

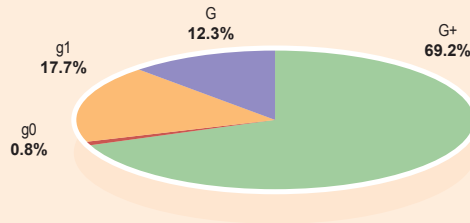
EXECUTIVE SUMMARY

Gender Impact Assessment Report on the Budget for 2011

The draft budget of the Autonomous Community of Andalusia for 2011 which the Regional Ministry of Finance and Public Administration has presented to the Parliament of Andalusia is conditioned, as last year, by the global economic crisis that began in 2008 and by the unfavourable income scenario due to the fall in demand of recent times. However, despite the necessary reduction in public spending for 2011, the Gender Impact Report highlights the commitment within the budget to social policies, which are regarded not only as part of the solution to the economic crisis but also as a vehicle for creating a more competitive and sustainable economy for the future.

The budget of the Autonomous Community of Andalusia for 2011 is 31,682 million euros, which represents a drop of 6.1% in relation to the budget approved in 2010. In terms of gender impact, the most salient aspect at first sight, as shown in the graph below, is that the Programmes G+ have a greater weight within the overall structure of the budget for 2011, having risen from 65.7% to 69.2% of the budget funds. This fact reflects a continuing commitment to social policies, which are known to have a vast impact on equality between men and women.

Structure of the budget of the Autonomous Community of Andalusia for 2011 according to the G+ scale



The 2011 budget contains a set of goals regarding allocations for social policies, which comprise three broad areas of activity. The first of these concerns improving training for the human capital, regarded as fundamental for continuing to develop a culture capable of exploiting the skills of men and women to the full. The second concerns active employment policies underpinned by a prior, gender-oriented analysis of the performance of the labour market. Finally, the budget maintains social spending related to the work-life balance, crucial for allowing men and women to join and remain in the labour market.

The structure of the Gender Impact Report on the 2011 Budget repeats the format of previous years. Thus, the first section describes the innovations and achievements witnessed in 2010 in relation to the gender budgeting strategy adopted by the Government of Andalusia in 2003 by virtue of Law 18/2003 accompanying the 2004 budget.

Next, the Reality section examines the latest and most relevant statistics concerning the situation of men and women in Andalusia.

The Representation section analyses the gender breakdown of the staff of the different government departments in Andalusia and of the management personnel of approximately 30 business agencies, public-sector trading companies and other similar organisations.

The report concludes with the section entitled Resources and Results, which assesses the different impact that the actions contained in the 134 budget programmes for 2011 are likely to have on men and women. As in previous years, the gender budgeting indicators for each programme are also provided. Finally, the report includes an appendix detailing the implementation of the gender-sensitive indicators for the 2009 budget.

Achievements

Chapter 2 describes the activities conducted by the Regional Ministry of Finance and Public Administration in 2010 to promote and consolidate gender budgeting in Andalusia. In 2010 efforts focused on two main objectives, the first of which was to strengthen the gender budgeting skills of the Government of Andalusia personnel. To this end, technical advisory sessions were run for the human resources of various regional ministries, with the attendance and participation of staff responsible for budget management and policy planning.

As part of the same skills enhancing objective, different types of learning materials were developed for use addressed to staff in charge of managing budget programmes at the various regional ministries.

The second objective of the Regional Ministry of Finance and Public Administration for 2010 described in this section was to promote work at the departments. Thus, the first quarter of 2010 saw the launch of the Fund G+, developed by the regional ministry to encourage the management centres of the Government of Andalusia to create specific projects to reinforce gender budgeting.

The G+ Fund attracted 33 applications, of which the assessment committee selected 22. Several of these were joint projects submitted by two or more centres. The projects address very diverse areas of activity, all within the jurisdiction of the regional government. The topics addressed include among others the introduction of a gender perspective in regional taxation, the analysis of gender in the different branches of manufacturing and company creation in the current labour market, gender differences in job seeking, and the study of environmental jobs in the region. Other projects examine public transport mobility patterns and urban planning from the gender perspective, differences in academic performance among schoolchildren, gender inequalities in diagnosing patients with acute coronary syndrome, creating a gender budgeting programme for rural development, analysing university sports from the gender perspective, and studying residential and day centres for dependent disabled persons.

The Fund G+ will therefore help to bring about a cultural change in the procedures and routines of the organisation. Meanwhile, from the budgeting technique point of view, it will lead to improvements in the general management of public funds within the framework of results-focused budgeting.

Another gender budgeting achievement of 2010 was the translation of working materials into other languages to facilitate experience sharing with other countries administrations. For example, in 2010 the UN Development Fund for Women (UNIFEM) and the Government of Andalusia worked closely together on a series of initiatives being developed in various countries in the Balkans, such as Macedonia, Bosnia and Herzegovina and Serbia.

Reality

The third chapter of the report examines 95 indicators relating to 14 areas of public and private activity in Andalusia, offering a map of the gender equality situation in the region. The indicators relate to the following areas: population; power and representation; employment, income and pensions; taxation; business, universities and ICT; education; housing; transport; health; sport; culture; agriculture and fishing; environment; and welfare, the work-life balance, dependency and gender violence.

This section of the report provides the broadest and most up-to-date list of annotated statistics relating to the situation of men and women in Andalusia. Its principal merit, however, is that it sheds light on the current context in which the regional ministries of the Government of Andalusia will implement its actions described in other parts of the report for 2011.

Some of the most salient aspects are as follows:

Political and decision-making positions. The presence of men and women in both the Parliament of Andalusia and the regional government remains at the balanced levels of 2009 (45.9% of women in the former case and 42.9% in the latter case). With regard to senior positions within the Government of Andalusia, there is near parity (49.4% of women and 50.6% of men). Meanwhile, in the High Court of Justice of Andalusia, women represent 26.1% of the total number of magistrates, a figure 1.4 percentage points (p.p.) higher than in 2009.

In relation to directors of studies and heads of departments in universities, women occupied 40% of these posts in academic

year 2009-2010, up by nearly 3p.p. on the figure for 2008-2009. With regard to senior management posts, the number of female university secretaries rose by 9.1 p.p. to 63.6p.p.. Women occupy 44.3% of pro-vice-chancellor posts, compared with 44.1% the previous year. However, the presence of women in vice-chancellor and manager posts at state universities in Andalusia remains minimal (9.1% in both cases).

Employment. The female working population rose by 3% in the second quarter of 2010 in relation to the same quarter of 2009, compared with a 0.4% decline in the male working population during the same period. In 2009 the female employment rate in Andalusia was 59%, while the male rate was 79%.

Of the total number of people in employment, women represent 42.5% and men 57.5%. The share of part-time workers in Andalusia reveals considerable differences between men and women, although the situation has changed slightly since 2008. Thus, while the percentage of women in full-time employment was 33% in 2008, the figure for 2009 was 35.5%. In the case of men, the percentage was 64.5% in 2009, compared with 67% in 2008.

With regard to the employment rate in the 25 to 49 age group according to number of children, the latest data for Andalusia reveals very little difference between men and women with no children. However, after the first child the employment rate rises among men and falls by nearly 14 points among women. After the second child, the male employment rate rises again and the female rate falls another six points. In the case of people with three or more children, the employment rate is 80% for men and 42% for women. Compared with the figures for 2008, the gap between the male and female employment rates based on number of children has grown wider.

Of the total number of unemployed persons, 45.1% are women and the remaining 54.9% are men. Unemployment has risen among both men and women, although to a lesser extent among the latter (up by 8.8% for women compared with 12.1% for men).

Business, Universities and ICT. In the self-employment sector, the number of self-employed men and women fell between 2008 and 2009, although to a greater extent among men (5.1%) than among the women (1.9%).

In the academic year 2008-2009, the number of university qualifications obtained by women (19,676) was 25% higher than the number obtained by men (11,788). In 2009, nearly the same proportion of women (51%) enrolled on doctoral courses in Andalusia as men (49%). Of the 1,238 theses approved in academic year 2008-2009, 606 were defended by women (49%) and 632 by men (51%).

With regard to internet consumption in 2009, 51.6% of women and 58.1% of men went online at least once in the three months immediately preceding the survey. In relation to the previous year, these figures represent a 5.3p.p. increase for women and a 2.5p.p. increase for men. This means that the gender digital divide concerning internet access has narrowed, falling from 6.8p.p. in 2008 to 5.9p.p. in 2009.

Education. One of the most salient aspects in this field is the declining difference in the ideal course level rate among boys and girls in compulsory education. This rate measures the percentage of boys and girls enrolled in the year corresponding to their age. Thus, among 15-year-old boys and girls the difference fell from 12.4 points in academic year 2006-2007 to 11.2 points in 2007-2008.

Meanwhile, in terms of adult education, there has been a notable increase in the number of men (up by 50% on academic year 2007-2008) who have taken courses for access to different levels of education.

Agriculture and Fishing. For the first time ever, this year's report includes data on employment generated by aquaculture according to gender and type of working day. Thus, of the total

number of people employed in this sector, 89.3% are men and 10.7% are women. By type of working day, women who work part time represent 17.3% of the total, while those who work full time represent 9.5%.

Evolution of fertility. While in Spain and Andalusia the fertility rate rose by 0.6 in 2007 and 2008 (the largest increase recorded between 1997 and 2008), between 2008 and 2009 fertility in Andalusia fell by 0.1 to 1.46 (the same figure as 2005) and in Spain by 0.06 to 1.40 (the same figure as 2007).

Health. In terms of drug consumption, the data in the report shows that the number of male smokers rose more steeply (3.9p.p.) than the number of female smokers (1.5p.p.) between 2007 and 2009. Meanwhile, during the same period the consumption of prescription tranquilisers and hypnotics and sleeping tablets rose to a greater extent among women than men.

Sport. This section of the report provides details, again for the first time ever, relating to the Élite programme in Andalusia, which sponsors Andalusian teams that participate in the maximal and submaximal categories of the different sporting disciplines. Meanwhile, federation licences rose by 9% between 2008 and 2009. However, although the rise was steeper among women (up by 19%) than among men (8%), overall female participation remains well below the level of parity (19% of the total licences).

Use of public transport. Another novel aspect of the 2011 report is the inclusion of the gender breakdown of users of public transport provided by the seven public transport consortia in Andalusia. The figures show that in 2009 women represented between 59% and 71% of the total users, depending on the consortium. This highlights the impact that public transport policies are liable to have on women's independence and mobility.

Social welfare, work-life balance and dependency. In the field of dependency, the report reveals that of the total number of people assessed in the first three quarters of 2010, 65% were women and 35% men. For women over 65, the figure rises to 71% of the total.

In the field of gender violence, the data in the report shows a sharp decline (27%) between 2008 and 2009 in the number of women killed, falling from 76 in 2008 to 55 in 2009. There was also a 3.5% decline in the number of protective orders issued in relation to this type of violence.

Representation

The Representation section of the report analyses the gender breakdown of the staff of the general administration, education, justice and health systems of the Government of Andalusia, as at 1 June 2010.

The principal aim of this section is to identify the proportion of men and women employed by the Government of Andalusia, paying particular attention to their presence in the different echelons of power and decision-making positions.

The report shows that government staff overall in Andalusia, with the exception of the senior personnel of public agencies, represent a value of 1.22 on the Relative Presence of Men and Women Index (RPMWI), which reveals a fairly balanced gender distribution but with a slightly greater presence of women than men. On this index, the parity values are situated between 0.80 and 1.20. Thus, if women represent more than 60% of the total, the index values will be above 1.20; likewise, if they represent less than 40%, meaning that men are over-represented, the RPMWI will show values below 0.80. However, the presence

of men and women in the regional government is not at all uniform, with marked differences between government levels and ministries, as shown in the detailed analysis contained in the report of the gender distribution in the different echelons of the administrative career and in the senior positions.

As a new feature of this year, the report provides an in-depth analysis of the structure of the personnel who execute the justice powers that have been transferred from the central to the regional government. In this corps, 63.2% of the staff are women and 36.8% are men, representing a value of 1.26 on the RPMWI.

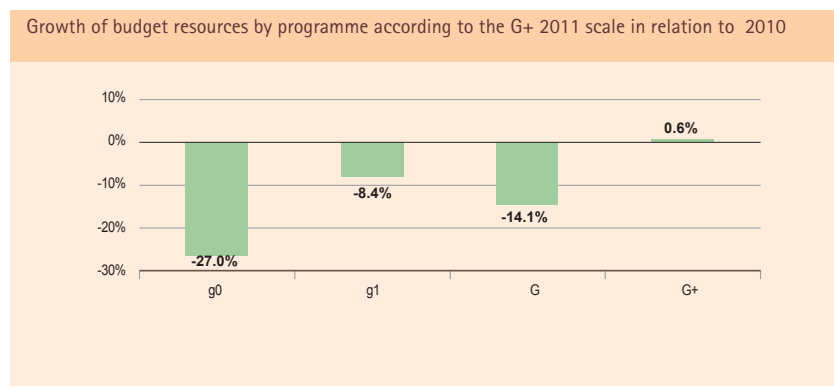
Resources and Results

This chapter assesses the different impact that the actions contemplated in the 2011 budget programmes are likely to have on men and women, accompanied as in previous years by the gender-sensitive indicators.

Due to the internal reorganisation that took place mid-way through 2010, the budget programmes for 2011 have fallen from 141 in 2010 to 134 this year. These modifications have led to a revision of the Scale G+, but despite the decline in the overall number of programmes the ones with the maximum degree of gender sensitivity, known as the Programmes G+, have been maintained at 39.

In order to assess their gender impact, the report analyses the distribution of the budget funds according to the aforementioned scale and concludes that the Programmes G+, namely the ones that account for the most social spending, represent 69.2% of the total budget. In terms of

total resources—that is, by factoring in financial assets, investments made with specific financing and resources provided by the public business sector—the Programmes G+ have experienced a 0.6% increase, while the remaining programmes have declined..



Of the information provided by the regional ministries on the objectives and actions they intend to conduct within the 2011 budget, the following have a particular impact on equality between men and women:

The budget programmes associated with education policy have experienced a general increase. The Early Childhood Education programme, crucial for facilitating the work-life balance for men and women, has received an additional 0.3%, leading to an additional 11,053 nursery places. Meanwhile, the Family Support programme has risen by 11.9%, permitting the extension of the 6,000 grant programme to the higher secondary level and the first year of the intermediate vocational programmes. Finally, the Innovation and Educational Assessment programme has received a 3.2% increase, which reinforces the commitment to improving excellence at every stage of the education process.

In the current context it is vital to promote active employment policies in order to improve competitiveness and create quality, non-outsourcable jobs. To this end, the budget for the Employability, Labour Intermediation and Employment Promotion programme has been increased by 4.7%.

Meanwhile, in 2011 the Andalusian Employment Agency will be providing incentives to companies with less than 250 employees to offer indefinite contracts to women in sectors and professions where they are under-represented. There will also be incentives for hiring women joining the labour market after maternity (or similar cases) or caring for dependents, and for offering indefinite contracts to women on temporary contracts, especially in sectors with high seasonality rates.

Among the objectives defined in the innovation and science field, 2011 will see training being offered to 825 female researchers and the presence of 8,283 women in research groups. Of these groups, 500 will be led by female researchers.

With regard to reinforcing the fundamental sectors for economic growth in Andalusia, the Rural Development programme has received a 43.1% increase, thus permitting the launch of numerous actions to promote gender equality in the rural environment. One example of this is the LIDERA programme through which 52 Rural Development Groups in Andalusia promote gender mainstreaming and the introduction of positive measures for women in each and every rural development strategy.

In relation to the public health service in Andalusia and the quality and modernisation policies adopted within it, a specific working group has been created to include the gender perspective in every line of action conducted as part of this budget programme. This same programme

will also comprise a series of actions to reinforce gender mainstreaming in undergraduate, postgraduate and ongoing training for all health professionals in Andalusia. With regard to medical care provision, in 2011 the Andalusian health service will create a gender and mental health training programme for all professional staff involved in preventing and dealing with mental health problems.

Unlike the general trend with other budget programmes, the funds relating to policies to promote equality and social welfare have experienced a slight increase. Thus, funds for the Childhood Services and Social Welfare programmes have risen by 0.2%, for the Prevention and Integrated Protection against Gender Violence programme by 0.4%, and for the Dependency, Active Ageing and Disability programme by 1.8%. Meanwhile, the budgets for actions that fall within the jurisdiction of the Andalusian Institute of Women's Affairs and the Andalusian Youth Institute will rise this year by 0.2% and 0.6%, respectively.

There are two dramatic increases to note: the funds available for services and benefits relating to the Dependency Law will rise by 8.7%, while top-up benefits for non-contributory pensions will be 2% higher.

By way of conclusion, it is important to note that the marked emphasis of the 2011 budget on social spending reflects a desire to maintain in times of crisis the progress achieved in recent years in terms of the level and quality of benefits and public services. Furthermore, this commitment to social policies is also an ethical and democratic decision which will not only promote social cohesion between all sectors of the population but also make a decisive contribution to the efficiency of the productive system.

Indicators with Gender Relevance

The Budget Law of the Autonomous Community of Andalusia for the year 2011 also includes a set of indicators, some of them gender-sensitive, for every budget programme and policy adopted by the Government of Andalusia.

The regional ministries have defined a total of 819 gender-sensitive indicators for the different budget sections with which to monitor and assess the 2011 budget. This figure represents 42% of all the budget indicators defined for this year. In relation to the 2010 budget, it represents a considerable increase in both absolute terms (54 additional indicators) and relative terms (up by 6p.p.).

The Gender Impact Assessment Report for the 2011 Budget concludes with a management statement on the results anticipated and obtained in relation to the gender-sensitive indicators defined by the regional ministries of the Government of Andalusia for the year 2009, which the Financial Control Department of the said government includes in the General Accounts it presents every year to the Audit Chamber.

The full report in Spanish is available on the website of the Regional Ministry of Finance and Public Administration:

<http://www.juntadeandalucia.es/haciendayadministracionpublica/>

