



Gender Budgeting at the City of Reykjavík:

Fair distribution of goods and assets
focusing on people's needs



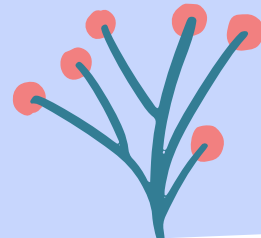
Reykjavík

Equality and human rights are an important guiding light in Reykjavík City's work. The City aims to make human rights and diversity an integral part of its work and organizations, where everyone can grow and prosper.

The City of Reykjavík's budget distributes funds in accordance with the city's policies, priorities, and projects at any given time. What comes out of the budget is therefore not just numbers on a page, but services and resources intended for people.

The City of Reykjavík provides all kinds of services to residents, such as

- Preschools and primary schools
- Leisure activities
- Waste collection
- Street maintenance
- Social services
- Swimming pools, ski areas, museums



With gender budgeting the aim is for the city's budget and projects to take people's different situations into account with the goal of equalizing them as much as possible. We aim for good use and fair distribution of funds and assets based on the needs of the city's inhabitants.

Gender budgeting doesn't mean separate budgets for different genders, rather it is about fair use of public funds that takes into account diverse and differing needs of people.



Not all plants need the same amount of water. If a cactus and a flower get the same amount of water, the cactus gets much more water than it needs, while the flower doesn't get enough water. By changing the way the plants are watered and giving the cactus less water and the flower more water, the needs of both are being met – sharing the water fairly – without needing more water overall.

Gender budgeting involves both an analysis of the situation and actions for change towards equality. Gender budgeting at the City of Reykjavik is based on the Act on Equal Status and Equal Rights Irrespective of Gender and the Act on the Administration of Matters Concerning Equality. Gender budgeting is based on the Human Rights Policy of the City of Reykjavík, and therefore we are taking more factors into account than just gender, such as age, disability, queerness, class, ethnic origin, and race, and thus also take into account multiple discrimination.

The City of Reykjavík began implementing gender budgeting in 2011 with the aim of improving the city's services, promoting equality, and integrating the city's human rights policy and financial policy. With gender budgeting, we strive to analyze and identify the different situations and needs of people and to use all opportunities we can to promote equality and a more equitable society. Gender budgeting includes recognizing and considering factors such as unpaid domestic and care work and multiple discrimination as well as preventing direct and indirect discrimination.

Unpaid household and care labor:

Various unpaid tasks that accompany daily life, such as caring for children and sick or elderly relatives, as well as housework and other things related to running a household. These activities require time and energy, but the contribution to them tends to be invisible and undervalued. These tasks rest more on the shoulders of women than men and their unequal division between genders negatively affects the status, opportunities, and health of women in society. Various public services can have an impact on the amount of this unpaid labor, such as nursing services, home care and kindergartens.

Direct, indirect and multiple discrimination:

Discrimination can be direct or indirect. **Direct discrimination** occurs when a person receives less favorable treatment due to factors such as gender or disability than another person would receive under similar circumstances. **Indirect discrimination** occurs when, for example, measures, practices, or criteria, which at first glance seem neutral, treat individuals who belong to a certain group worse, for example based on gender or ethnic origin. Some people belong to more than one marginalized group. **Multiple discrimination** occurs when a person is subject to discrimination on the grounds of more than one factor.

Objectives of gender budgeting



Promote equality



Informed decision making



Services that meet the needs of people



Integrate the city's human rights policy and financial policy



Fair use of public money



Good financial management

Since the implementation of gender budgeting began, much has been achieved and many small steps have been taken, including analyzes of various city services using gender budgeting methods, changes have been made to budgetary rules as well as the rules for allocation of city grants to further promote equality.

Examples of what we have done:

- Changes to policies, processes and procedures
- Training and awareness raising - increased knowledge of equality issues
- Collection and analysis of gender-disaggregated data
- Equality based analysis of projects and services
- Actions presented following analyses
- Better policy making and planning
- Informed decision-making where gender and equality perspectives are considered

The Implementation - Timeline:

The City Council of Reykjavík decides to start implementing gender budgeting. Steering is group appointed.

2011

The City of Reykjavík publishes a manual on gender budgeting and signs a cooperation agreement with the University of Iceland.

2014

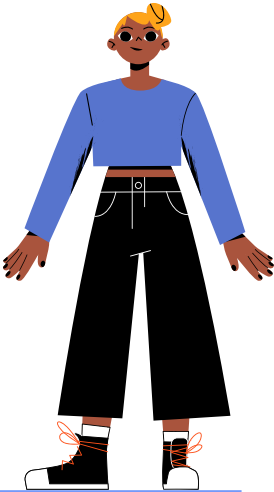


Equality impact screening is introduced as a precursor to equality impact assessment. A political steering group is appointed and begins work.

2018

A review of the implementation of equality impact screenings and equality impact assessments takes place.

2021



2012

Steering group begins work. Pilot projects are carried out across the city, and it is examined how best to adapt budgeting procedures to the concept of gender budgeting.

2015

The city council approves new rules for budget preparation, which states that equality impact assessments should be carried out on all proposed changes to the budget and new projects.

2016

The City of Reykjavík receives the 2016 Equality Recognition from the Equality Council for its pioneering work on implementing gender budgeting and for using gender budgeting tools while developing an action plan for the financial recovery of the city.

2019

Responsibility for gender budgeting is transferred indefinitely to the city department heads, and working groups are established in all departments that lead and support gender budgeting work.

2022

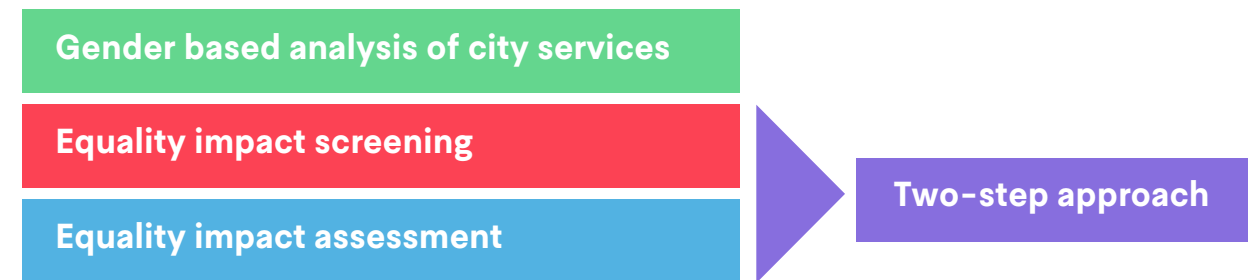
The Human Rights and Violence Prevention Council takes over the tasks that previously fell under the political steering group.





Our tools

The two main tasks of implementing gender budgeting at the City of Reykjavík are, on the one hand, the analysis of the city's services from an equality perspective, and on the other hand, equality impact screening and assessment of all new projects and proposed changes to the city's budget and investment plan.



Analysis of city services:

Involves analyzing the city's current services from the perspective of gender and equality. Over sixty service elements of the city have already been analyzed in this way. Analyzes of services has resulted in various measures which have led to city's services taking different needs of people into account as well as preventing direct or indirect discrimination.

Equality impact screening and assessment:

Analysis of individual proposals or projects based on gender and equality perspectives. A two-step approach where new projects in the budget and investment plan and proposals for changes to the approved budget first go through an equality impact screening and then, if necessary, a deeper equality impact assessment is carried out. The results of equality impact screenings and assessments support the decision-making of managers and elected representatives when prioritizing and allocating funds.

Benefits:

- Increased transparency
- Increased efficiency
- Better work processes
- Better management practices
- Prevent discrimination
- Promote equality

Contact

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