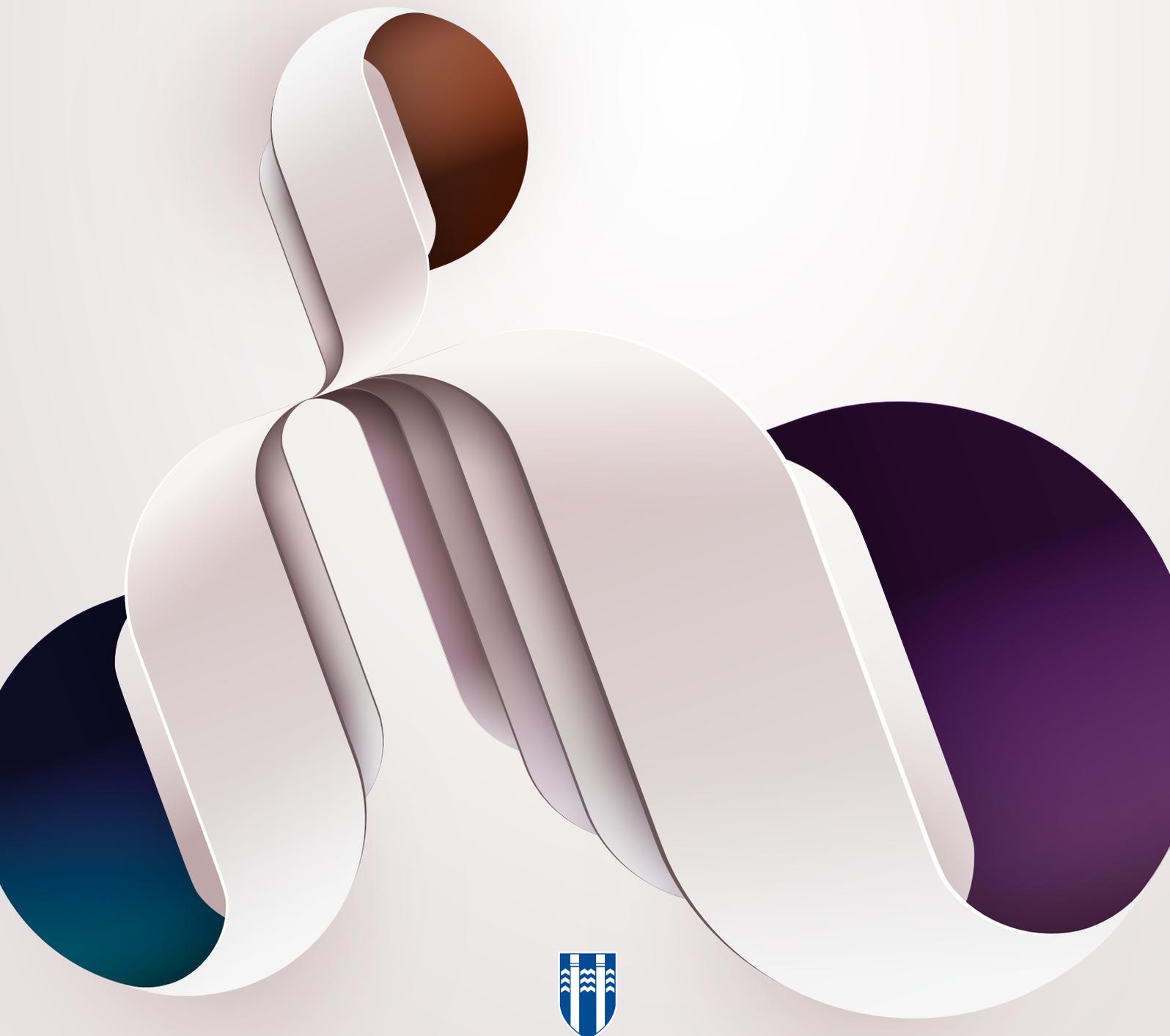


THE CITY OF REYKJAVÍK

Gender

Budgeting in the City of Reykjavík

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





Gender Budgeting in the City of Reykjavík

Prepared by: The Steering Group of Gender Budgeting

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Foreword

Services for the citizens are the main goal in every action within the City of Reykjavík. Therefore it is important to distribute all public assets and resources fairly with equal rights as a target. With that in mind the City Council took an important decision in 2011 when it decided to start the implementation of Gender Budgeting.

In this short English version we describe how Gender Budgeting is to be implemented in the budgeting process.

Gender Budgeting in Reykjavík

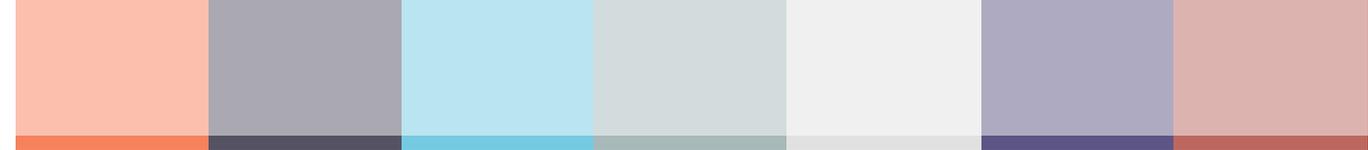
The implementation of Gender Budgeting in Reykjavík is built on the Human Rights Policy of the City and the Act on Equal Status and Equal Rights of Women and Men, No. 10/2008.¹

The Human Rights Policy was first approved by the City Council in May 2006. It is founded on human rights and the principle of equality. The principle of equality or the ban against discrimination is one of the cornerstones of human rights. It can be found in every significant human rights agreement as well as article 65 of the Icelandic Constitution, which states that everyone „shall be equal before the law and enjoy human rights irrespective of sex, religion, political opinion, national origin, race, colour, property, birth or other status.“

The aim of the Act on Equal Status and Equal Rights of Women and Men, No. 10/2008 is to establish and maintain equal status and equal opportunities for women and men, and thus promote gender equality in all spheres of the society. „All individuals shall have equal opportunities to benefit from their own enterprise and to develop their skills irrespective of gender.“

After the City Council decision on the implementation process of Gender Budgeting in 2011 the Mayor of Reykjavík, Mr. Jón Gnarr, formed a steering group to organize the implementation. The project's goal was to implement or mainstream Gender Budgeting in to the budget process. It was decided to implement it in the following four phases:

¹ Full English version of the Human Rights Policy: <http://reykjavik.is/human-rights>.



Phases of the Implementation

First Phase 2011

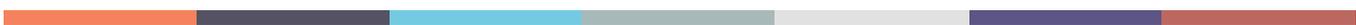
The first phase was sort of a Pilot Phase: Learning by doing. It begun in 2011 when the Mayor of Reykjavík; Jón Gnarr formed a steering group who had the responsibility to support the implementation of Gender Budgeting in the City.

The responsibility of the steering group:

1. Analysis of the budget from a gender perspective to determine the differential impact of the budget on women and men/ boys and girls.
2. Reformulating budgeting policies and distribution of resources to achieve gender equality outcomes.
3. Working systematically to embed gender perspective within all budgeting processes.

Second Phase 2012

The second phase started in the beginning of 2012 when each department in the City had to choose minimum one pilot project to analyse within the framework of Gender Budgeting. Ten departments/offices submitted the projects in November 2012, and the outcome was 16 pilot projects with 69 employees participating in the process. These projects were the first step of applying gender perspective into the budget process.



The pilot projects

Department/offices	Projects
Department of Education and Youth	The participation of adolescents in leisure clubs from gender perspective
Department of Education and Youth	The participation of parents in pre- and primary school council from gender perspective
Department of Education and Youth	Children who began preschool a year earlier from a gender perspective
Office of Human Right's	Improving the application of human rights grants; check list from gender perspective
Office of Human Right's	Service for immigrants in Reykjavík from a gender perspective
Department of Environment and Traffic	Bonus payments: Fringe benefits, available to employees from a gender perspective
Department of Sport and Leisure	To look at the participation of children in sports- and youth activities from a gender perspective
Department for Administration and Personal Management	Analyse the City website "Better Reykjavík" from a gender perspective
Department of Culture and Tourism	Grants of the committee for culture and tourism from a gender perspective
Department of Culture and Tourism	Purchase of books in the City library from a gender perspective
Department of Welfare	The City service to homeless people from a gender perspective
Department of Welfare	City services o& social activities for the elderly in two different city districts from a gender perspective
Office of Finance	Collect data about "Best Practice" in implementing Gender Budgeting
Department of Planning and Construction	The City as a community from a gender perspective
Department of Administers and Buildings	Housing maintenance from gender a perspective

Third Phase 2013-2014

The implementation process was developed further in 2013. The City Council approved changes in the budgeting process to ensure further progress of Gender Budgeting. Workgroups were formed to work on one main service field within every department. Seven main service fields in the City were analysed in the year of 2013. The Office of Finance also did one project regarding the implementation.

The projects

Department/offices	Projects
Department of Sport and Leisure	Participation of boys and girls (6-18 years old) in different sports
Office of Human right's	Support for immigrants in Reykjavík
Department of Culture and Tourism	Visits from boys and girls to cultural institutions in Reykjavík
Office of the Secretary to the Mayor	A project in the City to promote employment
Department of Education and Youth	Supportive education in preschools, schools and children's leisure centres
Department of Environment and Structure	Structures and planning in the City
Department of Welfare	Social support
Office of Finance	The implementation of GB in the budget process

Forth Phase 2014-2018

The fourth phase is supposed to be the last step in the process of implementing Gender Budgeting completely in the budgeting process.

It contains analyses of all main service fields within Reykjavik.

Current projects:

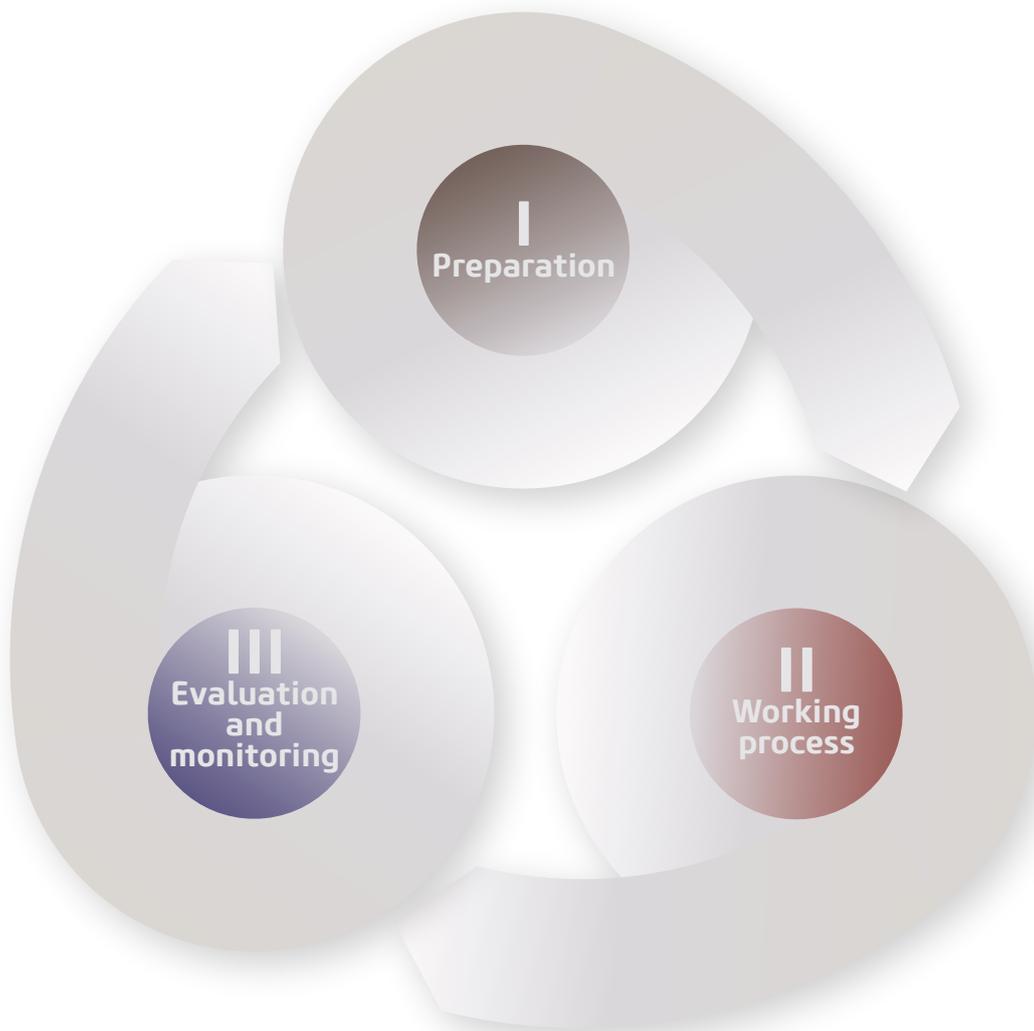
Department/offices	Projects
Department of Sport and Leisure	Implement grants and funding to sports programs and support equal opportunities for girls and boys
Office of Human Rights and Information and Web Department	Publication by the City and online material from a gender perspective
Department of Culture and Tourism	Visits from men and women to cultural institutions in Reykjavik
Office of the Secretary to the Mayor	The closing of preschools during the summer and how they affect unemployed people
Department of Education and Youth	Supportive education in schools
Department of Education and Youth	Leisure clubs from a gender perspective (focus on 10- 12 year old children)
Department of Welfare	Social support (authorized payment)
Office of Finance	The implementation of GB in the budget process

Some of today's projects are, in a way, a continuation of the projects conducted during 2013 and some are new. The goal is to have all the service fields in Reykjavík analysed from gender perspective by the year 2018. In 2018 the plan is to make changes regarding the actions that need to be implemented in order to fulfil the goal of fair budgeting.

The process of Gender Budgeting in Reykjavík

The Circle of Gender Budgeting

The process of Gender Budgeting in Reykjavík consists of three parts and together they create an ongoing and linked circle.



The Process of Gender Budgeting in Reykjavík



The process step by step

I Preparation January

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.

Step 1: Every service field is categorised due to the impact on gender equality. Gender equality goals are presented.

Responsibility: Department director.

Step 2: All department directors have the responsibility to disseminate the results from the categorisation to the political authorities. The political authorities have to make a decision about what service field should undergo analysis, and it also makes a decision regarding the gender equality goals that have been submitted.

Responsibility: Department directors and political authorities.

Step 3: Directors of every field forms consultation teams with the political authorities. The teams are put into the project by the project manager of Gender Budgeting. A team manager who controls the work by the team is chosen.

Responsibility: Director of every department/ political authority and the steering group/ project manager of Gender Budgeting.

II Working process February- May

The teams work on the analysis. At the end of this part the political authority makes a decision built on the analysis work.

Step 4: The teams do an analysis and suggest a plan of action to implement gender equality if needed. The time frame is determined in consultation with the Director of every department and the steering group. The project manager assists the teams. The leader of every group is responsible for the work. Collaboration with stakeholders, political authorities, department and other experts.

Responsibility: Teams and steering group/ project manager.

Step 5: A team manager is responsible to present results and possible operations for the political authority.

Responsibility: The team manager.

Step 6: The political authority makes a decision about actions due to gender perspectives.

Responsibility: The political authority.



III Evaluation and monitoring - November

Step 7: Evaluation and monitoring about the parameters and the actions that have or not been done.

Responsibility: The steering group.

Challenges during the Implementation

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. Following are the five main challenges that we have specially tried to be aware of.

1. **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.
2. **Lack of gender disaggregated data is a challenge.** First step towards Gender Budgeting consists mostly of making the genders visible in the budgeting process and the policies embodied in the budget preparation. Lack of gender disaggregated data can be a risk factor. Thus it is important to place focus on the need of recording information accurately, and to keep an overview of available information.
3. **Negative attitude towards equal rights is a challenge.** Iceland is in the frontline when it comes to gender equality and some people think that all work from a gender perspective is useless because gender equality might be around the corner, and time is going to fix what's left. If we just look at history we know that this is not true. So regarding gender equality; negativity has always been a challenge:
Some typical examples:
 - a. „I can't take this gender talk anymore“
 - b. „This is just for feminist's“
 - c. „It's only for women“
4. **Work overload is a challenge.** Today public obligations tend to grow which may affect the working hours of public employees. Gender Budgeting has to become a normal part of employees work. It should not be regarded as an extra task.
5. **Only counting heads can be a challenge** (how many women and how many men etc.). As described above Gender Budgeting is based on the availability of gender disaggregated data. That is part of analysing how many women and men, boys and girls in different groups use certain services. Such analysis is prerequisite for further work. However, it needs to take



more factors into account. Because it is not a goal in itself to have equal gender proportion. This is unfortunately a common misconception and a pit that is easy to fall into. Namely to misinterpret the goals and define them as women and men, boys and girls should live with equal division (50/50) of expenditure. This is a flawed belief which Gender Budgeting is not about.

Gender Budgeting involves taking into account the different positions of both genders, and at the same time it seeks to fix standard gender roles. It is not about 50/50 division of every financial item but equitable distribution of public resources that takes into an account the needs of women and men, boys and girls.

Importance of doing it well

The benefits of implementing Gender Budgeting are many. It's about justice for all kinds of 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 more efficient use of public funds. We in the City of Reykjavík are well aware of that and that's the reason for our dedication towards Gender Budgeting.

Further information

For more information contact: Herdís Sólborg Haraldsdóttir the project manager of Gender Budgeting in Reykjavík.

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Kynjuð fjárhags- og starfsáætlunargerð