

Gender Responsive Budgeting in the United States: A Tale of Two Counties

***Fulton County, GA
San Francisco, CA***

March 7, 2010





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What is Gender Equality?

- Men and Women have equal conditions for realizing their full human rights
- Men and Women are able to contribute to and benefit from economic, social, cultural and political development in their countries
- Includes the concept of society valuing the similarities and the differences of men and women and the roles they play
- Based on the concept that men and women being full partners in their home, community, workplace, society and market/economy



What is Gender Mainstreaming?

- Assesses true implications of government legislation, policies, programs or actions on women, men, girls and boys
- Makes the interests of women and men central to all governmental activity
- Ensures each gender benefits equally and inequality is not perpetuated
- Can be used in non-governmental settings i.e. private industry, non-profit, academic settings



What is Gender Analysis?

- Strategic Planning with a Gender Focus
 - set goals or objectives
 - collect and analyze disaggregated data
 - develop options and choose the best
 - create an action plan
 - evaluate outcomes
- Input of Stakeholder requirements and perspectives is critical



What is Gender Analysis?

(cont'd)

- Requires research:
 - gender disaggregated data,
 - clients input/feedback to truly understand their needs, interests and actual requirements
 - Also data re: other social identities (race/ethnicity, socio-economic, health indicators)

- Identifies:
 - Program/policy strengths and weaknesses
 - Strategies to improve weak areas



What is Gender Budgeting

A term used to describe the application of a budget process that incorporates a gender perspective.

Sometimes referred to as:

- Women's budgets
- Gender budgets
- Gender sensitive budgets
- Gender responsive budgets



What is a Gender Budget?

- A budget that accounts for the effects of a government's expenditures and revenues on women, men, girls and boys.
- An instrument for holding government accountable to its gender equality commitments.



Examples of Gender Budgeting Approaches Worldwide

<p>Institutionalization of Gender Equality <i>Australia, Spain, Tanzania, Uganda, South Africa, France, S. Korea, Ecuador</i></p>	<p>Creation of Girl/Woman Specific Programs <i>Mexico, South Africa, South Korea</i></p>
<p>Promotion of Transparency & Accountability <i>Brazil, Canada, France, Mexico</i></p>	<p>Reallocation of Resources & Spending to Promote Gender Equality <i>Mexico, Philippines, South Africa</i></p>
<p>Highlighting of Policy and/or Budgetary Weaknesses <i>Australia, Canada</i></p>	<p>Reprioritization of Revenue-Raising Measures <i>Kenya, South Africa, United Kingdom</i></p>
<p>Generation of Gender Disaggregated Data <i>Canada, Sweden</i></p>	<p>Education, Training of Government Officials, Gender Analysis <i>Brazil, Rwanda, Uganda, South Africa, Bulgaria, S. Korea, Ecuador</i></p>

Adapted from Summary of Gender Budgeting Success Worldwide by

Dr. Marilyn Rubin (2008)



Gender Budgeting in the U.S.

- No national policies –activity at local level only
- Began in 1998 in San Francisco, CA
- In 2007, Fulton County, GA adopted a gender equality policy
- Both require gender considerations in resource allocation



The San Francisco Experience



San Francisco CEDAW Ordinance (1998)



“The City shall ensure that the City does not discriminate against women in areas including employment practices, **allocation of funding** and delivery of direct and indirect services”



San Francisco's History



- **1998** CEDAW Ordinance
- **1999** Gender Analyses of City Depts Begin
- **2002** CEDAW 5-Year Action Plan
- **2003** Supervisors' Gender Budget Resolution
- **2007** Fulton County Training
- **2008** Mayor's Budget Office Training
- **2009** Mayor's Office & SF COSW Departmental Data Questionnaire Distributed
- **2010** *Gender Responsive Budgeting: A Path to Accountability & Data-Based Policy-Making*



Fulton County, Georgia



Fulton County, Georgia
Population 957,900

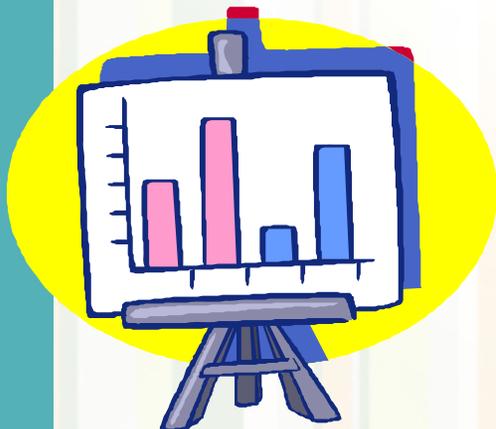
Countywide Services :
Courts, Jail,
Health and Human Service
Libraries

City of Atlanta
Population 480,700
Citywide services:
Police , Fire, Emergency
911, Permit, Inspections,
Parks and Recreation



Objectives of Gender Budgets

- Highlight the gap between policy and programming
- Promote the spending of public money in more gender equitable ways
- Provide for informed participation of disadvantaged and excluded classes
- End Gender Blindness in budgets



The Fulton County Budget Process

- The Fulton County Budget Process is implemented through the four following stages:
 - I. Budget Preparation
 - II. Budget Approval
 - III. Budget Execution
 - IV. Audit and Evaluation
- Gender Equality Considerations (GEC) are integrated in all phases of the budget process



GEC in Budget Preparation

- Budget guidelines and forms approved by the Budget Commission requested departments provide specific gender data as follows:
 - Quantify/describe the impact on customers by gender (women, men, boys or, girls) if the service/program is discontinued
 - Provide the number of customers served by the program annually by gender.
 - If gender data is not available, describe what resources will be needed to collect such data.
 - Would proposed fee increase impact men, women, boys, or girls differently



GEC in Budget Adoption

- Equal opportunity for females and males to express concerns regarding budget at annual public hearings held in commission districts.
- Budget Commission recommends budget after reviewing department requests
- **Gender Impact Report** prepared on proposed reductions
- County Manager selects 5 departments for inclusion in FY 2010 Gender Analysis activities



GEC in Budget Execution

- GEI departments use gender analysis as a basis for resource allocation / redistribution:
 - Collect gender disaggregated data for programs selected for gender analysis
 - Identify gender-related service delivery disparities;
 - Identify/implement corrective actions to close or eliminate disparities
 - Track how services are reaching beneficiaries under corrective plan



GEC in Audit & Evaluation

- Evaluate the impact and effectiveness of corrective actions
- Evaluate outcome measurement against BOC Goals and areas submitted to gender analysis/gender budgeting
- Develop gender analysis reports
- On a voluntary basis, select departments identified additional programs for gender analysis



Lessons Learned

- Must have a champion
- Establish clear objectives for the initiative
- Gender equality should be imbedded everywhere possible
- ***Integrate gender equitable delivery of programs/services an indicator in the measurement of program performance.***



Lessons Learned

- Budget instructions must be:
 - Clear, concise and consistent
 - Gender data on every form
- Address *gender considerations* at every stage of the budget process
 - Department Budget Hearings
 - Work session with County Manager's staff
 - In the Budget message

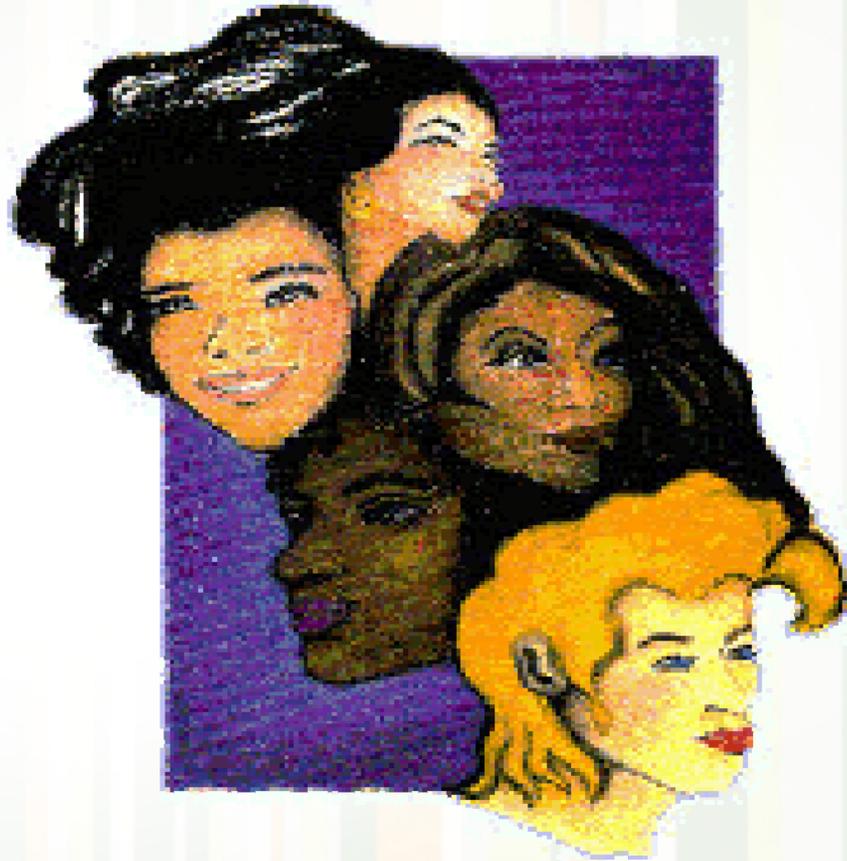


Lessons Learned

- Gender considerations should be included
 - in performance measurements/indicators in the future
 - in expected outcomes as well
- Gender equality must become a basic tenet of budgeting to be successful.
- Requires an extensive and intensive training program

Lesson Learned: Need Disaggregated Data

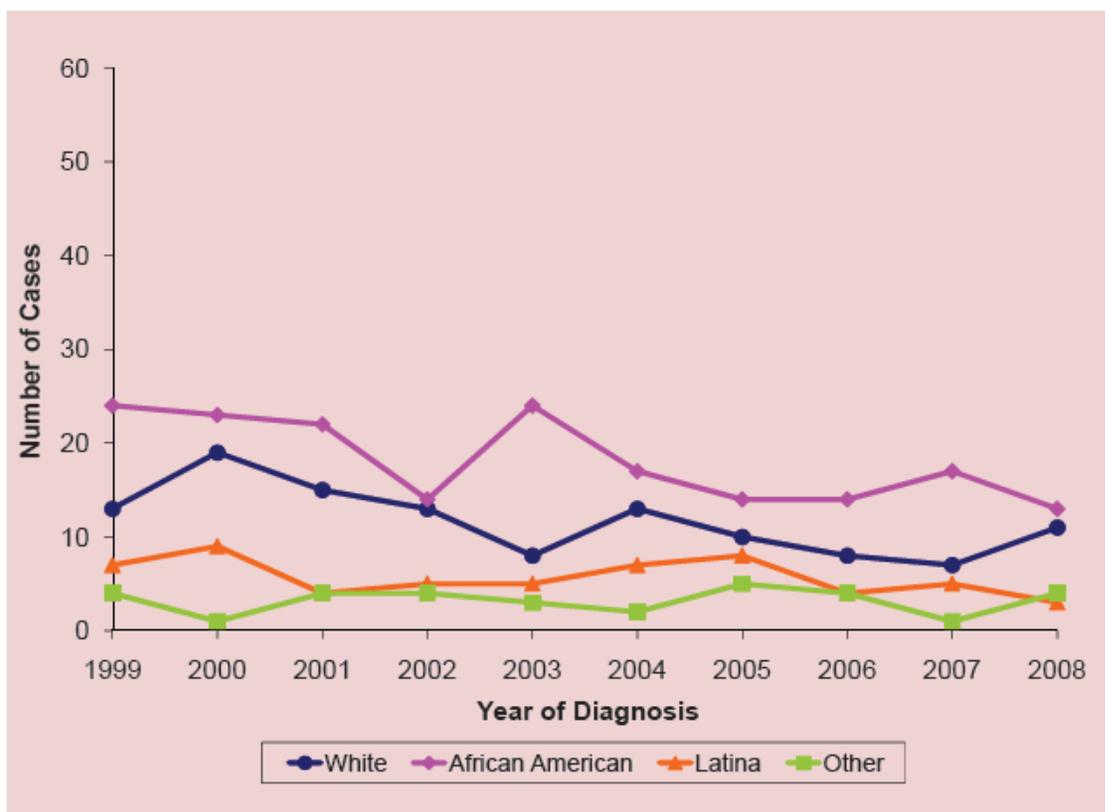
Demographic information by sex, race, and other social identities such as immigration status, language, sexual orientation, disability, and age.



Example:

Female AIDS Cases by Race '99-'08

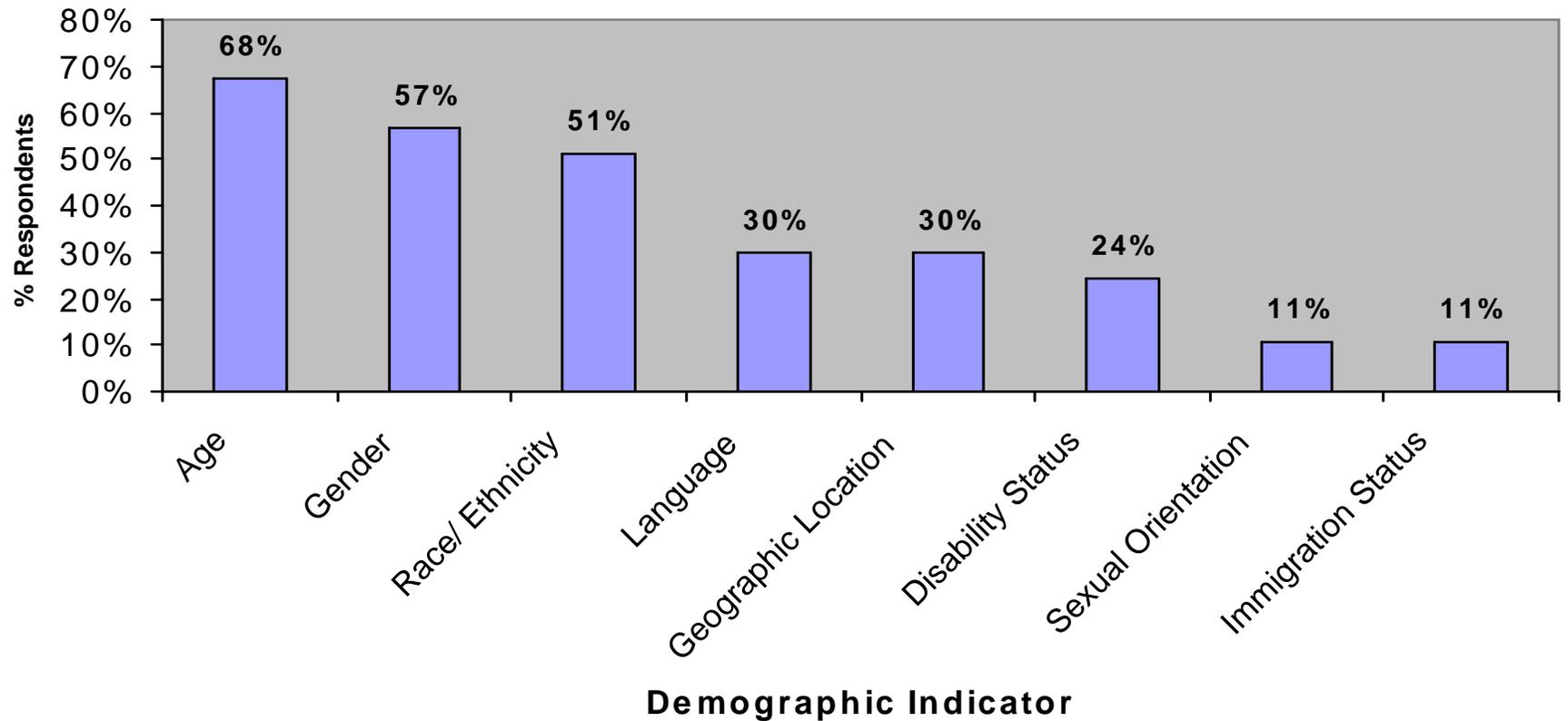
Figure 11.2 Female AIDS cases by race/ethnicity, 1999-2008, San Francisco



Department Data Collected

Figure 1: Common Data Collected by Respondents

n=37



Example:

Data Use in Policy Creation

Dept.	Data	Use of Data
Human Services Agency	<ul style="list-style-type: none"> ▪ Gender ▪ Race/Ethnicity ▪ Age ▪ Language Spoken ▪ Immigration Status ▪ Geographic Location ▪ Disability Status 	<ul style="list-style-type: none"> ▪ Analyzing caseload trends for strategic planning and targeted layoffs, when required ▪ Making funding decisions for supportive housing contracts for families ▪ Minimizing impact of budget reductions



Challenges

- Public meeting laws as a barrier
- Time or staffing constraints
- Process constraints
- Data source constraints



Recommendations



- **Form Workgroup**
- **Hold Roundtables**
- **Create Data Collection Plan**
- **Assess Technology**
- **Review Voluntary Data Collection**
- **Conduct Additional Research**



Getting Started

- Consider preparing a gender budget statement (GBS) to demonstrate:
 - Department intentions for gender equality
 - Signs that budgets are following the commitment to gender equity
- GBS is completed after departments have submitted budget requests. It is a “post mortem” report that can result in changes to the budget process in future years



The Relationship Between the Budget Process and a GBS

- A GBS can be prepared even if the budget process does not yet have a fully integrated gender perspective
- Budget guidelines can require departments to prepare a GBS

What a GBS Should Accomplish

- Provide the mission of the Department
- Address key gender issues/challenges
- Answer several questions;
 1. Where is most of the money going? Who benefits ultimately?
 2. Are there budget items that specifically target women or men, boys or girls? What proportion of the budget goes to these items?
 3. Which programs are most important for gender equality? This question is important for large item expenditures (e.g., child care) as well as lower cost expenditures (e.g., sexual harassment training). How much is being spent on these services/programs?
 4. What further information would you need to do this analysis well? What data? How to collect it?
 5. Who gives input to the Department Budget?

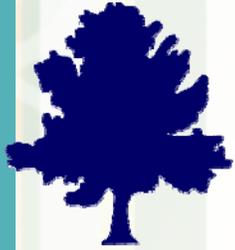


CASE STUDY: GBS EXERCISE PURCHASING & CONTRACT COMPLIANCE

Spend 10 Minutes to answer the following questions;

- 1. What areas of the department's mission support gender equality?***
- 2. Where is most of the budget (contract dollars) going? Who benefits ultimately?***
- 3. Are there department programs or services that specifically target women or men? What proportion of the budget goes to these items?***
- 4. Which services/programs might be most important to advance gender equality in procurement? How much is being spent on these services/programs?***
- 5. What further information would you need to do this analysis well? What data? How would you collect it?***





Fulton County, GA

Fulton County's Next Steps

- Consider development of a Gender Budget Statement
- Identify departments/ programs for inclusion in FY 2010 GEI/Gender Analysis
- Introduce focused internal training program
- Continue to work with departments to refine data collection and analysis



Discussion

- Questions and open discussion
- Fulton County Contact

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- San Francisco Contact

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