Gender Budgeting: A Tool for Change

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Implemented Actions
Gender Budgeting in Academia

• WP5 – Improving gender equality in management and decision making by gender budgeting
  – Deliverables:
  – Report on gender biases in management methods and decision-making
  – Guidelines and toolkit to integrate gender budgeting in the research sector
Gender Budgeting

“Gender budgeting is an application of gender mainstreaming in the budgetary process. It means a gender-based assessment of budgets, incorporating a gender perspective at all levels of the budgetary process and restructuring revenues and expenditures in order to promote gender equality”

Council of Europe 2010

Budgets are not...

• gender neutral
• objective technical procedures
Gender Budgeting

The budget…

• “reflects the values of a country”
  Budlender 1996 in Elson 1999: 11
  – Who and whose work it values and rewards
  – Who it doesn’t

• Mirrors gender relations
  – Can “(re-)produce gender inequalities”
    Klatzer & Mader 2008: 2

Gender Budgeting a response

• Analysis
• Identifies possibilities for the redistribution of resources

Benefits of gender budgeting:

- Gender equality
- Accountability
- Transparency and participation
- Efficiency
- Effectiveness
- Good administration
- Better utilization of public funds
Gender Relations in Academia

Figure 6.1. Proportion of women and men in a typical academic career, students and academic staff, EU-28, 2007–2013

She figures 2015
Gendered Academia

- Gendered academic fields
  - Representation
- Further gender- and power relations
  - Funding for teaching
  - S/T ratio
  - Better education?
Invisible Norms
Invisible Norms
Biased Managerial and Financial Systems
Just do…Gender Budgeting!

• Gender impact assessment
  – Different impact on women and men
  – What is valued and rewarded? What is *undervalued* or *not* valued? How? Why?
  – Acknowledge power hierarchies
  – Gendering of academic fields

• Implementation
  – Reformulate policies and distribution of resources to achieve gender equal outcomes
  – Embed gender systematically in all budgetary processes and monitor the progress
University of Iceland: Implementation

• University of Iceland Equal Rights Policy 2013-2017: Adopt gender budgeting
  – Training of management personnel ✓
  – Task force ✓
    • Action plan
    • Two representatives from each school and the central administration
    • Head of the task force: Head of Finance Division of the School of Social sciences
    • Equality officer and GARCIA members observers
  – Task force within each of the five academic school
    • Action plan

• School of Social Sciences Equal Rights Policy 2015-2018
  – Gender budgeting projects ✓
    • Clear objectives, responsibilities and time frame
Actions by the GARCIA team

Findings presented:
• Task force
• Event organised by the Equal Rights Committee  
  – Chair: Director of finance
• GARCIA final conference
• School of Education’s annual research conference
• Conference in Social Sciences  
  – Both vice rectors attended the GARCIA seminar

Training:
• Full day workshop in cooperation with The Ministry of Finance and Economic Affairs and The City of Reykjavík  
  – Participants from the Government Offices of Iceland, University of Iceland, municipalities etc.
• Practical Gender Studies  
  – 10 ECTS MA course
  – Around 45 students, among them representatives from UI.

Key players from the central administration and the academic schools attended these events
Bumps in the Road

- Low priority - At a snail’s pace
- Lack of knowledge
- Scepticism
- Findings trivialized
- General resistances to gender equality projects
  
  \textit{Gender budgeting} -> “Fair distribution of funding”
Bumps in the Road

- Power struggles

<table>
<thead>
<tr>
<th>Incentives</th>
<th>Projects</th>
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<td><strong>Matching funds:</strong></td>
<td>SSH</td>
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<td>- 60% for international competitive grants (e.g. FP7 2008-2014)</td>
<td>6</td>
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<td>M: 2 F: 4</td>
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<tr>
<td>- 35% for national competitive grants (e.g. IRC 2013)</td>
<td>9</td>
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<td>M: 4 F: 5</td>
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<td>- 20% other grants</td>
<td>n.a.</td>
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Facilitating Factors

• Gender budgeting on the agenda
  – 2009: The Government Offices of Iceland
  – 2011: The City of Reykjavík
  – 2015: Act on Public Finances

• Collaboration between gender budgeting experts

• Key actors promoting gender budgeting
Facilitating Factors

• Formal equality work
  – Equal Rights Policy
  – Top down mandate
  – Task force

• Key players onboard

• Practical gender studies
  – Gender budgeting projects
    • School of Social Sciences
    • School of Education
    • Division of Marketing and Public Relations
Gender Equal, Transparent and Better Use of Funds

• Still a high aspiration
  – Gender budgeting toolkit
    • Will be used by the task force
    • Seminar on how to do GB

• The University’s governance sees the benefits
  – Transparency
  – Better utilization of public funds
  – Gender equality
The toolkit will be available at: http://garciaproject.eu

THANK YOU!