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National Launch of Gender Based corruption in Public workplaces in Rwanda 2016

Marasa Umubano Hotel, Kigali, 16th February
2018



Outline



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I. Background



- Despite impressive efforts in curbing corruption in Rwanda, it is apparent that the notion of “gender based corruption” did not attract the legislator’s attention.
- The same applies to research papers related to gender and corruption and yet Gender-based corruption is widely believed to be the main type of corruption in the work place.
- Findings from the last Gender Based Corruption survey conducted by TI-RW (TI-RW, 2010) indicate that this form of corruption does exist in Rwanda and its scale is far from negligible.



II. Objectives of the study



The overall objective of this survey is to investigate the state of GBC in public work places in Rwanda. Specifically, this survey aims to:

- Determine the level of awareness and knowledge of GBC in public work place in Rwanda
- Examine the level of Personal Perception and/or experience of GBC in the public work places in Rwanda
- Identify the causes, forms and consequences of GBC in the public work places in Rwanda
- Formulate actionable recommendations, based on the research findings, to prevent and fight against corruption at work place.



The importance of this study is threefold



- To further raise awareness on GBC in general and specifically on reporting mechanisms.
- To build synergies of stakeholders being involved in the fight against corruption, specifically concerning GBC.
- To provide evidence for specific advocacy actions.



III. APPROACHES AND METHODS



Approaches:

- Quantitative &
- Qualitative

Methods:

- Questionnaire,
- Desk research,
- FGDs,
- Interviews

Target population:

- Employees of public institutions:
- Senior managers, directors,
- Professional,
- Support staff



IV. Sampling strategy



Sampling frame

- ❑ Sampling frame: Employees lists from HR Managers
- ❑ Random selection: employees for questionnaire
- ❑ Names selected by researchers from employees list
- ❑ Purposive: participants in FGDs & Interviews



Sample size

- ❑ 120 public institutions selected randomly from 2,272 institutions
- ❑ 1031/1200 employees for the questionnaire
- ❑ 2.8 % margin of error, 95% confidence level
- ❑ 50% female: 10 per institution (5 male & 5 female)
- ❑ 4 FGDs (2 with Male employees , 2 with Female employees) in Kigali and Provinces
- ❑ 3 In-depth Interviews of GBC victims
- ❑ 4 KII Human Resource Managers



V.



- Enumerators and field team leaders hired and trained;
- Questionnaire pre-tested and fine-tuned;
- Data collected under close supervision;
- Confidentiality granted to participants (topic highly sensitive) ;
- Questionnaire administered in safe place (within institution)



V.I Data analysis



Quantitative data

- Data entry template designed (SPSS) by IT/Statistician
- Experienced data entry clerks hired and trained
- Actual Data entry done
- data cleaned and analysed
- Scoring methodology (weighted average mean) used for scale questions data

Qualitative data

- Thematic analysis
- Content analysis



VII. Quality control



- Stakeholders involved to review and validate methodology, tools and draft report
- Review and approval by NISR
- Training of enumerators
- Research tools pre-tested
- Data collection closely supervised
- Close overall supervision and coordination
- Confidentiality granted to participants



VIII. Legal and institutional framework



Legal framework

- Rwandan Law No. 23/2003 of 07/08/2003, on the prevention, suppression and punishment of corruption and related offences:
- The law n° 23/2003 of the 07/08/2003 on prevention and repression of corruption and related offences.
- Organic Law No. 01/2012/OL of 02/05/2012, instituting the penal code
- The law n° 59/2008 of 10/09/2009 determining prevention and repression of gender based violence embraces a series of provisions favorable to the promotion of the gender equality in Rwanda.

Institutional framework

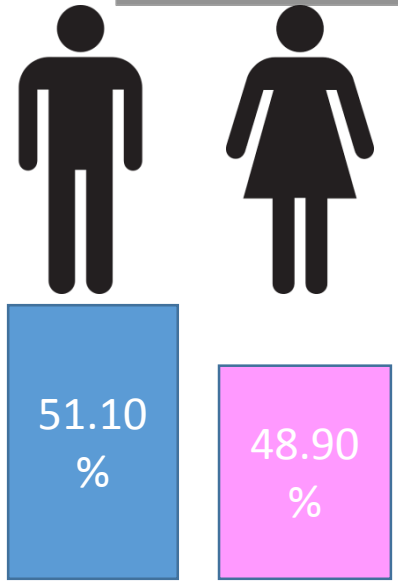
- Office of the Ombudsman
- Gender Monitoring Office
- Rwanda National Police (ISANGE ONE STOP CENTER)
- National Public Prosecution Authority
- National Commission of the Public Service
- National Human Rights Commission
- **Transparency International Rwanda and other CSOs working on anti-corruption matters**



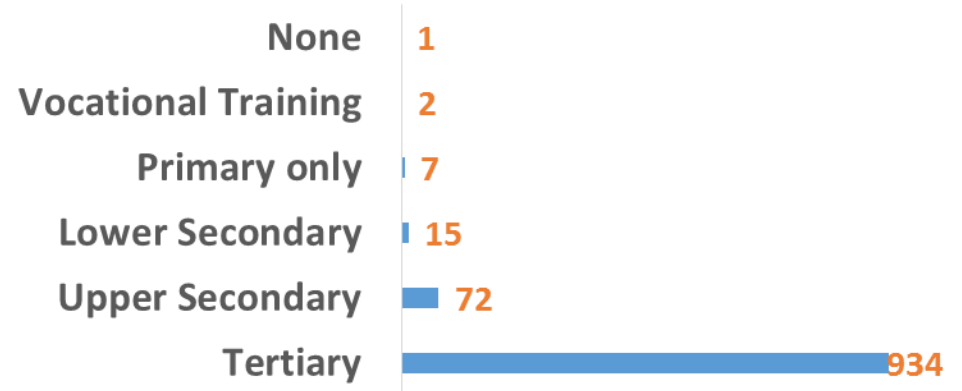
findings...



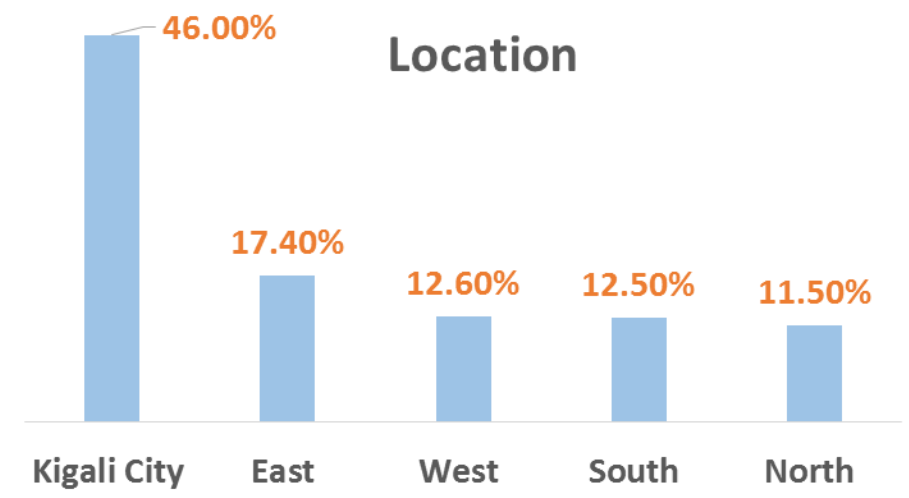
DEMOGRAPHICS N=1031



Highest level of education

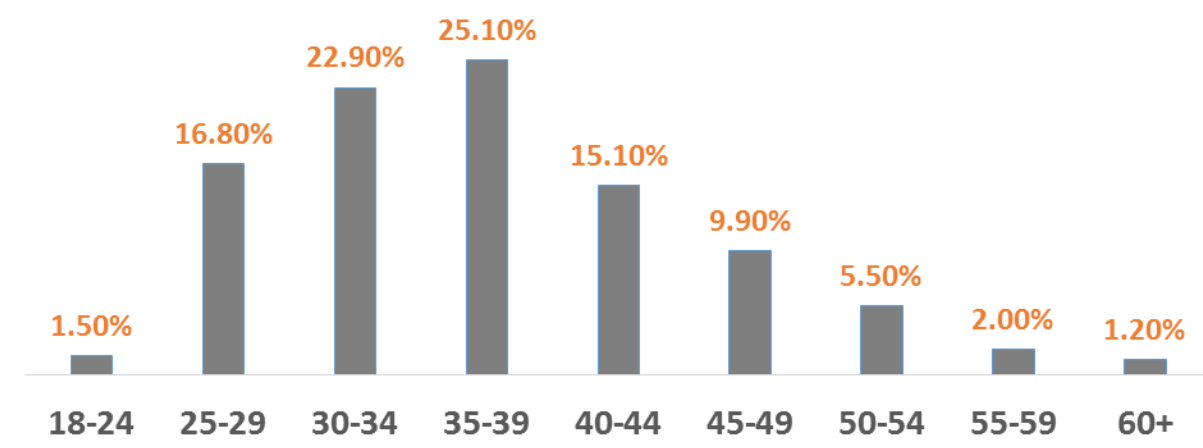


Location



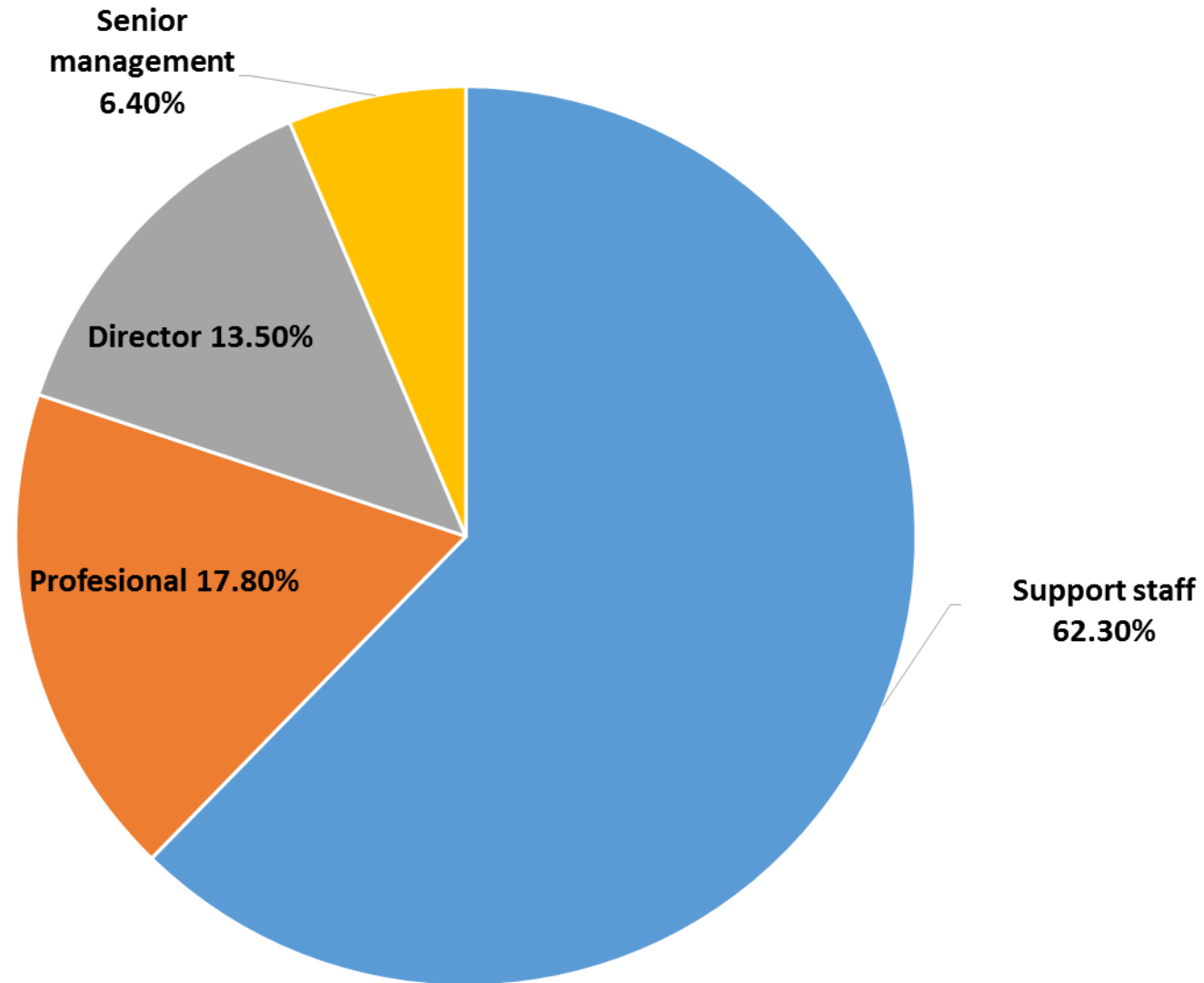
Institution category	Frequency	Percent
Ministries	56	5.4%
Public institutions affiliated to ministries	251	24.3%
Universities	121	11.7%
Province & City of Kigali	33	3.2%
Districts	171	16.6%
Districts hospitals	164	15.9%
Public secondary schools	235	22.8%

Age



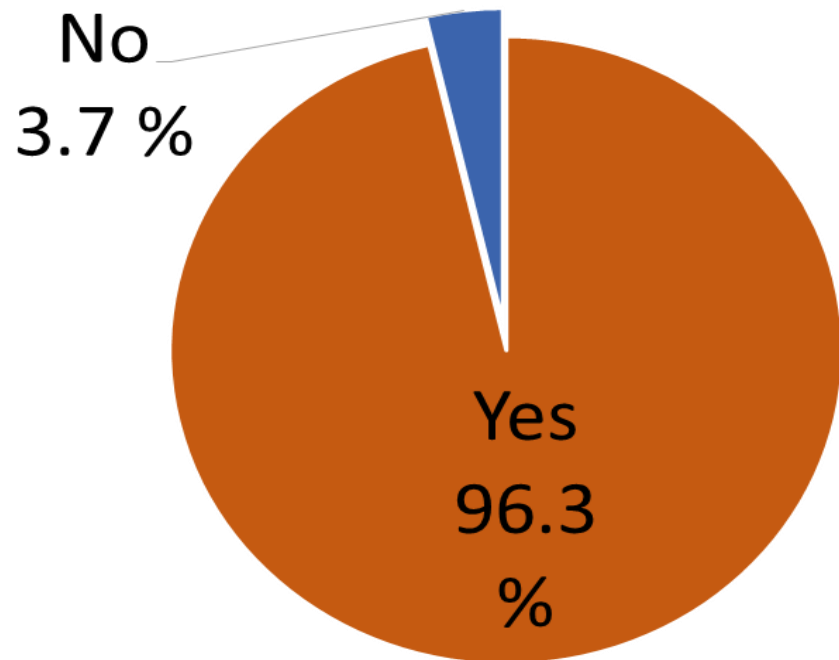


Current position in the institution





AWARENESS OF GENDER-BASED CORRUPTION IN THE PUBLIC WORKPLACE



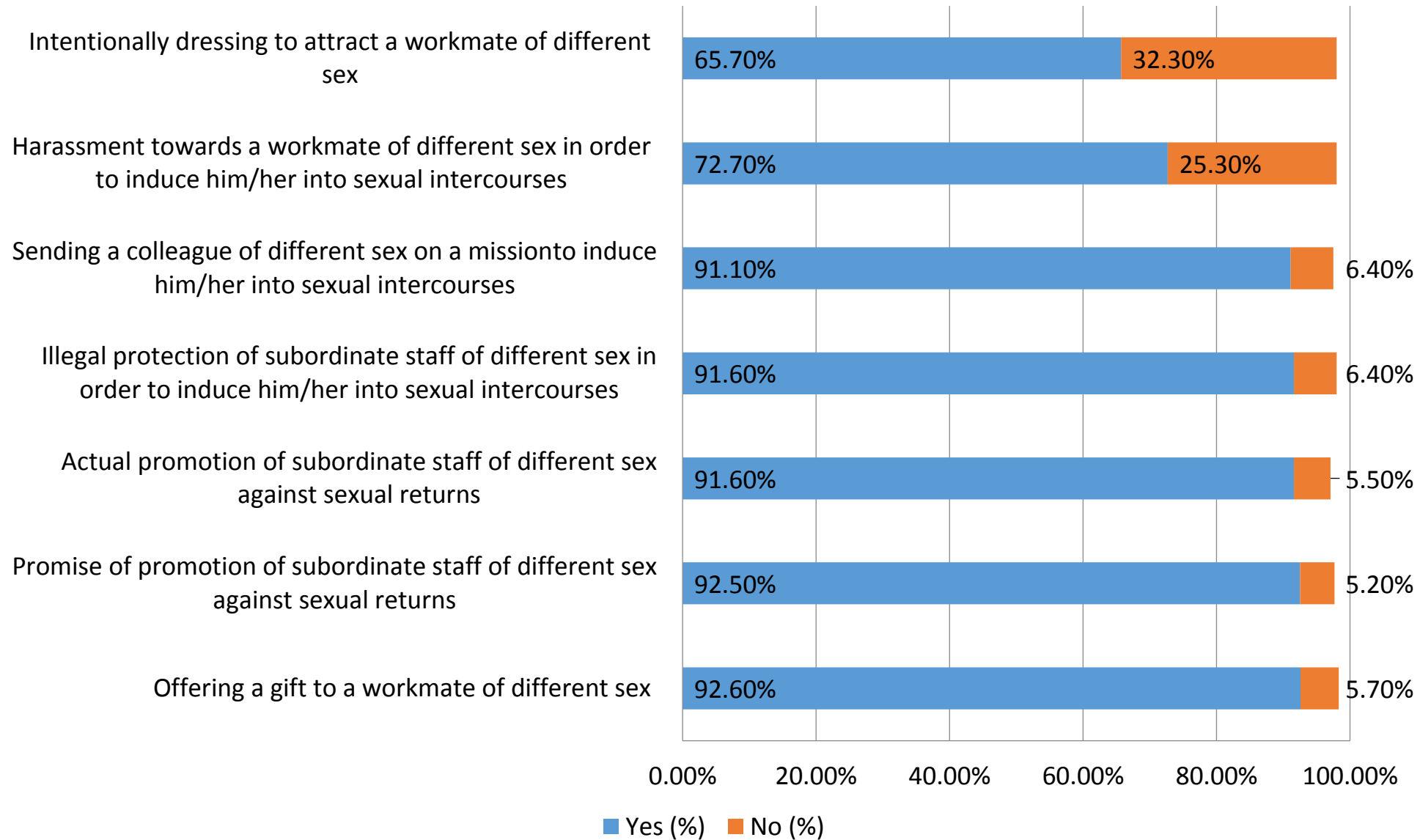
However,

“even though we constantly hear of it [GBC], we cannot confirm whether or not those allegations are always true as it is not easy to get their evidence”



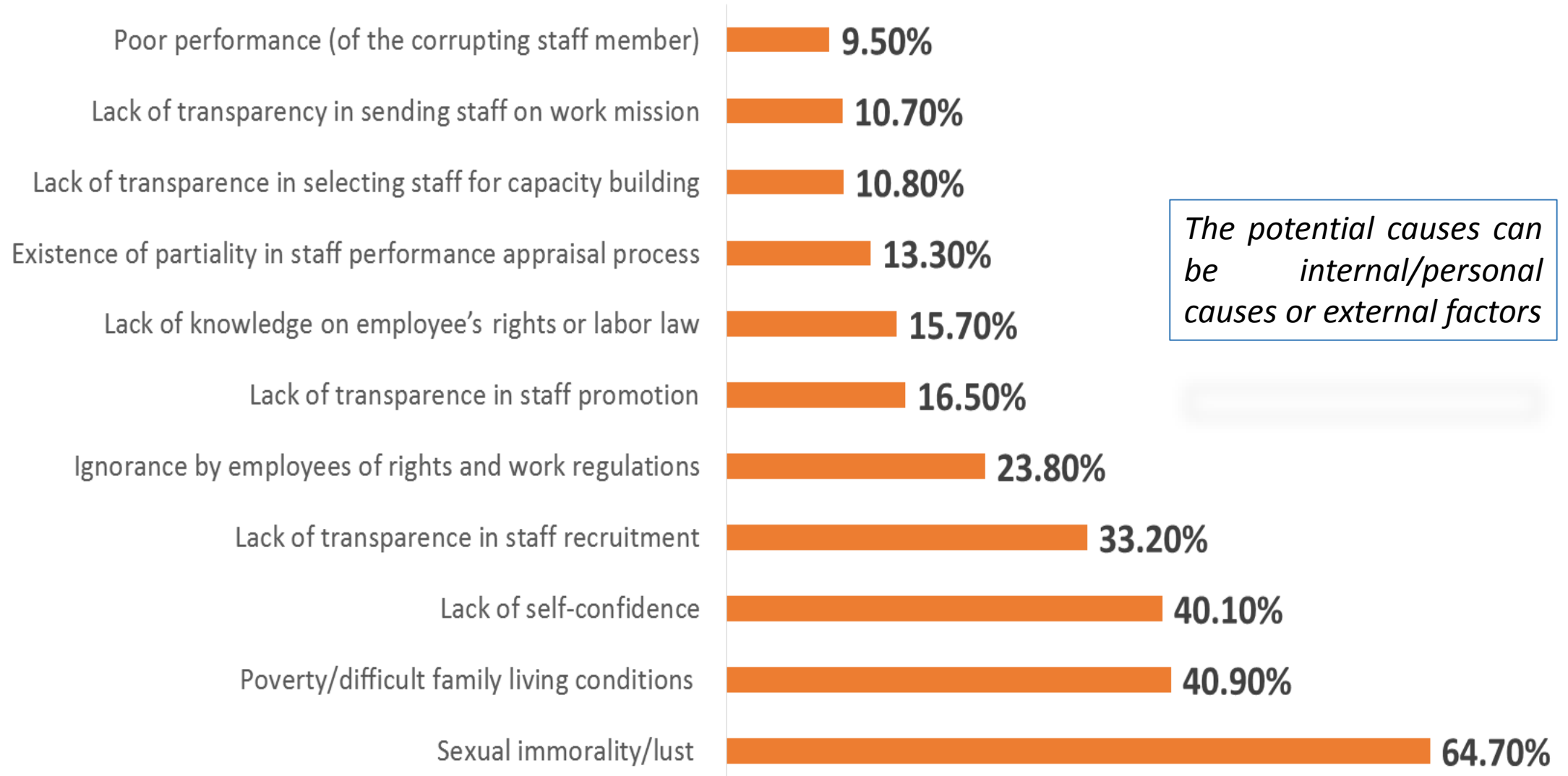


Awareness of Forms of Gender Based Corruption



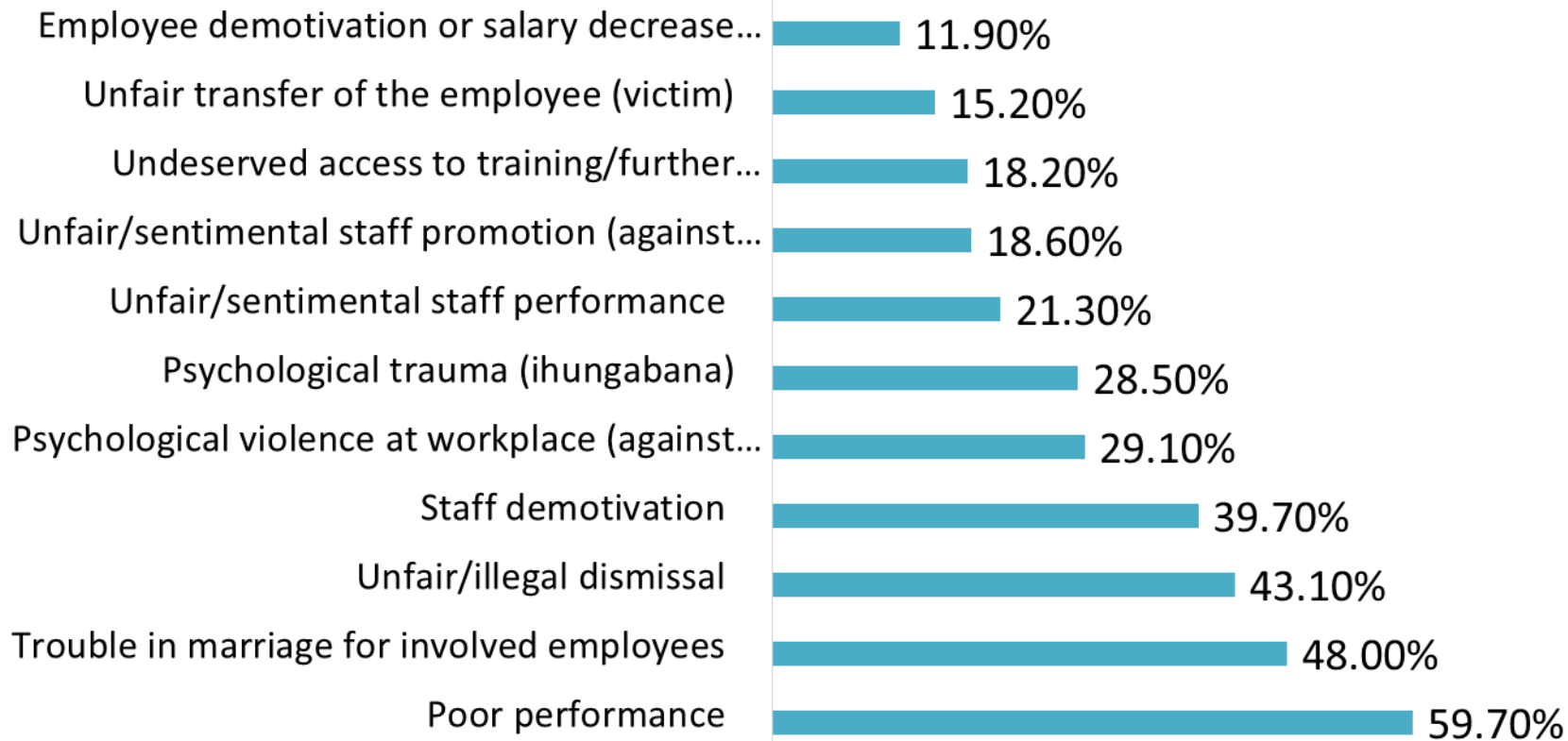


Awareness of causes for GBC in the public workplace





Awareness of potential consequences of GBC in the public workplace



“Gender-based corruption at workplace is a driver of poor service delivery. Unqualified employees hired on the basis of sexual matters are most likely to deliver poor service. Some of them do even carelessly handle customers because they know their bosses whom they are in love with can hardly hold them accountable”, a male participant



Acceptability of selected forms of GBC



	Yes (N)	No (N)	Yes (%)	No (%)
Deliberate partiality in the performance appraisal of supervised/subordinate staff of a different sex in order to induce him/her into sexual intercourses	8	1013	0.8%	99.2%
Induce a supervised or a subordinate staff of a different sex to unwanted sexual intercourses in the workplace in exchange of employee's rights or benefits in the workplace	9	1018	0.9%	99.1%
Denying work-based advantages to a supervised or a subordinate staff of a different sex in order to induce him/her into sexual intercourses	10	1013	1.0%	99.0%
Illegal protection of a supervised/subordinate staff of different sex in order to induce him/her into sexual intercourses	11	1009	1.1%	98.9%
Sending a workmate or a supervised/subordinate staff of a different sex on a mission in order to induce him/her into sexual intercourses	11	1011	1.1%	98.9%
Granting training or further education opportunity to a workmate or a supervised/subordinate staff of a different sex in order to induce him/her into sexual intercourses	12	1009	1.2%	98.8%
Illegal/sentimental increase of a different sex workmate or a supervised/subordinate staff's salary in order to induce him/her into sexual intercourses	12	1010	1.2%	98.8%



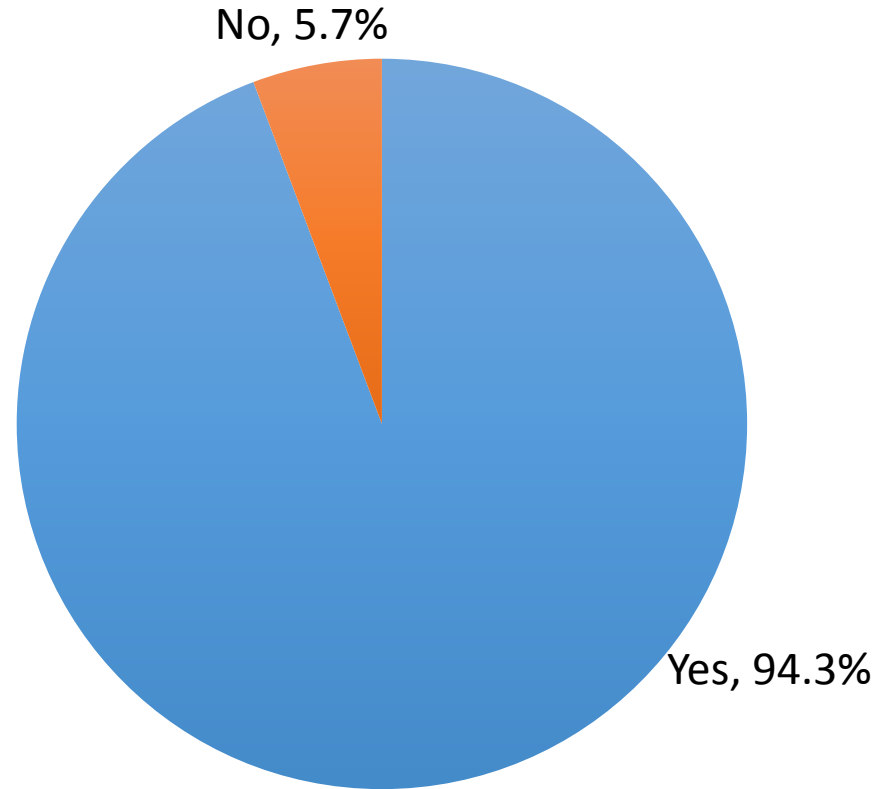
Acceptability of selected forms of GBC



Denying of work-based rights to a supervised or a subordinate staff of a different sex in order to induce him/her into sexual intercourses	12	1013	1.2%	98.8%
Harassment towards a workmate of different sex in order to induce him/her into sexual intercourses	12	1014	1.2%	98.8%
Harassment/persecution towards a supervised or a subordinate staff of a different sex in order to induce him/her into sexual intercourses	12	1014	1.2%	98.8%
A promise of promotion of a supervised/subordinate staff of different sex against sexual returns	16	1007	1.6%	98.4%
Offering a gift to a workmate of different sex in order to get a favor from him/her at the workplace	16	1009	1.6%	98.4%
Actual promotion of a supervised/subordinate staff of different sex against sexual returns	17	1006	1.7%	98.3%
Sex advance to a line-manager/supervisor or institutional manager of different sex in order to get a favor from him/her at the workplace	20	1007	1.9%	98.1%
Offering a gift to a line-manager/supervisor or institutional manager of different sex in order to get a favor from him/her at the workplace	29	997	2.8%	97.2%
Offering a gift to a workmate of different sex in order to get a favor from him/her at the workplace	32	994	3.1%	96.9%
Dressing intentionally aimed at attracting a workmate of different sex in order to get a favor from him/her at workplace	48	977	4.7%	95.3%



PERCEPTION OF GENDER-BASED CORRUPTION IN THE PUBLIC WORKPLACE

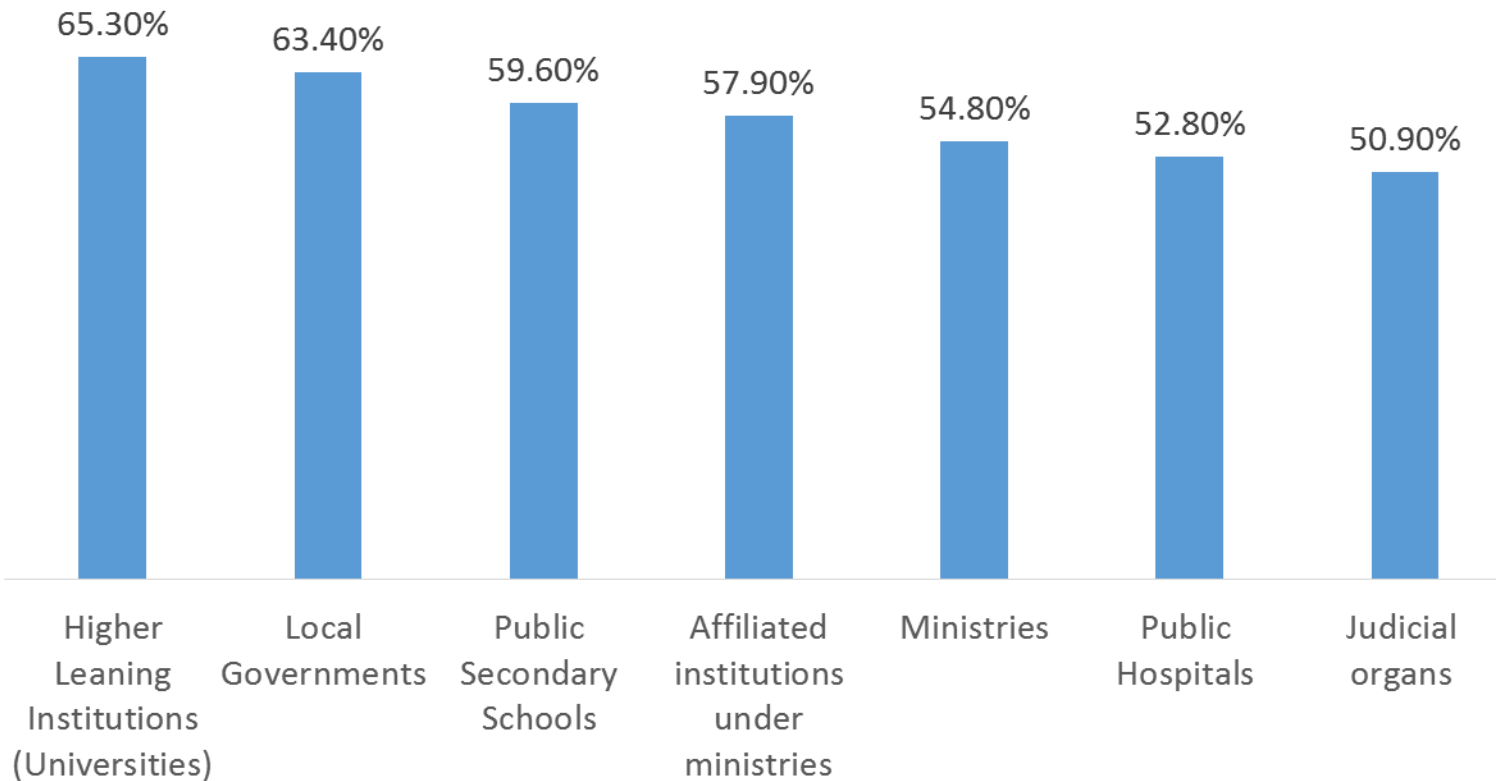


The survey shows that nearly all respondents (94.3%) have heard of GBC in Public work place in Rwanda. Regardless of the level of prevalence, this data shows that GBC exists in Rwandan Public workplace

The existence of GBC at workplace in the Rwandan public service was also supported by many participants in both FGDs and key informants' interviews. While some of them have only heard of it, others maintained that they have personally experienced it, or have either relatives or workmates who encountered. This was also verified by some human resource managers interviewed in this study.



Perception of GBC in selected public institutions



“when there were beautiful teachers with low competence, the headmaster used to intentionally allocate only one “minor subject” as a way of easing their workloads in exchange for sexual favors”

A teacher in FGD.





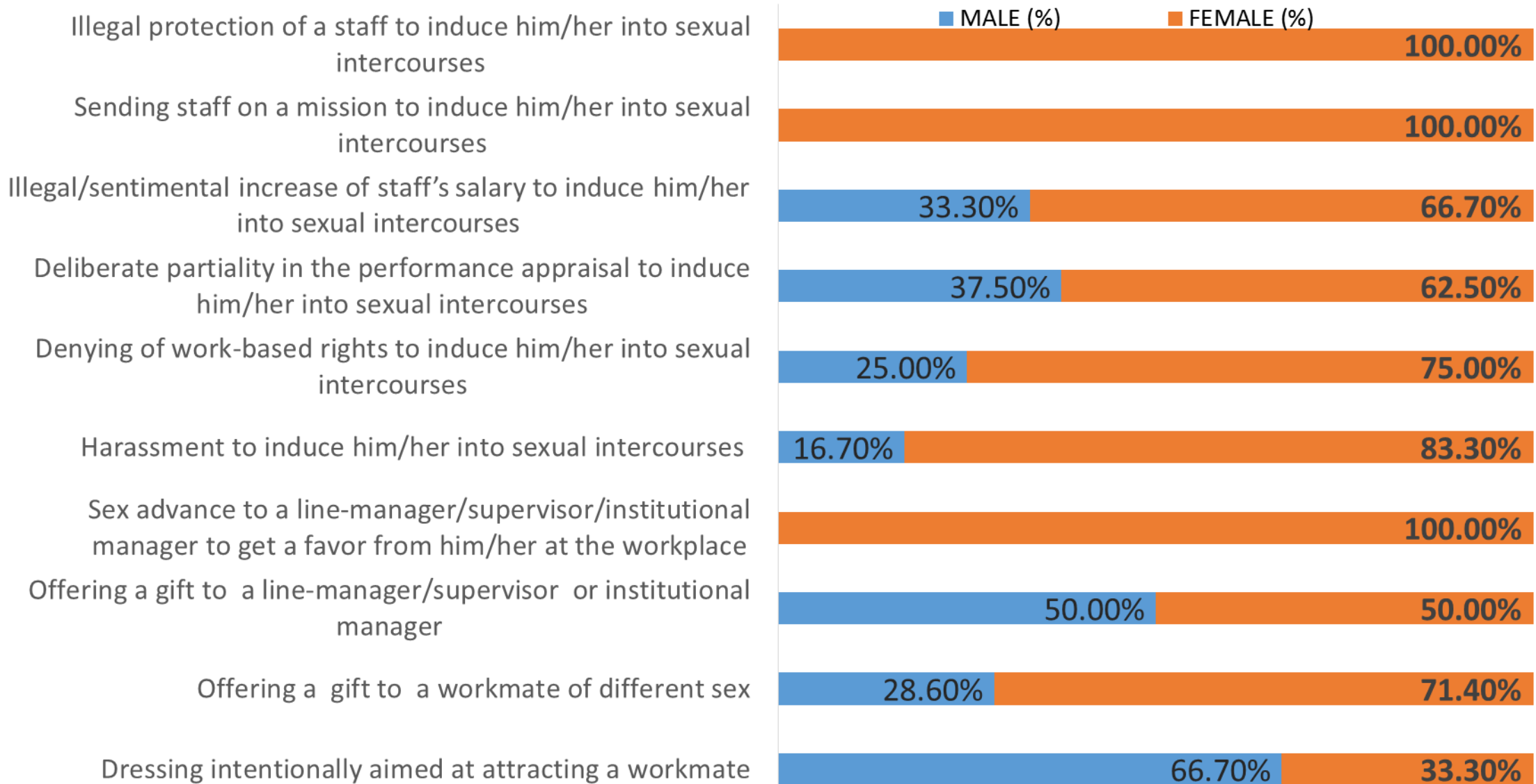
Perceived GBC forms in the respective institution versus general perception of GBC forms (selected results)



	Perceived forms of GBC in their respective Institution	Perception of selected forms of GBC (in general)
	Score	
Dressing intentionally aimed at attracting a workmate of different sex in order to get a favor from him/her at workplace	33.00%	50.10%
Granting training or further education opportunity to a workmate or a supervised/subordinate staff of a different sex in order to induce him/her into sexual intercourses	33.10%	46.40%
Denying work-based advantages to a supervised or a subordinate staff of a different sex in order to induce him/her into sexual intercourses	33.10%	44.40%
Offering a gift to a workmate of different sex in order to get a favor from him/her at the workplace	33.60%	49.90%
Deliberate partiality in the performance appraisal of supervised/subordinate staff of a different sex in order to induce him/her into sexual intercourses	33.60%	45.70%
Sending a workmate or a supervised/subordinate staff of a different sex on a mission in order to induce him/her into sexual intercourses	33.70%	46.20%
Illegal protection of a supervised/subordinate staff of different sex in order to induce him/her into sexual intercourses	34.20%	46.20%



Personal experience of GBC disaggregated by gender





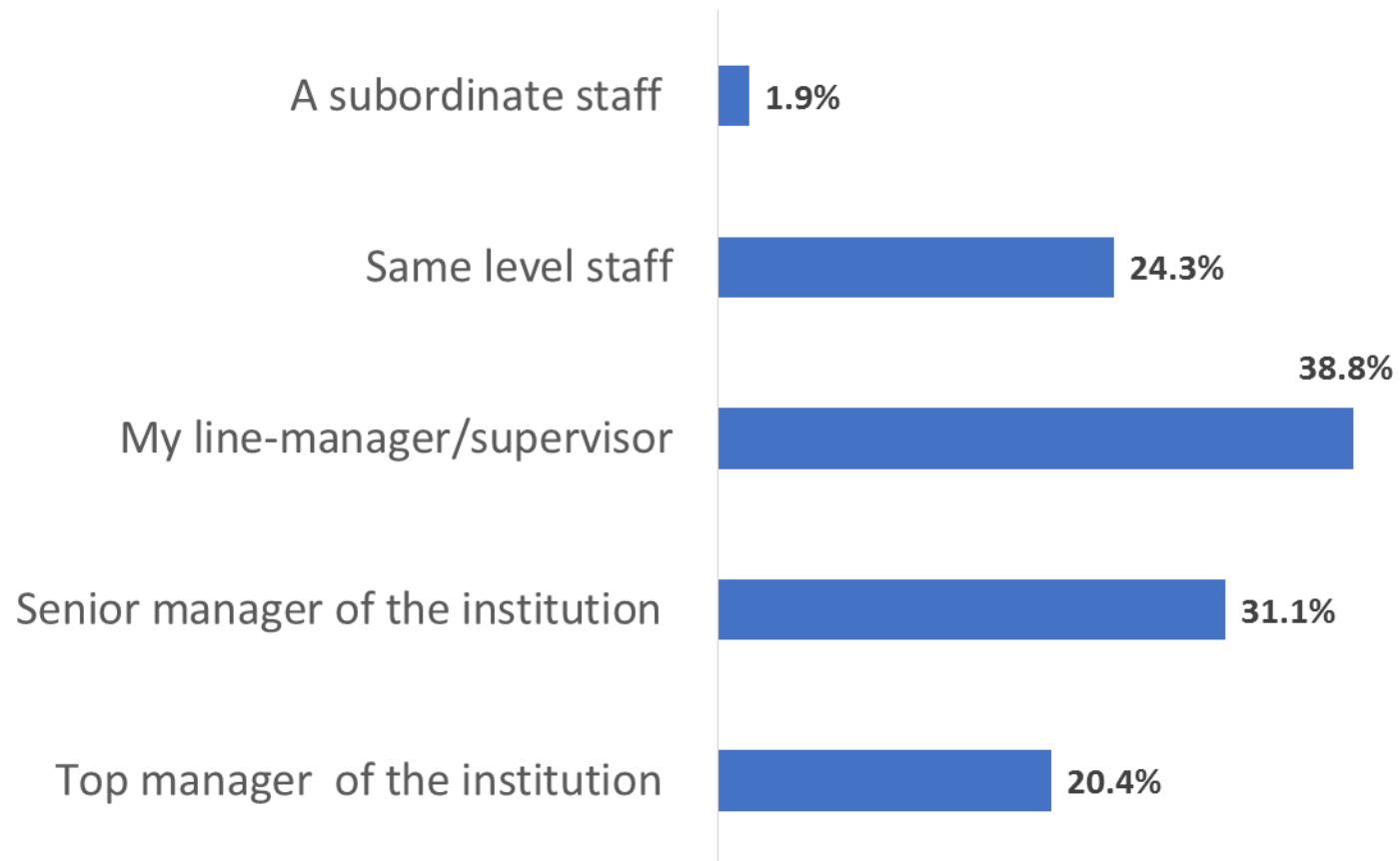
Personal and workmate's experience with various forms of GBC in current public institutions in the past 12 months



	Me personally	My workmate	Overall
Dressing intentionally aimed at attracting a workmate of different sex in order to get a favor from him/her at workplace	0.70%	9.60%	10.30%
Illegal protection of a supervised/subordinate staff of different sex in order to induce him/her into sexual intercours	0.20%	9.30%	9.50%
Harassment/persecution towards a supervised or a subordinate staff of a different sex in order to induce him/her into sexual intercours	1.10%	7.60%	8.70%
Offering a gift to a workmate of different sex in order to get a favor from him/her at the workplace	0.50%	7.50%	8.10%
Deliberate partiality in the performance appraisal of supervised/subordinate staff of a different sex in order to induce him/her into sexual intercours	0.90%	6.80%	7.70%
Sending a workmate or a supervised/subordinate staff of a different sex on a mission in order to induce him/her into sexual intercours	0.30%	7.40%	7.70%



Relationship between victim and author of the GBC



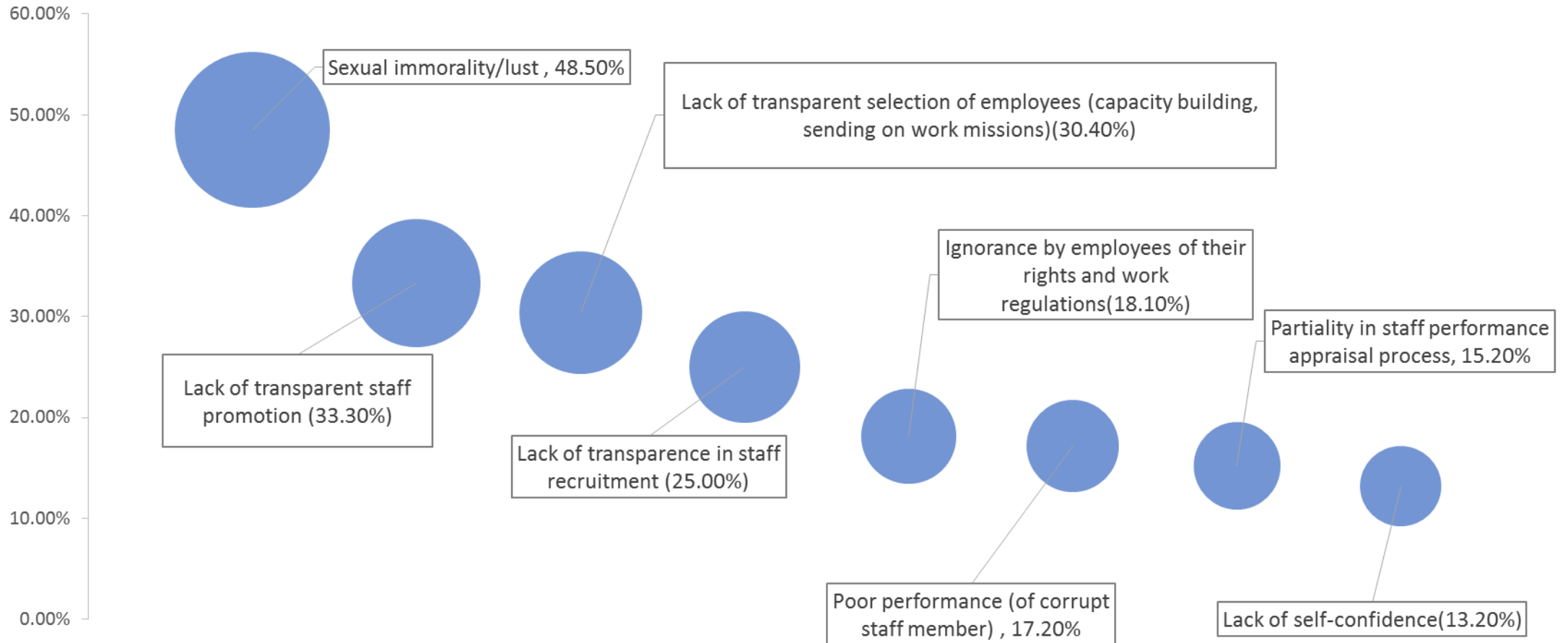
Authors of the GBC at workplace in the public service are largely in the position of power in the surveyed institutions .

Over 50% of GBC victims were abused by senior and top management positions holders.

This may imply that abuse of power is a key factor driving gender-based corruption at workplace.



Causes of Gender Based Corruption





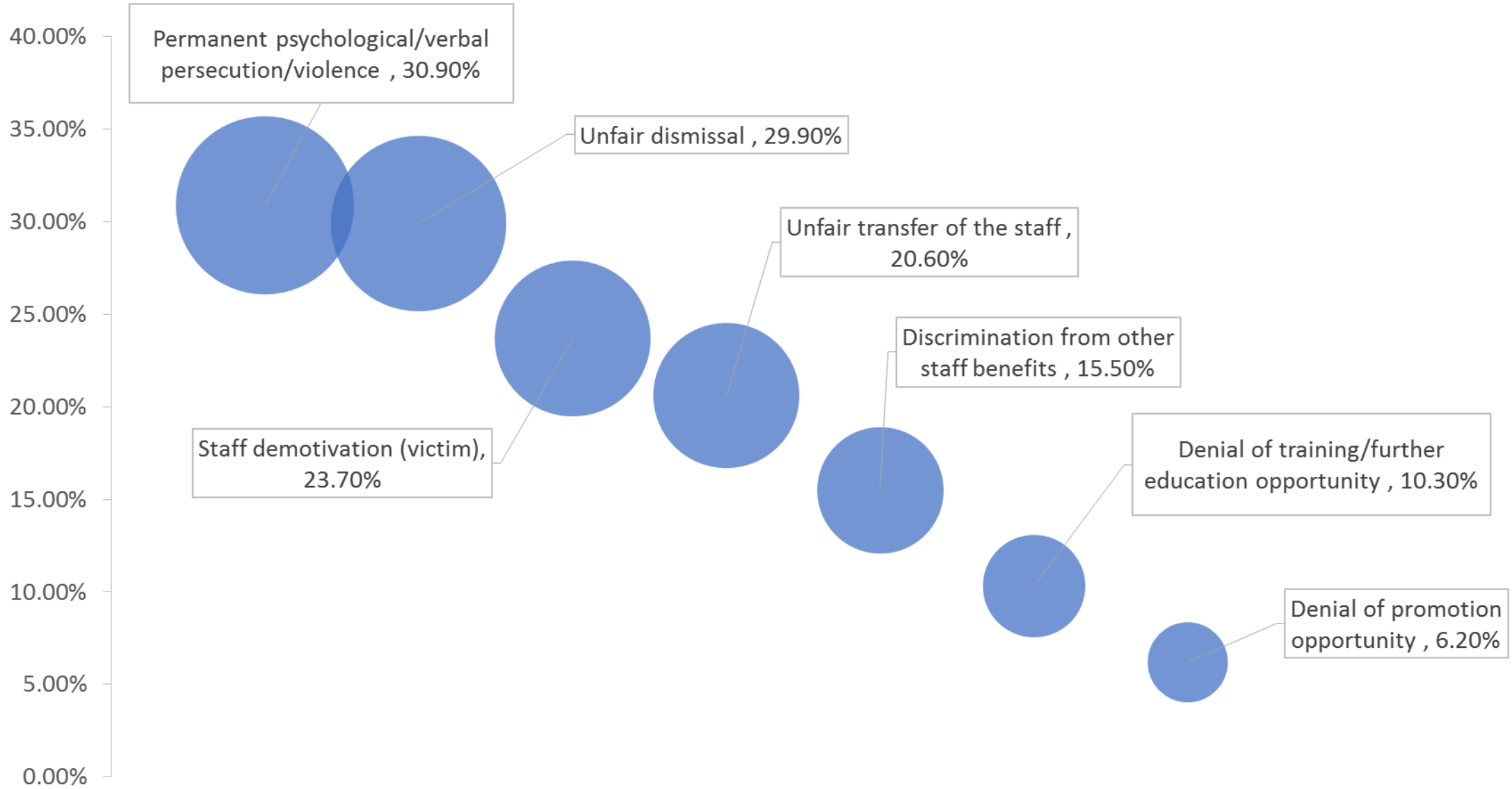
Causes of Gender Based Corruption



- *“A workmate of mine once told me that when he sees a woman, he feels attracted by her in a way that his mind goes to engaging in sexual intercourse with her.”*
- *“Here, some girls get professional internship because of sexual favors to our senior managers. Later on, the latter grant them all support they can to get employment contracts”, a male employee in a district hospital.*
- *“I was asked to pay Frw 300,000 when reforms were ongoing and I was told that shouldn't I have money I could use sexual favors. I know many who eventually had sex with persons in charge during those reforms”, female employee in a public academic institution.*



Consequences





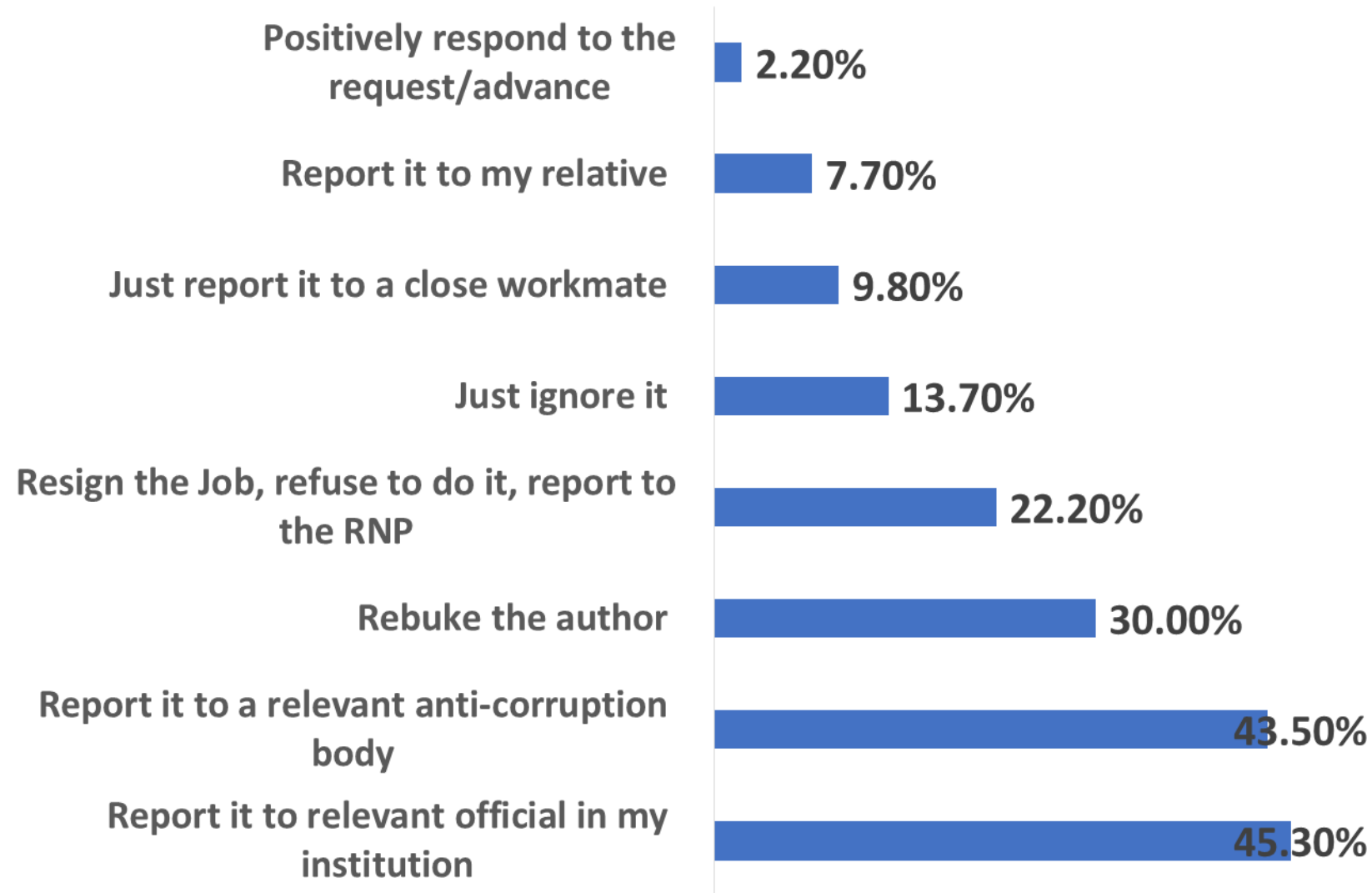
Consequences

“She was my boss, sometimes she invited me to share a meal with her and other times she called me in her office pretexting that we need to work together on something. Once in her office, she complimented me on how smart I am dressed and then she played pornography. I once recorded her, she noticed and took my phone and erased the recordings. After realizing that I won’t accept to sleep with her, she framed me that I had put on fire on the Rwandan constitution. I got imprisoned for a while before I eventually got released and resumed working in this institution”, a male employee in a public institution.

“I was sexually harassed by my boss, he wanted us to indulge in sexual intercourse but I refused, since then I was denied to go in trainings”, an employee in a district hospital.



Expected reactions if GBC would be encountered in public workplace



“for the sake of ensuring family livelihoods, some employees have no choice but to accept sexual advances proposed by their bosses or supervisors. 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. A female participant



Reasons for not reporting GBC at workplace



“A friend of mine was harassed by her direct supervisor who wanted to have sex with her. The latter sent her a lot of short messages such as “I love you, you are beautiful, you dress smartly, I want to enjoy sex with you, etc.” She reported it to the Police and provided evidence, which was eventually rejected by the police, arguing that that evidence does not constitute a crime. Do you think she would have any other motivation to report it in the future should she encounter it again?”, a female in a FGD in Kigali.

“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. After all the person still exert power upon me”. Another female participant





X. CONCLUSION



- With this report, TI-Rw first of all wanted to provide new evidence of GBC and thus bring the policy makers and the public as whole to more general debate on GBC, sexual harassment and gender discrimination at workplace back on the agenda.
- The results shed light on the need to tackle the GBC as pre-requisite to the achievements of two SDGs (16 and 5).
- The nexus between the two SDGs is highly relevant for the future debate of GBC in Rwanda.
- A particular focus was put on civil servants' attitudes and awareness of GBC at workplace, the level and prevalence (encounter) of this type of corruption as well as causes and consequences of GBC in Rwanda.



XI. Recommendations



- The Office of Ombudsman and Gender Monitoring Office (GMO) should double their effort in monitoring, especially how GBC complaints are examined and handled in order to redress potential irregularities.
- 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.
- Sensitizing girls and women to build their confidence at workplace, to maintain ethical/cultural values.
- Revisiting the performance appraisal to reduce subjectivity in the results based management system.



Recommendations (cont'd)



- The Public Service Commission, Rwanda Management Institute (RMI), MIFOTRA, CESB, should double efforts to oversee the staff recruitment, transfer, promotion, training, work mission and dismissal processes to ensure that there is increased transparency and fairness. This will contribute in minimizing the likelihood of corruption, including GBC.
- In order to enhance the reporting of GBC at workplace, anti-corruption bodies including Rwanda National Police, Office of the Ombudsman, MIFOTRA, PSC, Trade Unions, GMO, National Public Prosecution Authority and Transparency International Rwanda should increase anti-corruption awareness campaigns on GBC with a particular emphasis on reporting mechanisms and related protective measures. In addition, such campaigns should aim at empowering potential victims of GBC with regard to gathering evidence in case of encounter of corruption including GBC.
- TI-Rw and Ombudsman should put in place a service charter on forms of GBC and reporting mechanisms



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