

Office of the Auditor General
Eritrea

Gender Policy and Strategy



Topic of discussions

- Background of SAI Eritrea in terms of gender issues
- Why we decided to develop the strategy
- Process we followed
- Where we are now



SAI background in gender issues

- Until early 2000s, 20% of Team leaders of the OAG were female.
- Similarly, 33% (2 out of six) middle and top management
- By 2021, this figure has fell to 4% of female in team leaders and only 1 out of the 12 mid-top management.
- Currently female Colleagues cover 35% of the total workforce of the OAG



Why we decided to develop the strategy

- Most importantly the gender gap in the OAG
- Implementation of SDG 5 Gender Equality
- A recommendation by our partners (AFROSAI-E, IDI, UNDP, etc...)



Process we followed

- AG assigned the Technical committee to draft the Gender Policy and strategy for the OAG
- Technical committee delegated the preparation of the document to a focal group with three members.
- The focal group followed the following steps in preparing the document:



Process we followed

- 1. Conducted gender analysis in the OAG
- 2. Gathered country level gender documents, including national gender policy and action plan, reports and others
- 3. interviewed officials of the National Union of Eritrean Women
- 4. Referred several similar documents of different countries and institutions



Process we followed

- 5. Prepared the first draft and submitted it to the Technical committee and the NUEW for review
- 6. Shared the document to AFROSAI-E experts for technical advice
- Following necessary review and amendments, submitted it to the AG for approval



Where are we now?

- The document is approved by the Auditor General
- Incorporated gender issues into corporate documents (training policy, management development plan etc)
- Preparations are underway for the full implementation of the action plan
- Some activities are already under implementation



Way forward?

- There are few list that have to be implemented immediately:
- 1. Gender Awareness session
- 2. Establishment of Gender Focal group
- 3. reporting.



- Questions?

- Thank you!

