

# U4 Expert Answer



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## Gender and corruption in humanitarian assistance

### Query

*Can you please provide an overview of the impact of corruption in humanitarian responses upon gender equality, both with regard to short term and long term implications?*

### Purpose

Opportunities for corruption during humanitarian response are well-known, however the specific impact upon women and girls is less known. An increased understanding can help future programming be gender responsive when combating corruption in the humanitarian sector.

### Content:

1. Women's Vulnerability to Corruption in Humanitarian Assistance
2. Forms and impact of Corruption in Humanitarian Assistance on Gender Equity
3. Solutions to Address Gender Disparities and Corruption in Emergency Situations
4. Further Reading
5. References

### Summary:

There is little research capturing the gender dimension of corruption in humanitarian assistance. However, as women represent the higher proportion of the population in need of assistance worldwide, they are likely to be disproportionately affected by the impact of corruption on the quantity and quality of humanitarian assistance.

Corruption in humanitarian aid occurs at all stages of the programme cycle, from the targeting and registration process, to the distribution of relief aid, procurement, financial management and programme evaluations. Women are more specifically affected by gender specific forms of corruption such as sexual exploitation and abuse. In the short term, corruption compromises women's access to basic services such as food, shelter, family planning, health and education. This has long lasting physiological, psychological and social consequences, compromising women's opportunities and prospects of social and economic empowerment.

Strategies to mainstream gender and anti-corruption in humanitarian assistance programmes include promoting transparency and access to information as well as women participation in beneficiary feedback and

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monitoring mechanisms, introducing effective complaint mechanisms and raising aid workers' ethical standards through the provision of training, guidance and codes of conduct.

## 1 Women's Vulnerability to Corruption in Humanitarian Assistance

There is a broad international consensus on the need to fully understand and integrate gender issues in humanitarian assistance. While the nature of vulnerabilities and coping strategies differ for men and women in emergency situations, women are usually perceived as the primary victims of emergencies, with greater need for assistance.

Previous queries looking at different aspects of gender and corruption have highlighted the various factors that make women more vulnerable to corruption, including differential access to resources, power, decision making, complaints and redress mechanisms, etc. As primary users of public services, they also suffer most from the devastating impact of corruption on the quantity and quality of public services available, with deep and lasting consequences on their health and education outcomes, income generation abilities, social status and the long term attainment of gender equity. (Chêne 2009, Fawaz and Chêne 2009). These factors also influence how women may be affected by corruption in relief interventions.

Conflicts and natural disasters are often associated with displacement, food insecurity and poverty, all factors that exacerbate women's vulnerability to corruption in times of emergencies. Both **UNFPA** and the **Inter-Agency Standing Committee**<sup>1</sup> (ISCA) have provided comprehensive overviews of the factors that make women more vulnerable to both emergency situations and corruption in humanitarian responses.

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<sup>1</sup> The Inter-Agency Standing Committee (IASC) is made up of member United Nations agencies and invited nongovernmental organizations. In March 2002, the IASC created a special task force to address sexual exploitation in humanitarian crises. The task force drafted a plan of action that includes a core set of principles for a code of conduct for United Nations employees and aid workers.

## Differential Impact of Emergencies on Men and Women

According to UNFPA, women represent a higher proportion of the population needing assistance worldwide, with women and children accounting for 75 to 80 % of refugees and displaced population and of those needed assistance worldwide. Corruption in humanitarian assistance is therefore likely to affect women most.

## Deteriorating Livelihood and Access to Resources

Crisis, conflicts and natural disasters put a considerable strain on men and women's livelihoods, often destroying their ability to earn an income and grow food. Women are hit especially hard by these economic hardships in times of ever decreasing access to resources such as credit, relief commodities, seeds, tools or access to productive lands. Past experiences have shown that crises tend to exacerbate gender discriminations in the allocation of economic and social resources, further undermining women's already limited access to economic resources, power and circles of influence.

In addition, emergency situations impose extra burdens on women's living conditions, as they are often responsible for finding shelter, food and water, as well as for seeking appropriate care and protection for their families, at times where it is especially unsafe to do so. These gender roles make them primary targets of corruption occurring at the point of service delivery.

At the same time, women are often the first victims of famine and anaemia - with severe implications for their babies, children and unborn children – as intra-household allocation of food and resources are greatly influenced by gender in times of economic hardships and resource scarcity. This makes women more likely to suffer more from the corrosive impact of corruption on humanitarian aid on which they are more reliant to survive and overcome emergency related economic hardships.

## Heightened Risks and Greater Needs for Services

Women have higher and differentiated need for health services due to both social and biological vulnerabilities to reproductive risks, HIV/AIDS transmission and psychological and mental illnesses (Fawaz and Chêne

op cit). These needs are also exacerbated in emergency situations.

## Reproductive Health

In times of natural disasters, conflict and upheavals, the number of pregnancy related deaths rise. According to UNFPA, women of reproductive age comprise a quarter of the population in need of humanitarian assistance. One in five of such women is likely to be pregnant. Losing access to family planning services in emergency situations, they are also exposed to greater risks of unwanted pregnancies that are often carried through in perilous and life threatening situations.

## Gender Based Violence

Violence against women (including domestic violence) increases in conflict and upheavals settings, with the deliberate use of rape and other forms of violence against women. The disruption of family and social networks and institutions, increase in sexual violence and high risk behaviours, stress, confusion and despair further exacerbate women's vulnerability to violence and brutality as well as other forms of abuse and sexual exploitation.

## Exposure to Sexually Transmitted Diseases

In addition, often separated from their partner, families, social and community networks, the loss of livelihoods can force women and girls into transactional sex for money, food or protection as a survival strategy. When humanitarian relief is insufficient for their families, women may be tempted to turn to prostitution. In some cases, the fear of rape and sexual harassment may force them into forming alliances with soldiers and other men in power in exchange for protection, which place them at higher risks of exposure to sexual exploitation, STDs, marginalisation and expulsion from their own communities. As such, women's role as family care givers increases their vulnerability to corruption, sexual exploitation and abuse.

## Fewer Services Available

Even though they may have greater and differentiated needs for health services in such contexts, emergency situations seriously undermine women's access to key public services such as health and education. Reproductive health services are often not even available, undermining women's access to family

planning services, safe delivery, pre and post natal care. The functioning of hospitals, clinic and schools are also disrupted with a sudden loss of education, care and medical support, severely affecting the educational, psychological, reproductive and nutritional well being of women and girls in humanitarian settings. This makes them even more dependent on relief aid to access basic services as well as the primary victims of corruption in humanitarian assistance.

## Restricted Access to Information

Often, women also have less access to information about their rights and entitlements in terms of humanitarian assistance than men. In Bangladesh for example, women suffered the most following the 1991 flood and cyclones. Among the women aged 20-44, death rate was 71 per 1000 compared to 15 per 1000 for men. Warning and assistance related information was transmitted by men in public spaces but rarely communicated to the family (Aguilar nd). With restricted access to information, research indicates that women are easier targets for corruption because they are often unaware of their rights and entitlements and do not have the voice and resources to seek and access adequate redress.

## Weaker Voice and Accountability

Women have weaker voice to demand accountability and seek redress (Nawaz 2009). This is especially true in humanitarian settings, where women have been seen for a long time more as passive beneficiaries rather than active participants in aid delivery.

Relief organisations have often overlooked the importance and potential benefits of involving women in programme planning and decision making. **Four case studies on gender and emergency issues** conducted by the World Food Program (WFP 1995) in refugee camps in Malawi, Mozambique Angola and Zaire in the mid-1990s confirmed the weak participation of women in decision making structures. In all four countries, committees established to represent refugees were almost exclusively male dominated, limiting opportunities for women to participate in decision regarding food distribution or issues affecting registration or targeting and other relief operations. When traditional bodies were used for consultation or communication, women were automatically excluded from consultation, planning and decision-making processes.

As a result, women have fewer opportunities to influence policies, inform policy makers of their needs and organise themselves effectively, with targeting, registration and distribution of aid services designed and conducted by men in a gender biased manner.

## 2 Forms of and Impact of Corruption in Humanitarian Assistance on Gender Equity

Several reports and case studies have documented corruption risks in humanitarian operations, including cases studies of Liberia, Afghanistan, Uganda or Sri Lanka or an ODI's Humanitarian Policy Group on corruption risks and prevention in humanitarian assistance (U4 nd).

A **2008 study conducted by Transparency International, the Overseas Development Institute and the Feinstein International Centre** (Maxwell et al 2008) synthesised the set of specific factors that make humanitarian assistance especially vulnerable to corruption as well as major corruption risks at the various stages of humanitarian operations.

As already mentioned, as women represent the highest proportion of affected population in need of assistance, they are also likely to be the primary victims of corruption in humanitarian assistance.

### Factors Affecting Humanitarian Aid Vulnerability to Corruption

- **Corruption Prone Environments** Corruption risks in relief operations are greatly affected by the environment in which they take place as well as the nature of the interventions. In many cases, countries affected by conflicts and natural disasters are also plagued by poverty and endemic corruption and tend to perform poorly in **TI's Corruption Perceptions Index**. In addition, corruption risks in humanitarian settings are further amplified by the general context of political instability, insecurity and absence of rule of law, with no functioning institutions to effectively prevent and combat corruption.
- **Injection of Massive Flows of Money in Resource Poor Environments** As immense needs have to be met under tremendous time pressure, humanitarian operations inject almost

overnight massive flows of resources into poor and often unsecure environments, exacerbating already existing endemic corruption and conflict over access to resources at country level.

- **Limited Knowledge of the Local Environment** Humanitarian agencies are often forced to intervene quickly in unknown and often hostile environments, where they have little knowledge of the actors, networks and ways of operating. In some cases, agencies work through local traditional community structures to overcome this knowledge gap, but local community networks can be reinforced in times of crisis, with practices of nepotism and favouritism becoming rational survival strategies. This can put humanitarian aid at risk of flowing to the powerful, excluding minorities and often discriminating against women. In addition, emergencies often occur in failed states or war zones where affected population are under the control of gate keepers who effectively control information and access to resources. In armed conflicts, influential groups may even attempt to access the resources for them to feed the war economy.
- **Complexity of Humanitarian Operations** Last but not least, humanitarian interventions are highly complex operations often conducted under exceptional circumstances, forcing humanitarian agencies to arbitrate between the pressure to deliver aid relief quickly and the need to put the necessary processes in place to safeguard humanitarian aid from corruption and risks of diversion.

### Forms of Corruption in Humanitarian Assistance

Humanitarian assistance can be vulnerable to corruption at all stages of the programme cycle, from the targeting and registration process, to the distribution of relief aid, procurement, financial management and programme evaluations. While there is little empirical evidence that allows rigorous conclusions to be drawn on the impact of corruption on humanitarian aid in general and women in particular, there are reasons to believe that women are likely to be disproportionately affected by corrupt practices in relief operations.

#### *Assessment, Targeting, and Registration*

Assessment and targeting related activities refer to the process of deciding how to target limited relief

assistance to the most vulnerable populations in a context of political and security instability. Unclear targeting and registration procedures leave room for discretion and create many opportunities for corruption, such as bribing those in charge of conducting the initial assessment to inflate the needs of crisis affected populations or favour specific groups among the targeted population.

At the registration level, beneficiary lists can be manipulated through bribery, false reporting or undue influence of the local elite, leading to multiple registrations, exclusion of eligible/inclusion of non eligible households, overemphasis on the needs of specific groups over others, etc. Corruption in registration can also take the form of manipulating household statistics to access ration cards, aid items, home reconstruction benefits, etc. In Northern Uganda for example, payments were requested in exchange of being included on recipients' lists for high value tents and non food items. In Sri Lanka, in the post-Tsunami era, there was corruption in allocating newly constructed houses according to political support and affiliation rather than needs.

As women are often not equally represented in decision making structures and lack access to resources and sources of influence, they are typically excluded from the forum where they could make aid services more responsive to their specific needs. While this makes them less likely to indulge in corrupt practices, this also deprives them from the necessary entry point networks that could give them access to the assistance they need.

### *Delivery of Aid Relief*

In emergency situations, massive quantities of food and non food items are being managed by a small number of staff working under considerable pressure and security risks. Under such circumstances, food aid can be easily diverted during transportation or storage or indirectly through manipulation of assessments, targeting, distribution and registration. Preferential treatments can be granted to community leaders or members of the local elite – who are often not women. Aid recipients can receive less than what they are entitled to and in some cases, “taxes” can be levied by the local elite once aid items have been distributed. Expensive commodities such as scarce drugs or tents can also be targets for diversion.

A study conducted by Care in Burundi confirmed serious irregularities associated with the creation of

beneficiary lists and food distribution, which often provided an opportunity for powerful village elite to assert their power on more vulnerable members of the community, including women (Zicherman 2006).

As highlighted in the above mentioned case studies of Malawi, Mozambique, Angola and Zaire, there is often limited involvement and consultation of beneficiaries – especially women - in the food distribution process. As in many developing countries, women often lack access to resources in their own rights, so female headed household may be overlooked or neglected in the distribution process. When, as it is often the case, food items are distributed by men, this increases the risk of sexual exploitation of women at the point of aid delivery. At another level, this also potentially undermines women's traditional role in managing food supplies, with the risk of further eroding women's position in the household and community.

### *Procurements, Financial and Human Resource Management*

Procurement is traditionally one of the sectors the most vulnerable to corruption, due to the scale of its activities, its complexity and the important financial flows it generates that provide both incentives and opportunities for corrupt behaviours. Emergency situations exacerbate corruption risks in procurement, as pressure to deliver lead to procedural short cuts.

Bribery and kickback to secure procurement contracts, various forms of bid rigging, manipulation of demands for goods and services, contracting through networks of family and friends or delivery of substandard goods (or of goods that don't meet the original specifications) are some of the most common practices that can potentially corrupt procurement processes.

Such practices have been observed in post-Tsunami housing reconstruction and resulted in bad quality of products, disputes over ownership, diversion of cash and resources. As the various stages of the house rebuilding process and handover created many opportunities for corruption, in kickback for constructing, procurement of materials, sub standards workmanship, ownership of houses, etc.

Human resource management in humanitarian operations can also lack transparency and be vulnerable to abuse, with preferential treatments granted to friends and connections in hiring practices.

There is no empirical evidence on how corruption in hiring, contracting and financial processes more specifically affect women, but as the primary beneficiaries of humanitarian assistance, they are likely to be directly affected by the impact of such practices on the quality and quantity of services available to them.

### Partnerships

Working with local organisations, community groups and local governments allows agencies to compensate for the knowledge of the local conditions they don't have and build the local capacity to respond to emergency situations. It also potentially can help strengthen local accountability mechanisms and provide a better understanding of local power relations.

However, this approach also increases some of the risks mentioned above, creating risks of capture of the humanitarian response by the local elites through various consultation and decision making committees.

### Gender Specific Forms of Corruption

As already mentioned, vulnerability of women and children to sexual violence in humanitarian crisis has been long recognised by the international community, although mainly based on anecdotal evidence obtained through a variety of sources. According to UNFPA, reliable data on sexual violence is scarce as sexual violence is usually underreported even in well-resourced and stable situations.

The sexual exploitation and abuse of beneficiaries by humanitarian workers has come to light more recently, when the United Nations High Commission for Refugees (UNHCR) and Save the Children UK released a report on sexual violence and exploitation of refugee children in Liberia, Guinea and Sierra Leone (UNHCR and Save the Children UK 2002). The report found widespread sexual exploitation of women and children, perpetrated by aid workers, peacekeepers and community leaders who traded food, medicines, and relief items for sexual favours. Teachers in refugee camps also exploited children in exchange for good grades. Parents sometimes turned a blind eye or encouraged such practices to secure relief items for the family.

The study conducted by Care in Burundi confirmed that sexual exploitation was often used as a means to access food aid, with widows and other single women found to be particularly vulnerable, as they had no adult males in the household to protect their reputation and

no money to bribe the village heads to include them of the beneficiary lists. Such practices were never discussed openly during the public validation of beneficiary lists (Zicherman *op cit*).

More recently, Save the Children UK published a new study (Csáky 2008) based on research conducted in Southern Sudan, Haiti and Ivory Coast, confirming that more than 5 years after the publication of the first report exposing sexual exploitation by aid workers and in spite of swift action taken by the international community, significant levels of abuse of children continue in emergency settings, with much of it going unreported. Victims often include orphans, children separated from their parents and families and children in families' dependent on humanitarian assistance.

## Impact of Corruption in Humanitarian Assistance on Women

### Short term Impact

There is little quantitative data available on the impact of corruption in humanitarian assistance in general and on women in particular. However, drawing lessons from the impact of corruption in aid, one can reasonably assume that in the short term, corruption compromises affected populations' access to assistance such as food, shelter or health services. It undermines the quality and quantity of humanitarian assistance and reduces the amount of resources available for the most vulnerable groups – including women – by diverting them to corrupt individuals, the local elite or influential groups.

### Longer Term Impact

There is also a broad consensus on the long term consequences that corruption and women's reduced access to basic services can have on gender equity and development (Chêne *op cit*, Fawaz and Chêne *op cit*).

But the most devastating long term consequences on gender equity are those of gender specific forms of corruption such as sexual exploitation and abuse may have on women. (IASC and UNHCR and Save the Children UK *op cit*). The longer term impact of sexual violence can be devastating for women both on physiological, social and psychological levels.

**Serious health problems** are associated with sexual exploitation in emergency situations. Physical

consequences may include injuries, fistulas, unwanted pregnancies, and exposure to HIV and other STDs. (for more information see [HIV in Humanitarian situations](#)). This can also result in higher rates of teenage pregnancies, abortions, pregnancy related complications, infant mortality of babies born from teenage mothers, etc. The exceptional circumstances and restricted access to reproductive health services make it more difficult to adopt protective behaviours in emergency situations.

Rape and sexual abuse also result in **psychological stress and long term trauma**, affecting women personal identity, undermining the sense of self-worth, distorting patterns of relationships and in some cases and societies, compromising marriage prospects of young girls.

**Socially**, sexual exploitation of women and children can also have long lasting consequences. Girls can be forced into marriage to the perpetrators of the sexual violence or abandoned without marriage prospects with several children to raise by themselves. In conservative societies, this can also lead to social stigma and exclusion, abused women and children being often marginalised and stigmatised in their own communities. Sexually abused women can quickly get trapped in the vicious circle of family breakdowns, social exclusion, poverty and unemployment. For young girls, this can also result higher rates of school drop outs, seriously compromising their educational opportunities, as unwanted and teenage pregnancies often result in the girl being expelled or unable to attend school.

Sexual exploitation can be seen as a barrier to women empowerment and attainment of gender equity as the combination of its far reaching health, psychological and social consequences ultimately result in the loss of long term opportunities and prospects for women and girls.

### 3 Solutions to Address Gender Disparities and Corruption in Emergency Situations

Following the release of the UNHCR- Save the Children UK report in 2002, the IASC adopted a plan of action explicitly prohibiting the exchange of money, employment, goods or services for sex to which the major humanitarian and UN agencies engaged in humanitarian responses committed to. Actions have been taken since then to address gaps and issues

raised by the report and establish internal structures to prevent corruption and sexual exploitation, with mixed results in some cases.

#### Collecting Reliable Data

The first condition for effective mainstreaming of both gender and anti-corruption in humanitarian response is to collect reliable data – about the size, health, needs, income, housing conditions, age and sex of affected populations. This is a prerequisite for planning transparent, efficient, and gender sensitive response following a humanitarian crisis. (For more information see [Protecting women in emergency situations](#)).

As crises often disrupt the information systems that collect and archive such data, UNFPA is spearheading projects at both the global and national levels to increase the availability of reliable qualitative and quantitative data to identify trends and guide good programming efforts. In particular, in partnership with UNHCR and the International Rescue Committee, the organisation is piloting a Gender-Based Violence Information Management System – with the view to systematising the management of sexual violence-related data across the humanitarian community.

#### Participation of Women and Affected Populations in Programme Design and Implementation

Across the literature, monitoring and accountability seem to be the most promising approach to both corruption and gender mainstreaming in humanitarian response, through the participation of the targeted populations in the design, implementation and evaluation of relief programmes. At the forefront of this approach, initiative such as [Humanitarian Accountability Project](#)<sup>2</sup> have been promoting increased transparency and responsiveness to beneficiaries' feedback in humanitarian assistance. For women, additional benefit of using participatory methods for programme design, monitoring and evaluation include building their capacity and increasing their decision making power.

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<sup>2</sup> Established in 2003, HAP International is a humanitarian sector's international self-regulatory, whose members commit to standards of accountability and quality management.

Special attention should be given to establish participation processes and mechanisms that allow the effective involvement of marginalised group – including women - and avoid risks of capture by the local elite. For example, when humanitarian agencies use pre-existing leadership structures, it is likely that they are entrenched in local power dynamics and might not impartially allocate assistance. At the operational level, effective consultation may require a culturally sensitive approach, such as using female field officers speaking the same language as the beneficiaries or selecting time and location of consultations in a gender sensitive manner.

At the programme design stage, involving women can help design interventions that reduce risks of corruption that more specifically affect women such as sexual abuse and exploitation. For example, consulting women in setting refugees camps and other settlements can help ensure their safe access to water and fuel.

At the targeting and distribution levels, agencies can promote transparent targeting and registration processes by electing mixed committees of beneficiaries to monitor food aid list creation and distribution and ensure that there is a public validation of the distribution list in every village, with the active participation of women and youth.

At the distribution level, according to UNFPA, experience shows that food aid is more likely to reach the people who need it when women are in charge of its distribution, as they tend to be more aware of the particular needs of families, especially the most vulnerable. This approach also tends to lessen the possibility for sexual exploitation by food distributors. The World Food Programme WFP has specific guidelines on food distribution requiring that 80% of relief food go directly to women especially when they are the head of the household.

At the monitoring stage, beneficiary participation is essential to develop effective systems of prevention and detection and put an end to the impunity of perpetrators. Beneficiaries have knowledge and access to information that aid agencies don't have on forms of abuse, bribery, sexual extortion, etc.

## Transparency and access to Information

As the ability of affected population to identify and report corrupt practices greatly depends on public availability and access to information about the assistance process, improving information disclosure policies and transparency of operations is key to promote effective monitoring of humanitarian projects by women and affected population.

This can be done by introducing simple measures such as announcing publicly the type and quantity of assistance provided, and informing beneficiaries about their rights and entitlements to enable them to determine whether they received the correct amount of aid.

There are a few tools that have been developed by NGOs and agencies to promote accountability mechanisms involving affected communities, such as the [ALNAP Global Study and practitioner's handbook](#) (ALNAP 2003) and [Oxfam's Accountability Matrix](#) that include elements and standards for feedback mechanisms, information sharing, staff behaviours and attitudes, and participation of beneficiary communities.

## Complaints mechanisms

Complaint mechanisms have also been introduced in various humanitarian assistance programmes to provide beneficiaries in general and women in particular with a channel to report irregularities. While they are powerful tools to enforce high standards of integrity in aid delivery, map corruption risks and empower beneficiaries, they need to be designed in a way that ensure that they are accessible, independent, transparent and accountable (Jennett and Chêne 2007). Examples of complaints mechanisms in humanitarian assistance include the [Oxfam Generic Complaints Mechanism to be Printed on the Back of Ration Cards](#) and the complaints mechanism in the Danish refugee Council Programme in North Caucasus. [HAP](#) also provides specialised advice and support in relation to complaints handling systems.

The introduction of effective complaints mechanism is especially important to support communities and encourage victims of sexual exploitation to speak out and report wrong doing. Several recent reports suggest that this is not yet the case in practice. Staff is often unfamiliar with the mechanisms while affected



populations remain largely ignorant of their existence. The above mentioned **Save the Children UK study** conducted in Southern Sudan, Haiti and Ivory Coast indicates that, in spite of measures taken, victims and communities do not report abuse. Children are not speaking out because of a mix of stigma, fear, ignorance and powerlessness. According to the report, at the grassroots level, international agencies are not yet perceived as responding adequately to the situation, which further undermines the act of reporting.

**Another study conducted in 2007** in Kenya, Namibia and Thailand (Lattu 2007) confirms that although there is a widespread level of awareness of sexual exploitation related issues across the beneficiaries, the vast majority of aid recipients would not complain about misconduct, out of fear of retaliation or of losing aid. Consequently, complaint mechanisms are used seldom and there are even fewer investigations.

## Raising aid workers' ethical standards

The last dimension of mainstreaming gender in anti-corruption interventions relates to raising aid workers awareness and ethical standards through the provision of information, guidance and training for dealing with sexual exploitation and other forms of abuse. The UNHCR for example has developed **guidelines** (UNHCR 1991) and a training manual to protect women and displaced children, with a specific section on sexual exploitation. Human Right Watch has also produced a manual on reporting and monitoring violations (IASC op cit).

The introduction of codes of conduct has also been used to highlight organisational values of humanitarian agencies and raise the staff awareness and compliance with ethical standards. A good example of such code is the **People in Aid's Code of Conduct** (2003) that promotes a common understanding among staff of what is acceptable behaviour in humanitarian aid environments. The **UNHCR Code of Conduct and Explanatory Note** (2004) is another example.

## 4 Further reading

**U4 Brief on confronting corruption in humanitarian aid, (2009)** This Brief summarises key findings from a set of studies and offers some thoughts about how donors and implementing agencies could better address the challenges of corruption in the context of

humanitarian assistance.

<http://www.cmi.no/publications/file/3327-confronting-corruption-in-humanitarian-aid.pdf>

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