



**Asia-Pacific
Economic Cooperation**

Advancing Free Trade
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Gender Mainstreaming and Mentoring in Anti-Corruption Agencies Symposium *Summary Report*

Wellington, New Zealand | 21-23 April 2021

APEC Anti-Corruption Working Group

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1. Background

APEC has been working to advance women's economic integration in the region. In 2019, Chile included 'Women, SMEs and Inclusive Growth', as one of its APEC-related priorities. The La Serena Roadmap for Women and Inclusive Growth aims to ensure greater integration and empowerment of women in the Asia-Pacific region. Corruption is likely to have a greater impact on women's economic wellbeing, when compared to men. Under Malaysia's helm during 2020, a set of recommendations for APEC economies were developed and endorsed by the Anti-Corruption Transparency Working Group (ACTWG). These recommendations focus on empowering women in the fight against corruption. However, most of these recommendations are outward facing and do not further the position of women within the actual corruption organisations.

In 2021, New Zealand aims to continue the focus on empowering women in the fight against corruption. The project is jointly funded by APEC and New Zealand and has three main outputs:

1. A research paper reporting the results of a questionnaire survey involving APEC anti-corruption agencies
2. A virtual symposium bringing together experts in issues related to gender, gender mainstreaming and corruption
3. A training guide that focuses on mentoring women in anti-corruption agencies.

This report summarises the virtual symposium - Gender Mainstreaming and Mentoring in Anti-Corruption Agencies Symposium. The event took place between 21-23 April 2021.

2. Objectives

The two primary objectives of the Symposium were:

1. Increasing knowledge on gender mainstreaming amongst anti-corruption practitioners from APEC member economies.
2. Providing a forum for consultation on the research paper and the draft mentoring training guide.

3. Symposium Description

The Gender Mainstreaming and Mentoring in Anti-Corruption Agencies Symposium was held on 21-23 April 2021. It was completely virtual and involved 11 speakers, with participants joining from 15 APEC economies (71 percent of economies) along with representatives from non-member economies.

The Symposium agenda is detailed in Appendix 1. The presentations can be found on the APEC website

<http://mddb.apec.org/Pages/search.aspx?setting=ListMeeting&DateRange=2021/04/01%2C2021/04/end&Name=Symposium%20on%20Gender%20Mainstreaming%20and%20Mentoring%20for%20Anti-Corruption%20Agencies%202021>

4. Summary of Symposium Sessions

4.1. Opening Remarks

The Symposium was officially opened by the New Zealand Government Minister Hon Poto Williams, Minister responsible for the Serious Fraud Office and Minister of Police. She introduced New Zealand's theme for APEC 2021 which is 'Join, Work, Grow, Together'. The Minister provided an overview of how the Symposium supports APEC's La Serena Roadmap for Women and Inclusive Growth.

The Gender Mainstreaming and Mentoring in Anti-Corruption Agencies Symposium brought together a wide range of experts to explore how women can be better empowered within their anti-corruption and law enforcement agencies to help with the fight against corruption. Corruption has a disproportionate impact on vulnerable groups and for some economies this can include women. Supporting the empowerment and advancement of women in anti-corruption agencies will ultimately improve the way agencies tackle the impact of corruption on women generally. The Minister noted that the project follows on from the excellent work done by Malaysia in 2020 when they commenced work in this important area. She also congratulated the New Zealand Serious Fraud Office for making the focus of the event about mentoring for women in anti-corruption agencies.

4.2. Gender Mainstreaming – the New Zealand Perspective

New Zealand takes pride in being inclusive and having a high level of gender equality. To further enhance this, gender mainstreaming has been promoted by many groups including the Ministry for Women. This session sought to showcase New Zealand gender mainstreaming practices and key lessons learnt.

Speaker 1: Dr. Jo Cribb, Diversity and Inclusion Consultant and former Chief Executive of the Ministry for Women

Topic: Why Gender Mainstreaming Matters: A New Zealand Perspective

Dr. Cribb presented on the importance of gender mainstreaming. She defined gender mainstreaming as being a process that gives women and men equitable access to and the ability to benefit from society's resources. Governments adopting gender mainstreaming commit to ensuring the concerns of both men and women are integral to the design, implementation, monitoring and evaluation of their work. It means that the gendered impact of decisions is identified, at every stage of the policy and delivery

process. This becomes clearer when looking at the following: gender segregation of work where there are different patterns of paid and unpaid work; caring and childcare; different access to resources and capital (especially land); and working on different tasks (such as growing and preparing food). Gender mainstreaming seeks to address these inequalities.

Dr. Cribb also presented examples of gender mainstreaming in New Zealand. This included a drive within the New Zealand state sector to achieve gender parity in decision making positions. Another example provided included a requirement that any company seeking to register on the New Zealand Stock Exchange must provide a gender report. Gender mainstreaming is a process that aims to increase the productivity of economies.

Speaker 2: Professor Jennifer Claire Curtin, Professor of Politics and Director of the Public Policy Institute at the University of Auckland.

Topic: Gender Mainstreaming and Gender Responsive Budgeting

Professor Curtin introduced the audience to Gender Responsive Budgeting (GRB) which is an important element of gender mainstreaming. GRB is a tool to assess the impact government budgets and other economic policies have on inequality between women and men. GRB can be applied during or after the budget cycle to evaluate the budget. Professor Curtin emphasised that GRB improves policy and programme efficiency and the effectiveness of gender equality outcomes. She discussed further requirements for implementation of GRB which include having in place a strategic framework, implementation tools and an enabling environment. Gender mainstreaming and GRB practices are important for anti-corruption agencies as they increase the number of women involved in administration, thereby disrupting traditional male networks and entrenched ways of working. Furthermore, they can also increase avenues for participation by women which, in turn, can support integrity.

Speaker 3: Rachel Petero, Board Director at Pacific Cooperation Foundation

Topic: Coaching and Mentoring for Inclusivity and Indigeneity

Rachel Petero discussed how mentoring works for indigenous women in New Zealand. Based on her experience mentoring abroad and in New Zealand, she noted that there is a shortage of mentoring that is responsive to the needs and aspiration of indigenous and Pacific women in New Zealand. Not only do most mentors look physically different from indigenous mentees but there is also a cultural disconnect. This prompted Rachel to develop Korowai Manaaki – a culturally appropriate model for mentoring

indigenous women. Korowai Manaaki takes a holistic approach weaving strand by strand a Korowai (cloak) of development. An expert Māori weaver devotes their time to exploring and understanding the patterns, techniques and knowledge necessary to achieve excellence in their art. The artist's weaving is not limited solely to physical materials. It recalls and connects with weaving processes and practices where the patterns reflect both past and present. This approach also applies to mentoring indigenous women. Both mentor and mentee should aim to connect through a worldview approach.

4.3. Gender and Corruption

There has been a long-standing discussion, both academic and public, about the connection between women and corruption. Some have argued that increasing the number of women in any work environment will reduce corruption. Others have refuted this citing it as a 'naturalist' way of thinking which could, in fact, be counterproductive in terms of achieving gender equality. Another aspect to this discussion is what the impact of corruption is on women specifically – a debate that is made further difficult due to the lack of available data. This session sought to delve into this topic.

Speaker 4: Dr. Anne-Marie Goetz, Clinical Professor at New York University and Former Chief Advisor for the Governance, Peace and Security Department at UN Women

Topic: The Fairer Sex Myth

Dr. Goetz talked about how viewpoints regarding the relationship between gender and corruption has changed over time. Gender equality is a critical mission for anti-corruption work. Early thinking focused on the involvement of women in the public sector and the gains, in terms of integrity, that could be achieved by doing so. In the 1990s, there were a number of integrity experiments that involved feminising the public space, as a way of putting this assumption into practice. Following these experiments, the concept was presented as being a myth by a number of groups including the World Bank. Prior to that, the suggestion had been that there would be a correlation between a higher level of participation by women in parliament and lower levels of corruption. This debate can be divided into two arguments. The first argues that higher participation by women reduces corruption, due to gendered behavioral differences i.e. women are less risk averse, more ethical, and community-minded, less impetuous, due either to 'nature' or socialization. The second stream of the debate argues that the gender and corruption relationship is spurious and is caused by a political system. Instead of exploiting supposed feminine virtues in the

fight against corruption, (what can women do for good governance) corruption should be combatted in ways that respond to women's concerns (what governments should be doing for women). It is, therefore, important to understand how gender shapes both opportunities for corruption and engagement in fighting corruption.

Speaker 5: Boris Divjak, Transparency International Bosnia and Herzegovina

Topic: Gender and Corruption in Failed Democracies: Bosnia and Herzegovina

Boris Divjak presented his research about gender and corruption in Bosnia and Herzegovina. By way of context, he noted that Bosnia and Herzegovina have had a decreasing corruption score and women are typically marginalised. The study found that, given the opportunity, there is no gender difference in terms of reacting to corruption. Should they become a victim of corruption, both men and women are equally prepared to fight it. However, the research found there were differences between the response of what were termed 'traditional women' compared to women who are less tradition bound. Traditional women were less educated and exposed to fewer services and sectors. As a result, they appeared to be exposed to less corruption. Women who were less traditional had a higher level of education. They met corruption on an equal level with men and were ready to fight it.

When women achieve equal opportunities in terms of enrolling in schools and universities and completing quality education in the same ratios as men, they are typically empowered to access the same sectors and request the same level of rights and services for themselves and their dependents as men. Empowering women is an important part of the fight against corruption generally.

The full report can be downloaded here: <https://ti-bih.org/english-gender-and-corruption-in-failed-democracies/?lang=en>

4.4. Addressing Gender Impacts of Corruption

The fact that corruption affects women more than men is a widely accepted view, despite the lack of data to quantify or fully understand it. In this session, two leading international organizations showcased their efforts to fight corruption and outline the actions taken to lessen the impact on women and involve them in the fight against it.

Speaker 6: Jennifer Sarvary Bradford, United Nations Office on Drugs and Crime Programme Manager

Topic: Addressing the Gender Dimensions of Corruption

Jennifer Sarvary Bradford introduced a recently released UNODC report called 'The time is now: Addressing the gender dimension of corruption'. The publication presents

recommendations made by a group of experts in empirical research. The main findings of the publication were outlined including diversity and education being critical for countering the gender dimension of corruption. Research has shown that corruption reduces opportunities for women. Therefore, reducing corruption may help to reduce gender inequality. Conversely, women's substantive empowerment may reduce corruption. Diversity disrupts established, collusive networks that typically benefit men more than women. Lack of data on the gender impact of corruption, ultimately impacts on cohesive policy development due to lack of information. Gender sensitive whistle blower policies are important for women who might consider the possibility of retaliation if they report incidents of corruption. A more victim centred approach is, therefore, recommended. A further recommendation of the report was to encourage gender champions as agents for change. In several APEC economies, women have become champions to fight corruption where it affects them most. In concluding the presentation, Jennifer Sarvary Bradford emphasised that an inclusive society is a less corrupt society.

The full report can be downloaded here:

https://www.unodc.org/documents/corruption/Publications/2020/THE_TIME_IS_NOW_2020_12_08.pdf

Speaker 7: Leah Ambler, OECD Legal Analyst and Manager, Asia-Pacific

Topic: Gender Aspects of Transnational Bribery Enforcement and Compliance

The OECD understands the importance of the link between gender and corruption. In 2018, the G20 Anti-Corruption Working Group included gender in its Anti-Corruption Action Plan and made a commitment to deepening its understanding of the links between gender and corruption. Analysis of the gender dimensions of historical foreign bribery cases showed that there is a gender data gap, making it difficult to determine possible links between how gender influences the resolution of such cases. In the face of unanswered questions, bridging the data gap on gender and corruption has become imperative. To bridge that gap, data needs to be collected on the role of women as perpetrators, reporters, enforcers and victims. In particular, corruption that uses sex as currency warrants attention. In 2020, the Global Corruption Barometer included questions on this issue for the first time. Preliminary results from Latin America and the Caribbean showed that one in five people had either experienced corruption with sex as currency or knew someone who had. Despite the need for more data and evidence to develop policies to address the gendered aspects of corruption, there are still actions that can be taken now. The mentoring approach being advocated by New Zealand is a practical and innovative way forward. Mentoring offers a way of increasing access to leadership and career development opportunities, and generally promoting gender mainstreaming. Utilising role models is also important. However,

there is a need for broader, more meaningful representation in decision-making positions. The potential exists to harness existing international networks to create strong mentoring frameworks for women in law enforcement, public integrity and anti-bribery compliance. The OECD is ready to support and assist these efforts.

The full report can be downloaded here: <https://www.oecd.org/corruption/Foreign-bribery-and-the-role-of-intermediaries-managers-and-gender.pdf>

4.5. Women in Law Enforcement and Anti-Corruption Agencies

Speaker 8: Jorge Fainstein Day Gastrell, Acting Director Capacity Building and Training Directorate, INTERPOL Global Complex for Innovation

Topic: Women in Law Enforcement in the ASEAN Region

Jorge Fainstein Day Gastrell presented research - 'Women in law enforcement in ASEAN' - conducted by INTERPOL and UN Women. Jorge Fainstein Day Gastrell said there was still a long way to go to make gender parity in law enforcement a reality. Globally, it estimated that only 10% of police are female while within the ASEAN the figure is 6-20%. The report on women in law-enforcement in the ASEAN is an important step towards achieving change. The research identified various good practices aimed at supporting women in law enforcement in the region. These include recruitment, training and deployment, as well as gender specific initiatives. Support networks that offer women in law enforcement work-related exchanges, as well as access to role models are also empowering. However, there are many challenges remaining including: societal expectations and biases; the promotion of women; and lack of gender sensitive infrastructure. It was also noted that difficulty in managing work-life balance is a significant obstacle for women in law enforcement. Furthermore, there are no independent mechanisms in place that allow women in law enforcement to report discrimination. INTERPOL is committed to supporting and driving change. It has developed standardized training curriculum for gender equality and human rights in a law enforcement context and provides gender sensitive training for managers. Training covering leadership and specialised areas is also offered to mid-career female officers. Collectively, this will help to increase the number of women in leadership positions. INTERPOL has established regional networks and opportunities for sharing experiences and best practices. This includes mentoring and coaching opportunities for women.

The full report can be downloaded here: <https://www.interpol.int/en/News-and-Events/News/2020/Women-increase-operational-effectiveness-of-policing-but-barriers-persist-ASEAN-report>

Speaker 9: Ms Gaelle Demolis, Programme Specialist for Governance, Peace and Security Unit at UN Women Regional Office for Asia and the Pacific

Topic: Promoting Women in Law Enforcement and Anti-Corruption Agencies

Gaelle Demolis focused on the issue of sexual bribery which involves using the body as a currency for corruption. She presented research findings conducted with widows of military service men. They were entitled to receive pensions due to the death of their partner. However, to receive that pension, many were subjected to sexual bribery. While a high percentage of widows interviewed experienced this form of bribery, only two complained. The low number of complaints was attributed to the women fearing social stigma from the sexual bribery and the repercussions arising from that. Those women who did lodge complaints were not taken seriously leading to further disillusionment amongst the victims. This form of corruption affects women disproportionately. With the emergence of Covid-19, it is anticipated that incidents of sexual bribery will increase. In emergency situations, women may need to interact with male officials and police officers more frequently. This dynamic could be changed, if the gender of those in such positions of authority was more evenly split between males and females. An interest in this area prompted UN Women to participate in the research presented by Jorge Fainstein Day Gastrell and drive dialogue with law enforcement agencies around promoting the role of women. The organisation has also produced brochures that promote ethical standards when interacting with women. Raising awareness of sexual bribery amongst women is also important and is achieved via a number of mediums including social media and theatre.

Speaker 10: Lloyd Richardson, Women Against Transnational Corruption Hub (WATCH)

Topic: International Anti-Corruption Coordination Centre -WATCH

Lloyd Richardson introduced the International Anti-Corruption Coordination Centre (IACCC) and the Women Against Transnational Corruption Hub (WATCH). WATCH is an international network, hosted by the IACCC in London, which was formed by professional women working in the field of anti-corruption. It recognizes the contribution made by both women and men to national and international anti-corruption efforts. However, it acknowledges that women are not fairly represented in this field and are often faced with a different set of challenges due to their gender. WATCH aims to connect professional women working in this area across all continents and has set up regionally focussed messaging groups. As an example, the Africa group currently has approximately 20 members who receive the IACCC newsletters and share other communications relevant to the field of work. Although in its early stages, interaction amongst those in the group has increased as they have become more confident in accessing it. Lloyd Richardson invited participants to contact him if they

were interested in finding out more and becoming a part of the Asia/Oceania group. The WATCH team is currently building a website and plans to host an online resource library with anti-corruption materials. The WATCH website will sit alongside the IACCC webpage that be launched this year (2021).

To join the Asia/Oceania messaging group, contact WATCH at watch@theiaccc.com or the IACCC at iaccc@oort.theiaccc.com

4.6. Presentation of research findings

Speaker 11: Dr. Katja Rangsivek, Prevention Advisor at the Serious Fraud Office

Topic: Gender Mainstreaming and Mentoring in APEC Anti-Corruption Agencies

New Zealand conducted research to evaluate the state of gender mainstreaming and experiences of female employees in APEC anti-corruption agencies. The questionnaire was responded to by 93 female employees from anti-corruption agencies in 16 member economies. The results showed that there is a high representation of women within some teams in anti-corruption agencies. This indicates that there is some gender segregation that deserves further investigation. It was also shown that women in anti-corruption agencies perceive a moderate subtle gender bias. This bias increased with an increase of power distance and masculinity in the economies' cultures. Women of child-bearing age perceived a higher bias than other respondents. Perceived bias was especially pronounced, with regards to female leadership and mentoring opportunities. The questionnaire showed that many member economies have gender sensitivity training in place that can alleviate biases. The same does not apply to mentoring programmes for women. Respondents do not receive mentoring, particular as a part of formalised programmes. Thus, a focus on increasing women's opportunities to access mentoring is seen as a crucial step forward in reducing the subtle gender bias and encouraging women to rise into decision-making positions. Based on these results, New Zealand will be producing a handbook on mentoring programmes for women in anti-corruption agencies.

Katja Rangsivek also presented the aims and outline of a mentoring training guide that is being drafted to address the issues uncovered as part of the research. The draft will be circulated to ACTWG members for their feedback. They were also invited to contribute related case studies and examples that could be used in the Guide.

The research paper will also be circulated to participants for their feedback.

After both the research paper and training guide have been endorsed by the ACTWG, they will be published as APEC publications and made available on the APEC website.

5. Symposium Analysis

There was a total of 303 participants who attended the Symposium over the three days that it was held. Participants came from the following 15 APEC economies: Australia; Brunei Darussalam; Chile; People's Republic of China; Indonesia; Malaysia; Mexico; New Zealand; Peru; Russia; Singapore; Chinese Taipei; Thailand; United States and Viet Nam. Participants from non-member economies, along with representatives from the APEC secretariat also attended. Attendees came from a range of sectors, however, the majority worked in anti-corruption and law enforcement agencies, and the justice sector. Compared to typical APEC events, the number of females who attended was high at 77.6%. The following tables and information provide more details on the participants.

Table 1. Symposium participants by status

	<i>Day 1</i> <i>21 April 2021</i>	<i>Day 2</i> <i>22 April 2021</i>	<i>Day 3</i> <i>23 April 2021</i>
Delegate - Economy Official	90	75	65
Delegate - Other	7	6	7
Guest - Non-member participants	21	19	13
Total	118	100	85

Table 2. Symposium participants by sector

	<i>Day 1</i> <i>21 April 2021</i>	<i>Day 2</i> <i>22 April 2021</i>	<i>Day 3</i> <i>23 April 2021</i>
Anti-Corruption	34	37	27
Law Enforcement	12	6	9
Justice	10	10	11
Gender Expert	10	9	8
Academia	4	2	1
NGOs	7	5	4
Private Sector	6	4	3
Public	31	21	17
APEC Secretariat	5	4	4

Table 3. Symposium participants by gender

	<i>Day 1</i> <i>21 April 2021</i>	<i>Day 2</i> <i>22 April 2021</i>	<i>Day 3</i> <i>23 April 2021</i>
Female	95	73	67
Male	23	25	17
Unknown	0	2	1
Total	118	100	85

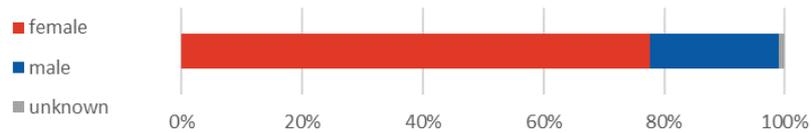


Figure 1. Participants by gender

The evaluation survey showed a high degree of satisfaction with the Symposium. Most respondents found the Symposium overall to be helpful or very helpful. They agreed that the speakers were relevant and well informed. Furthermore, respondents said that they will be more aware of gender issues at their workplaces. Most respondents stated that they would use the mentoring training guide when it becomes available. Addition comments included:

1. "The presentation of research findings was the most interesting for me."
2. "Symposium was very helpful, specially because participants can get information about gender mainstreaming in other economies and try to apply on their own."

Appendix: Agenda

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

Wednesday 21 April 2021, 3.00 p.m. – 5.00 p.m. New Zealand
time

TIME	WELCOME
3:00 - 3:05 PM	Moderator – call to order and introductions
3:05 - 3:10 PM	Moderator introduces Hon Poto Williams, Minister responsible for the Serious Fraud Office and Minister of Police (video) (5 mins)
	Item 1: Gender Mainstreaming – the New Zealand Perspective
3:10 - 3:15 PM	Moderator – Pre-recorded Voxpop insights from an economy (5 mins)
3:15 - 3:30 PM	Speaker 1 Dr. Jo Cribb , Diversity and Inclusion Consultant and former Chief Executive of the Ministry for Women Topic: Why gender mainstreaming matters – a New Zealand experience (15 mins)
3:30 - 3:45 PM	Speaker 2 Professor Jennifer Claire Curtin , Professor of Politics and Director of the Public Policy Institute at the University of Auckland. Topic: Gender Responsive Budgeting in New Zealand in the context of the Gendered Effects of COVID19 (15 mins)
3:45 - 4:00 PM	Speaker 3 Rachel Petero , Founder and CEO of Rise2025 Global. Topic: Coaching and mentoring for inclusivity and indigeneity

	(15 mins)
4:00 - 4:10 PM	Q&A session facilitated by moderator (10 mins)
	Item 2: Gender and Corruption
4:10 - 4:15 PM	Moderator – Pre-recorded Voxpop insight from an economy (5 mins)
4:15 - 4:30 PM	Speaker 4 Anne-Marie Goetz , Former Chief Advisor for the Governance, Peace and Security Department at UN Women Topic: The Fairer Sex Myth (15 mins)
4:30 - 4:45 PM	Speaker 5 Boris Divjak , Transparency International Bosnia and Herzegovina Topic: Gender and Corruption in Failed Democracies: Bosnia and Herzegovina (15 mins)
4:45 - 4:55 PM	Q&A session facilitated by moderator (10 mins)
4.55 - 5.00 PM	Summary and closing remarks by moderator (5 mins)

Thursday 22 April 2021, 3.00 p.m. – 5.15 p.m. New Zealand time

TIME	WELCOME
3:00 - 3:05 PM	MC – call to order and introductions
	Item 3: Addressing Gender Impacts of Corruption
3:10 - 3:25 PM	Speaker 6 Jennifer Sarvary Bradford , United Nations Office on Drugs and Crime Programme Manager Topic: Addressing the Gender Dimensions of Corruption (15 mins)
3:25 - 3:40 PM	Speaker 7 Leah Ambler , Legal Analyst and Manager of Asia-Pacific, Anti-Corruption Division, OECD Topic: OECD work on Gender Aspects and impact of corruption. (15 mins)
3:40 - 3:50 PM	Q&A session facilitated by moderator

	(5 mins)
3:50 - 3:55 PM	Moderator – Pre-recorded Voxpop insights from an economy (5 mins)
	Item 4: Women in Law Enforcement and Anti-Corruption Agencies
3:55 - 4:10 PM	Speaker 8 Jorge Fainstein Day Gastrell , Acting Director of the INTERPOL Capacity Building and Training Directorate, Singapore Topic: Women in Law Enforcement (15 mins)
4:10 - 4:25 PM	Speaker 9 Gaelle Demolis , Programme Specialist for Governance, Peace and Security Unit at UN Women Regional Office for Asia and the Pacific Topic: Promoting Women in Law Enforcement and Anti-Corruption Agencies (15 mins)
4:25 - 4:35 PM	Q&A session facilitated by moderator (10 mins)
4:35 - 4:40 PM	Moderator – Pre-recorded Voxpop insights from an economy (5 mins)
4:40 - 4:55 PM	Speaker 10 Lloyd Richardson , Women Against Transnational Corruption Hub (WATCH) Topic: Empowering and enabling the women who are working on corruption cases across the world (15 mins)
4:55 - 5:10 PM	Q&A session facilitated by moderator (15 mins)
5:10 - 5:15 PM	Summary and closing remarks by moderator (5 mins)

Friday 23 April 2021, 3:00 – 4.45 p.m. New Zealand time

TIME	WELCOME
3:00 - 3:05 PM	MC – call to order and introductions (5 mins)
3:05 - 3:10 PM	Moderator – Pre-recorded Voxpop insight from an economy (5 mins)

	Item 5: Presentation of research findings
3:10 - 3:35 PM	Speaker 11 Dr. Katja Rangsivek , SFO Prevention Advisor Topic: Presentation of the research paper (25 mins)
	Item 6: Working session
3:35 - 3:55 PM	Working Session Q&A with Katja Feedback on the research paper Jo Cribb to facilitate Q&A discussion (20 mins)
3:55 - 4:00 PM	Moderator – Pre-recorded Voxpop insight from an economy (5 mins)
	Item 7: Presentation – Training Guide
4:00 - 4:20 PM	Speaker 12 Dr Katja Rangsivek , SFO Prevention Advisor Topic: Outline of the training guide (20 mins)
4:20 - 4:40 PM	Working Session Q&A with Katja Feedback on the research paper Jo Cribb to facilitate Q&A discussion (20 mins)
4:40 - 4:45 PM	Summary and closing remarks by moderator (5 mins)