



Towards Guidelines on Mainstreaming Gender in National Anti-Corruption Strategies

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What is gender mainstreaming?



- Gender mainstreaming in a strategy or strategic plan is the process of including gender in all aspects of the development and implementation of that strategy or plan.
- It considers women's as well as men's concerns and experiences
- Socially constructed roles, activities, attributes and behaviours, personality traits, relationships, power and influence that a society conceptually attributes to men and women need to be considered at all stages the strategic action planning cycle.
- Gender mainstreaming does not only refer to women but focuses on the group that has been discriminated against, which can also include men when their perceived gender roles lead to discrimination.

Why mainstream gender in national anti-corruption strategies and action plans?



Mainstreaming gender ensures that:

- Men and women have equal opportunities to shape anti-corruption strategies and plans
- Gendered experiences, forms and effects of corruption are addressed
- Men and women benefit from the effective implementation of anti-corruption strategies and plans
- Strategies and plans have no (unintended) consequences that disproportionately affect men or women.

Why is it not enough to mainstream gender into anti-corruption programmes?



- Who is involved in the strategy creation matters (e.g. gender balance)
- Likely to miss important points at the agenda setting → budget
- Anti-corruption strategies are frequently revised/ newly written → offers opportunities for new focus
- Strategy takes a more holistic view in thinking about (unintended) consequences

What does mainstreaming gender in anti-corruption strategies require?



Mainstreaming gender into anti-corruption strategies requires taking into account gender considerations throughout the strategic planning cycle, from the very early stage of deciding who will be involved, to designing and implementing the strategy, as well as monitoring and evaluation, and revising and updating the strategy

How to mainstream gender?



- Look at the human implications of each activity in the strategic planning cycle
- Acknowledge the differences between women and men and different groups
- Address the potential differential impacts of the strategy or action on men and women.
- Ensure that both women and men will benefit equally from the intervention.

Initial assessment



In preparing to mainstreaming gender into an anti-corruption strategy, an initial assessment of gender is made:

- Examine the differences between men and women, their respective characteristics, needs and priorities in relation to a national anti-corruption strategy.
- Analyse the power dynamics shaping gender roles and the different impacts of an anti-corruption strategy on men and women.

Design of strategy and action plan



- Based on the initial assessment phase, gender considerations are included into the **design** of the anti-corruption strategy
- Gender **objectives** and **targets** are clearly articulated in the anti-corruption action plan
- Gender considerations also need to be integrated into the strategy's **resource mobilisation** and **budgeting** process

Implementation of strategy



- Gender considerations are equally important to take into account during the implementation of the strategy.
- Raise public awareness of how the anti-corruption interventions may affect men and women differently, and how the strategy aims to benefit both men and women.
- Ensure that the institutional arrangements proposed are gender responsive and have sufficient capacity to implement the strategy.
- Review and evaluate the gender impact of the strategy (ongoing).
- Ensure that participation in the strategy's implementation is gender balanced and gender is included in monitoring and reporting.

Monitoring and evaluation



- Set up a monitoring system that sets gender-sensitive project indicators and milestones
- Ensure that all data collected is disaggregated by gender
- Use data collection methods that incorporate both women's and men's experiences
- Ensure a gender balanced team carrying out M&E
- Allocate sufficient resources to be able to collect gender-sensitive data

Revising the strategy



- Review the evaluation of the previous strategy
- Reflect on the successes and failures in achieving gender objectives
- Ensure gender inclusiveness in the review, reflection and revision process

Potential entry points



- Preparations for a new national anti-corruption strategy
- Design and action planning of a new national strategy
- Resource allocation and budgeting
- Involvement of women and men in implementation phase
- Annual operational plans and indicators
- Creating regional or sectoral anti-corruption strategies
- Monitoring and evaluation
- Revision of existing anti-corruption strategies

→ **Important:** You don't have to wait but can start thinking about mainstreaming gender into the (existing strategy) at any time!

