisations focussing on equal rights for women?

4. Do the advocacy objectives explicitly refer to women and men, and include issues that are of particular importance to women?

5. Has the stakeholder mapping included an analysis of stakeholders' current or potential role in ensuring women can fully participate in and benefit from the advocacy?

BUILDING ALLIANCES

1. Are women's organisations part of the campaign alliance?

2. What existing women-led grassroots structures, such as credit and savings groups, can Transparency International cooperate with?

3. How can grassroots women get the same opportunities to speak and to be heard as men?

4. What are the most convenient times of the day and places for women to participate in campaign events?

5. Are the alliance's purposes, rules of engagement and planned duration clear to all members and described in written terms of reference (ToR) or a memorandum of understanding (MoU)?

ENGAGING AUTHORITIES

1. What are good ways to obtain support – or prevent resistance – from formal and informal leaders?

2. Have both male and female leaders been informed about the purpose and activities of your initiative (in writing), and efforts made to obtain their support throughout the campaign?

3. Are there written ToRs or an MoU defining your collaboration with authorities?

4. How can you avoid appearing partisan?

PUBLIC COMMUNICATION

1. Does the publication or campaign material roughly reflect equal numbers of women and men of different backgrounds in pictures, quotes and case studies?

2. Does the publication show that women and men play the same roles in combating corruption?

3. Does the publication include the word "women" and explain their specific corruption-related experiences?

4. Does the publication avoid representing women in subordinate roles that perpetuate social norms devaluing women's experience (in other words does it avoid sexist stereotypes)?

5. Does the publication refer to women by their own names (not just the wife of …)?

6. If you replaced the woman in a picture or a story with a picture or story of a man, would it seem bizarre? If so, then check for sexist bias and change the wording or the picture accordingly.

7. Has the publication or material been pre-tested with women and men of diverse backgrounds?

Questions on monitoring and evaluation (M&E)

When developing indicators and M&E tools, have the same principles been applied as in research (see page 28).

Questions for risk management

PREVENTION

1. Has a thorough risk analysis been conducted by women and men, and are the security protocols known by everyone involved in your work?
2. Have you ensured that both female and male staff and volunteers can fully participate in activities without taking undue risks?
3. Before working at community levels, have 'gatekeepers' such as local leaders been informed about following proper protocols?

RESPONSE

1. Does everyone involved in your work know what to do in case a risk materialises?
2. Are there opportunities for staff and volunteers to raise concerns about (potential) security issues?
3. Are all staff and volunteers trained to show a compassionate attitude to women who have experienced sexual extortion and other forms of gender-based violence?
4. Do staff and volunteers have cards with contact numbers of support services for survivors of gender-based violence?

Questions on capacity for gender responsiveness

1. Are your policies and rules geared towards ensuring equality between female and male staff in terms of salaries, benefits, employment and opportunities for career advancement?
2. Do both women and men feel safe and fully respected in their workplace?
3. Do women and men have equal opportunities to safely report grievances related to their work or volunteering for your organisation?
4. Is there a policy and enforcement mechanism to prevent and sanction sexual harassment at work?

6
ANNEXES

GENDER-SENSITIVE FOCUS GROUP DISCUSSIONS

Three sub-Saharan Transparency International chapters have carried out research on young people's perceptions of corruption. Gender was taken into consideration to ensure that the data collected would reflect the lives of women and men, boys and girls, and that the findings would inform useful advocacy strategies for all young people. This guide distils lessons from the exercise, as well as from experience gained from Transparency International's work on women, land and corruption in Africa.

PARTICIPANTS

Ideally, a focus group discussion (FGD) should comprise six to 10 people who are comfortable speaking the same language. It is helpful to organise men-only and women-only focus group discussions because people will usually speak more openly in single sex settings. Furthermore, certain types of corruption are difficult to discuss in the presence of members of the opposite sex. Do mix people of different marital status (for instance, single women, married women, widows …), but avoid grouping participants who are in relationships of power and subordination.

In addition to the FGD participants, there should be two to three more people: the facilitator/ moderator, the note-taker and – if needed – an interpreter. In single-sex focus groups, the facilitator, note-taker and interpreter should be of the same sex as the participants. The note-taker is there only to take detailed notes of what people say and should not participate in the discussion. The interpreter must be briefed to translate only what people say, while ensuring that everything from the discussion is captured.

PREPARATION

Before you start your series of FGDs, determine what exactly you want to find out – these will be your research questions. These questions are for your orientation only and they may need rephrasing when discussing them with the focus group. Your research questions inspire the questions for the focus group. A FGD is a discussion – not a group interview. FGDs are about finding out what people think – not about gathering statistics. Therefore, there should only be a few questions and they should be open-ended, for example: "In your opinion, what can young people do to combat corruption?"

It is often a good idea to start the discussion around a "vignette" – a brief story that presents a typical situation (see below). It should be relatable to the life experience of the participants. For example, a vignette for college students could look like this:

Stella is a 20-year-old college student. In recent weeks, one teacher, Mr. XYZ, has made remarks about her good looks. At the end of one class, XYZ asks Stella to stay behind. He tells her that she did not do well in the latest test, but that something could be arranged. He winks and he smiles in a suggestive way. It sounds like he is asking for sexual favours. Stella does not know what to do. In your opinion, what can Stella do? What would you do if you were in her situation, and why?

To make sure people talk about the same issue, it may be necessary to introduce definitions, especially if you are dealing with abstract terms. For example: **"Corruption is the abuse of power for private gain. What kind of corruption is there in your country and what do you think one can do about it?"**

Do no harm. Some FGD participants may have experienced corruption and wish to seek help. Therefore you should prepare a list of trustworthy organisations that can provide support (for example, Transparency International Anti-Corruption Legal Advice Centres, other legal aid organisations and women's centres) and refer participants to that list if needed.

SETTING

Time: Allocate up to two hours per FGD. Allow an average of three minutes of speaking time per question and participant. For a group of 10, that means 30 minutes per question. To respect participants' busy lives, it is important to give prior notice about the discussion and schedule it at a time that is convenient for the participants.

Place: Choose a quiet room in a place where people outside the room cannot overhear the conversation. To avoid creating suspicion, choose a neutral space, such

as a school. Ask people to sit in a circle of chairs or around a table so that people are visible to one another in a comfortable, relaxed setting.

Transport: When planning the meeting, take into account travel times and the fact that some participants (particularly women) may find it unsafe to travel after dark. The policy on incentives (refreshments, reimbursement for travel expenses) should be clear to all.

Audio recorder: Place a small (digital) audio recorder in a place where all voices can be captured. Don't forget to ask for the participants' permission to use the audio recorder and reassure them the recording will be kept confidential and erased at the end of the survey analysis. The recording is just a back-up in case the note-taker has difficulties writing everything down.

FACILITATION AND RECORDING
The focus group discussion should be facilitated by someone from your organisation or by an outsider experienced in facilitating FGDs. Her or his role is to get the participants to talk in a way that is as free-flowing as possible and enables every participant to fully contribute. The facilitator should:

▶ Listen more and talk less.

▶ Invite all participants – including the quieter ones – to speak. One good way of doing this is for the facilitator to briefly sum up an interesting statement in one sentence (without referring to names, for example by saying "someone in this discussion just said…"), and then ask a quieter participant what she/ he think about the same issue. Avoid rushing participants.

▶ If there is a long pause in the discussion, rephrase the different ideas stated in the discussion (again, without naming names) and ask whether you have understood correctly. If participants don't add anything new, you can move on to the next question.

▶ If the discussion strays away from the main subject, sum up the latest statements and link them back to the initial question on the main subject matter.

▶ Don't say anything without referring to statements that have already been made. The facilitator does not add anything new to the discussion – she/ he only keeps it flowing.

It is a good idea to check every so often whether the note-taker (who should be of the same sex as the participants) is indeed taking down detailed notes of everything that is said by everybody.

Avoid getting too personal: The facilitator should state from the beginning that everyone should talk; but everyone is also free to remain silent about any personal experience that has been painful. Unfortunately, individual problems with corruption cannot be solved in the FGD. If strong emotions emerge, the facilitator must stay calm. One good way to avoid interrupting the flow of the FGD is to invite the participant concerned to discuss his/her emotionally charged issue after the FGD, and to refer him/her to a dedicated support service if needed.

SUGGESTED FGD PLAN
Introductory part (first 15 minutes of FGD):
Welcome, brief summary of the survey project and why the FGD is important for the project. You can start with an ice-breaking or 'energising' exercise whereby participants get to know each other's name. At the end of the introduction, ask: are there any questions that you would like to ask before we start the discussion?

Discussion: The facilitator briefly explains the purpose of the FGD and invites everyone to contribute to the discussion. One rule should be introduced: "statements should be no longer than two minutes", so participants can remind each other of that rule if someone speaks too much.

Start with a fairly easy, general question before moving to topics that may be more difficult to talk about. When it is time to close the discussion, thank everyone for their participation, underlining that their ideas and opinions are important to Transparency International.

ANALYSIS
Immediately after each FGD, the facilitator should take 10 minutes to reflect on the discussion: what did you find particularly interesting? Was there anything that surprised you?

Analysis of notes: After the notes of the FGD and the facilitator's reflections are typed up, the research team should read through the notes of all FGDs and highlight everything that is relevant to the research questions.

GENDER MAINSTREAMING IN SURVEYS
In the surveys Transparency International conducted on young people and corruption, gender was taken into consideration to ensure that the data would reflect the

lives of women and men, boys and girls, and that the findings would inform effective advocacy strategies for all young people. This guide distils lessons learned from the exercise.

QUESTIONNAIRE DESIGN

It is important to know that corruption may affect men and women differently, and that there may be gender-specific risks – especially for women – when engaging in the fight against corruption. Survey questionnaires should be designed to find out more about such differences.

GATHERING MALE AND FEMALE PERSPECTIVES FOR QUESTIONNAIRE DESIGN

If a survey is about a topic that has not been researched much yet, it is a good idea to run focus group discussions before designing the questionnaire to find out what the most relevant questions are and how the questions should be asked (see separate guide on focus group discussions). Both female and male views should be gathered in separate focus group discussions.

When pre-testing the questionnaire, also make sure you try out the draft questionnaire on equal numbers of women and men, and gather feedback from both before finalising the questions.

MAKING IT EASY TO ANSWER DIFFICULT QUESTIONS

Certain forms of corruption, such as sexual extortion, are particularly difficult to talk about. You can make it easier by introducing the question with a "vignette" – a few sentences that present a typical situation (see guidance note on focus group discussions). In this instance the respondent is asked to describe what advice she/he would give to the protagonist of the vignette – as opposed to asking her/him what she/he would do in their personal situation. Likewise, instead of asking a person whether she/he has experienced a situation she/he might be embarrassed to talk about, ask whether she/he knows of people who have experienced such situations.

SURVEY ADMINISTRATION

Different target groups, different enumerators

In many countries women, especially young women, find it harder than men to talk about their experiences and voice their opinions. Therefore, where respondents can read and write without difficulty, the survey questionnaire should be filled in directly by the respondent. That also makes it easier to avoid social desirability bias (meaning the respondents answer what they think the person who administrates the survey wants to hear).

AVOIDING OPEN-ENDED QUESTIONS

Findings from the focus group discussions can be turned into multiple choice options to eliminate or reduce open questions in the survey questionnaire. For example, the question "In your opinion, why do some teachers ask female students for sexual favours?" could become: "Why do male teachers ask female students for sexual favours? Please tick the reasons you believe to be true:

▸ There are no laws against teachers who make sexual advances on female students
▸ Teachers don't get punished for making sexual advances on female students
▸ Female students don't know how to take action against such behaviour
▸ Female students are afraid to resist or complain
▸ Teachers think it is OK for them to have sex with female students
▸ Other reasons (please state).

Where respondents' reading and writing skills are insufficient, it is recommended to train equal numbers of male and female enumerators (research assistants who interview the respondents and fill in the questionnaire on their behalf). It is advisable for male enumerators to present the questionnaire to men and boys, and for female enumerators to present it to women and girls.

Ethics – do no harm

As in any social research, it is important to adhere to ethical principles:

Informed consent

All respondents should be individually informed of the purpose of the survey and told that they can refrain from answering questions or stop the interview altogether at any moment.

Confidentiality

Interviewers/enumerators should be recruited from different communities than the interviewees to protect the interviewee's confidentiality.

All interviews must be held in sheltered in settings with no other people present in the room or within earshot apart from the interviewer and the interviewee.Enumerators must never disclose to others anything they have heard in interviews (apart from filling in the questionnaire).

Do no harm

Enumerators/interviewers must be trained to minimise distress for respondents, for instance by maintaining a friendly attitude throughout the interview.

If a respondent appears distressed when mentioning an experience of corruption or violence, interviewers should remind respondents that they are under no obligation to answer the question and can end the interview if they wish.

If a respondent talks about her or his experience of corruption and violence interviewers must be careful not to turn the interview into a counselling session.

If a respondent expresses the need for counselling or other support, interviewers should have a prepared list of readily available local services and sources of support, for example Transparency International Anti-Corruption Legal Advice Centres, other legal aid organisations or women's centres.

Some respondents may have experienced corruption and human rights violations. Participating in the survey might stir up painful memories, and/or encourage respondents to take necessary action.

DATA ANALYSIS

Women and men, girls and boys may experience corruption in different ways, and have different opportunities and methods to deal with it. What women experience as a violation of their rights could be mistaken by men to be women's unfair advantage (for instance sexual extortion).

Statistical analysis of quantitative data can reveal such divergences as well as similarities between the answers given by male and female respondents. Besides differences related to gender, one is also likely to find differences between rural and urban respondents, between age groups, and between people living in different situations, to name a few.

Data validation and deeper discussion of findings should be done by people whose background is similar to the respondents' – for example, if dealing with youth work, choose young women and men (as opposed to older, predominantly male leaders of organisations in charge of youth work).

FREQUENTLY ASKED QUESTION: Do we get skewed data if there are more female respondents than male respondents?

ANSWER: No. Proper statistical analysis will balance out differences in respondents' numbers. Always seek support from a statistician when preparing a survey and analysing data – you will get much more out of the data than by simply adding up the responses.

Knowing about the different experiences and perceptions of female and male respondents will enable you to design advocacy plans that inspire and mobilise both men and women around themes that are relevant to men and women, girls and boys.

RESOURCES

In the absence of a manual explaining how to mainstream gender into surveys, manuals on gender statistics provide useful guidance. All links listed below were tested in July 2016.

The United Nations Statistics Division (UNSTATS) provides an online tutorial on gender in statistics: http://unstats.un.org/unsd/genderstatmanual. Gender statistics are defined as the sum of the following characteristics, which are valid for any gender-sensitive survey:

▶ Data is collected and presented disaggregated by sex as a primary and overall classification

▶ Data reflects gender issues

▶ Data is based on concepts and definitions that adequately reflect the diversity of women and men and captures all aspects of their lives

▶ Data collection methods take into account stereotypes and social and cultural factors that may induce gender biases in the data.

A more comprehensive tool for the development of gender statistics is available from the United Nations Economic Commission for Europe (UNECE 2010), as a reference for professional statisticians: http://www.unece.org/fileadmin/DAM/stats/publications/Developing_Gender_Statistics.pdf

BACKGROUND

Transparency International defines corruption as the abuse of entrusted power for private gain. Bribes can take non-monetary forms, such as favours, services and gifts. Examining the ways in which corruption affects women and men differently, Transparency International has identified sexual extortion as a form of corruption that needs to be addressed.

The precise extent of the problem is unknown. Organisations and movements fighting against corruption have singled out sexual extortion as an issue that disproportionally affects women and girls (Hendry 2013, Jurma 2013, UN Women/UNDP/UNODC 2011). It can cause severe physical and psychological damage, as well as perpetuate social stigma.

WHAT IS SEXUAL EXTORTION OR "SEXTORTION"?

Sexual extortion is a form of corruption whereby the bribe is a sexual favour. The International Association of Women Judges (IAWJ) has coined the term "sextortion", which it defines as:

Sextortion involves a request – whether explicit or implicit – to engage in sexual activity. The form of sexual activity need not involve sexual intercourse or even physical touching, but could be any form of unwanted sexual activity, such as exposing private body parts, posing for sexual photographs, participating in phone sex, or submitting to inappropriate touching. […] To constitute sextortion, there must also be a corruption component: The perpetrator must occupy a position of authority and must abuse that authority by endeavouring to exact, or by accepting, a sexual favour in exchange for exercise of the power entrusted to him." (IAWJ 2012:9)

That is, any act whereby a person with entrusted power demands sex as a bribe (in exchange for a permit, for instance) is sexual extortion, even if no transaction of a sexual nature happens. Sexual extortion has two components – a sexual one and a corruption component – and three distinct features (IAWJ 2015):

▶ Abuse of power – the perpetrator uses the power entrusted in him for his personal benefit

▶ Quid pro quo – the perpetrator demands or accepts a sexual favour in exchange for a benefit that he is empowered to withhold or confer

▶ Psychological coercion – the perpetrator uses the imbalance of power between him and the victim to exert coercive pressure, rather than physical force, to obtain sexual favours.

Sexual extortion is not only a type of corruption, but also a form of gender-based violence. To a large extent, gender-based violence is caused by (and contributes to perpetuating) social norms which cast women as subservient to men. Following this logic, women's sexuality is framed as a tradeable commodity controlled by men.

Sexual extortion is not the appropriate term to designate unwanted demands for sexual activity that is not likely to be rewarded with any non-sexual transaction such as sexual harassment on public transport, and sexual activity that takes place through the use or threat of sheer physical force such as rape.

Sexual extortion vastly affects more females than males. Women and girls in situations of heightened dependency or vulnerability are particularly at risk, such as non-documented immigrants, prison inmates, students in boarding schools, slum dwellers and anyone in desperate need of the service the corrupt person can provide. For instance, a much-quoted study on sexual abuse of girls in African schools (Leach et al. 2003) provides alarming data on teachers demanding sex from school girls in exchange for grades. Sexual extortion by peacekeepers, aid workers and health personnel has also been covered in a growing body of literature (United Nations High Commissioner for Refugees and Save the Children UK 2002, Jennet 2006, Zicherman 2006 and Martin 2010).

Sexual extortion is not only harmful because it is a form of corruption. It can cause irreversible physical and psychological harm and reinforces social norms that justify the violation of women's and girls' rights, especially if perpetrators remain unpunished.[2]

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[2] Gender-based violence (GBV) is not only about men perpetrating violence against women, it is about all violence a person experiences because of social expectations regarding the behaviour of women and men respectively. For instance, violence perpetuated against sexual minorities because of their sexual preference is also GBV.

Sexual extortion is not the appropriate term to describe:

▶ Gender-based and sexual violence by perpetrators who are not in a position of entrusted power in relation to the victim – for example domestic violence

▶ Unwanted demands for sexual activity that is not likely to be rewarded with any non-sexual transaction – for example sexual harassment on public transport

▶ Sexual activity that is obtained by the use or threat of sheer physical force (even if it is a person with entrusted power who commits the act) – for example rape.

THE PREVALENCE OF SEXUAL EXTORTION

There is sufficient evidence to affirm that sexual extortion affects large numbers of women worldwide, but the precise extent of the problem is unknown. Social norms stigmatising survivors of gender-based violence (GBV) and deficient regulatory frameworks (see right, legal aspects) make it difficult for women (and men) to identify and report sexual extortion cases. It is notoriously difficult to obtain robust data on any form of gender-based and sexual violence. Social attitudes surrounding women's sexuality, as well as certain religious and legal provisions, make it dangerous for women and girls to report sexual extortion, especially if the sexual favour was granted. 'Victim-blaming' social norms commonly lead to different degrees of social ostracism; they may even provoke physical violence leading to the death of the woman who has reported the sexual violence she has been subjected to.

Another aspect that keeps survivors from disclosing their ordeal is the fear of psychological re-traumatisation, which could occur if they recall the traumatising events. This can also have serious consequences for a person's physical and mental wellbeing. Therefore, data collection on sexual extortion should follow the same standards as research on other forms of GBV.[3]

The most robust studies in the field suggest a high incidence of sexual abuse and sexual extortion in educational and peacekeeping settings. Around the world, a number of sexual extortion cases have been heard implicating judges and law enforcement agents as well (such as police, prison guards and immigration officials).

WOMEN, LAND AND CORRUPTION
Sexual extortion as a form of corruption is likely to harm mainly adult women who cannot afford to pay cash bribes, for instance when they seek to obtain a land title, or when they negotiate conditions to access land needed for their livelihoods (such as farmland, or a market stall) or for housing (such as a rental home, slum dwelling). Recent Transparency International studies have found evidence of such bribery (see page 37).

The Huairou Commission, a global coalition of grassroots women's organisations, has found that women face multiple demands of bribes from police and local level officials who control access to land and to public services such as housing, water, sanitation and electricity. Women and girls living in poverty are particularly vulnerable to sexual extortion, as they may be unable to pay cash bribes (Matsheza et al. 2012). Marital status (such as single, widowed, and divorced) and other aspects of a woman's identity that might involve discrimination may exacerbate vulnerability.

LEGAL PROVISIONS AND CHALLENGES REGARDING LEGAL ACTION

As pointed out above, it is difficult and risky for survivors of sexual extortion to report this form of corruption. Other aspects standing in the way of legal action are the lack of information on sexual extortion and on ways of reporting it, as well as patchy regulatory frameworks. Lack of witnesses and other evidence compounds the problem.

With regard to children, the legal situation is relatively straightforward: most countries prohibit sexual activity with children below the age of consent (which differs from one country to another) as statutory rape, regardless of any 'consent' the child might have voiced.

In the field of land and corruption, adult women are most likely to be affected by sexual extortion. Sexual extortion could potentially be prosecuted under anti-corruption laws, as well as under laws on gender-based violence, sexual harassment and discrimination. However, anti-corruption laws generally lack references to sexual extortion as a form of corruption. Three out of nine

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3 For extensive guidance, see Ellsberg and Heise (2005)

jurisdictions surveyed by the IAWJ have corruption statutes that focus on financial bribes, property gain and financial harm only and therefore do not encompass sexual extortion (IAWJ 2015). Provisions against sexual harassment are usually limited to labour law, thereby protecting the rights of employees but not those of women entrepreneurs and smallholders. Laws on GBV are often limited to specific types of GBV (such as rape and domestic violence), and tend to require proof of physical force or refusal by the survivor.

One field where provisions tend to be sufficiently broad to include sexual extortion is codes of conduct and ethics issued by public administrations, as well as provisions on 'abuse of authority' and 'breach of trust' provisions. However, such provisions apply to public administrations only and usually do not cover the private sector.

FINDINGS FROM TRANSPARENCY INTERNATIONAL'S WORK IN SUB-SAHARAN AFRICA

Although Transparency International research does not yet systematically gather data on sexual extortion, some recent surveys and focus group discussions conducted by African chapters suggest that sexual extortion affects a large number of women, especially younger women and girls.

Transparency International recognises sexual extortion as a corruption issue. A report by Transparency International Zimbabwe states: "Men and women are most likely to face similar forms of corruption with the exception of sextortion and bribery. Women generally lack access to capital therefore asking them for monetary bribes is less common. Instead women are more likely to be extorted for sex in return for land. This is more common among single women and widows." Young people, in particular young women, have been found to be vulnerable to sexual extortion as a form of corruption. A participant in a Transparency International Zimbabwe focus group mentioned: "Some young womenxare forced to trade sex in return for a 0.5 hectare of land in Chisumbanje." (2015:15-16) A summary of discussions led by Transparency International's Madagascar chapter at grassroots level includes a statement on sexual extortion ("some women who come for any kind of service become victims of sexual extortion").

Transparency International's Zimbabwe Youth and Corruption Study used a stratified random sampling of 750 young men and women which can be considered as representative of Zimbabwean youth as a whole. The respondents' frequent reference to the Sexual Harassment Act suggests that sexual extortion is not uncommon in transactions involving loans, employment and licenses. One female respondent stated: "We are often asked for sexual favours as a means to sweeten the deal in exchange for employment". The colloquial term "sexually transmitted degrees" refers to sexual extortion of female students. Commercial sex workers report having to bribe local policemen to avoid arrest; the bribe frequently takes the form of unprotected sex.

In Zambia, one participant in a focus group discussion with young men described sexual extortion as a female privilege: "Females have an advantage when it comes to accessing school places or employment. They easily find their way by offering their bodies, which most elderly men find irresistible." A young woman described women using sexual activity to obtain jobs as levelling "the playing field [sic] in terms of access to employment". This analysis suggests that young people's popular understanding of the causes and consequences of sexual extortion shows (i) little empathy with the survivors and (ii) no awareness of women's human rights.

Transparency International's chapter in Ghana, locally known as the Ghana Integrity Initiative, has conducted research on women's participation in the fight against corruption. Some 500 women and 100 men from six districts responded to a standardised questionnaire. Asked about the manifestations of corruption, 6 per cent of the respondents referenced "demands for and giving of sexual favours". When asked what effect corruption would have on women 61 per cent responded "she will be mentally and physically traumatised". This suggests that sexual extortion is widespread. Focus groups across all surveyed regions reported sexual extortion in education and across "all sectors of the economy".

A similar survey was carried out among 400 women and 100 men in five districts of Sierra Leone. Some 12 per cent of the respondents defined corruption as including "demands for and giving of sexual favours". The following conclusions were reached in a focus group discussion:

▶ "It is a common practice to show gratitude in exchange for favours/opportunities offered. In most cases, there is a great deal of expectation of women than men [sic], and most often women are expected to reciprocate in kind (through sexual favours).

▶ Corruption has had major consequences on women's livelihood, status, recognition and respect.

▶ It has inadvertently led to women suffering from the abuse of their rights both in their homes and society, especially due to the patriarchal nature of the Sierra Leone society."

As in the case of the Ghana survey, this conclusion suggests that sexual extortion is a major form of corruption affecting women in Sierra Leone. In view of these findings, it is vital to increase efforts to understand this form of corruption and devise appropriate ways to prevent and respond to it.

HOW TO PREVENT SEXUAL EXTORTION

The International Association for Women Judges (IAWJ) has issued recommendations on strengthening regulatory frameworks to ensure sexual extortion is fully included in the definition of corruption. Transparency International, with its vast experience in reinforcing anti-corruption systems, is well placed to support such work as part of its ongoing anti-corruption advocacy and in cooperation with the IAWJ and other feminist organisations. Calling for greater investment in civic education so that women are able to protect themselves against sexual extortion.

Poverty and the ensuing inability to pay bribes in monetary form appear to be key drivers of sexual extortion. That does not necessarily imply that only women and girls who live in poverty experience sexual exploitation. There is a growing body of evidence on sexual abuse of children in expensive private schools – however it is unclear to what extent sexual abuse in those institutions was used as a 'currency' in a corrupt act.

Social norms and individual attitudes that cast women and girls as inferior to men and boys closely correlate with gender-based violence. Greater gender-equal social norms would reduce gender-based violence – and perhaps the incidence of sexual extortion. Therefore, it is important in our work to avoid reinforcing sexist social norms, and to make clear that sexual extortion is a crime perpetuated by those asking for sexual favours – not those who feel pressured to yield to such demands.

HOW TO SUPPORT SURVIVORS OF SEXUAL EXTORTION

Sexual extortion differs from corruption involving cash bribes and material gifts in that it can cause severe consequences for a person's physical and mental wellbeing, as well as social exclusion. Therefore, if you work with victims of corruption you should (i) recognise the symptoms of sexual extortion and of trauma caused by it, (ii) give advice to survivors of sexual extortion in a non-threatening, supportive way, and (iii) refer them to the appropriate service providers (such as those providing post-exposure HIV prophylaxis).

There is insufficient support to gender-based violence (GBV) survivors worldwide. Law enforcement agents and service providers such as police, health and social services staff tend to lack capacity in identifying and effectively responding to GBV. Often corruption compounds the problem, for instance when police sexually abuse women who report rape. Organisations specialised in supporting GBV survivors are notoriously under-resourced and overburdened. Yet, GBV has been widely recognised as a major obstacle to development and receives increased attention from international donors. Although there is a strong focus on the prevention of GBV, support for work with survivors has also grown in some regions (including sub-Saharan Africa). It is unclear to what extent such service providers address the issue of sexual extortion.

HOW TO DEAL WITH PERPETRATORS OF SEXUAL EXTORTION

'Victim-blaming' social norms make it difficult for survivors of sexual extortion to report this form of corruption to anyone, let alone bring it to court. This is the case for all forms of sexual violence. When it comes to publicising and persecuting sexual extortion, the survivor's willingness and preparation for what can be a psychologically re-traumatising legal process with uncertain outcomes are paramount. A number of cases of sexual extortion as a form of corruption have been heard (IAWJ 2015), paving the way for future legal action.

Likewise, the option of 'naming and shaming' a perpetrator of sexual extortion depends on a careful risk assessment and survivors' willingness to report abuses. If survivors wish to remain anonymous, their privacy must be protected.

HOW TO INTEGRATE RESEARCH ON SEXUAL EXTORTION IN YOUR WORK

Since sexual extortion appears to be a widespread issue, care should be taken to ensure it is systematically included in research on corruption.

It is difficult and potentially re-traumatising for survivors of sexual extortion to speak about their experience. It makes little sense to ask a woman whether she has paid a 'bribe' in the form of a sexual favour. Even asking women as to whether they have used 'in-kind' bribes may elicit skewed responses. Questions can be phrased indirectly to obtain more honest answers, for instance by asking:

▶ Do you know anyone who has 'paid a bribe' in the form of a sexual favour? A sexual favour might include, for example, exposing or touching private body parts, posing for sexual photographs, participating in phone sex, inappropriate touching, or sexual intercourse.

▶ How many people do you know who have experienced such sexual extortion?

The consequences of corruption identified by respondents are also potential proxy indicators for sexual harassment. In multiple-choice questions, consequences should include (in addition to standard consequences like economic damage and reduced access to services):

▶ Psychological problems
▶ Unwanted pregnancy
▶ Health problems
▶ Marital problems
▶ Risk of HIV infection
▶ Social marginalisation

Interviewers and facilitators should be trained to maintain a friendly, non-judgmental attitude and have a list of organisations and contact details ready where respondents can seek support if needed. As a rule, women and girls should be interviewed by women only.

TALKING ABOUT SEXUAL EXTORTION IN YOUR COMMUNICATIONS

When devising proposals for anti-corruption legislation and integrity frameworks, it is advisable to use language that is broad enough to include non-financial 'bribes'. Proposals for laws and regulations should eliminate language that defines corruption exclusively as involving payment of money or other tangible goods.

WORKING ON SEXUAL EXTORTION WITHIN THE LAND AND CORRUPTION CONTEXT

In work on sexual extortion within the field of land and housing rights the following aspects should receive particular attention:

▶ Female staff and volunteers should interview and work with female survivors of sexual extortion.

▶ Seek advice from women's organisations which are committed to promoting women's equal rights, or from highly experienced consultants working in the field of gender-based violence to:

    ▶ examine and if needed improve internal processes for women-friendly, confidential work on sexual extortion,
    ▶ develop plans for work on sexual extortion,
    ▶ develop monitoring frameworks and ways to identify challenges and distil good practice.
    ▶ Map women's organisations and other service providers that offer affordable, good quality support services to survivors of gender-based violence, and establish contact with them for future referrals.

Extra resources should be devoted to prevent sexual extortion and support survivors. Anti-Corruption Legal Advice Centre (ALAC) staff may need to be expanded to include women; special training may be required to ensure ALAC staff is able to detect and handle sexual extortion cases in a way that protects the rights and interests of the survivors.

ANNEX III: Literature

All links listed below were tested in January 2017.

WEBSITES WITH USEFUL LITERATURE ON GENDER, LAND AND CORRUPTION

International Association of Women Jurists:
www.iawj.org
Landesa Centre For Women's Land Rights.
www.landesa.org
Library on gender and development:
www.bridge.ids.ac.uk
Tools to facilitate discussions on gender:
www.galsatscale.net and www.participatorymethods.org
U4 Anti-Corruption Resource Centre:
www.u4.no
Virtual Knowledge Centre to End Violence against Women:
www.endvawnow.org

ARTICLES

March, Candida, I. Smyth and M. Mukhopadhyay (1999) A Guide to Gender-Analysis Frameworks. Oxford: Oxfam GB.

Ellsberg, Mary and Lori Heise (2005) Researching Violence against Women. Washington DC: World Health Organisation, PATH.

FAO (2011) The role of women in agriculture – ESA Working Paper No.11-02. Report prepared by the SOFA Team and Cheryl Doss. Rome: The Food and Agriculture Organisation of the United Nations Agricultural Development Economics Division.

Giovarelli, Renee Beatrice Wamalwa and Leslie Hannay (2013) Land Tenure, Property Rights, and Gender. USAID Issue Brief. Available at www.land-links.org/issue-brief/land-tenure-property-rights-and-gender

Hendry, Nancy (2013) Sextortion and a Gendered Approach to Corruption: Grassroots Women and Women Judges take the Lead. NGO/CSW Forum Parallel Event. Church Centre for the United Nations, New York, NY. http://www.iawj.org/uncsw_presentation.pdf [10/12/2015]

Kelleher, David and Aruna Rao What is Gender at Work's Approach to Gender Equality and Institutional Change? Available at http://bit.ly/29kuusN

Leach, Fiona, Vivian Fiscian, Esme Kadzamira, Eve Lemani, and Pamela Machakanja (2003) An Investigative Study of the Abuse of Girls in African Schools. DFID. London. http://bit.ly/29m0Wda

International Association of Women Judges (2012) Stopping the Abuse of Power through Sexual Extortion: Naming, Shaming and Ending Sextortion. IAWJ. Washington DC. http://www.iawj.org/iawj_international_toolkit_final.pdf

International Federation of Journalists (2009) Getting the balance right – gender equality in journalism. Brussels: IFJ and UNESCO. Available at http://bit.ly/1QlEmYS
Jennett, Victoria (2006) Sexual Exploitation in Peace-keeping Missions. U4 Helpdesk. http://www.u4.no/publications/sexual-exploitation-in-peace-keeping-missions/

Matsheza, Phil, Anga R. Timilsina and Aida Arutyunova (2012) Seeing Beyond the State: Grassroots Women's Perspectives on Corruption and Anti-Corruption. Huairou Commission and UNDP. New York NY. http://bit.ly/1wuW6SF

Mayoux, Linda (2014) GALS Catalyst Phase I Tool 3: Gender Balance Tree. The Hague: Hivos. Available at http://bit.ly/29o6nK9

Tanzania Women Judges Association (2012) Stopping, Shaming and Naming the Abuse of Power for Sexual Extortion: A Tool Kit by Tanzania Women Judges Association (TAWJA). TAWJA. Dar Es Salaam.

UN Women, UNDP, UNODC Quatrième Session de la Conférence des Etats Parties à la Convention des Nations Unies contre la corruption (2011) Note de présentation : Table ronde sur le genre dans la corruption. http://bit.ly/29iBWHB

VeneKlasen, Lisa and Valerie Miller (2002) A New Weave of Power, People & Politics: The action guide for advocacy and citizen participation. Sterling, USA: Stylus Publishing LLC. Available (key chapters free of charge) on http://bit.ly/29iZwzS

VIDEO

Transparency International Zimbabwe has documented a land case involving sextortion: http://bit.ly/2aFOtRA WILDAF Ghana has produced an educational video on women's land rights which can be used in awareness raising, available at
https://www.youtube.com/watch?v=b1HQ90sFOQQ

FURTHER READING

DFID (2008) The Gender Manual. Available at
http://bit.ly/29jovny

Oxfam (2012) Ending Violence against Women – An Oxfam Guide. New York: Oxfam International. Available at http://bit.ly/1S47plS

United Nations General Assembly (1979) Convention on the Elimination of All Forms of Discrimination against Women (CEDAW). Available at http://bit.ly/1pNOosU

ANNEX IV: Glossary of key terms

Corruption-related definitions are by Transparency International; other definitions below are adapted chiefly from the UN Virtual Knowledge Centre www.endvawnow. org and DFID (2008).

CORRUPTION

The abuse of entrusted power for private gain.

EXTORTION

Act of utilising, either directly or indirectly, one's access to a position of power or knowledge to demand unmerited cooperation or compensation as a result of coercive threats.

FEMINISM

The belief that men and women should have equal rights and opportunities.

GENDER

A socially constructed definition of women and men, gender is determined by the conceptions of tasks, functions and roles attributed to women and men in society and in public and private life.

GENDER-BASED VIOLENCE (GBV)

An act of physical, mental or social abuse (including sexual violence) that is attempted or threatened, with some type of force (violence, threats, coercion, manipulation, deception, cultural expectations, weapons or economic circumstances) and is directed against a person because of his or her gender roles and expectations in a society.

GENDER EQUALITY

A situation whereby women and men enjoy the same right, regardless of their sex or their sexual minority status.

GENDER MAINSTREAMING

Ensuring that women's and men's (or boys' and girls') concerns and experiences are integral to the design, implementation, monitoring and evaluation of all legislation, policies and programmes, with the aim of making sure inequality is not perpetuated, women's and men's different rights and needs are recognised and addressed, and women and men share benefits.

GENDER NORMS

What societies expect from women and men on the basis of their respective gender.

GENDER SENSITIVITY

The ability and practice to take into account differences and inequalities between women and men caused by social expectations and norms (in other words by their gender), with the aim to achieve gender equality.

SEX

Differences between women and men, boys and girls that are based on biology (chromosomes, hormones, reproductive organs).

SEXISM

Unfair treatment of people because of their sex, especially unfair treatment of women.

SEXUAL ABUSE

Any kind of non-consensual sexual contact, as well as any sexual act (including touching and insinuations) that involves children.

SEXUAL HARASSMENT

Unwelcome sexual advances, requests for sexual favours, and other unwelcome behaviour of a sexual nature.