



**World Customs
Organization**

Integrity, gender equality & diversity: what are the links?

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Gender & Integrity



Women experience, perceive and are affected by corruption in different ways than men

Corruption = Additional obstacles for women in accessing and using public goods (including basic services)

Better understanding of the links between Gender equality, Diversity and Integrity = essential for designing effective strategies to address potential gaps.

Gender & Integrity: concepts



Women are less corrupt than men

FALSE

There is no evidence showing that women are inherently less corrupt than men. Other factors such as the political and institutional context, culture and gender inequalities can explain the linkages between female representation and levels of corruption.

Gender & Integrity: concepts



Women perceive corruption differently than men

TRUE

Studies indicate women are less involved in bribery and less likely to tolerate bribe taking. When engaging in corruption, women are also significantly less aggressive in the amount they extract than their male counterparts. Women appear to be more vulnerable to punishment and the risks involved in corruption due to social norms and perceptions.

Gender & Integrity: concepts



Women are less exposed to situations where there might be occasions to be corrupt

TRUE

Integrity may be more a matter of exposure rather than gender. As women lack access to resources, they may also be less targeted by demands for bribes and less likely to indulge in corrupt transactions.

Gender & Integrity: concepts



Corruption has an impact on gender equality

TRUE

Gender inequality breeds corruption and vice versa: corruption tends to worsen gender inequalities. Although women tend to condemn corrupt behavior more than men, they report corruption less often than men, because they are more afraid of the consequences. Addressing gender in anti-corruption policies makes sense from an economic and development perspective.

Gender & Integrity: concepts



Men and women are subject to the same type of corruption

FALSE

Women are more subject to be victims of sex assault as an informal currency in bribery.

How can Customs integrate a gender perspective in their fight against corruption



Revised Arusha Declaration
Key Factor:

Leadership & Commitment

Strong commitment to gender equality from leadership

Gender Mainstreaming Strategy: women and men are represented in key positions throughout the administration.

Acknowledgement of the gender imbalance in decision making positions → establishment of some sort of Women's Leadership Forum to champion and implement programmes that will support women's career development.

Offer leadership trainings for both men and women and install a participatory approach culture to enable all employees to ask questions and engage with all ranks of leadership.

Introduction of female staff to reduce the gender stereotype roles in the organization.

How can Customs integrate a gender perspective in their fight against corruption



Revised Arusha Declaration
Key Factor:

Transparency

Equal access to information

Policies and procedures available **online**
Legally mandated bans on discrimination
Complaints mechanism available.

Balanced representation of men and women solicited in Customs policies and procedures.

Ensuring **female stakeholders have access to information** on customs policies and procedures (including through collaboration with women business associations).
Carry out **training and workshops** on customs policies and procedures for all stakeholders, especially woman traders. (Indonesia)

Special chats on popular social networks in which traders can make complaints and or ask questions.

How can Customs integrate a gender perspective in their fight against corruption

Revised Arusha Declaration

Key Factor:

Human Resource Management

- Equal opportunities with regards to career development & training
- Written HRM policies
- Recruitment and promotion based on merit

Equal rules on penalization

Equal Pay Standard to ensure gender equality in hirings and salaries.

Highlight female's participation in job application, interviews and recruitment and in advertisement for new positions.

Importance to measure the effectiveness of GED measures in employment & career development

- Commitment to recruit a diverse workforce using a data driven approach.
- Develop **strategic partnerships with diversity** associations that will help the administration to recruit a **diverse workforce.**

How can Customs integrate a gender perspective in their fight against corruption



Revised Arusha Declaration
Key Factor:

Relationship with the Private Sector

Agreements with the government agencies and private sector associations aiming to promote a more **equal share of women and men at the executive level of corporate governance across the country.**

Conduct consultations with stakeholders including women traders. Provide access to complaints mechanism.

Ensuring female stakeholders have **access to information** on Customs policies and procedures through **collaboration** with women business associations. Carry out **training and workshops** on customs policies and procedures for all stakeholders, especially woman traders.



Thank you

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