

# Annex I:

## Research methodology and data collection

The research for the present guide followed a sequential mixed-methods approach where each activity was selected and designed to gather data that would inform the next step of the research. Data collection was carried out between September 2022 and February 2023 in three key phases to gather primary and secondary data (see the table 6 below).

**Table 6: Data collection activities and results**

Phase	Data collection activity	Results
<b>Phase 1:</b> <b>Desk review</b>  Timeline: Sep-Oct 2022	A. Literature review	<ul style="list-style-type: none"> <li>Established conceptual framework showing links between anti-corruption and meaningful youth engagement</li> <li>Identified key operational themes for meaningful youth engagement</li> <li>Produced a typology of anti-corruption authority functions to support further analysis</li> </ul>
	B. Stakeholder analysis and mapping (mini survey)	<ul style="list-style-type: none"> <li>Identified primary and secondary stakeholders to engage in the research</li> <li>Prepared an initial list of organizations for qualitative research activities, and examples of youth engagement in anti-corruption initiatives</li> </ul>
<b>Phase 2:</b> <b>Qualitative data collection</b>  Timeline: Oct-Dec 2022	A. Youth focus-group discussions	<ul style="list-style-type: none"> <li>Gathered insights from young people on challenges, opportunities and recommendations for strengthening meaningful youth engagement practices for anti-corruption authorities</li> </ul>
	B. Expert key informant interviews	<ul style="list-style-type: none"> <li>Gathered insights from experts on challenges, opportunities, and recommendations for strengthening meaningful youth engagement practices for anti-corruption authorities</li> </ul>
	C. Consultations with the Youth Advisory Board	<ul style="list-style-type: none"> <li>Tested initial findings on meaningful youth engagement themes and recommendations based on data collection activities</li> <li>Collected feedback to strengthen research findings and identify remaining knowledge gaps</li> </ul>
<b>Phase 3:</b> <b>Quantitative data collection</b>  Timeline: Jan-Feb 2023	A. Survey with anti-corruption authorities	<ul style="list-style-type: none"> <li>Gathered data on the meaningful youth engagement experience and practices of anti-corruption authorities</li> <li>Determined the extent of meaningful youth engagement themes that were being practiced by anti-corruption authorities</li> <li>Identified whether there was interest from and support needed by anti-corruption authorities to practice meaningful youth engagement</li> </ul>



## PHASE 1: DESK REVIEW

### A. Literature review

The literature review covered seminal academic papers and non-academic literature such as organizational reports, youth statements, shadow reports, press releases, conference presentations and key United Nations documents. This activity established the conceptual linkages between meaningful youth engagement and anti-corruption work, as well as an operational definition for meaningful youth engagement and the key themes that served as the analytical framework for the research.

### B. Stakeholder analysis and mapping

National, regional and global actors that could influence or are important to promoting meaningful youth engagement in the work of anti-corruption activities were identified and used for a stakeholder mapping exercise based on information from published documents and reports of international organizations and civil society organizations, as well as press releases and statements.

As a result of the knowledge gaps highlighted by the review of these documents, an online mini survey was sent to the stakeholders identified from the analysis and their networks to gather additional information. In total, 64 responses were received and they were used to produce an initial set of examples of youth-engagement activities in anti-corruption work. It also informed the selection of participants for the key informant interviews and focus-group discussions.

## PHASE 2: QUALITATIVE DATA COLLECTION

Three main methods were applied to collecting qualitative data: semi-structured key informant interviews with experts who engage young people in their anti-corruption work; focus-group discussions with young people who lead and/or engage in anti-corruption work; and consultations with members of the Youth Advisory Board.

The data were collected through six focus-group discussions and seven key informant interviews, with a maximum duration of 90 minutes and 60 minutes, respectively. Audio and video recordings, field notes and transcripts were produced and cross-checked for quality.

Data analysis followed an inductive thematic approach supplemented by computer-assisted data analysis software. The thematic analysis offered a robust approach to coding, categorizing and making sense of data suitable for mixed-methods approaches, and to making data accessible to a wider audience.

### A. Youth focus-group discussions

Three to four young people per group were brought together online to explore their experiences of working with or being engaged by anti-corruption stakeholders. Focus-group discussions allowed for discourse among participants, enabling individuals to build on each other's insights and, therefore, deepening the overall understanding of the topics that were explored. Moreover, for young participants who felt uncomfortable sharing their thoughts, the group dynamics helped reduce pressure, making the groups more conducive for discussion than individual interviews. The direct experiences of focus-group discussions participants helped ground findings from phase 1 and provided a more nuanced understanding of the challenges and opportunities for meaningful youth engagement practices in anti-corruption work.

### B. Expert key informant interviews

Interviews were conducted with adult anti-corruption experts to gain deeper insights into the experiences of stakeholders and to probe and contextualize the emerging meaningful youth engagement themes, from the research to the anti-corruption field and more specifically, the work of anti-corruption authorities.



### C. Consultations with the Youth Advisory Board

Youth leaders served as members of the Youth Advisory Board, providing a “youth lens” in relation to the design of research activities, the analysis of findings and the formulation of recommendations. The Youth Advisory Board reviewed the findings, provided input into the design of data collection instruments, and participated in the youth focus-group discussions, including recommendations for which peers to invite. As part of the data collection, the Youth Advisory Board was consulted to support the analysis of the findings from the desk review and qualitative data research. This included the identification of opportunities to address challenges and knowledge gaps to strengthen the overall robustness of the research.

## PHASE 3: QUANTITATIVE DATA COLLECTION

An online survey of anti-corruption authorities was conducted through IAACA in January and February 2023. It involved the sharing of a questionnaire comprising 39 questions with 403 anti-corruption authorities. A total of 73 valid responses were received and used for analysis.

Findings from the survey identified which anti-corruption authorities were already practising meaningful youth engagement concepts in their anti-corruption efforts, provided an understanding of what meaningful youth engagement might look like in the context of anti-corruption authorities, depending on their youth-engagement experience (or lack thereof), and drew out potential options and approaches for anti-corruption authorities to be supported in strengthening their meaningful youth engagement practices. The findings also revealed information that helped further explore challenges, opportunities and examples of meaningful youth engagement.

# Annex II: Meaningful youth engagement – institutional enablers

The details of the institutional enablers described in chapter 3A are presented in this annex. Specific guidance in the form of anti-corruption authorities' institutional readiness assessment is available on [the web portal of this policy guide](#).

## **Meaningful youth engagement theme 1: Diversity and inclusion**

### ***1. Stakeholder analysis***

Understanding stakeholders' interests helps to set the stage for designing participatory activities for young people, citizens and other key stakeholders. It identifies youth-led and youth-focused organizations (ensuring that marginalized youth groups and individuals are represented), provides insights into their views and highlights any barriers that could impede their engagement. The analysis can be used to establish institutional "go-to" youth networks and representatives of marginalized groups.

It is often valuable to analyse the needs of young people from an intersectional perspective. This can include age (e.g. 15 to 18, 19 to 22, 23 to 25 and 26 to 30), because young people's interests and character change rapidly as they transition from children to adults; gender, because norms, attitudes and behaviours affect young women and young men differently; and disability, as differentiated cognitive and physical disabilities shape the availability and accessibility of anti-corruption initiatives and engagement opportunities. Other characteristics to consider where additional capacity from anti-corruption authorities is available include ethnicity, religion, geographic location (urban/rural), socio-economic class, educational achievement and employment status.

Data on young people, including knowledge of relevant youth networks and organizations, can provide useful insights to better inform youth-engagement strategies and approaches for participation in anti-corruption programmes, policies and processes. Demographics, interests, effective ways of reaching and communicating with young people, and networks of youth organizations and young leaders in anti-corruption work all constitute valuable information. Understanding which young people are already actively engaged in anti-corruption activities and what they do in their anti-corruption work is particularly helpful in defining not only their potential role but what they can deliver to help anti-corruption authorities' operations and knowledge work.



## **2. Participation plan**

Building on the stakeholder analysis, the participation plan remains dynamic throughout the project cycle of anti-corruption authorities. A well-designed plan focused on youth participation will guide anti-corruption authorities in systematically deciding which stakeholders to engage and how and when to do so throughout their operations and knowledge work.

## **Meaningful youth engagement theme 2: Engagement-enabling environment**

### **3. Dedicated funding for youth engagement (key institutional enabler)**

The availability of funding and other resources, including technical expertise, provides the means for anti-corruption authority staff to act on meaningful youth engagement intentions. Without sufficient internal resources, the range of options for youth activities and engagement opportunities at anti-corruption authorities will be limited. At the same time, however, limited in-house resources may lead to opportunities or even necessitate that anti-corruption authorities partner with youth experts outside their organizations, including with youth organizations and civil society organizations, United Nations agencies and academic institutions, which can fill these resource gaps should external (non-anti-corruption authority) resources and funding be available.

The administrative processes and requirements to allocate a regular anti-corruption authority's budget and the in-house accounting systems and processes to fund youth engagement may also need attention or special consideration. The finance divisions of anti-corruption authorities need to ensure that young people can receive funding in a timely manner, including payments to young people who do not have registered bank accounts (e.g. for stipends and expenses, funds for translators, funds for safeguarding buddies to accompany minors and advances to pay for travel). Inadequate funding leads to the “elite capture” of the youth-engagement space by wealthier young people, who can self-fund, to the exclusion of marginalized and poorer young people.

Ensuring that adequate funding is available and that effective flexible administrative expenditure mechanisms are in place before embarking on any youth-engagement activities is considered a prerequisite (key) institutional enabler.

#### **4. Formal youth-engagement contracting mechanisms**

A formal organizational strategy for youth engagement articulates the purpose, framework and resource allocation necessary to achieve the objectives of youth engagement. The existence of such a document is not a prerequisite for meaningful youth engagement. However, understanding and eliminating the risks associated with incompatible work modalities between young people, youth organizations and anti-corruption authorities is an essential element of an enabling environment. Early dialogue with young people and experts familiar with youth contracting mechanisms (including youth organizations, non-governmental organizations and consulting firms) and young people as individuals (i.e. consultants, internships, paid staff and volunteers) will help formulate youth-engagement processes at an institutional and/or programme level and reduce avoidable delays in mobilizing young people.

Anti-corruption authorities that have only recently begun engaging young people, or are yet to start doing so, may realize that such a strategy does not exist yet. Therefore, initial efforts to work on meaningful youth engagement may also need anti-corruption authorities to invest in monitoring, evaluation and learning processes that enable them to detail how young people have already contributed to their anti-corruption work, and how this can be improved and institutionalized following meaningful youth engagement principles. Monitoring and evaluation techniques are discussed in chapter 3C.

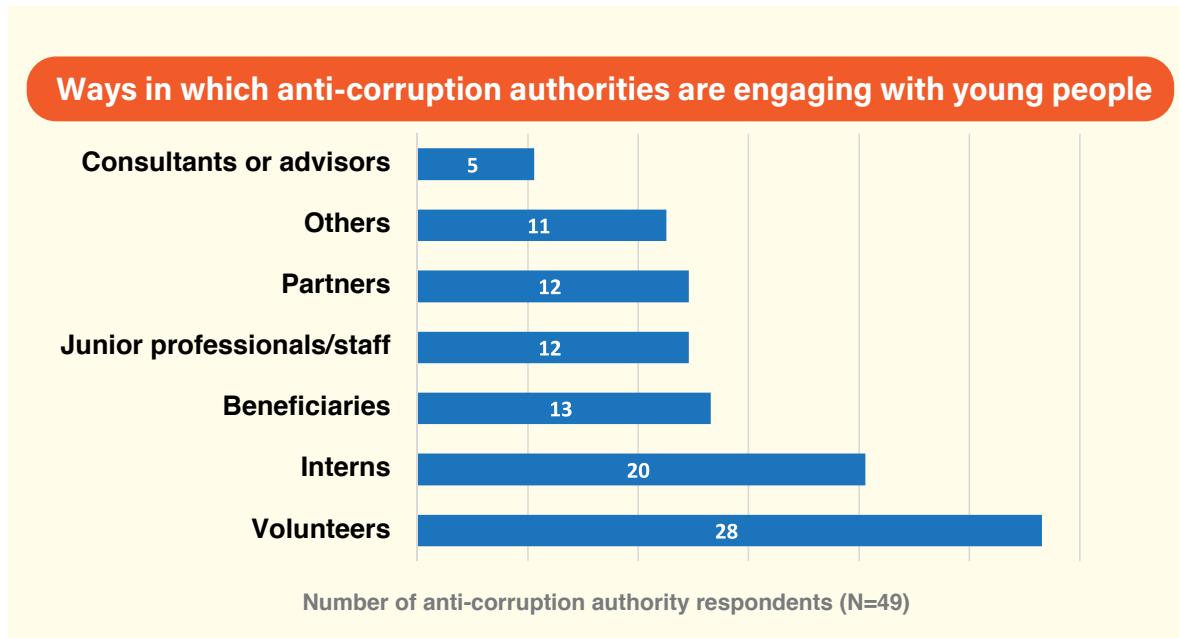
Complex and burdensome contracting mechanisms in government agencies act as an obstacle to agile youth mobilization. For example, in some organizations there may be steep eligibility requirements built into consultancy terms of references that make recruiting youth consultants difficult. Obstacles to first-time engagement of young people could be an unrealistic requirement for minimum qualifications (e.g. three years of consultancy experience or a track record of five similar engagements). More flexible criteria for candidate evaluation should recognize youth attributes, priorities and inclusion, and the value of volunteering and non-traditional extracurricular activities should be considered.

Other considerations that often impede meaningful youth engagement include: youth groups may not always be formally registered and, therefore, may not be able to engage in contracts or receive grants from anti-corruption authorities; and the absence of rosters of technical experts with meaningful youth engagement experience who can be rapidly mobilized to support anti-corruption authorities.

Therefore, assessing what is feasible given existing procedures and policies is a crucial factor when deciding how to work with young people and what institutional changes may be necessary for effective and efficient meaningful youth engagement.



In practical terms, our research revealed a variety of ways in which anti-corruption authorities are already engaging young people. The most common are volunteering and internships.



Anti-corruption authorities should consider the contractual arrangements with young people that are best aligned with the intentions, resources and procedural and administrative requirements of procurement and contracting, as well as factors such as confidentiality and youth safeguarding. More important than the contractual arrangement is the role of young people in their engagement.



### **5. Staff knowledge on meaningful youth engagement processes**

Certain knowledge, skills and attitudes toward young people are needed at anti-corruption authorities so that their staff and young people can work together constructively and effectively. Officers who directly interact with young people must understand their roles and responsibilities, including youth safeguarding, and recognize the need for and have access to additional support where their current knowledge and skills are lacking. Biases and age-related prejudices (e.g. “young people cannot help as they are not anti-corruption experts”) must also be addressed. Therefore, in preparation, an increase in the engagement of young people at an anti-corruption authority, staff training, mentorship and guidance need to occur and/or be made available to build internal organizational capacity for meaningful youth engagement.

### **6. Youth safeguarding (key institutional enabler)**

An explicit youth safeguarding commitment (or do-no-harm policy) must be in place before anti-corruption authorities start engaging young people. The safety and security of young people should remain a core tenet of any intention to work with them. A clear way for anti-corruption authorities to guarantee this is to establish a safeguarding policy and processes that:

- Articulate ethical and do-no-harm principles and a commitment to promoting the best interests of those who are involved
- Recognize that online safeguarding processes are vital because an increasing amount of youth engagement is online
- Guide staff on processes that can be followed where suspicious cases or safeguarding violations occur
- Detail consequences for those who violate safeguarding principles

Having adequate youth safeguarding processes in place before embarking on any youth-engagement activities is considered a prerequisite (key) institutional enabler.



## **Meaningful youth engagement theme 3: Intergenerational collaboration (or partnerships)**

### ***7. Anti-corruption authority youth partnership plans for meaningful youth engagement***

Meaningful youth engagement should yield benefits for both anti-corruption authority staff and the young people who engage in anti-corruption initiatives. One way to realize this is to ensure shared-value partnerships in activities or projects, where this is feasible. Often it is the case that when collaborations occur between young people and anti-corruption authorities, young people have limited input in decision-making and resources. In an anti-corruption authority youth partnership, young people can contribute their skills and knowledge and co-design and co-implement anti-corruption initiatives with anti-corruption authorities. Intergenerational collaboration and partnerships should be co-designed and documented using official agreements. These agreements need to be formal if they involve transfer of funds or resources mobilization by either party.

## **Meaningful youth engagement theme 4: Quality youth participation**

### ***8. Youth mobilization***

To effectively engage young people, anti-corruption authorities need to give them a “seat at the table” and seek their advice and engagement on effective youth participation design. This can be achieved through mobilizing young volunteers, recruiting interns, establishing youth partnerships and collaborations, and working with youth leaders in anti-corruption operations and knowledge work. This ensures that young people are readily available to anti-corruption authority staff for quality youth participation.

Young people should have designated roles when they participate in planning, design, implementation and monitoring and evaluation activities in relation to a project cycle or an event. Meaningful youth engagement creates opportunities for young people to assume more than the role of passive recipients of anti-corruption authority interventions. The appropriate design of roles for effective youth participation, based on a realistic understanding of what young people can contribute given their backgrounds and abilities, will allow them to effectively support anti-corruption authorities in achieving their objectives.



### **9. Youth engagement structures (key institutional enabler)**

Following good practice in making decision-making more effective and building greater trust in public institutions, as outlined in the United Nations publication entitled, *Our Common Agenda Policy Brief 3: Meaningful Youth Engagement in Policymaking and Decision-making Processes*, anti-corruption authorities should expand and strengthen youth participation in youth-engagement decision-making at all levels following meaningful youth engagement principles. This requires institutional structures and standard operating procedures that ensure the timely availability of young people and the provision of funds and resources as needed.

The youth-engagement approaches and the administrative structures to realize these goals vary and may include short- and long-term internships; youth volunteering; collaborative or partnering tools for young people as individuals or in groups, organizations, organizational consultative or advisory groups; youth “townhalls”; online intergenerational discussion networks; and links with local youth networks and youth-focused civil society organizations. Anti-corruption authorities may also consider an active young professionals staff employment programme as a valuable tool in their wider youth-engagement efforts.

Mobilizing young people to ensure youth participation in decision-making at all levels and early dialogue/consultation as collaborators and/or partners before embarking on any youth-engagement activities is considered a prerequisite (key) institutional enabler.

### **10. Youth-friendly materials and capacity support**

To ensure quality participation and to be able to benefit from opportunities to work with young people, anti-corruption authorities must provide youth-friendly technical anti-corruption resources. These include institutional mandates and instructions, guidelines and operation manuals, training materials and training courses, toolkits, onboarding processes and mentoring support in appropriate formats and languages to help guide young people and adults in their anti-corruption meaningful youth engagement efforts. Capacity-building and outreach programmes targeted at youth groups and communities, particularly marginalized groups, will help extend the reach of the anti-corruption initiatives of anti-corruption authorities and build a solid platform for quality youth participation.

## **Meaningful youth engagement theme 5: Youth empowerment**

### ***11. Youth capacity-building***

Learning and leadership opportunities for young people that help guide their personal development and increase their ability and confidence to control and affect change in their communities can be a powerful anti-corruption tool. This is particularly true in young communities (for example, in developing countries and in many urban environments). Raising awareness among young people of the role of anti-corruption authorities and the provision of training on the basic technical, leadership and knowledge skills necessary to contribute to agency initiatives will be needed to prepare young people to work with these organizations. Effective experiential training can be provided through intergenerational partnerships, which build the capacity of young people in anti-corruption work as part of an empowering journey. It is important to recognize the ongoing work of anti-corruption authorities with young people and the achievements of young people in anti-corruption work, which further empowers them. Support from anti-corruption authorities as institutions, including individually from senior management, is also a key part of the meaningful youth engagement journeys of anti-corruption authorities.

### ***12. Youth (reverse) mentorship programmes***

Matching young people with anti-corruption authority staff so that they can learn from and access professional anti-corruption networks provides valuable encouragement and anti-corruption learning opportunities for young people. Mentoring fosters the achievement of personal and career goals by introducing new ways of thinking and challenging prejudices and assumptions. It helps identify and share important life lessons and can be valuable at the project and career development level for young people. Reverse mentoring, where young people mentor anti-corruption authority officers, can also be a valuable tool in strengthening the ability of adults to understand and work with young people. Many meaningful youth engagement principles can be used to positively influence both young people and adults.



### **13. Adult stakeholders skilled in youth engagement**

Working with young people requires patience, understanding and the skills necessary to guide and support their personal development. This will enable young people to develop and realize their potential. It is rewarding to help young people explore and understand their beliefs, values and ideas, and to develop their life skills and confidence as they transition into adulthood. In some cases, adults hold preconceived ideas about the needs, aspirations and abilities of young people. It is important to understand how young people can contribute to anti-corruption authorities' operations and knowledge work.<sup>27</sup> Only when adults are armed with the knowledge and practical experience of working effectively as partners with young people will meaningful youth engagement allow young people to contribute effectively and impactfully to the goals of anti-corruption authorities. Therefore, it is necessary to ensure that adult stakeholders have the skills to constructively engage young people and have the resources available to help facilitate meaningful youth engagement.

Tools and training materials are available to help guide young people and adults through successful intergenerational partnerships.<sup>28</sup> Civil society organizations and youth groups with practical experience in youth-adult partnerships may be available to provide support. It is important to have a positive attitude to work effectively with young people. Gaining their trust individually is key and requires adults to be clear and consistent in their communication, because young people tend to be sharp and pick up inconsistencies in statements quickly, which can lead them to lose trust. Specific training formats, such as reverse-mentoring programmes, may help adults better understand their capacity to work effectively with young people and to foster the building of trust. Some investment in ensuring adults have the skills and attitude to constructively engage is necessary in most adult-centric organizations, including anti-corruption authorities.

<sup>27</sup> UNICEF, "What do adults misunderstand about young people", 12 August 2022.

<sup>28</sup> Youth Power 2, *Youth Center Toolkit: Creating Resources for Safe Spaces, Youth Centers, and After-school Programs* (Washington, 2020).