

# Gender Equality

*Supporting SAls to become gender responsive organisations*



# Objective

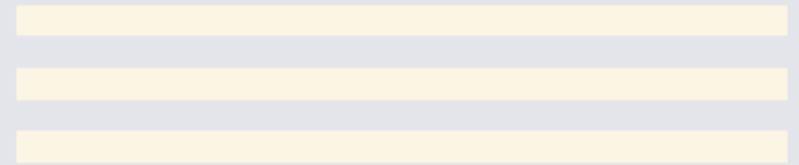


**Support SAls to become  
gender responsive  
organisations**



**Building the capacity of SAls 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

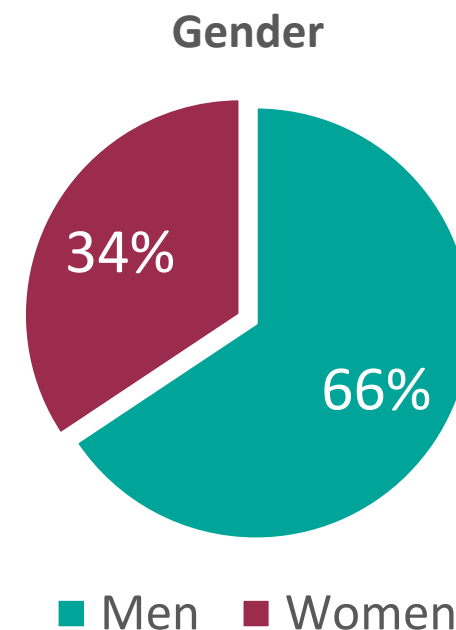
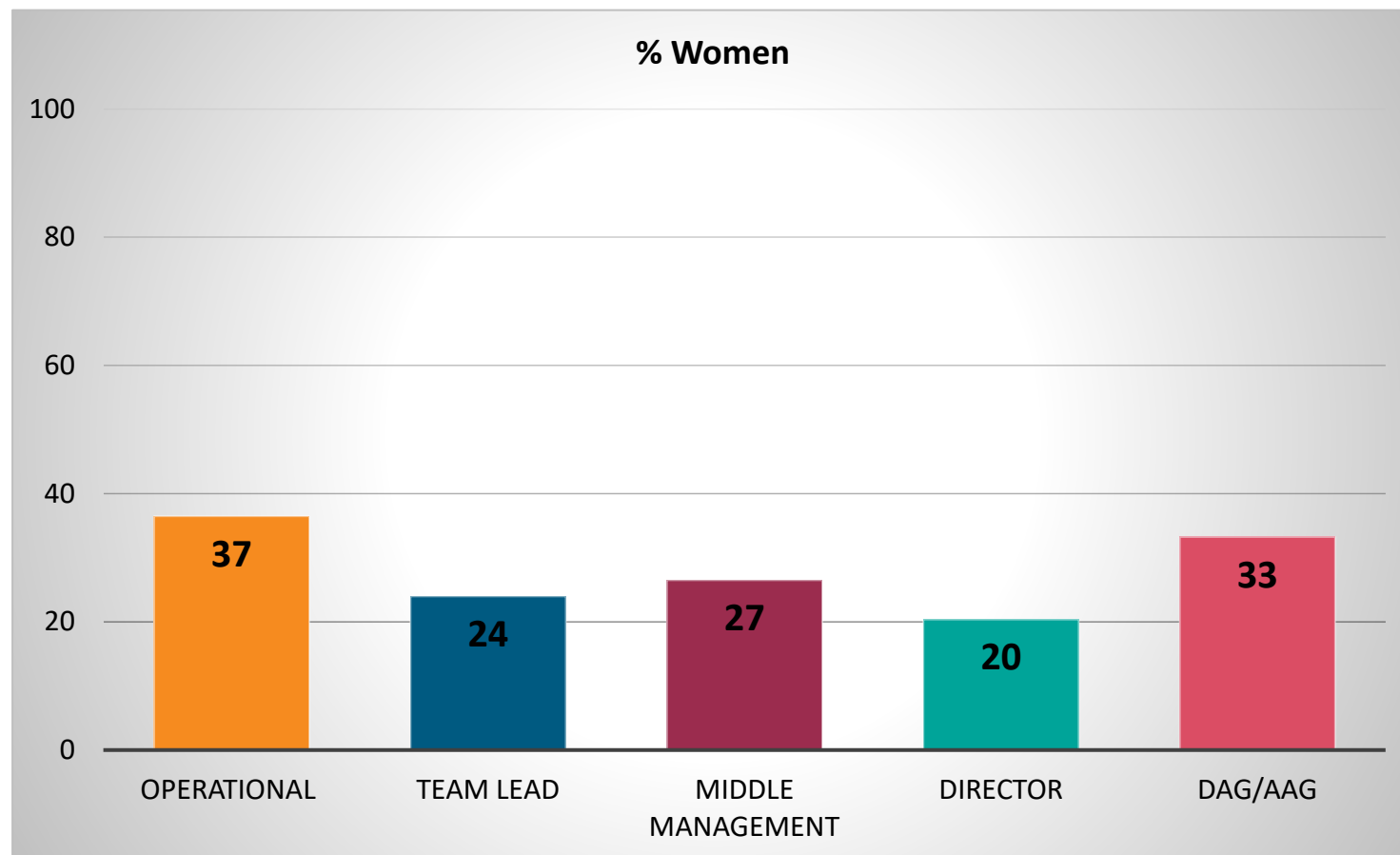
Participating SAls with more women than men

- Botswana
- Lesotho
- Namibia



# Regional gender distribution per level

*Per level – participating SAs – average % of women per level*



# How gender responsive are regional SAIs?





# Political Will

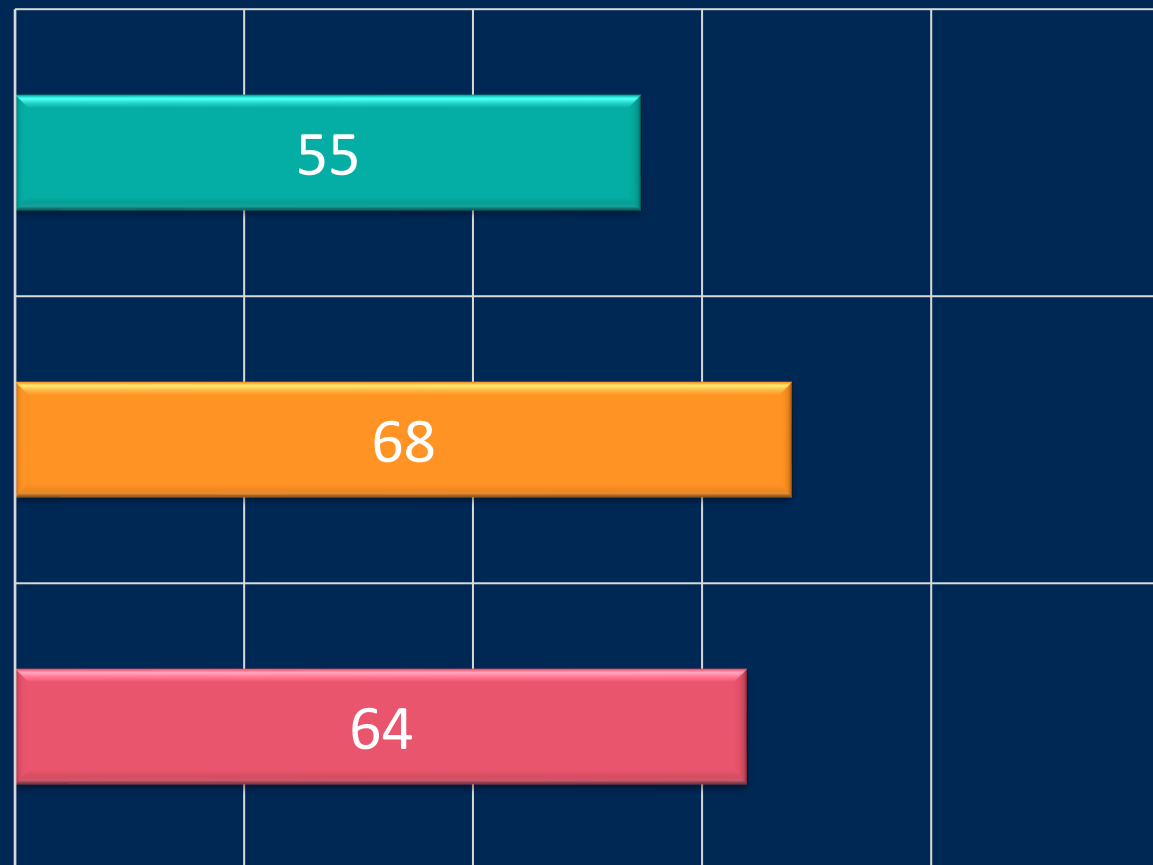
*% Agreement*

## 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

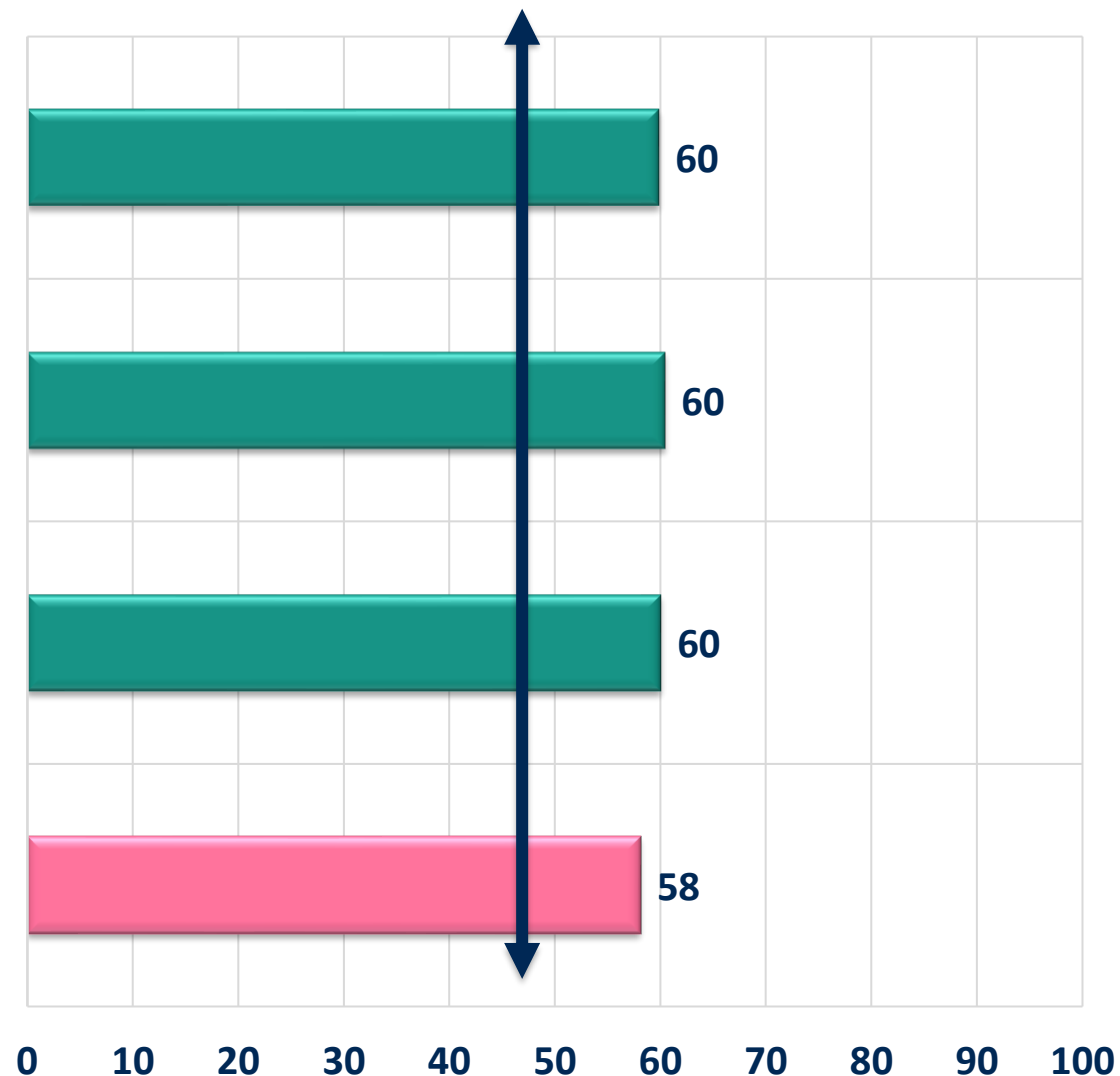
*% Agreement*

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



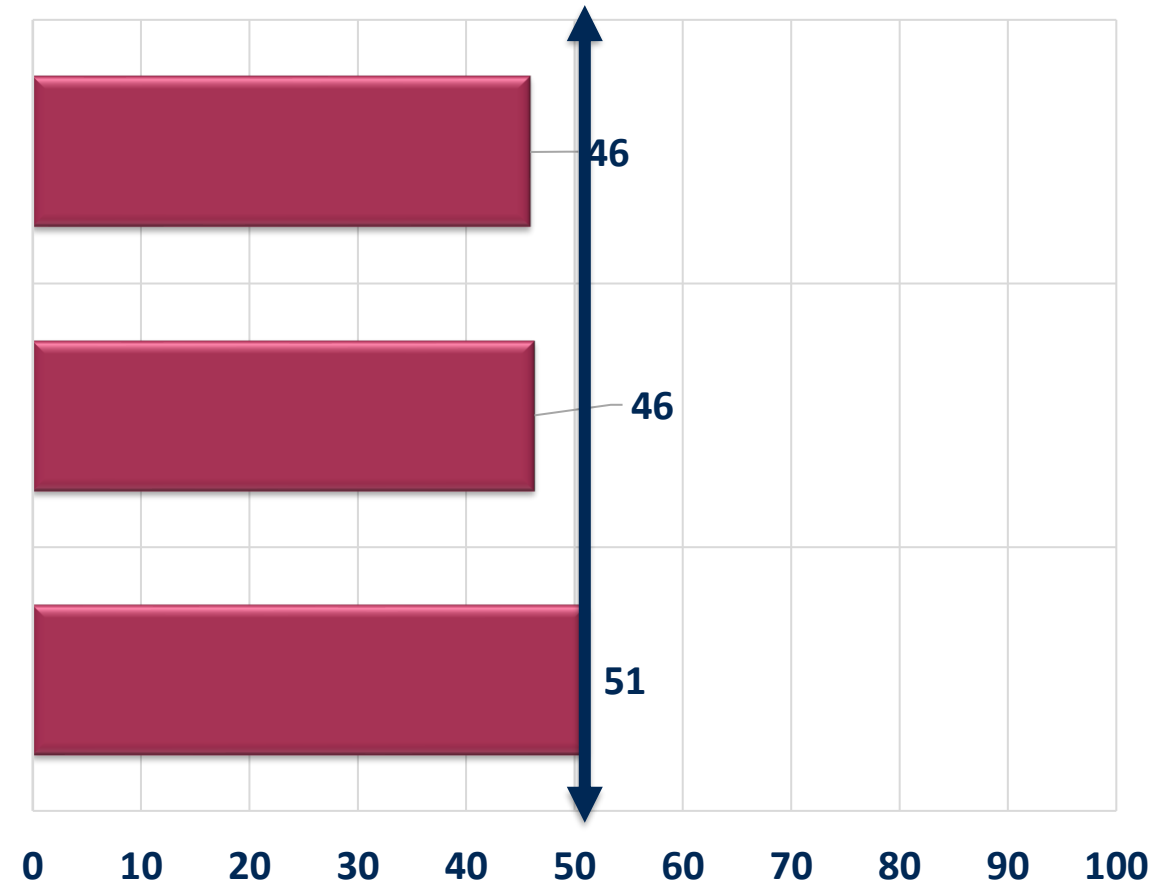
# SAI Strategy

*% 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

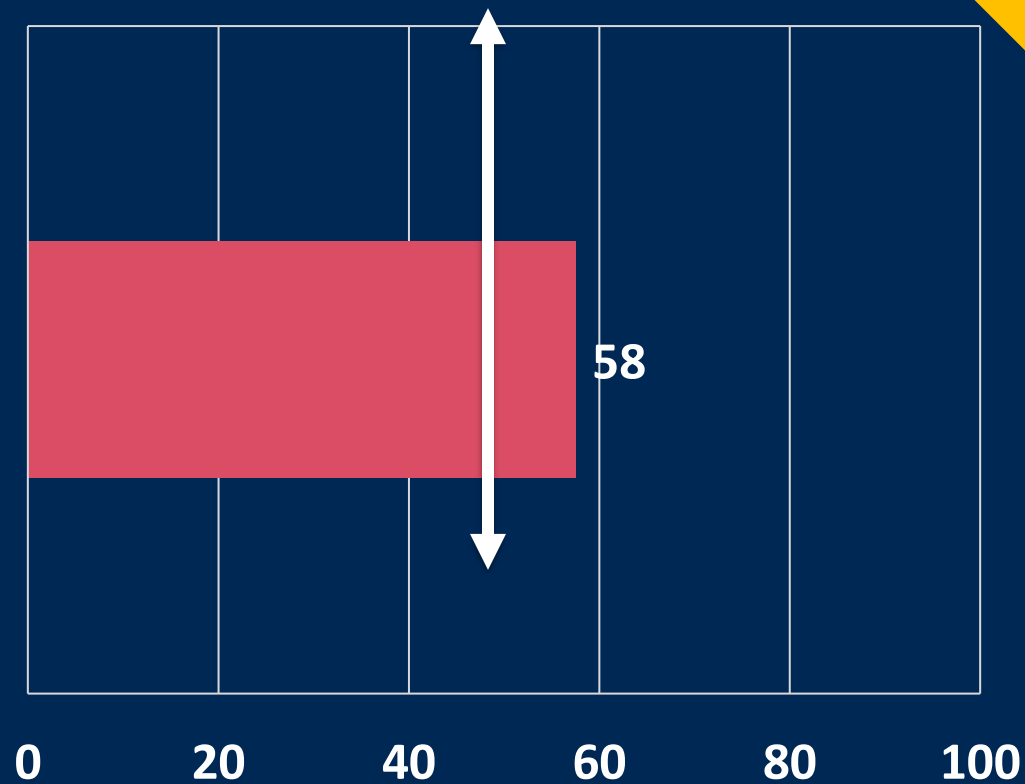


# Leadership Commitment

*% 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)



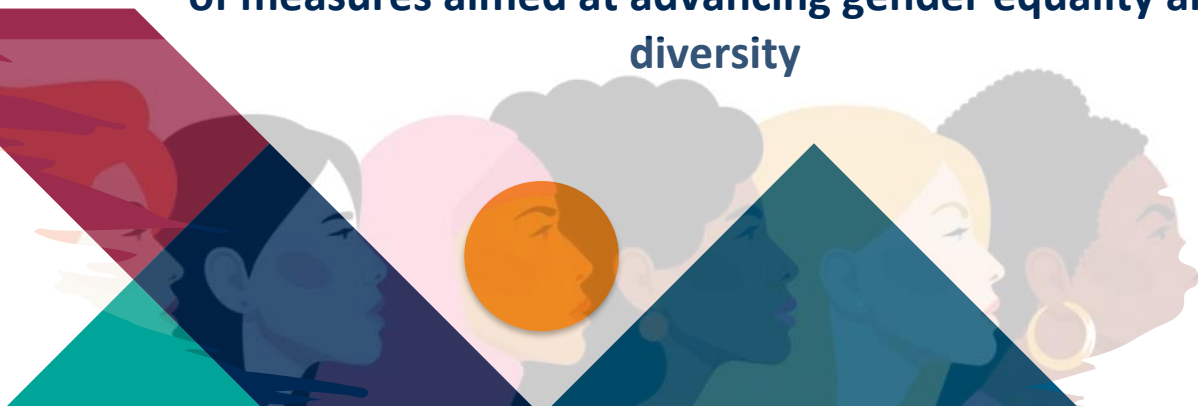
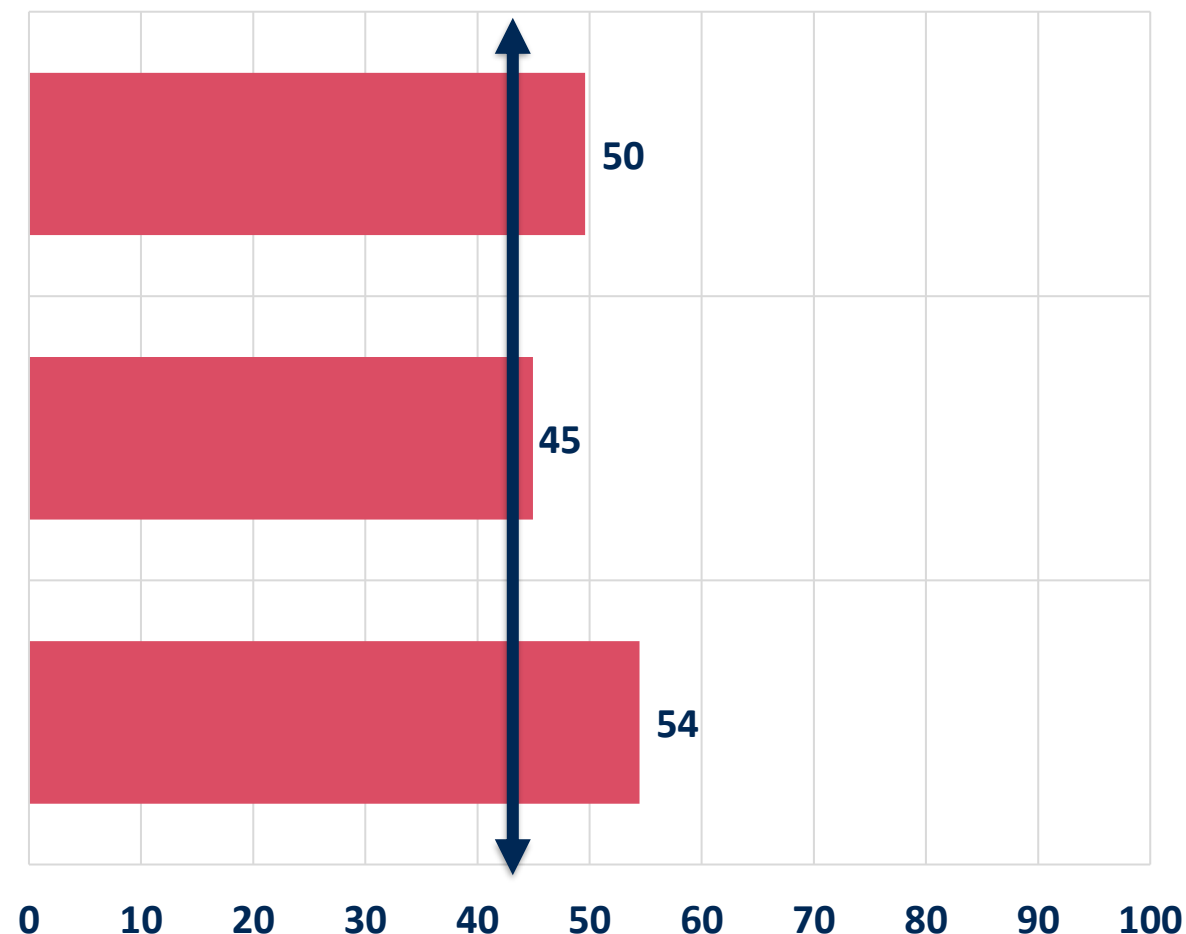
# SAI Readiness

## % 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

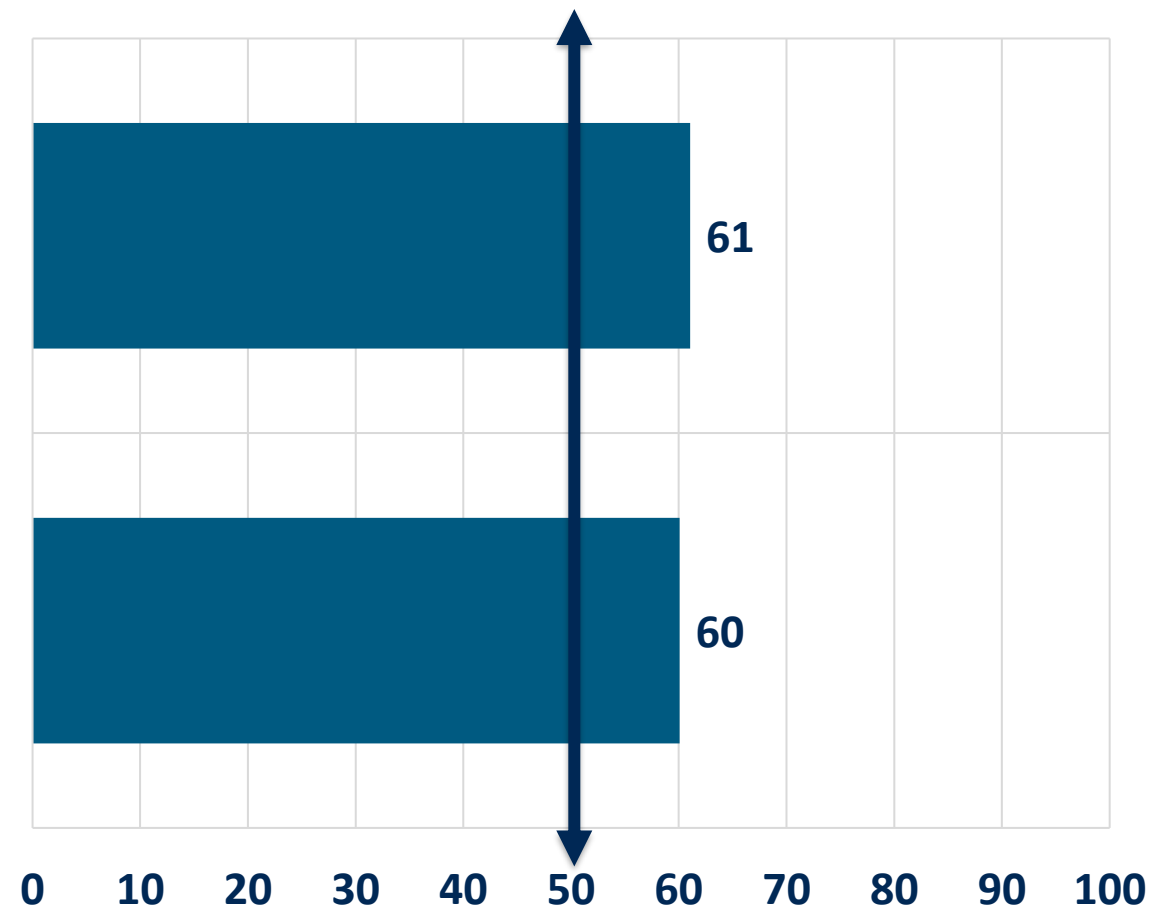


# Staff Awareness

*% 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 SAI's 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

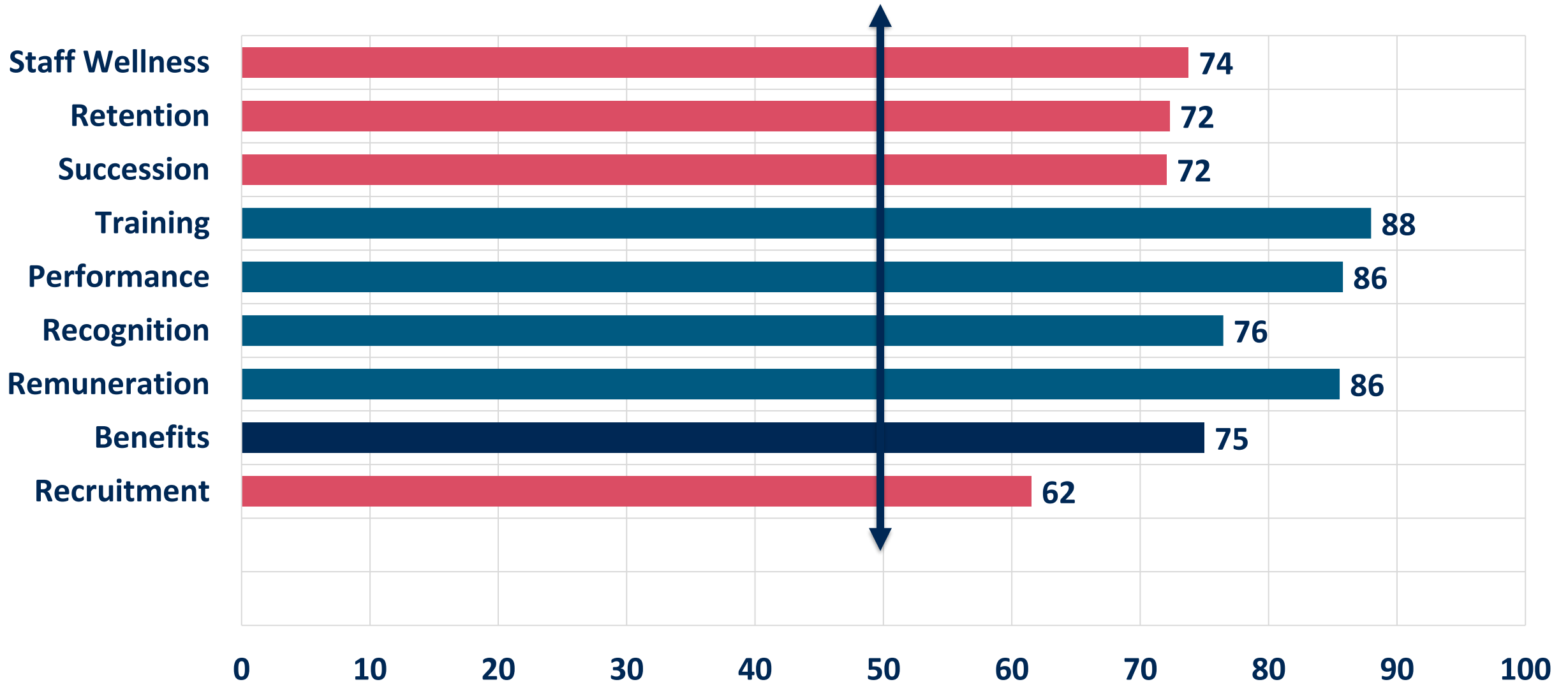


- 5 SAIs have implemented a gender policy to full satisfaction

5 SAIs



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







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