

# GENDER IMPACT REPORT OF THE 2018 BUDGET OF THE GOVERNMENT OF ANDALUSIA.

## EXECUTIVE SUMMARY

APPROVED BY THE GENDER IMPACT COMMISSION  
OF THE BUDGET ON 6 OCTOBER 2017





# EXECUTIVE SUMMARY<sup>1</sup>

## Gender Impact Report for the 2018 budget of the Government of Andalusia

### INTRODUCTION

---

The Gender Impact Report for the 2018 budget of the Government of Andalusia is presented in accordance with what was established in the *Restated Text of the Public Finance Act of the Government of Andalusia, approved by Legislative Decree 1/2010, of 2 March*, with the object of evaluating the effects budget resources will have on gender equality in Andalusia in the next financial year.

The positive economic forecasts in Andalusia that accompanied the drawing up of the 2018 Budget, and placed its growth rate at the end of the second quarter of 2017 at 3.1%, should favour a more consolidated, sustainable and unifying economic growth for the Autonomous Community, and also more equitable for men and women. Gender equality, besides being a matter of social justice, is a *sine qua non* condition for progress in the economic growth of any society that wishes to make the most of the investment in human capital, especially in training, and of the whole potential and diversity female talent can contribute.

---

1 Summary of the Gender Impact Report of the 2018 Budget of the Autonomous Community of Andalusia, approved by the Gender Impact Commission in the budget of 6 October 2017. To read the entire report see:  
<http://www.juntadeandalucia.es/haciendayadministracionpublica/planifpresup/genero/informe/informe2017/informe.pdf>

The European Institute for Gender Equality (EIGE) in 2017 published a study<sup>2</sup>, based on econometric models, estimating the economic impact of the improvement in gender equality in various policy areas, such as education, the labour market and salaries. According to this study, the improvement in gender equality will lead to an increase in GNP per capita in the EU of between 6.1% and 9.6% by 2050, which means between 1.95 and 3.15 billion euros. Specific and mainstreaming gender policies have huge effects, compared to the policies of other sectors, such as policies related to the labour market and education. The EIGE report demonstrates that attacking various inequalities jointly may generate a greater positive impact than doing it in an isolated way.

The Government of Andalusia shares the notion that it is necessary to act through all public policies, and therefore in its 2018 Budget opts to continue its progress in the application of gender budgeting as an instrument to fight, in an integrated manner, the inequalities between men and women. In this sense, women in Andalusia still have difficulties in reaching posts of responsibility in the spheres of academia and business, and in participating in some areas where men predominate (sport, culture, etc.), and they have a less favourable experience of the labour market, as they continue to work in the caring professions in larger numbers than men. Efforts must be made to reduce the gender pay gap, averaging 15%, which increases with age and during child-rearing years, and is concentrated in the jobs, employment and sectors in which women are mainly employed.

The Andalusian gender budgeting strategy starts from the principle that without analysing and understanding the gender aspects that influence the way men and women experience public services as well as their economic and social expectations, policies will continue to reinforce the social norms and stereotypes which produce gender inequalities.

Moreover, gender budgeting is not an end in itself, but a key element in a wider process directed towards attaining gender equality objectives. It must be developed in each stage of the budget process: the planning, negotiation and performance, as well as in the audit and evaluation. Finally, this practice helps achieve a more efficient and effective planning of public resources, as well as increasing transparency in the distribution of resources and in the budget impact, which is a key principle of good governance.

---

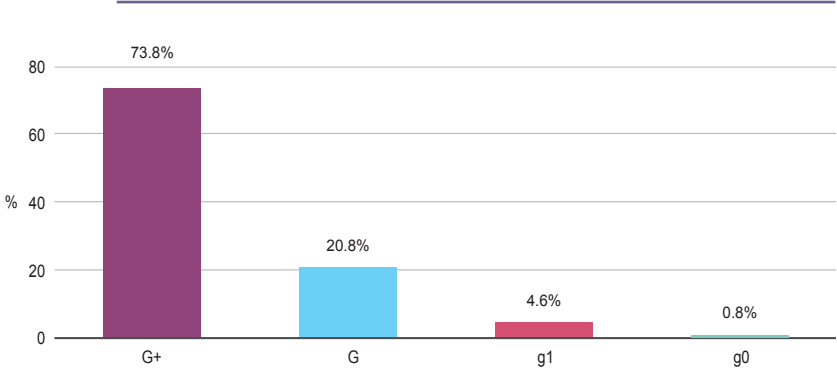
<sup>2</sup> EIGE (2017) *Economic Benefits of Gender Equality in the EU*. <http://eige.europa.eu/gender-mainstreaming/sectoral-areas/economic-and-financial-affairs/economic-benefits-gender-equality>

Along similar lines, the International Monetary Fund (IMF) has repeated its wish that governments and international institutions should adopt this practice of gender budgeting in financial and budgetary management, and in fiscal policy, to help women play a more important role in economic growth. In the report drawn up in 2017 by this institution on the application of gender budgeting in the G7 countries, the Government of Andalusia is once again featured as one of the most outstanding examples in countries which do not belong to the G7, and the report emphasises that "Andalusia adopted the G+ Programme to identify the budgetary policies having greatest impact on improving gender equality, and it has introduced gender audits to evaluate this programme"<sup>3</sup>.

The distribution of credits in the 2018 Budget of the Autonomous Community of Andalusia is following the same trend as in previous years in respect to its relevance to gender equality. The G+ programmes, which have the greatest potential in this area, make up 73.8% of the total budget with 18,895.9 million euros. The G programmes themselves constitute 20.8%, 5,324.3 million euros, and the g1 programmes represent 4.6% of the total, that is, 1,178.3 million euros.

In the 2018 Budget the credits which have greatest impact on gender equality are once more being increased. The G+ programmes have a 4.3% growth (784 million euros), concentrating 51.6% of the total budget increase compared to the previous year. As for the G programmes, they are increased by 6% (299.3 million euros) and the g1 programmes, instrumental in nature, have seen an increase of 3.4%.

**GRÁFICO Budget Structure of the Autonomous Community of Andalusia according to the G+Scale in the 2018 Budget**



3 FMI (2017) *Gender Budgeting in G7 Countries*.

**FIGURE** Evolution of the budgetary programmes according to the G+ classification

G+ Classification	2018			Variation 2018/2017	Variation 2018/2017
	Number of programmes	Initial Credit	%		
G+	44	18,895,972,536	73.8%	4.3%	784,036,134
G	46	5,324,319,388	20.8%	6.0%	299,329,648
g1	25	1,178,291,416	4.6%	3.4%	38,649,323
g0	7	203,657,859	0.8%	0.9%	1,766,089
<b>TOTAL</b>	<b>122</b>	<b>25,602,241,199</b>	<b>100%</b>	<b>4.6%</b>	<b>1,123,781,194</b>

2018: initial discounted credit to service the debt, FAGA, PIE, section 35.00 and Institutions

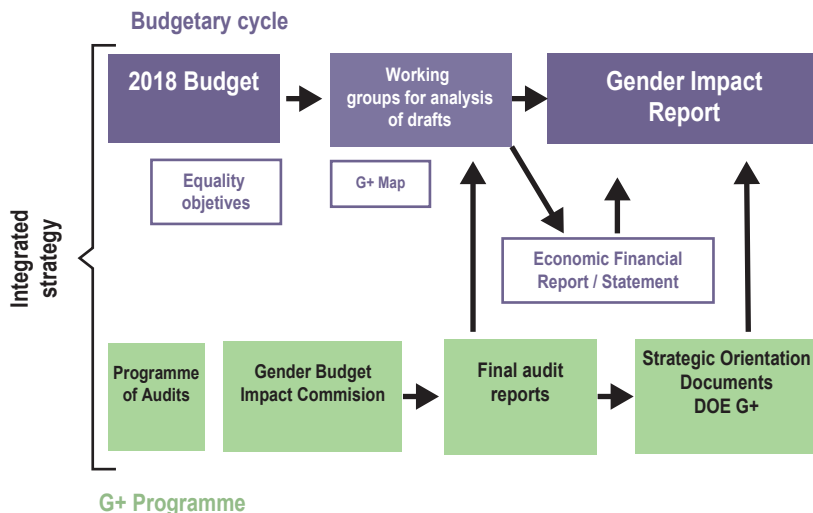
2017: initial discounted credit to service the debt, FAGA, PIE, section 35.00 and Institutions

Altogether, for the 2018 Budget, over the total cost, it is estimated that three of every four euros will be spent on budgetary programmes that have a high ability to affect gender imbalances, especially in educational or welfare policies.

## ACHIEVEMENTS

Since approval of the *18/2003 Act, of 29 December, which approved fiscal and administrative measures*, the Administration of Andalusia has been deploying a gender budgeting strategy which has its own methodology and instruments designed to reduce inequalities between men and women.

This integrated strategy uses a methodology which covers the various different phases of the elaboration-execution-evaluation budgetary cycle. In the 2018 Budget, this cycle has been completed, as the results and learning from the final audit reports, presented at the Gender Budget Impact Commission, have been incorporated through various instruments into the process of planning the annual Budget.



In this sense, the budgetary documentation for 2018 has incorporated the new requirements in the *Order of 26 May 2017*, by which standards are laid down for drawing up the Budget of the Government of Andalusia for the year 2018. Therefore, both the sections corresponding to regional ministries, administrative and the special regime agencies as well as budgetary programmes had to include at least one specific objective in terms of equality between men and women in their planning along with the corresponding actions and indicators. For the first time, this obligation also affects the instrumental bodies in the audit process and those which have been appointed for these purposes at the Gender Budget Impact Commission, listed in Appendix VII of the aforementioned Order. All this is completed by monitoring of the Strategic Orientations Document (DOE G+), which is a budgetary planning instrument in which each budgetary programme must specify the way the recommendations derived from the audits should be integrated, and include it in the section Resources – Results of the Report.

According to what was established in Law 18/2003 and Law 12/2007, the gender budgeting strategy encourages the production of Budget drafts, by gender analysis of the outline drafts drawn up in the month of June. These are considered to fulfil the standards for drawing up the Budget, as are the specific mandates for areas of responsibility established in Law 12/2007 to promote gender equality in Andalusia.

The aforementioned Order to draw up the Budget included the constitution of *technical working groups* trained by staff representing each ministry (13 in total) and the Director General for the Budget. Use of these groups has favoured reflection and helps calibrate budgetary planning by using as a reference the gender analysis of the outline draft Budget and the conclusions and recommendations made by the audits. The objective is that the gender evaluation should be reflected in the budgetary planning and that gender perspective should come to be included in all budgetary documentation; the statement, the budgetary programme sheet, and in the Economic- Financial Report and the Gender Impact Report of the Budget.

During the current financial year, the work of the **Gender Budgeting Audits** has continued to develop. These evaluation exercises have the aim of assessing the level to which gender equality is integrated in the planning and performance the public budget, and therefore improving budgetary practices with a gender focus through continuous learning.

The audits are facilitating the inclusion of gender evaluation in both the planning and budgetary documentation and in the credits for each programme, not only at meso level but also at micro, that is, by studying the pertinence and relevance of actions in a disaggregated manner. Up to now, 31 budgetary programmes and instrumental bodies have undergone an audit, which means 13,675.3 million euros, equivalent to 71.3% of the total credit of the G+ and G programmes of the audited financial year. At the time of writing of this document, the audit reports corresponding to 18 budgetary programmes have been presented and approved by the Gender Budget Impact Commission, (which involve a total of 10,889.3 million euros) and 14 of these have already drawn up the Strategy Orientation Document (DOE, in its Spanish initials) to integrate recommendations for improvement.

During the year 2017 the **Gender Budget Training Plan** has been developed, intended mainly for the staff responsible for budgetary programmes in the management centres and instrumental bodies, as well as the members of the Gender Budget Impact Commission. Training activities are run in collaboration with the Instituto Andaluz de Administración Pública<sup>4</sup> (IAAP), as this is an essential instrument for improving Administration within the framework of a strategy such as the one concerning us. At the IAAP the first course has run on "Gender Budgeting: Strategy, Audit and Improvement", with participants (85.7% women and 14.3% men) responsible for planning budgetary programmes and activities.

---

4 Public Administration Institute of Andalusia



Also in 2017 the **Gender Budget Awareness Plan**, was set up, with the objective of continuing to raise awareness of gender budget matters within the Andalusian Administration and more generally with budgetary institutions and experts, concerning the need to continue developing their ability to detect gender gaps which still persist and the capacity of the budget to orient public policy in a corrective direction in line with what is established in Law 12/2007, to promote gender equality in Andalusia. The Andalusian experience has been disseminated and shared through a series of conferences since 2006 on Economy and Budget from a gender perspective. So, on 5 June 2017, Cadiz held the V International Conference on Economy and Gender Budget, with the title of "Evaluating budgetary policies from a gender perspective". Also for the purpose of dissemination, 2017 saw the publication of the chapter "GRB Initiative in Andalusia: Reconciling Gender Equality and Economic Growth Perspectives" in the book *Financing for Gender Equality. Realising Women's Rights through Gender Responsible Budgeting*, published by Palgrave Macmillan.

## REALITY

---

The chapter dedicated to Reality contains an analysis of the actual state of gender equality between men and women in Andalusia through 139 statistical indicators from the principal socio-economic areas of Andalusia. This information makes it possible to obtain a gender diagnosis, which is necessary for budgetary policies to be able to identify inequalities between men and women and take them into account during the process of planning and drawing up the budget.

The principal results in this section are as follows:

In the area of **population and immigration in Andalusia**, it can be seen that the composition of the Andalusian population has changed over the last decade with the number of women increasing as a proportion of the whole population. In 2007, 50.4% of the population were women and in 2017 this reached 50.7%. We continue to observe a gradual aging of the population, as in 2016 the average age of the Andalusian population reached 38.4 years, having increased by 6.7% since 2006. There are gender gaps in this aging, as the average age of women in 2016 was 42.1 years and that of men was 39.8 years.

The average age for giving birth in Andalusia was 31.5 years, according to the results preview for 2016, as there has been a gradual increase since the year 2000. The average number of children remains stable, at 1.4 children per woman in 2016, the same as in 2014 and 2015 and below the figures for 2007 and 2008.

In the area of **power and representation**, a balance was observed in the composition of the Andalusian Parliament in 2017, showing the data as in 2016, with 50.5% of women and 49.5% of men. Individual roles on the parliamentary committees, analysed in this report for the first time, show a balance in the gender of the participants, with 41.6% of the roles being filled by women and 58.4% by men.

The Government Council of the Government of Andalusia in 2017 continues to be within the margins of balance (42.9% of women and 57.1% of men) as do the posts of highest responsibility in the Government of Andalusia, which for the sixth consecutive year has an equitable balance of men and women (55.7% and 44.3% respectively). The general secretariats have exact parity (50% women, 50% men), the offices of the deputy ministers maintain balanced representation (53.8% women, 45.2% men), while there was a reversal in general management which had been well-balanced in the previous year. The management bodies of the Andalusian Public Broadcasting Company ( Agencia Pública Empresarial de la Radio y Televisión de Andalucía) and its subsidiary companies (Canal Sur Televisión S.A. and Canal Sur Radio S.A.) have recorded balanced representation for the first time, with 42.3% of posts occupied by women as against 57.7% for men.

As for the mayoral offices of Andalusia, the slow progress in the proportion of female mayors continues (24.3% in 2017 and 24.2% in 2016), and is very far from the desired balance. According to sex and the level of urbanization of municipalities, it can be observed that women occupy 22.7% of urban mayoral offices, 23.4% of intermediate offices and 24.5% of the rural ones. These data show that the presence of women is slightly better the more rural the area.

The presence of women in single-member bodies of government of the Andalusian universities, at the highest level of academic decision-making, has seen little change in 2017 with the data remaining the same for rectorates (9.1%), general secretariats (45.5%) and managers (45.5%), and going down by 3 percentage points for vice-rectorates (45.8%). On the other hand, there has been a small rise over the 2015/2016 year in the proportion of female professors at Andalusian universities (0.3 percentage points), which now stands at 20.4%. Balance has also not been attained among university teaching and research staff, as women represented 37.9% of the whole teaching and research staff on 31 December 2015.

The management teams of the Higher Council of Scientific Research state agency (CSIC in its Spanish initials) still has a largely male presence (71.1%) over the whole of Andalusia. The presence of women has increased slightly by 0.9 percentage points, at 28.9%. On the other hand, there is a positive development among women receiving promotion in R+D Groups and Excellence Projects in Andalusia, rising from 19.5% and 14.8% respectively in 2006, to 23.1% and 28.4% in 2011. Despite this improvement, the gaps show the need to continue establishing corrective measures in this respect.

In the area of **work, employment and business** there has been an increase in the population in employment in the second quarter of 2017, compared to the same period in the previous year, by 4.7% for women and 4.1% for men. There is a decrease in unemployment for both sexes (14.8% for women and 12.7% for men), whereas increases in the unemployed population are more pronounced for women (2.4%) than for men (0.3%). The quality of jobs is also unequal between men and women, as there has been an increase in the underemployed female population by 6.6% and on the contrary, a decrease for men of 11.3%.

In Andalusia, according to the Labour Force Survey (EPA in its Spanish initials) of 2016, 155,000 people were registered as employed, 14,600 more than in 2015. This increase is due to an increase of 6,100 men and 8,500 women, which results in a proportion of 28% of women in employment compared to 72% of men. The major increase in 2016 in the number of female employers should be emphasised, as it rose by 24.3% reaching a total of 43,500 women.

It can be seen that the fact of having children affects the employment rate of working people between the ages of 25 and 49, so that where there are no children, the rate of employment for women is similar to that for men (59.7% of women and 60.1% of men), but as the number of children rises an increasing gap is seen so that where there are 3 or more children, the employment rate is 43% for women and 74.4% for men.

Pensions are another area where significant gender gaps are observed. **Contributory pensions**, according to the level of urbanization, show a gender gap that is wider for retirement pensions and in municipalities with an average level of urbanization where men receive 336.7 euros on average more than women, that is, 55.8% more. In respect to disability pensions, the gender gap increases, the smaller the local authority. Therefore, in municipalities considered urban men have a pension 14.8% higher than that of women. In rural areas this difference rises to 34.2%, which means 194.3 euros more than average. Widows'/widowers' pensions are by and large received by women. In the urban areas the differences between sexes are smaller as women

receive on average 33.9% (170.9 euros on average) more than men, whereas in intermediate municipalities or those of a rural nature, the average woman receives a pension that is higher by around 50%.

In the area of **education** the trend of previous years continued in 2017 with a growth of 119 in the number of centres providing infant education. In the period between the academic 2007/2008 and 2017/2018 these centres have shown a 116% increase, from 1,020 to 1,900 centres today. Educational places financed with public funds total 113,019, as this year there has been an increase in the number of places by 365. The educational centres under the School Day Extension Plan in the school year 2017/2018 have increased by 1.6% to reach the figure of 2,382 centres, where early opening, meal service and extracurricular activities are offered by 65.4%, 81.4% and 84%, respectively.

The suitability rate in compulsory education refers to the percentage of students who are registered on the school year corresponding to their age. An analysis of this rate shows that for female students the rate is always higher than for male students as the latter are affected by the gap. In the period between 2009/2010 and 2014/2015 this gap has reduced again by 1.4 percentage points between 13-year-old male and female students, by 0.2 percentage points in students aged 14 and by 0.6 percentage points in those aged 15.

In university education it is observed that in the academic year 2015/2016 women represented 54.6% of the total student body registered on diploma and degree courses in the public universities of Andalusia, while men accounted for 45.4%. Women are more represented in the areas of Social and Legal Sciences (60.8%), Health Sciences (70.3%) and Arts and Humanities (63.1%). The distribution of men and women who finish their studies is similar to that of registered students, as 59.8% of new degrees are awarded to women and 40.2% to men.

As for the use of ICT, the **gender digital divide** is evolving slowly having experienced a reduction of this gap in Internet use among the population aged between 16 and 74 for particular reasons in 2016, in areas such as participation in social networks or the use of electronic banking, mainly used by men, where the gap has reduced by 2.3 percentage points. As for interaction with public administration by Internet, here the gap between men and women has reduced by 1 percentage point in practical areas such as downloading official forms, and in requesting medical consultations there is a gap of 13.4 points with most users being female.

In the area of **care for dependency** it may be observed that in every service of the Individual Care Plan (PIA in its Spanish initials) women are in the majority,

as there are more of them involved in the Services to promote personal independence and prevent dependence, remote care services and help in the home, with a representation of 80.5%, 79.1% and 72.6% respectively. Only the service provided by 24-hour centres has a similar number of men and women (48.3% and 51.7% respectively). The percentage of those caring for people in a situation of dependency is largely female (87% women and 13% men).

In terms of **gender violence** it is worth noting the noticeable decrease in 2016 in the number of deaths due to gender violence. In Spain 44 women died from such causes, which means a year-on-year decrease of 26.7%. In Andalusia there were 3 fatalities in 2016, which represents 6.8% of all victims in the whole of Spain. Comparing this figure with the high number of deaths in 2015, it represents a decrease in the number of victims of 78.6%.

The new indicator of **users of the centres of the Andalusian Institute for Women** (IAM in its Spanish initials), can be seen in the Provincial Centres for Women (CPM in their Spanish initials) in every provincial capital of Andalusia and in the Municipal Information Centres for Women (CMIM in their Spanish initials) in local organisations in Andalusia. In 2016 the total number of women catered for in these centres rose to 104,330, of whom 18,116 were seen in the Provincial Centres for Women and 86,214 in the CMIMs.

In the area of equality policies, it must be pointed out that there was an increase in **maternity benefits** of 1.4% in 2016, with a total number of 49,613 benefits, and leave enjoyed with the father and/or other parent either simultaneously or successively increased by 4.9% compared to the previous year. Finally, **paternity leave** increased by 3.7% compared to 2015, with a total of 39,109 requests for leave granted in 2016.

In 2017 the proportion of women registered as owners of cattle farms showed a slight year-on-year increase (0.2 percentage points), meaning 14.6% of the total as against 85.4% being men. In 2016 female employment generated in marine aquaculture in Andalusia, a sector traditionally dominated by men, grew by 0.6 percentage points compared to the previous year, reaching 13.1% of the total.

Finally, in the area of **sport**, major progress has been seen in recent years despite some gaps persisting between men and women. There has therefore been a slight increase (0.3 p.p.) in the proportion of sportswomen contained in the three published reports of high-earning sports people, reaching 35%. Sports licences for women increased by 5 p.p. over the same period to 21.5%, with the sports that are most balanced by gender being handball, swimming and athletics.

## REPRESENTATION

---

The fourth chapter analyses the gender breakdown of personnel in all the areas that make up the Government of Andalusia: General Administration, Education System, Health Service, and the non-judicial personnel of the Justice System. This year for the first time an analysis of all the staff of public business agencies, commercial organisations in the public sector and assimilated entities was included. Knowing about the gender inequalities operating in society and within its organisations, in this case public employment in Andalusia, allows to make evident the dynamics and variables which continue to affect a large part of the Andalusian labour market and which explain some of the existing gender gaps. This is essential to design measures to correct the obstacles in the way of development and balanced, sustainable growth.

In general, we can see that there has been some slight progress in the feminization of the personnel of the Government of Andalusia. On 1 January 2017, of the people working in the various sections of the Government, 64.6% were women and 35.4% were men, when on the same date the previous year women made up 64.5% and men 35.5%. Nevertheless, the RPMWI (IPRHM in its Spanish initials) value has been maintained<sup>5</sup> at 1.29, in 2017, slowing the trend of previous years of an increased presence of women among the total personnel.

Altogether, considering all the areas of staffing that were analysed, it can be seen that although the numbers of women have gradually increased at the higher levels of the professions, their smaller relative presence indicates the existence of a glass ceiling. This relates to the existence of difficulties in reconciling family and professional life, which affects them more because gender stereotypes continue linking caring responsibilities (and jobs) most often with women, while men are seen as having more aptitude for management tasks and greater responsibility. Therefore, given the feminization of almost all the staffing areas analysed, we can see that the result of the policy to reduce the level of replacement in public employment is an increase in short-term work, which affects women more negatively than men, as their numbers in this area are almost double those of men.

---

<sup>5</sup> The indicator is known by the formula  $RPMWI = \frac{(W-M)}{(W+M)} + 1$ , where W is the total number of women and M is the total number of men. Parity would produce a RPMWI value of 1, whereas 60% of men would produce a value of 0.80 and 60% of women a value 1.20. Therefore, RPMWI values between 0 and 0.80 would indicate an imbalance in favour of men; between 0.80 and 1, a majority of men but within the limits of a balanced representation; between 1 and 1.20 would reflect a majority of women but within the balance; values between 1.20 and 2 would indicate an imbalance in favour of women.

Across the staffing areas, the General Administration of the Government of Andalusia, which contains 18.5% of the total staff, continues to see a feminization process among its personnel, becoming far from balanced in its gender representation. Its RPMWI went from a value of 1.22 in 2016 to 1.23 in 2017. The balance in the civil service corps (RPMWI=1.11 in 2017, compared to 1.10 in 2016), has increased the over-representation of women in the workforce (its RPMWI went from 1.33 in 2016 to 1.35 in 2017). High level posts have maintained a balanced gender representation with fewer women than in the previous year, with the RPMWI going from 0.89 in 2016 to 0.87 in 2017. An analysis of high level posts and posts associated with higher salaries reveals that the proportion of women occupying these posts increased in 2017, continuing the trend of previous years, but remaining lower than it should be for their numbers within the team. It should also be pointed out that the total level of short-term work among the whole of the staff of the General Administration was 15.8%, showing a difference in the levels for women (18.7%) and men (11.1%), of 8 percentage points.

Among teaching staff (the largest group out of all personnel in the Government of Andalusia, 48.5% of the total) feminization is a trait shared at international level and which was confirmed in 2017 (RPMWI=1.30), with the imbalance in representation most acute in the most feminized levels of education. The greater presence of women in the teaching staff in Infant and Primary Education (RPMWI=1.51), Special Education (RPMWI=1.71) and Compensatory Education (1.49), continues to reinforce gender stereotypes identifying women with younger pupils and with those needing greater care, with a consequent impact on the quality of teaching<sup>6</sup> and on equal opportunities. Therefore, despite the fact that the number of female teachers on school management teams has once again increased this year, barriers to women's participation at the highest levels of the teaching profession still persist. This is reflected in their low presence in management posts in public centres for Secondary Education and in the Education Inspectorate.

An analysis of the composition of the personnel of the Andalusian Health Service (SAS in its Spanish initials) (29.9% of the total staff of the Government), which this year covers the period 2009–2017, confirms the feminization of this group (RPMWI=1.32), with 66% women and 34% men. This phenomenon gives rise to two complementary realities. On the one hand, the level of feminization continues to rise in professions related to the provision of nursing services, where women occupy 81.2% of the posts. Gender patterns still determine that

<sup>6</sup> Quality teaching is teaching which also demonstrates and passes on the idea that caring roles are the responsibility of both men and women equally.

80% of the female members of the SAS are concentrated in the lower earning grades (14–22), a figure that rises to 85% in specialist care.

On the other hand, and at the same time, there has been a noticeable growth over these years in the presence of women in group A1, creating a category where there is almost gender parity (RPMWI=0.95). Reflecting this growth, the presence of women has increased among medical professionals and those with intermediate and management roles in the organization, to the point of eliminating the traditional male dominance in these roles and achieving balanced representation. There has also been a significant increase in the number of women with posts of responsibility, corresponding to the higher earning grades (27–29), where, nevertheless, there is still an over-representation of men since in 2017 women were 27.2% of the staff at these higher levels.

Among the non-judicial personnel of the Justice System (3.2% of the total), the trend towards feminization observed in previous years continues in 2017, essentially due to the increase in the number of women in intermediate professional groups (A2 and C1), which still make up a large proportion of the team (76.6%), approximately coinciding with management and procedural bodies. The increasing and high level of feminization in less established posts and those of a temporary or supporting nature continues, being covered by women in a considerable higher proportion (74.4% and 77.2%, respectively).

Finally, an analysis of the staff in State Business Agency, Trade Associations and assimilated bodies of the Government of Andalusia has been extended from management to the whole of the staff, showing, overall, a very balanced representation between men and women (RPMWI = 0.98), although this proportion is not maintained in the governing bodies (RPMWI = 0.67) nor in directorship (RPMWI = 0.44) in management teams (RPMWI = 0.62), or middle management of the organizations (RPMWI = 0.84) where women are always in a small minority. Overall, the percentage of women in the total personnel of management teams, governing bodies and the directorship of these bodies is 32.2%, which shows the limitations that exist for women accessing posts of greater responsibility and involvement in the public sector bodies of Andalusia.

Finally, another noticeable trait from the gender point of view in the personnel of instrumental bodies is the predominance of women is less established contracts, specifically fixed-term contracts, which translates into a level of temporary work among women of 28.4%, almost twice that of men, showing a gap of 13.7 percentage points.



## RESOURCES-RESULTS

---

The chapter entitled Resources – Results contains all the strategic objectives and specifications as well as actions designed to correct gender inequalities for 2018 and which have been planned for each budgetary programme in the structure of the Andalusian Government and some of its instrumental bodies.

The *Order of 26 May 2017, by which standards are laid down for drawing up the Budget of the Government of Andalusia for the year 2018* continues to make progress in developing strategy to embed gender perspective throughout the Budget, in terms of improvements to integrate the gender dimension into the budgetary planning of public policy in Andalusia. Therefore, article 6.3 of the Order, maintains the requirement for ministries, administrative agencies and those with special status to include at least one specific objective in terms of gender equality, together with a definition of its associated indicators, and the actions which will be taken to ensure its success. This is essential for those budgetary programmes for which, because of their greater positive impact on the reduction of inequality between men and women, the Gender Impact Commission in the Budget has been set up.

For the first time, where budgetary programmes have been subject to gender budget auditing, their budgetary information has made it possible to monitor the report's recommendations, and any commitments made in the Strategic Orientations Documents presented, and to incorporate the recommendations made in the audit process. Also for the first time, for the 2018 Budget, article 7 of the Order lays down that for the **most significant instrumental bodies in the public sector** they should specify at least one gender objective, according to what is laid down in Appendix VII of this order.

These methodological advances in gender budgeting strategy have appeared in the 2018 Budget and as a result the budgetary planning has incorporated gender actions, improving future monitoring. In this way, 86.4% of programmes classified as G+ and 88.9% of G programmes have specific gender equality objectives in the budgetary planning. In addition, 100% of the instrumental bodies have included it in their documentation. This will have a positive impact as the distribution of credits in the 2018 Budget shows that programmes with greater gender relevance (G+) attract 73.8% of the total budget and programmes at an intermediate level (G) attract 20.8%.

The 2018 Budget is making a clear bid to strengthen public services, one of the fundamental pillars of well-being. These are essential for women to be able to reach higher levels of participation in the social, economic and

political life of Andalusia, in line with the requirements of Law 12/2007, of 26 November, to promote gender equality in Andalusia. Next year equality policies in favour of women will be strengthened, which will be reflected in the 2018 Budget with an increase of 3.8%. Gender equality is one of the essential policy aspects to ensure a socially cohesive, equitable and sustainable system.

As a consequence of this approach, the 2018 Budget will pay particular attention to the **education** policy, which will receive an increase of 3.3%, with a total of 7,527.3 million euros. Education is fundamental in encouraging the development of male and female talent and to create models of people living on equal terms in our society. To this end, the education programme for infants from 0 to 3 years has a 4.7% increase, favouring the long-term development of children's potential and offering an opportunity for families to achieve a good work-life balance.

All the fundamental budgetary programmes which shape this policy are increasing their budget, with the major one being the programme for secondary education and professional training which is growing by 6.2%. In this area, measures will continue to be taken by the Ministry of Education to reduce gender segregation in professional families, broadening the academic options of students of both genders and their options for future entry into the labour market, under the Resolution of 9 June 2016 of the Directorate General of Initial Professional Training and Lifelong Learning. Under this will be made public the least representative gender criterion for the education of pupils in educational establishments for vocational training courses at intermediate and higher levels, backed by public funds, and of initial professional training of various types, by applying the admission procedure for students in the academic year 2017/18.

University teaching is another fundamental area for equality between men and women. To make progress in gender equality in the universities is to carry out a strategic act in society as, in addition to this being an aspect of quality, modernity and excellence, its effects are multiplied through teaching and the promotion of culture. With this in mind, expenditure on universities will be 1,535.5 million euros, which represents a year-on-year increase of 4.4%, of which 30 million is to pay for free enrolment (99% of university enrolments, B1 grants for languages and additional "Erasmus" aid to facilitate mobility) and 24 million for the restoration of rights for teaching and research staff and for stimulating new infrastructure.

As for the **Research, Development and Innovation** policy, it has been increased by 5.1%, highlighting once again the credit rise of the budgetary programme for scientific research and innovation. Reserve financing of up to 20% may be set aside for projects with a principal researcher who is female, with the objective of specifically encouraging female leadership in R+D. There is also an increase of 3.7% for the official preparation and dissemination of statistics carried out by the Institute of Statistics and Cartography of Andalusia (IECA in its Spanish initials). This organisation plays a crucial role in the study, preparation and dissemination of gender statistics in Andalusia, and it is an indispensable tool for providing the Administration with reliable current data by sex so that it can plan with an integrated gender perspective.

In 2018 **Health** will once again be a central element of the budget, with an increase of 5.4%, or 9,809.9 million euros. A quality health system with comprehensive coverage is a guarantee of security for families, and also helps improve productivity and social cohesion, acting as a very effective factor in economic growth. Next year progress will continue to be made in public businesses operating in the health field in Andalusia and **Health Agency equality plans** will be evaluated to identify good practice in gender equality. The health increase will make it possible to maintain the portfolio of services without co-payments and to serve new areas requiring greater finance, such as Early Childhood Care for children from 0 to 6 years old, for which 28.8 million euros are allocated. In addition, incorporating the gender perspective into the area of health means taking account of the existing differences in health and illness between men and women, the way they access services and the way health resources are managed.

Among other new initiatives, next year will see the use of ACGs (*Adjusted Clinical Groups*), a system of classifying morbidity according to the variables of age, sex, and health diagnoses or problems seen in Primary Health Care. The objective of all these measures is to offer a health system close to the people, with more accessible and participatory services, so that it can continue: improving in quality and efficiency; promoting healthy living and preventing illness; promoting stability among the professionals; renewing stimulus for research and innovation; and at the same time as investing in better infrastructure and equipment.

Also in the area of health, for people suffering from Alzheimer's disease, their family, professionals and members of related associations, the "ALONGSIDE Alzheimer's" Project will be put into action as an instrument of cooperation between the health services and associations for improving health and easing

the load for people caring for these patients, with special attention paid to women, from the starting point of the real needs of families and their view of the illness.

The policy on **Dependency, Services and Social Provisions** is increased in this Budget by 7.2%, reaching 2,132.6 million euros. Even though constrained by the existing imbalance in the financing of the Law to promote personal independence and care for dependent people, the 2018 Budget will continue making a considerable effort to care for men, women and children who find themselves in need of this type of care. This will have a continuing positive impact on gender equality in terms of work-life balance and the creation of jobs for women.

Also within the framework of this policy, a major effort will be made to fight economic and social inequalities exacerbated by the economic crisis. A new Decree will come into force in 2018 which will adapt the minimum social inclusion income to the new reality, modifying the solidarity Programme for Andalusians to eradicate marginalisation and inequality in Andalusia by incorporating this programme as a guaranteed service in the public social services of Andalusia, with an allocation of 198 million euros. This new regulation increases payment of the minimum income to 12 months, with positive discrimination for family units caring for minors and female victims of gender violence, modifying the requirements to access it, and helping people who were not protected by the previous regulation. It is to be hoped that poor single-parent households, mainly headed by women, will benefit from these budgetary measures.

In the current more favourable economic context, the priority of the Andalusian Government is to continue promoting **employment** to increase social and economic wealth generation in the community. Therefore, the Government of Andalusia is going to continue with its policy to stimulate job creation, economic activity and support for manufacturing sectors. Among actions which are going to be implemented is the passing of a decree, originally financed with 308 million euros, intended to stimulate jobs in industry, aimed at reaching the employment levels of before the crisis. In this decree are included measures intended to act on two fronts: on the one hand, improving the employability of individuals, covering the requirements of business for professional profiles and, on the other hand, promoting the workplace integration of groups requiring special care. These are people who are particularly vulnerable in the labour market, such as those over 45 years old, people with a disability and those at risk of social exclusion.

In addition, the new Plan for self-employment has been given a boost, with 434 million euros, showing clear support for an essential group made up of over half a million Andalusians. Relevant measures are being considered to encourage equality between men and women in a group with particular difficulties in achieving a balance between personal, family and work life.

On the other hand, in the area of **social communication**, the Andalusian Public Broadcasting Company and Canal Sur Radio y Televisión, SA. are stimulating the development of actions for equality in the 2018 budget, integrating the gender dimension into all their areas of activity, promoting gender equality and the eradication of gender violence. All this is through the development of measures to boost women's participation in the productions of the audio-visual industry and by television advertising campaigns against male violence, or by including gender clauses in contracts, among other things.

19.3 million euros are destined for the **commercial sector** in 2018. One must remember that approximately 30% of Andalusian businesses belong to the commercial sector, where companies dedicated to retail play a major role, so the Budget has been increased by 5.4% to reinforce its support for the sector.

The **culture** policy will have its budgetary credit increased for one more year in 2018, especially in relation to the promotion of contemporary art, the creative industries and books. Culture facilitates and expresses equality between men and women, a fundamental value in society, and public policies that boost this industry must take account of the existing inequality and promote women's participation in culture and in the employment generated by the cultural sector. The Andalusian Centre of Contemporary Art, which is increasing its credits by 56%, encourages women to participate in contemporary art through the exhibition and activity programme where they are the centre of interest.

Finally, the **Framework Agreement of Collaboration between Canal Sur Radio y Televisión S.A. and the Andalusian Institute for Women (IAM)** will be renewed. It is anticipated that this will produce actions to fight discrimination, make women more visible, give younger people greater awareness, and promote non-sexist use of language and the dissemination of an equal and non-stereotypical image of men and women in all the programmes of Canal Sur.

## BUDGETARY INDICATORS BY POLICY \_\_\_\_\_

The total number of gender indicators (indicators of gender equality measures and indicators disaggregated by gender) in the 2018 Budget of Andalusia reached a total figure of 1,145, out of a total of 2,909 budgetary indicators, which is a percentage of gender indicators of 39.4%. These indicators make it possible to identify expected gaps, which will later be analysed to understand their evolution, when the implementation data are obtained which are supplied by the General Account of the Autonomous Community of Andalusia.

The Health Ministry is the one with the highest proportion of indicators overall, with 19.7%, followed by Equality and Social Policy, with 17% of the total. Other ministries with over 10% of the total number of indicators are Employment, Business and Commerce (11.8%) and Finance and Public Administration (10.3%).

As for analysing gender indicators by spending policy, a greater number of indicators are also seen in the policies of Dependence, Services and Social Benefits (247 indicators, 21.6% of the total), and Health (225 indicators, 19.7% of the total). After these, the third policy by number of gender indicators is that of Modernization and Services for Public Administration, with 114 indicators, making up 10% of the total, followed by Employment Creation policies (80 indicators, 7%), Farming and Fishing (61 indicators, 5.3% of the total) and Education, with 5.8% of the total number of gender indicators, that is 66.

## APPENDIX: 2016 INDICATORS IN RETROSPECTIVE \_\_\_\_\_

In the sixth chapter of the Gender Impact Report there is an analysis of the implementation of budgetary indicators, from the execution data of the General Account of the Autonomous Community of Andalusia - this year corresponding to the analysis of the General Account of 2016. These indicators make it possible to produce information on the forecasts and on their fulfilment related to the budgetary measures affecting the equality situation between men and women. This chapter is part of the evaluation exercise of results provided by the gender-focussed Budget Strategy of the Government of Andalusia.

The analysis is structured by ministries and centred on gender indicators, that is on those that measure actions for gender equality (G1 indicators), and those which quantify people and are disaggregated (G2 indicators). In addition, account is taken of indicators corresponding to those programmes with greater gender relevance, that is, those with the classification of G+. The total number of indicators analysed (G1+G2) of the G+ programmes was 315, of which 82 were G1 and 233 were G2.