



# Gender Policy

2013



*Gender equality and women empowerment through SAI activities and audits.*

## IDI Gender Goal & Outcomes

### Gender Goal

The IDI promotes gender equality and women empowerment through SAI activities and audits.



### SAI Outcomes

- A. SAI practices lead to gender balance
- B. SAIs contribute to gender balance and empowerment of women in their countries through their audit work

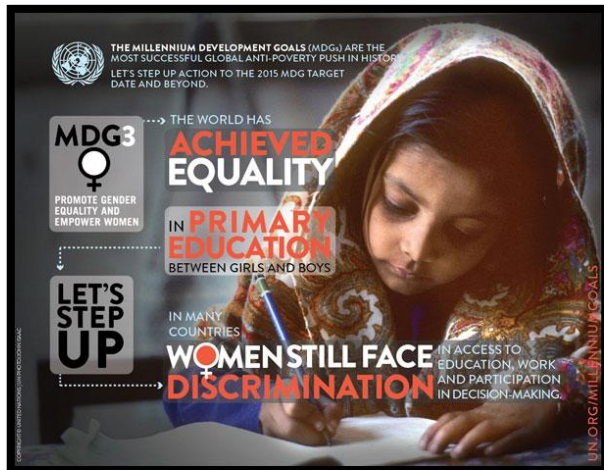


### IDI Outcomes

- A. The IDI leads by example in following practices that result in gender balance at all levels within the IDI organisation
- B. The IDI 's interventions are gender balanced
- C. The IDI advocates the gender agenda in SAI practices and audit work.

## Introduction

Goal 3 of the United Nations Millennium Development Goals is to Promote Gender Equality and Empowerment of Women. The basis of this goal lies in the fact that in many countries women still face discrimination in access to education, work and participation in decision making. Such situations make holistic development of societies and nations difficult.



As per the Millennium Development Goal factsheet in 2008, the share of women employed outside of agriculture was 20 per cent in Southern Asia, Western Asia and Northern Africa. The global share of women in parliament continues to rise slowly but had only reached 19 per cent in 2010. Despite significant efforts by several stakeholders over the years, gender inequality remains prevalent across the globe. Efforts at empowerment of women by providing equal opportunities have borne fruit, albeit to a limited extent. As per the UNESCO Institute for Statistics in Edstats, July 2011, in 1999, around 106 million children were out of primary school. Almost 61 million (58%) were girls compared to 45 million (42%) boys. In 2009, around 35 million girls were still out of school compared to 31 million boys. Although the gap in gender parity has decreased substantially, there are still many more girls out of primary school than boys. There was a 9.1 percent difference between male and female youth literacy rates for the 1985-1994 period. The gender gap shrunk by 44 percent to only 5.1 percent during 2005-2010. Despite this progress, the data shows that fewer

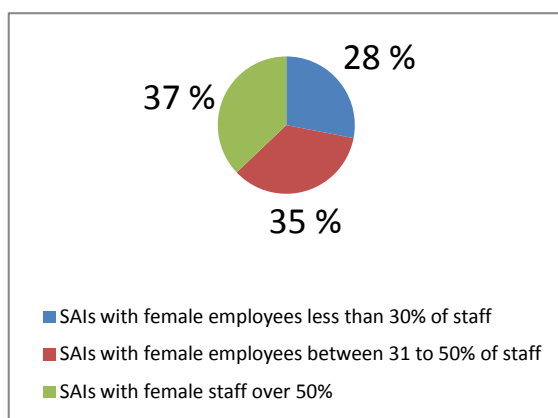
females are emerging from education systems with basic literacy skills than males.

The INTOSAI Development Initiative (IDI) as the capacity development body of INTOSAI (International Organization of Supreme Audit Institutions) is operating in an international milieu for supporting capacity development and performance enhancement of Supreme Audit Institutions (SAIs). In most countries, the public sector is a pivotal driver of the policy and economy and it becomes imperative for the public sector to serve as role models for gender empowerment and ensuring gender balance. SAIs can be important drivers for positive change and ensuring gender empowerment. SAIs are key oversight bodies that can play an important role in enhancing gender equality through among other things auditing and reporting on the implementation of national gender laws, regulations, policies and international conventions, in terms of strengthening state-society relations, democracy and service delivery. Thereby they can directly and indirectly contribute to more just societies and better opportunities for women and girls, and by building gender considerations into their general audit work and procedures.

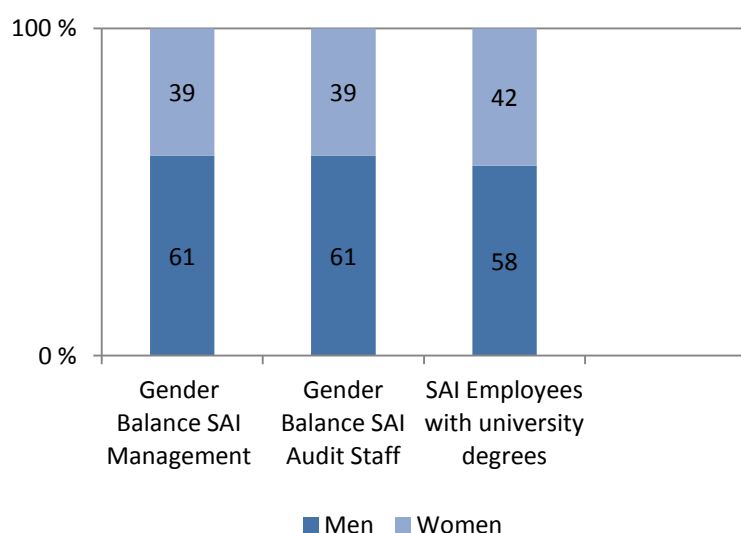
In addition, one of the principles of the recently approved ISSAI on the Value and Benefits of SAIs is that SAIs should lead by example. This is also the case when it comes to gender equality and the empowerment of women.

The need for gender equality and empowerment in the SAI community has to be seen in the context of the 2010 INTOSAI-Donor Stocktaking Study conducted by the IDI. Findings relevant to the gender issue in respect of 132 developing country SAIs are given in the following charts, and as can be seen from the statistics, there is a clear need to address gender issues also within the SAI community:

**Figure 1 Percentage of Women Employees in Developing Country SAIs**



**Figure 2 Other Gender Indicators for Developing Country SAIs**



The IDI has over the years worked closely with the SAIs. It has always been the IDI's effort to be a model organisation which has a high degree of gender empowerment and gender balance. The IDI's policies and actions have reflected this objective. The composition of IDI's staff and allocation of responsibilities has also been in accordance.

The IDI Gender Balance Principle which has been in effect since 2007 states:

*"The IDI focuses on the issue of gender balance to ensure, to the extent possible, that women are represented both as facilitators and instructors, as well as participants. Heads of SAIs are advised to nominate both genders for participation in IDI Programmes."*



The IDI conducts capacity development programmes across the SAI community. Through its focus on gender balance, there has been an increase in female participation in its programmes during the current strategic planning period. A recent external evaluation of the IDI also shows that the overall female participation has increased in the programmes. The gender balance of participants has improved during the period 2007-2012, from 31.6 percent to 44 percent of all participants being female participants. The IDI, however, endeavours to translate this increased participation into equal opportunities in the workplace and increased number of women in senior leadership positions. Though the outcomes at SAI level are beyond the control of the IDI, it aims to be an advocate for



gender balance and empowerment of women within the INTOSAI community.

The IDI Strategic Plan 2014-2018 emphasizes that it will promote and support gender equality by endeavouring to empower women in its capacity development programmes. While continuing to seek gender balance in both the resource teams and beneficiaries of IDI programmes, the IDI will also encourage SAIs to empower women through their own policies and practices and also through their audit work.



## Purpose

The purpose of this policy is to enhance gender equality in the SAI community and to facilitate a more proactive role of SAIs in their national system in pursuing gender equality. The IDI seeks to continue playing its part in ensuring what is necessary for an equitable and just global order. Through this policy, the IDI seeks to document its steadfast commitment towards gender empowerment in the global SAI community. This policy will guide IDI efforts at all levels for the IDI staff<sup>1</sup> to carry out their duties consistent with the principles of gender equality. While the IDI does not have the direct control of the outcomes regarding gender empowerment envisaged at the level of SAIs or further, it does exercise control of the IDI

<sup>1</sup> The IDI Staff includes IDI management, staff employed in the IDI secretariat and the IDI's regional staff.

outcomes in this policy which will be pivotal in reaching the overall goals.

## Implementation of the Policy

The Director General, IDI alongwith his leadership team are responsible for the implementation of this policy by the IDI Secretariat (including the secretariat for INTOSAI Donor Cooperation). A suitable implementation mechanism will be put in place to ensure that 'gender balance' is suitably addressed in the internal operations and external initiatives of the IDI.

The IDI Gender Policy aims at meeting the IDI outcomes and the SAI outcomes listed above towards achieving its Gender Goal. The gender outcomes at SAI level are not within the control of the IDI. However, the IDI will make all efforts to promote and support the achievement of these outcomes by SAIs.

## IDI Outcomes

The IDI leads by example in following practices that result in gender balance at all levels within the IDI organisation

Gender balance will be ensured at all levels of IDI management and staffing including the IDI Board



and IDI Management. Equal opportunities and benefits will be available to all.

### The IDI's interventions are gender balanced

The IDI will make all efforts to ensure gender balance amongst both the resource persons and participants in IDI programmes.

### The IDI advocates the gender agenda in SAI practices and audit work

The IDI will advocate the gender agenda by suitably including this issue in the global public goods developed by the IDI. The IDI will engage in research and stakeholder communication to encourage SAIs in engaging in gender related dialogue that can lead to more gender balanced policies and practices in SAIs. The IDI will also promote and support SAIs in proactively participating in and contributing to the gender dialogue in their countries through their audit work.

### SAIs contribute to gender balance and empowerment of women in their countries through their audit work

Gender issues are integrated in the overall plans for SAIs. SAIs suitably examine gender issues in their audit work. E.g. SAIs could take up audit of gender issues or examine them as a part of performance audits in different areas in terms of international benchmarks.

**M**onitoring and Evaluation  
Implementation of the policy will be evaluated on a regular basis through the IDI Results Framework as detailed in the IDI Strategic Plan 2014-2018.

## SAI Outcomes:

### SAI practices lead to gender balanced

The IDI hopes to see a SAI community where SAI policies and practices lead to gender balance at all levels within the SAI, including the management level.

