

Organisation of gender budgeting.

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The practical organisation¹ of a gender budgeting initiative can take several forms:

Political location

- at national, regional, or local levels of government
- inside government departments, organised by officials and ministers
- in elected assemblies, organised by elected representatives
- outside government, organised by researchers and civil society organisations

An interactive, consultative, process involving all of the above has been found to be particularly effective. To be sustainable, gender budgeting is best organised in ways that democratise the procedures through which budgets are made and implemented, and give more voice to women's concerns.

Coverage

- the whole budget (rarely attempted, to date)
- expenditure of selected departments or programmes
- expenditure on new projects
- implementation of new legislation

The expenditures and revenues to be covered are generally selected in the light of analysis of the pattern of gender inequality, women's priorities, and government policy on gender inequality in the country concerned.

Presentation of analysis

Results of gender analysis of expenditures and revenues may be presented in different ways and by different actors:

- at a number of points in the main budget and/or evaluation report
- in a special annexe to the main budget report and /or evaluation
- in press releases
- in submissions to government task forces, planning groups, inquiries etc
- in research publications

Consideration needs to be given to the most effective way of presenting the analysis from the point of view of accountability, transparency and democratic participation in budget processes.

Budgeting IS an effective strategy because

:...the budget gives a good impression on allocations between women and men and gender disparities in research

- ...allowing to monitor equality
- ...also allowing targeted intervention

And: ...money is always a substantial argument!

GENDER BUDGETING IMPLEMENTATION FOR THE INFN

It is necessary that all data present in the GB are sex-disaggregated!

A tentative program for the ' Self tailored action plan ' for INFN gender budgeting (TAP) could be:

Analysis of the budget of the year 2011

Political location

- at national level of the institution

Coverage

MESO LEVEL : (scientific committees)

- gender analysis of the expenditure of the 19 Divisions and the four National Laboratories and scientific programmes (experiments, research groups, cutting-edge technologies and instrumentation, equipments, gender composition of research teams, research and administrative responsibilities;
- gender analysis of the expenditure on new projects;

¹Reviews of gender budgeting worldwide (eg Budlender, Elson, Hewitt and Mukhopadhyay , Gender Budgets Make Cents, Commonwealth Secretariat, London, 2002)

- specific expenditures for **"equal opportunity"**

MICRO LEVEL (single work of man and women)

- gender analysis of the expenditure for employees wages (for all professional levels and profiles)
- gender analysis of the expenditure for education, transfers and other incentives ;
- gender analysis of he careers
- gender pay gap

Then some relevant elements of the technical partner FGB and Prof.ssa Genova document² on the GB implementation are reported on the following (with selection of the dimension that INFN could choose) :

Gender budget implementation in the organisation would require two main steps:

1. Gender budget analysis aimed to analysis the gender resource distribution in the organisation
 2. Gender budget programming aimed to change the gender resource distribution in the organisation.
- The TAP will last two years. In the first year (2013) the organisation could focus on gender budgeting analysis and in the second (2014) on gender budgeting programming.

Moreover, based on the analysis of the results of PGA of the organisation, FGB suggests to implement Gender Budgeting on three main types of resources:

A) Funds

B) Space

C) Time

FGB elaborated a table summing up different dimension on which to implement Gender Budgeting process, reported (for INFN) in the following:

² A. Genova, B. De Micheli, A. Dell'Atti: INFN-ITALY 1 WORKING DOCUMENT FOR SELF-TAILORED ACTION PLAN 1/6/2012

TABLE 1 GENDER BUDGET ANALYSIS

A) Funds

	SUBDIMENSION TO INVESTIGATE	GENDER BUDGETING ITEM	LEADING QUESTIONS	ACTIONS	METHODOLOGY	INDICATORS	OUTPUT
F U N D S	Internal funds	Funds allocation procedure	What is the funds allocation formal procedure? - Who are responsible for funds allocation?	Data collection	Desk analysis. Interviews with stakeholders	Complete information on procedure of funds allocation and related responsibilities.	Diagram and organisation chart of funds allocation procedure.
		Gender balance in the process of funds allocation.	Do the organisation have gender disaggregated data on people involved in funds allocation procedure? How many women and men are involved in the funds allocation process and with what responsibilities?	If yes, collect data already available. If not, introduce the procedure to collect gender disaggregated data (see ...) in this item.	Desk analysis.	Total n. of women involved in the funds allocation procedure/ n. of total people involved in funds allocation procedure. n. of women/ n. of total people according to responsibilities they have.	Gender disaggregated data concerning funds allocation procedure.
		Funds allocation criteria	What are the criteria in funds allocation?	Data collection	Desk analysis. Interview with stakeholders.	Number and typologies (objective – subjective) of criteria in funds allocation	List of criteria in funds allocation.



SUBDIMENSION TO INVESTIGATE	GENDER BUDGETING ITEM	LEADING QUESTIONS	ACTIONS	METHODOLOGY	INDICATORS	OUTPUT
		Do funds allocation criteria consider gender dimension? And if yes, how gender is considered in the funds allocation criteria?	Data collection	Desk analysis. Interview with stakeholders.	Gender is explicitly considered: Yes/no	Data on gender consideration in funds allocation criteria.
	Funds beneficiaries	Do the organisation have gender disaggregated data on funds beneficiaries?	If yes, collect data already available. If not, introduce the procedure to collect gender disaggregated data (see ...) in this item.	Desk analysis. Interview with stakeholders.	Gender disaggregated data on funds beneficiaries: yes/no n. of women funds beneficiaries/ total n. of beneficiaries	Gender disaggregated data on funds beneficiaries.
	Gender equality funds	Are there funds specifically targeted to gender equality policies? What is the amount of the gender equality targeted funds? What or who does decided the amount of the gender equality targeted funds? What are the main gender equality activities funded? Is there a system to evaluate their efficacy and efficiency?	Data collection	Desk analysis. Interview with stakeholders.	Funds specifically targeted to gender equality: Yes/no. Gender equality targeted funds/ total of internal funds.	Data on gender equality targeted funds and related activities.

The last table resumes the dimensions which are important to consider³:

³A.Genova: Thematic report - Financial dimension and Gender Budgeting: effective gender-management tools - draft 12 April 2012 -

Gender budget dimension	Objective	Application to scientific organisations
Gender-aware policy appraisals	Analysis of how policies and programmes reflect women's and men's different needs and priorities.	How do the scientific organisation's policies reflect gender-differentiated needs? Focus on recruitment, career advancement, time managing, space managing.
Sex-disaggregated expenditure benefit Incidence Analyses.	Analysis of how women and men benefit from a given expenditure.	How do women and men benefit from the expenditure? Focus on grants, travel costs for attending conferences, catering costs for meetings
Sex-disaggregated beneficiary assessments of service delivery and budget priorities.	Analysis of how investments in infrastructure and the provision of services address women's and men's different needs and priorities.	How investments in infrastructure (family space for breast feeding, etc.) and the provision of services (childcare) address women's and men's different needs and priorities?
Gender-aware expenditure-tracking surveys.	Analysis of how allocated funds reach female and male beneficiaries differently.	How do allocated funds (recruitment, research projects, etc.) reach female and male beneficiaries differently?
Gender-aware budget statements.	Analysis of how gender statements deals with the reduction of gender inequalities through dedicated actions and related resources.	How do the budget statements deal with gender inequalities? In what actions have been the resources allocated?

Source Adapted from Diane Elson (1997b), „Tools for gender integration into macroeconomic policy“, Link in to Gender and Development, 2, Summer, p. 13.

At last “ in order to ensure the administrative management of the organisation in accordance with the objectives of gender equality, it is important to introduce a *gender controlling system*². The development and implementation of Gender Budgeting has to be accompanied by a gender controlling system in order to guarantee a sustainable achievement of gender equality objectives. It is advisable to collect sex-disaggregated data on personnel as well as on salaries, and to develop key figures in order to measure the (relative) performance of each unit of the organisation. This system could be also extended to gender-sensitive indicators for research, teaching and consulting services. The aim of the implementation of this tool is to increase the awareness regarding gender issues in all units of the university, to have permanent and reliable.”
