



NORDIC-BALTIC-BELARUS BULLETIN ON GENDER BUDGETING 2008

Table of Contents

| | |
|--|-----------|
| 1. Introduction | 1 |
| About the project | 1 |
| 2. Best Practices of participating countries | 3 |
| 3. Project results | 12 |
| 4. Recommendations for the implementation of Gender Budgeting | 15 |
| 5. Gender Budgeting experts | 17 |
| 6. Partners | 22 |
| 7. Resources | 25 |



Ms. Inete Ielite,
project coordinator

1. Introduction

Welcome to the Nordic-Baltic-Belarus Bulletin on Gender Budgeting of the “Creating and Expanding Gender Budgeting Network in the Baltic Sea Region and Belarus” project. The project is funded from the Nordic Council of Ministers’ Support Programme for NGOs in the Baltic Sea Region. The project is initiated by the Coalition for Gender Equality in Latvia and has partners from Sweden, Finland, Lithuania, Belarus and Estonia.

This edition is focusing on best Gender Budgeting practices in participating countries. The Bulletin also highlights the project’s results in the participating countries. A common set of recommendations for international and local bodies was compiled by project partners. The Gender Budgeting experts from all participating countries are presented and the participating organizations’ contacts and useful Gender Budgeting resources are included in this issue.

About the project

The main objective for gender budgeting is to promote gender equality. At the European level and at the national level, the civil sector, women’s and social partner organizations play a vital role in terms of critical support, awareness raising and advocacy to promote economic empowerment of women and good economic governance at the national and EU level.

A gender aware budget is a more efficient budget, as public expenditures are more precisely targeted. Budgets as part of macroeconomic policy, reflect the values and priorities of those who formulate them. They critically impact health, education, social services and social security, job creation and economic growth. While financial resources cannot resolve all gender equality issues, they are an inalienable part of the solution. Budgets are not merely technical documents; they reflect how governments set their priorities and shape and



implement their policies. They are one of the most important tools for policy-makers to implement their decisions. Budgets are therefore indicators of a government's commitment to address women's needs and to achieve gender equality.

Gender Budgeting is one of the main themes for the co-operation in the Nordic-Baltic co-operation programme on gender equality 2007-2008. The countries have different approaches to policymaking in gender equality. The project aims to provide benefit for all partners. An important part of Nordic-Baltic co-operation is networking, which provides significant flows of information about the situation of women and men. The project is focusing on establishing the network of gender equality and women's human rights NGOs and experts from a wide range of sectors.



Participants of the Gender Budgeting Experts meeting in Riga

Gender budget initiatives are policies or actions that contain an explicit focus on national or local level public expenditures and/or revenues from a gender perspective to constitute a budget exercise. Progress towards the project goals can be accomplished through the implementation of „budget initiatives“. While many types of budget initiatives exist, their common goal is to reveal and reshape the way public funds are generated and spent. Gender budget initiatives are more likely to succeed if they involve actors both within and outside governments, national Assemblies and civil Groups.

Therefore, the overall objective of the project is to establish a regional network of cooperation on the implementation of Gender Budget Initiatives in the region, to popularize „gender budgeting“ and „gender budget analysis“ and through its implementation to ensure that government policies and policies and priorities at the municipal level are more responsive to gender issues by promoting and fully incorporating gender concerns in public spending and by increasing equal participation of men and women in governmental and local budgetary decision-making process.



The project aims to increase capacity and knowledge base of the citizenry on issues related to budgets through the participatory process, to raise public awareness on gender budgeting through local advocacy initiatives- advocating the active use of gender budget analysis and familiarizing with the gender budgeting terms and disseminating information on gender equality among the different actors involved in the preparation, adoption and implementation of public budgets.

Participation frequently means consultation processes involving interested parties in civil society as well as local and regional authorities, and Government departments and agencies. Capacity building among actors (civil society and government officials) is needed to ensure effective partnership. The project will address these issues by organizing educational workshops on gender budgeting for local communities/NGOs.

Gender budgeting is a relatively new concept whose tools and techniques are still evolving. Expert meeting were held within the project as to exchange best practices, to update knowledge and skills on the methods used and to discuss specific cases.

It has been pointed out that an active support from civil society has a positive effect on the viability of gender budget initiatives. On the other hand, gender budgeting that does not have a firm anchoring inside Government has little potential to influence the processes governing state budgets. Therefore, active round-table discussions and meetings with politicians and relevant actors are integrated in project activities.

Training of government officials and other actors involved in gender budgeting is crucial. Human and financial resources must be allocated to allow for the development of a suitable approach, testing relevant methodology and tools, documentation and feasibility studies, and training of the actors normally involved in the budgetary process.

2. Best Practices of participating countries

Gender Budgeting best practices in Latvia

Within the frames of EQUAL Initiative in Latvia the Project promoted by Latvian Society Integration Foundation development strategies of four Latvian municipalities – Valmiera, Ventspils, Jelgava and Daugavpils – were analyzed from gender and profession segregation perspective by Baltic Project Consulting. Local inhabitants were surveyed. Finance expert analysed the social and economic effects caused by profession segregation and possible financial gain and loss was calculated. As a result with a help of specially designed methodology economic gain for each respective municipality was modelled. Recommendations were prepared analyzing gender inequality and providing solution to address them. Informative material for municipality employees “How to Plan Better” was prepared containing best practices from Latvia and foreign countries.

In the respective municipalities a summer internship was organized for boys and girls in 10 IT companies to allow youngsters to experience the work in the positions untypical for their gender. 35 girls out of 50 interns completed internship in the summer 2006.



http://equal.isif.lv/rezultati_pasvaldibas.html

Research within the frames of UNDP Latvia project “Promoting gender mainstreaming in the municipalities of Latvia” was aiming to assess current situation in the areas as employment, social assistance, education, health promotion and sustainable development. The research addressed 10 municipalities which expressed political will to participate. Quantitative and qualitative methods were used including interviews with municipality heads as well desk review of municipality documentation.

The desk review results pointed that decision makers in municipalities – both deputies and staff members do not recognize problems related to gender inequality. One of the findings was on pay difference for teachers for leading courses of extracurricular activities – male teacher was assigned a higher salary than female colleagues. It was stressed by researchers that informative and educational process should take place.

<http://www.politika.lv/index.php?id=8888>

Gender Budgeting best practices in Belarus

by Marina Gil

Belarus showed its political will to achieve gender equality, having become member of CEDAW and signed other international documents. In accordance with international obligations two National Plans of Action for Gender Achievement for 1996 – 2000 y. and 2001 – 2005 y. were realized in the Republic of Belarus. Effect of the last National Plan ended in December, 2005 and only in September, 2008 under the pressure from women’s organizations new National Plan for 2008 – 2010 y. was passed. It should be mentioned, that neither of National Plans was confirmed with budget line.

Gender equality in Belarus exists de jure, but even now there are some obstacles which influences on the realization of women’s rights in reality. There is no gender analysis of approved programs and projects in Belarus, and also no practice of gender budgeting. National bodies of statistics are still having a rough time during data collection with breakup according to gender. Access to information which reflects budgeting policy of the state almost closed to NGOs.

In Gomel area of Belarus, where the author had the relative access to information, we have tried to analyze the budget with a glance to gender approach.

During the analysis of the budget according to the gender categories in The Republic of Belarus some difficulties were revealed. It happens because the process of budgeting in The Republic of Belarus is not still using all the international standards. For this reason the analysis has been carried out using only the indirect parameters. Analysis will be carried out on the example of the Gomel area



General demographic characteristic of the Gomel area

Gomel area is situated on South-East of The Republic of Belarus. The square is 1/5 of the territory of The Republic of Belarus. The administrative centre of the area is Gomel city. The population is 492 thousand people. It occupies the second place after Minsk in the Republic.

There are 1 mln. 475 thousand people according to the data of 1st January 2008 in the Gomel area, 30% of which live in rural areas. Relative density of man population is 46,7%, woman – 53,3% of the whole population.

The correlation of men and women is changing with the increase of age. If in the interval of age group from 1 to 4, on each 1000 boys come 947 girls. In the age group from 30 to 40 the correlation is almost the same, but at the age of 70 and older – on each 1000 men come 2336 women.

According to the data of the 1st January 2008 the population of the economical active people in the Gomel area consist of 638,5 thousand people. Among them -338,4 thousand women and 300,1 thousand men. In the percentage parity: men 47%, women -53%. Working women form 52,7%, that is compared to the number of women among the economical active people. The analysis of the distribution of working population according to the age groups shows us the similarity between men's and women's working groups.

Average life expectancy in Belarus is 69 years. This parameter is higher than in the majority of the CIS in Russian-65 years, Ukraine and Moldova -68, Kazakhstan-66 years.

Average life expectancy of men is 63 years, women-75. The age of the retirement; women - 55 years, men - 60. The correlation of average life expectancy and the age of retirement testifies the recognition of the intensity of work of women. As it is well known that in addition to the work in benefit of the country, they are to grow up children and hold the housekeeping.

The rate of unemployment in the Gomel area, as well as in the whole Belarus, is very low- a little bit higher than 1 %. But there are 70 % of women among the registered unemployed people.

The greatest amount of jobless women is among the youth .And more it appears to be during the most active period: 20-24 years-19 %, 25-29 years-13,1%. As well among the women of 50 years old and older the percentage is rather high- 13,8%

Educational level of women is higher then that of men. 54,3% of women have higher and secondary-trade education and only 37,3% of men. But still there are only 8,8% of women among the chiefs and 11,7% of men accordingly.

There is no data about the average wages of men and women. But this correlation can be judged according to the factor of replacement, which is calculated together with the definition of the size of the pension.

- factor of replacement of men – 1,3
- factor of the replacement of women – 1,02



The average pension of men is 30% higher than that of women. So the correlation of the wages is just the same.

The showed figures testified that even by the equal business activity of men and women – the level of social security of women is worse than of men .But women’s intensity of work is much higher if we take into consideration family duties.

The analysis of the budget allowed us to reveal the following tendencies:

- Gomel area’s budget was 865,8 million dollars in 2008.
- The greatest part in the budget of the Gomel area occupied by national-wide charges. They form 54% and since 2007 has been lowed just a little.

Expenses for the realization of social policy have been decreased as well as in the absolute value (forming 97,8% from the level of 2007) as well as in the part of the budget – from 11,5% to 9,6 %.The structure of the social policy was changed , so social help to families, that grow up children, increased on 180,9%. It forms 0,01% of the budget. It forms 45,1 thousand dollars in the absolute figures. Such a help can be referred to the direct gender-focused articles of the budget.

In addition to these direct gender-focused charges we can mention changes, which pay Fund of social protection of the population. Just during 10 months of 2008 520 million dollars were paid to women, that is 79,6% of all payments from FSPP.

Further we will give the analysis of the indirect gender-focused charges. Such articles of charges are more valuable for the women, as they form greater part among the poor, pensioners than men.

Expenses of the budget for the social protection of population can be added here. The part of these charges remained almost the same, although they are increasing faster than other articles of the social policy. Their amount is 13,7 million dollars.

To the negative factors that influence upon the gender sensitivity of the budget we can point out the following; the decrease of the charges for the education. This fact increases the duties of women in the process of the upbringing the children and decreases their free time. The expenses for the education were increased on 104% and their part in the budget were decreased from 6,3% to 5,6%. It is 48,1 million dollars. The share of the expenses on public health remained on the same level.

The part of the charges for the housing service and housing building were decreased a little bit as well. From 4,01% to 3,8%.

If we summarize all mentioned indirect gender-focused charges they will form 202,4 million dollars or 23,4% of the budget charges.



The analysis of the influencing gender-focused articles of the budget

These articles of the budget are not formally addressed to the population, but they influence greatly on the population's position, their social sphere.

Among these articles the increase of costs on the economy of the area should be singled out. The share of this costs increased from 8,11% up to 11,8%.

There were some changes in the legislation about the social protection in 2008. According to it social protection of women and mothers with children is increased. Now every woman no matter works she or not gets maternity and birth benefit in the amount of 100%. If a woman don't work, it is enough to get registered in the service of employment. If earlier the grant was 65% of the living wage, now in 2008 it is - 80%. The budget of the living wage is 224700 Belarusian rubles or 106 dollars.

Maternity and birth benefit - 1 budget of a living wage.- Lump sum on birth:

- Of the first child- 5 budget of a living wage.
- Of the second-7 budget of a living wage.
- The grants to the families which are bringing up children:
 - For the children up to 1,5 years old-314580rbl (1,4 budget of a living wage.)
 - For the children up to 3 years old
 - 179760 rbl (80% from the budget of a living wage.)

At the conclusion we can point out very low gender sensitivity both from the point of methodology of compiling and from the gender focused charges.

Gender budgeting best practices in Finland

Gender Budgeting in Government Budget

The Ministry of Finance included gender mainstreaming requirements into budget guidelines in 2006 after a pilot project in 2004–2006. The Pilot project included a gender equality analysis of the entire budget of the Ministry of Social Affairs and Health. Reporting ongoing action is the focus in gender budgeting in Finland on governmental level. As a result the people responsible for gender budgeting are inside the budget machinery, thus gender budgeting has been integrated.

Results have varied between ministries. In the budget of 2008, each ministry does mention gender equality in one way or another but only one third mention concrete actions and goals. Only ministry of Social Affairs and Health has its statistics disaggregated by sex. So room for improvement remains even if there are significant changes.

The process of evaluation and support of the ministries is ongoing. Evaluation includes evaluation on how well the ministries have included gender impact assessment in their proposals. Training for the budget personnel in ministries was arranged in 2008. The 2009



budget proposal by ministries will be evaluated by the Ministry of Social Affairs and Health, which will give suggestions to each ministry on how to improve gender perspective. The key challenge is how to improve gender impact assessment in other planning and preparatory work in ministries. This would help in including gender perspective in budget proposals. Elementary requirements include also how to include gender equality in budgets that are focusing on changes. Lessons learned during the process were that having good agents is vital in finding the correct place for implementation and the right people. Also budget is one link in a chain. Improving gender perspective in the budget helps to get it included in key planning and strategy work, and vice versa.

Gender Budgeting on the municipal level

Some cities, for example Cities of Kauniainen, Espoo, Oulu and Kokkola have been doing important pioneer projects in which some city departments have done gender budgeting. Helsinki City's gender impact assessment in budgetary planning included all city departments. The executive board of the City of Helsinki gives instructions for the budget planning for the coming year. Earlier the process started with few pilot departments. In 2007 for the budget year 2008 all 35 city departments prepared their budget proposals according to that guidance. Departments were given instructions to make the gender impact assessment according to the relevance of each service area and to propose models for assessment and point out themes where gender issues are relevant. Departments were also given proposals on the themes where there can be significant differences between women and men. Results varied between departments and some departments pointed out several themes and actions as result of the assessment.

In the future gender impact assessment will be included in the budget planning guidance for departments of Helsinki City. Guidance will probably be developed to the direction of fast assessment question lists. Assessment results will be monitored in yearly reporting according to the relevance of gender issues in different services and departments. Audit Department will evaluate assessment results which are included in the City Budget.

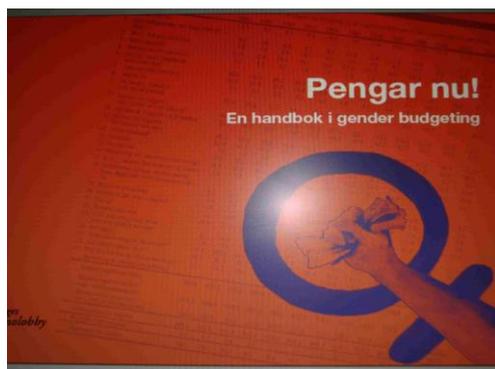
Gender budgeting best practices in Lithuania

The promotion of Gender Budgeting strategies has mostly been an initiative of women's NGOs so far. In autumn 2008, The Office of Equal Opportunities Ombudsperson in partnership with Center for Equality Advancement organized training sessions for state employees, Parliament members and committee offices employees on Gender mainstreaming and Gender Budgeting.

The Women's Issues Information Center is managing the Women Information Portal where you can find a lot of information and documentation on various women's issues. It also holds the electronic catalog of organizations library. There you can find the list of books and other publications on Gender budgeting: <http://www.lygus.lt/biblio/index.php?search=advanced>.

Gender budgeting best practices in Sweden

In 2007, the Swedish Women's Lobby analysed the Swedish Government's 2007 spring budget. The analysis resulted in a report that was presented at a seminar at the political forum Almedalen in July 2007. The first gender analysis of the Swedish central government budget has not only provided a number of interesting results but more importantly has given food for thought as to how the work could be improved and strengthened in the future, and brought other methodological issues to the fore.



The experts who made the analyses were Anna Klerby and Ingrid Osika. Together with Swedish Women's Lobby were selected seven policy areas for analysis. These were the judicial system, total defence, labour market policy, industrial policy, health policy, policy for the elderly and public health. The policy areas were examined from a representation and resource perspective such as employed men and women, wages, position and influence and who benefits from the public services.

The method also includes examining how different policies affect men and women differently.

In 2008 The Swedish Women's Lobby had money from the government to write a manual on how to analyze budgets with a feminist perspective. The handbook is a useful and effective tool for analysing budgets from a gender-perspective.

The manual was published in June 2008. The experts that wrote the manual were Anna Klerby and Ingrid Osika. Wiveca Holst and Lena Hokfelt from the board of the Swedish Women's Lobby were an expert panel to the writers and read everything and made an input. The Swedish Women's Lobby also held seminars during the summer and autumn on how to use the manual and how to gain power by using the manual. The gender budgeting manual was presented to politicians and unions and some politicians (female) ordered the manual and also some of the Swedish Unions did the same. A seminar was to all the chairwomen that are presidents in The Swedish Women's Lobby member organizations. During the next year will be hold seminars to all the member organizations that want to know more on how to use the GB manual.

The Gender Budgeting manual was also presented by Wiveca Holst on a big conference in Stockholm in November and a GB manual was disseminated to participants. The Swedish Women's Lobby have presented the GB-project to a lot of people. Next year The Swedish Women's Lobby is going to analyze the Governments budgets in the spring and autumn and will hold the GB seminars during the politicians' week in July.

Gender budgeting best practices in Estonia

Budgets are the main means for implementing policies. Gender sensitive budgeting is gender equality mainstreaming through the budgetary process.



The European Charter for Equality of Women and Men in Local Life, produced by the Council of European Municipalities and Regions, called in 2007 on municipalities and regional governments to advance gender equality. The establishment of equal opportunities for women and men is an area where even small changes can lead to significant development in the

society, and where people responsible for a small role can change a situation.



It is on the local level that the greatest opportunities exist to combat gender inequality and to form a work and social environment in which all residents are valued equally and equal consideration is given to the needs and interests of women and men, girls and boys in everyday life.

Local governments determine local social development and thereby

influence the quality of life of men and women. Urban areas are the principal centres for population concentration and services. In large centres the quality of life differs among women and men, girls and boys, as they do not have equal access to resources and opportunities.

In 2006-2007, the towns of Kuressaare and Narva participated in the international project “Gender equality in the interest of local development: gender equality mainstreaming in municipalities”. The project coordinator in Estonia was the Commissioner for Gender Equality. The project’s assignment was to increase gender sensitivity among municipal politicians, to develop municipal workers’ skills in gender equality mainstreaming and in gender sensitive budgeting. Micro-studies, based on the 3R method, on men’s and women’s participation and representation, and allocation of resources according to gender in the local government were carried out in the project’s framework. In Narva, start-up assistance to businesses was studied. Results showed that although 45 percent of the city’s population consisted of men and 55 percent of women, there were 2.4 times greater number of men as applicants for assistance. The analysis of the distribution of beginner business services showed that among men most prevalent were traditional ones such as car repair and construction. In the case of women, it was merchandizing, childcare, and food. As for the grants made to applicants, no gender discrimination was discernable - equal number of women and men applicants received assistance. However, 50 percent more men than women submitted applications for start-up assistance. The reason given was that women are less likely to take risks and they fear failure. As a result of the study, it was recommended to the Narva City business advisor to offer training, free of charge, on starting a business to a larger population in order to encourage women to start their own businesses and to provide them with practical information on starting a business.



The micro-study “Gender equality in Kuressaare City’s extra-curricular activities” showed that in the city funded extra-curricular activities in schools, six times more girls than boys participated and the amount of money expended on girls’ activities was three times greater than on the activities of boys. Dance, karate, music, theatre and art were the main funded services. Based on an analysis, the reasons given for the inequality were the more expensive technically oriented interests of the boys, which are more expensive to fund, deficiency of human resources and lack of space. As a result of the study, it was considered necessary to find needed financial resources and opportunities to establish extra-curricular activities for those interested in technical activities.

The conducting of micro-studies, based on the 3R method, in the municipalities provided valuable experience to the city workers and skills to recognize the appearance of undesirable gender inequality in different areas, such skills as noticing differences and not assigning them to biological differences between the sexes. In addition, the 3R method helped to gather data and facts about women’s and men’s situation, and to analyze the data with the aim of reaching gender equality.

The municipal workers participating in the micro-studies had significantly greater understanding of, and were much more receptive to, gender sensitive budgeting than the municipal officials who had not participated in the study.

It can be surmised that the 3R based micro-studies provide essential practical experience and serve as a necessary supplement to the theoretical trainings on gender sensitive budgeting. Therefore, after a course on introduction to the principles of gender equality and gender sensitive budgeting, the micro-studies are suitable as the next level training, showing to municipal employees that even persons with a narrow field of activity can successfully influence conditions.

http://www.dpa.ee/UserFiles/File/Gender_Manual_2008_en_final.pdf



3. Project results

An important part of Nordic-Baltic cooperation is networks, which provide significant flows of information about the situation of women and men. The overall objective of the project was to establish a Nordic-Baltic-Belarus network of cooperation on the implementation of Gender Budget Initiatives in the region and to popularize “gender budgeting”. The project resulted in creating Gender Budgeting network uniting altogether 150 NGOs and institutions from Sweden, Finland, Estonia, Latvia, Lithuania and Belarus.

Training and informing the NGO’s is one way to raise public awareness as to how government budgetary decisions impact women’s economic equality. It is important for both people within and outside government to be involved in gender budgeting work. Alliances and cooperation with women’s organizations, NGO’s, decision makers and professionals preparing the budgets is one way to increase the involvement of civil society in government initiatives.

The project provided Belarus NGOs with training materials and best practices of the Scandinavian and Baltic countries on gender budgeting. 15 NGOs in Belarus increased their awareness and capacity on gender budgeting in trainings: "Approaches and methodology of formation of the gender budget",

4 trainings/workshops for local community were held in Lithuania for civil servants and NGOs in November-December. One of the trainings was held in Taurage, and the others in Vilnius. The training program covered project presentation, understanding of gender budgeting, the aspect of gender equality in the budgets of Lithuania and Vilnius municipality, good practice examples, and a practical task on gender budget counting

In Estonia, 25 people from local authorities and women’s NGOs were trained on a 2 days seminar “Gender sensitive budgeting in local authorities” in August in Pärnu. The training subjects were: Gender Budgeting implementation strategies and methods, actual budgeting process and result based budgeting in local authorities. In brain-storming were studied: how to recognize gender sensitive aspects in local budgets; what activities are best suited for gender perspective analysis and how to implement Gender Budgeting process in local authorities. Participants agreed that the training was very helpful since, on one hand, it is necessary to know how to recognize gender sensitive aspects, and on the other, to understand the actual budgeting process. The training helped to develop better relations with the drafters of budgets and to lay the foundation for continued effective cooperation in implementing Gender Budgeting initiatives.

Altogether 120 NGO representatives/officers were trained under the project activities on Gender Budgeting.

To familiarize local community and public officers, decision makers and politicians with the terms of gender budgeting and to advocate for active use of gender budget analyses were held round-table discussions with politicians.

In Belarus was held a round table "Opportunities for formation of gender budgets in Belarus" to 15 NGO’s.



In Lithuania were held 4 round table discussions with politicians („Apskrito stalo diskusija su politikais“) in June-August. It was decided to organize these discussions with politicians from other cities than capital – to spread the information more widely. The events were in Siauliai, Alytus, Panevezys and Utena. The representatives from various institutions, organizations and unions were also highly welcome. Many of participants were members of the trade unions. Besides general information about project and short presentation on gender budgeting there were presentations of invited lecturers on Gender equality realization in Lithuania as a member of EU, The EU countries' practices on Gender equality in the sphere of employment, The participation of women and men in the professional activities and the division of family duties.

In the House of Parliament, in Finland was held a gender budget seminar on 26th of November. Subject of the seminar was to inform politicians and NGO representatives on the recent situation in Finland on gender budgeting and gender budget analysis and also to start a gender budget -expert network. Speakers in the seminar were experts from municipal level Marko Karvinen from City of Helsinki and Sinikka Mikola from the Association of Finnish Local and Regional Authorities and from government level Esko Mustonen from the Ministry of Finances. Researchers Anita Haataja and Elina Pylkkänen spoke about their recent study. Participants of the seminar, aprx. 35 persons, were politicians and members of NGO's.

In Estonia the roundtable discussion with politicians and representatives of NGO's was held in December in Tallinn. The joint decision of The Association of Municipalities of Estonia (AME), The Association of Estonian Cities (AEC) and NGO's participating the roundtable was to proceed with advocating Gender Budgeting initiatives to local authorities and to carry out a Gender Budgeting pilot project, that covers whole budget cycle at least in one local municipality on next year.

By Swedish Women's Lobby was issued The Gender Budgeting Manual and the issue was presented to politicians and unions. During the summer and autumn were held several seminars on how to use the manual and how to gain power by using the manual. Also was held a seminar to chairwomen of the Swedish Women's Lobby member organizations. The Gender Budgeting manual was presented by Wiveca Holst on a big conference in Stockholm in November and manual was also disseminated to conference participants. The Swedish Women's Lobby have presented the GB-project on different seminars and meetings in Sweden.

To exchange best practices between countries and to up-date knowledge and skills on the methods used in gender budgeting initiatives was held expert meeting in Riga.

Gender budgeting is quite new concept and the tools and techniques still are evolving.

Therefore the active changing of experiences, studying of the allocation of resources for men and women and learning from Gender Budget initiatives best practices is essential. Two Gender Budgeting experts from each participating country raised their competence on Gender Budgeting in expert meeting in Riga, studying best practices of Nordic Countries, changing experiences on gender budgeting and formulating common recommendations to international



bodies. In all countries the group of experts on gender budgeting was enlarged. In Belarus the expert group was enlarged by 7 person. Among the experts were teachers of economic faculties and representatives of NGOs..

The project gave a significant contribution towards development of democracy in the Baltic Countries and helped to strengthen the Nordic-Baltic- Belarus co-operation amongst NGO's. PA WIDM from Belarus started cooperation with the Estonian and Latvian organizations within the framework of other projects and built new partner cooperation.

According to conclusions made by NYTKIS: The development of Gender Budget process on national level necessitates systematic and ongoing development work. Further effort is required in terms of funding and political commitment. Challenges are in developing methods and procedures, sex-disaggregated statistics, development of the follow-up criteria and ways to simplify the implementing process. What is needed in the future is more research and better calculation and evaluation systems.

Under the project activities Women's Issues Information Center renewed the Gender Budgeting database in Lithuanian and English languages. All the GB materials available online are placed.

Local newsletters focusing on gender budgeting project activities, gender budgeting knowledge and best practices in countries and worldwide were published by project partners and disseminated in local Gender Budgeting networks to NGO's, local authorities and institutions in Latvia, Lithuania, Finland, Estonia, Sweden and Belarus.

Information about the project's activities and results are available on project partners' websites and the joint Nordic-Baltic-Belarus Bulletin on Gender Budgeting is issued.

The Nordic-Baltic-Belarus co-operation in the project has been fruitful and effective.



4. Recommendations for the implementation of Gender Budgeting

The project has produced a series of recommendations at different levels:

For the European Union (EU):

- 1) To create special funds for developing Gender Budgeting (GB) initiatives in member States and neighbouring countries
- 2) To implement ESF policies that promote GB initiatives
- 3) Adoption of an EU directive making GB initiatives obligatory in member States
- 4) To support the EWL 50/50 campaign
- 5) To include Gender Budgeting as a part of the Budget law at the EU level
- 6) To prepare common instructions for implementing GB in the EU

For the Baltic Sea Region:

- 1) To include gender mainstreaming in all spheres of activity
- 2) To initiate and support the platform for experts on GB from NGOs and other parties in implementation of Gender Equality policies

For Governments:

- 1) To use international experience in the gender budgeting concept, as well as the experience of EU and CIS countries
- 2) To conduct gender analysis of selected sectoral policies and programmes (review of data, existing analytical documents, and consultations with wider stakeholders)
- 3) To ensure that national planning and budgeting processes would involve gender experts and Gender Focal Points of the relevant sectoral ministries
- 4) To ensure streamlining and strengthening of monitoring mechanisms, making the sectoral ministries and agencies accountable for reporting on development indicators, including on gender
- 5) To strengthen coordination between civil society and government to promote dialogue on gender aspects of budgeting;
- 6) All official statistics should be disaggregated by sex
- 7) Gender equality analysis should be a part of the budgetary process
- 8) The Ministry of Finance should produce the budget appendix on the distribution of financial resources between women and men



- 9) To develop Gender Budgeting Manuals including step-by-step guidelines on gender analyses
- 10) To create a special interministerial Gender Budgeting Group for coordinating Gender Budgeting implementation at ministerial level
- 11) Gender aspects should be considered when dealing with the financial crisis and turmoil in the financial market.
- 12) Training, informative seminars and user friendly sources on Gender Equality policies and GB should be easily available for politicians and decision-makers at different levels

For Local Authorities

- 1) To sign up to with The European Charter for Equality of Women and Men in Local Life
- 2) Gender Budgeting must be enshrined in the budgetary law
- 3) Experts from multiple areas should be engaged in a gender sensitive budgeting process
- 4) All local statistics should be disaggregated by sex
- 5) To carry out gender impact assessments in all local development plans and strategies

For NGOs

- 1) To highlight gender equality perspectives and issues as a basis for government decisions
- 2) To promote Gender Budgeting as an effective tool for improving economic governance and sustainable development
- 3) To increase knowledge and strengthen skills with regard to the gender budgeting Concept
- 4) To use gender sensitive budgets as a powerful and innovative tool for advancing gender equality.
- 5) Using CEDAW and other Human Rights instruments in identifying strategic areas where gender will need to be mainstreamed, based on clear links between priority development areas and gender equality
- 6) Using civil society to pressurize governments to raise their accountability for fulfillment of the commitments towards gender equality (harmonization of the commitments within MDGs, CEDAW and BPFA);
- 7) To build partnerships for gender budgeting initiatives.
- 8) Promote effective communication and real cooperation between national and international networks of GB experts and include news/information on GB in one-day informative seminars aimed at local communities and organizations



5. Gender Budgeting experts



Inete Ielite, Latvia

Vice –Chair, Council for Implementation of the Cooperation Memorandum between Non-governmental Organizations and the Cabinet of Ministers of the Republic of Latvia

Ms. Ielite has been working in the field of human rights for more than 15 years. She has been involved in creating new legislation, policies and services for children, families and women both through professional and voluntary work.

Since 2000 the Coalition for Gender Equality in Latvia, of which she is the founder and an elected co-chairperson, has encouraged participation of non-governmental organisations in dialogue with government and parliament to promote implementation of state obligations under international human rights instruments not only by policy papers, but also chaining budget lines. Her efforts have been recognised and acknowledged by the Prime Minister of Latvia, as well as various international and national organisations.

As a well-known trainer and consultant in the region, Ms. Ielite has contributed to the cooperation in Europe and with third countries through preparation and implementation of various projects funded by the European Union and Council of Europe, amongst others.



Edite Kalnina, Latvia

**Fulbright Visiting Scholar, Department of Psychology, New York University
(2005-2006) Ph.D. Student
in Social Psychology, University of Latvia.**

Ms. Kalnina has a Master of Science in Psychology and more than eight years of experience in project implementation, fundraising and policy analysis and monitoring (Gender analysis, gender impact assessment, policy analysis) for large scale national and international projects and national



and international donors (UNDP, EC etc). She is the Chair of the Board of Women's NGOs Cooperation Network in Latvia (National Coordination of the European Women's Lobby). Member of Advisory Committee on Equal Opportunities for Women and Men, European Commission, Employment and Social Affairs DG. Chairperson of the Board of NGO Coalition for Gender Equality in Latvia.



Lyudmila Petina, Belarus
Executive Director, Public Association "Women's Independent Democratic Movement"
(PA "WIDM")

Ms. Petina is the head of the Women's Independent Democratic Movement, founded in 1992, focusing at women's rights protection, strengthening women's capacity in political, social and economic live together with gender policy promotion. She has the successful long-term experience reflecting promotion of pioneering knowledge in the third sectors in Belarus and particularly empowerment of women and achieving gender equality in the society. Performing as an trainer and researcher, cooperates with women's organizations at national and international levels. Ms. Petina is a great expert in gender mainstreaming, assessment and awareness, raising trainings strategic network at national level. She is a Member of the National Council on Gender Politics, as a civil society representative.

Ms. Petina worked on the Country Shadow Report and participated in the 30-th CEDAW Session in NY. She participated in many UN and others international conferences and events, strongly involved in the in the women's justice movement at international level.

She is also Member of the Political Council of United Civil Party of Belarus (UCPB) and head of Gender Policy Committee in this party. She actively advocating for gender equity both at a level of a system state policy, and in structures of democratic political parties.

Within the other duties she is currently a Country Coordinator implementing project "Establishing and Expanding Gender Budgeting network in the Baltic, Nordic states and Belarus".



Marina Gil, Belarus
Tutor, Gomel State Technical University
PhD in economics

The tutor of the Gomel state technical university by name P. Sukhoi in economic area; Director of the base center of small business supporting in the Gomel area – JSC «Gomel business-innovative center». JSC «Gomel business-innovative center» was formation in 1999. The specialization of the company included business-planning, transfer of technologies, marketing researches, and also business-education;

Since 2004 Ms. Gil is the participant of women's independent democratic movement. She is the expert under the project "Establishing and Expanding Gender Budgeting network in the Baltic, Nordic states and Belarus".



Ona Grazina Rakauskiene, Lithuania
Professor, Doctor Hability of Social Science (Economics)

30 years experience in scientific researches in economics; 20 years experience in education process at the universities; scientific researches experience in Russia, Poland, Sweden, Finland, Czechia, Canada, USA; 130 published scientific works.

Current occupation: Professor, Doctor Hability of Social Science (Economics) of Mykolas Romeris University of Faculty of Economics and finance management, Department of Economics; Director of Institute of Economics of Equal Opportunities and Cohesion (Vilnius, Lithuania).

Current research and teaching sphere: State Economic Policy; Macroeconomic and Microeconomic Policy; EU Public Finance Policy; Gender Economics: Macro- and Micro aspects.



Dovile Rukaite, Lithuania
Project manager, Women's Issues Information Center

Ms. Rukaite has been working on Gender Mainstreaming and Gender budgeting since 2002. Administrating Gender mainstreaming database and collecting material on Gender Budgeting initiatives.



Milja Saari, Finland
Researcher, University of Helsinki
doctoral student, M.Soc.Sci.

Ms. Saari received her Master's in Social Sciences from the Department of Political Science (governance and organisations programme), University of Helsinki. Her Thesis dealt with equality planning as a strategy for promoting equal pay and the role of the elected representative in its implementation.

She works a researcher in a multidisciplinary research project, *The Paradoxes of Finnish Gender Power Order: Law, Politics and Multilevel Governance* (Vallan sukupuolitettut järjestykset), combining Law, Politics, and Women's Studies. Also, she worked in research positions (research assistant, project researcher) at the University of Helsinki since 2004. Ms Saari has work experience from consulting in equality planning and mainstreaming gender issues in the private sector (2001-2004).

She also acts as a specialist of equality planning and gender mainstreaming outside of the university and as the representative for NYTKIS in the Statistics Finland expert group for equality-related statistics. Contact person for the project Experties gender equality policies and equal pay.



Reet Laja, Estonia

Board member, Estonian Women's Studies and Resource Centre (ENUT)

Ms. Laja has long term experience on gender equality issues. She has worked for the implementation on gender analysis, 3R method and action plans in Estonia last 8 years. On those topics Reet Laja trained the trainers on local level and in developing countries as Georgia, Armenia and Azerbaijan. In 2007-2008 She was involved to the international team of authors of the Gender Equality Manual for Local Authorities under the project "Equality for Local Development Gender Equality Mainstreaming in Municipalities".



Liivi Pehk, Estonia

Project coordinator, Estonian Women's Studies and Resource Centre (ENUT)

Ms. Pehk has experience in gender equality issues - the main focus area is gender budgeting. She also has expertise in training local authorities on gender budgeting strategies and methods. Ms Pehk has a Master of Arts degree in Psychology.

6. Partners

| | |
|---|--|
|  Latvia | MAIN PARTNER |
| <p>Coalition for Gender Equality in Latvia</p>  <p>Address: Valnu street 32-506, Riga, LV-1050 Website: www.apvieniba.lv E-mail: signe@apvieniba.lv Phone: +371 2646 8079 Contact person: Ms Edite Kalnina</p> <p>Project coordinator: Ms Inete Ielīte E-mail: inete@bernuforums.lv Phone: +371 2949 3300</p> | <p>The Coalition for Gender Equality in Latvia, a non-governmental organization, was officially founded on May 9, 2000. The Coalition presently includes 75 individuals and organizations among its members, all representing a variety of backgrounds and interests – women’s human rights, health promotion, adult education, trade union activities, academia, social policy, youth work, journalism, among others. The Mission of the Coalition is: the enhancement of dialogue between men and women on gender issues in Latvia, thus ultimately moving from <i>de jure</i>, or legal, gender equality in Latvia, to <i>de facto</i>, or practical, gender equality, in political, economic and all other spheres of activity. The main activities of Coalition for Gender Equality in Latvia include: Establishing itself as a coordinating center for non-governmental activity on gender equality in Latvia and creating networks and enhancing co-operation at the national and international levels, with both government and other non-governmental organizations. Consolidating information and analyzing the situation on gender equality in Latvia. Informing and educating society about issues related to gender equality and enhancing public dialogue on this subject. Shaping and influencing public opinion. Support state’s institutions in development and reaching the gender equality objectives that are set out in national laws and policies. Monitoring the realization of de facto gender equality in all spheres of life.</p> |
|  Belarus | PARTNER 1 |
| <p>PA “Women’s Independent Democratic Movement” (PA “WIDM”)</p>  <p>Address: Volodko str. 20-58, Minsk, 220007 Minsk</p> | <p>PA “WIDM” is a republican, non-governmental, non-commercial organization. At present time there are more than 400 individual members in the organization, 50 of them represent regions of Belarus. WIDM’s goal is the protection of women's rights, realization of equal gender policy and democratization of society. Its mission is to: Contribute to the creation of the democratic society in Belarus by fostering an independent women's movement and defending women's rights to participate in political decision-making processes; Resist all gender discrimination in social, cultural and political life. WIDM cooperates with all women's organizations of</p> |



| | |
|--|---|
| <p>Website: http://widm.iatp.by E-mail: petina@open.by Phone: +375 172 244159 Contact person: Ms. Lyudmila Petina</p> <p>Project coordinator: Ms. Lyudmila Petina E-mail: petina@open.by Phone: +375 172 244159</p> | <p>Belarus, civic organizations of democratic orientation, scientists-specialists, state structures, international funds, mass-media.</p> <p>November 2001 CO WIDM has been accepted to the international network of women's organizations in Central and Eastern Europe KARAT Coalition.</p> |
| <p> Finland</p> | <p>PARTNER 2</p> |
| <p>The Coalition of Finnish Women's Associations (NYTKIS)</p>  <p>Address: Bulevardi 11A 1, FIN-00120 Helsinki, Finland Website: www.nytkis.org E-mail: nytkis@nytkis.org Phone: +358 9 278 4780 Contact person: Ms. Tanja Auvinen</p> <p>Project coordinator: Saara Fraktman E-mail: saara.fraktman@nytkis.org Phone: +358 40 709 0007</p> | <p>NYTKIS - The Coalition of Finnish Women's Associations was founded in 1988. It is a co-operation forum for women's associations. NYTKIS works for the advancement of women, de facto gender equality and social justice, watchdog for women's rights: monitors legislation, decision making and research, responds to political decision making and social issues from women's point of view. The objectives of NYTKIS are to achieve equality between women and men, to end women's discrimination and to promote realisation of human rights. NYTKIS brings together women's associations from several key sectors of society, e.g. from the political and research sectors.</p> <p>NYTKIS has, as its members, the women's associations of all the political parties represented in Parliament, as well as three politically unaffiliated women's associations.</p> <p>Internationally NYTKIS is taking part in UN World Conferences, participating in the European Women's Lobby, in NOKS, the Nordic platform for women's co-operation, co-operation with Baltic and Russian women's associations.</p> |



| | |
|--|---|
|  Estonia | PARTNER 3 |
| <p>Estonian Women's Studies and Resource Centre (ENUT)</p>  <p>Address: Narva mnt. 25, Tallinn 10120, Estonia Website: www.enut.ee E-mail: enut(at)enut.ee Phone: +372 6409173 Contact person: Reet Laja</p> <p>Project coordinator: Liivi Pehk E-mail: liivi.pehk(at)enut.ee Phone: +372 5545 615</p> | <p>ENUT – The Estonian Women's Studies Resource Centre – is a grassroots, non-profit, non-governmental organization open to the public. It was registered in April, 1997. ENUT is the first gender research centre in Estonia and it includes a specialized library on women's and gender issues.</p> <p>ENUT's aim is to promote better understanding of human rights and the democratic process by encouraging gender equality, co-operation between men and women in all aspects of life, and the empowerment of women.</p> <p>ENUT provides services for policy makers, researchers and students, media, other NGOs, and the general public in the field of gender equality.</p> <p>ENUT has accumulated experience in promoting Gender Budgeting initiatives as a tool of gender mainstreaming and holding trainings about gender budgeting in local authorities.</p> |
|  Lithuania | PARTNER 4 |
| <p>Women's Issues Information Centre</p>  <p>Address: Olandu 19-2, Lt-01100 Vilnius, Lithuania Website: www.lygus.lt E-mail: jurgita@lygus.lt Phone:+370 262 9050 Contact person: Ms. Jurgita Pecuriene</p> <p>Project coordinator: Indrė Ivanauskaitė-Vindašiuvienė E-mail: Indre@lygus.lt Phone: +370 262 9050</p> | <p>Goals of the Women`s Issues Information Centre:</p> <ul style="list-style-type: none"> • seek equal rights and opportunities for women and men in Lithuania • improve women's position in social and private lives • develop gender equality environment <p>Main streamlines of WIIC activities:</p> <ul style="list-style-type: none"> • Gender mainstreaming • Violence against women • Trafficking in women • Gender budgeting initiatives • Women & ICT <p>The Women`s Issues Information Centre:</p> <ul style="list-style-type: none"> • exchange information with all non-governmental women's organizations in Lithuania and the world • promote gender equality through everyday activities • promote a teamwork in fighting violence against women • initiate awareness campaigns against gender based violence, trafficking in women • take part in developing various programmes aimed at improving women's life • issue and distribute various publications about the situation of women in Lithuania and in the world • maintain links with the mass media in an effort to disseminate information about the real situation of |



| | |
|---|--|
| | <p>women and their problems</p> <ul style="list-style-type: none"> • organize conferences on issues relevant for women, seminars for women and civil servants • initiate sociological surveys give lectures on issues of gender equality, gender mainstreaming, women's leadership, women's health |
|  Sweden | PARTNER 5 |
| <p>Swedish Women's Lobby</p>  <p>Address: Norrtullsgatan 45, 1 tr. 113 45 Stockholm, Sweden Website: www.sverigeskvinnolobby.se E-mail: skl@sverigeskvinnolobby.se Phone: Contact person: Ms Eva Fager Project coordinator: Wiveca Holst E-mail: kawi48@hotmail.com Phone:</p> | <p>The Swedish Women's Lobby (SWL) is apolitically and religiously independent umbrella organization for women's non-governmental organisations in Sweden. Our aim is to integrate women's perspectives into all political, economical and social processes, locally as well as internationally. We work to eliminate all forms of discrimination against women and girls and to build and strengthen solidarity among women through information, education and awareness raising activities. The Swedish Women's Lobby was established in 1997 and has more than 30 member organisations. SWL is the Swedish coordination of the European Women's lobby (EWL). SWL participate as NGO representatives in the Swedish delegation to the UN Commission on the Status of Women (CSW).</p> |

7. Resources

Gender Budgeting Networks

<http://www.gender-budgets.org>

UNIFEM

<http://www.infopolis.es/web/GenderBudgets/manifiesto.html>

The European Gender Budgeting Network, formed in 2006 by experts, issued a comprehensive manifesto at the Frankfurt conference.

<http://www.wbg.org.uk>

The UK based Women's Budget Group

<http://www.infopolis.es/web/GenderBudgets/egbn.html>

European Gender Budgeting network

<http://www.oekonomi.uio.no/grb/>

The Nordic-Baltic Network on Gender Responsive Budgeting

http://www.frauenakademie.de/projekt/eu_gender-budgeting/gender-budgeting_intro.htm

German Gender Budgeting project webpage



<http://www.lagosgenderbudget.net/>
Lagos Gender Budgeting network

<http://www.genderbudget.it>
Italian Gender Budgeting Network

GB Manuals & handbooks

http://www.unifem.org/resources/item_detail.php?ProductID=85
Gender Responsive Budgeting in Practise: A training manual

www.bridge.ids.ac.uk/gender_budgets_cd/
Cutting edge back

<http://www.sverigeskvinnolobby.se/home/page.asp?sid=2357&mid=2&PageId=48218>
Sweden Gender Budgeting Handbook (in Swedish)

<http://e-laborando.regione.veneto.it/modules/informazioni/index.php?id=134>
Gender Budgeting Handbook (in English)

http://www.womenlobby.org/SiteResources/data/MediaArchive/policies/gender%20equality/Gender_en.pdf
Gender Budgeting- an overview by European Women's' Lobby

http://www.genderaction.org/images/Intro_to_Gender_Budget_InitiativesFINAL.pdf
An introduction to Gender Budget Initiatives

[http://www.coe.int/T/E/Human_Rights/Equality/PDF_EG-S-GB\(2004\)RAPFIN_E.pdf](http://www.coe.int/T/E/Human_Rights/Equality/PDF_EG-S-GB(2004)RAPFIN_E.pdf)
Gender Budgeting- an overview by Council of Europe

<http://www.lygybe.lt/?pageid=8&id=60>
Gender Budgeting Training materials, Lithuania (in English and in Lithuanian)

Gender Budgeting Competence Centres

<http://www.siyanda.org>
Hosted by BRIDGE, Institute of Development Studies (IDS) University of Sussex (in English)

<http://www.genderkompetenz.info/eng/gendermainstreaming/strategy/genderbudgeting/>
GenderCompetenceCenter in Humboldt University, Germany (in English, in German)

<http://www.norden.org/pub/sk/showpub.asp?pubnr=2006:578>
Nordic Council of Ministers (in English, in Swedish, in Finnish)

http://www.coe.int/t/e/human_rights/equality/
Council of Europe (in English, in German, in Russian, in Estonian, in Latvian, in Lithuanian)

<http://www.regeringen.se>
Swedish Government (in English, in Swedish, in Finnish)

<http://gender.sm.ee>
Estonian Ministry of Social Affairs, Department of Gender Equality (in Estonian, in English, in Russian)

<http://www.lygus.lt/biblio/index.php?search=advanced>
Women's' Issues Information Centre, Lithuania (in Lithuanian, in English)



<http://www.apvieniba.lv/articleset.php?aset=28&mnu=0>

Coalition for Gender Equality in Latvia (in Latvian, in English)

<http://www.enut.ee>

Estonian Women's Studies and Resource Centre (in Estonian, in English)

<http://www.sverigeskvinnolobby.se>

Swedish Women's Lobby (in Swedish, in English)

<http://www.nytkis.org>

Coalition of Finnish Women's Associations (in Finnish, in English)

Gender Budgeting conference materials

http://www.generoypresupuestos.net/en_index.html

Public Budgeting responsive to gender equality, June 2008, Bilbao, Spain

<http://folk.uio.no/mariosos/Vilnius2008/>

Gender Responsive Budgeting and Social Justice, January 2008, Vilnius, Lithuania

http://www.eurosocalfiscal.org/uploads/documentos/20070704_130706_Gender_Budgeting_in_Finland_and_Other_Nordic_Countries.ppt

Gender Budgeting in Finland and other Nordic Countries

http://www.frauenakademie.de/projekt/eu_gender-budgeting/final-conference.htm

Bridging the Gap - gender Budgeting in Science



**Contact information of the
leading partner**

**Coalition for gender Equality
in Latvia**

Valnu Street 32-506,
Riga, LV-1050, Latvia,
www.apvieniba.lv

Partners:



Supported by:



norden

Bulletin of the project **Creating and
Expanding Gender Budgeting Network
in the Baltic Sea Region and Belarus**

Editor: Liivi Pehk, Estonian Women's
Studies and Resource Centre

Layout: Kadri Aavik, Estonian Women's
Studies and Resource Centre