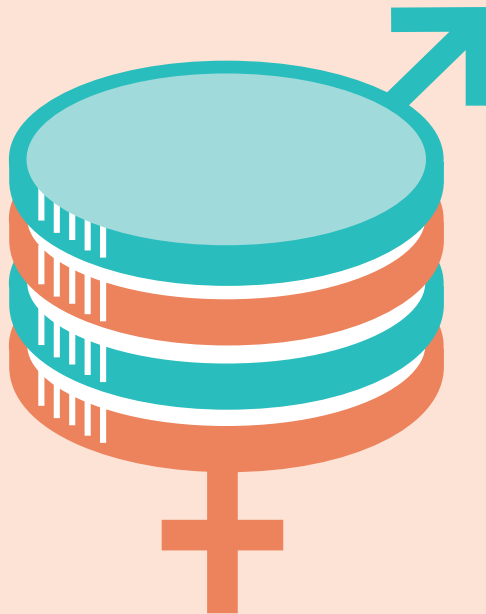


City of Reykjavík

# Gender Budgeting







## **Fair distribution of goods and assets according to people's needs**

Gender Budgeting is a tool to implement gender sensitive analysis and an equality oriented evaluation into policies, budgets, and projects as well as taking into account unpaid work as an important part of the economy.

Gender budgeting doesn't mean separate budgets for women and men but entails disaggregating the budget according to its impacts on women and men, girls and boys. Gender budgeting is about justice for all people. It can lead to better use of resources, better governance, greater participation in the budget process and improved democracy. It can also lead to more efficient goal setting and better use of public funds.



## **Gender Budgeting in the city of Reykjavík**

The implementation of Gender Budgeting in Reykjavík is built on the Human Rights Policy of the City, the human rights chapter of the Icelandic Constitution and the Act on Equal Status and Equal Rights of Women and Men.

**The focus in Reykjavík is to analyze the service from user perspective and the fact that equality can never be reached except by working simultaneously with race, disability, sexual orientation, gender identity, age, religion, education, residence, economic background etc.**

## The implementation phases

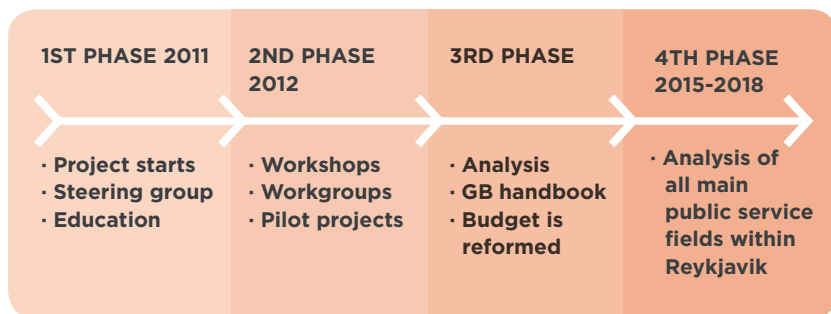
After the City Council's decision on implementing Gender Budgeting in 2011 the Mayor of Reykjavik formed a steering group to coordinate the implementation. In Reykjavik it was important to adjust the budgetary rules in order to incorporate the Gender Budgeting aspect of budgeting in a more efficient way.

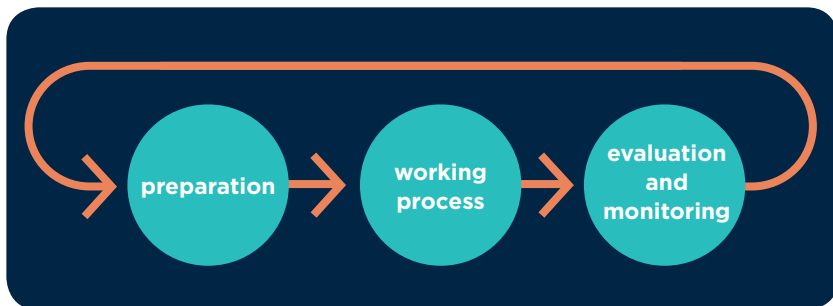
One of the fundamental changes of the budgetary rules was that every time the executive committee of the City Council prepares a change in the budget or a new budget

item that change has to undergo a gender impact assessment. Gender budgeting is now one of 10 main objectives of the majority in the City Council presentation of the five year plan 2015-2019 for the City.

**The project's goal was to implement or mainstream Gender Budgeting into the budget process.**

It was decided to break up the implementation into the four following phases:





## The work in process

The process of analyzing the main service fields within Reykjavík (phase four) consists of three parts and together they create an ongoing circle.

The first part is the preparation work that needs to be done in consulting with the people who undertook the evaluation of the previous work. In this section the service field which has to undergo analysis is chosen and teams are formed to conduct the analysis. All department directors have the responsibility to disseminate the results from the categorization to the political authorities. The political authorities then make a decision about which service field should undergo analysis, and they also make a decision regarding the gender equality goals that have to be reached.

In the second part the teams work on the analysis. At the end of this part the political authority makes a decision built on the analytical work. The team manager is responsible to present to the political authority the results and possible actions. Then the political authority makes decisions concerning actions in order to promote equality.

The third part of the work the steering group evaluates and monitors the parameters and the actions that have or taken or not taken.

## **Challenges**

The implementation of Gender Budgeting may meet many challenges. In order to be successful it is important to consider potential barriers and challenges that can lead to different results than the ones originally expected.

### **Resistance to change is a challenge.**

Often people don't like it when things are done differently. This can be called resistance to change. The best way to overcome this challenge is through education, information and support.

### **Lack of gender disaggregated data is a challenge.**

### **Negative attitude towards equal rights is a challenge.**

Iceland is in the frontline when it comes to gender equality and some people think that working towards gender equality is unnecessary as it is already achieved or just around the corner.

### **Work overload is a challenge.**

Gender Budgeting has to become a normal part of employees work or in other words to be mainstreamed and should not be regarded as an extra task.

### **Intersectionality is a challenge.**

Disaggregated data is needed in order to analyze the services provided and it's necessary to take more factors into account.



## 2016 Equality recognition

The City of Reykjavík and the city's employees won the equality recognition of the ministry of Welfare in the year 2016. The city got the recognition for a pioneering work when implementing gender budgeting and for using the tools of gender budgeting when developing an action plan for the financial recovery of the city. The work of Reykjavík was said to be a great encouragement for local authorities and government agencies.

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