

# GLOBAL SAI STOCKTAKING REPORT 2020

AFROSAI-E Gender Equality  
Workshop

21.09.21



## Outline of the presentation

**Global results on Gender from  
the Global Stocktaking Report**

**Results on Gender from the  
Global Stocktake for AFROSAI-E**

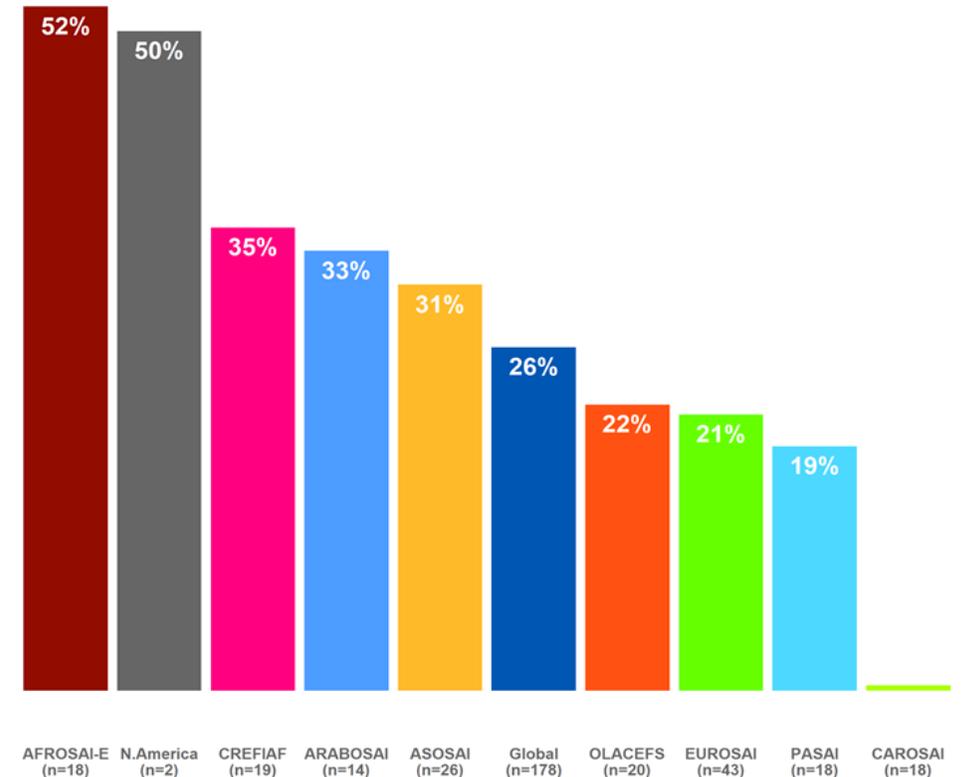


# Gender equality and inclusiveness

## *SAIs should ensure more gender responsive SAIs*

1. Gender composition in SAIs are balanced globally, but with regional variation
2. Gender balance does not translate to senior management and heads of SAIs but is improving
3. Globally less than one-third has objectives related to gender equality
4. AFROSAI-E and CREFIAF are frontrunners
5. Globally only 10% has used a gender analysis to inform their Strategic Plan

Percent of SAIs indicating any of the following about their strategic plan: (i) it promotes gender equality at the institutional level; (ii) it commits us to integrating gender equality within our audit work; (iii) it commits us to developing the capacity of our responsible staff to integrate gender equality in audit work



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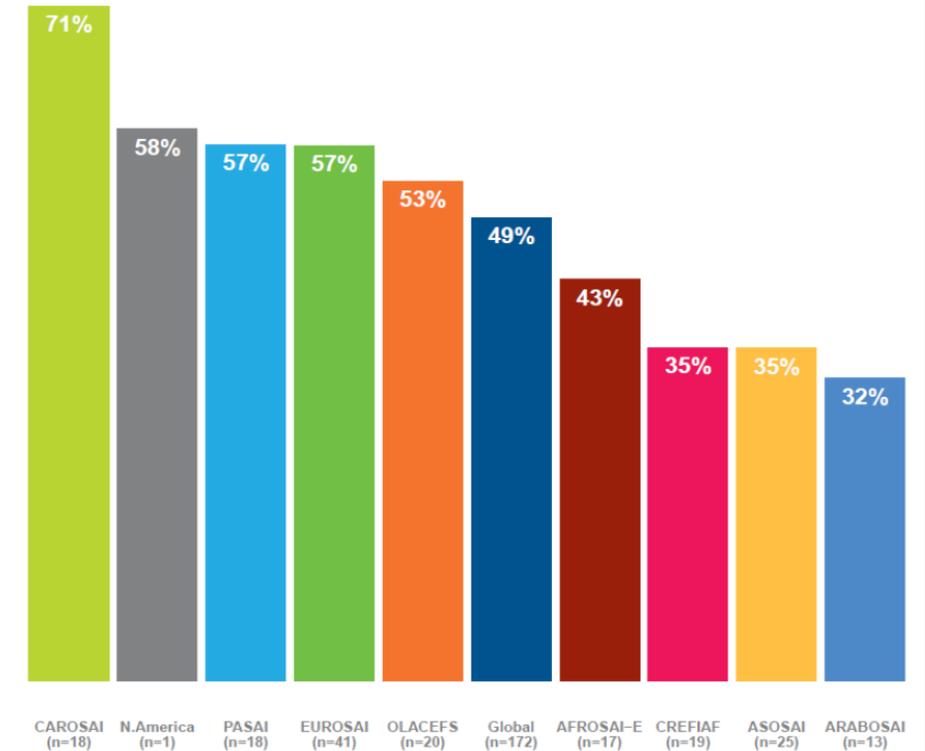
# 01 Gender composition

# Gender composition

## *Balanced gender composition globally*

- 49% of SAI staff are women
- There's been a slight increase in male staff over the last 10 years
- Gender balance does not translate to senior management and heads of SAIs but is improving
- Globally less than one-third has objectives related to gender equality
- AFROSAI-E and CREFIAF are frontrunners
- Globally only 10% has used a gender analysis to inform their Strategic Plan
- This points to a potential to integrate gender

Percentage of SAI staff who are female



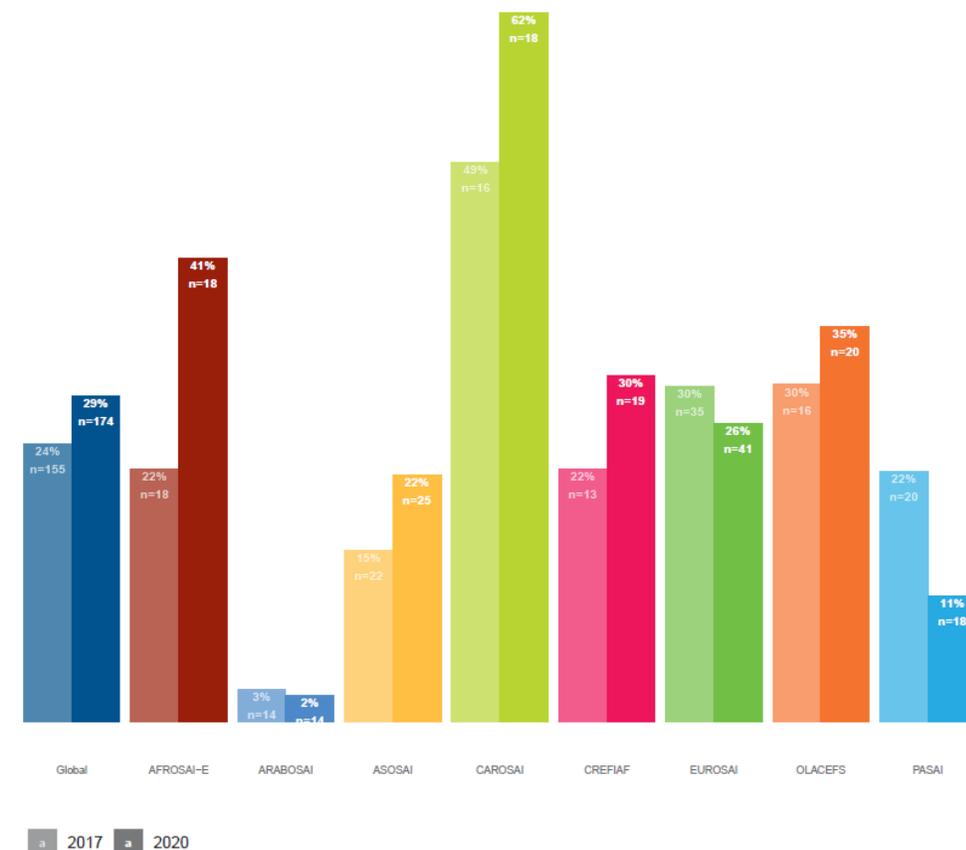
Source: INTOSAI Global Survey 2020

# Gender composition

## *Male dominance in leadership positions*

- For all regions there is male dominance in leadership positions
- Globally the gender ratio is 29% female vs 71% male
- This is an improvement from 24% female Heads of SAIs in the 2017 GSR
- Female representation is on a level slightly higher than comparable public sector roles
- 39% of senior management positions are held by women.
- In low-income countries the proportion is lower with 19% women in senior mgt.

Percent of SAI heads who are female



Source: INTOSAI Global Survey 2020

Global Stocktaking Report 2020

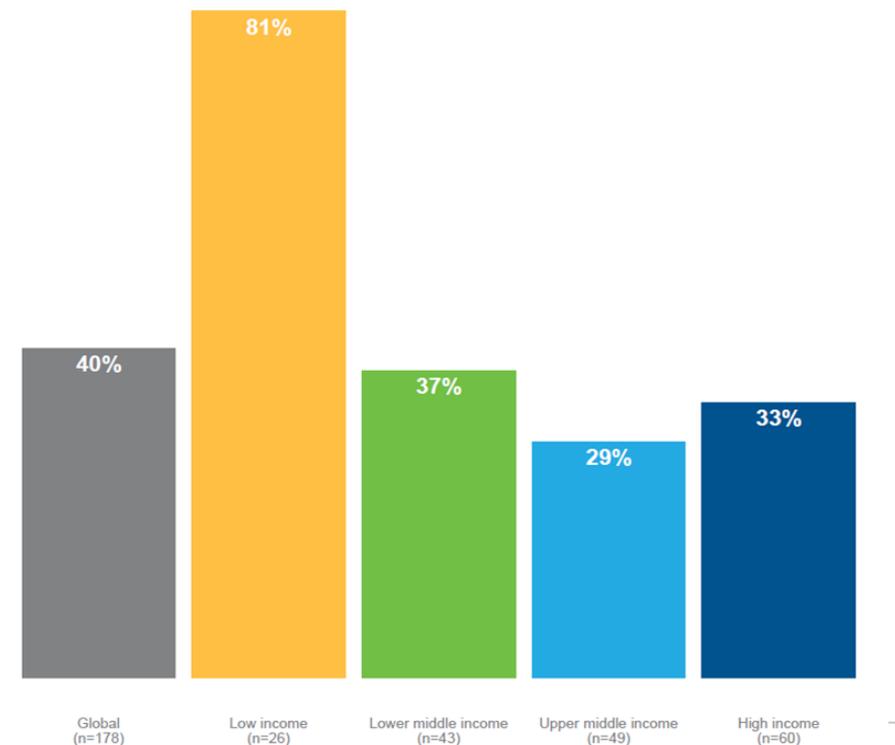
**03** Promotion of gender equality at the institutional level

# Gender at institutional level

## *Opportunities to integrate gender equality in Strategic Management*

- One-third of SAIs include gender issues in their Strategic Plan
- 10% of SAIs used gender analysis to inform their strategic plan
- 29% of SAIs have a gender policy
- 15% of SAIs have gender strategy
- 34% of SAIs have adopted a policy to promote inclusiveness and diversity but 37% didn't see a need for this
- 40% have a either a gender focal point, unit, team or other arrangements.

Our SAI has a gender focal point, unit/team, or other  
Percent of SAIs indicating at least one of these options



Source: INTOSAI Global Survey 2020

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## Integrating gender equality in audit work

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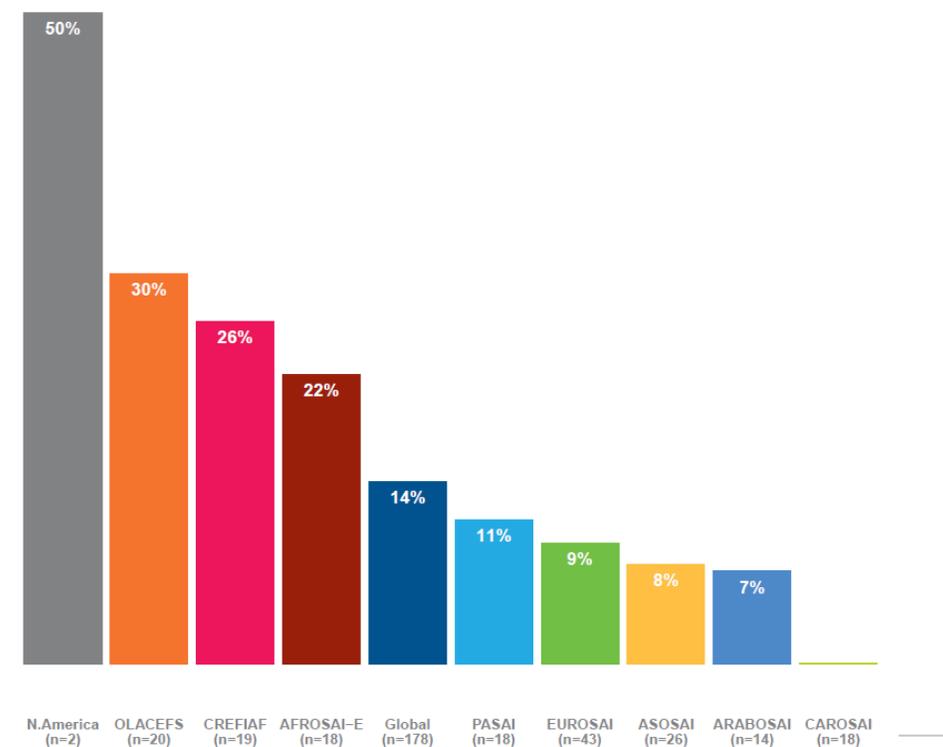
# Gender in audit work

## *Few SAIs globally conduct gender audits*

- One-fifth of SAIs commit to integrate gender equality in audit work in their SP
- 24% of SAIs undertook gender audits, an increase from 2017 (17%)
- 18% audited Sustainable Development Goal 5
- 16% did other gender related audits
- Mainstreaming of gender issues in audits is rare.

## Mainstreaming gender issues in selected audit subject matter

Percent of SAIs conducting this type of gender audit over 2017–19



Source: INTOSAI Global Survey 2020

2020

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Commitment to develop gender capacity of staff

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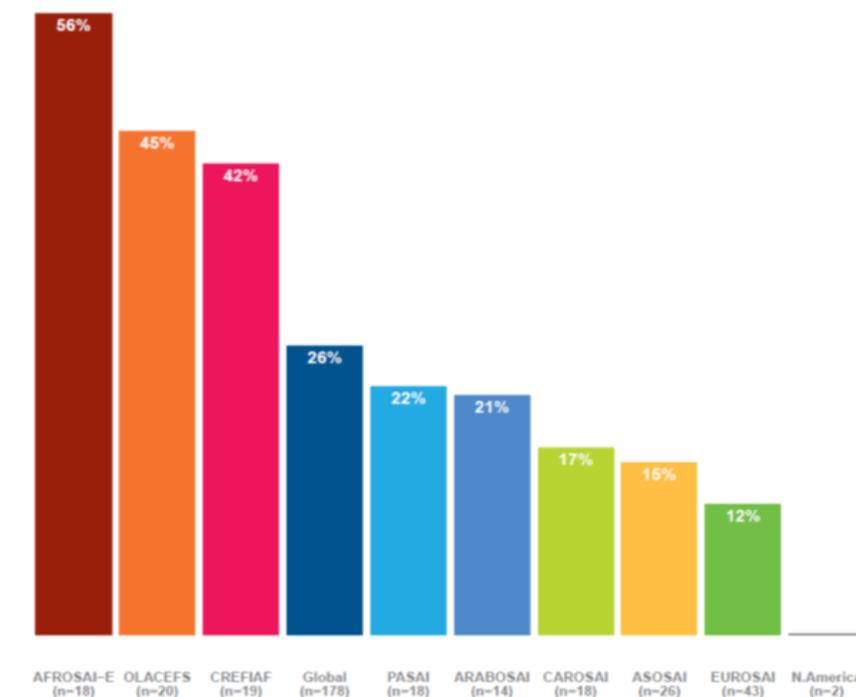
# Capacity Development

Increasing interest toward building capacities in gender

- 22% of SAIs has committed to develop the competencies of their staff in their Strategic Plan
- Less than 10% of SAIs has received support to develop capacity on gender-related issues
- Very few SAIs have provided support to other peers on gender
- Similarly, few regions have organised capacity development in this area
- One-quarter of SAIs plan to develop capacities in the coming period on gender either on the organisational level or in audit work, an increase in light of the low level who received support in this area in during 2017-2019.

## Gender: organisational processes

Area(s) that our SAI plans to develop over the next 3 years (2020–2022)



Source: INTOSAI Global Survey 2020

Source: INTOSAI Global Survey 2020

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# Gender in AFROSAI-E

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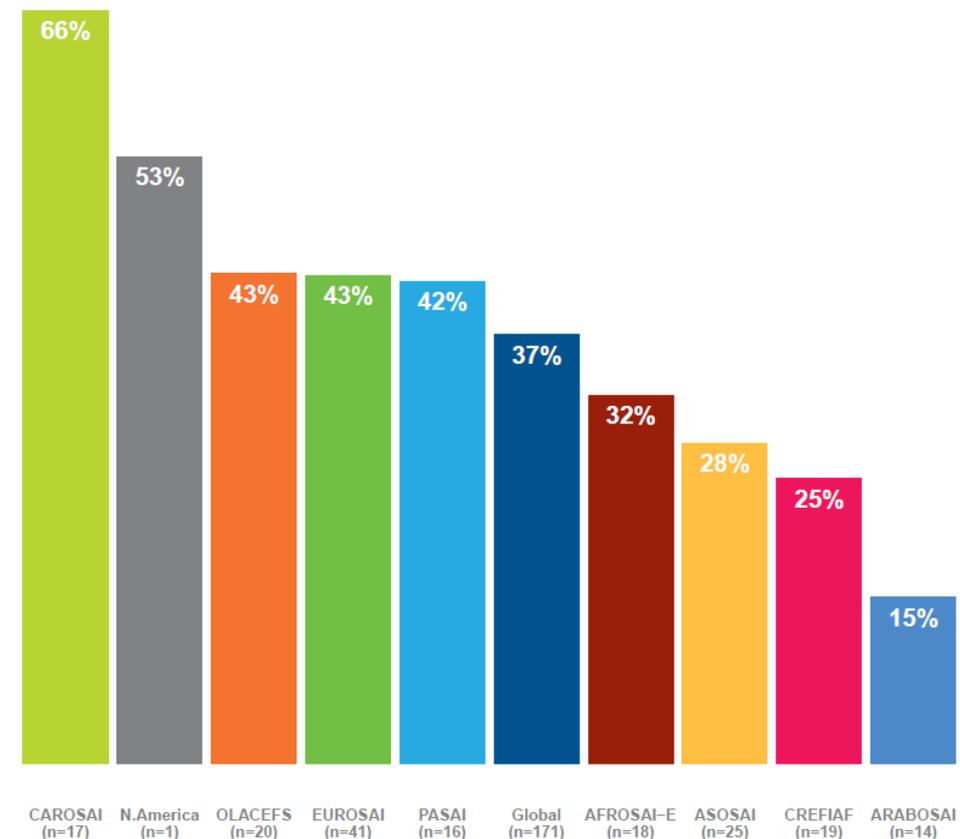
Key figures from the Global Stocktake 2020

# Key figures for AFROSAI-E

## Gender composition

- 18 SAIs from AFROSAI-E responded to the survey
- In AFROSAI-E less than half of staff is female, but there's been a small increase since 2010
- Numbers indicate an increase in female heads of SAIs in the region to 41%
- Numbers are lower for senior management at 29% but there also seems to be an increase since the last stocktaking

Gender distribution of SAI heads and senior managers



Source: INTOSAI Global Survey 2020

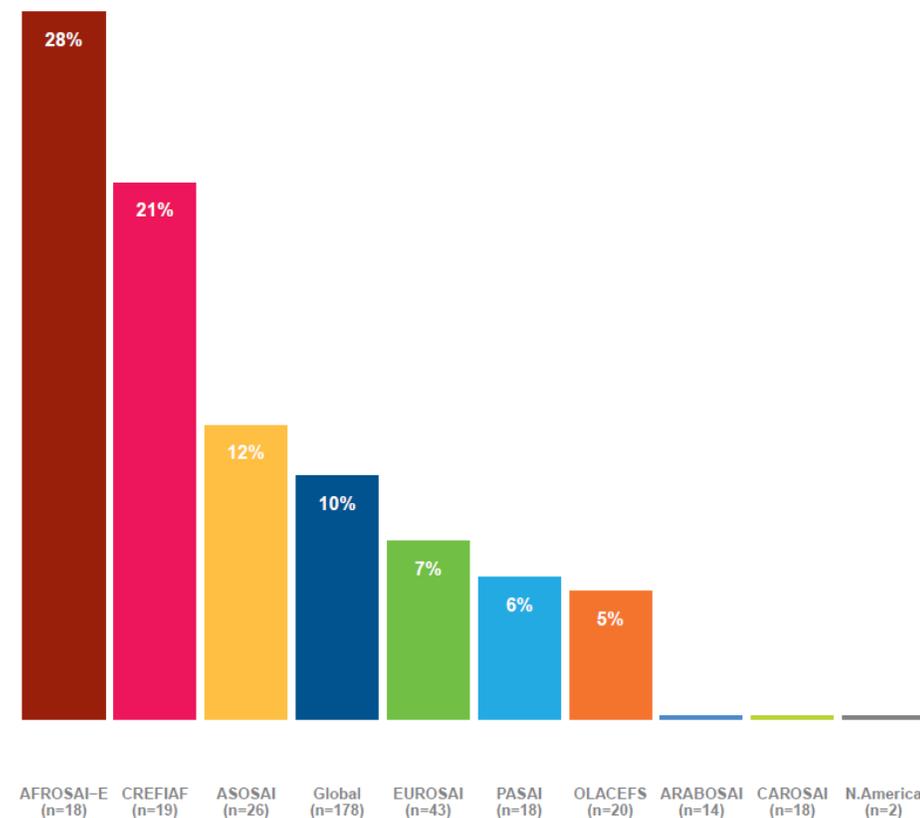
# Key figures for AFROSAI-E

## Strategic and institutional gender focus

- More than half of SAIs in AFROSAI- has integrated some kind of gender aspect in their strategic plan (52%)
- 28% did a gender analysis to inform their strategic plan
- 33% have a gender policy
- 28% have gender strategy
- 44% have a gender focal point, unit or team

### Gender analysis

Percent of SAIs who used the indicated needs assessment approach to inform the Strategic Plan



Source: INTOSAI Global Survey 2020

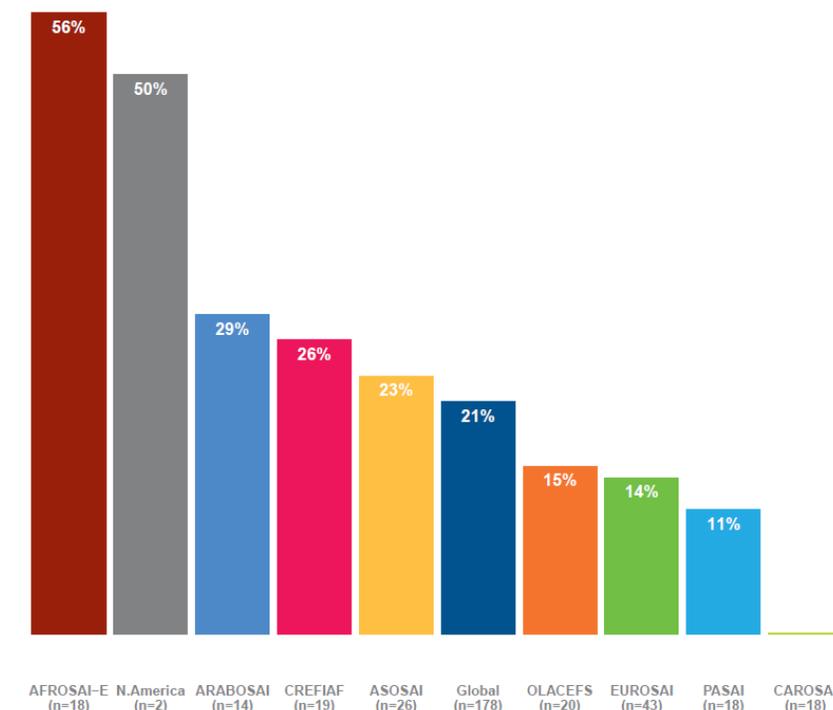
# Key figures for AFROSAI-E

## Integration of gender in audit work

- 56% of SAIs are committing to integrate gender equality in audit work
- 28% of SAIs did gender audits
- 11% did audits focused on SDG5
- 28% report they did audits on other topics
- 22% report that they mainstream gender issues in selected audit subject matter

### Our Strategic Plan commits us to integrating gender equality within our audit work

Percent of SAIs answering 'yes'



Source: INTOSAI Global Survey 2020

ey 2020

# Thank you for your attention

Do you have any questions?