

# Gender budgeting - a pilot project at Vantaa city library, Finland

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# The City of Vantaa



- 236 000 residents (4th biggest city)
- Part of the metropolitan area (Helsinki, Espoo & Vantaa)
- Airport city (Helsinki international airport)
- Most multicultural and fastest growing city in Finland (20,2 % New Finns)
- Council of 67; led by Social democrats



# The law on Gender equality + The Non-discrimination law (13 grounds)



Both these laws set a **number of requirements for the municipality** as

- an employer
- a provider for services
- a provider for educational services in particular.

In short these laws call for 2 things:

- 1) **Non-discrimination** and
- 2) **Promotion** of equality & non-discrimination in everything we do.

**Vantaa plan** for equality & non-discrimination 2017-20 has 3 parts:

- 1) **Workbook** ("frames" for all work in his field)
- 2) **Employer's plan** (salaries, equal opportunities, recruiting etc.)
- 3) Plan for services (**gender mainstreaming + piloting gender budgeting**).



# What is gender budgeting?

***Gender budgeting (GB) is a way of analyzing the budget for its effect on gender equality.***

Policies – like budgeting! - appear neutral on the surface, but they may have a different impact on genders because women and men do different things in society.

Also budget initiatives may not work in the way they were intended due to ignoring these impacts.

The budget also has the potential of increasing gender inequality.

The idea is to bring the gender perspective to the budgeting process, and to all the phases of the budgeting process: statistics, strategy, goal setting, resource allocation, reporting, assessing, budget texts etc.



# Why gender budgeting?

GB is an instrument to ensure that targets and activities are financed to accomplish the desired needs of different groups in society.

GB creates more transparency regarding the criteria that form the basis for budget related political decisions.

Ignoring gender in budget work is a form of indirect discrimination.

Gender equality is one of the United Nation's sustainable development goals, goal number 5. **It has been noted that implementing gender budgeting is vital for achieving the goals of UN Agenda 2030 for sustainable development.**



# How can you start gender budgeting? For example you can

- have a special allowance in the budget for equality work (to allocate funds to equality work, including equality training for staff)
- produce gender aware statistics and through analysis and discussion create common understanding of (non)equality in different spheres of society
- set equality related goals, indicators and action plans at the budgeting process
- make gender impact assessments of different services, and attached them to the annual budget
- estimate and write how this particular budget advances gender equality.



# Vantaa City Library



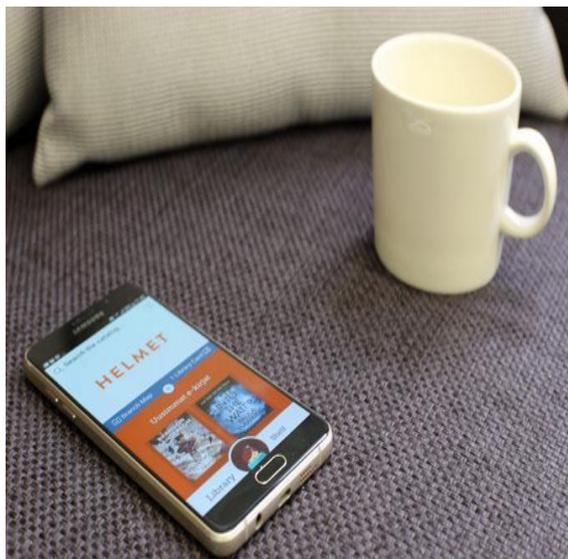
- Part of the City Culture Department of the city
- 10 branches, 2 mobile libraries, 120 employees
- 3 million loans annually, budget 9 million euros
- Part of the HelMet (Helsinki Metropolitan Area) network ( + web library)
- Library services are free of charge.
- The concept: *Advancing multiliteracy skills of the people of the community*



# Advancing multi-literacy skills



- Automatization and digitalization mean less routine work
- More human resources to customer service



# Vantaa city library was asked to



1. perceive and present what non-discriminative activity means especially at the library including the budgeting process.
2. develop ways to advance gender equality at library services
3. present how external gender equality work can be integrated to resource planning system of the library
4. create a light model for the gender responsive budgeting process that can be applied to other services in Vantaa

# Here is what we did



- We went through all the services and activities of the library.
- We collected and perceived information of what we already know about the subject.
- We wrapped up old and new data for the foundation of the analysis.
- We evaluated the use of resources.
- We listed goals for integration and development.
- We created a light model for any service of the city to **start** gender budgeting.

# What was accomplished



- We didn't discover direct discrimination against gender, but to prevent indirect discrimination it is important to think if the resources are allocated so that all genders can benefit from the services.
- Gender budgeting should be a part of the strategy process of the library





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