



Auditing Gender Equality : Bringing it to the Next Level

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- We build capacity in legislative audit offices, oversight bodies, and departments and crown corporations by developing and delivering:
 - Training workshops and learning opportunities;
 - Methodology, guidance and toolkits;
 - Applied and advanced research;
 - Information sharing events and community building initiatives.



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Our Focus: System of Accountability



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Body of knowledge
contribution:

80+
publications released



500+
conferences, symposia and
training events delivered



20,000+
people reached through
conferences, symposia and
training events



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Why is Gender Equality Important?



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Why Gender Equality is Important

- Gender inequalities are pervasive, systemic, and structural
 - GE has many dimensions
- Critical to eliminating discrimination based on sex and to protecting human rights. It is a cross-cutting issue.
- A means to increase economic growth and achieve social outcomes. A 2017 report from the McKinsey Global Institute finds that advancing women's equality in Canada has the potential to Boost Canada's annual GDP by \$150 billion in 2016, a 0.6 percent increase to annual GDP Growth.
- It ensures that people —whether females or males—are able to play an active and meaningful role in their communities, their societies, and their own lives



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Timeline of GoC Commitments to Gender Equality

1981	The Government of Canada ratifies the United Nations' Convention on the Elimination of All Forms of Discrimination against Women.
1982	<p>The <i>Canadian Charter of Rights and Freedoms</i> guarantees equality before the law for every individual, without discrimination based on sex.</p> <p>The <i>Constitution Act, 1982</i>, Part II, guarantees Aboriginal and treaty rights equally to male and female persons.</p>
1985	The <i>Canadian Human Rights Act</i> prohibits discrimination based on sex.
1995	<p>The Government of Canada signs the Beijing Declaration and Platform for Action, which recommends that governments "seek to ensure that before policy decisions are taken, an analysis of their impact on women and men, respectively, is carried out."</p> <p>The <i>Employment Equity Act</i> requires federally regulated employers to implement employment equity to correct conditions of disadvantage in employment experienced by women and other designated groups.</p>





SUSTAINABLE DEVELOPMENT GOALS

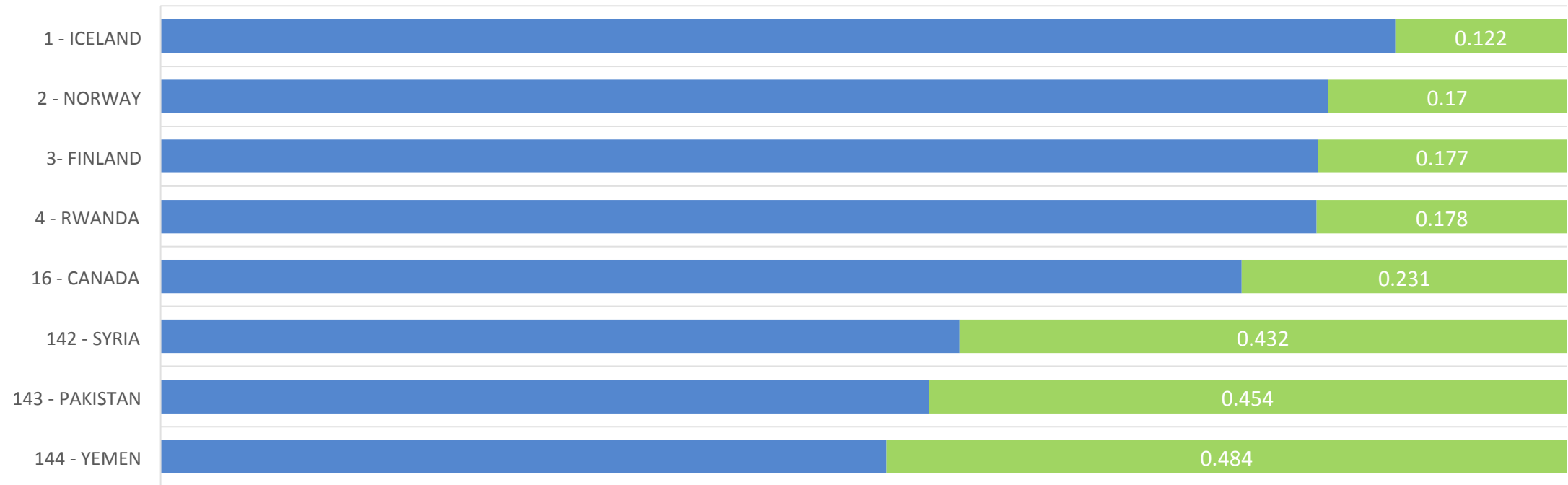


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The Global Gender Gap Report 2017 - World Economic Forum

GENDER GAPS BY SELECTED COUNTRIES - 2017

■ Results ■ Gaps



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Federal Budget 2018

- Gender Equality mentioned 359 times.
- Budget 2018 Actions:
 - Supporting a more equal distribution of child care within the home through a new EI Parental Sharing Benefit.
 - Committing to move forward with a proactive Pay Equity regime, including new pay transparency requirements in the federally regulated sector
 - Helping visible minority newcomer women in Canada get into and staying in the workforce
 - Collecting data and undertaking research and policy work associated with the Gender Results Framework.



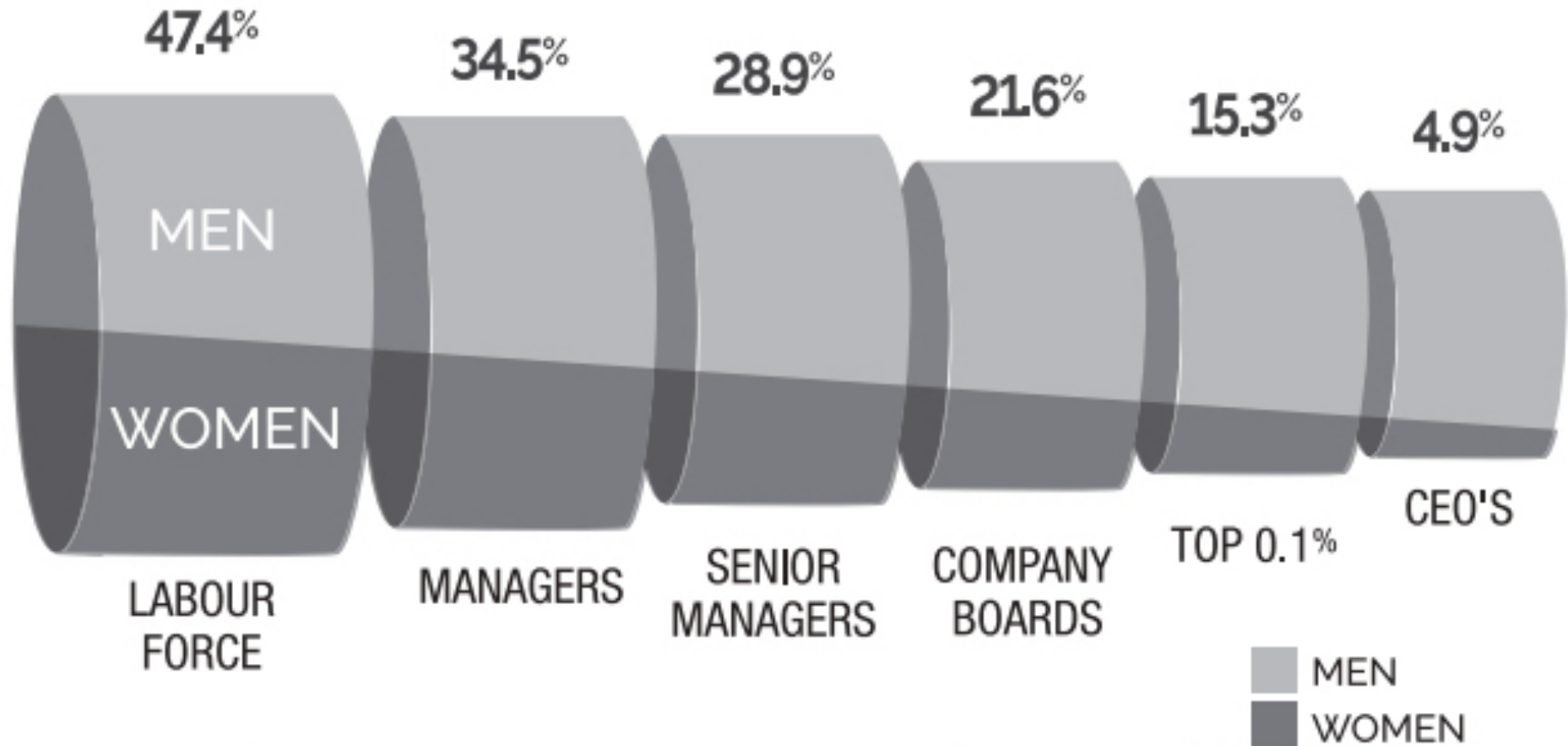
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Gender Wage Gap in Canada



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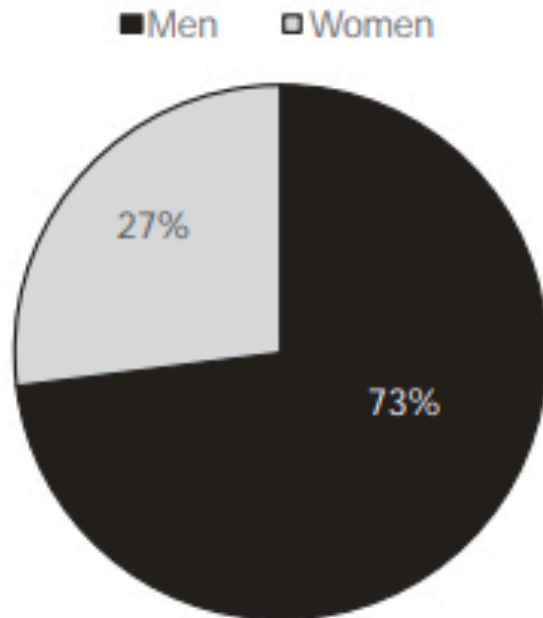
Share of Women in the Labour Force and in Top Positions



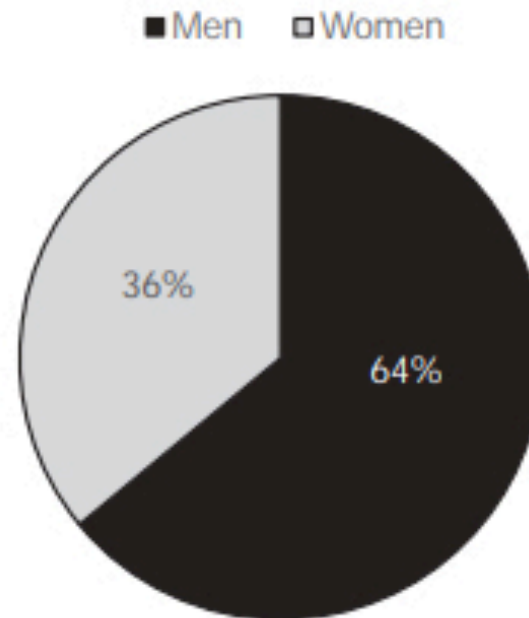
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Composition of Elected Officials by Gender (2018)

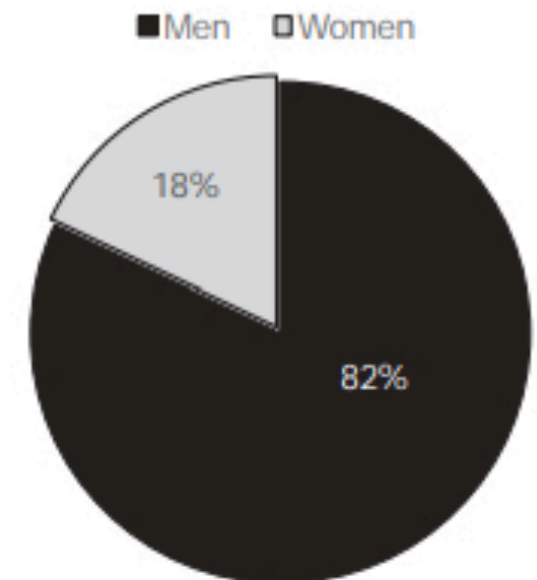
Members of Parliament



Provincial and Territorial
Legislature



Mayors



Gender-Based Violence: By the Numbers



4 out of **10** violent crimes reported to police by women involved an intimate partner.



Less than **1** in **10** sexual assault victims report the crime to the police.



Nearly **1** in **3** women have experienced some form of sexual harassment in the workplace.



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Auditing Gender Equality



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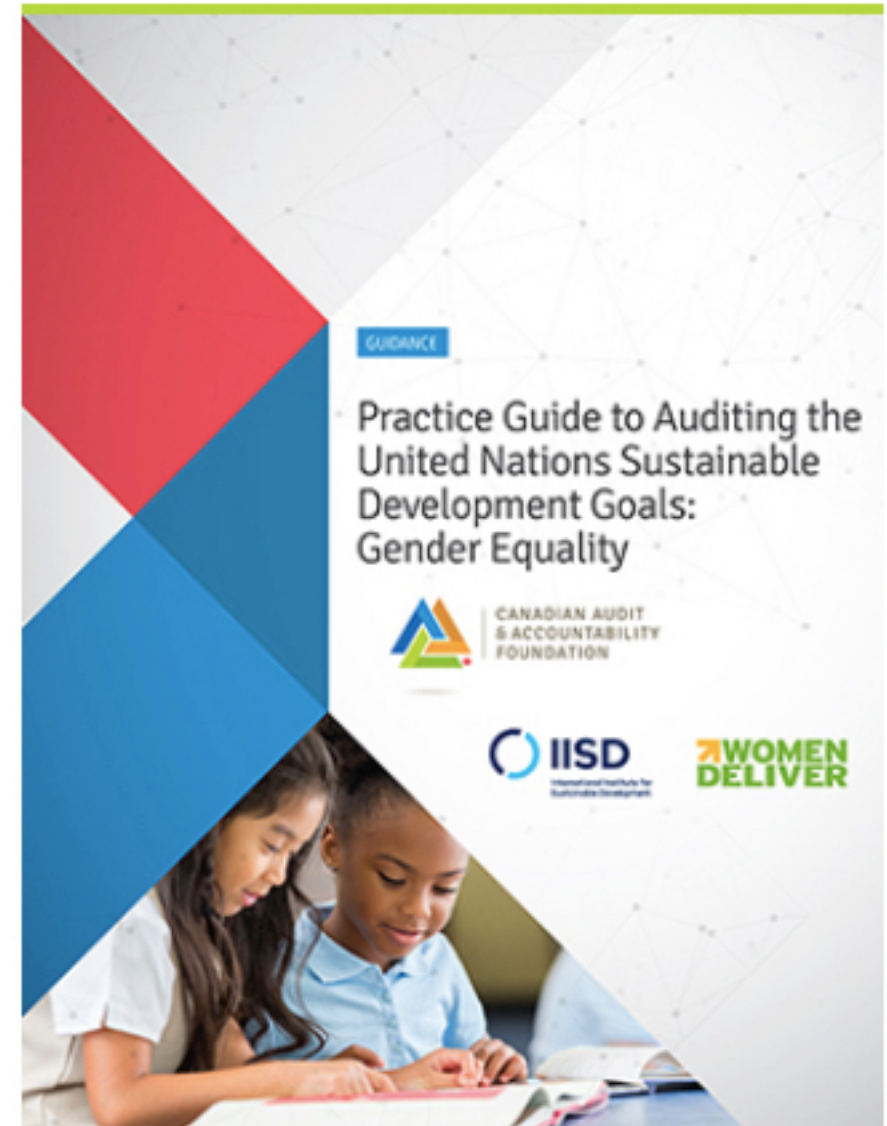
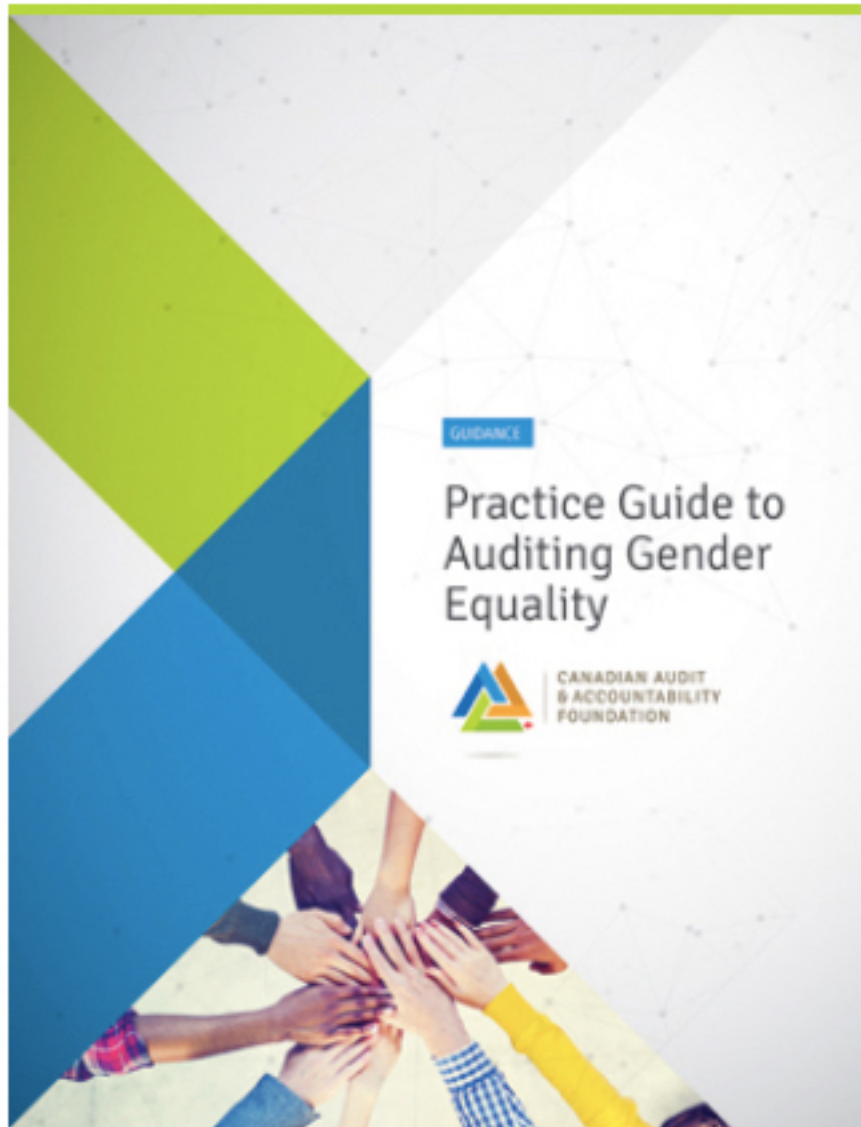


Auditing Can Make a Difference

- Legislative auditors have a key role to play in auditing programs to achieve gender equality
- Audits can determine whether governments are
 - Meeting their commitments
 - Putting in place policies and programs that work
 - Achieving planned results



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Our Practice Guides

- Two Guides, two different approaches.
- The Practice Guide to Auditing Gender provides strategies and tools to audit the implementation and management activities required to achieve gender equality .
- The Practice Guide to Auditing the United Nations Sustainable Development Goals: Gender Equality is designed to help performance auditors conduct audits of gender equality as part of the United Nations 2030 Agenda for Sustainable Development.



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Overview of the Performance audit Process



Two Main Scenarios for Selecting Gender Equality Audit Topics

Scenario 1:

Gender equality is the primary focus of the audit

Main decisions relate to the breadth and depth of the investigation; e.g., which targets and indicators, elements of “preparedness,” and which entities should be included in the audit scope.

Scenario 2:

Gender equality is a sub-set of the scope of the audit

Gender equality is a crosscutting theme and its relative importance and the extent of its inclusion is yet to be determined.





Potential Lines of Enquiries

- *Policy framework*, including the national policies, laws, and strategies to promote, enforce, and monitor gender equality
- *Action planning*, including targets, results, activities, indicators, responsibilities, monitoring mechanisms, and resources
- *Institutional mechanisms*, including lead and supporting ministries, roles and responsibilities, and coordination of these
- *Monitoring and reporting*, including data collection and analysis
- *Budget and funding*, including use of gender-based budgeting, and dedicating resources to achieve gender equality targets and results





Example – Questions: Monitoring and Reporting

- What performance measures and indicators has the government determined it will use to track progress on the implementation of the policy framework?
- What relevant baseline data for the monitoring of progress against the selected indicators has the government identified?
- How does the government ensure that all relevant data is sufficiently disaggregated by sex, age, and other forms of inequality, where possible (such as rural-urban, disability, ethnicity, class, caste)?
- What organizations are responsible for collecting, consolidating, and analyzing this data?
- Have these organizations assessed and provided the capacity (human and financial resources) they require to collect and analyze gender-related data?
- Has the government established the frequency and time frame for the collection and management of data?
- What data is available in the public domain?





Management Activities in Individual Organizations

- commitment and tone at the top,
- strategic planning,
- operational planning,
- program and operations management,
- performance monitoring, and
- continuous improvement.





Example – Questions on Program and Operations Management

- Has a gender equality champion been established at a senior level (such as a director general or an assistant deputy minister) or have gender equality focal points, units, working groups, or knowledge networks been identified?
- Does management at all levels review the achievement of gender equality goals, taking remedial action as needed?
- Does the organization provide appropriate and sufficient gender equality training for all staff responsible for producing gender equality results and performance measures?
- Does the organization set aside resources (human and financial) to support the implementation of its gender equality goals?





Quantification and Data



- Measureable and quantified goals, targets and indicators are at the heart of meaningful commitments
- Auditing preparedness requires examining:
 - the targets and indicators selected by the government to measure progress,
 - the systems in place to collect reliable data and ensure its integrity,
 - the way data is incorporated into decision-making processes, and
 - public reporting on progress.
- GE programming requires disaggregated data



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Stakeholder Management



- Many organizations need to be involved to implement gender equality
- Also responsible for determining roles, building relationships, and mobilizing efforts of other organizations including:
 - Lead or “nodal” government ministry, special agency, or commission;
 - Other line ministries and agencies at national, sub-national, and/or local level
 - Non-government organizations;
 - Public agencies that collect, analyze, and report data.



Entity Mapping Template

Nodal (Lead) Entity	Targets to Be Achieved	Implementing Government Entities	Supporting Government and Non-Government Organizations	Indicators	Entity for Data Collection
	5.x				
	5.y				






Availability of specialized expertise

- Audits of gender equality require a detailed understanding of the gender impact of existing processes and alternatives.
- The knowledge required to determine gender impact and make practical recommendations is very specialized and may only be available through academics and consultants.



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Lack of gender-based analysis and gender-disaggregated data

- Outcomes for public sector programs are often not well-defined. Several programs may target the same client groups and it may be difficult to attribute specific gender-based outcomes to particular interventions.
- When auditors begin to audit gender equality, they should select as their first topics programs that have well-defined performance indicators and outcomes.
- Auditors can play a role in ensuring that continuing progress is made by recommending improvements to gender-disaggregated performance reporting,





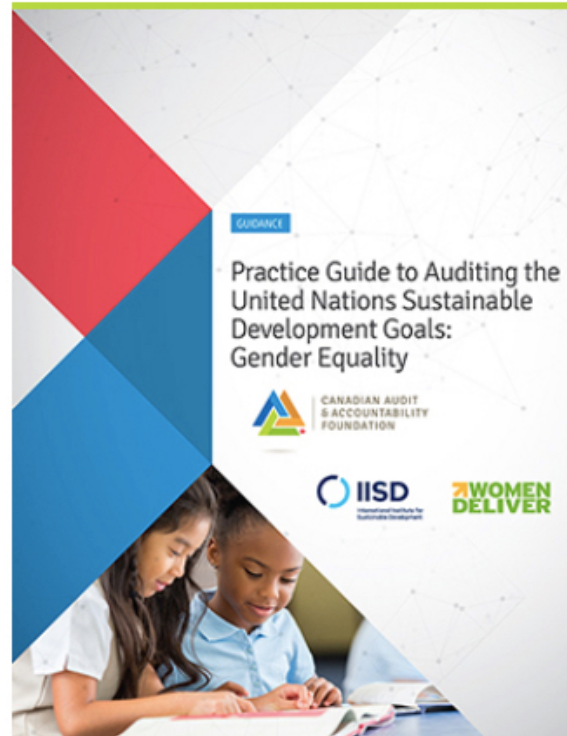
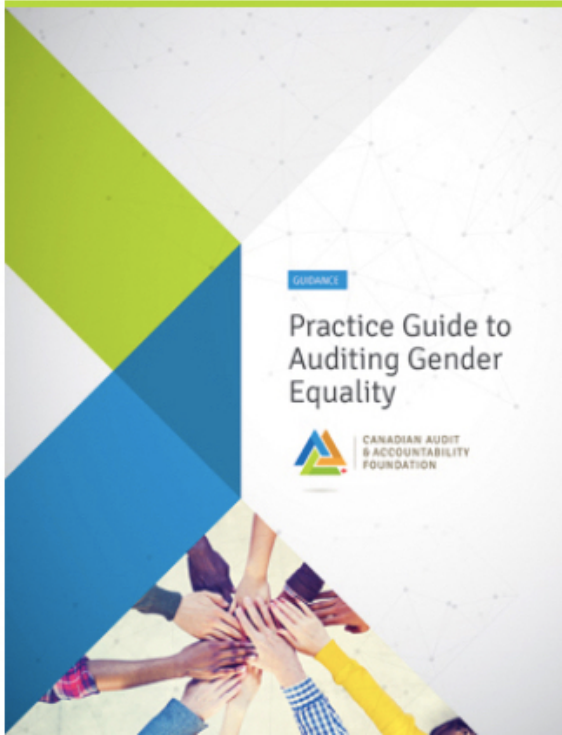
Conclusion

- Gender equality is important in its own right
- Governments, financial institutions, development agencies, civil society organizations and the private sector are taking action
- Auditors have a role to play



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Our Guides also provide...



- Case Studies
- A list of indicators requiring gender-based disaggregated data
- Examples of good audit practices
- Detailed bibliographies



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