

Public Policy and Gender Workshop, with emphasis on the budget process

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HUIROU COMMISSION
Women, Homes & Community



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Preamble

To understand what we are doing



What is sought with the United Nations Global agenda

... " Our goal is to end poverty and hunger, and to achieve sustainable development in its three dimensions through promoting inclusive economic growth, protecting the environment, and promoting social inclusion. We commit to respecting all human rights, including the right to development. We will ensure gender equality and women's and girls' empowerment. We will promote peaceful and inclusive societies and advance fully towards an equitable global economic system in which no country or person is left behind, enabling decent work and productive livelihoods for all, while preserving the planet for our children and future generations."

The possibility of using instruments that may be applied in most countries of the world.

- This workshop considers international guidelines for the design of public policy.
- Since the beginning of the structural adjustment policies, the areas of approval of public policy have increased. Period of the internationalization of the State.
- Not only the national statistics systems would be homologated, with all that this meant in terms of national accounts, but also the scope of public management, to achieve what was called "THE NEW ECONOMY".
- Such management was proposed by results, under efficiency, economy, quality and effectiveness approaches of the government, within the framework of neoliberal policies that propose more market and less state.
- These policies have generated a greater concentration of income, and therefore an increase in inequalities, which are sought to revert with the guidelines established by the United Nations Global Agenda: NAU, Paris Agreement, Sendai Framework and Action Agenda of Addis Ababa to fulfill the 2030 Agenda of the Sustainable Development Goals (SDG).
- This process of standardization of instruments and guidelines on public policies was accentuated with the beginning of the SDGs, which unlike the MDGs that only considered poor countries, the 2030 / ODS Agenda included the commitment to act of all countries Member of the United Nations to fulfill them.
- The good news is that the Management for Results instruments are useful for reorienting public policy in the sense established by the Global Agenda within the framework of The Right to the City with a Gender Perspective. The RESULTS should be the progressive advancement of women and men in the enjoyment and access to their rights under conditions of equality. BECAUSE WITHOUT HUMAN RIGHTS THERE IS NO DEVELOPMENT AND WITHOUT EQUALITY BETWEEN WOMEN AND MEN, THERE IS NO SUSTAINABLE DEVELOPMENT.

Exercise

Investigate the following for your country:

- Does the Constitution consider human rights?
- Is public policy designed through results management?
- Does the public budget consider resources for women and equality between women and men?
- If these budgets exist, what percentage are of the total expenditure?
- Is there a system for evaluating the performance of applied public policy that allows measuring the closing of inequality gaps between women and men?
- Are there citizen mechanisms for monitoring public policy such as comptrollerships, observatories or some others?



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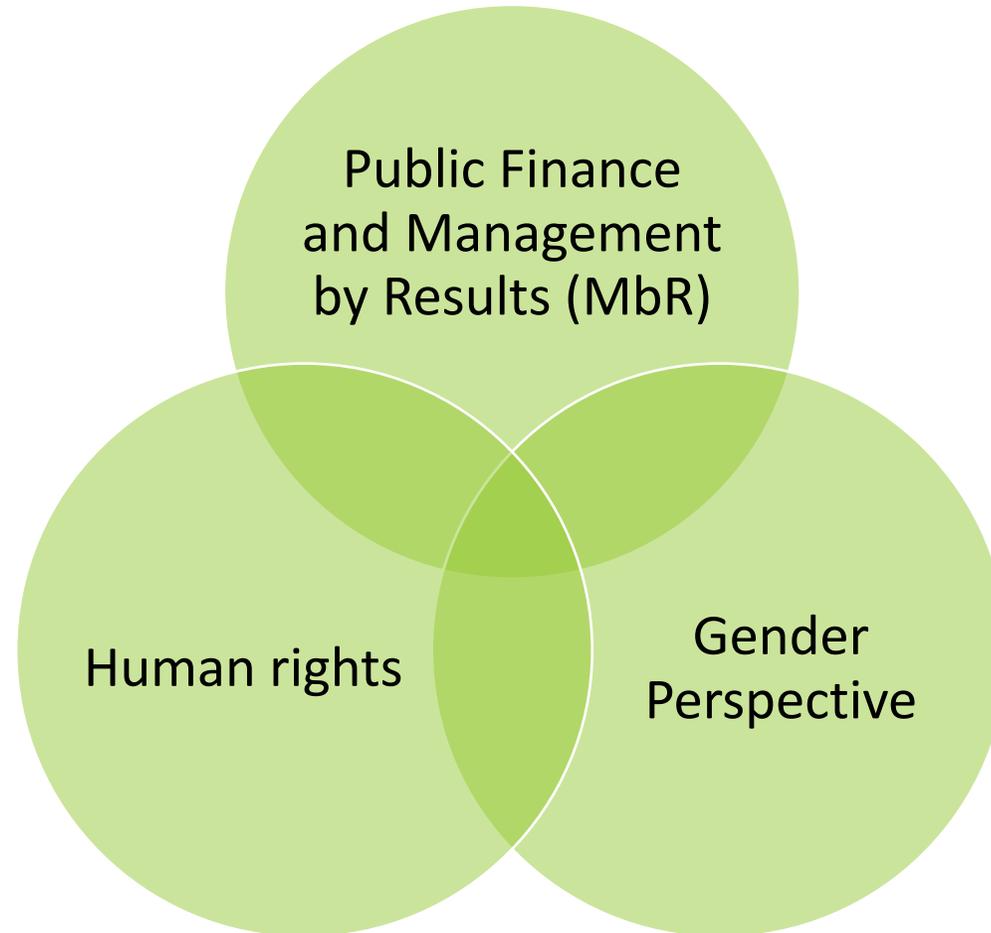


Basic concepts

To introduce us to the issue of equality between women and men



The basic knowledge





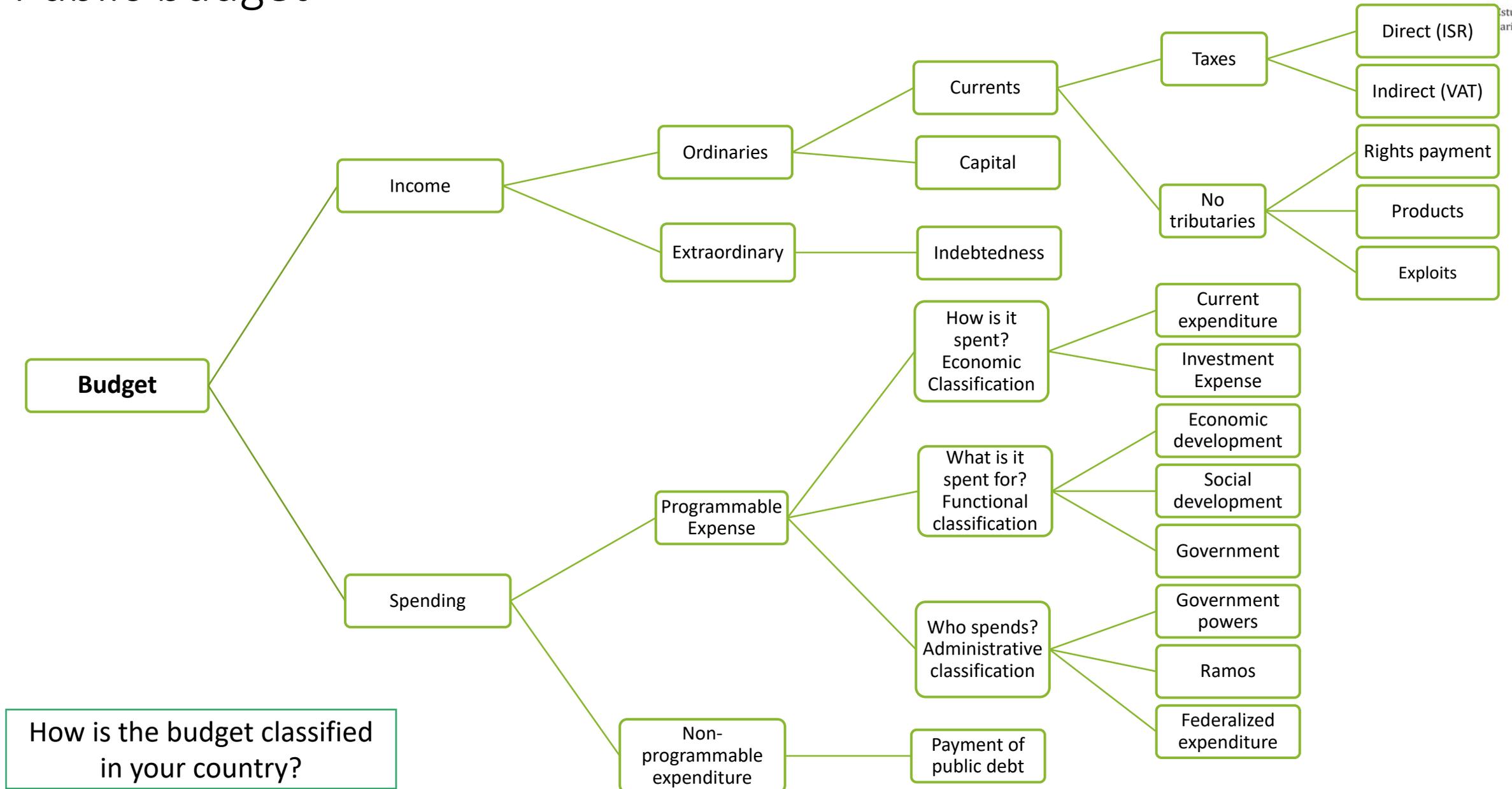
Public finances

Management by results

Public budget



Estudios
A. C.



How is the budget classified in your country?



Macroeconomic

It is the study of the behavior of the economy as a whole. It examines the overall level of production, employment and prices in a country. Their scope differs depending on the role assigned to the government in the economy. The phrase about it is: how much state, how much market?

- **Production**
 - High level
 - Rapid growth rate
- **Employment**
 - High level of employment
 - Low level of involuntary unemployment
- **Stability in the price level**

Objectives



- **Fiscal policy**
 - Tax policy
 - Public expenditure policy
 - Public debt policy
- **Monetary politics**
 - Control of money supply that affects interest rates
- **Revenue policy**
 - Salary policy
 - Pricing and tariffs policy

Instruments



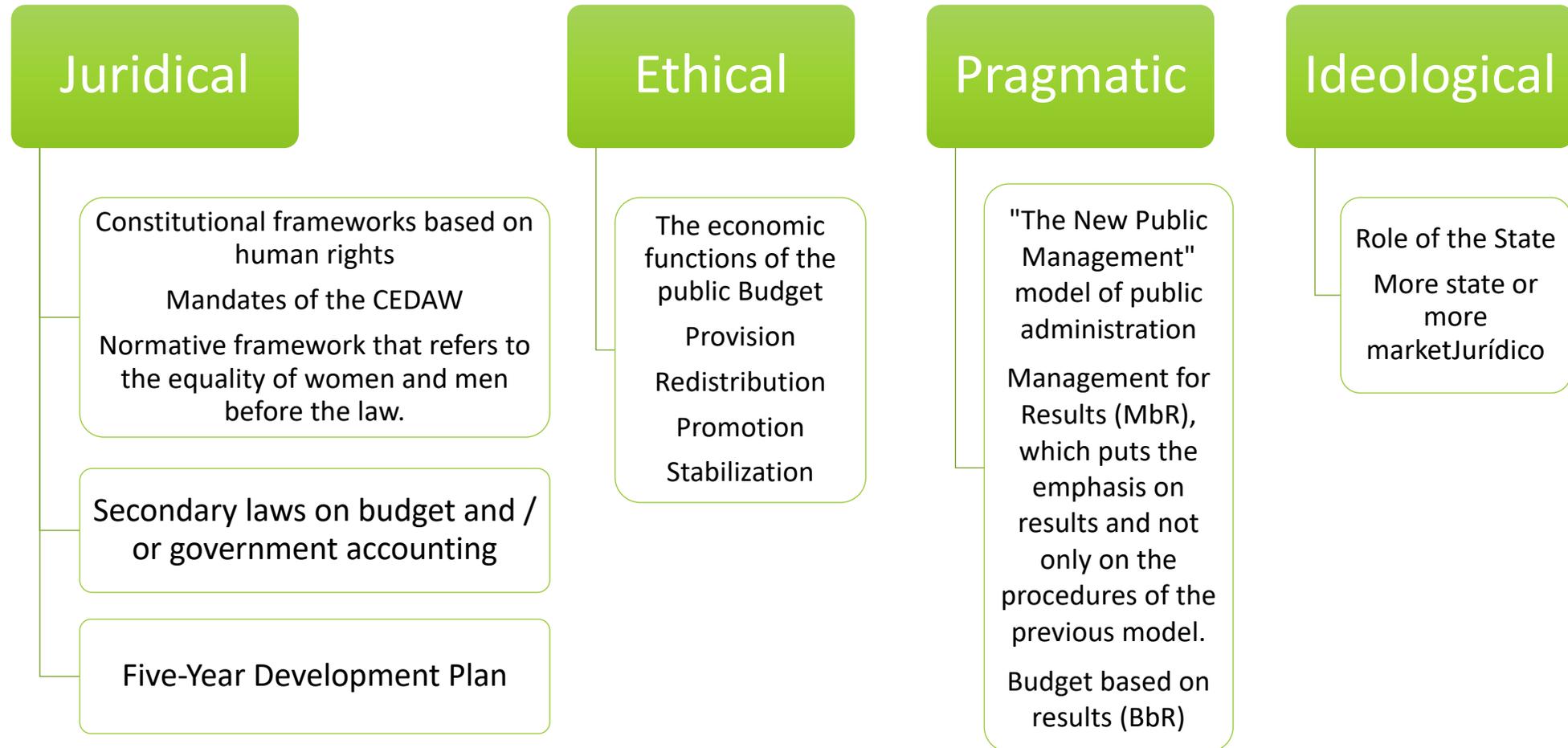
- How to increase the economic growth rate of a country?
- Why does production and employment decrease and how to reduce unemployment?
- What are the causes of inflation and how to keep it under control?
- How to reduce inequalities?

Fundamental questions





The Fiscal Policy in the framework of human rights with a gender perspective can be analyzed from four foundations



Ethical basis: Functions of fiscal policy

Provision

- Provision public goods: security, order, justice.

Redistribution

- It is based on the principle of social, regional, family, gender and personal equality.

Foment

- It favors the generation of income and the creation of wealth of different groups of the population.

Stabilization

- Contributes to the maintenance of macroeconomic equilibrium (employment, prices, interest rate, exchange rate) and economic growth.

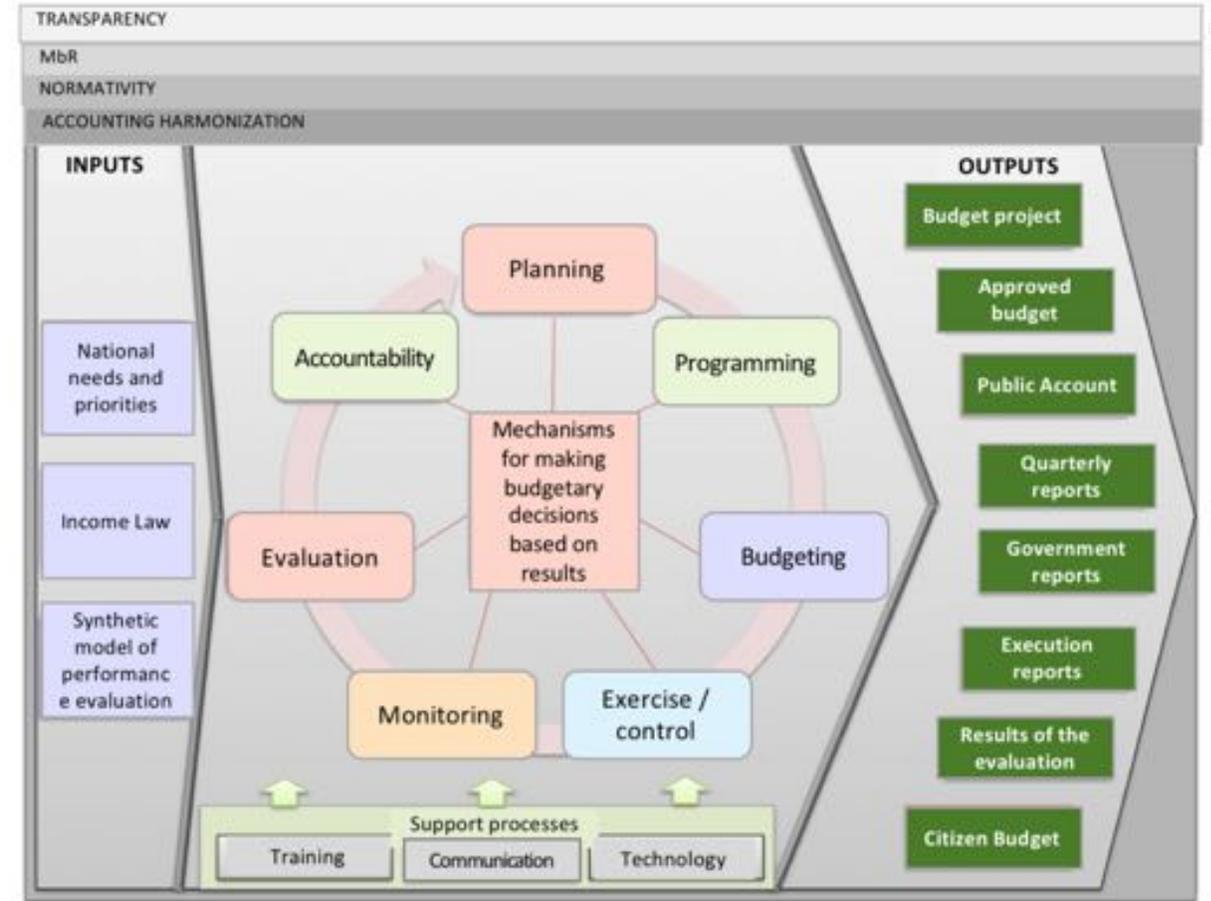
Ideological basis: the role of the state

What do the Constitution say about the role of the state in the framework of human rights?

Except United States, all countries in the United Nations are adhered to CEDAW.

Does the government in your country use results-based management?

Pragmatic basis: Management by results



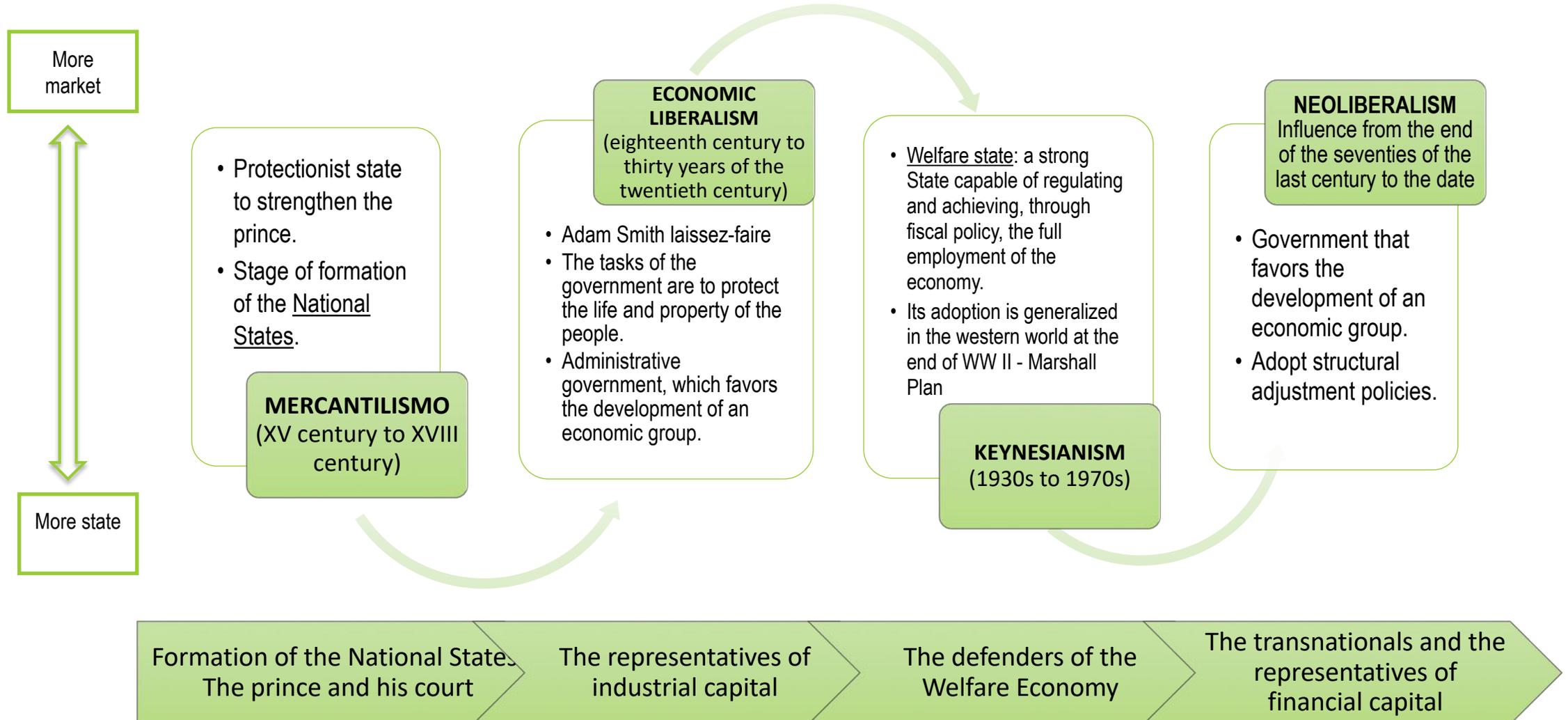
The Budget

Public spending is a fundamental tool when seeking to advance the equality of disadvantaged populations.

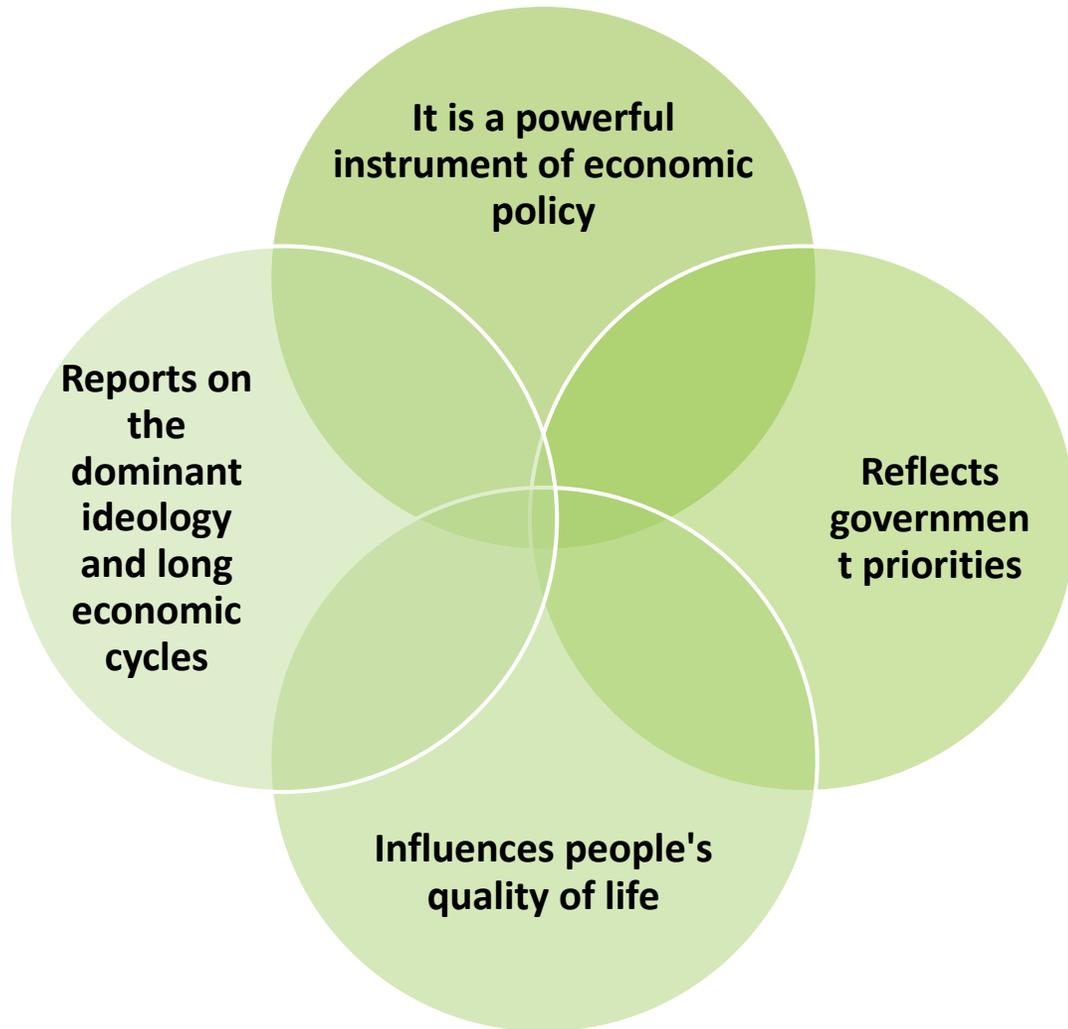
Governments allocate resources to priority issues, if resources are scarce, the issue is not a priority.



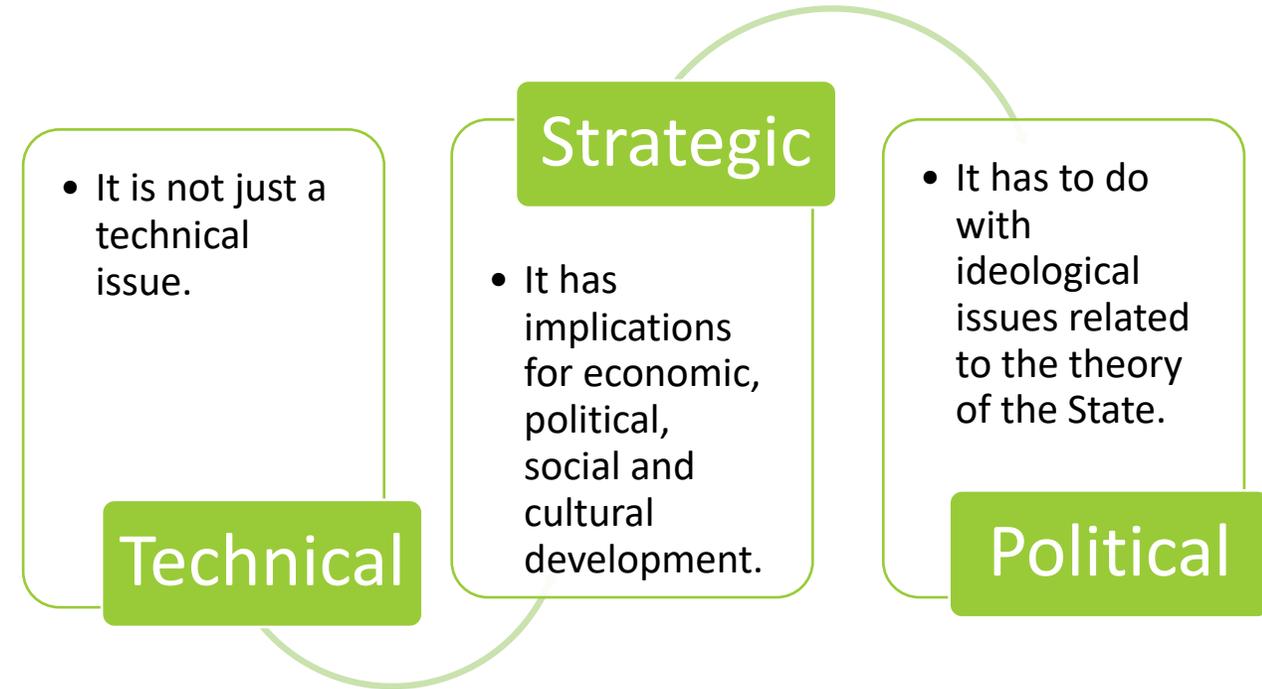
In the field of ideological basis we recognize pendulum movement in long cycles in economic history? More state or more market



The budget (income and public expenditure) is a very important issue to improve the quality of life of the population



The budget issue is ...





The principle of Equality

And human rights

How the Principle of equality is based

Paraphrasing Alda Facio

Equality in another context

- ⇒ As a noun it refers to the relationship between two such things, two automobiles. In mathematics an equality is an equivalence of two expressions or quantities.
- ⇒ As an adverb it can be used to say the same as in the phrase "it is also said of domestic animals that ...".
- ⇒ As an adjective it may be as a like, as in the phrase "two quantities equal to a third are equal to each other"; As indifferent, when someone says "everything gives me equal", or without variation as in the use of the expression "equal temperature."

Equality as a right

- ⚖ In the field of the social, equality is a situation or context where people have the same rights and the same opportunities in a particular area or at a general level.
- ⚖ The great innovation introduced by the doctrine of human rights is to have made the principle of equality a legal norm.
- ⚖ This means that equality is not a fact but a value established precisely in the face of the recognition of human diversity.
- ⚖ The principle of equality, in almost all international human rights instruments, is not descriptive of reality, it is not presented in terms of being but of being a duty.
- ⚖ When speaking of the human right to equality, the right to equality between different women is also being discussed.

Conclusion

- ✎ From the point of view of human rights, equality between the sexes does not mean that we are identical, nor that we are similar in ability and nature, but that we are equivalent.
- ✎ This means that we are worth the same as human beings regardless of whether or not they have different abilities, abilities and natures.
- ✎ If people were the same in the sense of being identical, that is, if we were similar in capacities, nature, skills, etc. - and specifically women and men - there would be no need for the human right to equality.



CEDAW

**CONVENTION ON THE
ELIMINATION OF ALL
FORMS OF
DISCRIMINATION
AGAINST WOMEN**

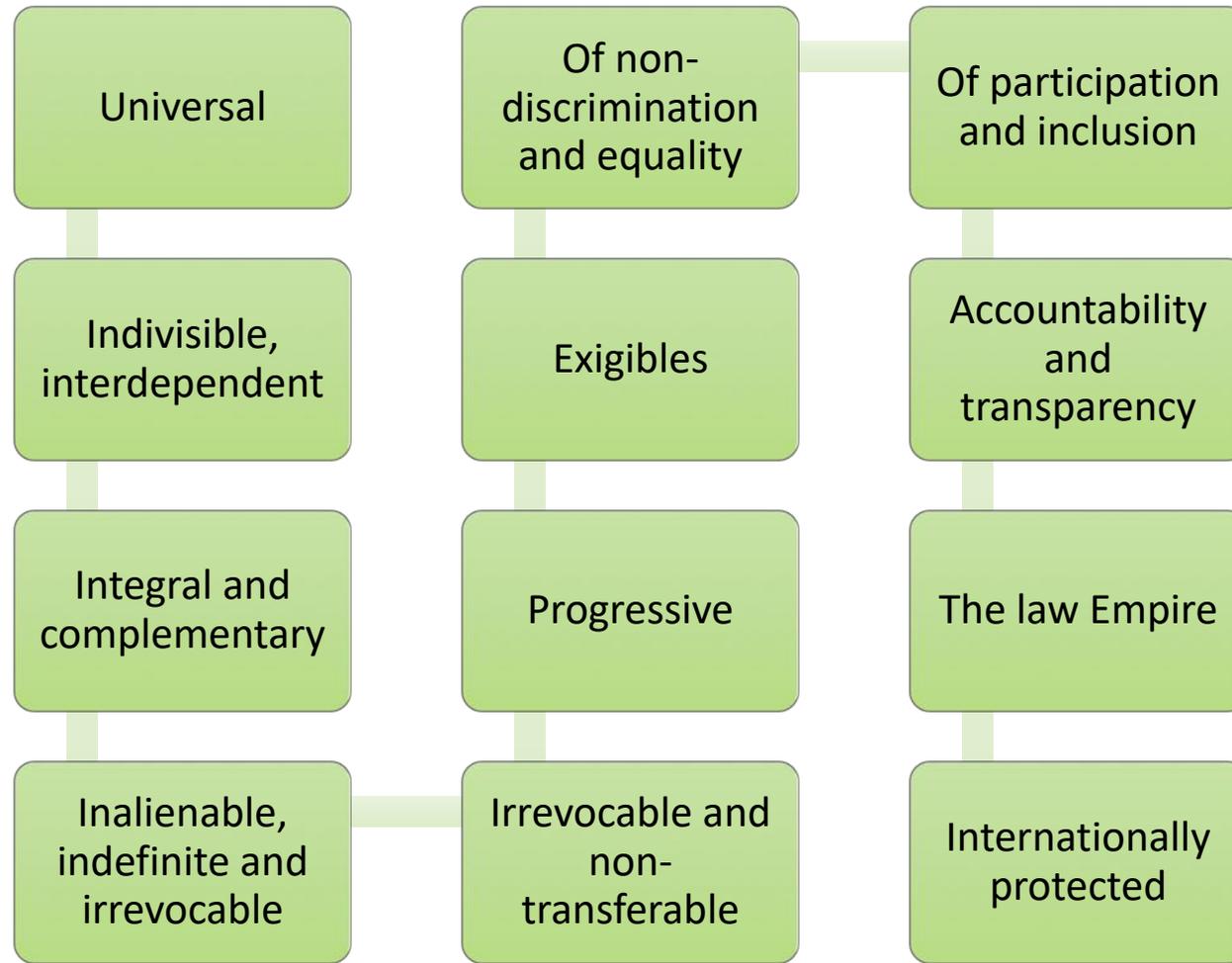
- The CEDAW not only establishes the allocation of funds for the application of 'appropriate measures' but also requires the States Parties to allocate specific budgets for temporary special measures, aimed at accelerating equality between women and men.



Characteristics of Human Rights



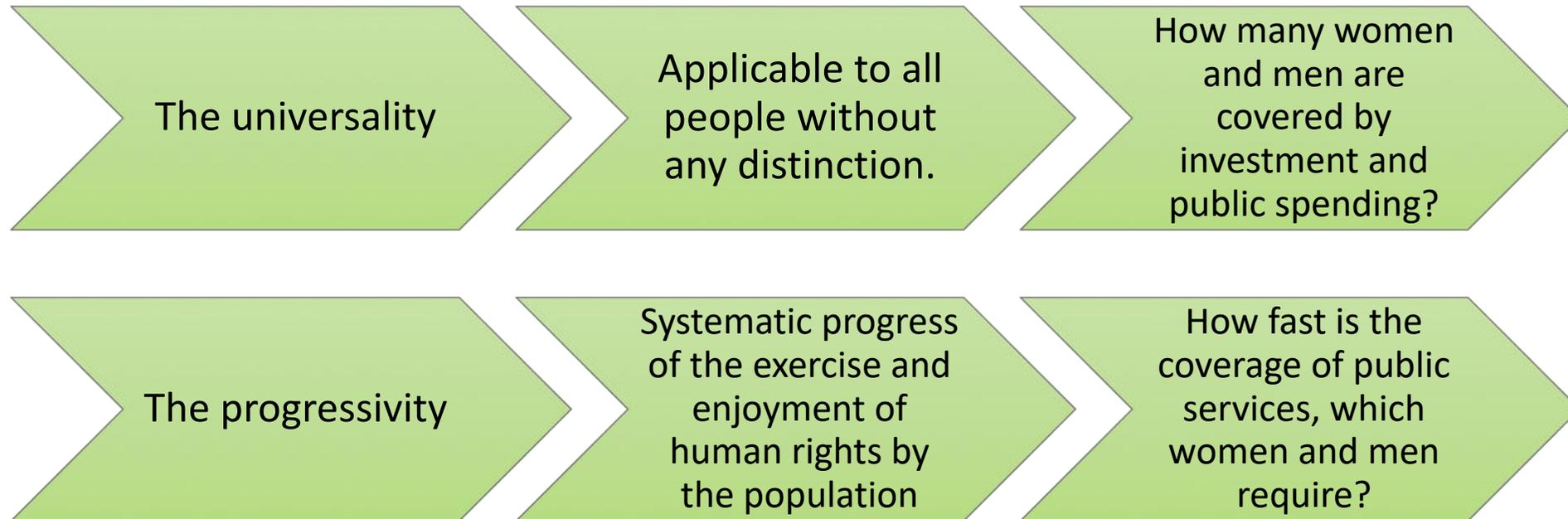
Human rights are mainly "laws for States, made by States and on the obligations of States" OACNUDH



Source: Own elaborations based on information from the Office of the United Nations High Commissioner for Human Rights, OACNUDH (2011). 20 Keys to Understanding and Understanding Human Rights, Mexico. Available at <http://www.coddehumgro.org.mx/sitio/archivos/cultura-paz/publicaciones/20claves%20ACDH.pdf>. Pages 7, 8 and 11. Consulted on May 26, 2015.

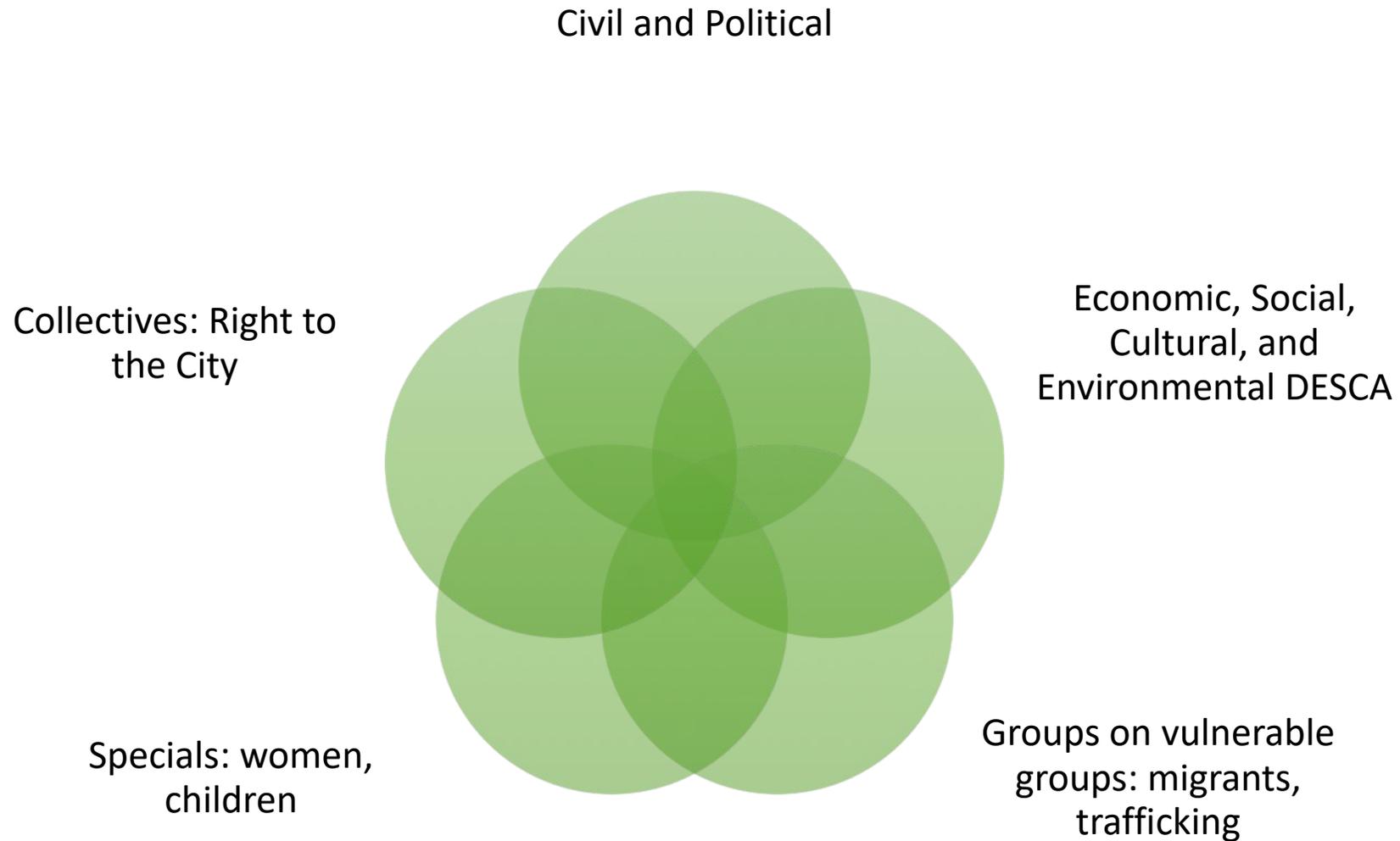


The public budget is linked more to two principles of human rights





Types of Human Rights



Letter from Mexico City for the Right to the City



Democratic city

Right to self-determination
Right to freedom of opinion and expression.

Habitable city

Right to freedom of peaceful assembly and association.
Right to manifestation.
Right to freedom of choice and non-discrimination regarding education, culture, places of residence, among others.
Right of access to justice, relative to both individual and collective rights.
Right to participate in decision-making in public affairs, including populations in situations of discrimination.
Right to access, research and dissemination of public information.

Inclusive city

Right to life.
Right to equality before the law.
Right to non-discrimination.
Right to the difference.
Right to freedom of conscience.
Right to freely profess their religion.
Right to freedom of residence in the territory of the city.
Right to land and to a safe place to live.
Right to have basic public services (water, sanitation and energy).
Right to housing.
Right to freedom of movement.
Right to public transport and urban mobility.

Sustainable city

Right to live in a healthy environment.
Right to protection, preservation and improvement of the environment.
Right to access and use of urban and rural territory within sustainable environmental and economic conditions.

Productive city

Right to work in satisfactory and equitable conditions in social and gender terms.
Right to sufficient income that guarantees a dignified life.
Rights to organize (unions, cooperatives, among others).
The right to social security.
Right to participate in the production of the city.
Right to generate self-managed productive enterprises.

Educating city

Education rights.
Right to enjoy the benefits of scientific progress and its applications, including access to new information technologies and their periodic updating.
Right to conservation, development and dissemination of science and culture.
Right to freedom for scientific research and creative activity.

City safe from disasters and accidents.

Right to personal security and physical integrity in the face of risks and disasters.
Right to a safe place to live.
Right to safe spaces where to develop individual and collective activities.

Safe city free of violence

Right to personal security and integrity (physical, sexual, psychological, and moral, among others).
Right to a life free of violence, both in the public and in the private sphere.
Right to privacy and privacy: to private and family life in its various forms and to protection against intrafamily violence.
Right to peaceful, solidary and multicultural coexistence.
Right to protection against forced evictions.

Healthy city

Right to a healthy environment.
Right to the highest possible level of physical and mental health.
Right to adequate food.
Right to sufficient and quality water.
Right to sanitation services and garbage management.
Sexual and reproductive rights.

Coexisting and culturally diverse city

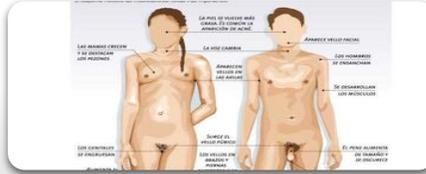
Right to participate in cultural life.
Right to cultural, linguistic and religious freedom.
The right of people to have free time and accessible public spaces for coexistence and encounter.
Right to have public spaces suitable for the free expression of their cultural manifestations.
Right to have quality recreational and sports spaces.
Right to community coexistence.
Right to manifestation and debate in public spaces.



Basic concepts

Of gender

Basic concepts to introduce us to the issue of equality between women and men



Sex

- The differences and biological, anatomical and physiological characteristics that define women and men.



Gender (not equivalent to women)

- Social construction of sexual differences in a historical moment and place, learned from socialization. It is expressed in a set of specific cultural characteristics that identify the differentiated social behavior of women and men and the relationships that are established between them.



Gender gap

- Differentials in access, participation and control of men and women over resources, services, opportunities and benefits of development.



Affirmative actions

- Specific temporary measures that are put in place to provide specific benefits to disadvantaged and less representative populations, in this case women.



Transversality

- Instrumental strategy for gender equality that calls for the systematic incorporation of the theme of equality between women and men in all the components of a structure, economic, social, cultural and environmental policy.



Gender Sensitive Budgets

Its essence

What are gender sensitive budgets?

- A budgetary design of comprehensive public income and expenditure that considers the needs and interests differentiated between women and men in all areas of government work, which seeks to eradicate the inequality gaps, to access substantive equality between them, based on rights humans with a gender perspective.
- It deals with the visibility of inequality in the sexual distribution of work in society and considers and incorporates the contribution of unpaid work, basically of women, to the national wealth and the quality of life of all the inhabitants of the country.





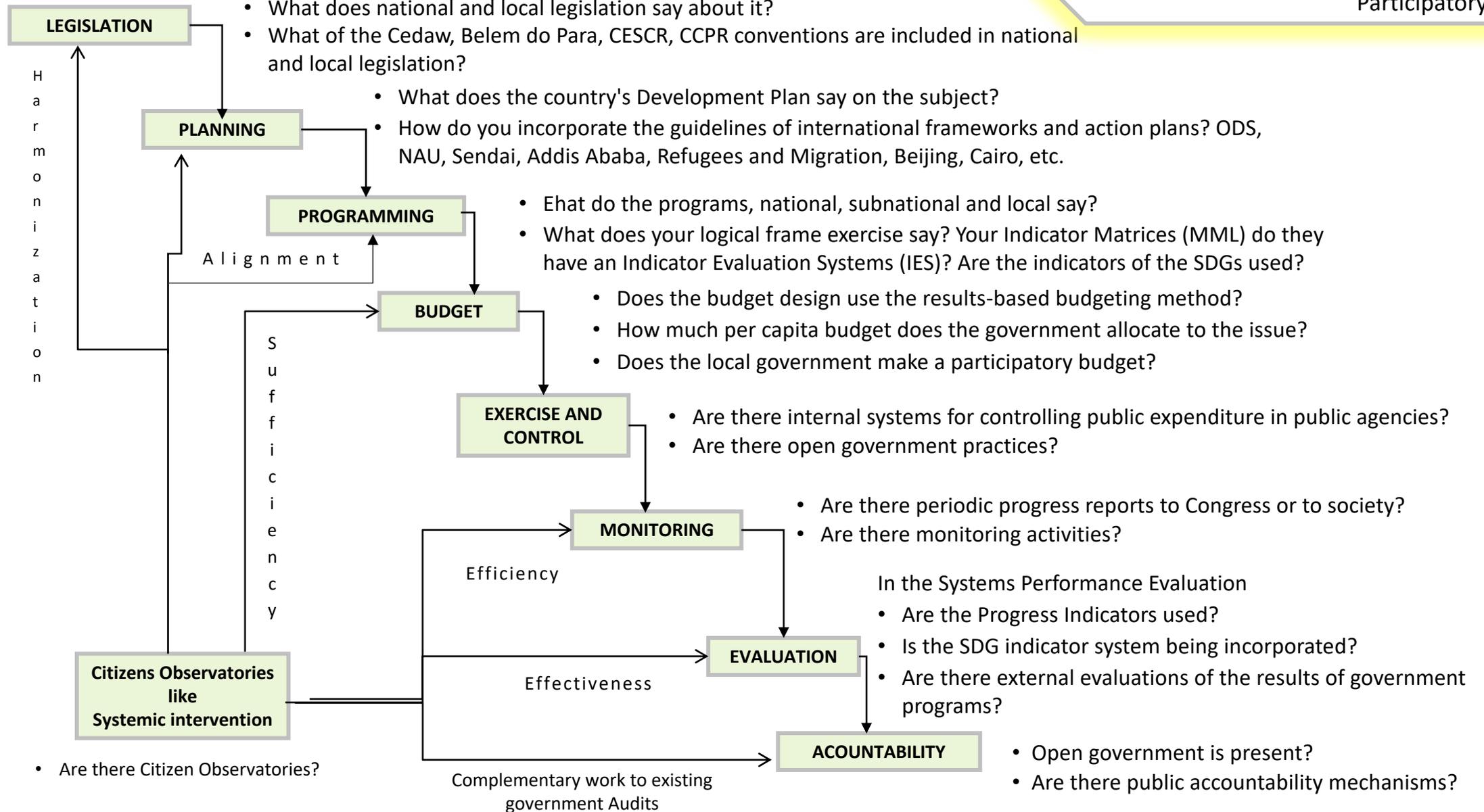
The stages, mechanism and instruments

The public policy process

Methodology based on management by results, harmonized to the Right to the City

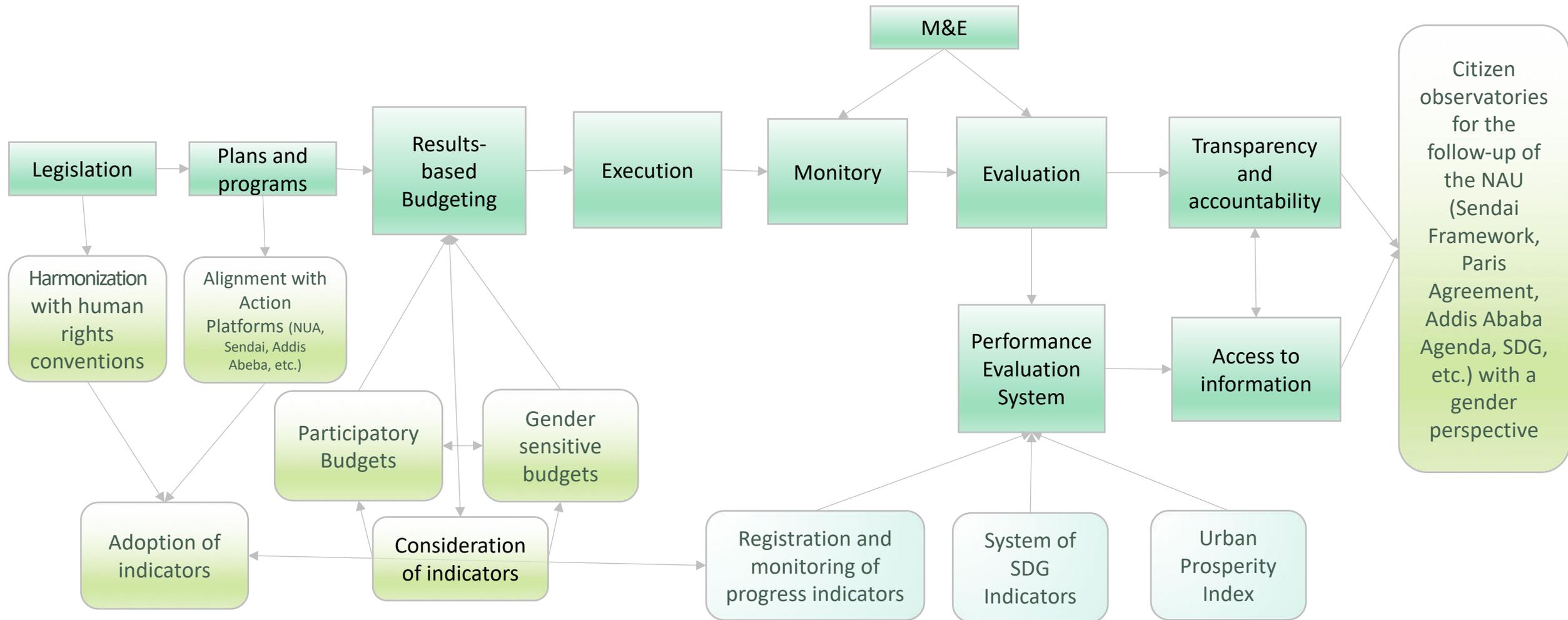
The whole process, or selection of the follow-up on a specific theme of the New Urban Agenda

♀ Cross cutting of the gender perspective (women and men), age, and explicit inclusion of diverse women, throughout the process.
Participatory Process





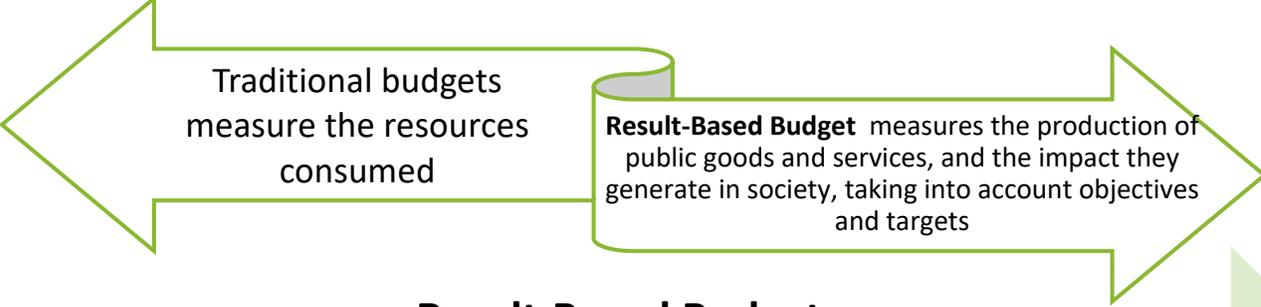
The stages of the public policy process



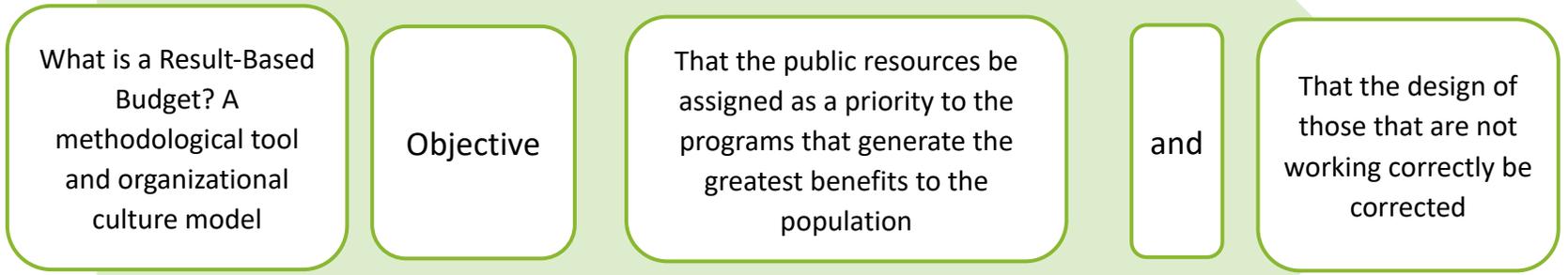
Management by Results Instruments and mechanisms to associate



SDG Indicators
All
Emphasis on objectives 5 and 11



Result-Based Budget



Gender Responsive Budgets

The one that in its design considers the interests and the differentiated needs of women and men and seeks to close the gaps of inequality

Indicators of Progress (Comity Belem Do Para)

- Structural:** reception of rights
They examine whether the regulatory framework and the strategies that the government implements are adequate and effective to guarantee each right.
- Process:** institutional context, financial and budgetary commitment
They measure the quality and magnitude of the government's institutional, financial and budgetary efforts to implement the protected rights.
- From results:** institutional or governmental capacities What is achieved?
They measure the real impact of strategies, programs, and government interventions in the area of equal rights guarantees.

Participatory budget

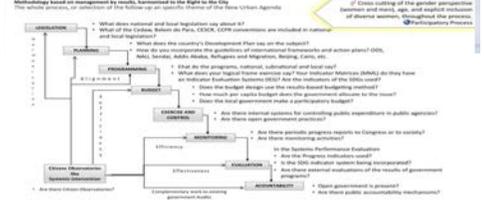


It is a process of direct, voluntary and universal democracy, where the population can discuss and decide on the budget and public policies of a territory.

Instrument of measurement, of impulse of public politics and of systematic evaluation of the conditions of prosperity of the cities. It needs to incorporate indicators disaggregated by sex.



Citizen Observatories





Countries and regions that apply the Management for Results in the design in governmental programmatic-budgetary

Latin America and the Caribbean				Europe	North America	Africa
North America	Central America	South America	Caribbean			
México	Belize	Argentina	Bahamas	Germany	United States	Burkina Faso
	Costa Rica	Brazil	Barbados	Austria	Canada	Cabo Verde
	Guatemala	Chile	Guyana	Denmark		Comoros
	Honduras	Colombia	Haiti	Finland	Asia	Cote d'Ivoire
	Nicaragua	Ecuador	Jamaica	France	Korea	Gambia
	Panamá	Paraguay	Republic Dominican	Netherlands	Turkey	Kenia
	El Salvador	Peru	Surinam	United Kingdom		Mali
		Uruguay	Trinidad y Tobago	Sweden		Morocco
				Switzerland		Namibia
						Senegal
				European Union		Tanzania
Fuentes: Kaufmann, 2015. Escudero 2007. http://idea-international.org/es/logros/index.html						Uganda
						Zambia

Approaches to the inclusion of women in development, their evolution over time and their present coexistence

- **Policies Neutral to Gender.-**
Actions that reproduce gender roles, favor those who control resources.
- **Policies for Women.-** They do not favor transformation and can leave intact the existing distribution of resources and responsibilities.
- **Transformative or gender redistributive policies.-** They seek to transform power relations. Promote redistribution with criteria of equality in access and control of resources, responsibilities and power

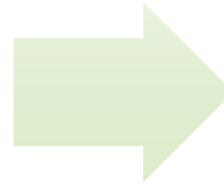
Politics	Women in Development MED – Approaches				Gender in Development GED
	Wellness	Anti-Poverty	Efficiency	Equity	Empowerment
	1950-70	1970's	1980's	1985	Start I 1990
Diagnosis	Motherhood is the most important role of women in society	Economic inequality between men and women is not linked to subordination but to poverty	Women as an "underutilized resource" for the achievement of economic goals.	Recognizes women as productive agents, but assumes that market and income eliminate unequal power relations between women and men.	The unequal power relations (of class and gender) that do not allow an equitable development and the full participation of women in the fruits of development.
Objetivo	Place the mother-child relations as the unit of attention.	Help poor women to increase their productivity.	Increase women's productivity to ensure that development is more efficient and effective	Address education and employment as basic conditions to increase women's productivity.	Build new economic, political and social structures that eradicate the structures of exploitation and discrimination. It questions discrimination and patriarchal power in the various spheres of private and public life.
Programs and services.	Food aid, family planning and nutrition.	Training for women in technical skills.	Training for women in technical skills.	Formation for women.	Economic autonomy: capacity to generate own revenues and control assets and resources. Political autonomy: access to decision-making positions under conditions of equality: parity. Physical autonomy: the right of women to live a life free of violence.



Practical needs and strategic interests

Solution Attention to
practical needs

- Result
- Improvement of quality of life
- Lighten your gender role



Solution Attention to
strategic interests

- Result
- Empowerment
- Transform your gender role

Ejemplos

Practical needs

- Conditions of survival: lack of employment, insufficient income, access to education, health, drinking water, housing, etc.
- Unequal responsibilities in domestic work and care.

Strategic interests

- Salaries equal to men for work of equal value,
- Right to land ownership,
- Eradication of sexual harassment,
- Freedom of choice about motherhood,
- Participation in the design of plans and programs,
- Access to decision-making positions, etc.



Fundamental recommendation

- ✓ The general recommendation that should permeate the budget management of the government is that the entire public budget should be made with a gender perspective, because all public action is to meet the diverse and differentiated needs and interests of the population composed of men and women.
- ✓ Women are not a subgroup like others classified as vulnerable groups - disability, elderly, poor, etc. - we are part of all social subgroups and we are more than half of the population in most countries.
- ✓ This approach is the one that should prevail, which will make visible the equal distribution of public resources associated with indicators that allow measuring the closing of inequality gaps between women and men, which in some cases will benefit men, if it is they who are disadvantaged, as in some countries in school achievement, for example. That is what the incorporation of the gender perspective in all government programs, in all the institutional work.
- ✓ The question that should be asked each server and public servant is always in what form the programs, projects and actions developed by the public body in which I work, contributes to the population of women and men of all ages to access and enjoy their rights humans in an equal status? To do this, they must understand equality as a principle of human rights and not as a similarity.
- ✓ The international instruments available in the form of conventions and the United Nations Global Agenda, and the institutional architecture for government management that is used in many countries of the world favor the possibility of accelerated progress of public policies with a gender perspective, part the solution is to understand how to do it.



ANNEXED

Inequality gaps

Between men and women

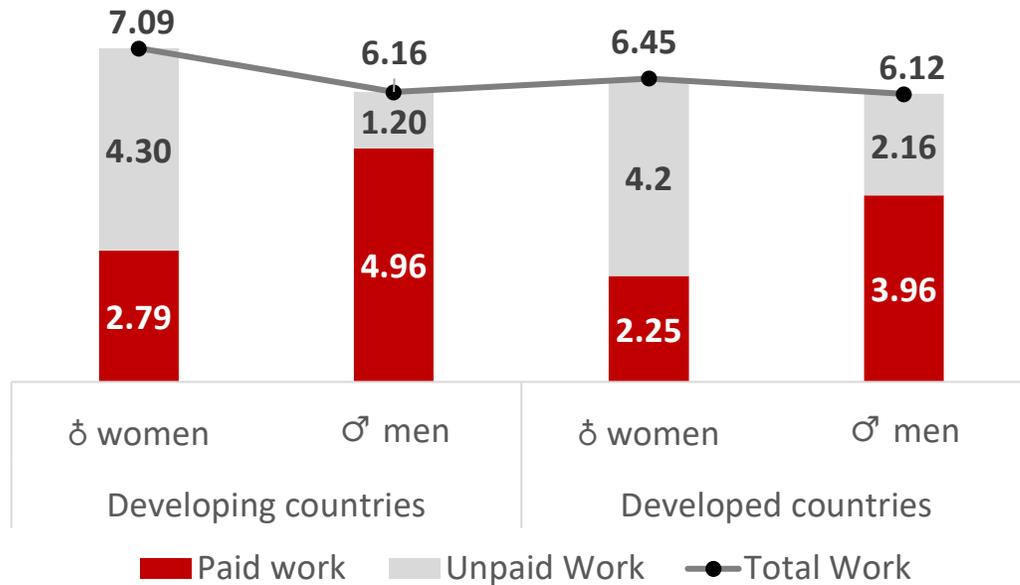
Some examples

Gaps in inequality between women and men



Use of time

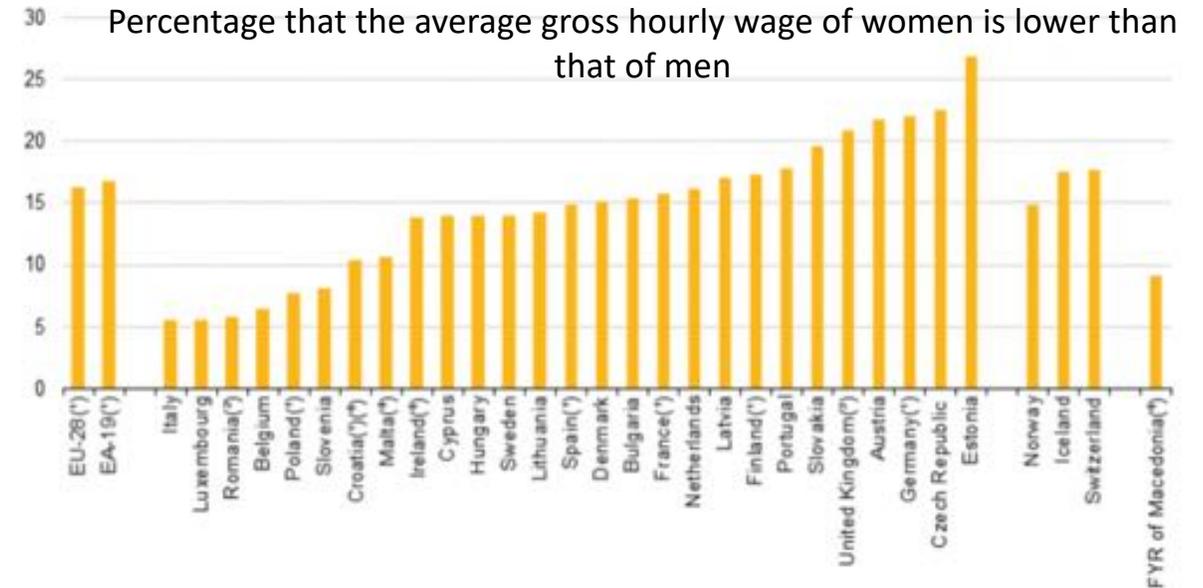
Time spent on paid and unpaid work (for person in employment, unemployment or inactive) by sex
Hours per day



Note: developed countries were 37 from which the information was collected, and 27 from the developing countries.

Source: United Nations, 2015, The World's Women 2015: Trends and statistics (New York, United Nations, Department of Economics and Social Affairs, Statistics Division). Figure 4.24 of Chapter 4. Taken from ILO 2016, Women at Work: Trends 2016, International Labor Office "

Wage gap in the European Union and the Eurozone in 2015 WEF



Note: For all the countries except the Czech Republic: data for enterprises employing 10 or more employees, NACE Rev. 2 B to S (-O); Czech Republic: data for enterprises employing 1 or more employees, NACE Rev. B to S; no data for Greece.

(*) Estimated
(*) Estimated by Eurostat
(*) 2014 data

The smallest wage gaps in this graph are 5.5% in Italy and Luxembourg, and the highest in Estonia of 26.9%.

More women than men opt for parental leave and only 65.8% of women with small children across the EU work, compared to 89.1% of men. Across Europe, about 32% of women work part-time, compared to only 8% of men.

Source: <https://www.weforum.org/en/agenda/2018/02/estos-son-los-los-los-motivos-de-la-brecha-salarial-de-genero>

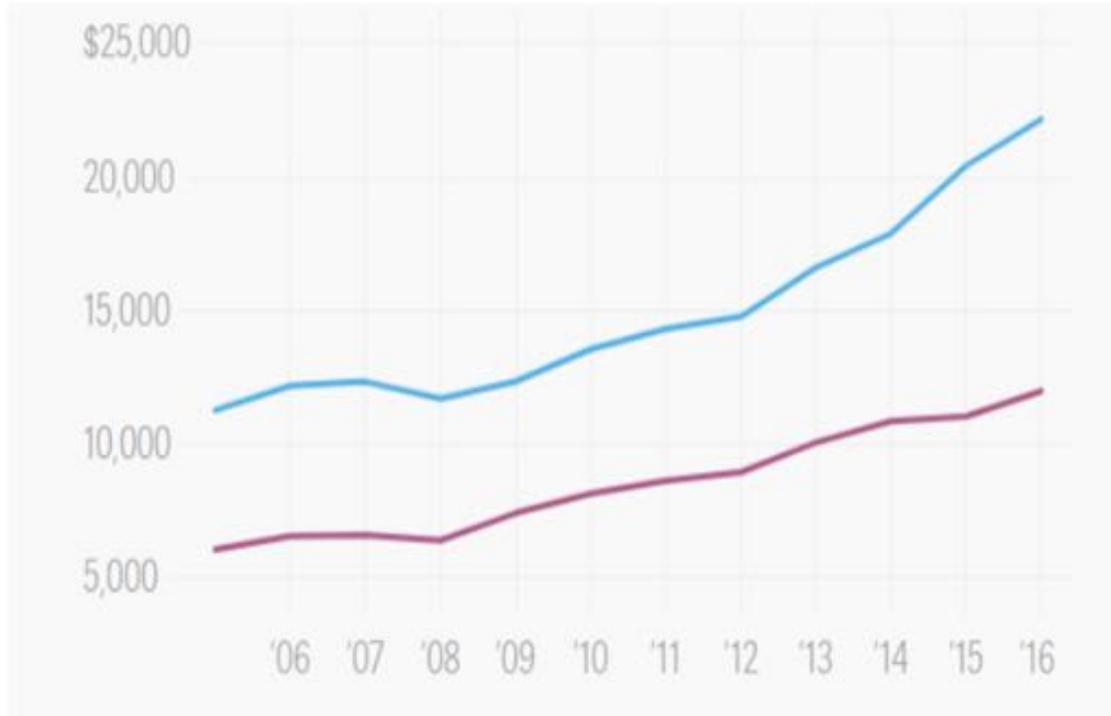
The wage gap between women and men widens

Salaries

The global income index between women and men is expanding

Average salary for men

Average salary for women



Global average annual revenue in 2017, WEF

Thousands of dollars



\$12k

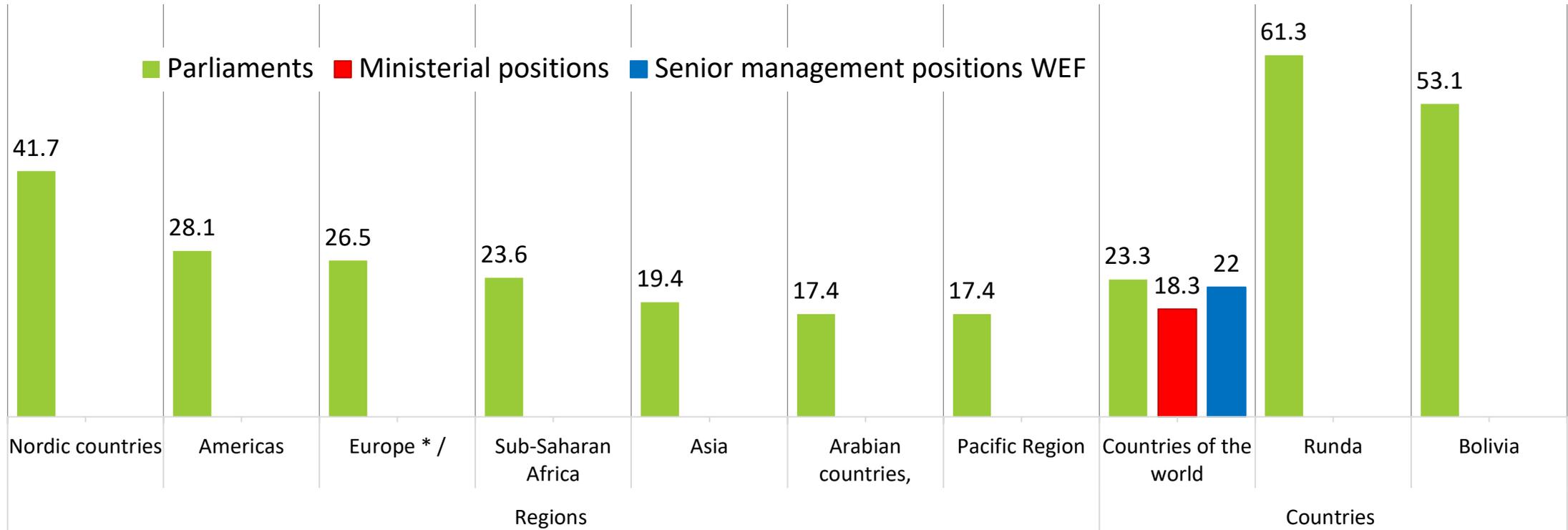


\$21k



Inequality gaps in decision-making positions

**Decision-making positions
Percentage of women in 2017**



Note: In June 2017, only 23.3% of national parliamentarians were women, which means that the proportion of women parliamentarians has increased very slowly since 1995, when it was 11.3%

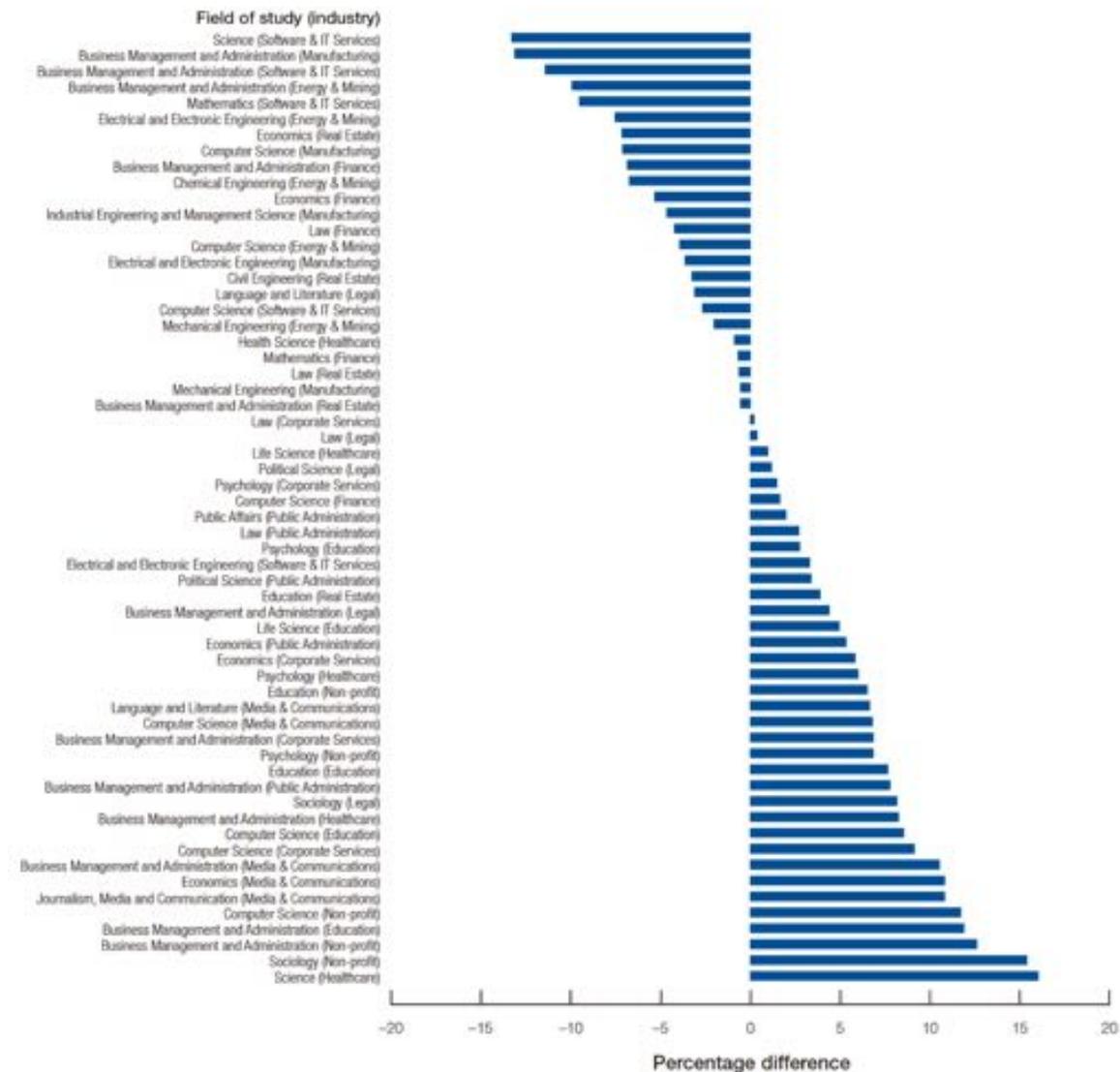
* / Including the Nordic countries

Source: <http://www.unwomen.org/en/what-we-do/leadership-and-political-participation/facts-and-figures>

Global Report on the Gender Gap 2017 of the World Economic Forum, 144 countries, <https://www.weforum.org/agenda/2017/11/pay-equality-men-women-gender-gap-report-2017>

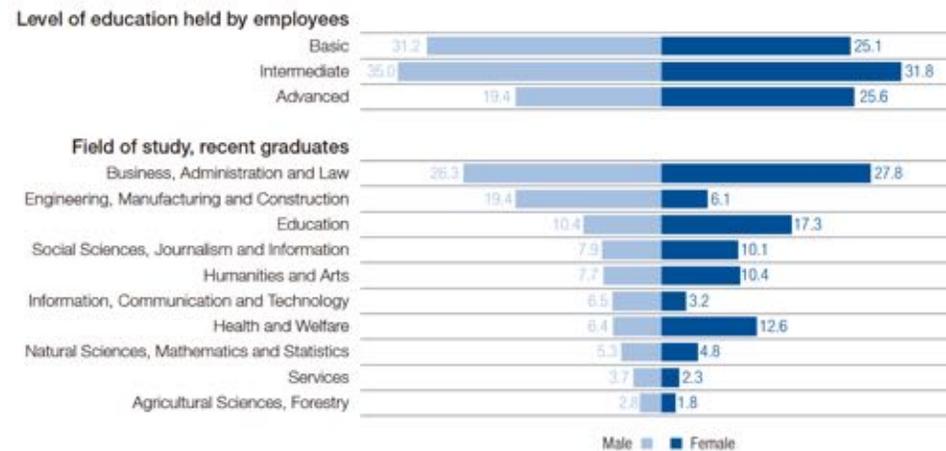


Industry under-representation of women relative to overall talent pool, by field of study



Source: LinkedIn. Global Report on the Gender Gap 2017 of the World Economic Forum.
 Note: Percentage point difference between share of all female LinkedIn members holding degrees in each field of study and those employed in stated industry. Top 5 degrees for each industry.

Employee educational attainment by level, field of study and gender (%)

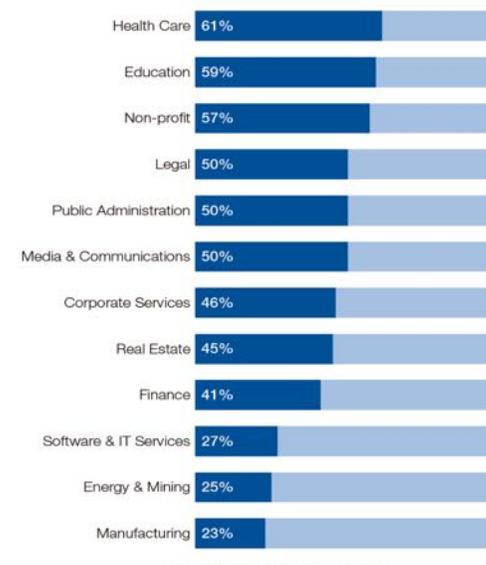


Source: World Economic Forum calculation; data from ILOSTAT, UNESCO Institute for Statistics. Global Report on the Gender Gap 2017 of the World Economic Forum

Note: Global average, unweighted by population.

Share and evolution of female hires, various industries/ Participación y evolución de mujeres contratadas, diversas industrias

Female share of employment, by industry



Source: Global Report on the Gender Gap 2017 of the World Economic Forum.



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FOR YOUR ATTENTION, THANK YOU VERY MUCH