

ACCOUNTABILITY FOR GENDER EQUALITY





How can AUDITORS examine progress towards equality?


In the public sector accountability system, we all have a role to play in advancing gender equality. Here's what **AUDITORS** can do.



Your performance audits can help ensure government is meeting its commitments to gender equality, achieving planned results, and putting in place policies and programs that meet the needs of both women and men.

Why audit gender equality?

-  Verify government's compliance with stated gender commitments
-  Identify how government initiatives impact gender equality
-  Recommend improvements
-  Enhance legislators' and other stakeholders' awareness of the importance of gender equality

 Gender audits don't have to be complicated. They can be as simple as including one line of enquiry.

How can the audit office lead by example?


Ask yourself...

- ▶ Have we conducted a gender-based analysis?
- ▶ Is there adequate representation of women and men across the organization and in senior positions?
- ▶ Has a gender pay gap analysis been conducted? If so, what does it show?

What kinds of audits can you do?

Your performance audits can consider gender equality in different ways. You can examine:

- Institutions, commitments or plans focused on gender equality**
 - ▶ Government's preparedness to implement SDG 5
 - ▶ Gender pay gap analysis and reporting
 - ▶ Government structures and systems supporting gender equality, such as the use of gender-based analysis
- Programs with an explicit gender focus**
 - ▶ Program on women's empowerment
 - ▶ Preparing women offenders for release
 - ▶ Access to financial tools for women
- A gender risk embedded in a program (this can be a line of enquiry)**
 - ▶ Armed forces recruitment – sexual harassment risks
 - ▶ Bridge construction – pay equity and safety conditions for female staff
 - ▶ Education – access to sanitary facilities in schools

 Ask for gender disaggregated data wherever possible. Even if you don't get it now, asking for it could lead to improved data collection in the future.

- ▶ Do we have a policy on sexual and other harassment?
- ▶ Is there a safe place to lodge a complaint?
- ▶ Do maternity and leave policies allow women to manage careers and family obligations?
- ▶ Does the office culture support fathers to fulfill their household and parental duties?
- ▶ Are the different needs of women and men considered in designing spaces and facilities, including washrooms?

