



GENDER BASED CORRUPTION IN PUBLIC WORKPLACES IN RWANDA

FACTS & FIGURES

WHY WAS THIS STUDY CONDUCTED?

- Raise the awareness on GBC and drawing attention on the subject
- Encourage victims to not keep silent and report their cases
- Advocate to distinguish GBC and Gender Based Violence by laws

FACTS ABOUT THE SURVEY

1031 Respondents (men: 51.1 %, women: 48.9 %)

120 public institutions , 62.3 % Support staff, 17.8 % Professional, 13.5 % Director, 6.4 % Senior management

PERCEPTION OF GBC IN PUBLIC INSTITUTIONS



63 % in Higher learning institutions

63 % in Local governments

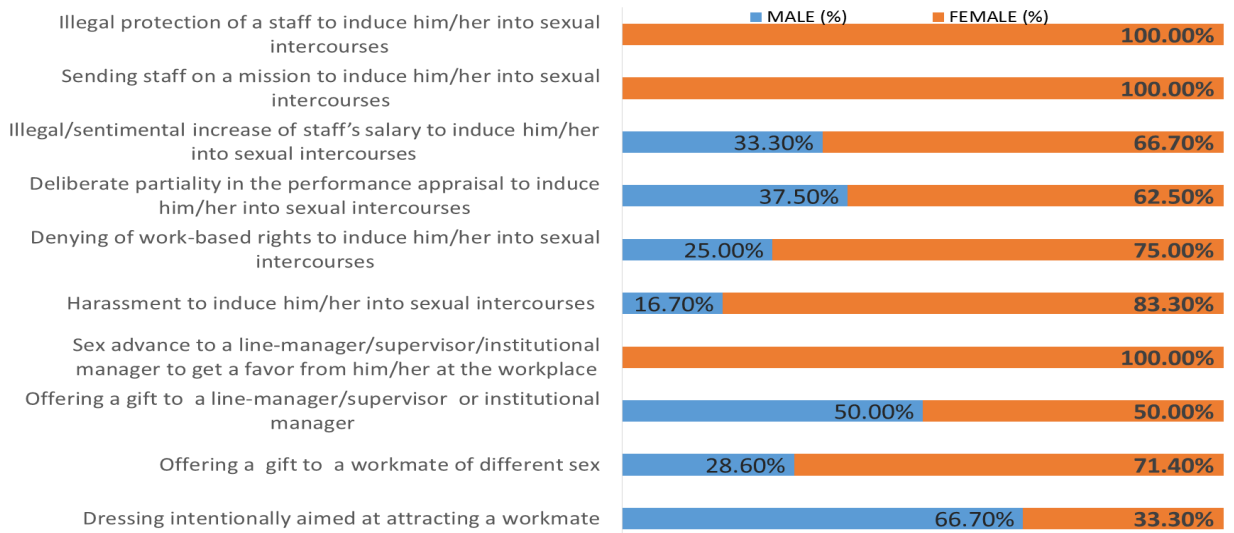
59 % in Public Secondary Schools

How to define a “gendered” form of corruption?

Transparency International defines **corruption** as “the abuse of entrusted power for private gains”.

Sexual harassment, exploitation and the use of sex as a form of ‘payment’ are some of the specifically ‘gendered’ forms of corruption. Here, **Gender Based Corruption** is considered when someone is demanding favors, such as of sexual nature, in exchange for a service. Any person who explicitly or implicitly demands or benefits from, or accepts favors due to gender differences as a promise in order to accomplish a duty, or to refrain from carrying out his/her duties

PERSONAL EXPERIENCE OF GBC DISAGGREGATED BY GENDER



PERSONAL EXPERIENCE OF GBC



Women experience GBC in many forms, but are mainly prone to the following:

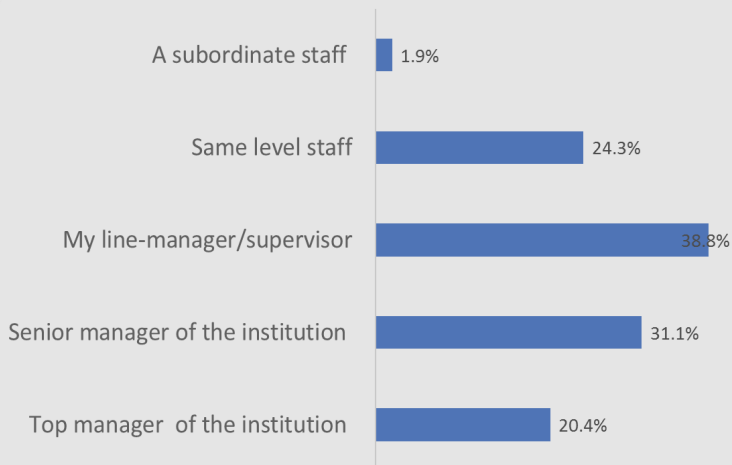
- Illegal Protection to induce her into sexual intercourses
- Sending her on a mission to induce her into sexual intercourses
- Sex advance to a line-manager/ supervisor to get a favor



Men also experience GBC in the following forms:

- Dressing intentionally
- Offering a gift to a line-manager
- Deliberate partiality in the performance appraisal to induce him into sexual intercourses

RELATIONSHIP BETWEEN VICTIM AND AUTHOR



CAUSES

- 48.5 % Sexual immorality
- 33.3 % Lack of transparent staff promotion
- 30.4 % Lack of transparent selection of employees capacity building, sending on a mission

CONSEQUENCES

- 30.9 % Permanent psychological/verbal persecution/ violence
- 29.9 % Unfair dismissal
- 23.7 % Staff demotivation (victim)

REASONS FOR NOT REPORTING GBC



THE DILEMMAS OF REPORTING: TESTIMONIES

“For the sake of ensuring family livelihoods, **some employees have no choice but to accept sexual advances** proposed by their bosses. For example, a widow employee can notice that if she doesn't accept, her boss or supervisor will plot her dismissal, which will lead to her children's starvation”

“Suppose that your supervisor or your institution leader asks you verbally to have sex with him, kisses you or strokes your breasts, **which evidence would you provide if there was no one else to testify it?** Given that it is my supervisor who victimizes me while I can't have evidence, I rather prefer to keep quiet to safeguard my job”

RECOMMENDATIONS

- Revisiting the performance appraisal to reduce subjectivity in the results based management system.
- Sensitizing girls and women to build their confidence at workplace, to maintain ethical/cultural values.
- Public institutions should introduce a focal person/representative in charge of GBC, representing the staff members and who has the authority to report. This person can be elected by staff members and should be empowered. This person can also collaborate with other anti-corruption bodies.

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