

# Gender Budgeting for Prosperity

Lessons from a Research Roundtable @ Rotman



## What is gender budgeting?

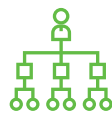
Gender budgeting allows governments to use administrative and fiscal policy to promote gender equality. Must start with a needs assessment. Not just a post hoc analysis of impact.



**Good data, often produced by NGOs and non-profits, provide policy leaders and governments with critical knowledge to further gender equality goals.**

## Why practice gender budgeting & what will it achieve?

Gender budgeting is positively correlated with prosperity. Being aware of all the ways government budgets and fiscal policy have differential effects on women and men moves society forward.



## How do we go about gender budgeting?

The Ministry of Finance (or equivalent) needs to lead gender budgeting. If the people who hold the purse strings and allocate the resources are not applying a gender lens to budgets, then the impact will be low.

There are two major levers governments can pull in gender budgeting

### TAX MEASURES

(such as tax advantaged savings plans)

### DIRECT EXPENDITURES

(such as welfare, childcare, old age support).

## Who will gender budgeting help?



Budget and tax cuts should be analyzed as much as expenditures, e.g. cuts to public services impact women more severely than men because they earn less, live in greater poverty and rely in higher numbers on welfare benefits.

## Budgets should reframe spending on human capital as an "investment"

e.g., spending on childcare should be considered an investment not an expense.



## Gender budgeting in action



**In Austria**, income tax laws were changed to **reduce taxation on secondary earners**, encouraging more women to work.



**In Canada's recent budget (2017)**, analysis suggests that the new care giver credit will actually benefit men overall more than women because a beneficiary has to have a market income in order to gain the tax credit.

**In 2005**, if newcomers and women in Canada had been granted the same opportunities as men, **personal income would have been \$168 billion higher**, an additional **1.6 million women would have been employed**, and the **GDP would have increased by 21%**.



**In England**, investment in **free universal childcare** (40 hours per week, for 48 weeks a year, to all pre-school children from the age of 6 months) **could cut the gender pay gap by 3% and the employment gap by 5%**.