



International Monetary Fund - IMF Regional Technical Assistance Center

Building macroeconomic capacity in East Africa



Institutional Framework and Prerequisites for Gender Budgeting- The Austrian Experience

Gerhard Steger (IMF Short Term Expert)

Arusha, 14 August 2018



Ministry of Foreign Affairs of the
Netherlands



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Why Gender Budgeting?



Important gender gaps in practice

Budget considered the most effective lever to change this

Inspired by international examples

Austrian Budget Reform: Key Elements

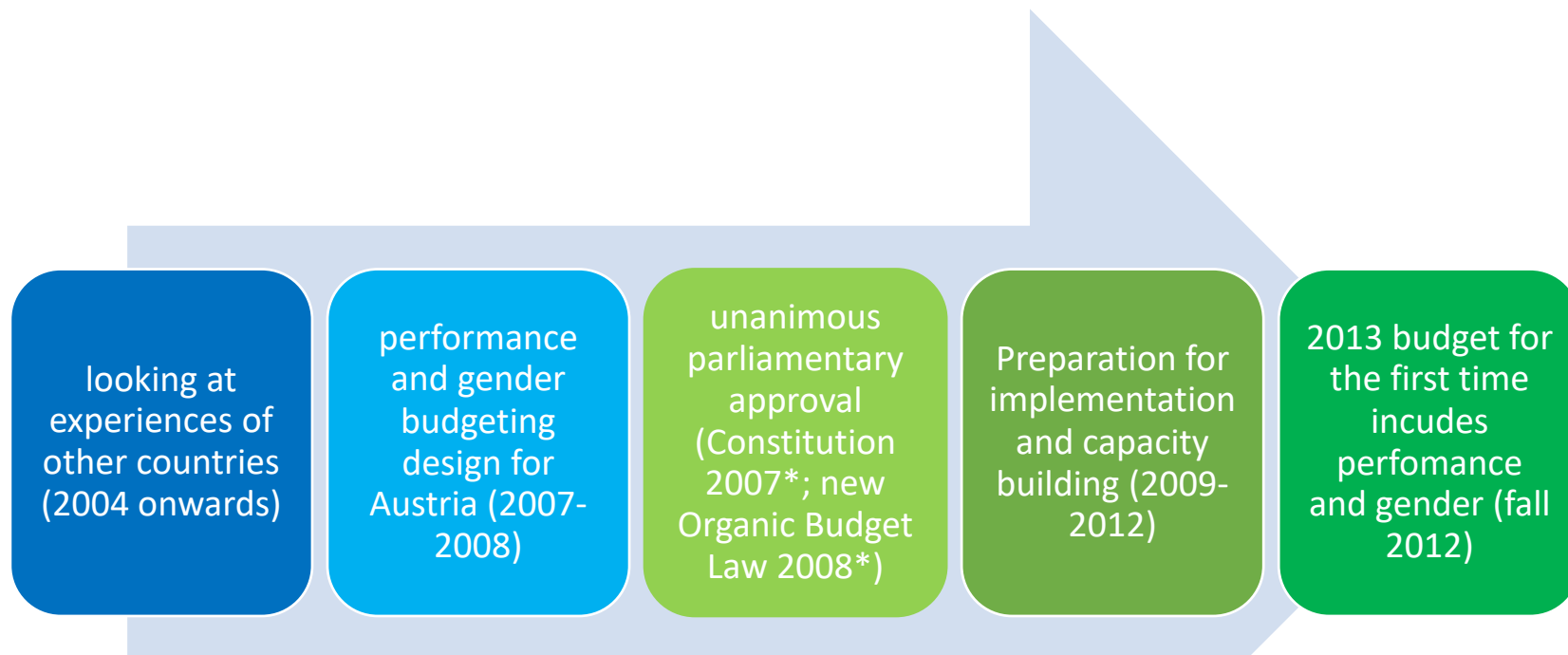


Since 2013: Performance budgeting
including gender budgeting

Since 2013: Accrual accounting and budgeting

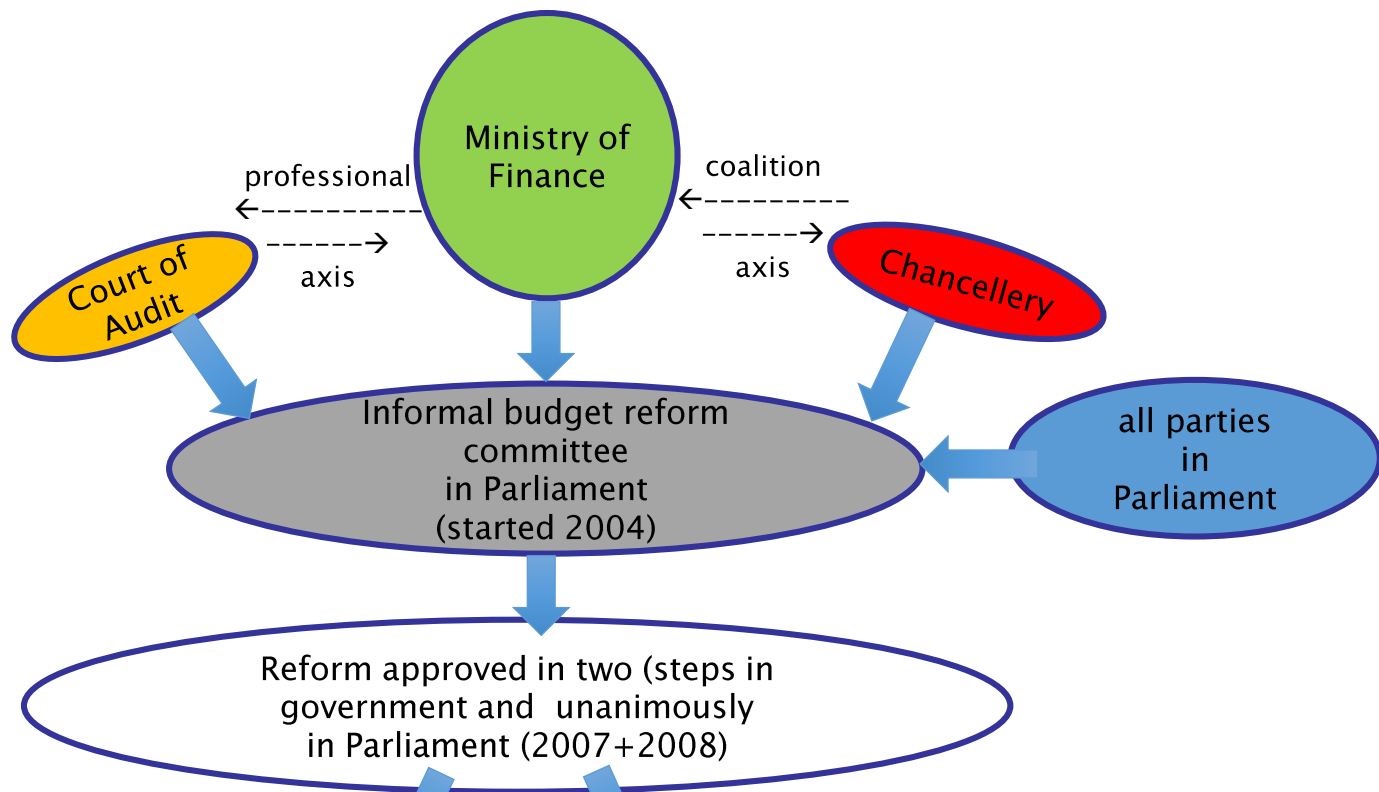
Since 2009: Medium-term
expenditure framework

Design and Implementation of Performance and Gender Budgeting in Austria: Timeline



*** Constitution and Organic Budget law entered into force 2013**

In Austria the Ministry of Finance Took the Reform Initiative



2007: approval of constitution (budget principles) + new budget bill (first stage: MTEF)
legal validity for new budget bill 2009; for constitution 2013

2008: approval of new budget bill (performance including gender, accruals)
legal validity of new budget bill (second stage) 2013

Gender Budgeting Anchored in the Austrian Constitution



Art. 13 of the Austrian Constitution:

„Federation, States and Communes are to strive for the effective equality of women and men in their budget management.“

Art. 51 of the Austrian Constitution:

„In the budget management of the Federation the fundamental principles of impact orientation, especially under consideration of the objectives of the effective equality of women and men ... are to be observed.“

Gender Integrated in Performance Budgeting



Chapter level (usually equals a ministry):
Mission statement (few sentences)

Outcome objectives (max. five per chapter), **at least one of which gender-related**

For each objective up to five performance indicators

Objectives and indicators both on chapter level

Activities contributing to each objective
(one budget level below chapter – called global budget level)

Applied for all ministries and independent institutions

Legal Criteria for Performance and Gender Specifications (Objectives, Indicators, Activities)



Relevance: Focused on ministry's priorities; providing meaningful information

Consistency: Linkage of objectives, indicators, activities

Understandability: Clearly formulated and easy to understand

Comprehensibility: Based on the Federal Government's Program and the respective ministry's sphere of competence

Comparability: Consistent use of objectives and indicators (time series)

Verifiability: Using quantitative or qualitative performance indicators which can be traced

Example Budget 2019: Ministry of Women, Family and Youth



Objective: Facilitating the compatibility of family and working life

Performance indicators (selection):

- + Fathers participating in the program of childcare allowance (2019: 23 percent; initial percentage 2015: 18.12 percent)
- + Employment rate of women below age of 64 with children below age of 15 (2019: 67.6 percent; initial percentage 2015: 65 percent)
- + Childcare participation rates for children below age of 3 (2019: 33 percent; initial percentage 2015: 27.4 percent)

Activities (selection):

- + Awareness activities for fathers to participate in program of childcare allowance
- + Increasing childcare facilities

Example Budget 2019: Ministry of Finance



Objective: Increasing the percentage of women representing the Ministry of Finance in supervisory boards of state-owned enterprises supervised by the Ministry of Finance .

Performance indicator (2019: 50 percent; initial percentage 2015: 25 percent)

Activity: Nomination of members of supervisory boards by the Ministry of Finance

Example Budget 2019: Ministry of Health



Objective: Ensuring equal access of women and men to health care with particular focus on gender-specific preventive health care.

Performance indicators (selection):

- + Increasing participation rate of women in preventive health care program (2019: 14.3 percent; initial percentage 2015: 13.7 percent)
- + Increasing participation rate of men in preventive health care program: (2019: 13.3 percent; initial percentage 2015: 12.6 percent)
- + Increasing participation of women aged between 45 and 70 at early detection program of breast cancer (2019: 51 percent; initial percentage 2015: 42 percent)

Activities (selection):

- + Awareness activities addressing specific target groups
- + Collecting gender segregated data about participation of women and men in respective health programs.

Gender Objectives of Ministries and Independent Institutions



Facilitating compatibility of family and working life (Supreme Courts; Chancellery; Labour; Family)

Increase representation of women (Science; Research; Economy, Finance)

Fight violence against women (Interior; Chancellery)

Increasing transparency on effective equality of women and men (Supreme Audit Institution)

Awareness activities (President; Parliament; Ombudsman Board)

Tax system supports even distribution of work among women and men (Finance)

Gender Objectives of Ministries and Independent Institution, contd.



Enhancing vocational qualification of female prisoners (Justice)

Attractive employer for women (Public Service and Sports; Defense)

Gender specific preventive health care (Health)

Gender equality in the education system (Education; Agriculture)

Gender equality in mobility (Traffic)

Development cooperation includes a gender focus (Foreign Affairs)

Each Budget Chapter Covers: Allocation of Resources....



Mission Statement:

Cash Flow Statement	Ceiling MTEF	Budget n+1	Budget n	Actual n-1
Receipts				
Expenditures – fix ceiling				
Expenditures – variable ceiling				
Total expenditures				
Net cash balance				

Operating Statement	Budget n+1	Budget n	Actual n-1
Revenues			
Expenses			
Net balance			

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A map of the African continent is shown in light gray against a green background representing the ocean. A stylized rocket, decorated with the flag of the United Arab Emirates, is depicted launching from the eastern coast of Africa, with a trail of smoke behind it.

Objective:

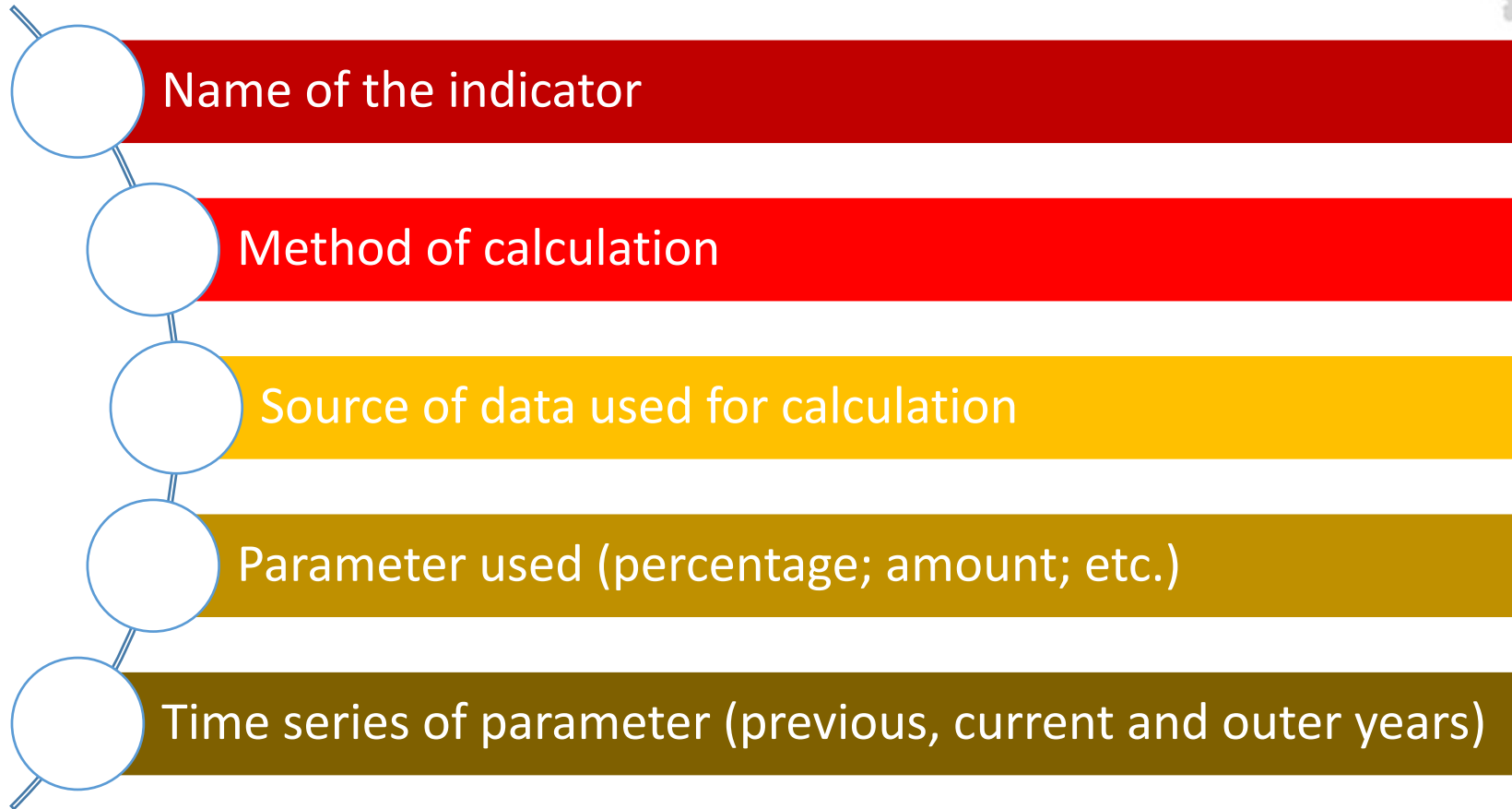
Why this objective:

What will be done to achieve this objective:

What would success look like:

- **Max. 5 objectives per chapter**
- 1 objective directly addressing **gender equality**

Performance Indicators: What is Included in the Budget Document



Global Budgets: As Well Depict Allocation of Resources...



Global Budget xx.01 Operating Statement	Budget n+1	Budget n	Actual n-1
Revenues from operating activities and transfers			
Revenues from financing activities			
Revenues			I
Personnel expenses			
Operating expenses			
Transfer expenses			
Expenses on financial activities			
Expenses			
<i>...variable expenses thereof</i>			
Net balance			

Global Budget xx.01 Cash Flow Statement	Budget n+1	Budget n	Actual n-1
Receipts from operating activities and transfers			
Receipts from investment activities			
Receipts from repayments of loans			
Receipts			
Personnel and operating expenditures			
Expenditures from transfers			
Expenditures from investment activities			
Expenditures from loans			
Expenditures			
<i>...variable expenditures thereof</i>			
Net cash balance			

...and Intended Results



Activities/Outputs (*max. five incl. gender-activity*)

Contribution to objective/s #	How to achieve the objectives? Activities/Outputs	What does success look like? target milestones/indicators	What does success look like? initial situation/amount prior to activity

Comments on activities/outputs of the preceding budget statement, which are no longer listed in the present budget statement

Recent recommendation of the Court of Audit

Response of the respective ministry

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Key Stakeholders for Conducting Performance and Gender Budgeting in Austria



Line Ministry

Defines it's objectives,
indicators, activities

Ministry of Public Service

Monitors objectives,
indicators, activities

Ministry of Finance

Provides templates for
performance and gender
information to be
depicted in the budget

Parliament

Approves objectives,
indicators and activities

Supreme Audit Institution

Audits performance and
gender results

Cross-Ministry Performance Monitoring: Ministry of Public Service (*formerly part of Chancellery*)



Support of line ministries

- Methods to implement performance including gender

Quality assurance

- Review draft objectives, indicators, activities of line ministries
- Line ministry: comply or explain

Reporting to Parliament

- Annual
- Results of controlling activities, particularly
- Intended results achieved?

Mandatory Impact Assessment Includes Gender



Ex ante

- for draft legal acts
- for major spending initiatives

Eight dimensions

- budgetary impact
- **gender**
- economy
- environment
- social
- consumers
- children and youth
- administrative impact

IT-tool

- to support standardized impact assessment
- produces standardized document with assessment results

Evaluation

intended results achieved?

every 5 years

responsible line ministry in charge

annual reporting to Ministry of Public Service and Parliament

Reporting of Gender Budgeting Results



Annual report

- Sent to Parliament
- Compliance with intended results (based on self assessment of ministries)
- International gender context (initiatives from UN, OECD)

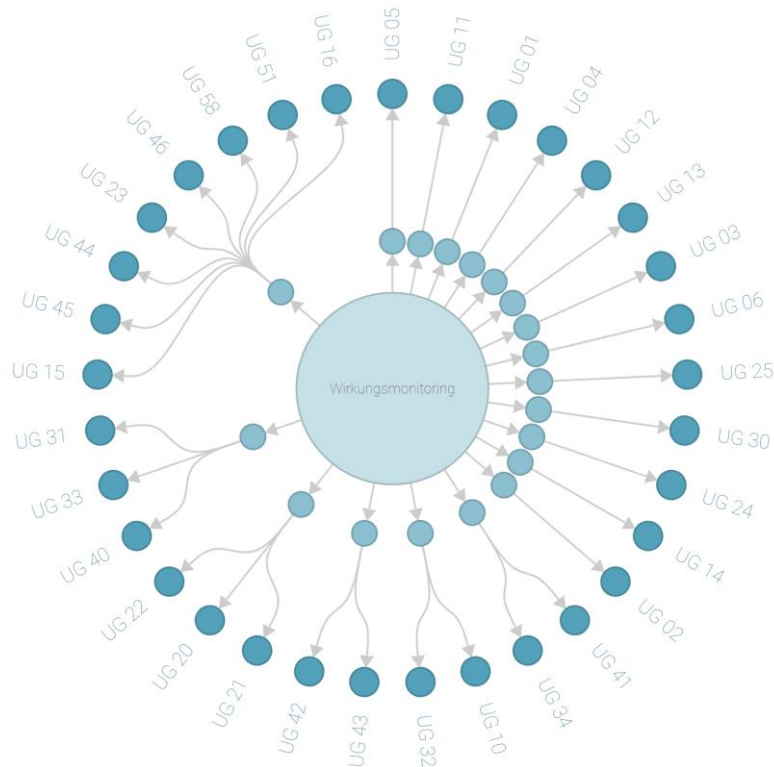
Website

- For entire performance budgeting (gender included) and impact assessment
- Website monitoring results (based on the annual report)
- www.wirkungsmonitoring.gv.at (in German) – see next slides

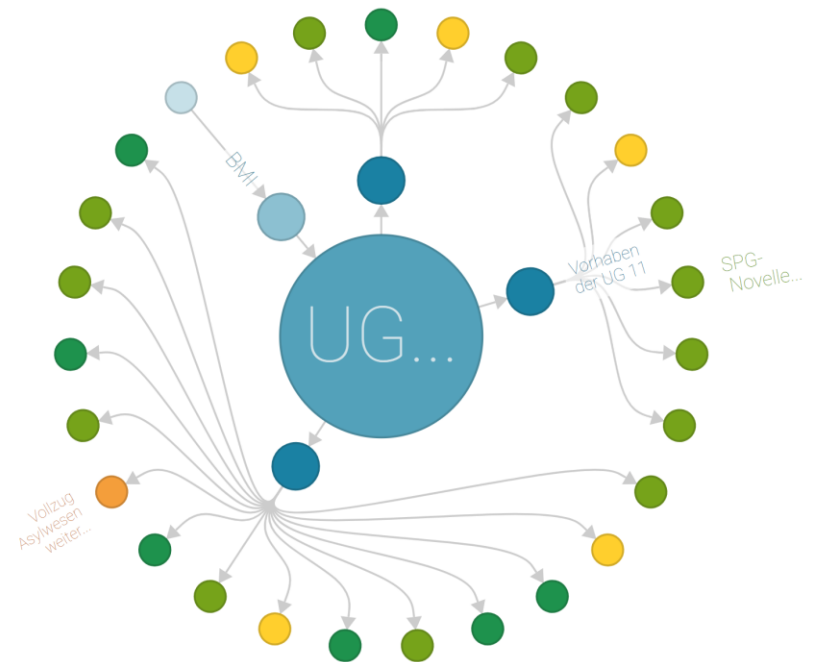
Website Monitoring Performance/Gender Results



All budget chapters (click on buttons)



Details for each budget chapter:
Example Ministry of Interior

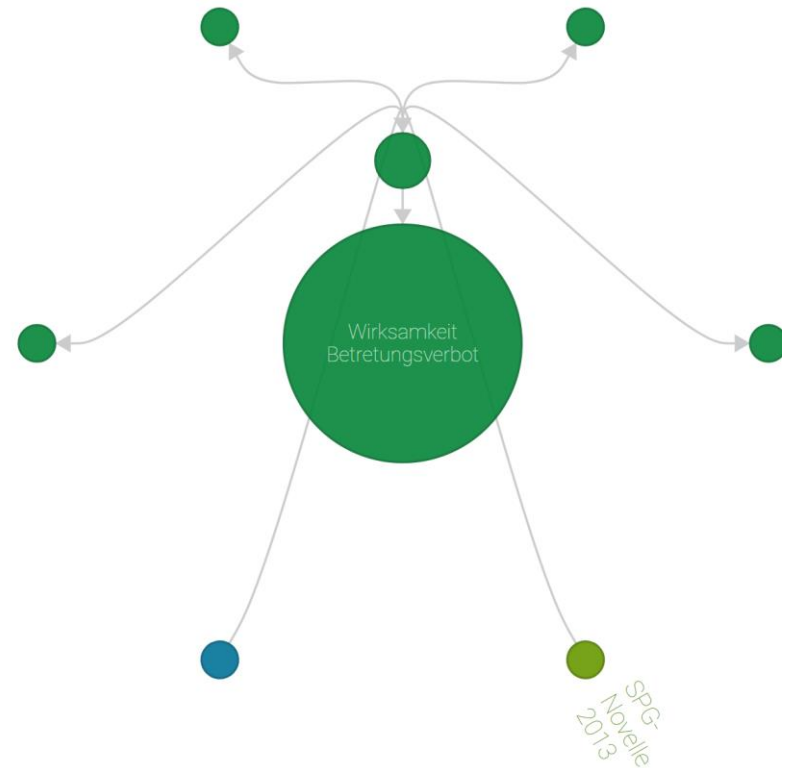


Website Monitoring Performance/Gender Results, contd.



Ministry of Interior: Gender objective
Fight violence against women

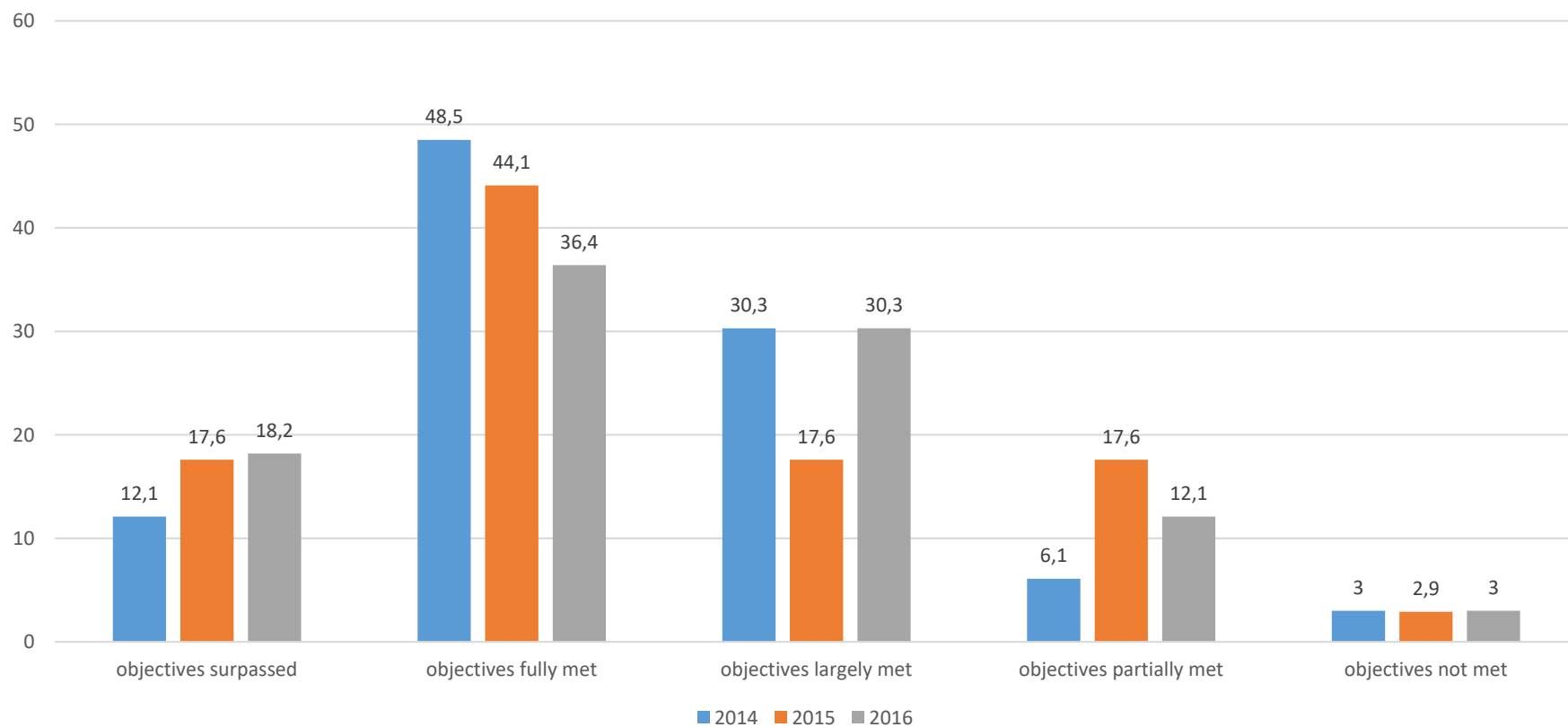
Ministry of Interior: One performance indicator assigned to fighting violence against women



Achievement of Gender Objectives



Austrian Gender objectives: achievement (percentages; self assessment)



Austrian Budget Sub-Committee: Report on Performance Budgeting (Including Gender) 2017



Performance budgeting appreciated if applied adequately

Implementation by ministries depicts substantial differences in quality of objectives, indicators and activities

Issues: lack of ambition when formulating some objectives; too many objectives (less is more); validity of some indicators

Austrian Parliamentary Budget Office (2017): How to Enhance Performance and Gender Budgeting



Selection of objectives, indicators, activities:
Relevance to be increased

Information overload
cumbersome and complex:
Focus on key priorities.

Stronger focus on cross-departmental issues reflecting the overall government strategy.

Direct link between performance and allocation of resources where applicable (for instance disclose expenditure for key activities)

Audit of Performance/Gender Results



Supreme Audit Institution
includes intended
performance and gender
results in audit reports

First reports already
published (for instance on
Justice; Health; income
tax)

How Gender Budgeting is Supported



Cross departmental working group on gender mainstreaming headed by Minister of Women Affairs and comprising representatives of all ministries (since 2000)

Purpose: Creating a gender mainstreaming **strategy**; support and **monitoring** of the implementation process of gender mainstreaming in all departments; **exchange of information and best practice** initiatives in the various departments, as well as of domestic and foreign best-practice examples

Website* provides information on national and international gender activities; blog gender budgeting; list of gender projects (only German)

*English version: <http://www.imag-gmb.at/?lang=en>

How Gender Budgeting is Supported, contd.

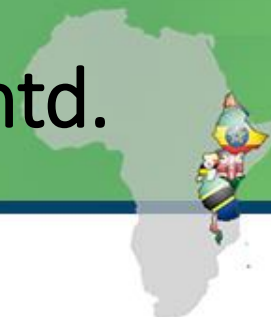


Capacity building conducted
by Austrian Public
Administration Academy



Seminars on gender
issues held regularly

How Gender Budgeting is Supported, contd.



User manual:
Gender Budgeting
in Public
Administration
(issued 2012)*

Purpose: assist in
the practical
application of
gender budgeting

Explains legal framework; supports
identification of objectives,
indicators and activities; deals with
data compilation and analysis

*English version:

https://www.bmgf.gv.at/cms/home/attachments/4/7/3/CH1585/CMS1467637434988/guidance_gender_budgeting_pu_26513.pdf

Austrian Gender Budgeting User Manual: Data as a Key Prerequisite for Gender Budgeting



Why gender disaggregated data

taking account of the different
contextual situations of
women's and men's lives

Purpose of gender-sensitive statistics

identifying the causes of
inequalities and assessing their
impact; developing suitable
measures to tackle inequalities

Determine required data

What data are required for analysis? Check which required data is
available or can be made available easily - and which new data needs
to be generated from scratch.

Implementing Gender Budgeting: Discussing Lessons Learned from Austrian Experience



Gender budgeting is about changing living conditions for women and men by using the budget as a powerful tool. It is not just an administrative, technocratic approach.

A strong legal framework and capacity building are key prerequisites for successful implementation but...

...without persistent support from political and senior administrative level the framework will not „breathe“.

Clarify responsibilities: As any other reform gender budgeting requires a powerful institutional „beating heart“ to successfully implement intended results.

Reform „digestibility“ required: Don't try to capture everything. Avoid too much complexity and information overload. Focus on most important issues.

„Watchdogs“ are key to pressure for compliance as changing mindset requires time and persistent efforts. You're never done.



Thank you



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GENDER BUDGETING IN THE CONTEXT OF BUDGET PREPARATION LESSONS LEARNT FROM UGANDA

PRESENTATION TO A WORKSHOP ON IMPROVING GENDER RESPONSIVE BUDGETING

AUGUST 13-15, 2018- ARUSHA, TANZANIA



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Outline



1. A Recap of Progress to Date
2. Challenges in Gender & Equity Responsiveness in Budgeting
3. Overview of the G&E Compliance Certification
4. Take Away



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A Recap of Progress to Date (i)

Basics in place



- Key Policy and legal Framework:
 - PFM Act 2015, Gender Policy among others.
- Institutional framework :
 - Ministries of Finance, Gender, National Planning Authority
 - Sector ministries & districts
 - Equal Opportunities Commission
- Enforcement of Legal G&E compliance:
 - Capacity building & mentoring
 - G&E tools and guides: ie sector specific gender and equity compacts,
 - G&E Compliance Assessment tools
- Recent Introduction of Program Based Budgeting
 - GEB guidelines enshrined within the Budget Call circular.
- Certificates awarded for fiscal years: 2015/16, 2016/17, 2017/18 and 2018/19



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A Recap of Progress to Date(ii)

Legal provision of G&E Compliance



- The Public Finance and Management (PFMA) Act, 2015 - section 13 (15) (g) (i) and (ii) - provide for **compliance** of Budget Framework Papers (BFPs), the National Budget and the **Ministerial Policy Statements (MPS)** to **gender and equity (G&E)** requirements.
- Section 13 (15)(g) requires that a policy statement issued by a VOTE shall contain a **certificate** - issued by the Minister responsible for Finance in consultation with EOC:
 - **Certifying that the policy statement is gender and equity responsive; and**
 - **Specifying measures taken to equalize opportunities for men, women, persons with disabilities and other marginalized groups.**
- The Equal Opportunities Commission (EOC) issues a Gender and Equity Certificate to all Ministries, Departments and Agencies (MDAs) and Local Governments



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A Recap of Progress to Date(iii)

But G&E responsiveness remains weak.....



- Slight improvement in the overall level of G&E compliance with an average score for all Central Ministries:
 - a 61% in FY2018/19, 60% in 2017/18 rising from 55% in 2016/17.
- However, persistent weaknesses exist in Budget submissions :
 - Lack of clear G&E issues in sectors
 - No or inadequate information on baseline, medium-term targets or KPI
 - Missing G&E responsive interventions,
 - Failure to address the Commission's recommendations of previous FYs or since enactment of the Law in 2015.
- Major challenges relate to:
 - Difficulties in translation of development and policy priorities into funded intervention & realities.
 - Current Status of Budgeting has proved to be a disincentive
 - Weaknesses in enforcement of Legal G&E compliance

Source EOC 2018/19 Assessment Report



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Challenges in G&E responsiveness

Some Policies are G & E blind



- Lack of G&E disaggregated data and analysis
- Women, PWDs + vulnerable are conceptualized as homogenous
- Inadequate understanding of the different concerns and issues of PWDs:
 - Number of PWDs, impairments & needs
 - Extent of access to & benefit from GoU programs by of PWDs
- Strategies to address specific needs of PWDs have either been missed or inadequate.
- Undermines the relevance, effectiveness and sustainability of policies.

Policies: Disability, GBV, Gender, Elderly, Education, Agriculture Extension, Community Development, Youth, plus Trade and industry.



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Challenges in G&E responsiveness

.....Likewise Sector and District Plans are not Responsive



- Baseline information, desired strategic objectives & targets are sometimes missing
- Lack of planned results nor envisaged impact on potential beneficiaries - .
 - Hardly G&E based key performance indicators(KPI) in most programs
- Planned activities are generic and tend to neglect men and women in special circumstances.
- Limited influence on prioritization and resource allocation over the annual and medium-term
- Oversight and accountability for impact of public expenditure on G&E issues are **greatly undermined**.

Challenges in G&E responsiveness

..... Not a surprise that Budgets are not G&E Responsive

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Bugiri Work Plan 2017/18

file:///C:/Users/florence%20kuteesa/AppData/Local/Microsoft/Windows/INetCache/IE/U6DL5L6P/BUGIRI%20DLG%20CONTRACT%20FORM%20B_0.pdf



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Current Status of Budgeting is a Disincentive



- Annual budget is not credible - demotivating efforts to mainstream G&E.
 - Significant adjustments +reallocations during budget execution
 - Limited influence of performance information on budgetary decisions.
- Frequent budget reforms -lack clear reform agenda(prioritization and sequencing of actions:
 - Associated with “reform fatigue”
 - Limited focus on the prerequisites
- Existing annual performance monitoring and reporting is fragmented, inconsistent & can hardly enforce G&E compliance.
 - Performance management not fully established.
 - Difference in the reporting frameworks and period.
 - Missed opportunities to inform budget decisions.



Challenges in the Gender & Equity Compliance Certification



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G&E Compliance Certification Process Led by EOC



August to October: Capacity Building of MDAs +LGs

October/November: Re-orientation of National Task Force for Gender and Equity Assessors

November/ December: Assessment of sector Budget Framework Papers

Mid December: Submission of assessment findings & advice note on the issuance of the Gender and Equity Certificate. **CC** to all Sectors

January : submission of Assessment Report to Parliament & the respective committees to guide the vetting process.

Mid January: Reviews non-compliant Budget Framework Papers

March –April: Assessment of Ministerial Policy Statements.

Table 1.1: Assessment Areas and weights attached

S/N	Area of Focus	Weight
i.	Sector contribution to Inclusive Growth (NDP II)	1
ii.	Responsiveness of Sector Objective to G&E	5
iii.	Section III: Past Performance	30
iv.	Medium Term Plans	5
v.	Plans for the Ensuing Year	40
vi.	Programme Performance	15
vii.	G&E Challenges	4
Total Weight		100

Source: EOC Gender and Equity Assessment Tool 2018/2019



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Enforcement of Legal G&E compliance

Weaknesses



No clear regulatory framework to enforce the legal provision in a coordinated manner:

- Lack of an official interpretation of
 - G&E compliance
 - Gender & E requirements that are enforceable.
 - Clarifying roles and responsibilities
- Inadequate guidance on measures and institutions roles for:
 - Ensuring gender and equity needs are enshrined with policy, plans, investments before approval.
 - Promoting compliance in the transparent manner
 - Monitoring and reporting on compliance
- Lack of clarity on provisions and procedures for **sanctions and rewards**

Challenges of Certification Process



- Assessment and scoring framework is too generic:
 - May not reflect true status of G&E responsive practices on ground
- Scope and reliability of information provided by BFP constrains the assessment.
- VOTES have resorted to capturing *G&E correct words* like:
 - *inclusion, men, women, disabled and statement of commitments to address the apparent issues.*
- Process may turn out to be “just a ‘tick-box’ exercise”
- Reliability of **same assessment criteria** for MDAs whose mandates are varied :
 - Upstream policy advisory and regulatory,
 - Down stream program implementation or service delivery ,
 - Oversight agencies like Parliament and Human Rights Commission
- Assessment by EOC **is rushed because not given sufficient time** within the budget cycle.

TakeAways



- **Getting the Basics Right**
 - laying a foundation for a credible annual budget and budgetary process
- **Towards enhanced budget credibility - case Uganda:**
 - Credible Annual Budget
 - An accounting officer to set and account for realization of G&E responsive performance targets .
 - Use of performance information in budgetary decision-making.
 - Strategic expenditure reviews to guide decisions on affordable G&E responsive priorities.
- **Adaptive Approach (& over time)**
 - Success depends on winning the buy-in, commitment, incentives & NOT just changing how MDAs prepare the budget
 - Identification & timely address of problems - systematic & periodic reviews.
- **Option for a Legal G&E compliance should not be rushed:**
 - be based on best home grown practices that should guide the regulatory framework.



- Thank You
- Ahsante Sana



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Budget Execution and Gender Responsive Budgeting – Challenges in Data Collection

Gerhard Steger (IMF Short Term Expert)

Arusha, 14 August 2018



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What Is Gender Responsive Budgeting?



Gender-responsive budgeting is not about creating separate budgets for women, or solely increasing spending on women's programs.

Rather, gender-responsive budgeting seeks to ensure that the collection and allocation of public resources is carried out in ways that are effective and contribute to advancing gender equality and women's empowerment.

(UN Women)



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Gender Information Comprised by the Budget: Some International Examples



OECD country	Gender objectives	Progress statement in relation to gender objectives	Information on total spending allocated to gender equality projects	Gender impact analysis of specific budget measures	Gender impact analysis of budget as a whole
Canada	●	●		●	●
Iceland				●	
Japan	●		●		
Korea	●	●	●	●	
Mexico	●	●	●	●	●
Portugal	●		●		
Spain	●	●	●	●	●
Sweden			●	●	

Source: OECD

Why Collect Gender Disaggregated Data?



Public resources are scarce.

They should be allocated according to policy priorities reflecting needs of the entire population in general and of women and men in particular, taking account of the different contextual situations of women's and men's lives.

This **requires gender sensitive data and statistics** to identifying the causes of inequalities and assessing their impact and to developing suitable measures to tackle inequalities.

To **collect and analyse data** adequate processes and sufficient capacity building is required.

How Does Gender Responsive Data Influence Decision Making



Needs and challenges of women and men need to be known and underpinned by **data**.

This **data** needs to be accessible to government and society to provide transparency of existing challenges and their urgency.

Governments are more likely to take decisions supporting gender equality if **data** is transparently available creating public awareness to tackle the issues.

Gender Responsive Data Important for all Stages of the Budget Cycle

Budget preparation, for instance:

gender perspective incorporated into pre-budget consultations; gender dimension in resource allocation (Canada)

Defining gender objectives, performance indicators and activities to be included in the budget document (Austria)



Ex-post audit: Supreme audit institutions auditing gender policies (Canada and Austria)



Budget execution, for instance:
Monitoring gender objectives, performance indicators and activities by each responsible line ministry and a monitoring unit in the Ministry of Public Service (Austria)

How to Determine Required Data?



Which challenge
requires
assessment?

- For instance:
insufficient
education
opportunities
for
girls/women;
gender pay gap

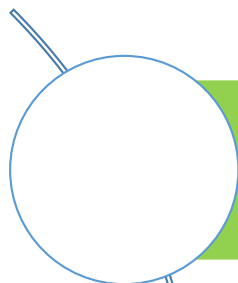
Which data
required to
describe the
challenge?

- For instance
enrolment
ratio in
secondary
education, by
sex; gender pay
gap in wages
per industry

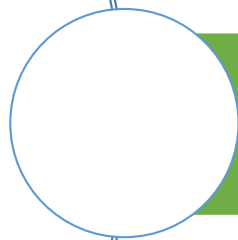
Data available or
requirement to
make them
available

- Check national
and
international
data sources; if
necessary push
for collecting
required data

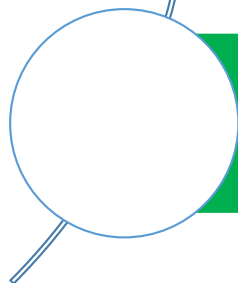
Key Data Features Required



Data traceability: Precisely know where the data comes from; calculation method disclosed; data can be verified any time



Data reliability: Reputational and credible data source



Data time series: To track progress updated data should be available at required intervals

The Key Role of Statistics Office: Statistics Canada as Facilitator of Gender Based Analysis



Providing sex-disaggregated data

- Close cooperation with government departments and agencies
- Data finding workshops for departments to build capacity and knowledge on gender based analysis

Centre for Gender, Diversity and Inclusion Statistics

- Established at Statistics Canada
- To act as a gender based analysis and data hub supporting future evidence-based policy development and decision-making

Planned Initiatives

- Supporting departments in the development of impact indicators
- Developing a gender portal as a „one stop shop“ for sex-disaggregated data for departments and civil society



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Gender Data Disclosure in the Budget: Example of Austria



For each budget chapter at least one gender policy objective has to be selected and disclosed in the budget document.



For each gender policy objective performance indicator(s) are required.



For each indicator the budget discloses: method of calculation; data source; unit of the measured value; annual values for previous, current and future years

Practical Example of Gender Data Collection: Philippines



Gender statistics are data which are

- collected and computed for women and for men, and which
- facilitate gender-based analysis of problems and decision making in planning.
- They include concepts and methods in data collection that allow data on the sexes to be compared.

Guidebook in Using Statistics for Gender-Responsive Local Development Planning, published by the National Commission on the Role of Filipino Women and the Canadian International Development Agency, 2002
(<http://pcw.gov.ph/sites/default/files/documents/resources/sgrldp.pdf>)



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Practical Example of Gender Data Collection: Philippines, contd.



Usual data sources for decision making:

- Decisions concerning economic and social policies are made on the basis of **economic statistics and national accounts** data.
- Policies on the sociodemographic situation are formulated using **household** data from surveys and censuses.
- Health and social services are designed according to **health and demographic statistics**.
- Physical infrastructures are planned considering data on existing and projected needs of the **population**.

Compiling gender statistics provides a concrete basis for determining interventions that most appropriately satisfy **needs of women and men** in these areas, making them a vital component of more effective development planning.



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Practical Example of Gender Data Collection: Philippines, contd.



Household headship and primary income earning are often attributed to men. So are farm work and certain types of technical work like welding and drafting.

Sex-disaggregated data will show that there are in fact women-headed households, women who are the primary or sole income earners, women farmers and women who have succeeded in traditionally male-dominated occupations such as engineering, welding and drafting.

If these facts are recognized by planners and considered in their planning, it would mean for example that extension programs for farmers would be redesigned to suit the needs of women farmers.

Importance of Gender Data for Budget Planning – Based on Example of Philippines



Data are required to describe the current situation of women and men.

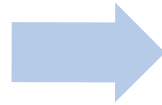
Data are required to set priorities according to the urgency of the problem and identify objectives for action.

Data are required to select appropriate indicators for improving the situation for identified beneficiaries.

Importance of Data for Implementing, Monitoring and Evaluating Policies – Based on Example of Philippines



In implementation, monitoring and evaluation, **data** is required to determine to what extent set objectives are accomplished.



Data also pinpoint deviations or failures of the program, such as when the beneficiaries are not being reached as intended.



In evaluation, **data** are required to determine how well the objectives were realized including intended and unintended impact of the intervention.

Gender Data Requirements: Practical Examples from the Philippines - Labor Force Participation Rate



Formula:
$$\text{LFPR} = \frac{\text{total number of persons 15 -64 years old who may be employed or unemployed}}{\text{total no. of persons 15-64 years old}} \times 100$$

$$\text{LFPR (female)} = \frac{\text{total no. of females 15 -64years old who may be employed or unemployed}}{\text{total no. of females 15 -64 years old}} \times 100$$

$$\text{LFPR (male)} = \frac{\text{total no. of males 15-64 years old who may be employed or unemployed}}{\text{total no. of males 15 -64 years old}} \times 100$$

Where, LFPR = labor force participation rate

Data requirements: Total no. of persons aged 15 -64 years old, disaggregated by age group and sex, who are employed or unemployed
Total no. of persons aged 15-64 years old

Data source: Labor Force Surveys of the National Statistics Office

Example: (pls. see data below)

$$\text{LFPR} = \frac{30,154}{45,918} \times 100 = 65.67\%$$

$$\text{LFPR (Female)} = \frac{11,299}{23,174} \times 100 = 48.76\%$$

$$\text{LFPR (Male)} = \frac{18,855}{22,744} \times 100 = 82.90\%$$



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How Does Gender Responsive Data Influence Decision Making: The Canadian Example



Tool for gender based analysis (GBA+) developed which goes even beyond gender and examines intersection with other identities like race, ethnicity, religion, age and disability.

Broad recognition that without GBA+ there is a risk of (i) missing or misreading the experiences of a significant portion of Canadian population and thus, (ii) taking political decisions which increase inequalities.

All departments and agencies are required to provide evidence that they have taken GBA+ considerations into account and report on this.

GBA+ should inform the entire policy process from research and early investigation through the development of options and strategies as well as implementing, monitoring and evaluating policy initiatives. Central government agencies provide guidance for other agencies and a challenge function in relation to GBA+.

https://read.oecd-ilibrary.org/governance/gender-equality-in-canada_9789264301108-en



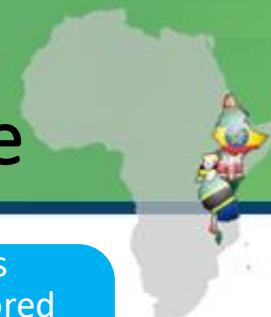
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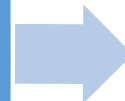
How Does Gender Responsive Data Influence Decision Making: A Practical Canadian Example



Immigration and Refugee Protection Act (2002) requires gender based analysis of the impact of the act in an annual report to Parliament.



Requirement for sponsored spouses and partners of Canadian citizens and permanent resident to live with their sponsor for two years as a condition to maintaining their permanent resident status.



Gender based analysis recognized that a sponsored spouse or partner can be vulnerable for many reasons including gender, official language proficiency, isolation and financial dependence which can create an imbalance between the sponsor and spouse/partner.



The conditional permanent resident requirement was repealed 2017.



Canadian authorities assessed that the requirement may potentially result in vulnerable spouses or partners remaining in abusive relationships out of fear of losing their permanent resident status in Canada.



It was assessed that the conditional two-years cohabitation requirement could compound these vulnerabilities in situations of domestic abuse: 70 percent of affected individuals submitting requests for an exception to the requirement on the basis of abuse or neglect were women.

Gender Responsive Database: UN Gender Statistics



Compiled by the
Statistics Division
of the UN

Implementing the
Global Gender
Statistics
Programme

Coordinated by the
Inter-Agency and
Expert Group on
Gender Statistics

Program encompasses:

improving coherence among existing initiatives on gender statistics through international coordination

developing and promoting methodological guidelines in existing domains as well as in emerging areas of gender concern

strengthening national statistical and technical capacity for the production, dissemination and use of gender relevant data

facilitating access to gender relevant data and metadata through a newly developed data portal (forthcoming)

<https://unstats.un.org/unsd/demographic-social/gender/index.cshtml>



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UN Handbook on Integrating a Gender Perspective Into Statistics (2016): Tasks



Achieve a comprehensive coverage of gender issues in data production activities.

Incorporate a gender perspective into the design of surveys or censuses.

Improve data analysis and data presentation and to deliver easy to use gender statistics.

<https://unstats.un.org/unsd/demographic-social/Standards-and-Methods/files/Handbooks/gender/Integrating-a-Gender-Perspective-into-Statistics-E.pdf>



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UN Gender Statistics: Most Recent Annual Report (December 2017)



Presents an update on the implementation of the Evidence and Data for Gender Equality project, including on the completion of the draft guidelines for the production of statistics on asset ownership and on entrepreneurship, from a gender perspective.



Describes the revision of the minimum set of gender indicators to align it with the global Sustainable Development Goal indicators framework.



Describes its activities and those of the Division aimed at strengthening gender data, under the Global Gender Statistics Programme.

UN Gender Statistics: Key Data Sources



Evidence and Data for Gender Equality (EDGE), tasks:

Developing an online interactive platform to disseminate gender-relevant data and metadata on education, employment, and health in line with the Minimum Set of Gender Indicators.

Developing methodological guidelines on measuring asset ownership and entrepreneurship from a gender perspective.

Providing technical support to countries to implement the EDGE methodological guidelines.

Time-use statistics

How individuals allocate their time over a specified period — typically over the 24 hours of a day or over the 7 days of a week. Tool for exploring a wide range of policy concerns including assessing quality of life or general well-being, including analysing division of labour between women and men.

World Population and Housing Census Programme

Supplying disaggregated data by sex and other important characteristics.

Statistics on violence against women

Provides data for each country with available data as of May 2016: Proportion of women subjected to physical and sexual violence.



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UN Gender Statistics: Minimum Set of Gender Indicators (Some Examples)



Average number of hours spent on unpaid domestic work by sex

Proportion of adult population owning land, by sex

Gender gap in wages

Gross enrolment ratio in secondary education, by sex

Share of female science, engineering, manufacturing and construction graduates at tertiary level

Women's share of population aged 15-49 living with HIV/AIDS

Women's share of government ministerial positions

Prevalence of female genital mutilation/cutting (for relevant countries only)

Legal minimum age at marriage, by sex

<https://genderstats.un.org/#/home>



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Gender-Responsive Database: Example of Philippines



Gender-Responsive Population and Development Indicators System (GRPDIS) aims to provide local planners with a database system for the identified core indicators.

The system serves as a starting point in building a database of indicators at the local level. The local government unit, however, has the option to add or delete indicators included in the list of identified core indicators as deemed appropriate for the locality.

Main features: Maintenance of database; Generation of reports with print preview functionality; Transfer of reports in MS Excel for further analysis, MS Word and Notepad for further output design requirements; Editable system parameters; Setting and unsetting of password; Compacting of database; Creation of database backup; Database repair; and Record find and replace.



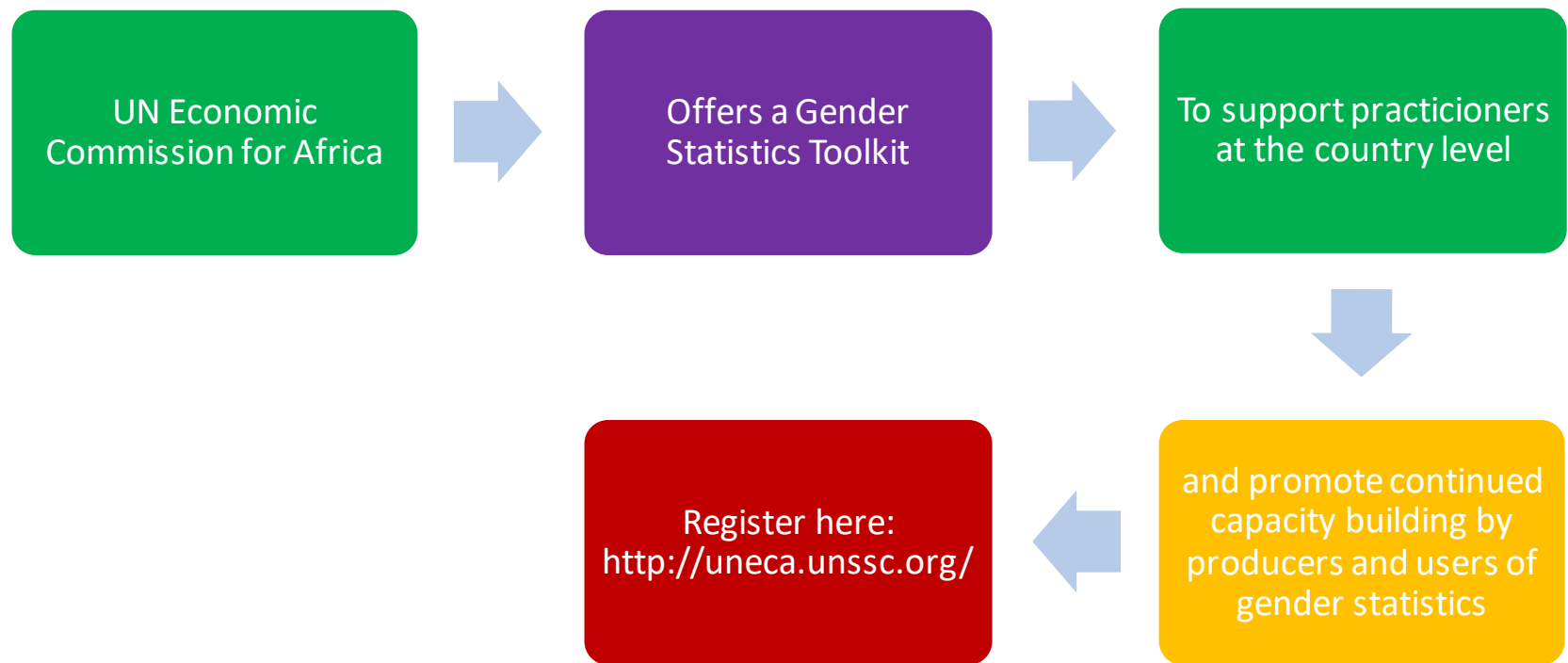
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Gender Statistics Toolkit Provided by UN Economic Commission for Africa



<http://uneca.unssc.org/>

Gender Statistics Toolkit Provided by UN Economic Commission for Europe



Designed to increase the understanding and use of gender statistics by government officials and other users. The toolkit was developed primarily for countries in Eastern Europe, Caucasus and Central Asia, but may be adapted for use in any country.

The toolkit can be used by gender statistics focal points and others to run training sessions to increase statistical literacy and awareness of the importance of gender in statistics, which should strengthen evidence-based policymaking.

The toolkit consists of six main thematic modules: Basic skills in gender statistics; Measuring the population; Measuring work and economic activity; Education and training; Health; Power and decision-making in society.

<http://www.unece.org/stats/gender/toolkit.html>



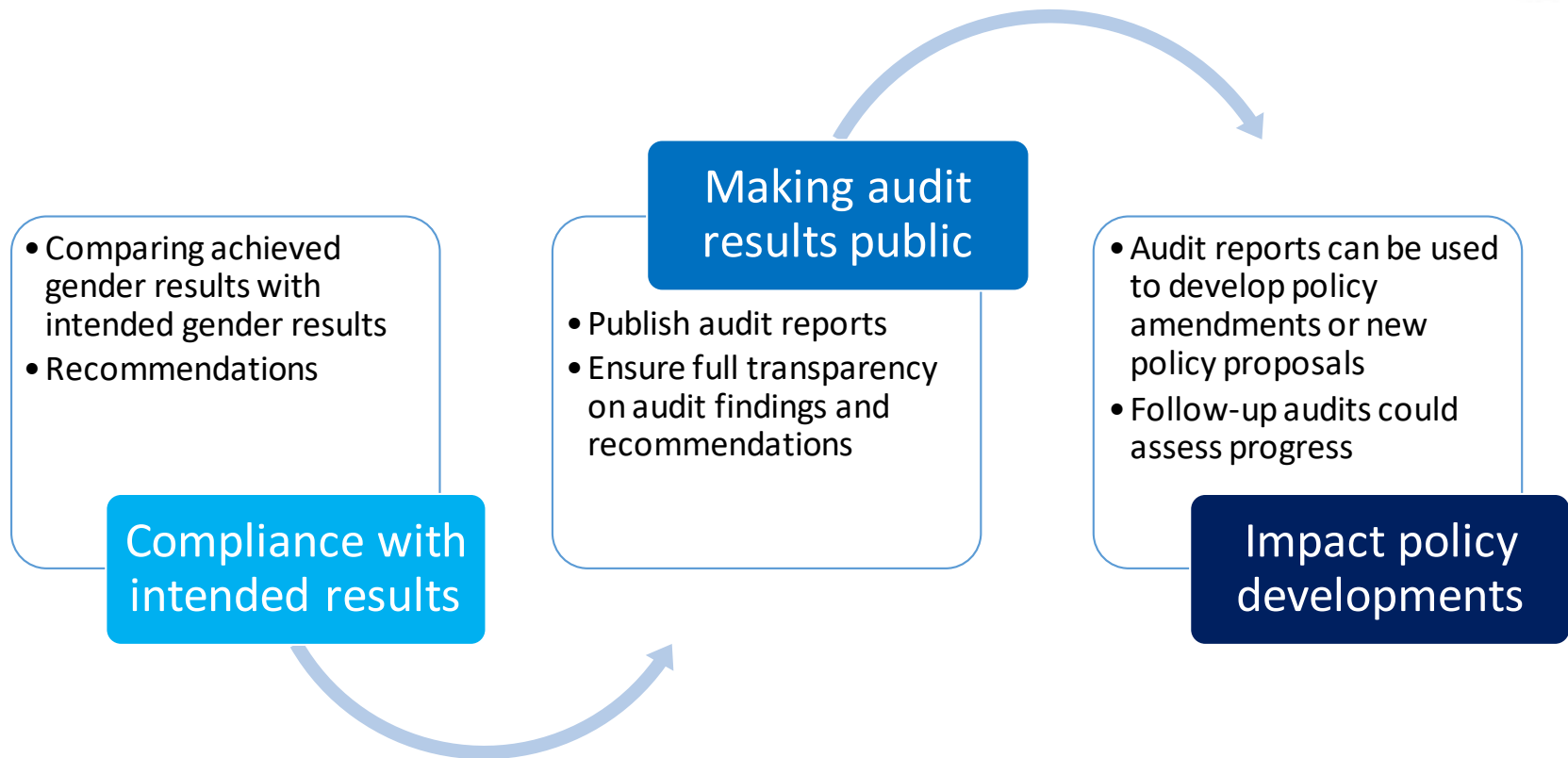
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Gender Audits: Purpose and Potential Impact



Gender Audits: The Austrian Example

Austrian Court of Audit (Supreme Audit Institution) conducts both financial and performance audits.

Internal guidelines: each performance audit should consider questions in the area of gender equality, such as if (i) the **gender objective is relevant**; (ii) there is **sufficient gender specific data**; (iii) **the level of ambition for measures and indicators is appropriate**; (iv) what is the impact on society? (v) are **women and men appropriately represented** in the governing bodies?

Example: The audit „Agricultural Investment Subsidies and its Outcomes“ found that (i) **gender equality was not systematically covered by the program**; gender specific investment needs were not analysed despite women predominantly having smaller farms than men and program data was not systematically reported and analysed from a gender perspective; (ii) **just 30 percent of the monitoring committee members were women** (despite requirement of gender balanced representation)

Gender Data Collection and Use: Conclusions



Specify exactly, which challenge needs to be tackled.

Collect data to highlight the challenge.

Define an objective to tackle the challenge.

Define indicator(s) as benchmark for successfully tackling the challenge.

Assess, which data is needed to adequately measure progress.

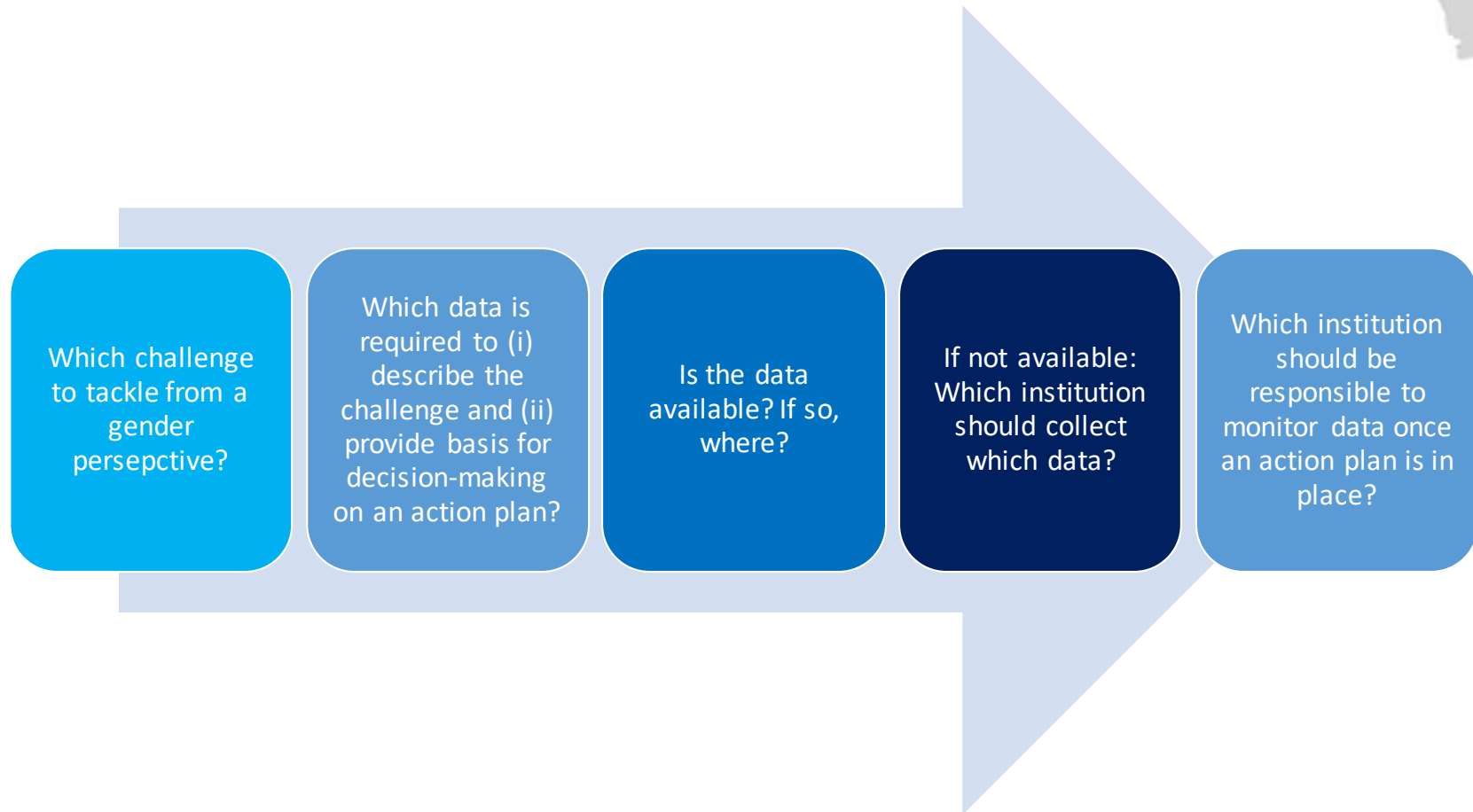
Check, whether data is already available.

If not available: Check, which institution would be in charge to collect data.

Make sure that data is traceable and reliable and provided in required frequency.

Publish and communicate data to support awareness and readiness to act.

Practical Exercise on Data Requirements, Collection and Monitoring



Practical Exercise on Data Requirement, Collection and Monitoring: Results



Challenge	Required data	Where available?	Collecting new data – who?	Who monitors?



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Thank you



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