

## ACCOUNTABILITY FOR GENDER EQUALITY

# How can GOVERNMENT manage programs for results?

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



As a public sector official, you can apply a gender lens to your programs and policies to ensure they meet the needs of all segments of society equitably.

### How can programs and policies improve gender equality?

- **Consider gender impacts when planning programs and policies.**  
Applying gender-based analysis can help you critically identify how women and other marginalized groups may experience policies, programs, and initiatives.
- **Prepare gender responsive budgets.**  
This ensures more equitable allocation of resources by measuring program and policy value to men and women separately.
- **Ensure data collected are gender-disaggregated.**  
Without the necessary data, results can't be properly measured.
- **Advocate for an enabling environment.**  
Gender equality programs need:
  - ▶ relevant laws and institutional mandates
  - ▶ a designated person or unit to lead gender equality efforts, supported by sufficient human and financial resources
  - ▶ structures to support stakeholder engagement
  - ▶ monitoring, evaluation and performance reporting practices
- **Lead by example.**  
Show what's possible by ensuring gender mainstreaming in your own ministry, agency or department.



Canada's 2022 federal budget is an example of gender responsive budgeting.



Learn about auditing gender equality and what auditors might look for in our Practice Guide to Auditing the SDGs: Gender Equality.

### Are your policies as responsive as they could be?

#### Gender transformative

Challenges gender norms and targets gender inequalities intentionally to achieve specified outcomes

#### Gender sensitive/responsive

Considers gender inequalities – does not challenge norms

#### Gender blind/neutral

Ignores gender inequalities

#### Gender negative/harmful

Reinforces gender inequalities

Adapted Gender Equality Continuum from [sbccimplementationkits.org/gender/sbcc-gender-models-and-frameworks/](https://sbccimplementationkits.org/gender/sbcc-gender-models-and-frameworks/)

### How can collaborating with auditors help you meet gender equality goals?

Performance audits look at whether government programs are meeting objectives. When government collaborates with auditors on gender equality it can:

- ▶ Show how your program has met its gender targets, and whether further funding can be justified to meet local and national targets.
- ▶ Highlight and recognize effective programs.
- ▶ Redirect programs to have more meaningful impact.



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