

## **GENDER RESPONSIVE PARTICIPATORY BUDGETING IN THAILAND**

**Thawilwadee Bureekul, Pharkphoom Rukhamate,  
Ratchawadee Sangmahamad, and Nittaya Ponok**

King Prajadhipok's Institute

E-mail: thawilwadee@kpi.ac.th, ratchawadee@kpi.ac.th, nittaya@kpi.ac.th

### **ABSTRACT**

The Gender Responsive Budgeting (GRB) is considered an invaluable instrument in terms of administration and management of budget preparation because it serves to ensure that gender mainstreaming be valued and bring into the paradigm of women-related development by strategically taking into account both the topic of gender equality and that of budget administration – the act of which is expected to fruitfully contribute to a country's achievements in terms of nation's development. There are many countries integrated GRB into their own local government budget planning, in order to make the equality of gender and resources distribution. On the other hand, if the gender equality is ignored, it will be the obstacle to develop the country, including Thailand. Thus, King Prajadhipok's Institute studies on this issue, through the process of the Gender Responsive Participatory Budgeting (GRPB). The objectives of this study are: 1) To make the stakeholders in the local administration know and understand GRB; 2) To organize the participatory budgeting workshop for the stakeholders in order to apply in the budgeting planning; 3) To enable participants to develop the thinking and analytical skill and to understand how to prepare and make proposal, action plan and organize the activities on the topic of gender responsive participatory budgeting; and 4) To develop training courses on the subject of Gender Responsive Participatory Budgeting for the local administrative organization. The methodology study is the action research. After we review literature on GRB, we apply to the training module based upon the workshop approach and public participation. The target areas of this study are two local administrative organizations: 1) 'Rim' Sub-district Local Administrative Organization (in Nan province); 2) Krabi Provincial Local Administrative Organization. The workshop training objectives are to develop the concept of gender responsive participatory budgeting and to evaluate the participants in order to develop the appropriate course for the other local administrations. The result shows that the participants acquire more knowledge on GRB. Besides, they become aware of the benefit of GRB that it can develop the community equally. Furthermore, this study concludes that the training module should have two days with the properly target group, about 30-40 participants including executives, council members, local administrative officers, and civil society sector. Moreover, this study suggests that GRB should be mobilized to the state policy on budgeting development and allocation. Applying public participation from the stakeholders is also the important process or tool, is that they can apply GRB in their own budgeting planning, as well.

**Keywords:** Gender, Participator Budgeting, Equality

## Introduction

The Gender Responsive Budgeting (GRB) is considered an invaluable instrument in terms of administration and management of budget preparation because it serves to ensure that gender mainstreaming be valued and brought into the paradigm of women-related development by strategically taking into account both the topic of gender equality and that of budget administration – the act of which is expected to fruitfully contribute to a country's achievements in terms of nation's development. At present, there are myriads of countries adopting the GRB and thus having the model integrated into their own domestic budget schemes so as in aims at making it available across the areas and in all levels upon a basis of gender equality and domestic resources distribution. In regard to Thailand's GRB, "King Prajadhipok's Institute" has particularly utilized the Gender Responsive Participatory Budgeting scheme (GRPБ).

Several scholars worldwide are of the opinion that an act of dismissing the significance of gender equality shall pose obstacles to a country's domestic development because the impacts of such insensitivity shall be made and felt across the conceivable demographic groups, consisting of women, men, girls and boys. Diane Elson (2001), a professor at Exeter University and a GRB expert, said that:

*"If women are able to take control of more resources, society at large will benefit as well. However, for as long as gender inequality, society at large will continue expiring loss."*

Besides, we will share the example of the projects failure which occurs from the intolerance of each other, especially the basis of gender. It's called 'Gender Blindness', as the following case:

The case studies were happened in Thailand. The first case was Tsunami on December 26, 2004 and another one was 2011 Big Flood aid projects. Women wanted the basic of necessities from donation, such as, sanitary, napkins, and underwear for herself, whereas milk powder and milk bottles for kids. On the other hand, Muslim should not be donated the instant noodles artificial pork flavor. Besides, the statistical data provided by the Department of Health found that the relatively high rate of abortion during the periods caused by the lack of access to public transportation for pregnant women and also their husbands were busy to bring them to commit the doctor appointment. The aforementioned problems basically revealed a slight touch of the undesirable outcome of the failure to take into account the topic of gender mainstreaming; in fact, there were even more examples than those predicaments having been cited hereof. Indubitably, taking into account the topic of gender mainstreaming shall help provide benefits such as allowing for nation's resources and budget to be most effectively utilized, as well as a more systematic and more effective means of expenditures planning and budgeting, thus making it more transparent and helping nourishing the seeds of social justice for the betterment of the underprivileged and those who are somehow unable to gain access to the riches of resources, etc.

The benefits of GRB will make the state operates the valued budgeting and cover the entire group at large of relevant stakeholders. However, in order to push GRB on the national policies, it requires knowledge and comprehension in budget preparation to the concerning stakeholders such as the director and members of Local Administration, civil service officers, employees and the civil society sector, to work upon the joint-developed areas as partnership in social development. Thus, the necessity and inception of the Gender Responsive Participatory Budgeting for Local Administration is conducted in light of the instrument is mainly focused upon promoting the stakeholders' participation in the local budgeting process, which is important to the final fruition of the action plans, projects and budget schemes being established in response to needs from the different groups in local community. This idea is to provide the equal opportunity for all to gain access to the required resources, thus in turn reflecting upon whether or not, in reality, the budgeting and spending being implemented upon the basis of relevant activities and action plans are efficient and transparent.

## **Theoretical Perspectives**

### **Participation in Politics and Decision Making**

Taking part in participation activities is considered a major factor whereby robust democracy remains so. (Coffe and Bolzendahl, 2010, p.1). Characteristics of political participation may vary depending upon the periods of time as well as upon the types of those who take part in political participation activities. The difference in terms of political participation among countries worldwide depends upon the social context deeply ingrained in the foundation of each individual culture. With the state itself being the most important organization in each nation, thus government policy and its culture have influences over the undertaking of participatory activities among the contributory citizens. (Roy, 2008, p.46).

'Participation' finds its inception from the foundation of the notion that each and every human being has the right to participate in the decision-making process that impacts themselves. The right to participation signifies the equality basis in terms of participating in decision-making process by both women and men. (Miranda, 2005, p.2). The issue of gender has been frequently cited in the studies being conducted apropos of the subject of inequality (Coffee and Bolzendahl, 2010, pp. 1 & 5); furthermore, political participation and gender equality, as well as the process of democratization, are all correlated due to the aforementioned being inextricably intertwined with one another. However, women have yet to be equally treated because their interests, needs and rights have not been taken into account in earnest by those in political circles. Therefore, women should be provided with the opportunity to equally participate in politics and decision-making process as do male counterparts in order that female viewpoints are also included in the decision-making process in all conceivable levels ranging from individual to public levels in life and from local to global levels. (Miranda, 2005, p.2).

### **Gender Perspective and Gender Equality**

The term “gender” is the range of characteristics and roles created by society (Bacchi and Eveline, 2010, p.22) pertaining to masculinity and femininity by refereeing to social or cultural disparity. (Roy, 2008, p.24). Gender is related to powers, privilege, responsibility, right, duty, characteristics, opportunity and relations between femininity and masculinity, as well as socio-cultural relationship between women and men, as well as girls and boys. (Kasomo, 2012, p. 59).

United Nations has proposed that the concept of gender does not only focus upon female and male individuals but also the system that controls roles and responsibilities of women and men, the power to take control and to gain access to resources, as well as the ability to make a decision. The discussion of the issue of gender signifies an act of mentioning relations between women and men; thus, an act of campaigning for gender equality should also concern men as does it women. In addition, basic social identity as men and women within society is created by the general public rather than by a person adhering to biological characteristics; therefore, one is able to extend towards a society in which gender exists in addition to men and women as being referred to in terms of ‘sex’. (United Nations, 2002; quoted in Young, 1988, p.08).

The development feminists insist that the issue of gender should be taken into account for the sake of development as a whole by means of gender analysis of the impacts upon women’s zone of privacy and household in order to free women from household burdens and familial structure. (Barribeau, 2000, p.168). Therefore, feminists have adopted the theory of gender in light of their supporting of the notion that women are not naturally related to taking care of family and staying at home as mentioned by men, and with respect to their confirmation that, despite biological differences between men and women including the disparity in reproductive organs, there should not be any impacts upon the social opportunity to be provided for both sexes. (Bacchi and Eveline, 2010, pp. 50 and 91).

### **Gender Equality**

Gender equality denotes a change in societal structure that causes equal powers between women and men. (Council of Europe 1998, pp. 7-8). In addition, the Council of Europe had provided the following definition of the term gender equality: equal treatment and opportunity between women and men with the goal being equality in terms of role and duty. (Haskova, 2003, pp. 64-65).

One could find gender inequality in social structure relations; men were in possession of more powers and higher valued than women. Gender inequality occurred in the family, tradition, law, and workplace. Gender equality was expressed in terms of attitude, belief and behavioral patterns, as well as politics, all of which provided value assessment for the aforementioned concept

According to the Convention on the Elimination of All Forms of Discrimination against Women (CEDAW), discrimination against women signified an act of gender discrimination politically, economically, socially, culturally, civilly, etc.; au contraire, an absence of gender discrimination would eventually lead to gender equality. (Mikkola and Miles, 2007, p.6).

The Convention on the Elimination of All Forms of Discrimination against Women (CEDAW) is an important instrument whereby support be provided for the subject matter of gender equality. In addition, there are measures taken so as in campaigning for the betterment of the foundation of the issue by providing education for children and adults, both men and women, in order that they have more knowledge about their rights. (Miranda, 2005, pp. 8-9).

### **Gender Mainstreaming**

Gender mainstreaming was applied to the mainstream of all types of activities the concept of gender. Gender mainstreaming epitomizes another strategy universally recognized worldwide in light of campaigning for gender equality; the concept also signifies another approach to attainment of gender equality goals. (Bacchi and Eveline, 2010, p.289). The concept of gender mainstreaming first took shape in the beginning of 1980s in the context of criticism made upon women's roles in providing assistance to development, the notion of which took Europe to be the center and gave importance to the issue of gender relations. (Hašková, 2003, p. 66). The approach has been found in UN's implementations ever since the Second World Conference; it would eventually be clearly discussed and established as an international strategy during the Fourth World Conference on Women, in 1995, as included in the Beijing Platform for Action, the instrument of which prescribed that the state and all involved were to establish the policy on gender mainstreaming, which, apropos of gender equality, was the major strategy being discussed during the aforementioned event. The topic of gender mainstreaming was also cited in the instrument titled "ECOSOC Agreed Conclusions" in 1997. (Maytinee Bhongvej, 2009, p. 22; United nations, 2002).

Utilizing the approach also provided for a guarantee that all segments within an organization were accountable for ensuring that policies would have effect equally upon both genders, whereby the organizational change would be implemented in order to ensure that women and men would have influence and be able to participate and benefit from the process of development. (United Nations, 2002). In addition, gender mainstreaming also helped to stimulate each and every agency/organization to practically make use of its gender equality policy in all of its designated plans and projects. Certain equality policies in general tended to become more quickly adaptable yet unable to provide an entire coverage as effectively as gender mainstreaming. (Hašková et al, 2003, p.66). This definition required adopting the gender mainstreaming in all aspects of crises including poverty, human rights, economy, violation against women, as well as military and armed conflicts. In addition, Beijing Platform for Action also declared that there should have been management being implemented in those aforementioned areas prior to proceeding with other policies and

project developments. (Mehra and Gupta, 2008, p.312).

For the implementation of gender mainstreaming to become successful in practice, analytical techniques, studies, as well as consultancy, were required; the main methodology was the gender impacts analysis, which had been widely adopted in the cooperation for development. (Hašková et al, 2003, p.67). Furthermore, it was necessary for such policy to remain secure as grassroots in the foundation of institutes in question rather than being reliant upon individuals who provided support in this matter. (European Commission, DG-Employment and Social Affairs, 2001, p.10).

### **Gender Responsive Budgeting (GRB)**

Gender Responsive Budgeting (GRB) is the budgeting that places importance upon gender equality within society and thus contributes to budget allocation being made for taking policies and projects drawn up in order to enhance a higher level of gender equality. The GRB initiatives have the objectives so as to produce the mobilization of national or local government's practice towards further development of the next stages of GRB approach.

GRB is not intended specifically for women only; neither does it examine how the budget has been allocated for women and girls with respect to projects pertaining to gender equality, nor is it simply intended so as to determine how many women and men are working in the public sector, nor is it simply intended so as to determine their salary-related information, nor is it related to pinpointing the number of female entrepreneurs in the public sector. (UNFPA and UNIFEM, 2006, p.13). However, the GRB signifies an effort being made so as to analyze the impacts of revenue and expenditure of the state, or the means by which the state seeks to generate income, by referring to different impacts being made upon women and men, upon girls and boys, through gender perspective. (Budlender et al, 2002, p.11; Elson, 2001, p.1). The analysis is becoming a significant movement upon a global basis in light of the intent to establish credibility to a country's national policy with respect to the government's responsibilities towards women.

Thus, Gender Responsive Participatory Budgeting is a budgetary allocation scheme which takes into account the subject matter of gender and participation both in tandem by associating with it the participatory implementations by several sectors

### **Gender Budgeting Analysis**

The GRB was an instrument utilized to analyze the differences in certain policies on women and men. A good GRB must be effectively desirable in terms of techniques. (Ratansi, 2008, p.16).

The tools to be utilized for the implementation of the Gender Responsive Budgeting (GRB), especially the ones employed in the area of spending, are allocated into seven

categories. The first step: the gender aware-policy appraisal, which determines as to how much care a given sector has been taken of the designated target groups, what projects are on hand and for whom the so-called services have been, the status, the impacts, as well as whether or not the budget allocation has proven sufficient. The second step: the sex-disaggregated beneficiary assessment of public service delivery, which also concerns budget prioritization and both sexes being disaggregated to be evaluated in terms of difference and the degree of disparity. The third step: the sex-disaggregated public benefits incidence analysis, which concerns the impacts upon genders, how impacts are generated and the degree of disparity. The fourth step: the disaggregated public revenue incidence analysis, which impacts upon both genders; for instance, in terms of policy analysis and the evaluation of the incidence of tax policy, as well as the local and state's public loan. The fifth step: the sex-disaggregated analysis of the budget on time use. The last step: gender-aware budget statement, which entailed preparation of the government's budget spending report by utilizing some of the aforementioned tools and the preparation of the gender equality summary report upon the basis of different indicators utilization (Diane Elson, 2001).

The objectives of this particular study are: 1) To create knowledge and understanding of the term GRB and its practicality for local administration's stakeholders; 2) To organize campaigns and activities on the stakeholders' participations in the budgeting process, the act of which is expected to result in real-life practice at work; 3) To enable participants to develop the thinking and analytical skill and to understand how to prepare and make proposal, action plan and organize the activities/campaigns on the topic of gender responsive budgeting by means of adopting a participatory approach; 4) To develop training courses/models on the subject of Gender Responsive Participatory Budgeting which are of use to a local administrative organization.

## **Data and Method**

The study has been conducted upon the basis of 'action research' whereby researchers study concepts and ideas, as well as the experiences related to the GRB, and thus have them applied to the development of the training models based upon the workshop approach and public participation, as well as the participation by those involved in aims for the benefits of the preparation of the Gender Responsive Budgeting to be carried out within local administrative organizations. Next, the experiment has been implemented with the two subjects, both being local administrative organizations: 1) 'Rim' Sub-district Local Administrative Organization (in Nan province); 2) Krabi Provincial Local Administrative Organization. The objectives are intended to develop the concept of systematic gender responsive participatory budgeting, and to provide for performance appraisal or assessment of the participants and observers in order that the training courses shall be further developed into the final stage and ready for being properly utilized by all local administrative organizations in Thailand.

In light of utilizing the training course with both of target areas, the participants were being provided with the opportunity to develop their analytical skills and that being required for the preparation of GRB. As a result, the participants from the Rim Sub-district, Nan province, have come up with their own labors of love pertaining to the Gender Responsive Budgeting, namely, in four different projects: 1) Income Generation and Occupational Project; 2) Family Strengthening Project; 3) Community's Empowerment Project; and 4) Clean Water Acquisition Project. On the other hand, regarding the Gender Responsive Budgeting, the participants from Krabi Province have implemented the following projects: 1) Income Generation and Expense Reduction Project; 2) Self-Development Project; 3) Health Care Project; and 4) Fringe Benefit Preparation Project.

## **Results**

The evaluation result obtained from the participants from both target areas, 42 persons per each area, has revealed that the training course enables them to acquire better comprehension in the topic of GRB and how to prepare an effective one on their own. Prior to participating in the training session, the level of knowledge possessed by the participants from Rim Sub-district had averaged at 2.00 (S.D. = 0.98). Following their collective participation in the training session, they have become more knowledgeable and thus stood at the average of 4.54 (S.D. = 0.51). Likewise, prior to participating in the training session the participants from Krabi Province had also averaged at a low level, accounting for 1.76 (S.D. = 0.89). Following their collective participation in the training session, they have become more knowledgeable and thus stood at the average of 3.10 (S.D. = 0.30). Note that the participants from both units have also gained comprehension and become aware in particular that the subject matter of GRB is intended and implemented for the benefits of social equality; on the other hand, the workgroup method having been employed by trainers have also enabled the participants from both units to become knowledgeable more easily. The participants have also promised that they would continue making good use of the knowledge acquired from the workshop training as well. The participants from Rim Sub-district have displayed a great deal of satisfaction of the techniques being used and the workshop methods, thus accounting for the average of 4.44 (S.D. = 0.58), whereas those from Krabi Province have also displayed a great deal of satisfaction of the techniques being used and the training methods, thus accounting for the average of 3.15 (S.D. = 0.49), which serves as the testament that the training model is sufficiently suitable to be further utilized in reality at work.

Furthermore, following the experimental application of the training model to both local administrative organizations, another program has been further developed and thus resulted in a form of two-day workshop training, the target group of which was comprised of 30-40 participants including executives, council members, local administrative officers, as well as those from civil society sector. The two-day workshop may be divided into two segments: one concerning the training model in the format of a lecture given to enable trainees to understand more of the topics of local administrative budgeting, participation,



gender perspective, as well as gender responsive budgeting; the other concerning the workshop operation in which participants would be trained to analyze database and information as part of their GRB preparation, as well as carrying out the Gender Responsive Participatory Budgeting implementation (GRPB). Note that in order to provide utmost benefits for each and every local administrative organization, the trainers thus initially consulted with any of the respective local administrative units in question in order to prepare the tailor-made database and relevant pieces of information for the respective participants in light of the basic contents of the training model in order that, in the wake of the workshop completion, the program would be applied to utmost benefits as much as possible.

### **Concluding Remarks**

Regarding the suggestions on the local level GRB preparation, the research team has designed and established the mobilization procedure in light of GRB at local level as follows:

1) The panel discussions between executives and other stakeholders both in the local setting so as to ensure that the training model would cover the entire range of necessities and be equipped with the parties directly in charge of the project that would become reachable in the local administrative organization for consultancy and suggestions.

2) The panel discussions implemented so as to summarize the steps to be taken in preparing the training model between the executives, co-producers, as well as the prospective trainers.

3) The workshop provided for basic comprehension in the GRPB.

4) The workshop was to be utilized by local units for their better understanding and basic knowledge of how to prepare the GRPB, the procedure of which entailed two steps: (4.1) Participatory workshop, whereby basic knowledge would be provided in light of the preparation of budget plan, (4.2) Framework of the project, to be utilized for the GRPB preparation.

5) Informal discussions being held with those involved in the process of budget preparation including local executives, workgroups, officers and participants.

6) Following up and evaluation of the training model: To be carried out in order that the benefits and the stakeholders' participations would be identified, and that creating networks with other local settings would be made possible.

7) Providing the opportunity for other local areas to make use of the GRB in their budget preparation.

The overview of the suggestions provided for Thailand in light of the GRB application is shown as follows:

### **Policy suggestions**

1. Gender equality-based allocation of budget shall be prescribed in the Constitution and be utilized by the government.

2. The government is required treat the GRB as one of the major principles for gender equality development and the equilibrium of nation's development, as well as promoting its use at all levels of public administration ranging from local, regional and national settings; this may require a certain period of time for the desirable outcome to take shape.

3. The state shall be prepared in light of this matter by assigning the tasks of major coordinator to the Bureau of the Budget, and the National Economic and Social Development Board.

### **Administrative suggestions**

1. The government shall provide knowledge of GRB for all agencies in public sector, as well as developing and applying the use of the appropriate GRB models to the respective administrative units. Executives in each administrative unit are therefore considered important and therefore must be aware of the matter and help to mobilize the process within their own respective agencies.

2. The government shall make allocation of resources both in terms of budget and personnel so as to ensure the issue be addressed properly whilst the GRB evaluation results shall be utilized as well.

In conclusion, regarding the strategic approach proposed by the research team so as to be carried out with respect to the mobilization of the GRB model at national level to ensure the paradigm becoming integrated as part of basic policy on budget development/allocation, the suggestions are aimed for the agencies involved to participate collectively as a group in promoting the principle of GRB and its significance to the organization in charge of policy-making in order that the issue of GRB shall be incorporated into formal rules and regulations at national level under the country's administration. In addition, in the wake of the achievement initially made at policy level, then the mobilization shall be carried out further in terms of practicality; following the approval given by the government and policy-making agencies at national level, there should exist academic organizations available to become involved in developing the GRB training model, the target group of which is comprised of the members of Parliament and high-level civil service officers because the aforementioned entities collectively play a major role in actualizing the GRB instrument with respect to law, policy and agency implementations in tandem with network expansion and the training program provided for the local administrative organization as earlier mentioned on the process of GRB policy mobilization in the local administrative organization. In addition, an ongoing series of researches that helps to promote gender role, gender equality and the GRB, should be carried out incessantly and thus served as the database and fount of knowledge in regard to training and for other agencies' further references in future. By all means, the

research, network expansion and the training programs provided for different target groups all require strategically mobilizing and closely monitoring; they must be collectively viewed as something significant at ‘policy level’, which shall call for participations by a number of workgroups derived from the agencies in charge in response to the unique roles and missions of each respective organization, as well.

## References

### Thai Reference

Methinee Pongvetch (2010). *Gender mainstreaming in the Thai Civil Service: Policy Process Analysis* Thesis, Doctor of Public Administration Program, Graduate School of Public Administration, The National Institute of Development Administration.

### English References

Bacchi, C. and Eveline, J. (2010). *Mainstreaming politics: Gendering practices and feminist theory*. Adelaide: University of Adelaide Press.

Barriteau, V. E. (2000). "Feminist Theory and Development: Implications for Policy, Research, and Action." In *Theoretical Perspectives on Gender and Development*. Jane L. Parpart, M. Patricia Connelly, and V. Eudine Barriteau (Eds.). Ottawa: International Development Research Centre.

Budlender et al. (2002). *Gender Budgets Make More Cents: Country Studies and Good Practice*. London: Commonwealth Secretariat.

Council of Europe. (1998). *Gender Mainstreaming. Conceptual Framework, Methodology and Presentation of Good Practices*. Final Report of Activities of the Group of Specialists on Mainstreaming (EG-S-MS). Strasbourg: Council of Europe.

Elson, D. (2001). "Gender Responsive Budget Initiatives: Some Key Dimensions and Practical Examples." in UNIFEM-OECD-NORDIC Council Conference Hosted by Belgian Government.

European Commission, Directorate-General for Employment and Social Affairs. (2001). *Equal Opportunities for Women and Men in the European Union, Annual Report 2000*. Luxembourg: Office for Official Publications of the European Communities.

Hašková, H. et al. (2003). *Women's Civic and Political Participation in the Czech Republic and the Role of European Union Gender Equality and Accession Policies*. Czech: Institute of Sociology, Academy of Sciences of the Czech.

Kaehler, Z., Carla, and Ruiz, P. D. D. (2008-2009). *Gender analysis of women's political participation in 7 South-East Asian countries: Bangladesh, Cambodia, the Philippines, Indonesia, Sri Lanka, East Timor and Vietnam*. Regional Gender Programme in South-East Asia – Stage II, Enjambra Contra la Explotación Sexual and Paz y Desarrollo.

Kasomo, D. (2012). "Factors Affecting Women Participation in Electoral Politics in Africa." *International Journal of Psychology and Behavioral Sciences*. 2(3), 57-63.

- Mehra, R. and Gupta, G. R. (2008). "Gender Mainstreaming: Making it Happen". In *Equality for Women: Where do we Stand on Millennium Development Goal 3?*, Mayra B., Andrew R. M., Waafas Ofosu-A., and Mirja S. (Eds.). Washington DC: World Bank.
- Mikkola, A. and Miles, C. A. (2007). *Development and Gender Equality: Consequences, Causes, Challenges and Cures*. Helsinki: Helsinki Center of Economic Research.
- Miranda, R. L. T. (2005, October). "Impact of women's participation and leadership on outcomes." *Expert Group Meeting on Equal Participation of Women and Men in Decision-Making Processes, with Particular Emphasis on Political Participation and Leadership*. United Nations (DESA, DAW, ECA, IPU).
- Roy, K., Blomqvist, H. and Clark, C. (Eds.). (2008). *Institutions and Gender Empowerment in the Global Economy*. Singapore: World Scientific Publishing.
- UNFPA and UNIFEM. (2006). *Gender Responsive Budgeting and Women's Reproductive Rights: A Resource Pack*. New York: New United Nations Development Fund for Women.
- Young, K. (1988). "The Social Relations of Gender." In *Gender in Caribbean Development*. Mohammed P. and Shepherd C., Jamaica M. (Eds.). Women and Development Studies Group.

### Online References

- Coffe, H. and Bolzendahl, C. (2010). "Gender Gaps in Political Participation across Sub-Saharan African Nations." Retrieved date April 21, 2013 from <http://www.ncbi.nlm.nih.gov/pmc/articles/PMC3065638/>.
- Ratansi, Y. (2008). "Towards Gender Responsive Budgeting: Rising to the Challenge of Achieving Gender Equality: Report of the Standing Committee on the Status of Women." House of Commons, Canada. Retrieved date June 2, 2013 from <http://www.parl.gc.ca/content/hoc/Committee/392/FEWO/Reports/RP3551119/fewor11/feworp11-e.pdf>.
- United Nations. (2002). "Gender Mainstreaming: An Overview." New York: Office of the Special Advisor on Gender Issues and Advancement of Women. Retrieved date April 21, 2013 from <http://www.un.org/womenwatch/osagi/pdf/e65237.pdf>.