



**SURVEY ON THE IMPACT OF THE COVID-19 PANDEMIC ON THE
PERSONNEL OF THE OLACEFS MEMBER SAIs**

Executive Results Report

GTG-OLACEFS

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Survey on the Impact of the COVID-19 Pandemic on the Staff of OLACEFS' member SAIs

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Executive report:

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PROLOGUE

UN Women is honored to present this study with a gender and intersectionality perspective on the impact of COVID-19 on the staff of the different entities that make up the Latin American and Caribbean Organization of Supreme Audit Institutions (OLACEFS).

Since 2013, UN Women and OLACEFS have been collaborating at regional and national levels to mainstream the gender perspective as a focal point of supreme audit, thereby also promoting cultural change within organizations. OLACEFS' contribution through the development of two continent-wide coordinated audits on gender, as well as specific studies on the feminization of poverty in the framework of the follow-up to the implementation of Sustainable Development Goals (SDGs) 1 and 5, and the creation of the Working Group on Gender Equality and Non-Discrimination, have been instrumental in the regional debate on the role of SAIs in overseeing fiscal resources and decision-making on gender equality policies.

OLACEFS' desire to integrate the gender approach has had an impact within organizations, strengthening capacities and adopting internal regulations to eliminate gender gaps. In this regard, it is not surprising that OLACEFS is concerned with evaluating and taking action regarding the differential impact the pandemic has had on officials providing services at national comptrollers' offices.

Indeed, COVID-19 has implied setbacks and new challenges for the fulfillment of the SDGs and especially SDG 5 on gender equality and the empowerment of all women and girls.

The pandemic has led to an economic recession that will reverse progress in poverty reduction, women also being particularly affected by lack of access and loss of livelihoods. The care crisis in the region came into focus and has intensified. The already existing overburden of unpaid care that is mostly assumed by women increased as women took on more responsibilities for educational tasks. Gender-based violence against women, which we call the shadow pandemic because of its pandemic magnitude, even before COVID-19, increased in both private and public spaces. The new virtuality - and the dependence on virtual spaces and their increased use - saw the expansion of digital violence and cyberbullying. All of this has caused serious repercussions for women's mental and physical health.

One year into the pandemic in the Latin American and Caribbean region, and we have witnessed, measured and monitored the devastating impacts it has had on our societies, communities and institutions, and we have found that consequences for women have been disproportionately negative compared to men.

Based on initial evidence and data collected on different aspects of the impact of the pandemic from a gender perspective, every day we have more and more elements to support

evidence-based approaches and solutions to address the crisis from a gender perspective. This is highly relevant for both public and internal policies of the institutions.

In this sense, UN Women applauds OLACEFS' commitment to act quickly and with adequate information in situations of crisis. This study is good institutional practice for outlining recommendations to improve institutional policies for the welfare and health of staff, as well as for exploring perceptions of the efficiency of different work modalities that virtualization implies and the opportunities they present. Today it is more important than ever for Supreme Audit Institutions to attend the needs of their staff and provide them with gender-sensitive training that facilitates a better response to this crisis with the face of a woman.

Maria Noel Vaeza, UN Women Regional Director for the Americas and the Caribbean

1. Introduction

1.1 Impact of the COVID-19 pandemic

The COVID-19 pandemic has sent shock waves across the entire world, having a resounding impact, not only on public health, but also economically, socially, and psychologically. Its impact on Latin America and the Caribbean, unfortunately, has been devastating,¹ destabilizing countries by inducing one of the greatest health, economic and social crises in decades, with negative effects on efforts to generate employment, combat poverty and reduce inequality.² This is added to the fact that Latin America is home to some of the countries with the highest levels of COVID-19 infections,³⁻⁴ despite the fact that many of them have established a variety of measures, including social isolation, to avoid a breakdown in public health systems and reduce the rate of infection and death.⁵

The crisis caused by the pandemic has impacted different social groups in different ways, leading to an increase in inequalities (Vargas Hill & Narayan, 2020). Women and girls have been affected by social isolation the most, as there has been a reported increase in domestic violence during the crisis and a greater need for emergency protection (UN Women, 2020). In addition, domestic and care work have increased, children are not attending school, care needs for the elderly have also increased, while health services have been overwhelmed. All these factors have impacted the participation rate of women and their income.⁶ Meanwhile, in our countries, there is an overrepresentation of Afro-descendants among people living in poverty, engaged in informal work and care, who are disproportionately more affected by the pandemic (ECLAC, 2021). Likewise, the increase in unemployment rates, specifically in trade and tourism, has had negative repercussions on the economies of indigenous peoples.⁷

¹ ECLAC (2021). *Preliminary Overview of the Economies of Latin America and the Caribbean*. Obtained from: <https://www.cepal.org/es/publicaciones/46501-balance-preliminar-economias-america-latina-caribe-2020>

² World Bank (2020) *2020 Annual summary: The impact of COVID-19 (coronavirus) in 12 graphs*. Obtained from: <https://blogs.worldbank.org/es/voices/resumen-anual-2020-el-impacto-de-la-covid-19-coronavirus-en-12-graficos>

³ ECLAC (2021). *People of African descent and COVID-19: revealing structural inequalities in Latin America*. Obtained from: https://repositorio.cepal.org/bitstream/handle/11362/46620/1/S2000729_es.pdf

⁴ OECD (2020). *Covid-19 in Latin America and the Caribbean: An Overview of Government Responses to the Crisis*. Obtained from: <https://www.oecd.org/coronavirus/policy-responses/covid-19-en-america-latina-y-el-caribe-panorama-de-las-respuestas-de-los-gobdamientos-a-la-crisis-7d9f7a2b/>

⁵ ECLAC (2020). *Report on the economic impact of coronavirus disease (COVID-19) on Latin America and the Caribbean*. Obtained from: <https://www.cepal.org/es/publicaciones/45602-informe-impacto-economico-america-latina-caribe-la-enfermedad-coronavirus-covid>

⁶ UN Women (2020). *Policy Brief: The Impact of COVID-19 on Women*. Retrieved from <https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2020/policy-brief-the-impact-of-covid-19-on-women-en.pdf?la=in&vs=1406>

⁷ ECLAC (2020). *The impact of COVID-19 on the indigenous peoples of Latin America-Abya Yala: Between invisibility and collective resistance*. Obtained from: https://repositorio.cepal.org/bitstream/handle/11362/46543/2/S2000817_es.pdf

It is essential for Supreme Audit Institutions (SAIs) to pay attention to gender and inclusion issues, both internally and externally since, as pointed out by the International Organization of Supreme Audit Institutions (*INTOSAI*), SAIs must be responsive to changing environments and emerging risks,⁸ which implies the adoption of adequate responses to key issues that affect society, such as those related to gender and non-discrimination. According to the INTOSAI P-20 standard, an SAI must operate on the basis of transparency and accountability. This guideline is in agreement with that proposed by INTOSAI P-12, which mandates SAIs to lead by example. This is especially relevant when dealing with organizations that contribute to the review of compliance with national and international regulations; in some contexts, they evaluate the economy, effectiveness and efficiency of the public sector as well as verify that the State guarantees equal opportunities for all groups in society.

Considering the validity of the 2030 Agenda for Sustainable Development⁹ and OLACEFS' commitment to its implementation, this work is guided by the "leave no one behind" principle. This is cross-cutting to the entire Agenda and directly interrelated with SDG 5 - Gender Equality. To leave no one behind implies that, by eliminating structural barriers that undermine gender equality, discrimination based on sexual orientation, gender identity, ethnicity/race, disability, and promoting the participation of women and other groups in decisions that affect their lives, it is possible to eradicate poverty and inequality, build resilience to disasters, climate change and conflict, and promote sustainable development.

Bearing this in mind, the Working Group on Gender Equality and Non-Discrimination (GTG) of the Latin American and Caribbean Organization of Supreme Audit Institutions (OLACEFS),¹⁰ in collaboration with the German Cooperation for Sustainable Development, through the *Deutsche Gesellschaft für Internationale Zusammenarbeit* (GIZ) GmbH,¹¹ began preparing an assessment to analyze the impact of the COVID-19 pandemic among the individuals who make up OLACEFS' full member SAIs. A survey was prepared and disseminated for such purposes, the executive report of which is presented below. It should be noted that this initiative contributes to the achievement of the mandate that the OLACEFS General Assembly conferred to the GTG and was considered a strategic action of the Organization within the framework of mitigating the impact of the COVID-19 pandemic. The development of the survey was accompanied and coordinated, within the GTG, through a task force made up of staff from the SAIs of Argentina and Chile, supported by GIZ through a specialized consultancy on gender.

1.2 Overall Objective

The objective of this document is to provide an overview of the impact of the COVID-19 pandemic on individuals working at OLACEFS' full member SAIs, particularly women, from an intersectional perspective (UN Women, 2020). This, in turn, aims to help strengthen the institutional responses of the region's SAIs to the crisis.

⁸ INTOSAI *INTOSAI P-12: The Value and Benefits of Supreme Audit Institutions - making a difference in the lives of citizens*. Obtained from: ISSAI Org: <https://www.issai.org/pronouncements/intosai-p-12-the-value-and-benefits-of-supreme-audit-institutions-making-a-difference-to-the-lives-of-citizens/>

⁹ United Nations (September 2015). *A/RES/70/1*. Obtained from: UNDOCS: <https://undocs.org/es/A/RES/70/1>

¹⁰ More information at: <http://genero.olacefs.com/>

¹¹ In the framework of implementation of the regional project for Strengthening External Control in the Environmental Area: <https://www.giz.de/en/worldwide/75436.html>

1.3 Structure of the report

This report is structured as follows: first, the work methodology is described; then, the staff who responded to the survey are characterized; next, the impact of the COVID-19 pandemic on the staff of SAIs is described with a gender and intersectional approach, a section created by selecting variables with the most relevant findings in five areas (impact on work, impact on the private sphere, issues and concerns related to the pandemic, domestic and gender violence, as well as workplace violence and harassment); and finally, a section is presented with recommendations and perspectives for the Organization, and the bibliography. More information will be available in the full report, including the corresponding statistical analyses.

1.4 Use of language

This document makes use of LGBTIQ+¹² and ethno-racial terminology with absolute respect for socially recognized gender and culture diversity. It is possible, however, that there are some meanings or recommendations for the use of concepts that may differ from one country to another, which should not be interpreted as a prejudice or the intention of its authors.

¹²Lesbian, Gay, Bisexual, Trans, Intersex and Queer. The acronym LGBTIQ is used to describe diverse groups of people who do not conform to conventional or traditional notions of male and female gender roles. The terminology related to these human groups is not fixed and evolves rapidly, and there are other various formulations, which is why “+” has been added to the acronym. This acronym will be used interchangeably without ignoring other manifestations of gender expression, gender identity or sexual orientation.

2. Methodology

2.1 Survey Overview

The questionnaire was prepared by a GTG task force made up of the SAIs of Argentina and Chile, having the support of a gender specialist and the technical support of the OLACEFS Information and Communication Technologies Commission, who managed the survey's platform. It included 49 questions divided into five sections: sociodemographic profile; quarantine and work; quarantine and personal life; COVID-19 related issues and concerns; and use of time. The survey aimed to identify the impact of the COVID-19 pandemic among the staff of OLACEFS' full member SAIs. It will also help collect data for analysis and be used as input for the preparation of the OLACEFS Gender Equality and Non-Discrimination Policy and, in this context, will develop *ad hoc* guidelines that OLACEFS' member SAIs may consider to improve the working conditions of their staff and mitigate the consequences of the pandemic.

Given the sensitivity of the issues addressed and the right to personal data protection, the survey was prepared in an anonymous response format. The data were collected in aggregate form and the questionnaire included the possibility that each official could freely choose whether to provide the information or not. The data obtained and the information processed will be for the knowledge of the SAI's senior management and the OLACEFS' structure.

2.2 Deadline for collecting responses

The response collection period granted by the GTG ran from December 3 to 20, 2020. However, in response to the request of some SAIs, and considering the December recess, the GTG granted an extension of the term to January 15, 2021.

2.3 Universe, response rate and characterization of the sample

In relation to the level of participation of OLACEFS' Full Member SAIs, and taking into account a total estimated universe of 32,139 civil servants,¹³ the survey obtained 5,456 valid responses from 20 SAIs¹⁴ from the following countries: Argentina, Belize, Bolivia, Brazil, Chile, Colombia, Costa Rica, Cuba, Ecuador, El Salvador, Guatemala, Honduras, Nicaragua, Panama, Paraguay, Peru, Puerto Rico, Dominican Republic, Uruguay and Venezuela, representing 17% of the total population. The universe, number of responses and response rate by SAI are presented in [Annex 1](#).

The SAIs of Bolivia, Chile, Colombia, Ecuador, Guatemala, and Nicaragua stood out for their high level of participation in the survey, allowing a better characterization of their members and the challenges they face during the pandemic. For example, in the case of

¹³Estimate provided by the OLACEFS Executive Secretariat obtained in the Results Report - Perception Survey of the Gender Situation within OLACEFS Entities (2019).

¹⁴The SAIs of Curaçao and Mexico did not respond to the survey.

Bolivia, information was collected from practically every staff member and, with respect to Nicaragua, 63.4%. Guatemala and Chile were next with 44.0% and 40.5% of their total staff responding, respectively.

On the other hand, some SAIs had a particularly low response rate. This disparity in response rates between SAIs poses challenges in terms of representativeness for regional and inter-entity results. It also exposes the need to promote a more active participation of SAIs in the generation of information that translates into the design of timely recommendations for all these entities in the region, and specific to each one of them. The detail of participation by SAI can be seen in [Annex 1](#).

2.4 Methodological approach to the survey

For the analysis of the survey responses to provide representative results, in the sense that they would be consistent with the proportion that each SAI has in the total population of the 20 SAIs that responded to the survey and that were considered in this study, a specific correction factor was created *ex post* for each observation and for each SAI. By applying this factor, the results obtained from the survey were transformed into weighted averages of the results for each country and in which the weights are equivalent to the percentage participation of each SAI in the total staff of OLACEFS' member SAIs where valid responses were obtained. The correction factors can be seen in [Annex 2](#).¹⁵

The processing and analysis of survey responses¹⁶ was carried out with the statistical program, Stata®. Unless otherwise indicated, the results included in this report were calculated by applying the referred correction factor.

¹⁵For each country, the correction factor was created as the expected number of responses according to the percentage share of the country in the population of the 20 SAIs, divided by the number of responses obtained in the survey.

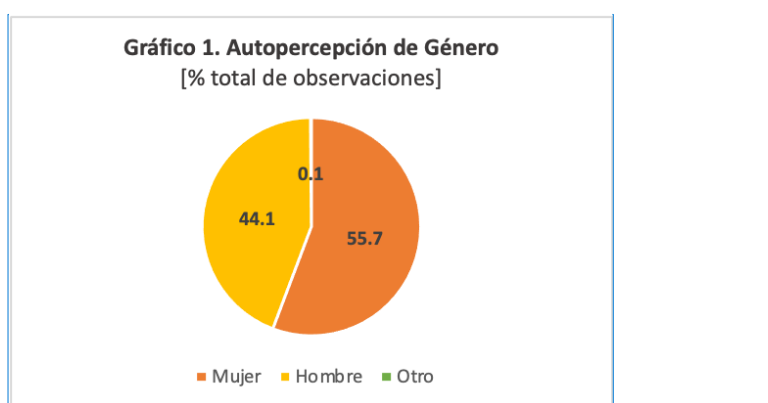
¹⁶For data analysis, cross-frequency tables were generated to report the status of the data since their qualitative nature did not allow the implementation of typical *outlier* detection from the quantitative technique of interquartile deviations, validating the information of the responses to the same question contained in different columns of the databases.

3. Characterization of the staff responding to the survey

The profile presented below shows the diversity of the OLACEFS' SAI staff who have responded to the survey. Questions about gender identity and ethno-racial belonging are based on self-perception/self-identification.

3.1 Gender and Sexual Orientation

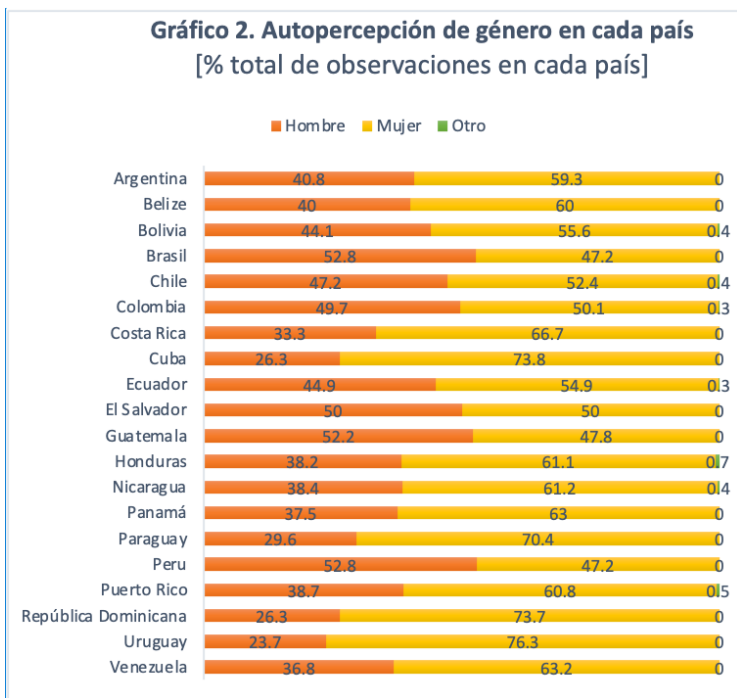
According to the self-perception of **gender** of people surveyed, of the total sample, 55.7% are women, 44.1% are men and 0.1% identify themselves as "other." At least 3 people declared themselves outside the binary spectrum of male/female genders.



Comentado [Ah1]: Graph1. Self-perception of Gender
[% of total observations]
-Woman -Man -Other

[Captions for graph 1:
(1) The sums of the percentages may not add up to one hundred percent due to rounding of figures.]

Now, in relation to the **participation by SAI**, there is a balance in the responses provided by men and women in most countries. Different was the case of Costa Rica, Cuba, Honduras, Nicaragua, Panama, Paraguay, Puerto Rico, the Dominican Republic, Uruguay and Venezuela, where male representation was below 40%.



Comentado [Ah2]: Graph 2. Self-perception of gender in each country
[% of total observations in each country]
- Man -Woman -Other

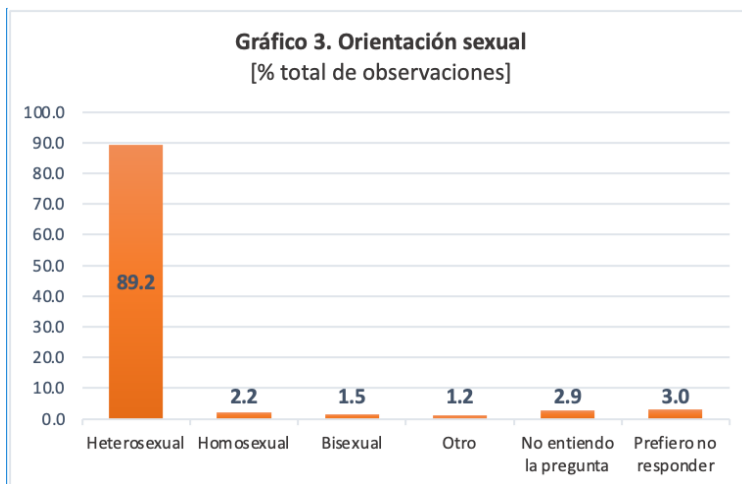
Brazil
Dominican Republic
Panama

Los demás países ya están en su denominación en inglés

[Captions for graph 2:

(1) The sums of the percentages may not add up to one hundred percent due to rounding of figures.]

With respect to **sexual orientation** 3.7% of the total sample claimed to be homosexual (2.2%) or bisexual (1.5%). Among the people who indicated the option “other,” 9 people self-identified with categories that were not in the options already mentioned here or indicated that they did not agree with the categorizations, while 18 respondents did not indicate what they perceive as “other.”



Comentado [Ah3]: Graph 3. Sexual orientation
[% of total observations]

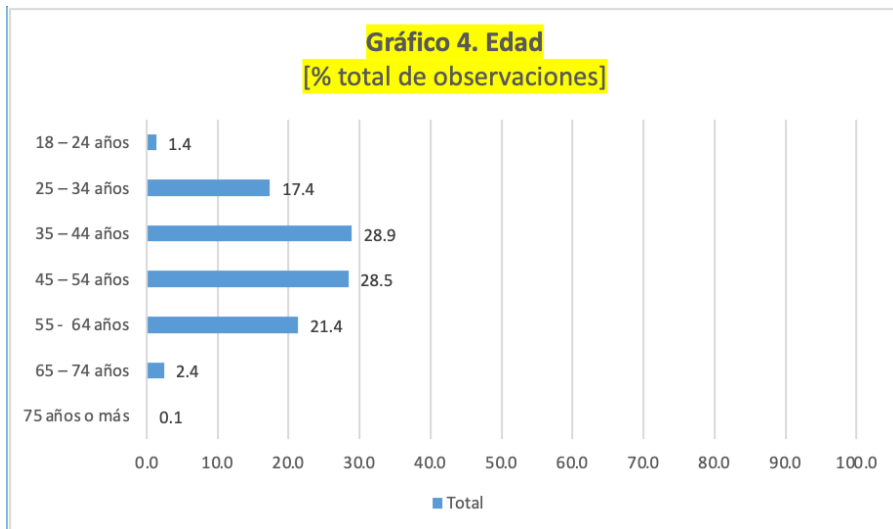
Heterosexual
Homosexual
Bisexual
Other
I don't understand the question
I prefer not to respond

Regarding statistics on the representativeness of the LGBTIQ+ population, research reveals that there is an invisibility of this group in the data due to the underrepresentation that this population has in relation to cisgender and heterosexual people (McKinsey & Company, 2020), in addition to the non-disclosure of their gender identity or sexual orientation in surveys. The levels of discrimination and violence experienced by the LGBTIQ + population makes disclosure difficult, not to mention there are groups within the LGBTIQ + population that are against registration in these categories (Stang, 2018).

Although the percentages may not immediately call our attention, within the sample universe, sexual diversity represents a total of 141 bisexual or homosexual people, in addition to the 9 people who did not identify themselves in the categories presented (or none at all). In other words, at least 150 people do not consider themselves heterosexual and, therefore, are susceptible to various types of discrimination for not conforming to current social gender norms.

In any case, statistical visibility is not the only route to effective recognition of the rights of LGBTIQ+ people (Stang, 2018). Recognizing their challenges in the face of discrimination based on sexual orientation and/or gender identity, the promotion of diversity in institutions is a commitment to social justice and human rights.

In relation to age, most of the people surveyed (76.1% of the sample) were under 55 years of age, 28.9% being in the 35 to 44 year age group, and 28.5% in the 45 to 54 year range. Only 18.8% of the staff that responded were under 35 years of age.

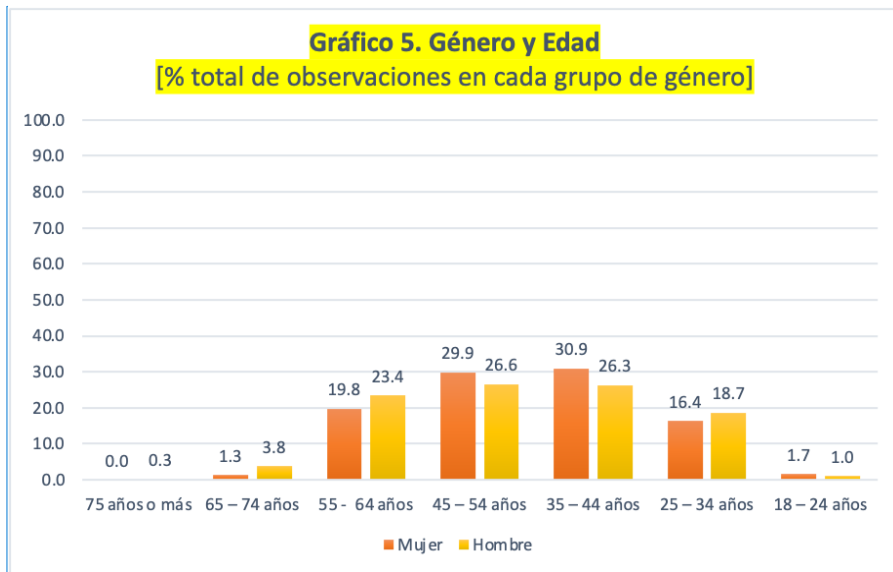


Comentado [Ah4]: Graph 4. Age
 [% of total observations]
 18-24 years....75 years or more
 Total

[Captions for graph 4:
 (1) The sums of the percentages may not add up to one hundred percent due to rounding of figures.]

In the age groups from 55 years of age, men are the majority, while women are the majority among the staff under that age. In other words, changes in gender roles in society over the decades have also impacted the increase in female representation in SAIs (Avolio & Di Laura, 2017).¹⁷

¹⁷For greater clarity on female representativeness, ethno-racial belonging and sexual diversity among the staff, it is suggested that specific censuses be developed in each SAI to capture these diversities.



Comentado [Ah5]: Graph 5. Gender and Age
[% of total observations in each gender group]

75 years or more

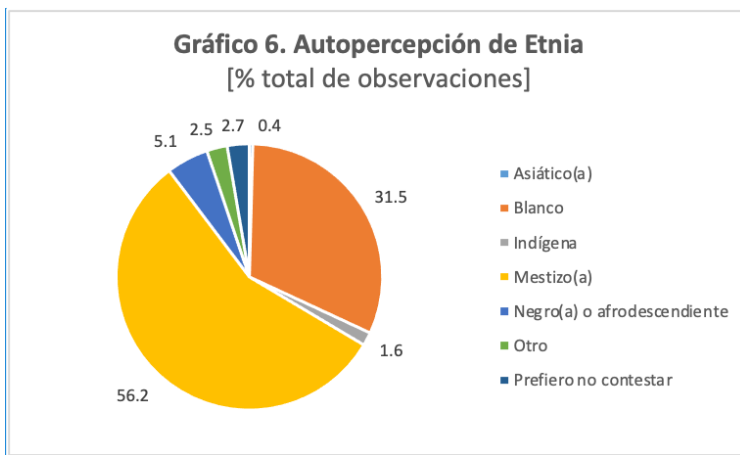
-Woman -Man

[Captions for graph 5:

- (1) The results shown in the graph refer to the total sample of men and women, and not the total sample.
- (2) The sum of the percentages may not add up to one hundred percent due to rounding of figures.]

Regarding the **ethno-racial**¹⁸ distribution, the majority of the staff (56.2%) identify as *mestizo*, followed by 31.5% who consider themselves white. Those who self-identify as Afro-descendants, or some other race/ethnic or indigenous group, are respectively 5.1%, 2.5% and 1.6% of the total sample.

¹⁸Regarding the term, ethno-racial: “Finally, without intending to elaborate a genealogy of how these concepts have been used by ECLAC, it is possible to assert that, from the beginning, it has chosen to use the expression “ethno-racial” given that, for the study of Afro-descendant people and communities, it was necessary to use a language that could encompass the reality of the broadest possible group of Latin American countries, respecting their heterogeneity and the existing diversity of denominations and categorizations” (ECLAC & UNFPA, 2020)



Comentado [Ah6]: Graph 6. Self-perception of Ethnicity
[% of total observations]

Asian
White
Indigenous
Mestizo (Mixed, or mixed-race, if you prefer
Black or Afro-descendant
Other
I prefer not to answer

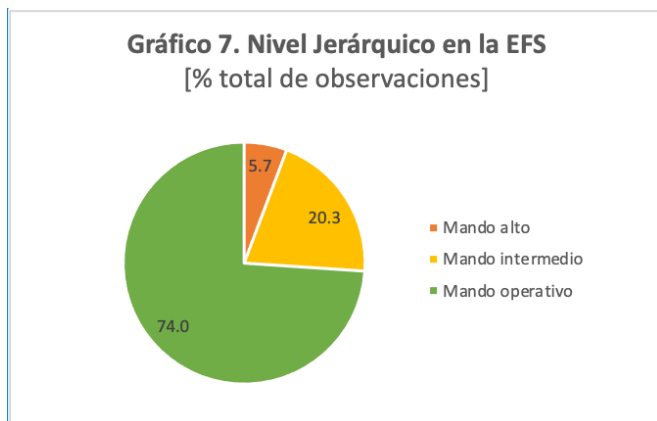
[The highlighted text below should be presented in the diagrammed version of the report in an edited format, probably as a text box]

The survey numbers indicate an underrepresentation of indigenous and Afro-descendant populations in SAI staff when compared to regional censuses. It is estimated that those who self-identify with categories related to Afro-descendants represent around 20.9% of the total population of the Latin American region (ECLAC, 2021). The indigenous population, meanwhile, is estimated at 8.3% of that population (ECLAC, 2013). However, taking into account the structural inequalities in Latin America and the Caribbean that hinder access to education, health, housing and employment for Afro-descendant and indigenous populations, the low representation of these groups reflected in this survey coincides with the unequal reality in the region.

In relation to ethno-racial representation, according to national census data (2010), Brazil has the highest percentage of Afro-descendant population in Latin America and the Hispanic Caribbean (50.9%), Cuba is second (35.9%), followed by Puerto Rico (14.8%), Colombia (10.5%), Panama (8.8%), Costa Rica (7.8%) and Ecuador (7.2%). The other countries in the region have Afro-descendant percentages below 5% (ECLAC, 2017, 2018). Variation also exists in the countries regarding the representation of indigenous populations, being more represented in Bolivia (62.2%), Guatemala (41.0%), Peru (24%), Mexico (15.1%), Panama (12.3%), Chile (11.0%), Nicaragua (8.9%), Ecuador (7.0%), and Honduras (7.0%) (ECLAC, 2013).

Regarding the positions that the people surveyed hold within their SAIs, a majority of them responding to the survey reported holding operational positions (74.0%), 20.3%, holding intermediate positions (middle management heads or other similar functions) and only 5.7% holding a senior management position within their institutions.¹⁹

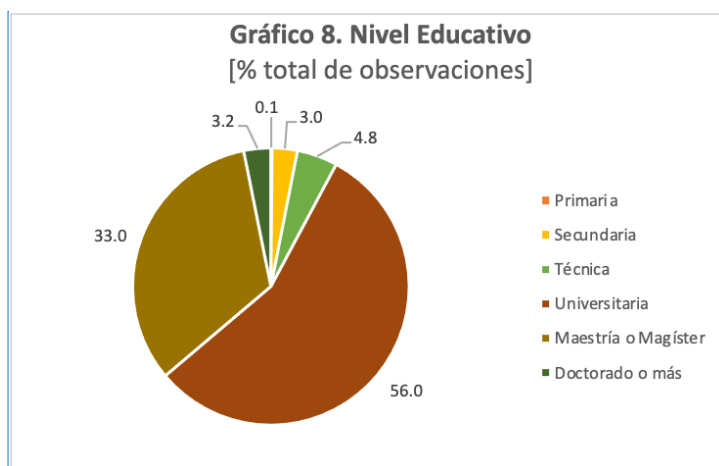
¹⁹The survey question on hierarchical level has three options for response as shown in graph 7. However, given that each SAI has unique organizational structures, the presence of a bias in the response is possible as it is based on the self-perception of the position held by the surveyed staff themselves.



Comentado [Ah7]: Graph 7. Hierarchical Level in the SAI
[% of total observations]

Senior management
Middle management
Operational level

SAI staff are highly qualified professionals as most of the people who responded to the survey have a university degree (56.0%) or a master's degree (33.0%), while 3.2% have doctorates. These data become relevant in Latin America and the Caribbean, a region in which the average number of years of study is 8.8 years (ECLAC, 2019), which means that the population, on average, does not complete secondary education.



Comentado [Ah8]: Graph 8. Education Level
[% of total observations]

Primary
Secondary
Technical
University
Master
Doctorate or more

[Legend for graph 8:
(1) The sum of the percentages may not add up to one hundred percent due to rounding of figures.]

4. Impact of the COVID-19 pandemic on SAI staff with a gender and intersectional approach

4.1 Impact on work.²⁰

The pandemic caused by COVID-19 has negatively impacted the labor market.²¹ For some sectors, measures to restrict people's mobility have resulted in paralysis of their activities, which has led to more layoffs or decreasing incomes. Likewise, some countries in the region have cut salaries to public employees or suspended planned increases.²² According to the International Labor Organization (ILO), in Latin America and the Caribbean, the impact of the crisis has affected female participation rates to an even greater degree than male participation rates (ILO, 2020).

One way to comply with the isolation measures and continue operating has been to resort to teleworking or remote work in both public and private sectors.²³ The viability of developing paid activities from home is correlated with gender, age, as well as being positively associated with well-paid occupations, educational level and formal employment status (Santiel, 2020).

In Latin America and the Caribbean, the public sector has adopted teleworking to guarantee the continuity of institutions under various regulations.²⁴ This modality implied new challenges, including concerns about staff performance, significant repercussions on the psychological balance of the workers and, in several countries, an increase in reports of gender-based violence linked to quarantine and, consequently, to the world of work when the home constitutes the workplace.²⁵ The following results provide an overview of how the pandemic has impacted the work of the SAIs surveyed.

At the onset of the COVID-19 crisis, half (50.0%) of the SAI workers surveyed were able to choose where they would carry out their work. Some 29.3%, however, had to opt for

²⁰In this section, the concept of work refers to paid tasks. Later on, the differentiation between paid and unpaid work will be made.

²¹ World Bank (2020). *The Impact of COVID-19 on Labor Market Outcomes: Lessons from Past Economic Crises*. Recovered from: <https://blogs.worldbank.org/es/education/el-impacto-de-covid-19-en-los-resultados-del-mercado-laboral-lecciones-que-ofrecen>

²² IMF (2020) *Considerations on cutting public salaries to reorder spending in times of crisis*. Obtained from <https://www.imf.org/~media/Files/Publications/covid19-special-notes/Spanish/spspecial-series-on-covid19issues-when-cutting-government-pay-to-help-reshuffle-spending-in-a-crisis.ashx?la=en>

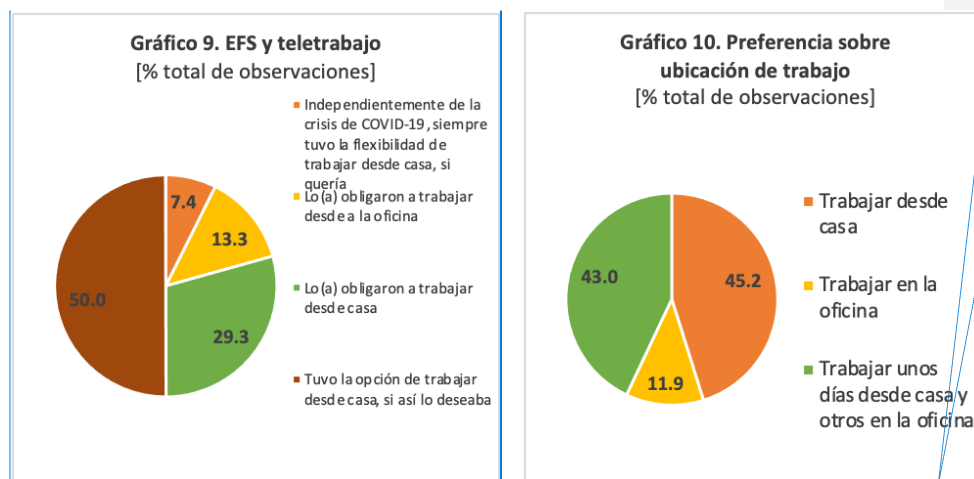
²³ECLAC / ILO (2020) *Employment situation in Latin America and the Caribbean. Work in times of pandemic: challenges in the face of coronavirus disease (COVID-19) N ° 22*, p.31. Obtained from: https://repositorio.cepal.org/bitstream/handle/11362/45557/1/S2000307_es.pdf

²⁴ECLAC / ILO (2020) *Employment situation in Latin America and the Caribbean. Work in times of pandemic: challenges in the face of coronavirus disease (COVID-19) N ° 22*, p.31. Obtained from: https://repositorio.cepal.org/bitstream/handle/11362/45557/1/S2000307_es.pdf

²⁵ECLAC / ILO (2020) *Employment situation in Latin America and the Caribbean. Work in times of pandemic: challenges in the face of coronavirus disease (COVID-19) N ° 22*, p.32. Obtained from: https://repositorio.cepal.org/bitstream/handle/11362/45557/1/S2000307_es.pdf

teleworking without the option of being able to work from the office. On the other hand, 13.3% continued to go to the office to work despite the pandemic. Teleworking was already an option for 7.4% of all those surveyed.

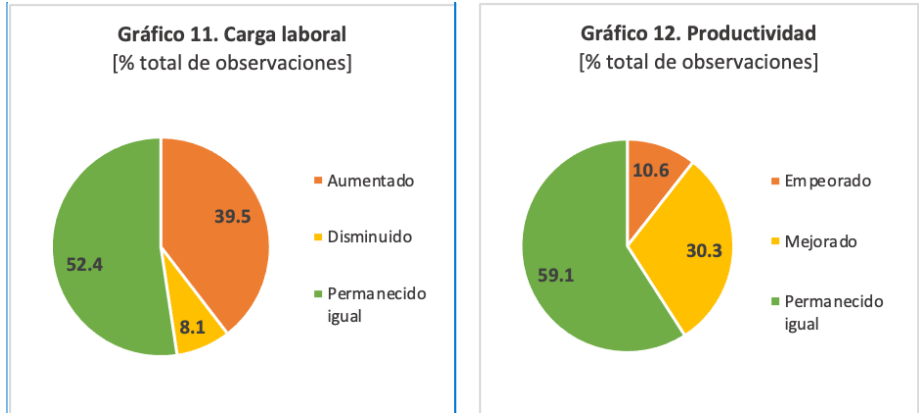
Although a new option for most SAI staff in Latin America and the Caribbean, the possibility of teleworking was well received given the COVID-19 crisis. When asked which model they would likely choose if given the option, in light of the crisis, the majority of people favored the teleworking model, either completely or partially. 45.2% indicated that they would like to work from home; 43.0% indicated that, if they had the choice, they would work some days in the office, and only 11.9% stated that they would work from the office.



- Comentado [Ah9]: Graph 9. SAI and teleworking**
[% of total observations]
- Despite the Covid-19 crisis, you have always had the flexibility to work from home, if you wished
 - You were obligated to work from the office
 - You were obligated to work from home
 - You had the option to work from home, if you wished
- Comentado [Ah10]: Graph 10. Preference over work location**
[% of total observations]
- Work from home
 - Work at the office
 - Work some days from home and others fat the office

[Legend for graph 10:
(1) The sum of the percentages may not add up to one hundred percent due to rounding of figures.]

As shown in the following graphs, the changes resulting from the crisis did not affect productivity and paid workload for most staff. However, workload increased, and productivity improved for more than a third of the those surveyed.



Comentado [Ah11]: Graph 11. Workload
[% of total observations]

- Increased
- Decreased
- Remained the same

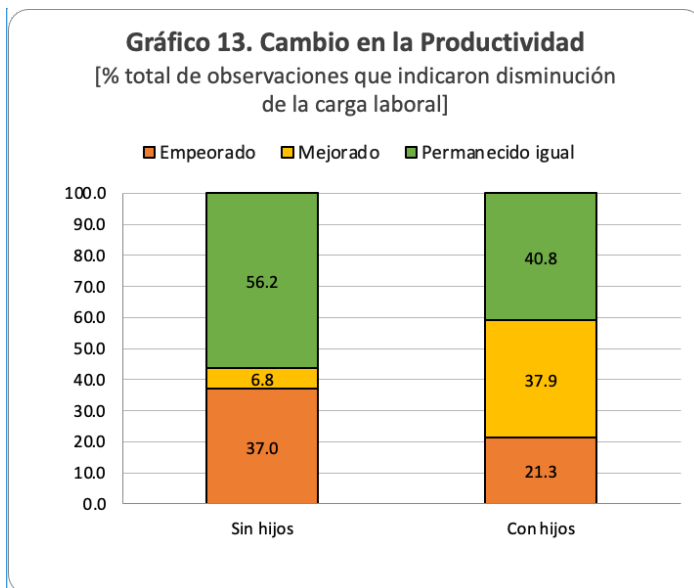
Comentado [Ah12]: Graph 12. Productivity

- Worsened
- Improved
- Remained the same

In general, the increase in the paid workload was directly related to an increase in productivity since 39.5% of the staff who stated that their productivity increased also identified an increase in their workload. This makes sense when considering that an individual has a greater number of tasks to perform in the same amount of time, i.e., they need to increase productivity to take care of everything. On the other hand, for 10.6% of those who responded, the increase in workload had a negative impact on their productivity.

Now, paid work is no longer the only workload for people. In effect, the COVID-19 pandemic led to school closures and forced social isolation, which has impacted relationships with unpaid work, domestic work and care, which will be explored further in the next section of this document. By introducing one of the variables of unpaid work into the analysis of productivity, specifically, living with children under 18 years of age,²⁶ it was identified that the correlation between workload and productivity presents differences. In fact, the decrease in workload has more positively affected the productivity of people who have children compared to people who do not. For people who have children and identified an increase in productivity, more than a third of them (37.9%) stated that their workload decreased. On the other hand, among those who saw their productivity increase and do not have children, only 6.8% stated that their workload decreased.

²⁶For the purposes of this analysis, the variable of children under 18 years of age considered only those people who answered that they live with at least one child under 18 years of age and of whom they have total or partial custody. It should be noted that there were not enough elements to determine the number of children each person has. Furthermore, although caring for the elderly or people requiring special care was considered an important component for the analysis, it could not be identified in this study.



Comentado [Ah13]: Graph 13. Change in Productivity
 [% of total observations indicating a decrease in workload]

- Worsened
- Improved
- Remained the same

Without children
 With children

From the analysis of the data collected, we can conclude that the adoption of teleworking was well received among the staff who responded to the survey since most of them did not see their productivity negatively affected by the pandemic.

Although the pandemic has had devastating effects on some economic sectors, the impacts have manifested in different ways. In the case of SAIs and considering the variables analyzed here,²⁷ to a large extent, it would have been possible to comply with the exercise of governmental external control without major difficulties.

In addition to the impact on the market and labor dynamics, to a greater or lesser extent, the COVID-19 pandemic has impacted the way people relate to the world. Social isolation and the closure of services, schools and nurseries have put the focus of life in the private sphere,²⁸ which has generated various impacts for women, men, LGBTIQ+ people and people of different ethno-racial backgrounds. The following section is focused on the private sphere and will provide information to complete the analysis of the impact of COVID-19 on staff working in OLACEFS' member SAIs.

4.2 Impact on the private sphere

²⁷The survey included other elements that contribute to the analysis of how COVID-19 affected SAI staff. These will appear in the full report of the survey, published at <https://genero.olacefs.com/>

²⁸ILO (2020). *Teleworking During and After the COVID-19 Pandemic - A Practical Guide*. p. 18. Recovered from: https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---travail/documents/publication/wcms_758007.pdf

The concepts of unpaid domestic and care work²⁹ refer to activities carried out, for the most part, at home and free of charge. These ensure the production and reproduction of the physical, material, emotional and even intellectual conditions for the reproduction of the work force and for the existence of humanity. Domestic and care work have always been considered an externality of the economic system (Carrasco, 2001). This invisible economy has real impacts on the formal economy, and women's lives. In Latin America, the value of unpaid work is estimated to represent, to mention two examples, 15.2% of Ecuador's GDP and 22.9% of Uruguay's GDP (ECLAC, 2019). The stereotype of the feminization of care and the unequal sexual division of labor mainly attributes household responsibilities to women. Before the pandemic, women in Latin America and the Caribbean spent three times more time on unpaid care work than men (UN Women, 2020). Therefore, the social and economic invisibility that care work constitutes reinforces gender inequalities.

Due to the COVID-19 pandemic, mobility restriction measures, closure of spaces for shopping, entertainment and leisure, adherence to teleworking and stay-at-home health recommendations revealed the importance of housework. Globally, women and men saw an increase in their domestic burden. However, the increase in domestic and care work has impacted women more than men: while the amount of time spent on unpaid domestic work increased 60% for women since the pandemic began,³⁰ this increase was just 54% for men.

The increase in time devoted to domestic and care work reflects an increase in *total work time*,³¹ a concept that includes paid work time – the sum of time spent on employment or searching for it and commuting to work - and unpaid work time – the sum of time spent on work where there is no payment or remuneration whatsoever, such as domestic and care work, including the time used to make purchases of goods for home consumption. As can be seen in the following figure, in Latin America, women invest more hours of their week to housework and care; the number of total working hours of women is also greater than that of men in more than half of the 16 countries surveyed.

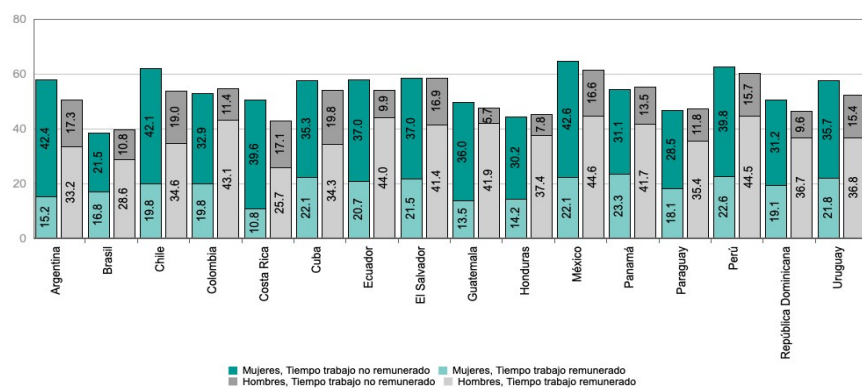
²⁹ UN Women. (n.d.). *Unpaid care work*. Obtained from the Gender Equality Glossary: <https://trainingcentre.unwomen.org/mod/glossary/view.php?id=36>

³⁰ UN Women (2020). *Whose Time to Care? Unpaid Care and Domestic Work During COVID-19*. Obtained from Data UN Women: https://data.unwomen.org/sites/default/files/inline-files/Whose-time-to-care-brief_0.pdf

³¹ ECLAC (n.d.). *Total Work Time*. Obtained from the Gender Equality Observatory of Latin America and the Caribbean: <https://oig.cepal.org/es/indicadores/tiempo-total-trabajo>

Figure 1 - Total work time

Latin America (16 countries): Average time spent on paid and unpaid work of the population aged 15 and over, by sex, by country, for the latest available data (Average weekly hours)



Comentado [Ah14]: Argentina
 Brazil
 Chile
 Colombia
 Costa Rica
 Cuba
 Ecuador
 El Salvador
 Guatemala
 Honduras
 Mexico
 Panama
 Paraguay
 Peru
 Dominican Republic
 Uruguay

- Women, Unpaid work time
- Women, Paid work time
- Men, Unpaid work time
- Men, Paid work time

SOURCE: ECLAC (2019). Repository of information on the use of time in Latin America and the Caribbean (online) <https://oig.cepal.org/es/indicadores/tiempo-total-trabajo>

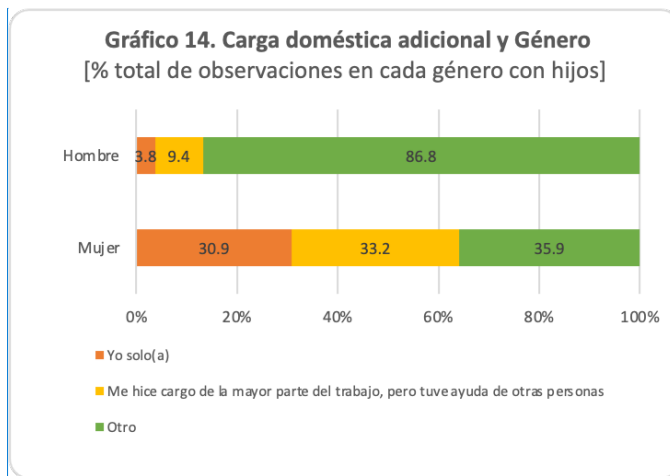
Presented below are some elements related to the impact the pandemic had on the private sphere of survey respondents. Domestic and care work, total work time, and factors related to concerns over the pandemic are the components that guided this analysis.

As mentioned above, the pandemic has caused the temporary closure of schools and daycare centers. Only 1.4% of the total staff surveyed who live with children under 18 years of age stated that their children’s schools had not been closed. To this we must also add that the support for the care of children provided by family members or domestic support staff (babysitters) was also limited in response to the health recommendations for social isolation.

Taking these factors into account, SAI staff were asked to indicate who assumed most of the extra work generated by the closure of schools. As a result, it was found that 33.2% of women took on the bulk of the additional work with the support of someone else (partner, family member or person hired for this purpose), compared to 9.4% of men who found themselves in the same situation. The difference in the extra burden generated between women and men by school closures is notorious.

However, gender inequality is even more evident among those who - without being able to count on schools, nurseries or support networks - assumed the additional burden of care work alone. These people represent 30.9% of the women in the sample and only 3.8% of the men. **That is, 64.1%³² of women with children took on all or most of the extra work generated by the school closures.³³**

³² 64.1% corresponds to the sum of the 33.2% of women who did most of the work with the help of others and the figure of 30.9% corresponding to women who did it alone.
³³ "Other options" refers to the rest of the options included in the questionnaire, which indicated that the household burden was mostly or completely delegated to another person..



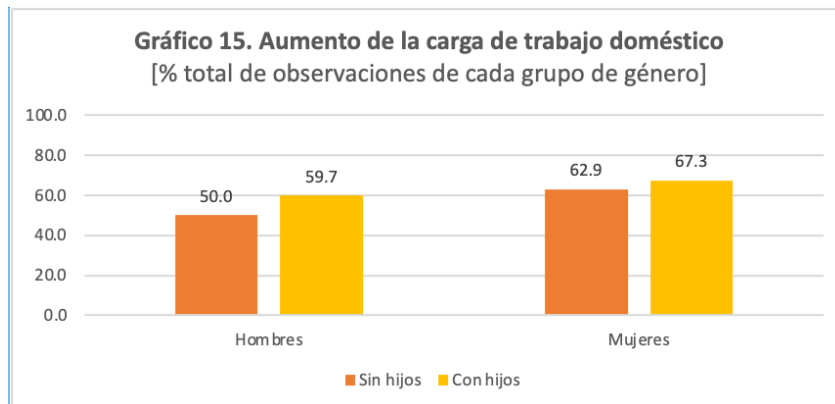
Comentado [Ah15]: Graph 14. Additional Domestic load and Gender
[% of total observations in each gender, with children]

Man
Woman

- I alone
- I am in charge of most of the work, but have had help from others
- Other

Although women assumed most of the extra workload generated by the closure of schools and nurseries, men were also affected in relation to domestic work, as 53.9% of the total number of men in the sample reported an increase in these responsibilities.

However, the fact of living with children under 18 years of age increases this burden since 59.7% of men with children identified an increase compared to 50.0% of men without children at home. Meanwhile, this factor has a greater impact on women, since 62.9% of women reported an increase in the household burden compared to 67.3% of women living with children. Unfortunately, the data is consistent with the gloomy global outlook that indicates that the pandemic has intensified gender inequalities in the domestic sphere.³⁴



Comentado [Ah16]: Graph 15. Increase in domestic workload
[% of total observations in each gender group]

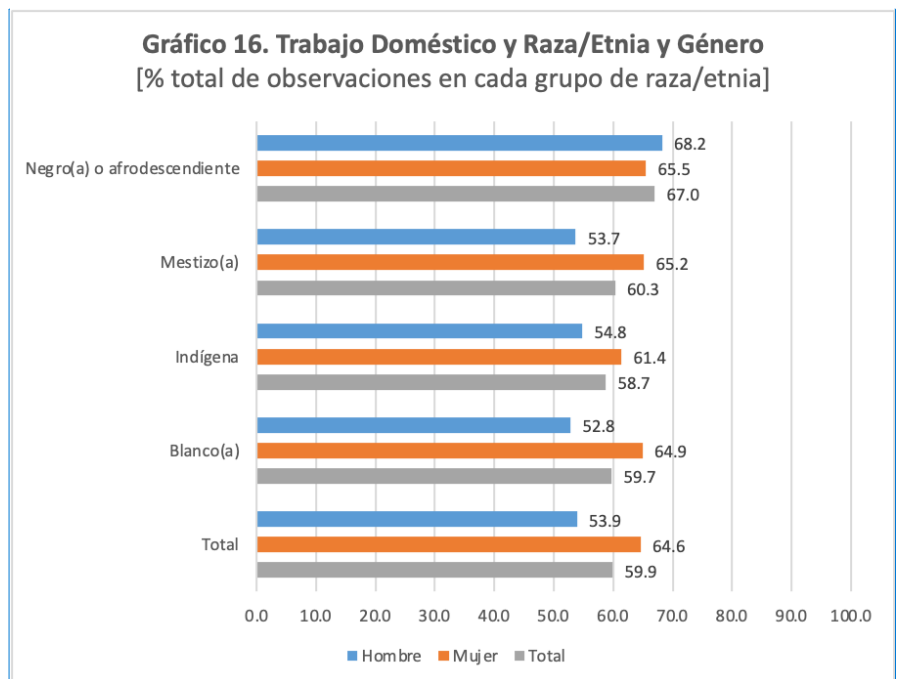
- Men
- Women
- Without children
- With children

[Legend for figure 15:

(1) The results shown in the graph refer to the total sample of men and the total sample of women and not the total sample in general, therefore, they do not add up to one hundred percent)

³⁴UN Women (2020). *Whose Time to Care? Unpaid Care and Domestic Work During COVID-19*. Obtained from UN Women Data: https://data.unwomen.org/sites/default/files/inline-files/Whose-time-to-care-brief_0.pdf

When examining the impact of the pandemic on the different ethno-racial groups, we found that SAI staff who self-identify as Afro-descendant were the most affected compared to the other groups in the domestic sphere. The data indicate that 67.0% of Afro-descendants perceived an increase in the burden of domestic work, compared to 59.9% of the total sample. Specifically, it is Afro-descendant men who mostly identify with this increase, corresponding to 68.2% of the total 53.9% of men surveyed.



Comentado [Ah17]: Graph 16. Domestic Work by Ethnicity/Race and Gender
 [% total of observations in each ethno-racial group]
 Black or Afro-descendant
 Mestizo (*Mixed or Mixed race* if you prefer)
 Indigenous
 White (*Caucasian* if you prefer)
 Total
 -Man -Woman -Total

[Legend for figure 16:

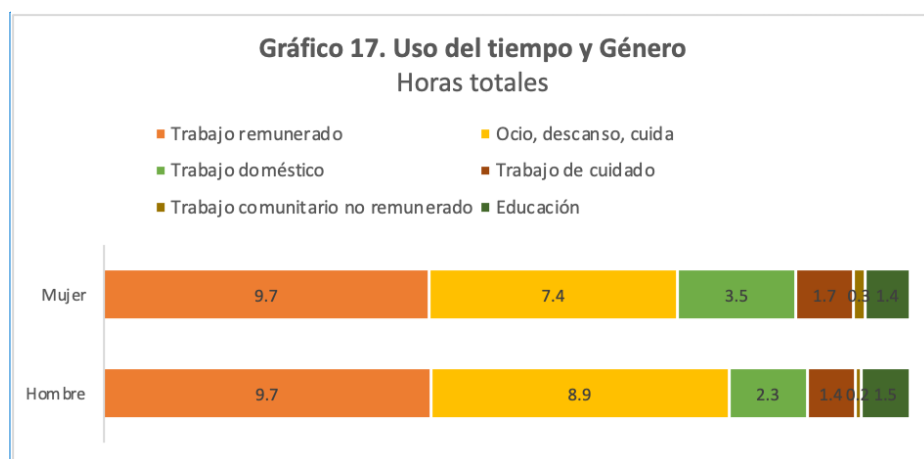
(1) The results shown in the graph refer to the total sample of men and the total sample of women and not the total sample in general, therefore, they do not add up to one hundred percent)

The Inter-American Commission on Human Rights (IACHR) and its Special Rapporteur on Economic, Social, Cultural and Environmental Rights (REDESCA) have indicated that, according to information from the World Bank and the Economic Commission for Latin America and the Caribbean (ECLAC), Afro-descendant people report low percentages in economic assets and formal jobs, a situation that tends to expose them to situations of poverty in the countries of the region. They also emphasize that, within this group, both women and Afro-descendant rural workers register the highest unemployment and job insecurity figures compared to the general population.³⁵ The IACHR and REDESCA

³⁵IACHR, *The IACHR and its REDESCA call on the States of the region to guarantee the rights of Afro-descendant Persons and prevent racial discrimination in the context of the COVID-19 pandemic*. Press release 92/2020. Recovered from: <https://www.oas.org/es/cidh/prensa/comunicados/2020/092.asp>

emphasize that the measures of containment and mandatory social isolation can differentially impact the economic life of Afro-descendant persons.³⁶

The analysis of the impact of the pandemic on SAIs' staff must be done with a holistic view, i.e., it must be considered that the professional sphere is not completely separate from the staff since they are different spheres, but with interdependent components. For this, the time use tool (ECLAC, 2019) is useful to show, more objectively, that each of these areas has a different weight for different social groups, which allows inequalities to be revealed.



Comentado [Ah18]: Graph 17. Use of time and Gender

- Total hours
- Paid Work
- Domestic work
- Unpaid community work
- Leisure, rest, care
- Care work
- Education

Woman Man

The survey results³⁷ illustrated in the previous graph indicate that the average hours dedicated to paid work are equivalent for men and women: 9.7 hours per day. Taking into account that the target audience for the survey are people who work in SAIs, with stable occupations and defined hours, a very large difference between the hours dedicated to work was not expected. In any case, it is important to highlight that the average number of hours of paid work exceeds 48 hours of the recommended maximum work week, which can be harmful to the health of workers (ILO, n.d.).

[The highlighted text below should be presented in the diagrammed version of the report in an edited format, probably as a text box]

The concept of **paid work** used in the survey included work performed for the SAI or other paid work (including courses and training offered by the job and travel time for the job).

³⁶IACHR, *The IACHR and its REDESCA call on the States of the region to guarantee the rights of People of African Descent and prevent racial discrimination in the context of the COVID-19 pandemic*. Press release 92/2020. Recovered from: <https://www.oas.org/es/cidh/prensa/comunicados/2020/092.asp>

³⁷In the survey that was answered by SAI staff, the calculation of time per activity was collected from their responses regarding the main activity they were exercising every 2 hours of the last business day.

On the other hand, men carry out leisure, rest and personal care activities, which are important for well-being and health, for more hours of the day than women. They enjoy an average of 8.9 hours for such activities, compared to women who enjoy an average of 7.4 hours to rest and take part in care and leisure activities, a total difference of 1.5 hours.

The concept of **leisure, rest, personal care** in the survey includes resting, sleeping, playing with the cell phone or other technological devices, doing nothing, napping, showering, brushing teeth, receiving a massage, eating, exercising, any other leisure activity, including travel time to perform these tasks.

On the other hand, the results regarding the use of time confirm the asymmetry of time devoted to domestic work and unpaid care between men and women. While women dedicate an average of 5.2 hours of their day to care and domestic work, the same activities take 3.7 hours a day for men. When this 1.5 hour-a-day difference is looked at on a weekly basis, it verifies there is a 10.5 hour-a-week difference dedicated to care and domestic work between women and men. This becomes even more critical when looked at on a monthly basis since, on average, women work 42 more hours a month without pay, in other words, one more work week than men. When comparing this result with the figure observed in relation to leisure hours, it is found that, on average, men have 42 more hours per month for these activities than women, which means one more work week of leisure, rest and personal care activities.

[The highlighted text below should be presented in the diagrammed version of the report in an edited format, probably as a text box]

The concept of **care work** used in the survey refers to child care (including tasks related to hygiene, food, leisure, help with homework, displays of affection, communication, guardianship), care of the elderly, care of other adults, including travel time to perform these tasks. Meanwhile, the concept of **domestic work** included in the questionnaire refers to food preparation, cooking, cleaning (washing dishes, washing clothes), ironing, buying food or products for the home or family at the market (or online), caring for pets, plants and the garden, making household arrangements, including travel time to perform these tasks.

Another activity that did not show a great difference between men and women was education. This activity equates to an average of 1.5 hours a day for men and 1.4 for women.

[The highlighted text below should be presented in the diagrammed version of the report in an edited format, probably as a text box]

The concept of **education** included in the survey considers attending school, studying, participating in related events, whether virtual or face-to-face (not offered in paid work), including travel time to perform these tasks.

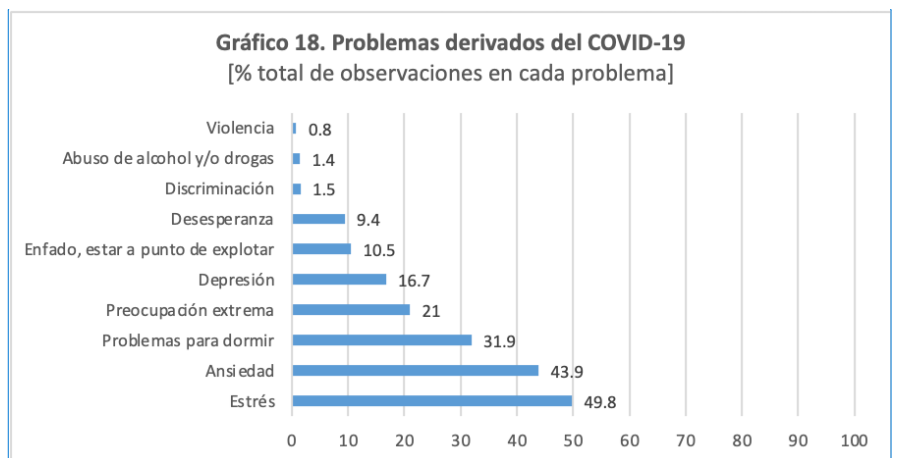
The main conclusion of the analysis of this part of the survey is that gender inequality is reflected in the time that women and men spend in their daily lives. Total working time

(paid and/or unpaid³⁸) is higher for women than for men since they work an average of 15.3 hours a day, as opposed to men, who average 13.7 hours a day.

While we do not have information on the use of time by SAI staff prior to the pandemic to contrast with these findings, the evidence presented in this section - who took on the extra work generated by the closure of schools and the perception of the increase in domestic work - presents us with a clear picture of how the crisis caused by COVID-19 has had different effects for the different groups that make up the SAIs of OLACEFS.

4.3 Issues and concerns

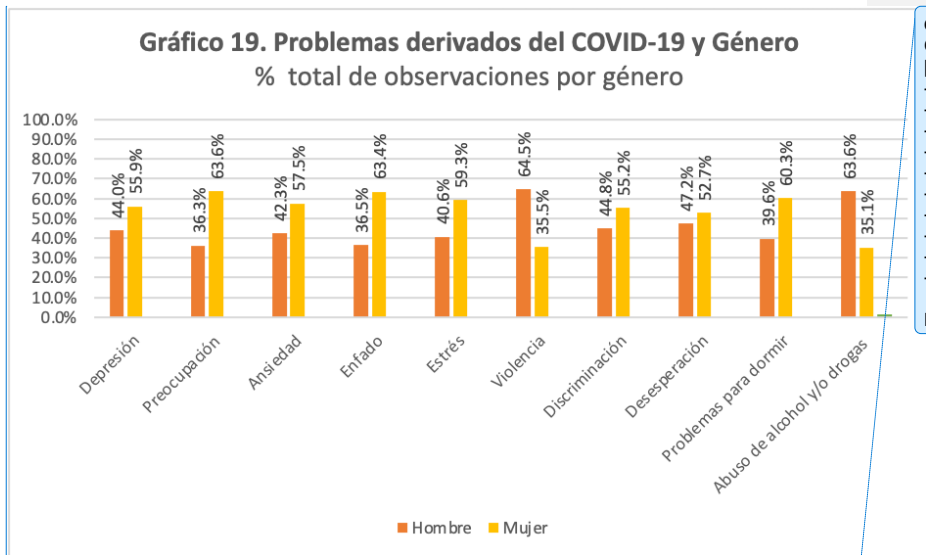
The pandemic has also caused some issues and concerns that impact the health and well-being of staff. In general terms, the issues most mentioned by those who participated in the survey were stress (49.8%), anxiety (43.9%), trouble sleeping (31.9%) extreme concern (21%) and even depression (16.7%). The staff surveyed had the option of choosing more than one issue, so it is possible that some reported more than one concern.



Comentado [Ah19]: Graph 18. Issues arising from COVID-19
 [% total of observations in each issue]
 -Violence
 -Alcohol and drug abuse
 -Discrimination
 -Despair
 -Anger, on the verge of exploding
 -Depression
 -Extreme concern
 -Trouble sleeping
 -Anxiety
 -Stress

[Legend for graph 18:
 (1) The sum of the percentages does not add up to one hundred percent because the surveyed staff had the option of choosing more than one issue.]

³⁸Unpaid work also includes unpaid community work: volunteering, activism, condominium or union meetings, etc.



Comentado [Ah20]: Graph 19. Issues arising from COVID-19 and Gender
 [% total of observations by Gender]
 -Depression
 -Concern
 -Anxiety
 -Anger
 -Stress
 -Violence
 -Discrimination
 -Despair
 -Trouble sleeping
 -Alcohol and drug abuse
 Man Woman

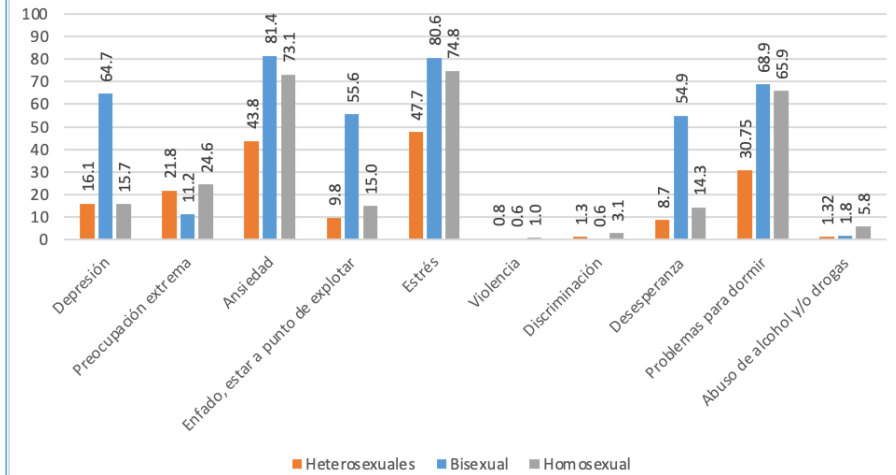
[Legend for graph 19:

- (1) The sum of the percentages for each gender group does not add up to 100 percent because the surveyed staff had the option of choosing more than one issue.]

When analyzing the issues experienced by SAI staff, in general, regarding the pandemic according to gender, some issues were significantly more prevalent among women. Women reported proportionally more issues than men and people identified as “other.” Thus, it is observed that, of the total number of people who have indicated having issues derived from COVID-19, women are more affected by issues such as depression (55.9%), concern (63.6%), anxiety (57.5 %), anger (63.4%), discrimination (55.2%), despair (55.2%) and trouble sleeping (50.3%). In the particular case of violence, of the total number of people who answered they had suffered violence, in general, during the pandemic, 64.5% were men and 35.5% were women.

By analyzing these data in light of sexual orientation, it is possible to identify how the pandemic has generated even more concerns and issues for bisexual and homosexual people, who reported being affected, respectively, to a greater extent by anxiety (81.4% and 73.1%), stress (80.6% and 74.8%), trouble sleeping (68.9% and 65.9%), depression (64.7% and 15.7%) and despair (54.9% and 14.3%). On this point, we recall what has already been stated regarding the underrepresentation of the LGBTIQ+ population.

Gráfico 20. Problemas derivados del COVID-19 y Orientación Sexual
[% total de observaciones en cada grupo de orientación sexual]



Comentado [Ah21]: Graph 20. Issues arising from COVID-19 and Sexual Orientation

[% total of observations in each sexual orientation group]

- Depression
- Extreme concern
- Anxiety
- Anger, on the verge of exploding
- Stress
- Violence
- Discrimination
- Despair
- Trouble sleeping
- Alcohol and drug abuse

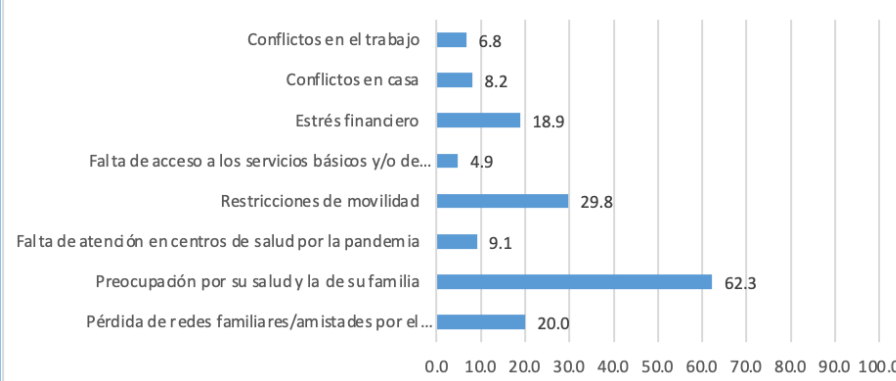
Heterosexual - Bisexual - Homosexual

[Legend for graph 20:

(1) The sums of the percentages for each sexual orientation group do not add up to 100 percent because the surveyed staff had the option of choosing more than one issue.

When asked about the causes that gave rise to the issues described above, a majority stated concerns over their health and that of their families (62.3%), followed by the mobility restriction factors (29.8%), the loss of family/friend networks due to isolation (20.0%) and financial stress (18.9%), among others.

Gráfico 21. Factores que ocasionaron problemas
[% total de observaciones en cada factor]



Comentado [Ah22]: Graph 21. Factors causing issues

[% total of observations in each factor]

- Conflicts at work
- Conflicts at home
- Financial stress
- Lack of access to basic services and/or...
- Lack of attention in health centers for the pandemic
- Concern for their health and that of their family
- Loss of family/friendship networks due to the...

[Legend for graph 21:

(1) The sums of the percentages do not add up to one hundred percent because the surveyed staff had the option of choosing more than one issue.

4.4 Domestic and gender-based violence

Gender-based violence (GBV) (UN Women, n.d.)³⁹ is the extreme expression of gender inequality that is linked to power relations and greatly affects women and girls as one in three have been subjected to physical or sexual violence at some point in their lives (WHO, 2017). However, acts of violence and discrimination are not exclusive to the female gender since the LGBTIQ+ population also suffers from violence due to their gender identity and/or sexual orientation.

One of the most common manifestations of gender-based violence occurs within the family. Violence against women in the private sphere or intrafamily violence refers to mistreatment or patterns of behavior that are used to gain or maintain power and control over the other who, in many cases, is an intimate partner.⁴⁰ In America, 30% of women have reported physical and/or sexual violence by a partner (PAHO, 2020).

When referring to violence that occurs in the domestic sphere, there will be men who are also subjected to violence, whose partners (or former partners) are the perpetrators of the violence. However, it is important to emphasize that the patriarchal structure that supports the dominance of male power over the female gender or over the non-conforming gender⁴¹ (or on the mere perception of non-conformity) is not the supporting basis of these acts of violence, contrary to gender violence. The evidence shows that, in the case of domestic violence against men, there is a high probability that women are acting in self-defense, while, in relation to women as objects of violence, it is motivated by the need to control, i.e., for power (Swan, Gambone, Caldwell, Sullivan & Snow, 2008).

As the crisis caused by COVID-19 deepens economic and social stress along with measures of social isolation, gender-based violence has increased exponentially, what the United Nations has called “the shadow pandemic” (UN Women, 2020). Collecting data on domestic violence during the pandemic was challenging, but one of the indications of the increase in cases was the number of calls to helplines, which has increased fivefold in some countries.⁴² Therefore, confinement presents a great challenge since, for many survivors of domestic violence, going to work is a necessary respite from the unpredictability of partner abuse, as more immediate dangers may be faced inside the home than outside.⁴³

It would initially appear that domestic violence does not impact work activity. However, there are indications that women are less productive at work when they are

³⁹ UN Women. (n.d.). *Frequently Asked Questions: Types of Violence Against Women and Girls*. Retrieved from <https://www.unwomen.org/es/what-we-do/ending-violence-against-women/faqs/types-of-violence>

⁴⁰ United Nations. (n.d.). *What Is Domestic Abuse?* Retrieved from <https://www.un.org/en/coronavirus/what-is-domestic-abuse>

⁴¹ Planned Parenthood. (n.d.). *Transgender identity terms and labels*. Obtained from <https://www.plannedparenthood.org/es/temas-de-salud/identidad-de-genero/trans-e-identidades-de-genero-no-conforme/etiquetas-y-terminos-de-la-transgender-identity>

⁴² UN Women. (2020). *COVID-19 and Ending Violence Against Women and Girls*. Retrieved from <https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2020/issue-brief-covid-19-and-ending-violence-against-women-and-girls-en.pdf?la=en&vs=5006>

⁴³ UN Women. (2020). *Domestic Violence During COVID-19: Guidance Tool for Employers, Employers, and Businesses*. Retrieved from <https://www2.unwomen.org/-/media/field%20office%20mexico/documentos/publicaciones/2020/junio%202020/violencia%20domstica%20durante%20la%20covid19%20herramienta%20de%20orientacin%20para%20empleadores%20empleadoras%20y%20empre.pdf?la=es&vs=503>

exposed to domestic violence. This results in significant work time loss, staff turnover, poor performance, safety risks, negative effects on interpersonal relationships in the workplace,⁴⁴ and possible decreased concentration on job performance as a result of the trauma of having been exposed violence (UN Women, 2019).

Due to the sensitivity of the matter, the approach to violence in the survey conducted with SAI staff was carried out indirectly. In that sense, they were asked what factors they considered problematic since the pandemic started.

Of the total number of people who responded to the survey, 8.2% indicated having conflicts at home in the context of the social isolation generated by the pandemic.



Comentado [Ah23]: Gráfico 22. Conflictos at home
[% total of observations]

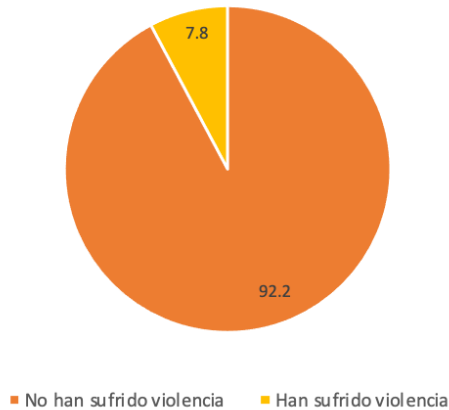
- Has not had conflict
- Has had conflict

Of the total number of people who acknowledged having conflicts at home (corresponding to 8.2% in the previous graph), the following graph emerges that shows the total percentage of those who answered they had specifically suffered violence, with 7.8% responding affirmatively and 92% negatively. The total number of people who answered that they had been victims of violence is equivalent to 0.6% of the total staff surveyed.

:

⁴⁴UNDP. (2013). *Violence against women also hurts business and development*. Retrieved from <https://www.undp.org/content/undp/en/home/ourperspective/ourperspectivearticles/2013/03/29/violence-against-women-also-hurts-business-and-development.html>

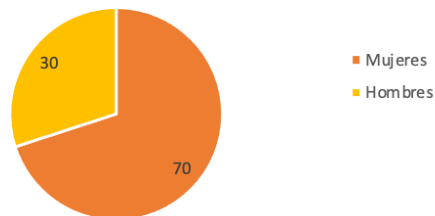
Gráfico 23. Conflictos en casa y violencia
 % total de observaciones de personas que han tenido conflicto en casa



Comentado [Ah24]: Graph 23. Conflicts at home and violence
 [% total of observations of people that have had conflict at home]
 -Have not suffered violence
 -Have suffered violence

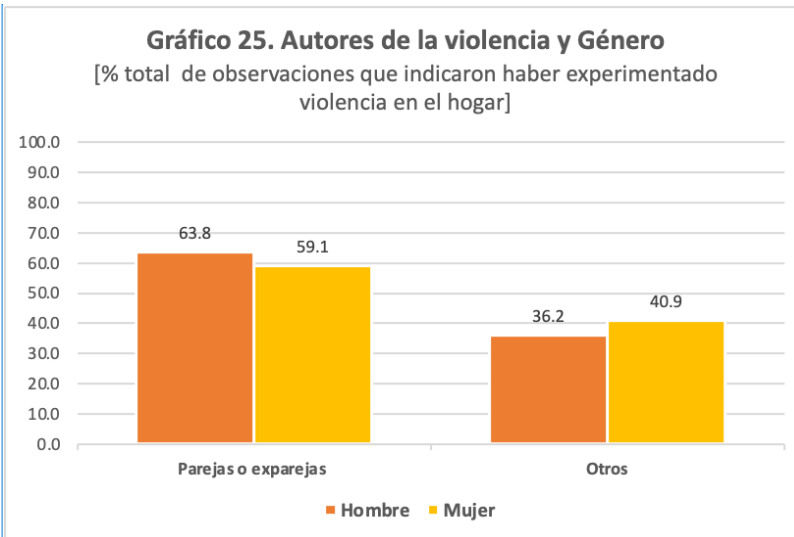
Of the total number of people who confirmed to have suffered **violence at home** (corresponding to 7.8% of the previous graph), 70% are women and 30% are men.

Gráfico 24. Violencia en casa y Género
 % total de observaciones de las personas que han sufrido violencia en casa



Comentado [Ah25]: Graph 24. Violence at home and Gender
 [% total of observations of people that have suffered violence at home]
 -Women
 -Men

In other words, 1 out of every 125 women surveyed stated they had experienced situations of domestic violence once the pandemic started. Among men, 1 in 250 reported the same. Of these, 59.1% of the women and 63.8% of the men affirmed that their (former) partners were the perpetrators of the violence.



Comentado [Ah26]: Graph 25. Authors of Violence and Gender
 [% total of observations that indicated having experienced violence at home]
 Partners or ex-partners
 Others
 -Man -Woman

To capture the actual incidence of cases of domestic and gender-based violence, specific research is required. However, any and all types of violence, particularly those that are underreported (such as domestic violence), need to be prioritized in their management. Regardless of the numbers, instruments are necessary to direct people who have suffered violence to specialized services that can provide them with victim-based quality support.⁴⁵

4.5 Violence and harassment at work⁴⁶

Decent work⁴⁷ is a priority goal at the global level that was adopted and included in the 2030 Agenda for Sustainable Development. This goal aims to ensure that all people can work in conditions of freedom, dignity and security. Problems such as violence and harassment in the world of work deprive people of their dignity, are incompatible with decent work and jeopardize the rights to equal opportunities and a healthy and productive work environment (ILO, 2019).

Workplace violence affects all people in all sectors of the world economy, both public and private, formal and informal. Without any company or profession being exempt, it has been found that women, in particular, are the ones who most frequently suffer violence in the workplace, whether through psychological pressure, differential treatment, teasing, insults or sexual harassment. This type of violence is not exclusive to the female gender since it also affects men and the LGBTIQ+ population.

⁴⁵For more information regarding data collection on violence against women and girls in the context of COVID-19, see: <https://www.unwomen.org/-/media/headquarters/attachments/sections/library/publications/2020/brief-violence-against-women-and-girls-data-collection-during-covid-19-es.pdf?la=es&vs=3720>

⁴⁶Violence and harassment are defined as “behaviors, actions or threats that have as their object, that cause or are likely to cause, physical, psychological, sexual or economic harm to the person who suffers it (ILO, n.d.)

⁴⁷SDG 8 – Decent Work and Economic Growth.

The highlighted text below should be presented in the diagrammed version of the report in an edited format, probably as a text box]

Noteworthy is the particular case of LGBTIQ+ workers who, for fear of being victims of discrimination and violence, often keep their sexual orientation secret, even resorting to changing their partner's name during conversations, or simply avoid talking about their private life. This situation can cause considerable distress and consequently reduce productivity at work (ILO, 2012).

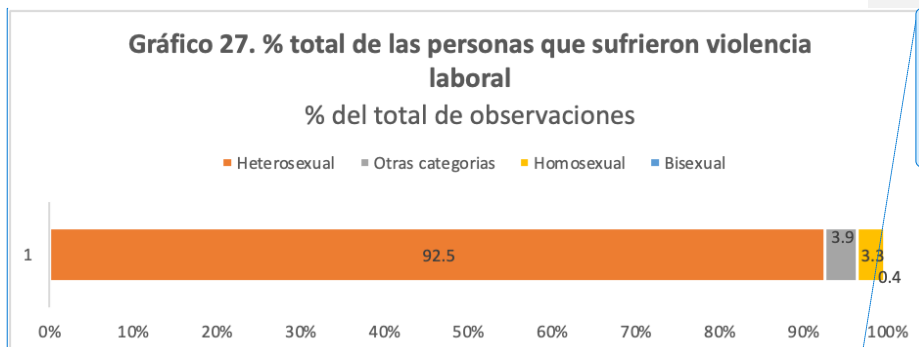
6.8% of the staff who responded to the survey reported that, once the COVID-19 crisis began, they had experienced work-related conflicts, which has caused them some issues and concerns. Among these, 35.3% stated they considered the conflict as an act of violence or workplace harassment. The results did not find gender bias in the incidence of workplace violence.



Comentado [Ah27]: Gráfico 26. Work-related violence
[% total of observations indicating to have experienced conflict at work]
-No -Yes

[Legend for figure 26:
(1) The sum of the percentages may not add up to one hundred percent due to rounding of figures.]

When looking at the incidence of workplace violence among groups of different sexual orientations, of the total number of people who indicated having suffered violence at work, 92% are heterosexual, 3.9% correspond to other categories, 3.3% are homosexual and 0.4% bisexual. Considering the sexual orientation of the survey respondents, it was found that the non-heterosexual population has a higher incidence of workplace violence than the heterosexual population.



Comentado [Ah28]: Graph 27. % total of the people who have suffered work-related violence
[% total of observations]
-Heterosexual
-Other categories
-Homosexual
-Bisexual

It is urged that SAIs' policies for confronting violence or harassment at the workplace take into account that the causes of acts of violence may be different depending on the individual they fall on. Therefore, it is important to understand how the work environment can even reproduce patterns of behavior so that action can be taken, not only in the area of investigation and punishment of the perpetrators, but also in the generation of a diverse and inclusive environment, where any acts of violence and harassment are unacceptable.

5. Conclusions and steps forward

The survey findings denote the reality faced by people who work in OLACEFS' member entities. The numbers indicate that what happens within the control entities is not far from what has been reported by different international entities in terms of the differential impact that the COVID-19 pandemic has had on women and for groups who have historically been discriminated against. This study also affirms that, in SAIs, there is a considerable underrepresentation of people with diverse sexual orientation, as well as members of indigenous and Afro-descendant populations.

The pandemic caused SAIs to adopt, at least partially, the modality of teleworking. The analysis showed that this modality increased productivity for a third of the staff (39.5%) and, for the majority, productivity did not change. Additionally, most of the staff (88.2%) stated that, if given a choice, they would stick with the telework model, either completely or partially.

From these report findings, it is worth noting that the COVID-19 crisis increased the burden of domestic work for men and women who work in OLACEFS' SAIs, although the increase was even more evident for women. This is coupled with the fact that women were already primarily responsible for domestic and care work prior to the pandemic. Thus, 64.1% of women with children under the age of 18 were responsible for most, or all, of the extra work generated by school closures.

Total working time (paid and/or unpaid) is higher for women than for men since they work an average of 15.3 hours a day compared to the 13.7 hours that men dedicate to the same - paid or not. This implies that women have one more week of work per month than men who, meanwhile, dedicate that time to leisure activities, rest and personal care.

Among the issues generated by the pandemic, staff were most affected by stress, anxiety, trouble sleeping, extreme concern and depression.

Domestic violence - considered the "shadow pandemic" - has a terrifying trajectory these days. Although the analysis identified few specific cases, gender-based violence was already a situation experienced by 1 in 3 women worldwide. This means that within the leadership

team and staff of any institution, it is likely there are women who are suffering from domestic violence right now. Specifically, the total number of people who answered that they had been victims of domestic violence is equivalent to 0.6% of the total staff surveyed.

The GTG will use this assessment to prepare the Policy on Gender Equality and Non-Discrimination, which will be available this year.

Also, the GTG will soon have available the complete report of the Survey on the Impact of the COVID-19 Pandemic on the Staff of OLACEFS' member SAIs, a document that will make recommendations for the Supreme Audit Institutions of Latin America and the Caribbean that allow them to contribute to mitigating the assessed effects.

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7. Glossary⁴⁸

Item	Definition
Gender analysis	A process through which data and information about the specific situations, roles, responsibilities, needs and opportunities of girls, boys, adult women and men are collected, analyzed and interpreted to identify and understand the reason for the differences between the groups and learn how issues affect women and men differently. The resulting information will make the inequalities between women and men visible, which will need to be addressed when they constitute unfair gaps for both. ⁴⁹
Sexual Harassment	The term ‘violence and harassment’ in the world of work designates a set of unacceptable behaviors and practices, or threats of such behaviors and practices, whether manifested once or repeatedly, that are intended to cause or are likely to cause physical, psychological, sexual or economic harm, and includes gender-based violence and harassment. ⁵⁰
Gender discrimination	Any distinction, exclusion or restriction made on the basis of sex which, on a basis of equality of men and women, has the purpose or effect of impairing or nullifying the recognition, enjoyment or exercise of human rights and fundamental freedoms in the political, economic, social, cultural, civil, or any other sphere. ⁵¹
Sexual (or gender) division of labor	Refers to the way in which each society divides labor between men and women, boys and girls, according to gender roles that are socially established or considered appropriate and valued for each sex. ⁵²
Intersectional approach	Approach that analyzes the convergence of different types of discrimination based on race, and social and economic condition: adolescent woman, Afro-descendant, with incomplete primary school, mother of a child, without paid work and suffering violence from her partner. ⁵³
Gender stereotypes	Simplistic generalized preconceptions of gender attributes, differences, and the roles of women and men.
Gender	Refers to the roles, behaviors, activities, and attributes that a given society at a given time considers appropriate for men and women. ⁵⁴
Gender equality	Refers to the equal rights, responsibilities, and opportunities of women and men and girls and boys. Equality does not mean that women and men will be equal, but that the rights, responsibilities and opportunities of women and men will not depend on whether they were born with a certain sex. Gender equality implies that the interests, needs, and priorities of women and men are taken into account, recognizing the diversity of different groups of women and men. Gender equality is

⁴⁸ Definitions taken from the OLACEFS GTG Glossary, retrieved from: <https://genero.olacefs.com/>, except for terms in which an alternate source is indicated.

⁴⁹ Save the Children (2014). *Generating Transformational Change: Save the Children’s Gender Equality Program Guide and Toolkit*. Retrieved from https://resourcecentre.savethechildren.net/sites/default/files/documents/recurso_-_transversalizacion_de_genero_sci_2015_small.pdf

⁵⁰ ILO. (2019). *Provisional Records of the International Labor Conference*. Retrieved from https://www.ilo.org/wcmsp5/groups/public/---ed_norm/---relconf/documents/meetingdocument/wcms_711244.pdf

⁵¹ United Nations, (1979). 58/145 “Convention on the Elimination of All Forms of Discrimination against Women.” Article 1

⁵² UN Women Gender Equality Glossary, retrieved from: <https://trainingcentre.unwomen.org/mod/glossary/view.php?id=150&mode=le&lang=es>

⁵³ (Save the Children, 2014)

⁵⁴ UN Women. (n.d.). *Women Watch Concepts and Definitions*. Retrieved from <https://www.un.org/womenwatch/osagi/conceptsanddefinitions.htm>

	not a women's issue, but it concerns and involves both men and women. Equality between women and men is considered an issue of human rights and both a requirement and an indicator of people-centered development.
Sexual orientation	Refers to the emotional, affective and sexual attraction for people of a gender other than theirs, or of the same gender, or of more than one gender, as well as intimate and/or sexual relationships with these people. Sexual orientation is a broad concept that creates space for self-identification. Additionally, sexual orientation can vary along a continuum, including exclusive and non-exclusive attraction to the same or opposite sex. All people have a sexual orientation, which is inherent to the identity of the person. ⁵⁵
Social representations	Symbolic structures that have their origin in the creative capacity of the human psyche and in the boundaries imposed by social dynamics.
Sex	The word sex refers to the differences between men and women given by their biological and physiological condition. These differences have to do mainly with chromosomal, hormonal, genital and reproductive characteristics. ⁵⁶
Mainstreaming of the Gender Equality approach	It is a methodological strategy that considers the implications, for men and women, of any action planned and implemented in all areas and levels of programming and policies. It seeks to benefit men and women equitably with measures that promote the reduction of inequalities and the redistribution of power. ⁵⁷

⁵⁵IACHR. (2017). *Gender Identity, and Equality and Non-Discrimination of Same Sex Couples*. Obtained from https://www.corteidh.or.cr/docs/opiniones/seriea_24_esp.pdf

⁵⁶UNODC. (2019). *General guidelines on gender violence in the workplace for work centers in Mexico*. Obtained from

https://www.unodc.org/documents/mexicoandcentralamerica/2020/Mexico/Lineamientos_generales_sobre_violencia_de_genero_en_el_ambito_laboral_para_los_centros_de_trabajo_en_Mexico.pdf

⁵⁷(Save the Children, 2014)

8. List of Acronyms

Acronyms	Meaning
ECLAC	Economic Commission for Latin America and the Caribbean
IACHR	Inter-American Commission on Human Rights
I/A Court H.R.	Inter-American Court of Human Rights
EFS	Supreme Audit Institutions
GTG	OLACEFS' Working Group on Gender Equality and Non-Discrimination
INTOSAI	International Organization of Supreme Audit Institutions
IMF	International Monetary Fund
LGBTIQ+	Lesbians, Gays, Bisexuals, Transsexuals and Transvestite, Intersex, Queer
SDG	Sustainable Development Goals
ILO	International Labour Organization
OLACEFS	Latin American and Caribbean Organization of Supreme Audit Institutions
WHO	World Health Organization
PAHO	Pan American Health Organization
REDESCA	Special Rapporteur on Economic, Social, Cultural and Environmental Rights
UN	United Nations
UNODC	United Nations Office on Drugs and Crime

9. Annexes

ANNEX 1.				
Statistics on Responses to the Survey on the Impact of the COVID-19 Pandemic on the staff of OLACEFS' member SAIs				
Country	Supreme Audit Institution	Universe	Number of Answers	Response rate with respect to the universe
Argentina	General Audit Office of the Nation of Argentina	1320	265	5%
Belize	Office of the Auditor General of Belize	42	10	0%
Bolivia	Office of the General Comptroller of the Plurinational State of Bolivia	312	286	5%
Brazil	Federal Court of Accounts (TCU-Brazil)	2369	108	2%
Chile	Office of the Comptroller General of the Republic of Chile	2102	851	16%
Colombia	Office of the Comptroller General of the Republic of Colombia	4000	1031	19%
Costa Rica	Office of the Comptroller General of the Republic of Costa Rica	703	138	3%
Cuba	Office of the Comptroller General of the Republic of Cuba	1240	80	1%
Curacao	Office of the Comptroller General of Curacao	30	0	0%
Ecuador	Office of the Comptroller General of the Republic of Ecuador	2513	691	13%
El Salvador	Court of Accounts of the Republic of El Salvador	1321	6	0%
Guatemala	Office of the Comptroller General of Accounts of the Republic of Guatemala	2311	1017	19%
Honduras	Supreme Court of Auditors of the Republic of Honduras	660	144	3%
Mexico*	Superior Audit Office of the Federation of Mexico	3106	0	0%
Nicaragua	Office of the Comptroller General of the Republic of Nicaragua	443	281	5%
Panama	Office of the Comptroller General of the Republic of Cuba	3660	40	1%
Paraguay	Office of the Comptroller General of the Republic of Paraguay	940	81	1%
Peru	Office of the Comptroller General of the Republic of Cuba	2989	106	2%
Puerto Rico	Office of the Comptroller of the Commonwealth of Puerto Rico	520	186	3%
Dom. Republic	Chamber of Accounts of the Dominican Republic	520	38	1%
Uruguay	Court of Accounts of the Oriental Republic of Uruguay	376	59	1%
Venezuela	Office of the Comptroller General of the Bolivarian Republic of Venezuela	662	38	1%

Total OLACEFS	32139	5456
* They have not participated in the survey		

ANNEX 2.		
Correction factor:		
Country	Supreme Audit Institution	Value
Argentina	General Audit Office of the Nation of Argentina	0.93704295
Belize	Office of the Auditor General of Belize	0.79009758
Bolivia	Office of the Comptroller General of the Plurinational State of Bolivia	0.20522015
Brazil	Federal Court of Accounts (TCU-Brazil)	4.12641349
Chile	Office of the Comptroller General of the Republic of Chile	0.46465925
Colombia	Office of the Comptroller General of the Republic of Colombia	0.72984858
Costa Rica	Office of the Comptroller General of the Republic of Costa Rica	0.95831366
Cuba	Office of the Comptroller General of the Republic of Cuba	2.91583629
Ecuador	Office of the Comptroller General of the Republic of Ecuador	0.68414141
El Salvador	Court of Accounts of the Republic of El Salvador	41.4174166
Guatemala	Office of the Comptroller General of Accounts of the Republic of Guatemala	0.42747472
Honduras	Supreme Court of Auditors of the Republic of Honduras	0.86220966
Nicaragua	Office of the Comptroller General of the Republic of Nicaragua	0.29657111
Panama	Office of the Comptroller General of the Republic of Cuba	17.2128401
Paraguay	Office of the Comptroller General of the Republic of Paraguay	2.18310324
Peru	Office of the Comptroller General of the Republic of Cuba	5.30458593
Puerto Rico	Office of the Comptroller of the Commonwealth of Puerto Rico	0.52592261
Dom. Republic	Chamber of Accounts of the Dominican Republic	2.57425275
Uruguay	Court of Accounts of the Oriental Republic of Uruguay	1.19885669
Venezuela	Office of the Comptroller General of the Bolivarian Republic of Venezuela	3.27722178