

1. Executive Summary GB Management

The trans-national Specific Support Action “Gender Budgeting as an instrument for managing scientific organisations to promote equal opportunities for women and men – with the example of universities” focussed on the question how Gender Budgeting can be applied as a powerful instrument for gender equality in the budgeting policy of an organisation. The intention was to show which dimensions and which phases of the budgeting process have to be considered for a successful Gender Budgeting. Furthermore, some basic steps for a systematic integration of gender issues into the budgeting process were developed

The project has been structured in consecutive workpackages (WP) or modules to achieve the general goal of the specific support action, which is to develop strategies, instruments and measures to implement Gender Budgeting in scientific organisations. The following subsequent analyses and evaluations were made:

- Analysis of the national framework for women and men in science in Austria, Germany and Poland and evaluation of findings
- Analysis of the actual situation of women and men at the three cooperating universities and evaluation
- Analysis of the budgeting *process* at the cooperating universities and evaluation of the budgeting process
- The Development of instruments for Gender Budgeting at universities
- Specific Support Actions: Knowledge transfer to universities in order to support Gender Budgeting as an instrument for the promotion of gender equality and evaluation of the actions in Austria, Germany and Poland
- Publication of the results in print and online and their public presentation in Brussels

To provide a complete picture of all activities undertaken, the steps of the SSA listed above are now described in more detail:

Analysis of the national framework for women and men in science in Austria, Germany and Poland and evaluation of findings

In this workpackage we analysed the national framework for women and men in science in Austria, Poland and Germany with a special focus on the budgeting of universities and the financing of measures for the advancement of women in science. Furthermore we examined if there are instruments already used in budgeting to improve gender equality in science. This allows us a trans-national comparison of the question of already existing gender equality tools in science.

Analysis of the actual situation of women and men at the three cooperating universities and evaluation

For the analysis of the actual situation of women and men at the three universities we looked at the social situation as well as at laws, treaties and agreements which regulate the budget planning, plus the actual financing of the universities. Furthermore we analysed the management instruments, the instruments for the improvement of gender equality and the quality of data which is collected in respect to its usability for a sex-differentiated analysis. This project step allowed us a thorough understanding of the financing structures and the preconditions to establish gender equality in respect to budgeting.



Review workshop in Vienna, Austria.

From right to left: Regina Frey (external expert), Michaela Neumayr, Monika Mayrhofer, Zofia Lapniewska, Andrea Rothe, Johanna Zebisch, Werner Fröhlich, Kirsten Eckstein (external expert), Elisabeth Klatzer, Luise Gubitzer, Birgit Erbe

Analysis of the budgeting process at the cooperating universities and evaluation of the budgeting process

The analysis of the budgeting process at the cooperating universities showed in detail how the process of budget planning and budget controlling works on an official level and which informal (power) relationships are important. Additionally we could see whether gender equality aspects have an influence on the budget planning process at all and up to which extent budget planning has an influence on gender equality measures. The analysis also highlighted the stakeholders of budgeting and the cooperation between them and the universities' gender equality representatives or commissioners. The goal was to get an insight into the process itself and into the aspects (structural, legal, cultural or personal) that influence the budgeting process, which will serve as a basis for the development of process indicators and measures to include gender aspects into the budgeting process.

Development of instruments for Gender Budgeting at universities

Based on the findings in the previous analyses we developed strategies, instruments and measures for Gender Budgeting on different levels. We summarised the background for Gender Budgeting, including thoughts about the global competition and economisation of

universities, reforms in the higher education sector, the introduction of New Public Management and its meaning for gender equality. Furthermore we developed gender sensitive objectives, indicators and strategies, instruments and measures for the implementation of Gender Budgeting in scientific organisations, resp. universities. A profound part of the report concentrated on the discussion of sensitisation, awareness raising and gender competence, gender impact assessment in regard to budgeting, gender equality instruments in general and in the field of budgeting, and finally also means of monitoring and gender controlling. Additionally we presented best practice examples of gender mainstreaming at universities.

Specific Support Actions: Knowledge transfer to universities in order to support Gender Budgeting as an instrument for the promotion of gender equality and evaluation of the actions in Austria, Germany and Poland

This workpackage was the core of the project. It focused on the integration of gender budgets at universities into specific support measures for the implementation of Gender Budgeting. We worked with various stakeholders for budgeting and to the representatives of the universities. This showed the particular university's state of affairs and allowed a deep insight into the specific necessities of each university to prepare the ground for Gender Budgeting. Thus we were able to work out specific recommendations for the implementation of Gender Budgeting on the level of the universities, on a national level and on a European level.



Publication of the results in print and online and their public presentation in Brussels

In August 2008 the results of the project are being published in an edited version and as a summary on the website of the Frauenakademie (www.frauenakademie.de). In

*Review workshop in Gdansk, Poland
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September 2008 the results are presented and discussed at a public conference in Brussels.

For further information see: Rothe, Erbe, Fröhlich, Klatzer et. al.: Gender Budgeting as a Management Strategy for Gender Equality at Universities. Concluding project report. Munich 2008