

„How can we make gender mainstreaming work?“

Gender Budgeting and Gender Impact Assessment
in Austria

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Short Overview

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 - Challenges
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Part I

Gender Budgeting



Gender Budgeting in Austria ...

- ... means to analyse the federal, state and community budgets with regard to their impact on the lives of women and men, and to adapt them according to gender equality objectives.
- Budget decisions are KEY decisions: Government policy put into numbers
- Therefore: use the budget as a lever for gender equality!

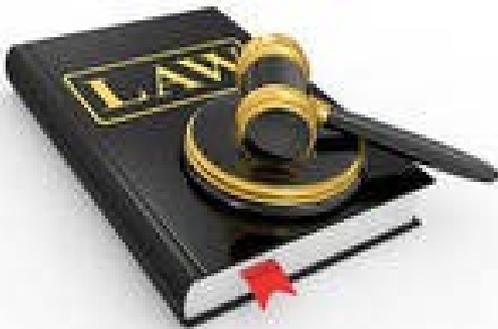
How to implement Gender Budgeting?

- Gender Budgeting is implemented in the course of a wide-ranging budget reform on the Austrian federal level
- Gender Budgeting is an integrated part of the new performance budgeting system

Legal Background

Commitment to gender equality in the Austrian Constitution and the new federal budget law:

- “Federation, Laender and municipalities have to strive for gender equality in their budget management.” (Art. 13 Austrian Constitution)



- „In the budget management of the Federation the relevant principles of outcome orientation - especially in accordance with the targets of gender equality - ...are to be considered“ (Art. 51 Austrian Constitution)

How does it work?

Federal Budget Law 2013

- Each ministry has to define a maximum of **5 outcomes** per budget chapter
 - These outcomes are part of the Annual Federal Budget Statement and the Explanatory Budget Documents
 - At least **one** of the outcomes per budget chapter has to be a **gender equality outcome**
 - Each ministry has to define concrete **measures** (outputs) and **indicators** in order to realise and monitor the respective gender equality outcome
- **additional purpose: to provide Parliament and citizens with information on the priority areas of each ministry**

An English version is available under

http://www.ris.bka.gv.at/Dokument.wxe?Abfrage=Erv&Dokumentnummer=ERV_2009_1_139&ResultFunctionToken=a922476f-54f5-487f-b1c1-b11349d5f21b&Position=1&Titel=&Quelle=&ImRisSeit=Undefined&ResultPageSize=50&Suchworte=BHG

Annual Budget Statement per Chapter

Outcome objective 1:

Why this objective?

What will be done to achieve this objective?

What would success look like?

Example - Economy

- **Outcome:** Increasing the representation of women on company boards
 - **Why?** 10,3% women on boards (21,5% in state-owned or partly state-owned companies)
 - **How?** Progressive implementation of quota regulations, Programme „Future. Women“, Database of femals on supervisory boards
 - **Success?** 25% until 2013, 35% until 2018

More practical examples – Budget 2013

- **Ministry of Education, Arts and Culture**
 - Promoting equality in the educational system (reducing gender, ethnic and socioeconomic inequality)
- **Ministry of Economy, Family and Youth**
 - Facilitating the reconciliation of work and family life
- **Ministry of Labour, Social Affairs and Consumer Protection**
 - Reintegration of women into the labour market, especially after parental leave
- **Ministry of the Interior**
 - Better protection against violence, especially violence against women, children and elderly people

Monitoring and Evaluation

Federal Performance Management Office

- reviews gender equality targets and measures from the perspective of quality assurance
- collects reports on the achievement of objectives from the Ministries and makes the results available to Parliament

Parliamentary Budget Office

- supports and consults the Budget Committee and other parliamentary committees regarding performance and gender budgeting and the impact assessment

Budget law 2013 - conclusions

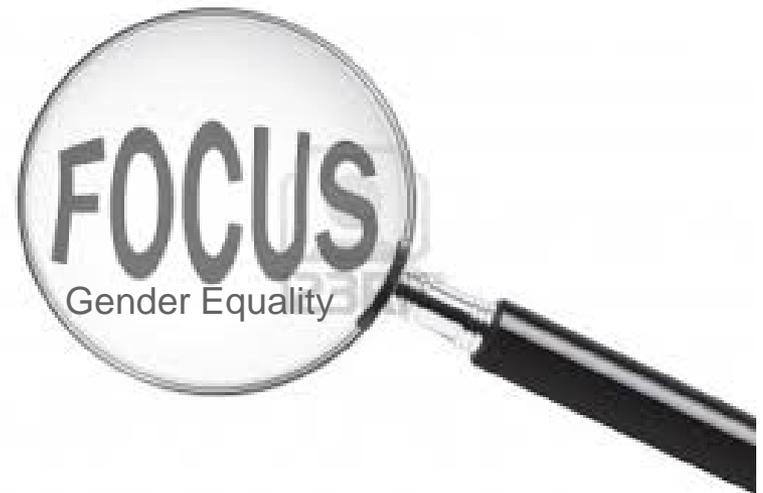
- Equality of women and men as the only outcome oriented objective to be considered by all ministries and Supreme Institutions
 - Most of the Ministries have defined targets with impact on the society; only in individual cases internal organisational targets have been determined
 - Relevant Austrian problems have been taken into consideration, e.g. gender pay gap, unequal rates of half- and full-time employment, as there are significantly more women in part-time work than men; high numbers of women receiving financial state support, unequal rates between women and men engaged in unpaid work
- **The legal requirements of the federal budget law have mostly been fulfilled**
-

Challenges

- The level of defined objectives, measures and indicators differs in respect of quality and ambition
 - over-ambitious general objectives set by Ministries, which cannot be fulfilled by just one Ministry (e.g. reduction of the gender pay gap)
 - Objectives and measures concerning gender equality are not or hardly coordinated between the Ministries (e.g. improved representation of women in state institution´s boards)
 - International comparisons and improvements of international ranks are not used as performance indicators
 - Missing a clear distinction between gender equality targets, female promotion and social targets
- **new federal budget law is a lever for gender equality but there is room for improvement regarding the implementation**

Part II

Gender Impact Assessment



What is regulatory impact assessment?

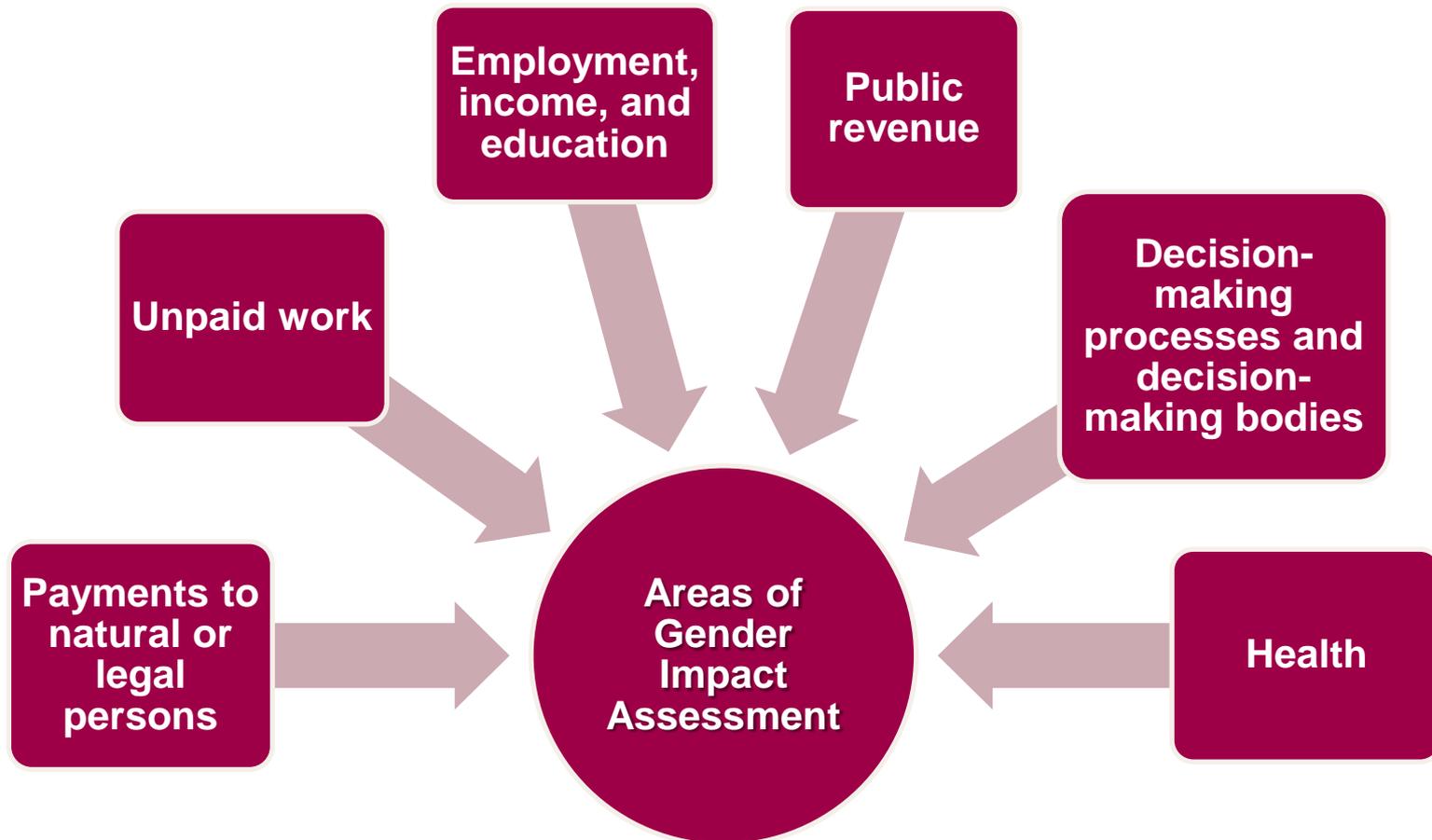
- Regulatory impact assessment is the implementation of the principle of outcome orientation into the policy-making and evaluation process
 - Since 1 January 2013 all new laws, regulations and major projects (procurement activities, infrastructure projects) are evaluated on basis of their desired outcomes and outputs
 - Regulatory impact assessment estimates in defined policy areas (impact dimensions) like economy, environment, consumer protection the substantial impacts
- **Gender Equality is one of the impact dimensions!**

Impact assessment

- Uniform procedure
 - Significance check → substantial?
 - In-depth assessment

- Criteria for significance
 - quantitative or
 - descriptive

The impact dimension of gender equality



Procedure Gender Impact Assessment

- IT- Tool
 - Officials are guided through a questionnaire by means of an IT-tool with explanatory texts and contact persons in the responsible ministries
- Leading questions
 - Payments to natural or legal persons
 - Who is the target group of subsidies, allowances, etc? Who actually benefits from those payments? Are there any effects on gender equality expected?
 - Employment, income, and education
 - Are any effects on access to education expected and on which level? Are any changes of female and male employment expected? Are effects on the gender pay gap expected?

Leading questions

- Leading questions
 - Unpaid work
 - What effects on the distribution of unpaid work of women and men are expected? Will time spent on unpaid work like childcare, housework, care for the sick and elderly etc. change?
 - Public revenue
 - What effects are expected regarding taxes, duties and fees paid by women and men?
 - Decision-making processes and decision-making bodies
 - Are women and men represented equally? Will access to decision making processes be made easier for the underrepresented sex?
 - Health
 - Which areas of life are affected by the new legislation (prevention, medical products physical and psychological stress factors ...)

Evaluation

- **First Implementation Report by Performance Management Office**
 - 59 impact assessments in the first quarter of 2013
 - instrument of impact assessment is applied by all state organs
 - financial impacts are most often affected
 - new outcome oriented impact assessment is a learning process (formulations easy to understand, especially for the interested public, right quantitative or qualitative performance indicators)

Part III

Supporting Initiatives



Interministerial Working Group on Gender Mainstreaming

- set up by a resolution of the Council of Ministers in 2000
- headed by the Minister for Women and the Civil Service
- Members: federal ministries and other important public institutions
- Aim: supporting and facilitating the implementation of gender mainstreaming and gender budgeting in all federal ministries and at all political levels
- More information: www.imag-gmb.at

Training

- **Obligatory basic Gender Mainstreaming courses**
 - according to educational plans of the ministries
- **Demand-oriented training and workshops**
 - Aim: to provide participants with inputs and new options for their work and to enable them to formulate specific gender equality objectives, measures and indicators
 - Methods: theoretical inputs, practical examples and exercises about the concept of gender budgeting

Knowledge project database

Gender Mainstreaming-Projekte

Die Liste zeigt alle öffentlich zugänglichen Projekte der Gender Mainstreaming-Projektendatenbank auf Bundes-, Landes- und Gemeindeebene.

Die Liste kann anhand der Spaltenbezeichnungen sortiert werden. Sollte es mehr Projekte geben, die anzuzeigen sind, als auf einer Seite dargestellt werden können, so kann am Ende der Tabelle zwischen den einzelnen Seiten gewechselt werden. Um die Details eines Projekts anzusehen, klicken Sie in der Spalte "Details" des gewünschten Projekts auf "anzeigen".

Themenbereich	Projekttitel	Organisation/Institution	Status	Details
Sport; Wissenschaft, schulische und berufliche Bildung	"Frauen, Sport und Medien"	Bundesministerium für Landesverteidigung und Sport	abgeschlossenes Projekt	anzeigen
Öffentlicher Dienst	"GM + CAF wirkt".Verknüpfung von Gender Mainstreaming mit dem Qualitätsmanagementsystem	Stadt Wien	laufendes Projekt	anzeigen
Arbeitsmarkt, Arbeitsschutz, Soziales, Konsumentenschutz	"Hast du heute schon gegendert?" – „Bewusst Gendern“ im Bundessozialamt, Landesstelle Kärnten	Bundesministerium für Arbeit, Soziales und Konsumentenschutz, Bundessozialamt	abgeschlossenes Projekt	anzeigen
Gesundheit; Sport	"Let's Dance" - Beitrag zur Umsetzung des Nationalen Aktionsplans (NAP) "Bewegung"	Bundesministerium für Landesverteidigung und Sport	laufendes Projekt	anzeigen
Kunst, Kunstförderung und Kultur	"Outstanding artist award" Preis für Frauenkulturprojekt	Bundesministerium für Unterricht, Kunst und Kultur	laufendes Projekt	anzeigen
Kunst, Kunstförderung und Kultur	"speed dating mit Komponistinnen"	Bundesministerium für Unterricht, Kunst und Kultur	laufendes Projekt	anzeigen
Gesundheit; Öffentlicher Dienst	„DA HABEN WIR DEN SALAT“ - Pilotprojekt im Bundesministerium für Landesverteidigung und Sport/Roßbauerländer 1	Bundesministerium für Landesverteidigung und Sport	abgeschlossenes Projekt	anzeigen
Arbeitsmarkt, Arbeitsschutz, Soziales, Konsumentenschutz; Vereinbarkeit, Familie und Jugend	4 Wände 4 Hände	Stadt Wien	laufendes Projekt	anzeigen
Arbeitsmarkt, Arbeitsschutz, Soziales, Konsumentenschutz; Finanzen	50 % Arbeitsmarktförderbudget für Frauen	Bundesministerium für Arbeit, Soziales und Konsumentenschutz	laufendes Projekt	anzeigen

- ✓ systematic collection of GM/GB projects
- ✓ contains more than 150 projects
- ✓ provides transparency to citizens about value of GM activities
- ✓ guarantees actuality, information about projects put in by organizations

Website: <http://www.genderprojekte.bka.gv.at/>

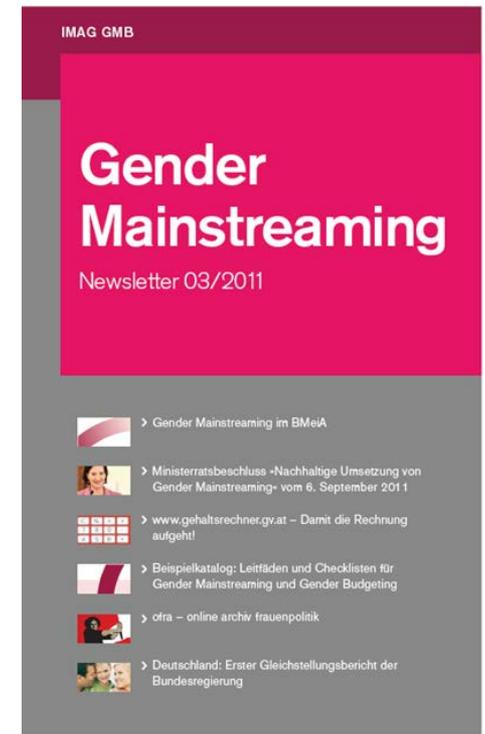
Gender Index

- Published annually
- Content
 - demographic structure/
forms of life
 - education
 - employment of women
 - economic situation of
women
 - representation and
participation
 - health
 - family-related violence



For more information ...

- ... subscribe to our newsletter by sending an email to bettina.heimbucher@bka.gv.at
- ... pick up the folder „Gender Budgeting in Austria“
- ... see the websites www.imag-gendermainstreaming.at and www.wfa.gv.at/English/_start.htm
- ... get informed about the „Exchange of good practices on gender equality“ in Vienna (3-4 June 2014)



Thank you for your attention!

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