

# Gender training in the European Union: In-house seminar on gender budgeting, AUSTRIA\*



## In-house seminar on gender budgeting, AUSTRIA

### Background and general information

<b>Name of the Organisation</b>	FEDERAL CHANCELLERY – DIVISION FOR WOMEN AND GENDER EQUALITY ( <i>BUNDESKANZLERAMT – SEKTION FRAUENANGELEGENHEITEN UND GLEICHSTELLUNG</i> )
<b>Contact person</b>	Dr Vera Jauk, Head of Department Gender Equality Policies and Legal Matters, Federal Chancellery
<b>Period</b>	2009 – on-going
<b>Context analysis</b>	<p>Since 2000, five resolutions have been adopted by the Council of Ministers in Austria in order to introduce gender mainstreaming at political and administrative level. In 2002, the inter-ministerial working group on gender mainstreaming, established with the first resolution in 2000, recommended to include gender training at every stage of public administration education.</p> <p>Consequently, the educational plans of 7 out of 12 ministries incorporate up to 4 hours of mandatory gender training for all staff entering the federal service, with further trainings offered at a later stage.</p>

\* 'In-house seminar on gender budgeting, Austria' was selected as a practice on gender training in the European Union with potential based on the research findings from the European Institute for Gender Equality (EIGE) project on gender training in the European Union. The project aims to facilitate dialogue between policy makers, trainers and researchers on how gender training can be used to support informed policy making in the EU and Member States. The information collected for the study is based on desk research and stakeholder interviews conducted by ICF GHK in 2012. Other outputs from the study include online databases of gender trainers and training tools and resources available on EIGE's website at: <http://www.eige.europa.eu>



On 1 January 2009, in the context of the federal budget reform, gender budgeting was anchored in the Federal Constitutional Act in Austria. The Act stipulates that budgeting by federal, state and local authorities shall be carried out with a view to ensuring equality between women and men. Accordingly, an extensive training programme has been developed to support the implementation of gender budgeting as a part of gender mainstreaming. The In-house seminar on gender budgeting, in line with the European Pact for Gender Equality (2006-2010 and 2011-2020), is one element of this training programme. The seminar covers a key element of the federal budget reform which is the forthcoming introduction of 'outcome orientation'. As of 1 January 2013, all ministries are obliged to formulate a maximum of five specific outcomes, including outcomes in the field of gender equality, in their institutional budgets. They are also required to provide measures for achieving the outcomes and to formulate indicators to measure their success.

Workshops and trainings on gender mainstreaming and gender budgeting are set to continue and will be supported by a project database, which is currently being developed. Furthermore, in its most recent resolution of 2011, the Government commits to support all staff through training and information activities to strengthen their competencies on equal opportunities. This decision was based on results of the 2010 evaluation of 10 years of gender mainstreaming at federal level, which showed that gender mainstreaming should be enhanced specifically in staffing policy, training and organisational development<sup>1</sup>. In line with the evaluation, strategies (e.g. gender budgeting or gender mainstreaming in the legal process) and methods (e.g. monitoring and reporting) were considered as important tools to foster gender equality in all aspects of life.

### Evaluation criteria

#### 'WORKS WELL'

#### (Gender equality) objectives

The main objective of the In-house seminar on gender budgeting is to support gender budgeting, which was established as a national target in the Federal Constitutional Act (2009). The seminar provides the participants with theoretical inputs and concrete practical examples from their field of work to enable them to formulate the specific gender equality outcomes, measures (or outputs) and indicators required by the federal budget reform. They are expected to develop gender equality understanding and competence and apply this knowledge to their work. They also learn how to develop equality outcomes, measures and indicators in the budgeting work of their ministry.

#### Target groups

The seminars are addressed to policy makers and administrators from the departments that are required to apply the new budgetary requirements (e.g. the head of department, the individual responsible for the department's budget, senior staff from the audit court and the financial department, the external expert consulting the departments on gender budgeting). So far, 8 out of the 12 ministries in Austria have been covered by the full, 4-hour long training. In addition, a shorter version of the workshop (e.g. 2 hours) has been delivered in other institutions according to the demand (e.g. agencies, institutes or universities, as well as the Austrian Parliament). All in all, 350 participants have attended the 19 seminars.

#### Aims, methods and tools used

In its design, the seminar takes into account the different knowledge that participants may have on the topic. Information is transferred through theoretical inputs, practical examples, case studies, group work, and discussions. Above all, the practical application of gender budgeting outcomes, outputs and indicators in the participants' respective fields of work are targeted.

The seminar is structured in the following way:

- It starts with an introduction about what gender mainstreaming is, followed by group work where each participant in the group can reflect on their own attitude towards and experience with gender mainstreaming.
- The introduction is followed by a theoretical part where the legal basis of gender budgeting is explained as well as the expectations from the ministries in this regard.
- During the last, practical part of the seminar, concrete examples and exercises adapted to the participants' (or the ministry's) field of activity are presented and tested<sup>2</sup>. Accordingly, the participants' questions in this area are discussed during the workshop.

The seminar lasts approximately four hours and flipchart protocols of the trainings are sent to the participants afterwards for reference to the course content.

The method of defining a gender equality outcome in the seminar consists of four steps, each of which is described below:

- **Analysis.** The first step involves awareness of any gender specific issues and inequalities in the specific field of work of the participant in the seminar and analysis of their causes. The leading question in this step is: What is the status quo?
- **Definition of gender equality outcomes, outputs and indicators.** This step is about defining concrete and revisable gender equality outcomes, outputs, programmes or projects, which could lead to achieving the set objective, and indicators to measure success. The leading questions in this step are: Where can we start? What do we want to achieve? How can we reach the goal? How can we measure success?
- **Implementation.** This step is about the implementation of the defined measures, programmes and projects.
- **Evaluation.** The final step is concerned with evaluating and documenting the results and progress in achieving gender equality outcomes based on the defined indicators. The leading questions in this step are: Which measures had an effect? Which outcome was achieved/not achieved? What were the challenges faced? What should be taken into account next time?

The seminar was delivered by two gender trainers: Dr Vera Jauk, Head of Department Gender Equality Policies and Legal Matters at the Federal Chancellery, and Dr Silvia Kronberger, Head of Gendercompetence.net<sup>3</sup> at the Salzburg Academy for Public Administration.

**Gender equality results (long term and short term). Outcome/specific changes as an actual result of the process/activity**

The In-house seminar on gender budgeting has innovated the gender mainstreaming policy framework in Austria by providing the first in-depth training for the practical implementation of a legal obligation (i.e. gender budgeting) in different areas of public administration work. The following results and outcomes of the training have been identified by interviewees:

- The participants developed gender competences including the ability to integrate the gender perspective in their daily work. They acquired the basic knowledge on gender mainstreaming and the process of gender budgeting, understood the subject and how it relates to their area of work more comprehensively, through the application in practical assignments during the training.
- Overall, the training facilitated the process of gender budgeting in Austria by showing the participating officials how to apply gender budgeting in practice in their respective fields of work and by helping them to develop the key competences required by the process: to define concrete gender equality outcomes, measures and indicators.
- The achievement of the training – with regard to the quality of gender equality outcomes, measures and indicators – is still to be seen in the first budgets under the new legislation that will come out in autumn 2012. It is expected that the quality of the gender equality outcomes will increase, i.e. the objectives set out will be more profound and concrete, and measures and indicators will be more meaningful. The participating officials may use the gender equality outcomes which were developed in the seminar, though including one of these outcomes in the final budget of the institution must be approved at the relevant decision-making level.

The concept of demand-oriented training in relation to the practical elements of the seminar is the key success factor. The reason for this is twofold: 1) the content of the training can be easily adapted to the specific requirements of the participants' group, and 2) practical training, supervised by gender experts, enhances the performance of staff in daily work.

**Evaluation of good practice.**

The In-house seminar on gender budgeting is an on-going initiative and has not yet been evaluated.

**Ways in which the good practice/activity could have been improved**

The training is considered to have fully met the requirements of the initial phase introducing gender budgeting in Austria. Depending on the later stages of this process, further developments of the course might be necessary.

**Plans to gather financial resources and/or institutional arrangements**

At the federal level, the In-house seminar on gender budgeting is commissioned by the Minister for Women and Civil Service. One start-up training per ministry is financed centrally. At the state and community level, the training is mainly financed through the local authorities' own financial resources.



## TRANSFERABILITY

- Success factors**
- Implemented in the context of a federal law reform, **the concept of this practical training** is a sustainable way of improving gender competences and their public policy effects.
  - The **demand-oriented content of the training can be easily adapted to meet the specific requirements of the participants**, enabling them to develop practical gender budgeting skills within their specific policy area.
  - **The supervision of participants' work by gender experts** is considered to result in better performance of staff in their daily work, which would be revealed in the forthcoming budgets of the participating institutions.
  - According to some seminar participants, the coordination of the training by a high-level organisation and delivering it by external experts helped to find acceptance of gender budgeting among representatives of their local authority.

- Main obstacles**
- **The voluntary nature of the training as well as the difference in the approaches of ministries or local authorities to mainstream gender** are considered as the main obstacles to the success of the seminar. Whilst at the federal level the legislation obligates the ministries to develop concrete gender equality outcomes as a part of their budgets, the Länder and communities are not legally bound to do so (though they can implement gender budgeting if they would like to do it).
  - **Lack of emphasis on the importance of gender mainstreaming and gender budgeting**, especially at the Länder and community level is considered as one of the main risk factors. With regards to some local authorities, this is due to insufficient in-house gender competence.

Solutions which have been applied to reduce the risk factors identified above include the promotion of gender mainstreaming and awareness-raising activities through the seminars and other means, such as newsletters or a web site. The seminars including best practice examples from the federal level could facilitate the development of gender budgeting in the Länder and communities.

- Actual replication or spin-off effects**
- Since the current seminar provides basic knowledge about gender budgeting, it is envisaged that more in-depth training could be provided in the ministries depending on the further requirements of the gender budgeting process. Currently, there is an on-going demand for this type of training, particularly at the federal level where the ministries are required to regularly evaluate and adapt their gender budgeting and equality goals. All budget areas should be gender balanced in the future. In its current form, parts of the seminar can be also included in train-the-trainer and gender competence training courses.

## LEARNING

- Lessons learned from the process**
- The In-house seminar on gender budgeting is the first training on the practical implementation of a legal obligation in different remits of federal authorities' work. The demand-oriented, practical nature of the training, which can be adapted to different policy areas and at different levels of government, has emerged as both a strategic capacity-building and methodological recommendation for learning from this Austrian example.

Although the participation in the seminar remains voluntary, the ministries in Austria are obliged by the law to implement gender budgeting by 2013 and the majority of them have already taken part in the training. On the other hand, Länder and communities are not yet legally bound to implement gender budgeting. To encourage seminar participation at these two levels, the importance of gender mainstreaming and gender budgeting is being promoted by the training coordinator among local authorities. Best practice examples from the training at the federal level could facilitate the development of gender budgeting in the Länder and communities.

- Sources**
- Further information about the seminar including some of the materials used can be found at:  
In-house seminar on gender budgeting, [http://www.imag-gendermainstreaming.at/cms/imag/attachments/1/0/5/CH0136/CMS1293460758117/inhouseseminar\\_gender\\_budgeting.pdf](http://www.imag-gendermainstreaming.at/cms/imag/attachments/1/0/5/CH0136/CMS1293460758117/inhouseseminar_gender_budgeting.pdf)  
Gender Budgeting - Pilotprojekt, <http://www.graz.at/cms/beitrag/10190615/4548790> [in German]

### About EIGE:

The European Institute for Gender Equality is an EU agency that supports policy makers and all relevant institutions in their efforts to make equality between women and men a reality, by providing them with specific expertise and comparable and reliable information on gender equality in the European Union. More information: <http://www.eige.europa.eu>  
Neither EIGE nor any person acting on its behalf may be held responsible for the content of the information contained in this publication.

### Footnotes

- 1 Zehn Jahre Gender Mainstreaming in der Bundesverwaltung (2010), [http://www.imag-gendermainstreaming.at/cms/imag/attachments/3/6/4/CH0136/CMS1293460500447/studie\\_10\\_jahre\\_gm\\_kurz.pdf](http://www.imag-gendermainstreaming.at/cms/imag/attachments/3/6/4/CH0136/CMS1293460500447/studie_10_jahre_gm_kurz.pdf) [in German]
- 2 For instance, if the participants are from the Federal Ministry of Agriculture, Forestry, Environment and Water Management, the practical part of the seminar focuses on environmental topics.
- 3 Gendercompetence.net, <http://www.gendercompetence.net/index.php> [in German]

