

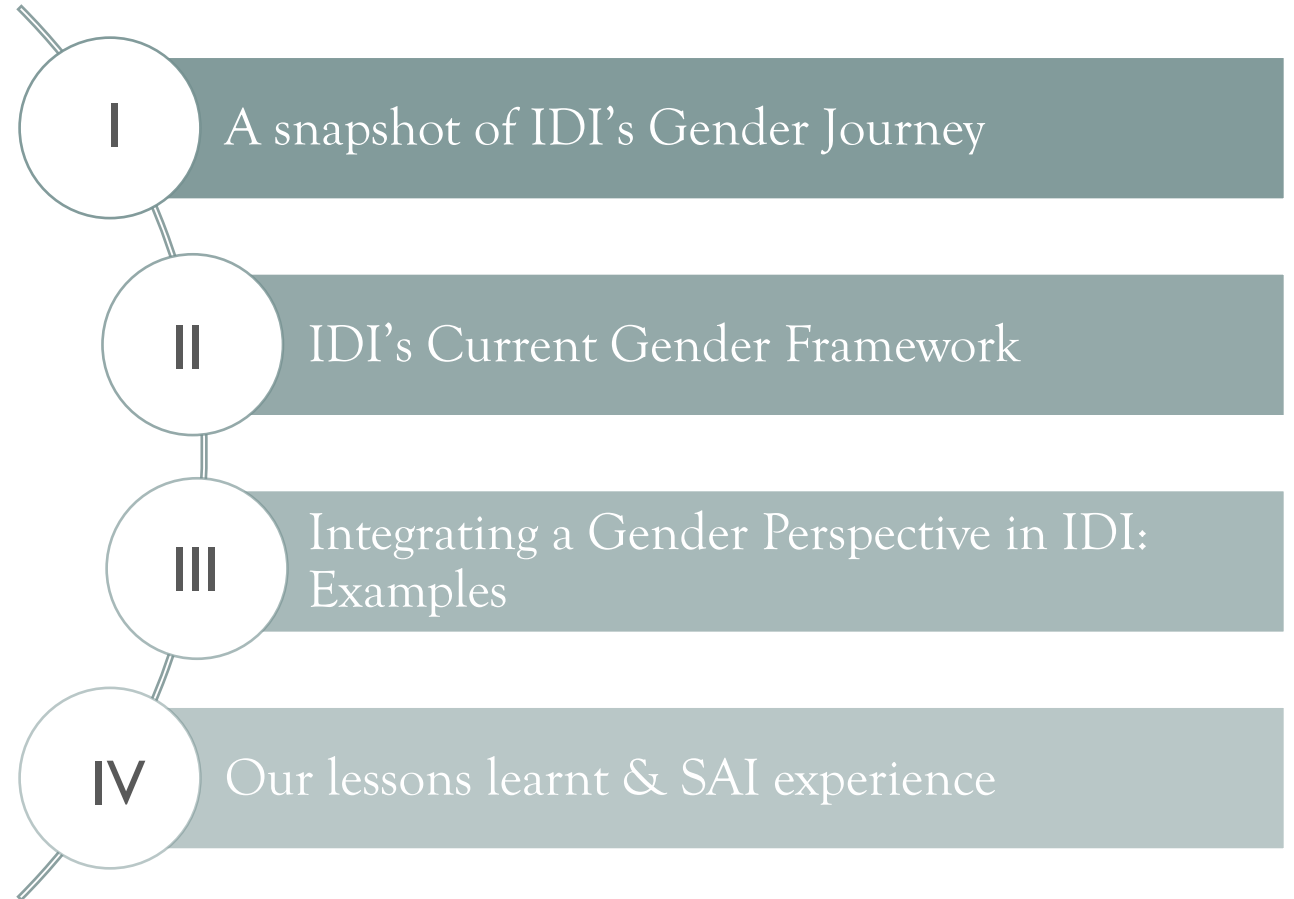


IDI's gender journey: Becoming gender-responsive as IDI & supporting SAIs

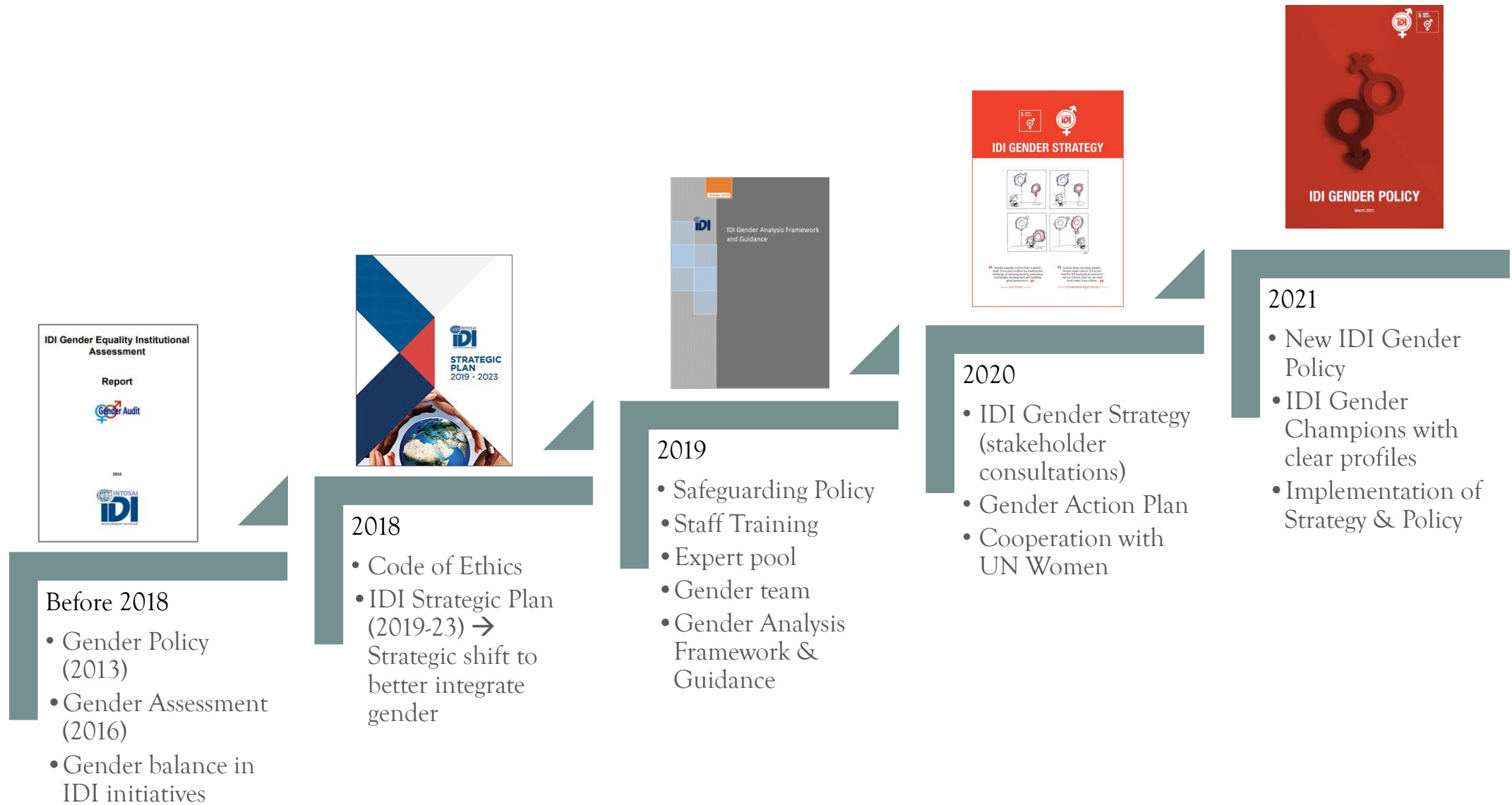
Petra Schirnhofner, IDI
AFROSAI-E workshop, 21 September 2021



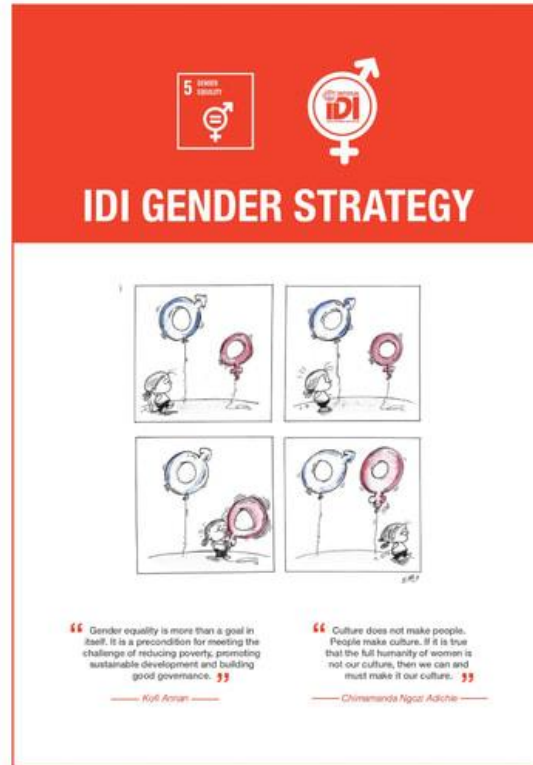
Effective, accountable and inclusive Supreme Audit Institutions



I. A SNAPSHOT OF IDI'S GENDER JOURNEY



II. IDI'S CURRENT GENDER FRAMEWORK



Our strategic priorities

I. SAIs being gender responsive organisations & conducting audits that contribute to GE

Raising Awareness & Advocating for GE with SAIs

Working together with INTOSAI Bodies, Regions & other Stakeholders

Integrating Gender into our Support to SAIs

II. IDI being a gender responsive organisation (leading by example)

Building Gender Balanced Human Resources, Gender Expertise & Staff Competence

Building Gender Equality into IDI's Organisational Culture, Policies & Guidance


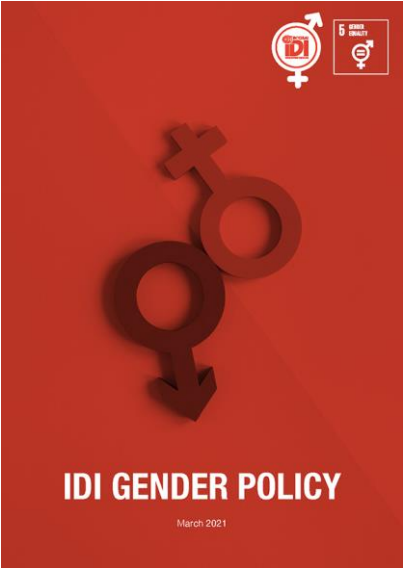
Mainstreaming Gender in Decision-making

Sharing Knowledge & Information & Communicating on Gender



Implemented through IDI's Operational Plans, based on multiannual Action Plan


II. IDI'S CURRENT GENDER FRAMEWORK



High-level **guidance** for IDI's work, brings together IDI gender **principles**, including **intersectionality**

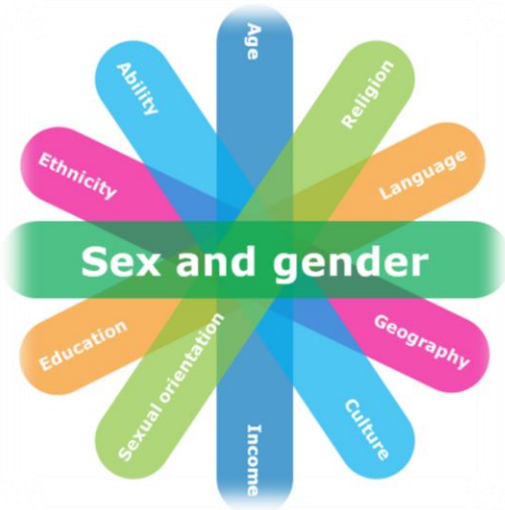


Spells out IDI's gender **commitments**



Includes **accountability framework** with shared IDI responsibilities

Intersectionality:
Understanding how gender & sex intersect with other personal characteristics/ identities, such as age, ability, ethnicity, class etc



IDI ACCOUNTABILITY FRAMEWORK with Roles & Responsibilities



IDI BOARD (NON-EXECUTIVE)

- Sets strategic directions & monitors performance
- Approves key policies,
- Upholds IDI's core principles



IDI DIRECTOR GENERAL (DG)

- Leads by example on gender equality across IDI
- Drives gender-responsive culture & tone for how IDI works
- Communicates on & promotes gender equality
- Leads IDI's management team on gender mainstreaming



DEPUTY DIRECTOR GENERALS (DDG)

- Have delegated accountability in their departments
- Ensure accountability for their staff
- Appoint Gender Champions and allow them to dedicate necessary time
- Hold staff accountable for gender-related results
- Invest in strengthening gender capacities



IDI GENDER CHAMPIONS

- Have a profile with clear roles & responsibilities
- Have gender performance goals
- Liaise with SSU Gender Focal Point and among each other
- Support their DDGs & colleagues in gender related work

CONSULTANTS AND RESOURCE PERSONS

- Seek to develop gender skills & knowledge in their areas of work
- Abide by the IDI Gender Policy and related gender documents
- Use available tools, guidance materials or reach out for support to integrate gender in their areas of work
- Collect sex-disaggregated data, document & report on gender-related issues & achievements

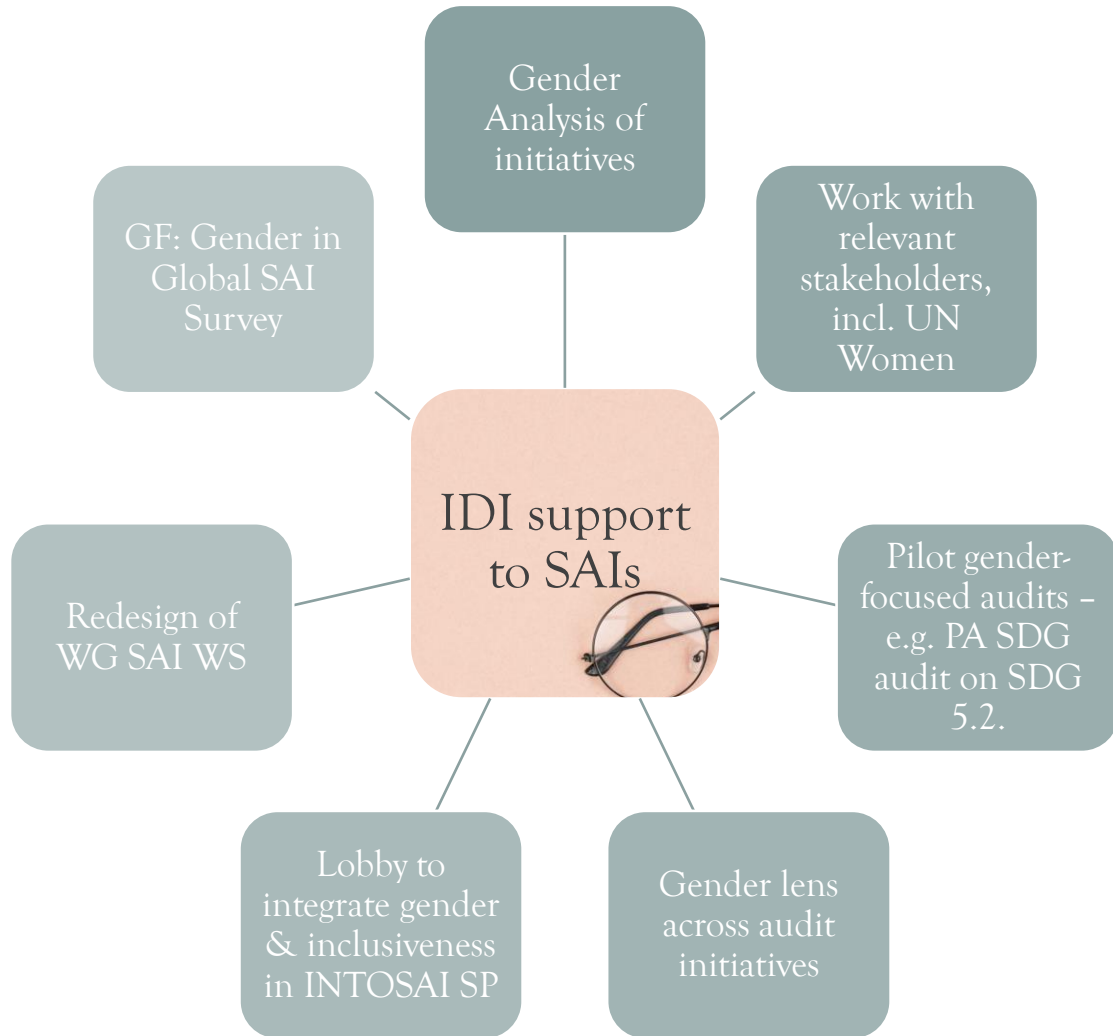
IDI GENDER FOCAL POINT (IN SSU)

- Coordinates implementation of Gender Policy & related gender documents
- Raises awareness both in IDI & with stakeholders
- Generates & disseminates gender-related knowledge
- Analyses data, develops strategies, policies, tools & guidance materials
- Responsible for monitoring & reporting on gender



III. INTEGRATING A GENDER PERSPECTIVE IN IDI: EXAMPLES

IDI support for gender-responsive SAIs



Examples of gender performance indicators in IDI's results framework:

- Cumulative number of SAIs supported to integrate elements of **inclusiveness & gender in audits and in strategic plans**

III. INTEGRATING A GENDER PERSPECTIVE IN IDI: EXAMPLES

The example of SAI South Sudan

- *GDI engagement anchored in annual project plan with peer partners (IDI, AFROSAI-E & SAI Kenya), dedicated team in SAI appointed*
- *Support by peers & external gender expertise (incl. gender expert from S. Sudan):*
 - *GDI self-assessment & workshop*
 - *GDI analysis & report to enhance understanding in NAC/with partners & to improve NAC plans*
 - *Holistic approach by looking at GDI across organisation (HR, internal governance) & audit work*
 - *GDI indicator (pilot) to assess results at the end of the strategic planning period (2024)*



Good practices:

- *NAC interest & involvement, open discussions about challenges & opportunities*
- *Actions defined: awareness raising of staff, defining appropriate gender frameworks, collection of disaggregated data, allocation of resources*

III. INTEGRATING A GENDER PERSPECTIVE IN IDI: EXAMPLES

Gender-responsive IDI – leading by example



Human Resources

Building gender balanced & diverse HR with internal & external expertise

Including gender & inclusiveness in IDI's Competency Framework

Making gender a part of IDI's routine

Having IDI Gender Champions with clear profiles & who support their teams together with IDI Gender Focal Point

Continuous awareness raising, incl. IDI internal gender course

IV. OUR LESSONS LEARNT & SAI EXPERIENCE

Our lessons learnt



Building on what IDI has & lead by example to be credible



Having good frameworks & capacities as a foundation



Institutionalising & mainstreaming gender as a journey for IDI and for IDI's work with SAIs



Putting gender consistently & wisely on the agenda & share responsibilities across the organisation



Finding allies/partners within & outside of IDI, including SAIs

IV. OUR LESSONS LEARNT - SAI EXPERIENCE

What is your experience?

How important is it to lead by example on gender in SAIs?

What is your experience/are your challenges in advancing on gender equality (GE) in your SAI?

How supportive is your leadership & how do you share gender responsibilities in your SAI?

What are your capacity needs?

How important is it to have the right partners to advance on GE in your SAI & work?

USEFUL SOURCES

- [IDI Gender Policy 2021](#)
- [IDI Gender Strategy 2020](#)
- IDI Gender Analysis Guidance & Framework, GAFG (internal document)
 - IDI departments, such as the IDI Governance Department, developed specific guidance based on their needs & on GAFG
- [IDI Strategic Plan 2019-2023](#)
- IDI Gender Equality Institutional Assessment (internal document)

For any questions please contact: petra.schirnhofer@idi.no