

Gender Equality

Supporting SAIs to become gender responsive organisations



Objective

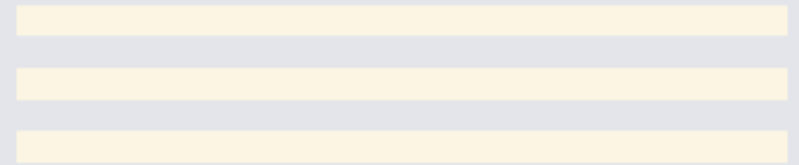


Support SAIs to become gender responsive organisations



Building the capacity of SAIs in the region to conduct audits that contribute to gender equality

Video - What is a gender responsive SAI?



Feedback on the AFROSAI-E Gender Equality Assessment – Regional View



Gender Assessment

- Gender assessment of regional SAIs in August 2021
- 3-Part Assessment to gather information on:

Part 1. Political will, SAI Culture, Leadership Commitment, Staff Awareness & SAI Readiness

Part 2. Mainstreaming gender equality in the SAI HR Policies

Part 3. Collect gender statistics per level



AFROSAI-E Region – Gender Overview

Female AGs in region

- Angola
- Botswana
- Lesotho (act)
- Ethiopia (act)
- Kenya
- Mozambique
- Sierra Leone
- South Africa
- Zimbabwe

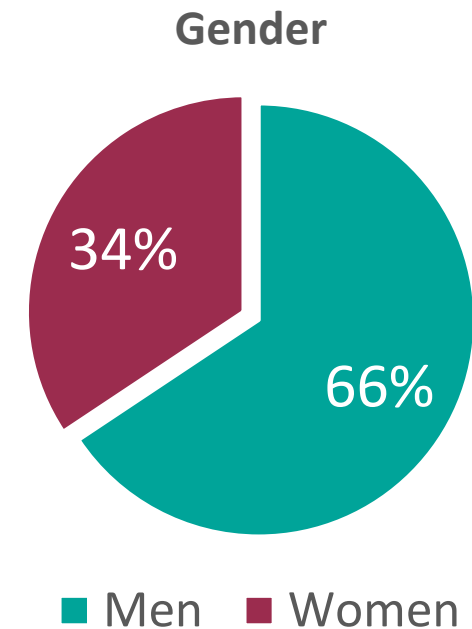
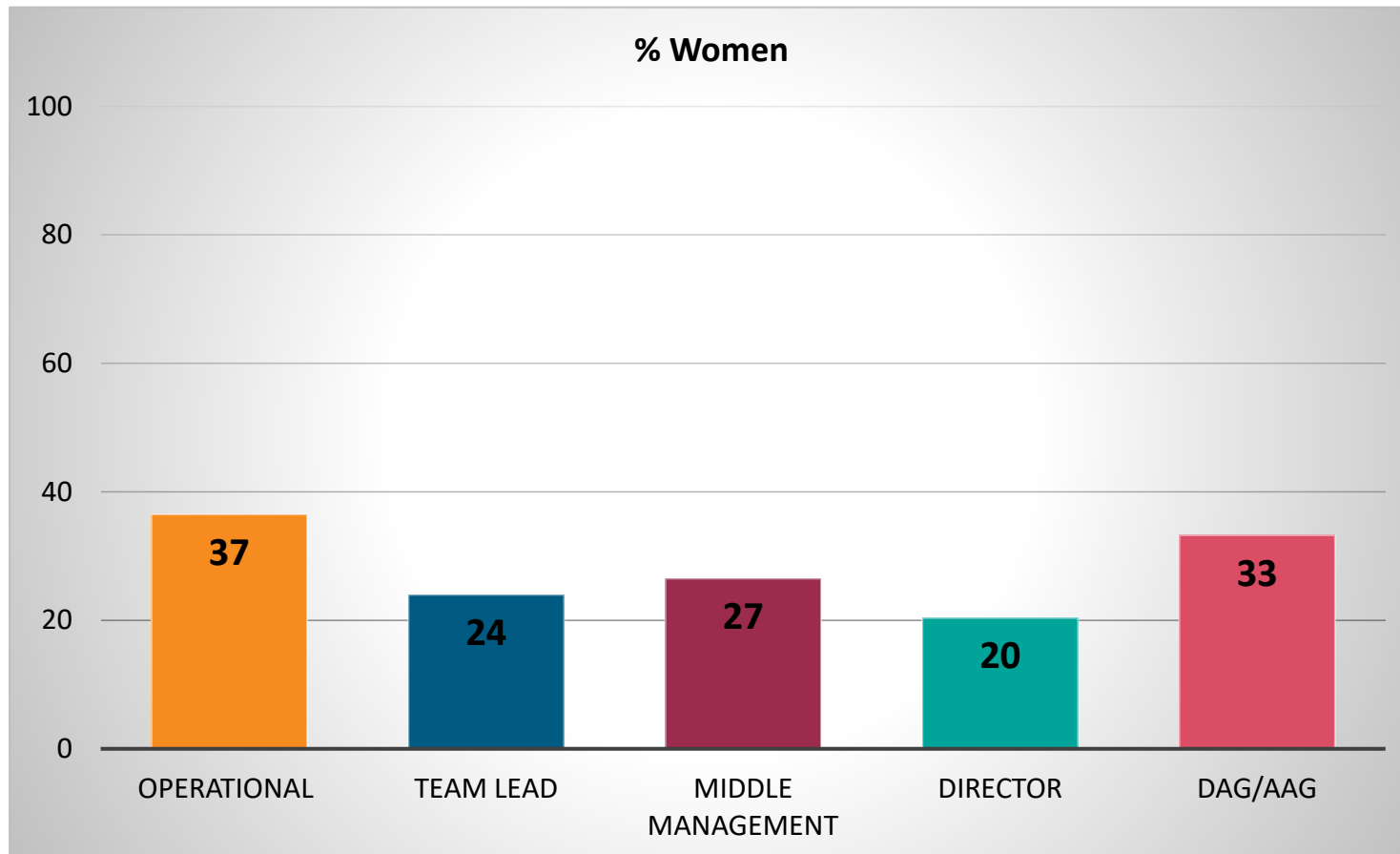
Participating SAIs with more women than men

- Botswana
- Lesotho
- Namibia



Regional gender distribution per level

Per level – participating SAIs – average % of women per level



How gender responsive are regional SAIs?



Political Will

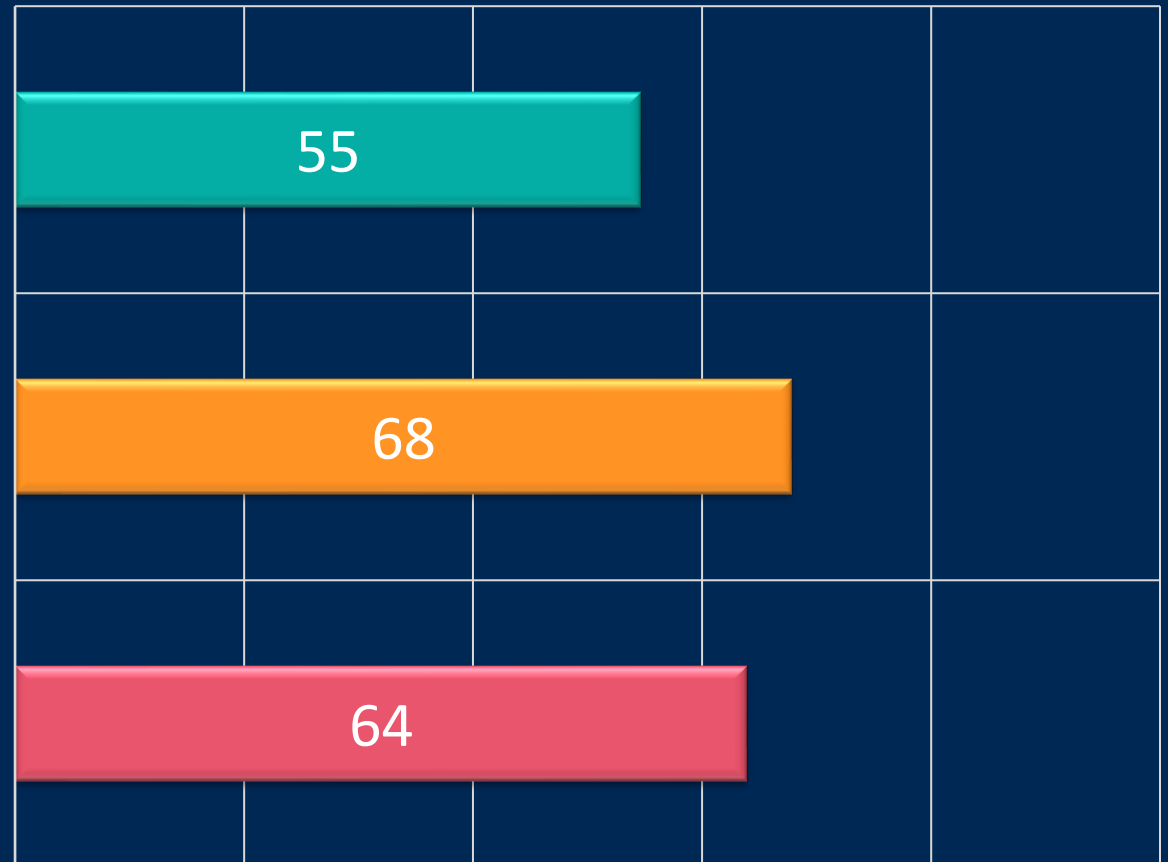
% Agreement

Political Will

My government has budgeted adequate financial resources to support gender equality in the public sector

My country has a National Gender Equality Policy that affirms a commitment to gender equality

The integration of gender equality in programs/projects is mandated in my country



SAI Culture

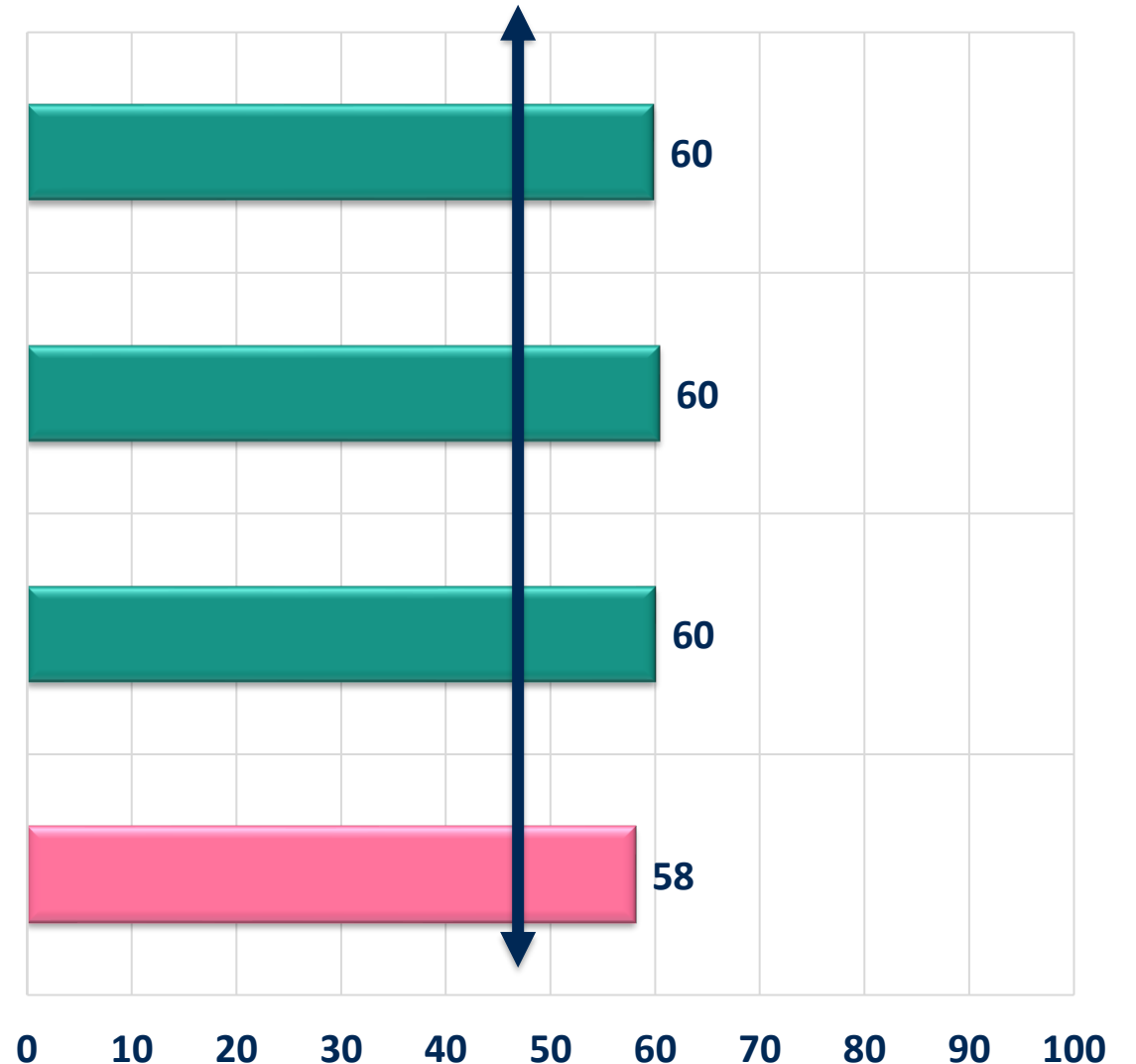
% Agreement

The working environment in my SAI has improved for women over the past two years

My SAI has a reputation for promoting gender equality

My SAI has a reputation for integrity in terms of gender equality

Gender issues are discussed openly by men and women in my SAI



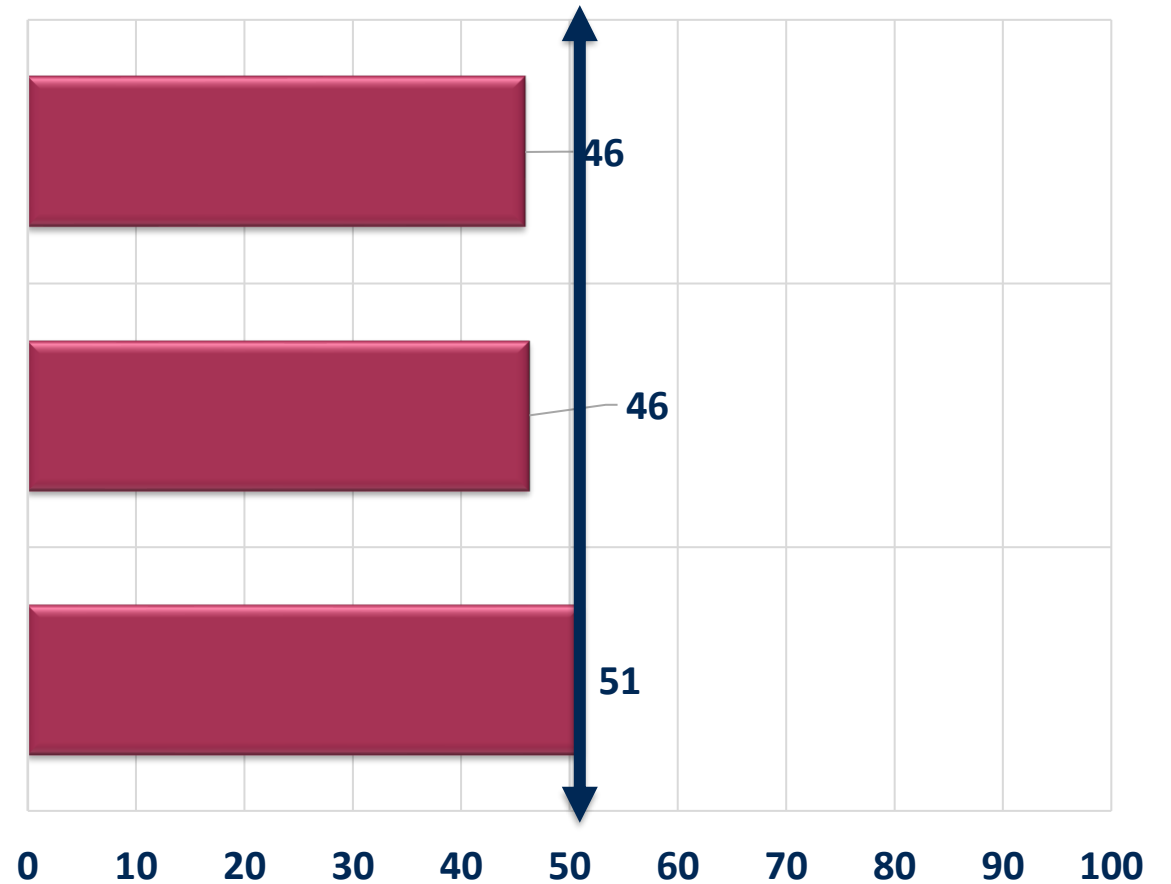
SAI Strategy

% Agreement

The SAI reports on gender equality in my SAI's Annual Report

Gender equality has been defined in my SAI's core values

Gender Equality goals are defined in my SAI Strategy

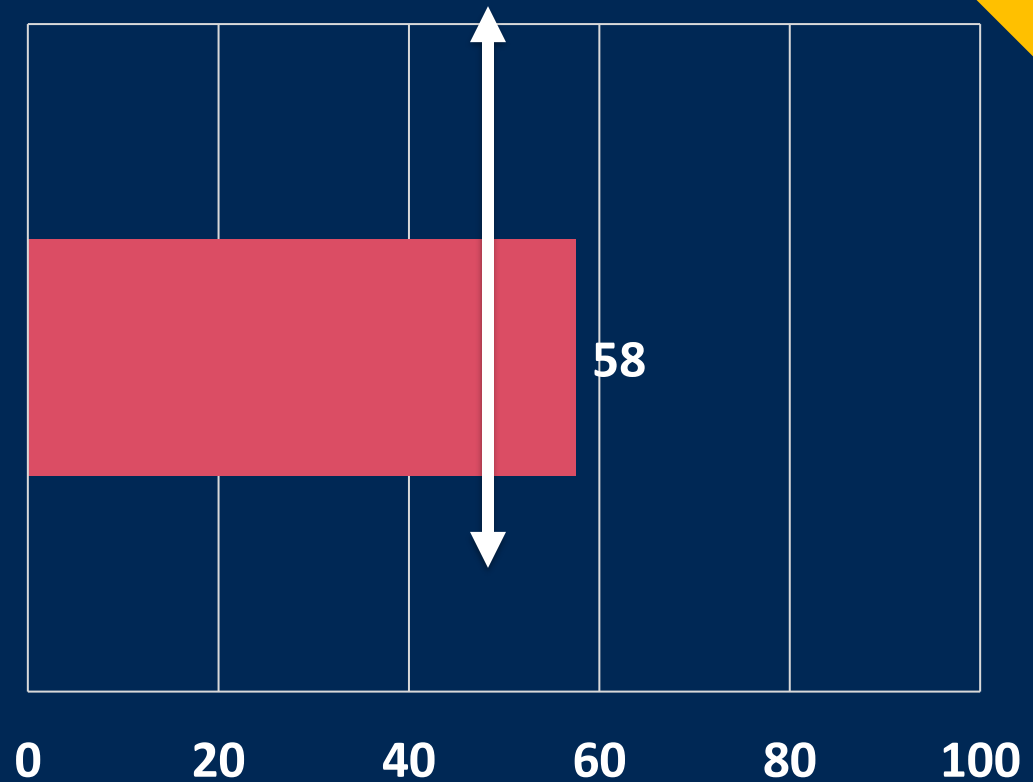


Leadership Commitment

% Agreement

Leadership Commitment

Senior management takes responsibility for the implementation of our policy on gender equality (or for promoting gender equality if no policy exists)



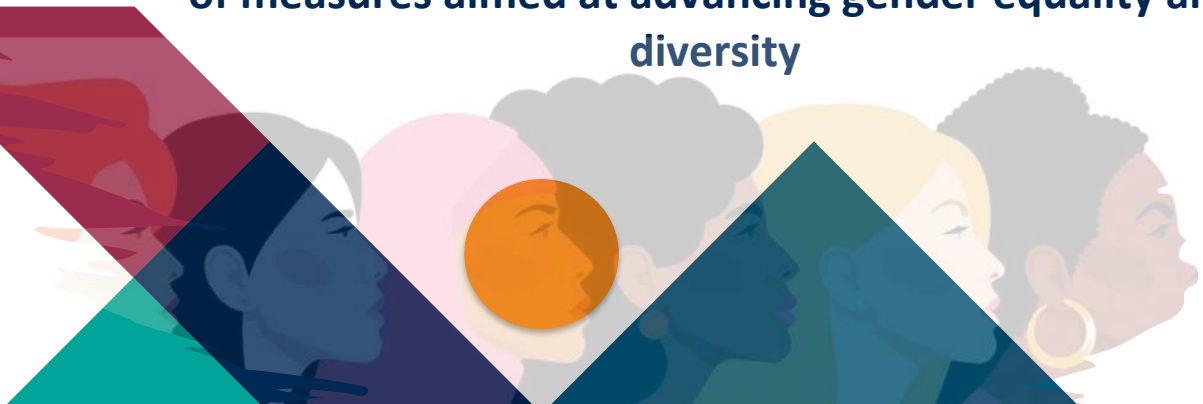
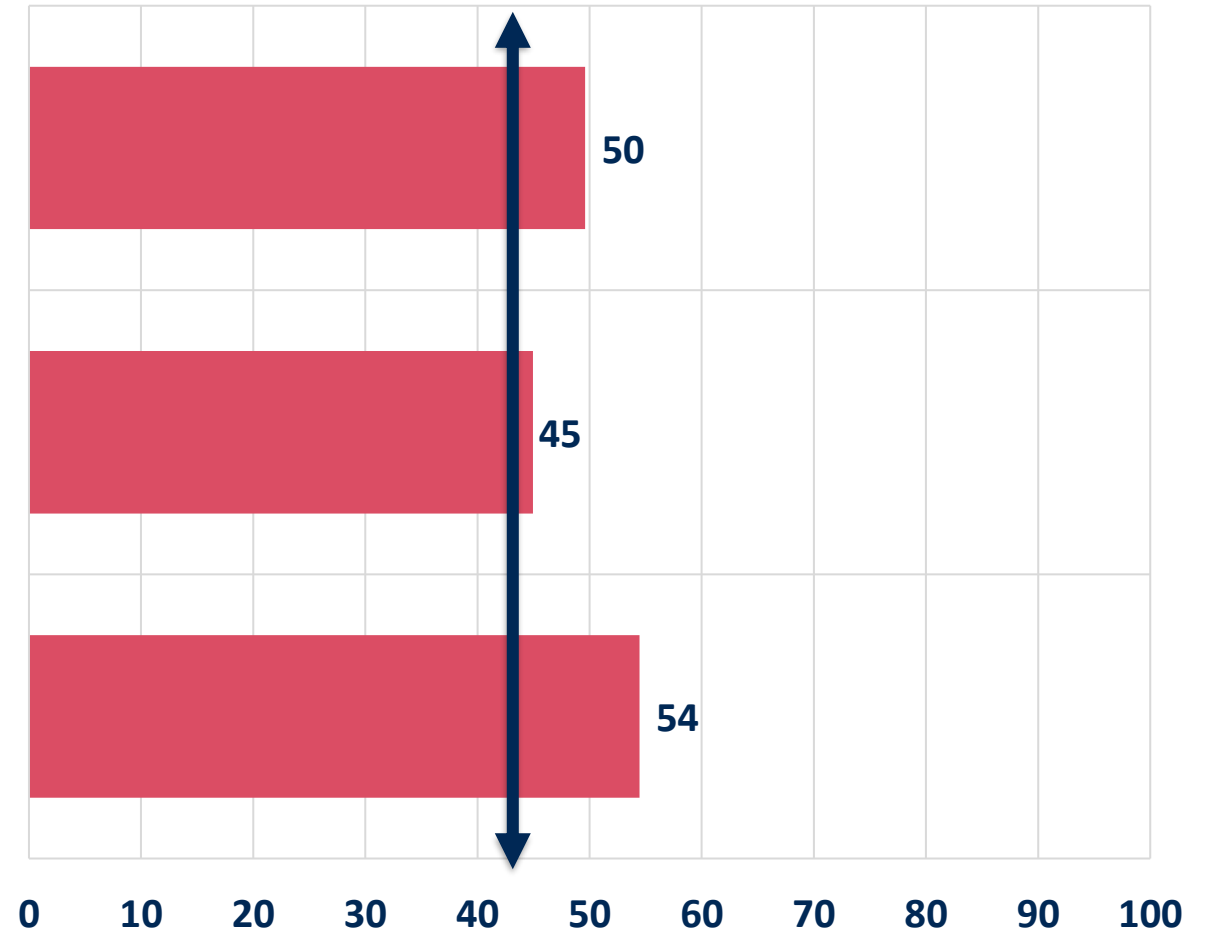
SAI Readiness

% Agreement

The SAI has the technical resources for the implementation of measures aimed at advancing gender equality and diversity

The SAI has the financial resources for the implementation of measures aimed at advancing gender equality and diversity

The SAI has the human resources for the implementation of measures aimed at advancing gender equality and diversity

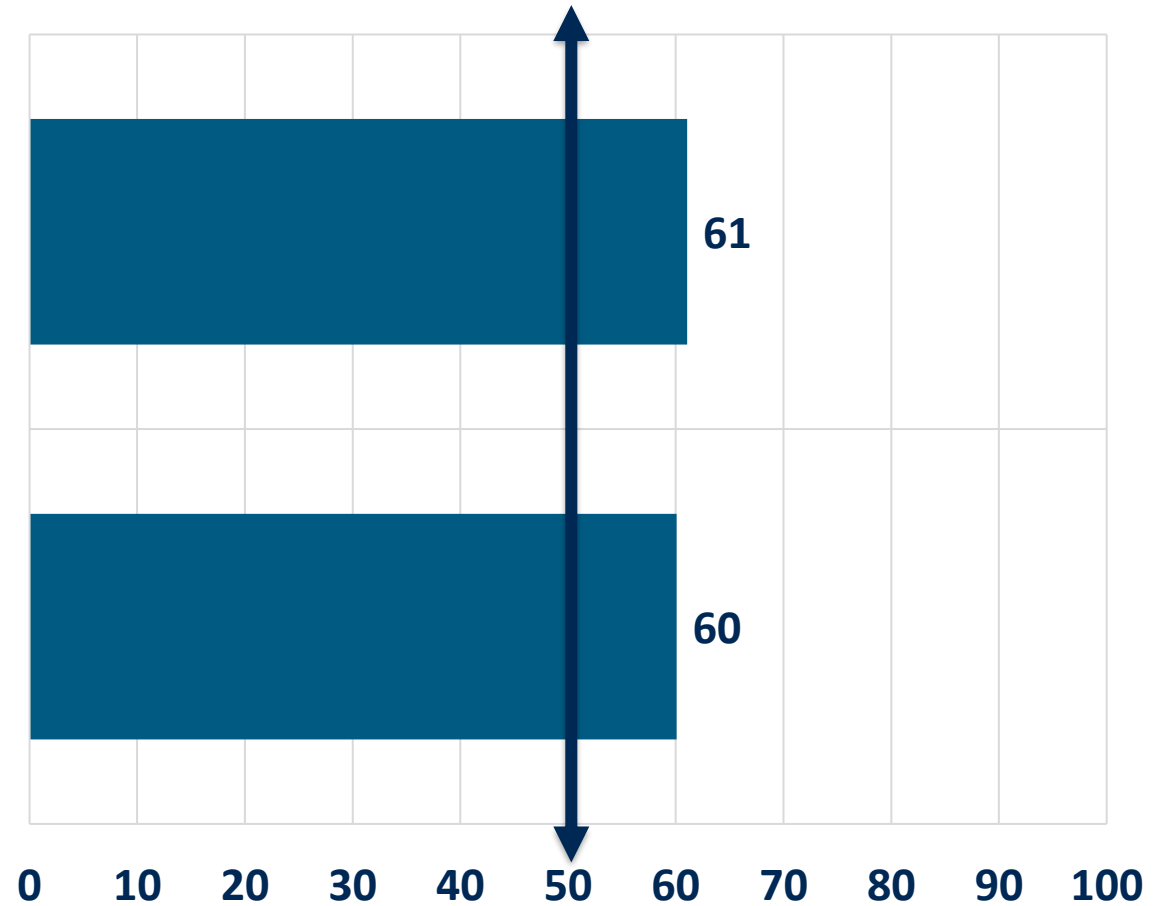


Staff Awareness

% Agreement

SAI staff can give ideas on how to improve gender equality and diversity considerations in the SAI

SAI staff can voice their opinions on how to improve gender equality and diversity considerations in the SAI



To what extent have SAIs developed and implemented a gender policy/plan

- Do not have a gender policy

13 SAIs



- Have developed a gender policy, but it needs improvement

8 SAIs

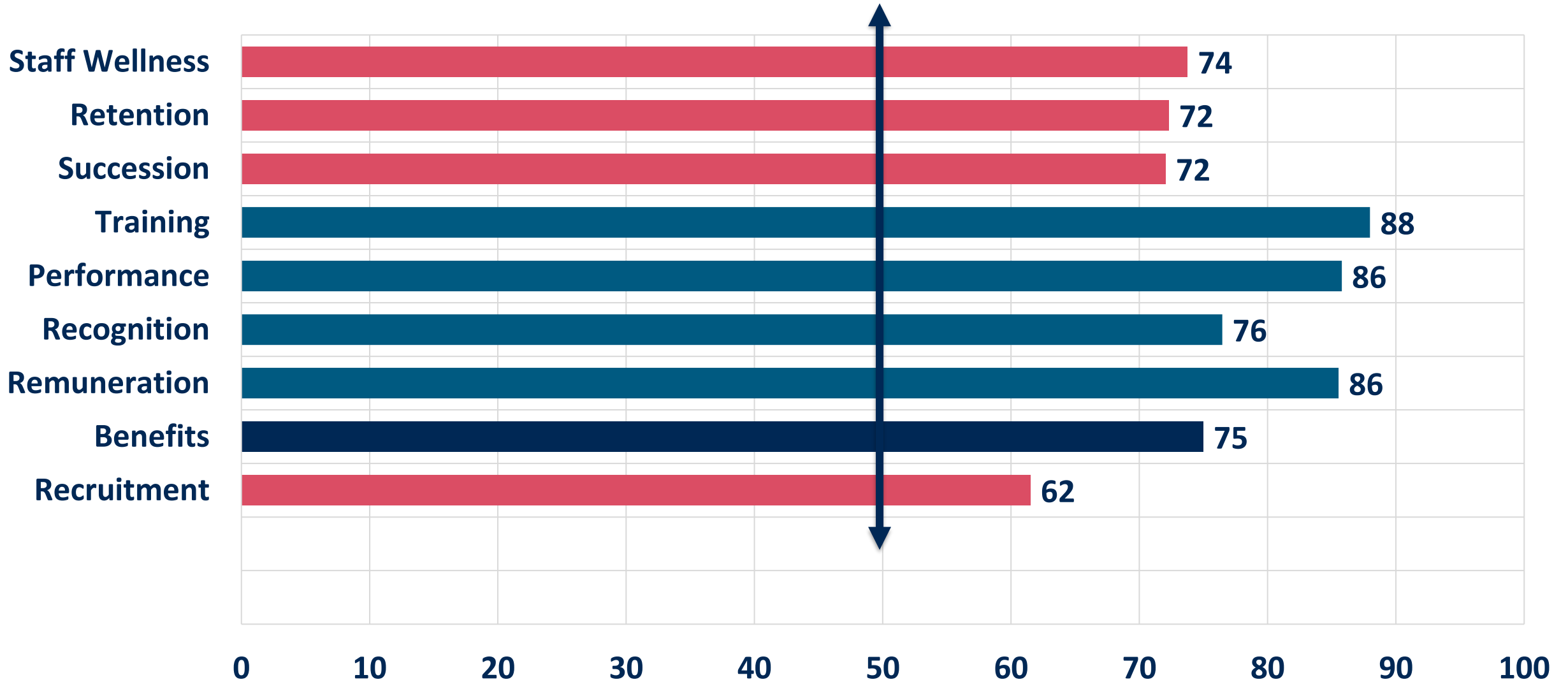


- 5 SAIs have implemented a gender policy to full satisfaction

5 SAIs



≡ To what extent has gender been integrated in HR Policies?





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