



Determined
Strong
Independent
Successful
Honest
Smart
Passionate
Funny
Interesting
Aspiring

Many qualities
one single definition

WOMEN

**GIZ promotes
Gender Equality
in Africa**



german
cooperation

DEUTSCHE ZUSAMMENARBEIT

Implemented by:

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GIZ promotes Gender Equality in Africa



Gender inequalities produces social and economic inequalities. In March 2023, The German Federal Ministry for Economic Cooperation and Development has developed the Feminist Development Policy: For just and strong societies worldwide. This policy aims to eliminate discriminatory structures – **for women and girls, and marginalised groups.**



The Good Financial Governance in Africa programme (GFG) promotes transparency and accountability in public financial management, is commissioned by the German Federal Ministry for Economic Cooperation and Development (BMZ) and implemented by the Deutsche Gesellschaft für Internationale Zusammenarbeit (GIZ) GmbH.



The backbone of the programme is the partnership with Pan-African networks in the areas of taxation, budgeting and fiscal oversight to support the strengthening public financial management capacities across Africa. These partners are: the African Tax Administration Forum (ATAF), the Collaborative African Budget Reform Initiative (CABRI), the African Organisation of Supreme Audit Institutions (AFROSAI) and the African Organisation of Public Account Committees (AFROPAC). One of the areas the GFG in Africa programme supports with its partners is Gender equality.



AFROSAI and its sub-regional organisations namely AFROSAI-E and CREFIAF are among beneficial of the support in the implementation of Gender related activities for women empowerment in Africa.



“Freedom cannot be achieved unless women have been emancipated from all kinds of oppression.”

Nelson Mandela

1 African Organization of Supreme Audit Institutions (AFROSAI):

The promotion of good governance in African States and the involvement of African SAIs in preserving long-term sustainability of African States’ policies are ideal on which AFROSAI’s action is based as one of the seven Regional Organisations of the International Organization of Supreme Audit Institutions (INTOSAI).

AFROSAI is currently implementing 2022-2027 strategic plan and part of the strategic plan is promoting gender equality.

AFROSAI gender strategy (2015) main objective is to promote, consolidate and sustain equality by right and in deeds between women and men within SAIs and in the public finances of AFROSAI member countries.

SAIs are key oversight bodies that can play an important role in promoting gender equality, not only by leading by example but also notably through their audit and reporting on the implementation of national legislation and policies, but also international conventions, including **SDG 5 on gender equality and the empowerment of women and girls**.

Additionally, AFROSAI wants to lead by example, in creating a favourable culture for women in decision-making positions within the institution as well as other SAI members. To achieve this specific objective, the following key actions are envisaged:

- facilitate the integration of gender in the audit work of member SAIs (Supreme Audit Institutions);
- take measures to promote gender equality in participation in decision-making processes within AFROSAI and its member SAIs

While the most technical supports to SAI members is received from the sub-regional organisations, cross-cutting issues requiring a regional response are dealt with by AFROSAI. That is why, the issue of gender and leadership is addressed through the Women Leadership Academy (WLA).



“Gender equality is more than a goal in itself. It is a precondition for meeting the challenge of reducing poverty, promoting sustainable development and building good governance.”

Kofi Annan

The Women Leadership Academy (WLA)

The WLA is a flagship program jointly designed and implemented by Good Financial Governance in Africa Programme and AFROSAI. Implemented since 2015, the WLA is a virtual academy which is part of the implementation of the AFROSAI Gender Strategy, and aims at strengthening, in a holistic, developmental and reflexive way, the leadership capacity of women in Supreme Audit Institutions (SAIs). Since 2015 when the pilot edition was launched, **30** women have graduated from the WLA in two cohorts. The 3rd edition of the WLA is under preparation. Nearly **30** women have been selected to attend the 3rd edition expected to be launched before 2023 yearend. The WLA is run over a period comprised between 10 months to 12 months long and features different modules and enriching activities.

Gender strategy

In 2023, AFROSAI gender strategy will be revisited to align it with its strategic plan 2022-2027 recently adopted and being implemented. There is a strong need for a new gender strategy to take into consideration the ever-evolving nature of gender equality and accommodate the developments recorded in the same area.



“A world full of empowered women isn’t one where men are marginalized. It’s a world where everyone thrives.”

Purnima Mane

2 African Organisation of English-Speaking Supreme Audit Institutions (AFROSAI-E).

The African Organization of English-Speaking Supreme Audit Institutions (AFROSAI-E), a sub-regional organisation of AFROSAI, is a member-based institution with 26 Supreme Audit Institutions from English and Portuguese-speaking African countries.

AFROSAI-E defines gender equality as “equal rights, responsibilities and opportunities for women and men. Equality does not mean that women and men will become the same but that women’s and men’s rights, responsibilities and opportunities will not depend on whether they are born male or female. Gender equality implies that the interests, needs and priorities of both women and men are taken into consideration, recognizing the diversity of different groups of women and men”. Gender journey of AFROSAI-E to support SAIs in the region starts from the United Nations Sustainable Development Goal 5: **“Gender Equality”**.

To implement AFROSAI-E Gender plans, in 2023, GIZ-GFG in Africa supports AFROSAI-E in the following:

- a) Research: Institutional Gender Equality Assessment. The assessment has two objectives:
 - i. *Conduct the assessment and development of a comprehensive research paper examining the state of gender equality in the AFROSAI-E region as well as the AFROSAI-E Executive Secretariat.*
 - ii. *The development of the AFROSAI-E gender strategy: The Gender Strategy for AFROSAI-E will serve as a reference to the SAI members while developing their Gender Strategies.*

3 CREFIAF

CREFIAF, as a sub-regional organization of AFROSAI, is a member-based organization for Sub-Saharan French-speaking as well as some Portuguese speaking SAIs. Created in 1997 in Yaoundé where is headquartered, CREFIAF is made of **23 SAI members that are predominantly jurisdictional.**

During the year 2022, GIZ has supported the realization of two (2) workshops to promote gender equality and women leadership in CREFIAF member SAIs. The workshops specifically targeted Gender Focal Points (GFP) and women in Directorship positions in CREFIAF member SAIs.

Sensitization and awareness of GFP on management of gender cells in CREFIAF member SAIs.

This awareness-raising forum was organized with the aim of helping SAIs to implement and assess their respective gender strategic management frameworks and strengthen gender promotion within CREFIAF region.

30 gender focal points from 14-member

“No country can every truly flourish if it stifles the potential of its women and deprives itself of the contribution of half its citizens.”

Michelle Obama

“I raise my voice not so I can shout, but so that those without a voice can be heard. We cannot succeed when half of us are held back.”

Malala Yousafzai

SAIs were present. The exchange was facilitated by a gender expert recruited by GFG in Africa program and a team of experts from the Technical Committee for Institutional Capacity Building and Gender issues at CREFIAC. The following was discussed:

- Ownership of CREFIAC's gender strategy.
- Upgrade of the knowledge about key concepts related to gender, improve the understanding on the international normative framework, understanding the mission of gender focal points etc. and
- Sharing experiences on gender in the respective SAIs

Sensitization of Gender Focal Point and women in senior position of CREFIAC SAI members on effective communication.

The sensitization and awareness-raising forum, which targeted Gender Focal Points (GFP) and women in SAIs, aimed at increasing the performance, visibility and self-confidence of women in management positions to be better equipped with required and relevant communication skills. The workshop also provided a platform for experience sharing.

13 SAIs were represented that brought together 28 participants.

They include several women members of senior management teams of the different SAIs and as well several GFP. Facilitation was provided with an experienced specialist in communication, women leadership and with a broad experience of gender related issues.

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